

# CORNELL CHRONICLE

Volume 22 Number 5 September 27, 1990

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Feminism in the U.S.

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Cascadilla Hall  
revisited



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Classroom enthusiasm

## The time is ripe

Miriam Graham of Ithaca (left) and Kevin Swartwood of Groton (below, left) and Cindy Clark of New York City are among the 15-member harvesting crew at Cornell Orchard, which is part of the Department of Fruit and Vegetable Science. About 20,000 bushels of fruit, mostly apples, will be picked from the 80 acres of fruit at the Orchard between now and the end of October. The sales room on Route 366 is open seven days a week from 8 a.m. to 5:30 p.m.

Photographs by Tim Moersh



## Rhodes seeks 4% budget cut by July 1992

President Frank H.T. Rhodes, who expects to announce next month the largest fund-raising drive ever undertaken by a university, has called on his faculty to help cut Cornell's base budget by at least 4 percent over the next two academic years.

Citing "massive public concern and criticism" over higher education's costs, commitment and management, and a series of national economic warning signs, Rhodes predicted a "very tough decade" and said Cornell had to reduce and reallocate about \$10 million in its operating, general-purpose budget by July 1992. That budget supports the colleges of Architecture, Art and Planning; Arts and Sciences; Engineering; and a range of central administrative services including libraries and financial aid.

At the very time when more is asked of universities, Rhodes said, the outlook for budget support from Washington is "desperate." The only place where it is worse, he added, is Albany, where "a major shortfall is probably built into the [state] budget."

Since July 1988, a series of cuts required by state revenue shortfalls has meant reductions totaling about \$6 million at Cornell's state-supported units — the colleges of Agriculture and Life Sciences, of Human Ecology and of Veterinary Medicine, and the School of Industrial and Labor Relations. In the past 20 years, state-funded jobs at Cornell's colleges have dropped steadily from 2,254 to 1,823, a drop from 56 percent of the jobs in the state-supported units to 44 percent. And still further cuts are likely within the state fiscal year that began last April 1.

The 4 percent cut, or roughly \$10 million, mentioned in Rhodes' speech is consistent with a recommendation made last year by the Faculty Council of Representatives (FCR), which urged cuts in faculty and staff positions to ensure Cornell's ability to pay competitive faculty salaries and graduate-student stipends. The FCR also called for strong financial-aid programs so Cornell could continue to admit students based solely on their academic potential.

In his year-opening State of the University address to the faculty, Rhodes said it was very probable that the Board of Trustees in mid-October will approve a five-year capital campaign. He said its target would be \$1.25 billion, of which a nucleus fund of \$340 million is already "in hand."

Rhodes emphasized that the campaign was "not designed to add" to Cornell's size or staff but rather to strengthen the foundations of the university through greater endowment. Specifically, he said that added endowment income would help make salaries for faculty and staff more competitive, would help to continue needed financial aid for students, would benefit libraries and, to a limited extent, would contribute to some building renovation and construction.

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## Nerode's plan makes calculus fun — for students and teachers

Student complaints about freshman calculus used to reach all the way to the president's office.

Students complained if they found themselves with a European teacher whose style was authoritarian or if they couldn't understand the English of a foreign-born graduate student. Even when the Mathematics Department assigned its best teachers to introductory-level calculus, the dean, provost and president heard complaints from students and parents about calculus classes of as many as 250 students.

Now, the complaints have ceased.

Calculus is taught in sections of 25 students instead of lectures with 250 students. The smaller class-sizes resulted from grants initially awarded by The Charles A. Dana Foundation and later continued by The Pew

Charitable Trusts.

Freshmen more interested in concepts than technique can also now choose from among a variety of new alternatives to a second semester of calculus, such as "The Geometry of Tilings and Polyhedra," "Mathematical Modeling" and "Mathematics and Art," which deals with the influence of mathematics in art and architecture and includes study of the works of Da Vinci, Michelangelo and Durer. These courses were designed by Cornell professors, who were freed from time normally spent teaching regular courses by a grant from The Exxon Education Foundation which brought in temporary replacement teachers.

The two-part scheme was masterminded by mathematics Professor Anil Nerode. "This is a win-win situation. It works be-

cause it appeals to the selfish interests of everyone and satisfies them all," said Nerode.

Under his plan, Cornell advertises for professors on leaves-of-absence from liberal-arts colleges. These teachers move to Ithaca for a year, work out of offices in the Mathematics Department and teach two classes of calculus per semester under the coordination of a Cornell "calculus czar" professor. This fall, professors from six colleges, including Western State College of Colorado, Sioux Falls (S.D.) College and Southern Connecticut State University are teaching calculus at Cornell.

Freshmen benefit from smaller classes and personal attention from professors who earned tenure on the basis of teaching alone, not whether they publish research

papers, Nerode said, adding that enrollment in freshman calculus rose by nearly one-third among students in the College of Arts and Sciences since introduction of the classes.

Graduate students who work as teaching assistants for calculus classes benefit because these liberal-arts visitors are "better than our teachers in teaching graduate students how to teach," Nerode said.

The visiting professors' home institutions' sabbatic-leave funds pay for half a year's salary, while the other half is paid through a grant awarded to Cornell by The Pew Charitable Trusts.

"The magic in this whole scheme was getting a foundation to pay the second half of a sabbatic year so teachers could come

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## It's a gas



Irving Raymond of General Stores delivers cylinders containing nitrogen, oxygen and hydrogen to Baker Laboratory. *Tim Moersh*

## NOTABLES

An article titled "Slotted Inlet Baffle Control Based on Inlet Jet Momentum Numbers," by agricultural engineering Professor **Louis D. Albright**, received a 1990 Paper Award from the American Society of Agricultural Engineers. It was one of 11 papers selected for the award from 433 considered.

The Northeast Branch of the American Society of Agronomy has presented one of three of its 1990 Career Service Awards to **Madison J. Wright**, professor emeritus of agronomy, who was a member of the Cornell faculty from 1959 until his retirement in 1989.

**James E. Turner**, who served as the first director of Cornell's Africana Studies and Research Center from 1969 to 1988, is the 1990 recipient of the Tompkins County Human Rights Commission's Corinne Galvin Individual Award. He was cited for his accomplishments as a "local and international leader in efforts for the creation of a equitable society for all people."

**Roger T. Trancik**, a professor in landscape architecture and city and regional planning, is one of the 13 persons elected this year as National Fellows of the American Society of Landscape Architecture. There are 175 fellows of the exclusive organization, established in 1898 and headquartered in Washington, D.C.

## BRIEFS

■ **Extension volunteers:** Food safety, affordable housing and solid-waste management will be among 20 topics discussed when 100 of Cornell Cooperative Extension's volunteer leaders visit the campus today and tomorrow, Sept. 27 and 28. Representing New York's 60,000 extension volunteers, participants will learn how Cornell's research and educational resources support the Cooperative Extension system. Volunteers — such as 4-H leaders, master gardeners and consumer-information advisers — support the extension professionals around the state who maintain contact with researchers on campus.

■ **Husa in Oslo:** Composer Karel Husa, the Kappa Alpha Professor of Music, will conduct two of his works in Oslo, Norway, Sept. 30 at the closing concert of the International Society for Contemporary Music's eight-day festival, "World Music Days 1990." Husa will conduct his Concerto for Wind Ensemble and Concerto for Trumpet and Wind Orchestra.

■ **Winners:** Graduate students Michael Bunsey, Roger Sayre, Douglas Burdie and Joseph Compagni and postdoctoral researcher Scott Jones will compete in the championship race of the Manufacturer's Hanover Corporate Challenge Oct. 6 in New York City. The team won the 3.5-mile Syracuse regional competition in August to qualify for the championship race. There

were 3,163 runners representing 335 teams in the regional contest in Syracuse.

■ **Big Red Band:** For the second straight year, the Big Red Marching Band has provided halftime entertainment at a National Football League game. The band played at the game between the New York Giants and the Miami Dolphins Sunday, Sept. 23, at Giants Stadium in East Rutherford, N.J. Last year the band played in Buffalo at a game between the Bills and the Indianapolis Colts.

■ **Preaching contest:** The deadline for entering the Seventh Annual Sage Chapel Student Preacher Competition is Thursday, Oct. 11. The winner will preach in Sage Chapel on Sunday, Feb. 24, 1991. Students from all religious traditions may pick up entry forms in Room 119A, Anabel Taylor Hall, or call 255-6002.

■ **Racial harassment:** A nationwide teleconference on the topic, "Campus Responses to Racial Harassment and Intimidation," will be held Friday, Oct. 5, from 1 to 3 p.m. at the ETV Studio in the North Wing of Martha Van Rensselaer Hall. The showing will be followed by a discussion on the topic as it relates to Cornell. The event is open to all members of the Cornell community. For more details, contact the Office of Equal Opportunity, 234 Day Hall, telephone 255-3976.

## Agriculturalist here as professor-at-large

One of the world's leading agricultural scientists, M.S. Swaminathan, will give a public lecture on the topic, "Critical Issues in Global Agriculture and International Development," Thursday, Oct. 4, at 3:30 p.m. in Alumni Auditorium of Kennedy Hall.

Swaminathan, who will be at Cornell for the first time in his role as an Andrew D. White Professor-at-Large, played a catalytic role in India's green revolution, moving his country from having the largest food deficit in the world in 1960 to producing enough grain to feed all of its people only two decades later.

He is president of India's National Academy of Science and of the International Union for Conservation of Nature and Natural Resources. From 1982 to

1988, he was director of the International Rice Research Institute.

During his stay at Cornell from Friday, Sept. 28, through Sunday, Oct. 14, Swaminathan will fly to Ottawa, Canada, and to Harvard University to give lectures on plant genetics and agricultural strategies for the future.

Swaminathan is a fellow of the Royal Society of London and is a fellow, member or associate of the national academies of agriculture and of science in Sweden, the United States, Italy and the Soviet Union.

For a complete schedule of Swaminathan's visit, contact the office of W. Ronnie Coffman, chairman of the Department of Plant Breeding and Biometry, 252 Emerson Hall, 255-2180.

## APPOINTMENTS

The following academic administrative appointments and faculty appointments have been approved by President Frank H.T. Rhodes.

**N. Gregson Davis**, elected Goldwin Smith Professor of Comparative Literature and appointed chairman of the Department of Comparative Literature for a three-year term; **David A. Hammer**, professor of nuclear science and engineering, reappointed director of the Laboratory of Plasma Studies for a five-year term; anthropology Professor **John S. Henderson**, appointed director of the Intercollege Program in Archaeology for a three-year term (He previously served as director of the program from 1982 to 1987.); and Liberty Hyde Bailey Professor **Andre T. Jagendorf**, reappointed chairman of the Section of Plant Biology for a two-year term.

Also, **Sally McConnell-Ginet**, professor

of modern languages and linguistics, appointed acting director of the Cognitive Studies Program for the fall 1990 semester; Professor **Alan J. Nussbaum**, reappointed chairman of the Department of Classics for a three-year term; Professor **S. Kay Obendorf**, reappointed chairwoman of the Department of Textiles and Apparel for a five-year term; and **S. Leigh Phoenix**, professor of theoretical and applied mechanics, reappointed associate dean for research and graduate education in the College of Engineering for a five-year term.

Also, Russian literature Professor **Michael Scammell**, appointed director of the Soviet and East European Studies Program in the Center for International Studies for a three-year term; and Professor **William R. Sims Jr.**, reappointed chairman of the Department of Design and Environmental Analysis for a five-year term.

## GRADUATE BULLETIN

**Changes:** The deadline for changing grade options, credit hours and dropping courses is Oct. 26.

**Seminars:** Dissertation and thesis seminars will be held in the Morison Seminar Room of Corson/Mudd Hall from 1 to 2 p.m. Monday, Oct. 15, for doctoral dissertations and Tuesday, Oct. 16, for master's theses. The thesis adviser will discuss preparing and filing theses and dissertations; students, faculty and typists are encouraged to attend.

**Council:** There will be a meeting of the Graduate Student Council Monday, Oct. 1, at 5:15 p.m. in The Henry, Sage Hall.

**NSF Fellowships:** National Science Foundation Graduate Fellowships and NSF

Minority Graduate Fellowships applications are available in the Graduate Fellowship Office. Applicants for these three-year awards must be U.S. citizens and incoming students in the biological, physical or social sciences. There is an annual stipend of \$12,900 and a tuition payment of \$6,000; Cornell provides the remainder of tuition. Deadline is Nov. 9.

**Hertz fellowships:** Hertz Graduate Fellowships are available to U.S. citizens (or those applying for citizenship) in the applied physical sciences. The award is \$15,000 stipend plus \$8,000 tuition; Cornell provides the remainder of tuition. Applications are available in the Graduate Fellowship Office, and the deadline is Nov. 1.

## CORNELL CHRONICLE

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

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.

# Women's movement moves inside institutions

Despite claims to the contrary, the women's movement is not dead. It has simply moved from the streets to the inside of institutions, says Mary Fainsod Katzenstein, associate professor of government and of women's studies.

"Marches, protests and demonstrations are now infrequent, press coverage is decreased, much of the drama is gone," Katzenstein writes in the fall issue of "Signs," a women's-studies journal published by the University of Chicago Press.

"Yet the consciousness of continued gender inequalities has not abated," she writes, and growing numbers of feminists now fight those inequalities from within the offending institutions.

The kinds of American women who consider themselves feminists have increased over the past decade, Katzenstein writes — now including married, widowed and elderly women; women with less than a high-school education; and women whose politics range from liberal to conservative. One out of two white women and two of three non-white women identify themselves as feminists, according to a 1986 Gallup poll, she notes.

This broadened base means that feminists are increasingly defining the very institutions that were formerly male-dominated — such as the military, the Roman Catholic Church, universities, law and the news media, Katzenstein said.

But many people have failed to recognize the movement's changing dynamic, she added.

"I think people who view the women's movement as dead are comparing it to the civil-rights movement; that is, some people presume the movement is strong only if there are protests on the streets and newspapers are giving it attention," Katzenstein said in an interview.

While blacks have exploited street politics; Asian-Americans, neighborhood associations; and environmentalists, "beltway politics"; women, too, have chosen political

methods that work best for them, she said.

"The moments when women have taken to the streets historically have been few and far between," Katzenstein said. They did so during the suffrage movement in the early 20th century and then turned to associations, from the League of Women Voters to the female-dominated parent-teacher associations.

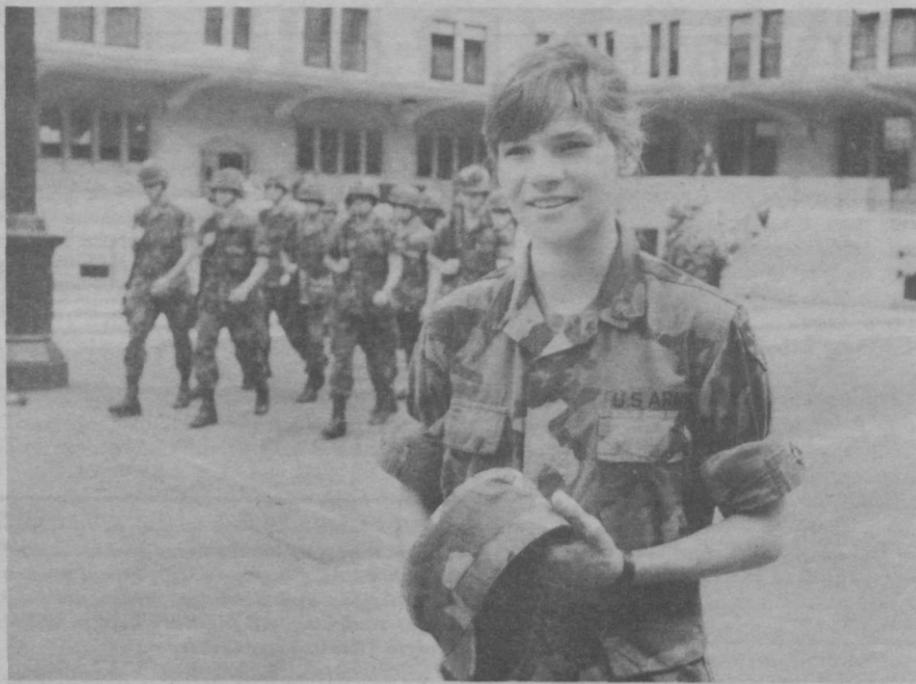
They again took to the streets during the liberation movements of the 1960s, then again turned to associations of a prolific "reach, specificity and diversity," the narrow focus of some showing how widespread such methods of organizing are, she said. Among these are the Women's Caucus for Art, Women in Scholarly Publishing, Sisters in Crime (a women's mystery writers' group), Guerilla Girls (women who dress in gorilla costume and protest the exclusion of women artists in important exhibitions) and the recently recognized women's clerical union at Harvard University.

"Women, who historically haven't been given much of a place in the public sphere, have learned how to organize and operate outside the limelight, outside the sphere of conventional politics. They influence the places where they live their everyday lives and where their resources are the greatest: in families, neighborhoods, the school system, the work place," said Katzenstein.

"What's different now is that women are using the informal friendship network and associations in institutions that have long been male-dominated," she said.

This has happened even in the most conservative institutions, such as the U.S. military and the Catholic Church — the two institutions Katzenstein focuses on in her article.

Noting that both institutions have had limited tolerance for dissent, she writes: "That women in the church and the military have, despite these constraints, developed strategies and organizations that foster and sustain a consciousness in opposition to the



AP/Wide World Photos

Kristin Baker, the first woman to be named brigade commander and first captain of the U.S. Military Academy, is shown at West Point in this 1989 photograph.

patriarchal institutions of which they are a part constitutes a dramatic segment of the story of unobtrusive mobilization in the 1980s."

Among recent acts of mobilization in the Catholic Church that Katzenstein cites, for example, are these:

- Women's ordination conferences were held in 1975 and 1978. In 1979, Pope John Paul II was confronted on the topic of women priests during a televised visit in the United States.

- A group known as Women-Church was formed in the 1980s by feminists who identified with Catholicism "but rejected what they saw as the patriarchy and clericalism of the institutional church." Constituent groups have run shelters for homeless women, protested U.S. intervention in Central America and worked to provide sanctuary to refugees from Central America.

- In 1984, nearly 100 Catholic scholars, social activists, priests and nuns signed an

advertisement in the New York Times arguing that a "diversity of opinions regarding abortion exists among committed Catholics," setting off a public debate that continues today.

Feminists in the military have focused on gender discrimination through an organization known as DACOWITS, Defense Advisory Committee on Women in the Services, by pressuring the Carter administration to assign women to Minuteman and Titan missile crews; fighting efforts during the Reagan administration to slow recruitment of women; and inspecting U.S. bases and reporting on alleged incidents of sexual harassment.

"One lesson that comes out of this," Katzenstein said, "is that women make sense of feminism in places where they are at, where they live, where they work. Feminism's strength lies in its capacity to adapt to the pressures and possibilities of women's different lives."

—Lisa Bennett

## Sight unseen



Tim Moersh

Sophomore Roy Wellman (blindfolded) puts his trust in junior Rachel Neuman, who leads him around campus as part of an acting-class exercise.

## Cornell joins data base giving research details to corporations

Cornell is one of 70 universities in the United States and Canada participating in a new national data base that will allow corporations to quickly learn about research facilities and faculty projects here. The data base will aid corporations interested in funding research or collaborating on studies at Cornell.

Also, the university can use the commercial data base, called BEST-North America, to improve coordination of research efforts within Cornell, as well as with other institutions, said Norman R. Scott, vice president for research and advanced studies.

BEST-North America, just launched by Cartermill Inc., includes research records in the sciences, technology, medicine, engineering, business and economics. The data base will also include electronic mail, details of new inventions, research-park information and details about training, consultation and other services to help link corporations and universities, said Cartermill President Kenneth Blaisdell. Cartermill was founded by Blaisdell to develop BEST-North America.

Besides Cornell, the data base includes institutions such as Johns Hopkins and Ohio State universities, and the universities of Michigan, Washington, California at Davis, British Columbia and Toronto.

Corporate members of the service are now being sought and will pay the majority of costs for the data base. Universities will pay a modest fee for updating their records.

The data base will include more than 5,000 records at its launch, with another 13,000 under final preparation by Cartermill to be added over the next six months. Also, thousands of new university records will be delivered to the company for processing each month and more universities are expected to join, said Blaisdell.

The records include details on both faculty and university facilities. Faculty records include a faculty member's research interests, research grants, qualifications and past positions. Facility descriptions include the services offered, personnel, industrial

relevance and equipment. All listings are voluntary.

"BEST-North America will open up valuable new research avenues to corporations, since universities perform half of basic research and one-quarter of all basic and applied research in North America," said Blaisdell.

"We believe corporations will use BEST-North America to discover many superior university programs and partnership opportunities that they didn't know existed," said Blaisdell.

The data base will allow universities instant access to information on their own research through the free copy of their data

*Universities perform half of basic research and one-quarter of all basic and applied research in North America.*

base provided by Cartermill. Also, their free access to BEST-North America and BEST-Europe will allow university scientists access to data on colleagues' work at other institutions.

Access to the BEST-North America data base will be through Cornell's liaison, Laura Uerling of the Office of the Vice President for Research and Advanced Studies. However, said Uerling, current plans are to make the Cornell copy of the data base's faculty records accessible through CUINFO. Uerling can be reached at 255-4993.

According to Blaisdell, in his 24 years of working at universities, he found too little information within the university on its own research.

"I'd always felt that the most maddening piece in the whole university-industry equation for the university was to know itself," he said.

—Dennis Meredith

# 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.

Instruction and requests, Sept. 30, 7:30 to 10:30 p.m., North Room, Willard Straight Hall.

Global Dance, co-sponsored by the Cornell Wellness Program, tango, Oct. 2, 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 Print Making," a workshop in conjunction with the Arthur Wesley Dow exhibition, will be offered Oct. 6 and 13, from 1 to 4 p.m. The program is designed to introduce the beginning print maker to the basic techniques and processes involved in the making of woodblock prints, from carving the block to printing the image. Participants are requested to register in advance by Sept. 28. The fee is \$50 for members and \$55 for non-members.

"Cornell Collects," a box-lunch tour of the current collection celebrating Cornell's 125th anniversary as the first uniquely American university, will be held today, Sept. 27, from noon to 1 p.m. The tour, led by Nancy Allyn Jarzomek, associate curator of painting and sculpture at the museum, will feature 162 paintings, sculpture, works on paper, prints and photographs from 72 collections.

### History of Science Collection

"Will That Building Stay Up? Selected Responses, from Galileo to Thurston," an exhibition in honor of the construction of the new library building on the Arts Quadrangle, through November, Monday through Friday from 9:30 a.m. to 4:30 p.m. in the History of Science reading room, 215 Olin Library. The display focuses on the evolution of the science of the strength of materials and features works by Galileo, Belidor, Thomas Tredgold and Cornell's Robert Henry Thurston, among others.

### 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: Photographs by Shannon Parker, through Sept. 29. Senior Show: Work by Jeff Marshall, Sept. 30 through Oct. 6, 8 a.m. to 4:30 p.m., Tjaden Hall.

### 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, 9/27

"Driving Miss Daisy" (1989), directed by Bruce Beresford, with Jessica Tandy, Morgan Freeman and Dan Ackroyd, 7:20 p.m.

"Duel in the Sun" (1946), directed by King Vidor, with Gregory Peck, Jennifer Jones, Joseph Cotten, Lillian Gish and Butterfly McQueen, sponsored by Pentangle, free, 7:30 p.m., Uris.

"Nuns on the Run" (1990), directed by Jonathan Lynn, with Eric Idle and Robbie Coltrane, 9:45 p.m.

### Friday, 9/28

"Driving Miss Daisy," 7:30 p.m., Uris.

"Nuns on the Run," 9:55 p.m., Uris.

"Andy Warhol's Frankenstein in 3D," directed by Paul Morrissey with Udo Kier and Joe Dallesandro, 7:30 p.m., 9:45 p.m. and midnight.

### Saturday, 9/29

"Nemak Halal," with Amitabh Bachchan, Smita Patil, Sashi Kapoor and Parveen Babi, the South Asia Film Series, 1:30 p.m., 310 Uris Library.

"Driving Miss Daisy," 7:30 p.m., Uris.

"Nuns on the Run," 9:55 p.m., Uris.

"My Life as a Dog" (1985), directed by Lasse Hallstrom, with Anton Glanzelius and Tomas Von Bromsse, 7:15 p.m.

"For All Mankind" (1989), directed by Al Reinert, 9:45 p.m. and midnight.

### Sunday, 9/30

"Booby Trapped for Revelations," a performance art work produced and performed by Bradley Eros and Jeanne Liotta, featuring films, video, slides and live performances which investigate cycles of decay and regeneration, co-sponsored by the Council on the Creative and Performing Arts, 2 p.m., free, Johnson Museum.

"Nuns on the Run," 4:30 p.m.

"My Life as a Dog," 8 p.m.

### Monday, 10/1

"For All Mankind," 7:15 p.m. and midnight.

"The Lodger" (1926), directed by Alfred Hitchcock, with Ivor Novello, 9:30 p.m.

### Tuesday, 10/2

"Vietnam: Battle for Dien Bien Phu," with introductory comments by Keith Taylor, Southeast Asia Film Series, 4:30 p.m., 310 Uris Library.

"The Comedy of Money" (1936), directed by Max Ophuls, with Herman Boubier and Rini Otte, 7:15 p.m.

"Mo' Better Blues" (1990), directed by Spike Lee, with Denzel Washington, Joie Lee and Cynda Williams, 9:30 p.m.

### Wednesday, 10/3

"Death Race 2000" (1936), directed by Paul Bartel, with David Carradine, Sylvester Stallone and Mary Woronov, 7:30 p.m.

"Mo' Better Blues," 9:30 p.m.

### Thursday, 10/4

"Mo' Better Blues," 7 p.m.

"Documentary Tradition" (1929-1963), directed by Joris Ivens, free, 7:30 p.m., Uris.

"Amadeus" (1983), directed by Milos Forman, with Tom Hulce and F. Murray Abraham, 9:50 p.m.

## LECTURES

### Baker Lectures

"High-Performance Organometallic Reagents," Ryoji Noyori, Nagoya University, 11:15 a.m., 119 Baker Lab. "Enantioselective Isomerization of Allylic Amines: Science and Applications," Sept. 27; "Enantioselective Addition of Organometallic Reagents to Carbonyl Com-

pounds: Chirality Transfer, Multiplication and Amplification," Oct. 2; "Asymmetric Catalysis via Chiral Metal Complexes: Selected Examples A," Oct. 4. 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.

### Center for Environmental Research

"Reducing Environmental Risk: Setting Priorities and Strategies," Raymond Loehr, University of Texas, Austin, Distinguished Lecturer Series on Emerging Environmental Issues, Oct. 4, 4 p.m., 135 Emerson Hall.

### Classics

"Ritual Killing in Greek Tragedy," Dirk Obbink, Barnard College, Oct. 1, 4:30 p.m., 22 Goldwin Smith Hall.

"Oaths and Dispute Settlement in Archaic Greece," Gerhard Thur, University of Munich, Oct. 2, 4:30 p.m., 134 Goldwin Smith Hall.

### Cornell Plantations

"Kamer's Famous Blue Butterfly," Robert Dirig, Bailey Hortorium, Sept. 27, 7:30 p.m., Lewis Headquarters Building, Cornell Plantations.

"Use of Native Plants in European Park Design," Rick Manning, Trowbridge Associates, Oct. 4, 7:30 p.m., Lewis Headquarters Building, Cornell Plantations.

### Hillel

Topics in Jewish Tradition, "Midrash: Dialectics of the Rabbis," Oct. 1, 8 p.m., 314 Anabel Taylor Hall.

### Icelandic Collection

"Iceland and Ireland," David Erlingsson, visiting curator, Fiske Icelandic Collection, Sept. 27, 4 p.m., 701 Clark Hall.

### Latin American Studies Program

"Fighting for Our Land, Our Forest and Ourselves: Native Peoples' Resistance in the Amazon," a talk and video presentation by two Kaiapo Indian leaders, Oct. 1, 7:30 p.m., 231 Warren Hall. A workshop will be held Oct. 2, 12:15 to 2:30 p.m. in the Morison Seminar Room, Corson/Mudd Hall.

### Mathematical Sciences Institute

"Exponential Attractors for the Navier-Stokes Equations," Alp Eden, Arizona State University, a series of three lectures: Oct. 1, 4 p.m., 312 Mathematical Sciences Institute, 409 College Ave., in conjunction with MSI seminar on partial differential equations; Oct. 3, 12:20 p.m., 421 Sage Hall, in conjunction with CAM seminar on dynamics; Oct. 4, 3:30 p.m., 312 Student Agencies Building.

### Peace Studies Program

"The Second German Unification: A Preliminary Assessment," Charles Naef, Colgate University, Sept. 27, 12:15 p.m., G08 Uris Hall.

### Society for the Humanities

"Habermas, Foucault and the Modern Intellectual," Lloyd Kramer, University of North Carolina, Oct. 3, 4:30 p.m., 165 McGraw Hall.

### Southeast Asia Program

"Indonesia and China Make Up: Reflections on Relations between Peking and Jakarta," Michael Williams, British Broadcasting Corp., Sept. 27, 12:20 p.m., 102 West Ave. Ext.

Topic to be announced, Harold Conklin, Yale University, Oct. 4, 12:20 p.m., 102 West Ave. Ext.

### Western Societies Program

"The Politics of the Poets," Jacques Ranciere, Universite de Paris VIII, Oct. 2, 4:30 p.m., Guerlac Room, A.D. White House.

## MUSIC

### Department of Music

University organist Donald R.M. Paterson will devote his entire Sept. 28 concert to Cesar Franck, on the 100th anniversary of his death. The concert will begin at 8:15 p.m. in Sage Chapel. Featured compositions will be from "Six Pieces d'Orgue"; the "Pastorale, op. 19"; "Priere, op. 20"; and the "Grande Piece Symphonique, op. 17." This event is the third of six concerts celebrating the 50th anniversary of the Aeolian-Skinner organ in Sage Chapel.

### Bound for Glory

Tim Keller, New Mexico songsmith and yarn spinner, will perform in three live sets on Sept. 30, 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. on WVBR-FM, 93.5.

### Cornell Plantations

The Fall Class of 1940 Classical Music Concert performed by Cornell musicians will be presented Sept. 28 at noon at Beebe below Helen Newman Hall. A tent will be provided in case of rain.

## READINGS

### Creative Writing Committee

Lloyd Van Brunt will read his poems Sept. 28, 4:30 p.m., Temple of Zeus, Goldwin Smith Hall.

## RELIGION

### Sage Chapel

Robert L. Johnson, director, University Ministries, will deliver the sermon Sept. 27. 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 religious traditions.

### Baha'i

Weekly meetings on campus. Call 273-7971 for information.

### Catholic

Masses: Saturdays, 5 p.m., Sundays, 8 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.

### Jewish

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

Yom Kippur: Friday, Reform, 8 p.m., auditorium, Anabel Taylor Hall; Conservative, 8:30 p.m., auditorium, Kennedy Hall; Orthodox, 6:15 p.m., One World Room, Anabel Taylor Hall. Saturday, Reform, 9 a.m. and 5 p.m., auditorium, Anabel Taylor Hall; Conservative/Egalitarian, 10 a.m. and 5 p.m., auditorium, Kennedy Hall; Orthodox, 9 a.m., One World Room, Anabel Taylor Hall. Sukkot Service: Wednesday, Oct. 3, 6 p.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, 5-8 p.m., 401 Thurston Ave. Call Rev. Barbara Heck, chaplain, 255-4224, for information.

### Seventh-Day Adventist

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

### Zen Buddhism

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

## SEMINARS

### Applied Mathematics

"Average Case Complexity of Multivariate Integration," H. Wozniakowski, Columbia University and University of Warsaw, Sept. 28, 3:30 p.m., 322 Sage Hall.

### Archaeology

"Reports from the Field," Finger Lakes Society members, Archaeological Institute of America, Sept. 27, 8 p.m., 22 Goldwin Smith Hall.

"Reports from the Field," Hirsch Travel Award Recipients, Intercollege Program in Archaeology, Oct. 4, 4:40 p.m. 303 McGraw Hall.



Ingemar and Manne (Melinda Kinnaman, Anton Glanzellus and Jan-Phillip Strom) in a scene from "My Life as a Dog," showing Saturday and Sunday, Sept. 30, at Willard Straight Theatre. Check the film listings for times.

**Astronomy & Space Sciences**

"Latest Discoveries," Marc Buie, Telescope Science Institute, Sept. 27, 7:30 p.m., 105 Space Sciences Building.

**Chemical Engineering**

Absorbed Solution Thermodynamics: Insights from Molecular Theory," Peter A. Monaghan, University of Massachusetts, Oct. 2, 4:15 p.m., 255 Olin Hall.

**Chemistry**

Femtosecond Transition State Spectroscopy of Electron Transfer Reactions," Paul Marzari, University of Minnesota, Sept. 27, 7:30 p.m., 119 Baker Lab.

Enzymes in Organic Synthesis," Chi-Huey Wong, Scripps Clinic, La Jolla, Calif., Oct. 1, 7:30 p.m., 119 Baker Lab.

To be announced, Elliot Elson, Washington University at St. Louis, Oct. 4, 4:40 p.m., 119 Baker Lab.

**Urban & Regional Planning**

Planning in Burlington: New Models in a Global Context," Brenda Torpy, Northgate Planning Inc., Burlington, Vt., Sept. 28, 12:15 p.m., 115 Tjaden.

**Biology**

Programs and Processes at NSF," Jim Whittaker, National Science Foundation, Sept. 27, 2:15 p.m., Whittaker Room, Corson Hall.

**Biology & Systematics**

Life at Deep Sea Hot Vents and Cold Seeps," Ruth D. Turner, Harvard University, Sept. 27, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

**Electrical Engineering**

Career Opportunities in Electrical Engineering," Harold L. Martin, North Carolina State University, Greensboro, Oct. 2, 7:30 p.m., 219 Phillips Hall.

**Environmental Toxicology**

To be announced, John King, vet pathologist, Sept. 28, 12:20 p.m., 14 Femow Hall.

**Horticulture & Ornamental Horticulture**

The Rebirth of George Eastman's Garden," Susan Maney O'Leary, George Eastman College, Sept. 27, 12:15 p.m., 404 Plant Science Building.

Staten Island Botanical Garden: New Gardens Grow on an Historic Site," Richard Iversen, Horticulture Staten Island Botanical Garden, Oct. 4, 12:15 p.m., 404 Plant Science Building.

**Plant & Vegetable Science**

Sustainable Agriculture, Pest Management and Plant Psychology," Stuart Hill, McGill University, Sept. 27, 4:30 p.m., Whetzel Seminar Room, 404 Plant Science Building.

Chilling Injury in Tomato Fruit: Topology, Biochemistry and Some Biochemical Effects," Georges Dodds, fruit and vegetable scientist, Oct. 4, 4:30 p.m., Whetzel Seminar Room, 404 Plant Science Building.

**Genetics & Development**

Impact of Mutator Transposable Elements on Gene Expression in Maize," Virginia M. Ott, Stanford University, Sept. 27, 3 p.m., Conference Room, Biotechnology Building.

"Contrasting Evolution and Regulation of Mammalian Globin Genes," Ross Hardison, Penn State University, Oct. 1, 4 p.m., Conference Room, Biotechnology Building.

**Geological Sciences**

"Evolution of the Arctic Submarine: Three and One-Half Centuries of Arctic Exploration and Research," Alfred McLaren, University of Colorado, Boulder, Oct. 2, 4:30 p.m. 1120 Sneek Hall.

**Humanities Computing**

Demonstration of the ARTFL data base, a computerized concordance to 2,500 French texts covering subjects in literature, philosophy, arts and sciences written from 1600 to the present, will be presented by Robert Kibbee, Oct. 2, 3:30 p.m., 703 Olin Library.

**International Nutrition**

"The Relationship Between Child Anthropometry and Mortality in Developing Countries: Implications for Policy, Programs and Future Research," David Pelletier, nutritional sciences, Sept. 27, 12:40 p.m., 200 Savage Hall.

**Mechanical & Aerospace Engineering**

"Computer Graphics Imagery: A New Role for Radiation Heat Transfer," Kenneth E. Torrance, mechanical and aerospace engineering, Oct. 2, 4:30 p.m., 107 Upson Hall.

**Microbiology**

"Recent Findings on the Ecology, Microbiology and Biochemistry of Pollutant Decomposition by Anaerobic Bacteria," Joseph Suflita, University of Oklahoma, Norman, Oct. 4, 4 p.m., Conference Room, Biotechnology Building.

**Neurobiology & Behavior**

"Hormonal and Genetic Control of Behavioral Integration in Honey Bee Colonies," Gene Robinson, University of Illinois, Sept. 27, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Functional Properties of the Unconditional Stimulus in Olfactory Learning in Honey Bees: A Behavioral and Physiological Analysis," Martin Hammer, Frei Universitat Berlin, Institut fur Tierphysiologie, Oct. 4, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

**Nutrition**

"Stability of Hepatic Glucose-6-Phosphatase *in situ*: A Role for Ferritin?" Wes Canfield, nutritional sciences, Oct. 1, 4:30 p.m., 100 Savage Hall.

**Operations Research & Industrial Engineering**

Manufacturing Engineering Seminar, "The Engineer in Private Practice," Howard Colm, Colm Engineering, Sept. 27, 4:30 p.m., B14 Hollister Hall.

**Ornithology**

"The Galapagos: An Amateur's View," Richard French-Constant, entomology and Kirstie Forbes-Robertson, Laboratory of Ornithology, Oct. 1, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

**Pew/Cornell Lecture Series**

"A Critical Evaluation of Past Nutrition Interventions: Lessons Learned and the Appropriate Role of Government," Nevin S. Scrimshaw, Harvard Center for Population Studies, Oct. 2, 3:30 p.m., 100 Savage Hall.

**Plant Breeding**

"Challenges in Plant Breeding," M.S. Swaminathan, A.D. White Professor-at-Large, Oct. 2, 12:20 p.m., 135 Emerson Hall.

**Plant Pathology**

"Nature of Wound Predisposition of Maize to Anthracnose Stalk Rot," Muimba-Kankolongo, Oct. 2, 4:30 p.m., 404 Plant Science Building.

**Psychology**

"Self, Intimacy and the Construction of Social Reality," Bill Swann, University of Texas, Sept. 28, 3:30 p.m., 202 Uris Hall.

**Science, Technology & Society**

"Tobacco: The Third World War," Judith MacKay, Asian Consultancy on Tobacco Control, Oct. 1, 12:15 p.m., 609 Clark Hall.

**Stability, Transition & Turbulence**

"Heat Transport in High Rayleigh Number Convection," Eric D. Siggia, Laboratory of Atomic and Solid State Physics, Oct. 2, noon, 288 Grumman Hall.

**Theoretical & Applied Mechanics**

"On Forced Vibrations of Nonlinear Two-Degree-of-Freedom Systems by Normal Modes," C.-H. Pak, Inha University, Korea, Oct. 3, 4:30 p.m., 205 Thurston Hall.

"Boundary Element Methods for Polymer Processing," Roger Tanner, University of Sydney, Australia, Oct. 4, 1:30 p.m., 201 Thurston Hall.

**SPORTS**

(Home Games Only)

**Saturday, 9/29**

Football, Bucknell, 1 p.m.

**Sunday, 9/30**

Men's Jr. Varsity Soccer, Hobart, 2 p.m.

**Monday, 10/1**

Women's Field Hockey, Lafayette, 3:30 p.m.  
Women's Jr. Varsity Field Hockey, Lafayette, 5 p.m.

**Tuesday, 10/2**

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

**Wednesday, 10/3**

Men's Jr. Varsity Soccer, Elmira, 4 p.m.  
Women's Volleyball, Cortland, 7 p.m.

**Thursday, 10/4**

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

**SYMPOSIA**

**Mathematical Sciences Institute**

"Partial Differential Equations," a conference in honor of Professor Lawrence E. Payne, will meet Oct. 5 through 7 in Room 700 Clark Hall. Presentations by invited speakers from the United States and abroad will address topics on ill-posed problems, including global non-existence of solutions; isoperimetric inequalities and special maximum principles; Saint-Venant type principles; energy stability in non-linear systems; inverse problems; and bifurcation theory. For more information contact conference co-organizers Alfred Schatz or James Bramble, Department of Mathematics, 255-4013, or the Mathematical Sciences Institute, 255-8005.

**Cinema presents series on Dutch film-making**

On Tuesdays and Thursdays in October, Cornell Cinema will present Netherlands, a touring series spanning 85 years of Dutch film making. Cornelian Wendy Lidell '77, director of the International Film Circuit, co-organized this tour with the Amsterdam Cultural Exchange.

Films will be shown in Willard Straight Hall and Uris Auditorium. Some shows have a \$3.50 admission fee; several are free. Discount tickets offering 10 admissions for \$25 are available from the Cornell Cinema box office. The series:

- Max Ophuls' "The Comedy of Money" opens the series Tuesday, Oct. 2, at 7:15 p.m. in Willard Straight Theatre.
- "The Documentary Tradition," showing Thursday, Oct. 4, at 7:30 p.m. in Uris Auditorium as part of the free Pentangle series, presents two shorts from 1929-30 and two longer works by documentary genius Joris Ivens, the 1931 "Phillips Radio" and the 1963 "... A Valparaiso."
- "The Spitting Image" (1963) shows Tuesday, Oct. 9, at 7 p.m. in Willard Straight Theatre.
- "Anamnesis" and "It's Me," shows Thursday, Oct. 11, 4:30 p.m. at Willard Straight (free).
- "Return to Oestgeest," by Theo van Gogh (grandnephew of the painter), shows Tuesday, Oct. 16, at 4:30 p.m. in Willard Straight.
- "Studio Silents," playing Thursday, Oct. 18, at 4:30 p.m. at Willard Straight (free).
- On Tuesday, Oct. 23, the Cornell Lesbian, Gay and Bisexual Coalition co-sponsors the showing of Eric de Kuyper and Paul Verstraeten's "A Strange Love Affair" at 7:30 p.m. at Willard Straight.
- The series closes on Tuesday, Oct. 30, at 7:20 p.m. in Willard Straight with "Eye Above the Well," a poetic ethnographic film about India by Johan Van der Keuken. In November, van der Keuken will be the subject of a photography and film exhibition at the Johnson Museum.

**THEATER**

**Department of Theatre Arts**

"Tale Spinners," an original children's show, will be presented on Sept. 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.

**MISC.**

**Amazon Indian Leaders**

Two Kaiapo leaders will visit Oct. 1 and 2 to tell how the native people of Brazil are trying to protect their environment. They will present a talk and videotape Oct. 1 at 7:30 p.m. in 231 Warren Hall on the topic, "Fighting for our Land, our Forest and Ourselves: Native Peoples' Resistance in the Amazon." They will present a workshop Oct. 2 from 12:15 to 2:30 p.m. in the Morison Room of Corson/Mudd Hall. Their visit is co-sponsored by several Cornell offices.

**Cornell Junior League Bowling**

There will be a Junior League bowling party open to children ages 5 to 18 at Helen Newman Lanes Sept. 29 from 10 a.m. to noon. Free bowling and soda. Junior League will start Oct. 6 at 10 a.m. For more information call 255-4200.

**Cornell Plantations**

"Foods that Feed the World," a family education event with hands-on activities featuring the staple plants of the world, will be held Sept. 30, 1 to 4 p.m., in the International Crop and Weed Garden, One Plantations Road. Donations are \$2 for adults, \$1 children and half price for members. The event will be canceled in case of rain.

**CUSLAR**

The Committee on U.S.-Latin American Relations will hold a business meeting and discuss recent events in Latin America, Mondays, 5:15 p.m., Commons Coffeehouse, Anabel Taylor Hall. For more information, call 255-7293.

**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.

**Natural Resources**

A book sale will be held through Sept. 27, 9 a.m. to 9 p.m. in the Memorial Room, Willard Straight Hall.

**Nutritional Sciences**

Graduate students in Nutritional Sciences are gathering data for a diet study on non-smoking women who are 10 percent and over normal weight; \$100 and food provided, Oct. 15 through Nov. 9. To sign up and for more information call 255-5436, 9 to 11 a.m. or 255-9685, 1 to 4 p.m.

**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., 178 Rockefeller Hall; 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.

# Visiting executives explore research applications

## Materials Science begins outreach in polymer studies

An interdisciplinary program to link Cornell polymer researchers with their industrial counterparts has been launched by the Materials Science Center (MSC) here. The Polymer Outreach Program held its inaugural symposium Sept. 20 and 21 to introduce the program, attracting some 50 industrial scientists and managers to campus.

The Polymer Outreach Program includes faculty from the Departments of Chemistry, Materials Science and Engineering, Physics and Theoretical and Applied Mechanics. Polymers such as fibers, composites and plastics have become fundamental to almost every product manufactured, from advanced airplanes to food packages.

"Of the nation's top universities, Cornell boasts the most varied and intensive polymer-oriented activity, spanning the entire

spectrum from biochemistry to textiles," said John Silcox, director of the MSC. "The outstanding faculty, coupled with very bright, motivated students, superb facilities and on-campus national research centers are a resource of top scientific and engineering talent.

"The Polymer Outreach Program aims at forging close ties between faculty, students and industrial engineers working in the field of polymers and polymer composites."

Corporate members would be asked to contribute \$40,000 per year for a minimum of three years, said Silcox. In return, the corporations would participate in research-proposal selection and would be offered laboratory space for company scientists working with Cornell groups, access to MSC facilities, free short courses and workshops, and potential coupling to other major Cornell research centers. The corporations also would have graduate-student traineeships named for them.

Last week's symposium talks included coverage of current research in polymer synthesis, fibers, composites and theory, as

well as discussions of the future of polymers and polymer composites. Participants also explored a poster session including more than 50 displays of Cornell research projects in polymers.

The Materials Science Center is funded by the Materials Research Division of the National Science Foundation.

## New technologies will revolutionize manufacturing

Seventeen senior executives from as many corporations large and small gathered on campus last week to hear Cornell faculty discuss the new technologies that will revolutionize manufacturing operations during the next decade.

The five-day symposium, "Managing the Next Generation of Manufacturing Technology," included faculty from the College of Engineering, the Johnson Gradu-

ate School of Management, the College of Arts and Sciences and the College of Architecture, Art and Planning.

Besides hearing talks on topics such as managing automation, new materials, robotics, computer graphics and economics, the executives also toured Cornell laboratories and held group discussions. Included in the group were executives from General Motors Corp., The DuPont Co. Inc. and Eastman Kodak Co.

"The program was an excellent example of the collaboration of faculty from many areas that makes Cornell such a unique place," said John Muckstadt, professor and director of operations research and industrial engineering, one of the organizers of the program. The other program director was Joseph Thomas, the Nicholas H. Noyes Professor of Manufacturing.

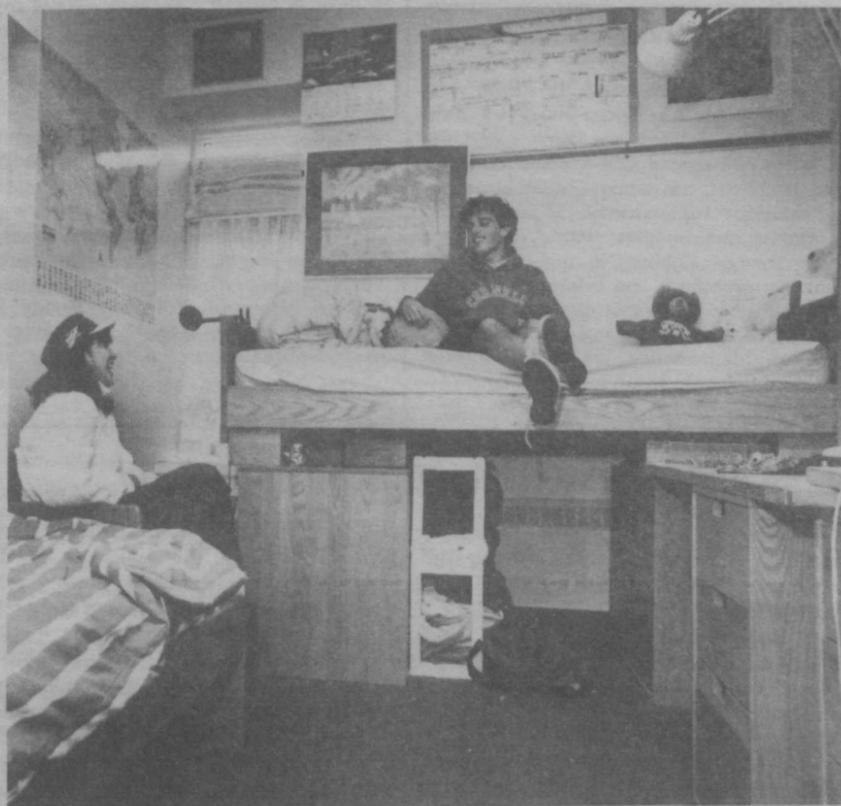
The program was held in the Statler Hotel under the auspices of the Cornell University Programs in Professional Education and the Cornell University Manufacturing Engineering and Productivity Program.

—Dennis Meredith

## Double take



Department of Manuscripts and University Archives



Tim Moersh

What a difference nearly a century makes. Andrew Dickson White found Cascadilla Hall "an ill-vented, ill-smelling, uncomfortable, ill-looking almshouse" when he lived there in 1867, according to Morris Bishop's "A History of Cornell." Cascadilla housed most of the faculty and student body when it was first purchased by the university in 1866. Two residents relax amid their mementos in a June 1895 photograph (top). Fortunately for sophomore Anastasia Enos (left, below), Cascadilla has been renovated extensively since the days of the university's first president. Here she chats with John Pucci, a sophomore government major, in her room. The changes since 1895 are more than structural; today's students like to hang art prints where yesterday's students leaned toward memorabilia.

## Budget cuts *continued from page 1*

In any case, he said a campaign "will not solve all our problems," and that many benefits would not take effect until late in the decade. And, once the campaign begins to build endowment, "we will liquidate new endowment in a relatively short time" if annual spending increases continue to exceed general inflation by 2 percent, Rhodes said.

Present projections for the general-purpose budget, the president said, would put Cornell in the red by about \$6 million by the end of the next fiscal year. "We'll need to reduce expenditures by at least that amount to deal with the structural budget deficit and will seek an additional \$4 million to reallocate to priority programs," he said.

Rhodes said that over the past four years, Cornell's privately endowed and state-supported colleges had already cut \$13.5 million from their base budgets. Given the additional \$10 million to be cut by July 1992 from the endowed colleges, and expected additional cuts from New York state, Cornell will have taken base-budget cuts over the 1987-92 period of more than \$25 million.

Among other points that Rhodes stressed in his speech to about 125 faculty members were:

- Faculty should build on the strength of undergraduate programs and "provide in undergraduate teaching the same kind of zest and commitment that marks our research and scholarly activities."

- Faculty leadership is needed to help improve the standing of non-tenure-track lecturers within their departments and to improve undergraduate education in several specific ways: helping redesign the burgeoning language-teaching programs, making better use of retired professors, improving introductory courses and trying to think of the entire freshman year as "a university-wide responsibility."

- Faculty should help ensure that "dignity, mutual respect, civility, fairness and openness" prevail in day-to-day relationships on campus.

- Faculty should help administrative staff "de-layer the campus" by reducing the number of committees, encouraging people at every level to make decisions based more on judgment and less on rules, and helping "bring the campus together" through simpler, less-bureaucratic procedures in all areas.

Rhodes did say Cornell is entering the academic year "in a strong position" — with record levels last year in both research funding (\$285 million) and giving from alumni and friends (\$161 million). But, though the budget has been balanced with difficulty — avoiding actual deficits that have forced Stanford to plan sizable staff reductions — Rhodes said that "nothing could be further from the truth" than that Cornell's short-term financial future will be smooth sailing.

Besides the public's distrust of higher education and the economic uncertainties of looming recession, slowing national productivity and threats to energy prices, Rhodes enumerated still other problems that add up to hard times ahead:

- Though Cornell has weathered the national dwindling of the pool of 18-year-olds — recording an increase in applicants this

year, while most peer institutions had declines — the downturn of college-age students will continue, dropping by another 10 percent by the mid-1990s.

- Faculty retirements are expected to create shortages in the next five years, perhaps leaving three jobs in 10 vacant in some fields.

- Private research universities, despite great talent and resources, face loss of federal government support to some less-accomplished state institutions whose legislatures are willing to offer millions of dollars to attract government research. He referred specifically to the National Science Board's decision to reject an NSF-appointed peer review committee's recommendation to locate a national high-magnetic-field laboratory at the Massachusetts Institute of Technology in favor of a proposal from Florida State University and the University of Florida, for which the state of Florida committed an estimated \$58 million.

- Though universities are increasingly being asked to help solve problems of government and business, they are also increasingly challenged by local governments that see the institutions as rich and expansionist.

- The plight of public schools has made many see kindergarten through 12th grade as a far more urgent funding priority than universities, thereby requiring that "we should do more with what we have."

*This may be seen as a 'notable year in the history of Cornell,' a point when the choice was made to 're-endow and transform the institution.'*

— President Rhodes

Rhodes said he hoped the 4 percent reduction would mean that "we shall have fewer people" and that retirements and attrition would account for the bulk of needed reductions. He added, though, that the continuing imbalance between revenues and expenditures of New York state makes it likely that layoffs cannot be avoided in the future.

"Given 20 years of reductions of state-supported positions, we will also have to look at the mix of undergraduate and graduate enrollment and the balance of in-state and out-of-state students in our state-supported colleges."

What the reductions and reallocations will allow, Rhodes said, is better pay, support and working conditions for faculty and other employees; the continuation of a policy to provide financial aid to all students in need; and the ability to husband the endowment increases that the campaign eventually will provide.

In the longer run, Rhodes concluded with faculty dedicated to maintaining Cornell as a people-centered institution of openness, integrity, quality and service to the campus as well as the world, then 1990-91 may be seen as a "notable year in the history of Cornell," a point when the choice was made to "re-endow and transform the institution."

— Sam Segal

# Teacher!

## Professor praised for her enthusiasm in the classroom

by Lynn Gutter, Assistant Editor, AAUW Outlook

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If 33-year-old Laura Philips had been old enough to teach 20 years ago, there would probably be a few more scientists today. An assistant professor of physical chemistry at Cornell University and the recipient of the 1990 AAUW Educational Foundation Recognition Award for Young Scholars, Philips has earned a reputation not only as a brilliant scientist but as an excellent teacher who has a unique ability to motivate her students.

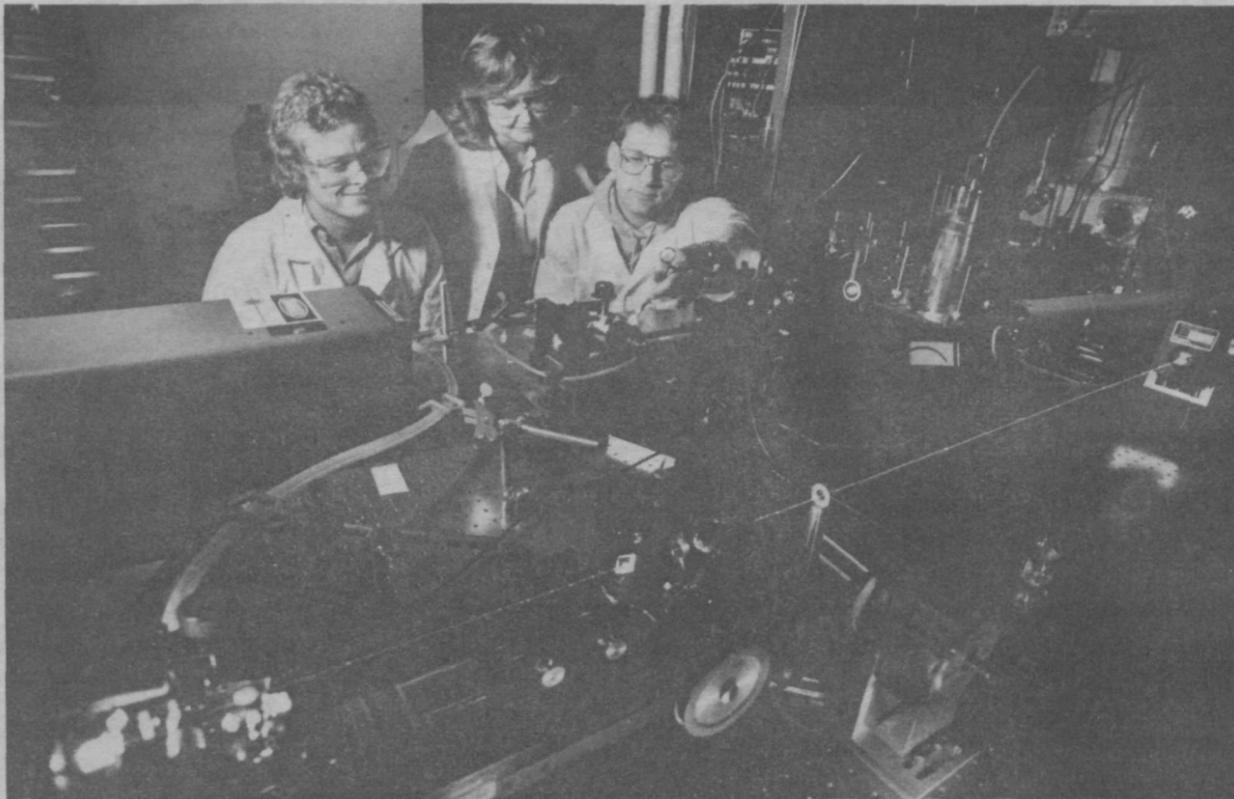
"It's especially exciting to do research with students," she said, "because we're both learning; we're both trying to make an experiment work. It keeps you on your toes."

Keeping on her toes, however, has never seemed to be a problem for Philips. The recipient of a prestigious Regents Fellowship for graduate study at the University of California-Berkeley, Philips placed first in her quantum mechanics class and received the distinguished Bruce Mahan Memorial Teaching Award. While doing her postdoctoral work at the University of Chicago, she devised new methods of data analysis to increase the efficacy of the studies conducted there. And at Cornell, she was commended by her superiors for restructuring courses to increase the curriculum's cohesiveness.

"Laura is a risk-taking scientist, who is ready to use the newest possible methods and even adapt those methods to new applications," said Elizabeth Rock, professor of chemistry at Wellesley College and a member of the AAUW Educational Foundation American Fellowships Panel. "Sometimes you'll see someone at her level who's done the same type of research, but she is different because she explores new systems."

Philips' research centers on the relationship between molecular interaction and chemical reactions. Using laser spectroscopy, she exposes molecules to different environments and monitors their reaction. She builds structures, molecule by molecule and sees how various environments affect molecular structure. . . .

Philips has reached high levels of achievement through dedication, hard work and an even temperament. "When I got to high school," she recalled, "I was the only woman in my physics class, and I got teased a lot. Even the teacher



Tim Moersh

Laura Philips (center) works with graduate students Chris Brummel (left) and Steve Mork at a high-resolution laser used to perform spectroscopy in a supersonic molecular beam.

would make fun of me in class. I always took it in stride and was able to laugh about it. By handling it in a positive way, I kept from getting discouraged."

Though she does keep a sense of humor, Philips is dead serious when it comes to her work. "Though inherent intellectual ability is important to being successful in science, I think it may be less important than creativity and problem solving," she said. "One must have a certain kind of tenacity, an ability not to give up. I think that's a quality many people would say I have. I'm rather intense about anything I set my mind to, and I work on a problem until it's solved. I don't think anyone would call me relaxed."

Much of Philips' drive stems from her early experience. Interested in science from the time she was in junior high, she was always encouraged by her parents — particularly her father, a physician. . . .

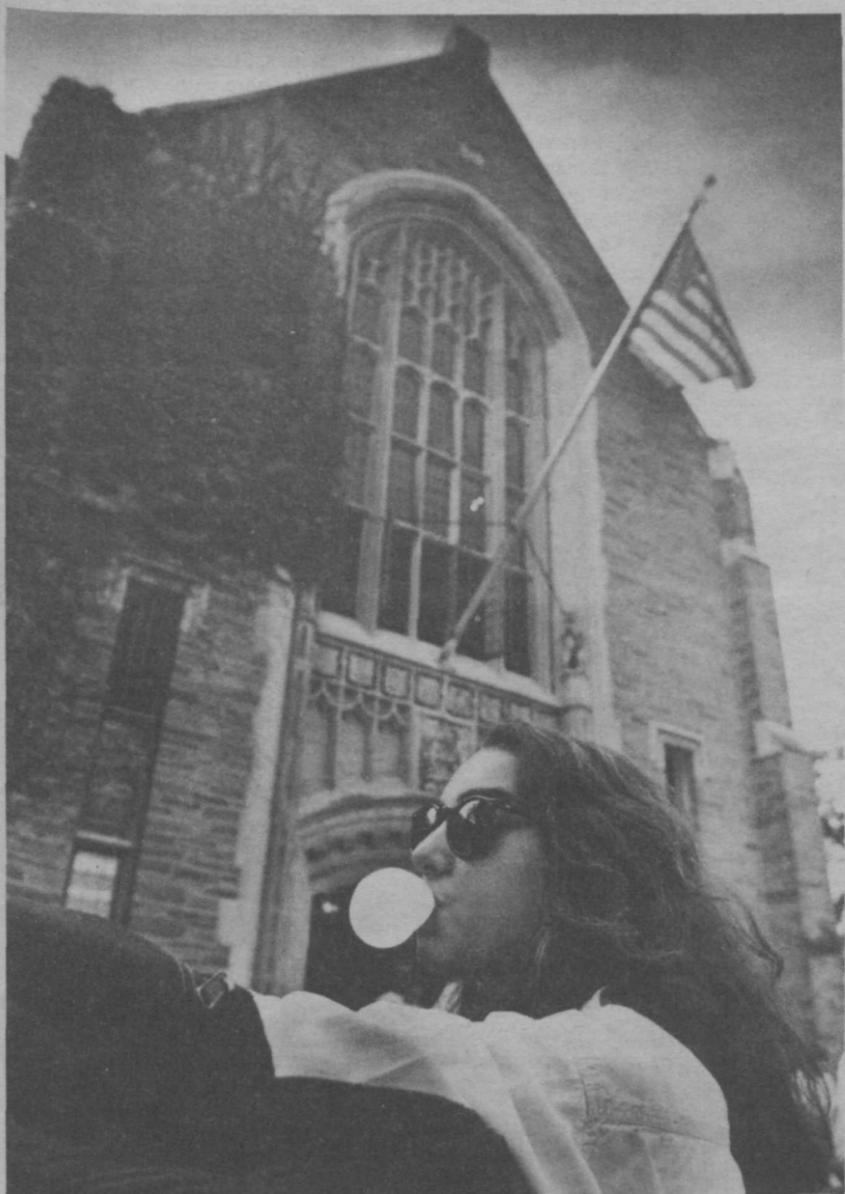
That support undoubtedly made Philips cognizant of the importance of helping women feel confident about their careers. "The attrition rate for women in physical science is double that for men, and many more women drop out during graduate school. Studies show that women have a

lower self-image than men by the time they get to that point. I think the best time to encourage girls is at the junior high level, particularly in math. They should continue to study math through high school because math is critical for a wide variety of areas."

In addition to promoting equity in the classroom, Philips strives for a fair environment for women employees at Cornell. She consistently encourages her fellow faculty members to interview women for openings. And she attempts to make others aware of the special problems facing women who are part of two-career families.

Philips' exceptional communication skills enable her to motivate others. In his letter recommending her for AAUW's Young Scholar Award, Cornell Chemistry Department Chair Jon Clardy wrote: "Laura is a zealous teacher with contagious enthusiasm. Her lectures have been well received, and she has implemented several reforms that will markedly improve our laboratory program. She also taught the senior honors seminar and did an outstanding job. She was especially adept at helping the students sort through career options. . . ."

## Sticky business



Tim Moersh

Junior Natasha Leibel enjoys some bubble gum outside The Straight.

## Limiting environmental damage requires unprecedented effort

Human beings by the billions are to blame for destruction of the environment, and every one should be involved in damage-control efforts, participants said at last week's symposium, "Challenges in the Conservation of Biological Resources."

The national conference was organized by Cornell Cooperative Extension, the Laboratory of Ornithology and the Department of Natural Resources; it attracted 215 participants with a shared interest in an emerging scientific field — conservation biology. Attending were officials from state and national parks and natural-resource agencies and others.

"A growing human population — together with poverty and pollution — means that we must continually make choices about which biological resources to preserve," said research biologist Hal Salwasser of the Department of Agriculture's Forest Service. "We cannot preserve all species at all sites at all times. But we should try to reduce the rate of loss and approximate the desired biological condition."

Conserving resources will require "unprecedented citizen involvement and science-team integration — the kind of thing that took NASA to the moon," he said.

Acknowledging that "agriculture is not in total sync with the natural ecosystem" David L. Call, dean of the College of Agriculture and Life Sciences, urged participants to involve farmers in their education efforts. "We have to reach a better understanding between agriculturalists and conservationists," Call said. "Help farmers realize that people interested in conservation and biological resources are not their enemies, they are their supporters."

University of Wisconsin biologist Stanley Temple sought to recruit intellectual resources for conservation biology. He said conservation biology seeks to "provide the guiding principles and new technological tools that will allow natural-resource managers to prevent the greatest ecological disaster in three-and-a-half billion years.

We need to bring scientists out of the laboratories and ivory towers in response to this crisis, to draw on a diverse assemblage of scientists who would not consider themselves conservationists."

Participants spent a show-and-tell day learning about technologies for surveying and analyzing biological resources. Among the tools and techniques were GIS (geographic information systems), GPS (global positioning systems) and ICT (image capture technology).

After one of the symposium planners, Assistant Professor of Natural Resources Daniel J. Decker, reminded the participants that "the real work of biological conservation happens on the local level," they heard about plans and success stories on a smaller scale. The rivers of Massachusetts, the coast of Virginia, the peaks of the Adirondacks and the northern and Long Island suburbs of New York City were some of the case studies in biological conservation.

"Even the worst looking environment can be restored to some extent," said Robert Brooks, a Pennsylvania State University specialist in restoration ecology. Brooks described efforts to repopulate river otters in Pennsylvania, restore inactive zinc mines with soil made from mixtures of fly ash and sewage sludge, and a scheme to protect streams that run through cattle pastures with electric fences that are equipped with solar-powered chargers.

Charles R. Smith, a Cornell adjunct associate professor of natural resources and ecologist at the Laboratory of Natural Resources, had the symposium's last, inspirational word. Smith said, "The time to save species is when they are still common," and noted that it is now costing \$231,000 apiece to keep California condors alive.

"We have to get people to stop talking about the environment," Smith said. "This is our environment and our Earth. That is the first step in recognizing that everyone is a stakeholder in our environment."

— Roger Segelken

## COMMENTARY

## 1492 should be mourned, not celebrated

by Hans Koning

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Throughout the country, groups are organizing counter-celebrations of the quincentennial of the year 1492. They are preparing to counteract the official celebrations of the 500th anniversary of Columbus' landing in the Americas. A New York group, tentatively called Columbus in Context, had its first meeting last month. This is our opening statement:

We are not spoilsports. We are not out to spoil innocent fun, happy parading, dressing up in old costumes and selling Santa Maria souvenirs.

However, the fun is not innocent. "You are spoiling the pleasure of our children," a woman said to an American Indian who was demonstrating outside a 1992 exhibition already circulating in the Southeast. That exhibition is called "First Encounters."

The miserable truth is that those first encounters on the Indian side quickly led to last encounters. The Indians of the Caribbean were destroyed within two generations by the Spanish discoverers. Not one of them was converted to the Catholic faith, which was supposedly a prime motive of those voyages. They died when they were hanged, in rows of 13, "in honor of the Redeemer and His twelve Apostles," according to the original Spanish documents.

They had their hands cut off when they did not bring in their quarterly quota of gold dust. Their chiefs were roasted on fires of

green wood. When their cries kept the Spaniards awake, they were silenced with wooden slats put over their tongues. Ten years after the first landing, the miserable native survivors started killing themselves by eating poisoned roots.

Yes, Christopher Columbus was the first European to sail to America in recorded history. But Columbus set into motion a sequence of greed, cruelty, slavery and genocide that, even in the bloody history of mankind, has few parallels. He organized an extermination of native Americans. He was also as mean, cruel and greedy in small matters as he was in vast ones.

I am not giving any radical opinions here. These aren't new facts. You can find them substantiated in the logs of Columbus' son, in the writing of Bartolome de las Casas, a Spanish bishop and historian of the

time, and in plenty of other period documents.

It may seem a pity to let go of dear national lore. But we can no longer in good faith celebrate this man and this occasion. We must look at our own past with open eyes.

We must end the phony baloney about the white man bringing Christianity, and about Columbus the noble son of the humble weaver. Our false heroes and a false sense of the meaning of courage and manliness have too long burdened our national spirit.

We must set out for a new harmony of races, for an atonement of past crimes. In that way, we have a truly New World to discover.

Hans Koning is a novelist and essayist.

## Workshop will explore pulsed-power applications

Applying intense beams of light, microwaves, X-rays and subatomic particles to purposes such as waste treatment, microelectronic-circuits production and medical procedures will be explored in a workshop here from Monday, Oct. 1, through Wednesday, Oct. 3.

"The Workshop on Applications of Pulsed Power," sponsored by the Laboratory of Plasma Studies, will include Soviet scientists from laboratories that until this year were closed to the outside world. The Soviets are known to lead the United States in many areas of pulsed power, said program committee chairman Ravi Sudan, the IBM Professor of Engineering.

Also attending the workshop will be scientists heading research at the principal U.S. laboratories involved in pulsed-power projects.

The workshop will be held in Room 400 Riley-Robb Hall, with registration beginning at 7:45 a.m. on Oct. 1.

The intense beams were originally created in projects to produce thermonuclear fusion as a power source and to simulate the radiation effects of nuclear weapons.

However, said Sudan, the possibility now has arisen of using high-powered lasers, electron beams and other devices for other practical purposes.

For example, such beams could be used

to disinfect sewage, to transmute radioactive waste into harmless substances, to disintegrate gallstones in patients and to produce X-rays to make patterns for advanced microelectronic circuits.

The session on the use of X-rays to produce the patterns for ultrasmall circuits will include a discussion of the "x-pinch" method developed by a Cornell professor of nuclear science and engineering, David Hammer, and his co-workers. In this technique, X-rays are produced by pumping extremely high-powered, short pulses of electricity through thin wires. Other participants will present alternate X-ray sources for lithography and all will be compared.

"It's a workshop where we hope to see some wild ideas spawned," said Sudan. "We're certainly fortunate to have in attendance some of the most creative pulsed-power researchers in both this country and the Soviet Union." One such participant, he said, will be Leonid Rudakov, head of the applied physics department of the Kurchatov Institute of Atomic Energy and a professor of plasma physics at the Moscow Institute of Physics and Technology.

In addition to attending the workshop, Rudakov will deliver seminars and lectures until November as the Mary Shepard B. Upson Visiting Professor at Cornell.

—Dennis Meredith

## Race ya'



Steve Chichester (left) and David Beach of the Grounds Department take a break on the Arts Quad. Soon, snowplows will replace mower blades.

Tim Moersh

## New courses here prove that mathematics 'isn't over yet'

Because straight thinking often requires a roundabout route, Cornell geometry teacher Tom Rishel spends time with his students discussing the concept of straightness, what it meant to Euclid and Pythagoras and whether it's possible to measure angles on a curved surface like the Earth.

He tries to give college freshmen the flavor of what a mathematician thinks mathematics is about, in the hope that "as they pass through the material, they'll make the same mistakes as the great mathematicians," get excited by the problems and know that mathematics hasn't been figured out, once and for all — that "mathematics isn't over yet."

"The difference between this geometry course and standard ones is not the material; it's the method," said Rishel, who teaches by Socratic method, asks for lab reports and sends students to the art museum to look at the way painters organize space.

Students, he said, are "intuiting ideas we say they can't get till they've been through calculus, advanced calculus, classical geometry and differential geometry."

Rishel's course and six others like it (in their emphasis on the ideas behind math skills and how these ideas evolved historically) are now offered to liberal-arts students at Cornell as an alternative to a traditional, standardized, yearlong introductory calculus course.

Among the new courses are:

• "Mathematics and Art," a course taught by a mathematician and an art historian that deals with perspective drawing during the Renaissance, proportion and ra-

tio, projective geometry and works of Da Vinci, Michelangelo and Durer in light of those theories.

• "From Space to Geometry," Rishel's exploration of how geometry has been used to explain the universe. It deals with ideas such as the curvature of space, the torus and the Moebius band (a two-dimensional but one-sided object made by twisting then tying a piece of paper so it could, for example, be fully painted without lifting the paint brush). The course has a time span from the age of Thales, a philosopher credited with introducing geometry into Greece in the fifth century B.C., to current research on the superstring theory that says the universe may be of a higher dimension than previously thought.

• "Mathematical Modeling," a course that brings math to real-life situations, from average waiting times for merging traffic to shuffling cards and setting dosages for drugs.

Cornell's experimental courses, introduced within the last three years, can be seen as part of a nationwide effort to make mathematics less esoteric — everything from attracting more doctoral candidates who will become professors of mathematics to making the subject more accessible to non-mathematicians.

"First-year college mathematics is receiving an awful lot of attention from an awful lot of mathematicians these days," said Andrew Sterrett, associate director of the Mathematical Association of America, a 35,000-member organization of math teachers.

In 1987, for instance, the National Academy of Sciences and the National Academy of Engineering sponsored a national conference on the teaching of calculus that drew 500 mathematicians, and the National Science Foundation currently is supporting 15 to 20 groups experimenting with alternative ways of teaching it. Most of the alternative teaching methods are being developed at small, liberal-arts schools, Sterrett said.

"It is extraordinary for a research university [like Cornell] to take such an interest in the curriculum," Sterrett added.

Cornell logician Anil Nerode, who co-teaches "Mathematics and Art" and who approached the Exxon Education Foundation for the three-year grant that made creation of the new Cornell courses possible,

## Calculus continued from page 1

here for a whole year," Nerode said.

"And after spending their leave time teaching, they seem more eager than ever to get back to teaching full time. It's refreshing to us here at a research university," said Tom Rishel, a Cornell mathematician who heads undergraduate teaching in the department.

As part-time employees of the university, the half-dozen or so teachers who come to Cornell under the program each year are entitled to enroll in a yearlong course in statistics, computer science or whatever subject they choose, and many make substantial progress, bringing them-

selves up-to-date in a subject area, Nerode said.

Also, "the program has led to curriculum changes at some of the smaller schools," said Marilyn Baldwin, program officer in higher education for The Dana Foundation, which is currently making a full evaluation of the partnership program.

"It doesn't sound honest if I say there aren't any drawbacks of the program," said Marshall Cohen, a Cornell mathematician who served as "calculus czar" last year, "but honestly, I can't think of any. Every one says we should just continue."

—Carole Stone

—Carole Stone



# JOB OPPORTUNITIES

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/State Relations (PA3705) HRII University Relations/Government Affairs-Endowed Posting Date: 9/20/90

Establish University presence in State Capital to further the goals of the Land-Grant University. Provide a focal point for Cornell activities with the State Government. Work with Executive Director of Government Affairs to develop and coordinate the Albany support component needed to implement a University annual prioritized executive budget and Legislative agenda.

**Requirements:** Bachelor's required. Master's preferred. Graduate courses in public administration helpful. 5 years experience in communications, adult education, public relations, governmental relations. Knowledge of state government processes and prior employment and/or experience in higher education and or NYS Government desirable. Send cover letter and resume to Cynthia Smithbower.

### Physical Therapist (PA3802) HRII Health Services-Endowed Posting Date: 9/27/90

Responsible for planning and implementing rehabilitation program for UHS patients.

**Requirements:** Bachelor's in physical therapy; NYS license or eligibility required. Experience in sports physical therapy and orthopedics preferred. Send cover letter and resume to Cynthia Smithbower.

### Environmental Engineer (PA3702) HRII Facilities Engineering-Endowed Posting Date: 9/20/90

Provide environmental engineering services for projects and operations to protect the external environment through control of emissions, discharges and disposal. Prepare process designs, environmental investigations, and permits to construct and operate campus facilities.

**Requirements:** Bachelor's in civil/environmental or chemical engineering, Master's preferred, must be eligible for or have Engineer-in-Training Certification, New York State Professional Engineering License desirable. 2 years experience with environmental engineering, including waste water, air, solid and hazardous waste engineering and permitting for industrial and/or lab facilities desirable. Experience with development and use of computer databases and related software preferred. Must have effective communication skills. Send cover letter and resume to Cynthia Smithbower.

### TV Producer/Director (PA3607) HRII 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.

### Senior Accountant/Supervisor of Financial Services (PC3511) HRII 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 relations; 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.

### Technical Specialist I (PT3806) Level 37 Information Technologies-Endowed Posting Date: 9/27/90

Provide technical assistance and guidance to the Chairman of the Technology Assessment Advisory Committee of the Commission on Preservation and Access. Help the Committee evaluate current technologies for the preservation of library materials. Provide technical advice and direction regarding appropriate delivery systems that will provide access to knowledge resources. Investigate and evaluate new technologies.

**Requirements:** Master's or equivalent training and experience in computer science, information science, library science, or related field. 3-5 years experience of progressively responsible systems design, library automation, network or workstation development. Excellent oral and written communications skills; and the ability to work both independently and on a team are required. Send cover letter and resume to Sam Weeks.

### Technical Specialist I (PT3701) Level 36 Network Resources/Telecommunications-Endowed Posting Date: 9/20/90

Responsible for the operation of telecommunications support systems including multiple 3B2 computers and associated AT&T management system software and peripheral hardware. Act as liaison to support systems vendors and other CIT entities. Use technical data expertise to assist other department and division staff with data communications integration and provide data consulting. Supervise 2 staff programmer/analysts. Ensure the continued viability and reliability of other computer hardware, software, peripheral equipment, and network interfaces which support office staff. Participate in the development and implementation of strategies to meet clients' needs. Assist director with short and long range planning involving telecommunications support systems.

**Requirements:** Bachelor's or equivalent in computer science or related field. 4-5 years related experience, including data communications, Telecommunications, Macintosh, and 3B familiarity desirable. Demonstrated expertise in UNIX, COBOL, and CICS. Work with C and Script are preferred. Good written and verbal communication skills and supervisory abilities are essential. 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 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.

### Technical Consultant, Education and 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 wider range of supercomputing tools including code optimization, vectorization, parallel processing, and visualization. Organize education programs/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 (PT3809) Level 33 Mathematics-Endowed Posting Date: 9/27/90

Provide advanced Mac programming to a mathematics software development project in order to debug, enhance, and complete an existing interactive graphics program for dynamical systems (systems of differential equations) and to being a similar package for vector calculus.

**Requirements:** Bachelor's in mathematically-oriented discipline. 2-3 years experience in advanced programming on the Macintosh including object-oriented programming. Extensive background in Pascal. Send cover letter and resume to Sam Weeks.

### Applications Programmer/Analyst II (PT3802) Level 33 Summer Session-Endowed Posting Date: 9/27/90

Assist in integrating computer automation in the daily operations of the Division consisting of approximately 40 users in four separate locations. Assist with the management of the Division software, hardware and Novell Local Area Networks. Prepare technical and user documentation. Provide training and assist users with software and hardware issues.

**Requirements:** Bachelor's or equivalent, with coursework in computer science. 2-3 years related experience. Knowledge of PCs (Mac and IBM) and LANS. Proven experience in structured computer programming on IBM PC type machines. Knowledge of database development language required (e.g. dBase, Foxbase, Clipper). Experience with WordPerfect, Lotus, and Novell Netware preferred. Good written and oral communication skills. Send cover letter and resume to Sam Weeks.

### Staff Nurse (PA3801) HRII Health Services-Endowed Posting Date: 9/27/90

Provide nursing care for ambulatory and inpatients at Gannett Health Center. Assist Nursing Supervisor with clinic flow. Act as patient advocate. 9 month position.

**Requirements:** Graduation from an accredited school of nursing-BSN degree preferred. Current New York State license with minimum of 2 years recent experience in an ambulatory or acute care setting. CPR-BLS level certification required within one year of employment. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist I (PT3805) HRII Center for Research of Animal Resources-Statutory Posting Date: 9/27/90

Serve as back-up technician for standard immunological assays. Assist in the development of in vitro systems to study transport of macromolecules across mucosal membranes. Perform embedding and electron microscopy of canine tissues. Assist in maintaining primary tissue cultures. Probe tissue cultures with immunological agents. Perform photo microscopy. Conduct radioimmunoassay and enzyme-linked immunosorbent assay for proteins and toxins. Maintain lab, supply inventories, and glassware.

**Requirements:** Bachelor's in life sciences, related field or equivalent. Experience in use of light and electron-microscopy useful. Knowledge of histological techniques very helpful. Send cover letter and resume to Sam Weeks.

### Extension Support Aide (PA3803) HRII HDFS/FLDC-Statutory Posting Date: 9/27/90

Provide logistical, marketing and proposal development services to state, national, and international training programs. Until 3/31/92 and beyond if funding is renewed.

**Requirements:** Bachelor's or equivalent. Experience in organizing programs and conferences. Good writing and communication skills essential. Send cover letter and resume to Cynthia Smithbower.

### Development Assistant (PA3704) HRII Plantations/Public Affairs-Endowed Posting Date: 9/20/90

Assist the Director of Plantations and the Plantations Director of Development with all aspects of Public Affairs. Coordinate Alumni related events. Help with fundraising activities and provide stewardship to donors.

**Requirements:** Bachelor's required. At least 1-2 years experience in development or public affairs at a university, or related experience. Strong interpersonal as well as written and oral communication skills required. Ability to plan and follow through on long-term projects. Send cover letter and resume to Cynthia Smithbower.

### Administrative Supervisor II (PA3703) HRII History of Art-Endowed Posting Date: 9/20/90

Manage and direct all work related to the financial, personnel, facilities, and other support operations of the department. Assist the Chairperson, Director of Graduate Studies and the Director of Undergraduate Studies in administering academic activities.

**Requirements:** Bachelor's or equivalent. 5 years relevant administrative/supervisory experience. Knowledge of finance/accounting/budgeting. Good written and verbal skills. Strong interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

### Applications Programmer II (PT1801) HRII 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.

### Executive Staff Assistant (PC3311) HRII 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) HRII 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

### Accountant I (PC3816) HRII Electrical Engineering-Endowed Posting Date: 9/27/90

Administer sponsored research accounts, manage accounting office; and supervise staff of 2. Monday, Tuesday, 8-4:30, Wednesday, 8-1. Job sharing position.

**Requirements:** Bachelor's or equivalent in business and accounting. 2-3 years related experience. Able to use IBM PC and Lotus 123. Good interpersonal skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

### Editor I (PC3707) HRII ILR/Special Programs-Statutory Posting Date: 9/20/90

Write copy, edit and produce, using desktop publishing system, for 3 serial publications; interview and draft articles for faculty members; edit, proofread, supervise circulation of 3 publications; correspond and communicate by telephone with authors, to track progress of manuscripts or clarify questions about manuscripts. Work with freelance artists and photographers. 20 hours per week.

**Requirements:** Bachelor's or equivalent. 2 years experience in publishing. Superior writing and proofreading skills required. Familiarity with Macintosh and some experience with pagemaker. Send cover letter, resume and writing sample to Esther Smith, Staffing Services, 160 Day Hall.

### Editor I (PC3614) HRII Plantations-Statutory Posting Date: 9/13/90

Produce Plantations Quarterly Magazine and provide general editorial support for Plantations staff. Monday-Friday, 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 & writing samples to Esther Smith, Staffing Services, 160 Day Hall.

## Professional Temporary

### Research Support Specialist (PT3005) Food Science-Statutory Posting Date: 8/2/90

Provide specialized engineering support to research projects on 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 or Master's in chemical/mechanical engineering with 2-3 years experience. Send cover letter and resume to Sam Weeks.

## Professional Off-Campus

### Extension Support Aide (PT3803) HRII Extension Administration-Sea Grant Extension/Statutory Brook-Statutory Posting Date: 9/27/90

Assist in the delivery of extension activities related to pollution and the quality of LI Sound and other NYS coastal environments. Serve as the initial contact and liaison with the public in relation to the LI Sound Study. Respond to information requests, give presentations and staff displays. Develop education programs and prepare some educational materials. Participate in the report on meetings, and maintain audience contacts.

**Requirements:** Bachelor's in marine science, ecology, biology, other natural sciences, science education or science communication (or equivalent). 1-2 years experience in the natural resource field, in natural science education communication. Effective oral and written communication skills. A valid NYS driver's license and an available personal vehicle. Send cover letter & resume to Sam Weeks.

## Boyce Thompson Institute

### Librarian Boyce Thompson Institute

Complete responsibility for operation of small (approx. 4,000 volumes) plant-science oriented library. Involves ordering, processing, cataloging of serials, monographs, and some government publications; requesting interlibrary loans from Cornell libraries and off-campus libraries; maintaining subscriptions for approximately 125 journals; calculation of books and journals; checking of literature citations. Five hours per day.

**Requirements:** Master's in Library Science or equivalent experience. Ability to interact with scientific staff and assist them in meeting their library needs. Moderate typing ability required. Familiarity with computerized library operations. Familiarity with Cornell libraries system helpful. Send cover letter and resume to Dr. D.C. Torgeson, Boyce Thompson Institute, (607) 254-1234.

## Ithaca Community Childcare Center, Inc.

### Toddler Teacher

Immediate opening. Full-time, permanent; hours 7:30-3:00 or 9:30-5:30. Experience with toddlers required; 2-4 year degree in early childhood or related field preferred. Competitive starting salary/benefits (\$13,500-\$14,500); supportive work environment. Send cover letter and resume to IC3, 579 Warren Road, Ithaca, NY 14850.

### Temporary Toddler Teacher

For a maternity leave for 3-6 months beginning November 1, 1990. Send cover letter and resume to IC3, 579 Warren Road, Ithaca, NY 14850.

## Technical

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

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

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

### Technician, GR18 (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.

### 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 variety of lab animals and animal breeding required. 1 year animal experience. Ability to lift 50lbs. Pre-employment physical, all necessary immunizations and driver's license required. Send cov ltr & res to Sam Weeks.

### Technician, GR20 (T3808) SCAS-Statutory Minimum Biweekly Salary: \$575.30 Posting Date: 9/27/90

Perform quantitative analyses of plant, soil, and water samples for the Nutrient Analysis Research Lab. Prepare and analyze samples. Calculate results and perform data entry. Use and maintain lab equipment such as autoanalyzer, AA photometer, Spec 2000, and ICAP. Prepare standards and reagents. Test, adapt and research new analytical methods. Assist in routine soil analysis in the extension test lab when needed.

**Requirements:** Bachelor's in biology, chemistry or related field (or equivalent training and experience required. 2 years experience in an educational lab. Computer experience preferred. Send cover letter & resume to Sam Weeks.

### Technician, GR20 (T3507) Entomology-Statutory Minimum Biweekly Salary: \$575.30 Posting Date: 9/6/90

Provide research support for greenhouse crop entomological studies including lab/greenhouse studies on various

pests (whiteflies, spiders, mites, etc.). Assist in experimental design. Collect data and assist in interpreting and summarizing results. Use SAS or Mac software for statistical analysis. Assist with reports, publications and presentations. Assist with research related photography. Identify pests on floral crops. Coordinate insect and plant production for experiments. Maintain supplies and equipment. Assist in hiring. Work with growers and researchers.

**Requirements:** Bachelor's in biological science, Master's preferred. Coursework in entomology, horticulture and statistics. Experience in greenhouse crop or horticulture production; entomology; and/or statistics. Familiarity with integrated pest management, including biological control. Valid NYS pesticide applicator's license and willingness to work with pesticides. Valid NYS driver's license. Good organizational skills. Send cover ltr & resume to Sam Weeks.

**Technician, GR20 (T3703)**  
**Animal Science-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 9/20/90**

Conduct research on mutagenesis of proteins. Perform experiments on expression of human glucose transporter and in vitro mutagenesis in *E. coli*. Perform molecular cloning, DNA sequencing, transport assay, protein purification and other molecular biological techniques.

**Requirements:** Bachelor's in biochemistry or related field or equivalent experience. 1-2 years relevant lab experience. Familiarity with some of the techniques listed above. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T3703)**  
**Animal Science-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 9/20/90**

Conduct reproductive physiology experiments in an in vitro fertilization and cryobiology research program involving both cattle and lab rabbits. Collect blood samples. Operate sophisticated lab equipment including a computer aided image analyzer. Collect and analyze data. Prepare reports for publication. Prepare reagents and maintain lab supplies. Assist with lab animal care.

**Requirements:** Bachelor's or equivalent with advanced coursework in reproductive physiology. Training in microbiology helpful. 1-2 years lab research experience. Work in handling cattle and lab animals. Aseptic technique for handling sperm, eggs, and embryos in culture. Aptitude for simple but careful surgery for fertility research. Send cover letter and resume to Sam Weeks.

**Technician, 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 project, for seed production and cytoplasmic male sterility breeding nurseries, preparing seed for nurseries and trials, nursery planting, seed harvest and processing, overseeding tillage and maintenance operations on local fields, (including Aurora nursery and trail plots) and for pesticide inventories and registrations.

**Requirements:** HS diploma or equivalent. Associate's preferred. NYS driver's license, pesticide applicator's license. 1-2 yrs exp. in corn breeding and farm field work.

**Animal Health Technician, GR20 (T2804)**  
**Vet 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 operating rooms for surgery and do post-op cleaning. Collect client admission information. Keep records and maintain treatment and surgery room stock. Evening and weekend hours.

**Requirements:** Associate's in Animal Health Technology, NYS Licensure or eligible. Experience working with large animals preferred. Send cover ltr & resume to Sam Weeks.

**Anesthesia Technician, GR20 (T1907)**  
**Vet 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 the education of the senior students assigned to anesthesia. Maintain records and inventory of supplies. Schedule will include some on-call and overtime when needed.

**Requirements:** Associate's in animal health technology, NYS licensure or eligible. Experience working with small animals preferred. Send cover ltr & resume to Sam Weeks.

**Technician, GR21 (T3804)**  
**DL-Quality Milk-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
**Posting Date: 9/27/90**

Design, test and carry out research projects for the Quality Milk Service Program. Use microbiological and serological techniques including dilutions and titrations, filtration, centrifugation, spectrophotometry, and oxidation/fermentation. Collect and culture samples for identification of mastitis causing organisms and perform identification tests. Assist in preparing articles. Perform data entry, analysis and retrieval. Assist with teaching lab methods. Maintain lab, lab equipment, and supplies.

**Requirements:** Bachelor's or equivalent with microbiology and chemistry background. Knowledgeable in aseptic microbiology lab and serological techniques. Some farm experience and familiarity with computer entry, data analysis and software such as Lotus, WP, and RMS, are preferred. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T1711)**  
**Vet 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 (Histology) or related field, with coursework in histological techniques HT(ASCP) certified or eligible. 2-4 years experience as histology technician in a hospital or research lab desired. Or Bachelor's or equivalent with 1-2 years experience. Pre-exposure rabies vaccine required subsequent to hire. Must be able to work independently without constant supervision. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T3009)**  
**Section of Genetics and Development-Statutory**  
**Minimum Biweekly Salary: \$625.24**  
**Posting Date: 8/2/90**

Assist in the operation of bacterial genetics lab. Run experiments in cloning, sequencing, etc. Isolate, purify, and perform molecular analysis nucleic acids. Help supervise undergraduate students in a lab course and assist in the production of materials they will need (bacterial cultures, etc.). Teach techniques to graduate and undergraduate students. Help in preparing and maintaining media supplies.

**Requirements:** Bachelor's or equivalent; courses in microbiology, genetics biochemistry. Minimum 2 years lab experience in molecular biology techniques. Send cover letter and resume to Sam Weeks.

**Technical Part-time**

**Animal Technician, GR18 (T3704)**  
**Vet Microbiology-Statutory**  
**Minimum full-time equivalent: \$529.35**  
**Posting Date: 9/20/90**

Monitor research animals and provide care (feed, water and clean) following strict protocols for sterile or disease control environments and regulations for animal welfare.

Maintain records and supply inventories. Assist veterinarians in treating and vaccinating animals. 24 hour work week; weekends-and holidays.

**Requirements:** HS diploma or equivalent. Associate's in animal science desired. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Must be able to lift 50lbs. AALAS certificate helpful. Send cover letter and resume to Sam Weeks.

## Technical Temporary

**Part-time Temporary Technician (T3603)**  
**Poultry 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 & tissue collection. Limited work with radioisotopes. Collect, summarize and manipulate data using microcomputers. Keep records and order supplies. 24-30 hrs pr wk 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 is highly desirable. Coursework involving lab experience is useful but on-the-job experience is preferable. Send cover ltr & 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-Friday, 20 hours 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**  
**Hourly Rate: \$8.00**  
**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 thermal 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 ltr & resume to Sam Weeks.

## Technical Off-Campus

**Technician, GR20 (T3807)**  
**Equine Drug Testing/Yonkers-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 9/27/90**

Perform extraction and thin layer chromatographic analysis of blood and urine samples. Analyze samples of drug administration trials containing known and unknown drugs. Prepare thin layer plates. Operate gas-liquid chromatograph. Assist with lab cleaning and maintenance. Hours are 1:30 p.m.-10:00 p.m. daily, including Saturday, Sunday, and holidays during 7 and 8 day racing.

**Requirements:** Associate's in chemistry, medical lab technology or related field (or equivalent training and experience). Familiarity with general lab procedures. Knowledge of thin layer chromatography preferred. Send cover letter and resume to Sam Weeks.

## Office Professionals

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

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

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

**Office Assistant, GR16 (C3811)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$498.93**  
**Posting Date: 9/27/90**

Assist Giving Society Coordinator in processing gifts and memberships in Giving Clubs.

**Requirements:** HS diploma or equivalent. Some related office experience. Some bookkeeping helpful. Requires scrupulous attention to detail. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR17 (C3817)**  
**ILR-Extension and Public Service-Statutory**  
**Minimum Biweekly Salary: \$517.65**  
**Posting Date: 9/27/90**

Provide clerical support to Programs for Employment and Workplace Systems staff. Photocopy, file, distribute and handle mail; run errands; make travel arrangements; process standard and travel vouchers; assist in preparing material for seminars and project work; maintain up-to-date schedule showing daily activity and location of staff members; maintain office supplies.

**Requirements:** HS diploma or equivalent. Strong organizational and communication skills. Familiar with computer

(IBM or Mac). Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR17 (C3809)**  
**Law-Endowed**  
**Minimum Biweekly Salary: \$517.65**  
**Posting Date: 9/27/90**

Provide office assistance to Law Schools Facilities Manager. Assist with furniture and equipment inventory control; responsible for set-up and clean-up for all Law School functions; provide back-up support for mailroom clerk.

**Requirements:** HS diploma or equivalent. Basic knowledge of facilities plant functions. Experience with Wordperfect on IBM-PC. Some office experience preferred. Able to lift and move heavy objects (50 pounds). Valid NYS driver's license. Must have reliable transportation for on and off campus pick ups and deliveries. Mileage reimbursement. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Receptionist/Secretary, GR17 (C3705)**  
**Alumni Affairs-Endowed**  
**Minimum Biweekly Salary: \$517.65**  
**Posting Date: 9/20/90**

Provide secretarial support to Director and Assistant Director, Alumni Programs; act as office receptionist (welcome visitors, answer phones); sort building mail; maintain files; other duties as assigned.

**Requirements:** HS diploma or equivalent. Good interpersonal and communication skills. Must be well organized and have ability to work independently. Prefer computer experience. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 EHP.

**Night Auditor, GR18 (C3812)**  
**Statter Hotel-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/27/90**

Review, verify and record revenue for the entire hotel. Utilize the property management systems to generate all necessary reports. Perform duties of a front desk clerk. Flexible hours, nights and weekends, 11 p.m.-7:30 a.m.

**Requirements:** HS diploma or equivalent. Some college coursework in bookkeeping or accounting preferred. 3 years related or similar work experience. Knowledge of computers required. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Records Assistant, GR18 (C3815)**  
**Serials/CTS/CUL-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/27/90**

Record the receipt of periodicals, serials & newspapers on the appropriate online or paper check-in record, claim overdue & missing issues under the direction of the Records Maintenance supervisory. Other related duties as assigned.

**Requirements:** HS diploma or equivalent, additional academic training and/or clerical training desirable. Reading knowledge of foreign language helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR18 (C3801)**  
**Materials Science and Engineering-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/27/90**

Provide clerical assistance to a faculty member and his research group. Type (some technical); file; maintain a log book of purchase orders; answer telephone. Other duties as assigned.

**Requirements:** HS diploma or equivalent. 1-2 years experience in an office setting. Familiarity with technical typing helpful. Heavy typing.

**Office Assistant, GR18 (C3808)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/27/90**

Provide administrative and secretarial support for the media services department of the Division. Assist in producing and distributing marketing and publicity materials and keeping records of media department efforts and of their effectiveness. Provide secretarial support to the media manager and media assistant.

**Requirements:** HS diploma or equivalent. 1-2 years related experience. Excellent organizational and communication skills required. Ability to work under pressure and to meet deadlines. Familiar with advertising, publicity, and graphic design helpful. Knowledge of Mac computer and Microsoft Word, Pagemaker & Filemaker Plus software helpful. Valid NYS driver's license. Able to lift up to 40lbs. Medium typing. CU employees send employee transfer application, cover letter, resume and 2 (short) writing samples to Esther Smith, Staffing Svcs, EHP. External applicants send cover letter, resume & 2 (short) writing samples to Esther Smith, Staffing Svcs, 160 Day Hall.

**Receptionist/Office Assistant, GR18 (C3818)**  
**National Nanofabrication Facility-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/27/90**

Principal receptionist for technical research facility. Provide administrative coordination assistance for active user program, including processing proposal use requests, maintaining schedule of visits, and processing charges using mainframe database. Monitor Facility keys; provide assistance with various meetings held throughout the year.

**Requirements:** HS diploma or equivalent. Some college coursework preferred. Strong interpersonal skills. Excellent telephone manner essential. Computer experience desirable; knowledge of PC/Macintosh programs helpful. Ability to work as part of a team, occasionally under pressure, required. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR18 (C3803)**  
**Vet Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/27/90**

Provide office support. Type financial and related materials; post financial transactions; provide phone/receptionist coverage; distribute various financial reports and billings; other related accounting office duties.

**Requirements:** HS diploma or equivalent. Wordprocessing/computer coursework desirable. Minimum 1-2 years office experience, preferably in a financial setting. Familiarity with use of personal computer required, particularly with Wordperfect and Lotus software applications. Strong communication skills. Excellent organizational abilities and attention to detail. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Telephone/Word Processor, GR18 (C3703)**  
**Financial Aid/Student Employment-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/20/90**

Responsible for answering 3 line switchboard for both Financial Aid and Student Employment. Using AT&T PC, responsible for typing, editing, and updating correspondence and forms. Other duties as assigned.

**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1 year related experience. Excellent telephone skills. Good organizational skills. Able to interact with public and large staff. Able to prioritize and meet deadlines. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR18 (C3704)**  
**Engineering Advising-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/20/90**

Maintain student databases on FoxBase+ and use to generate lists, reports, and letters. Responsible for maintaining and organizing confidential files of academic action

letters & petitions; will act as receptionist in advising office, providing secretarial support to professional staff. Other duties as assigned. Mon-Fri, 8-4:30, occasional wknds.

**Requirements:** HS diploma or equivalent, some college coursework preferred. Knowledge of Microsoft Word and FoxBase for the Macintosh. Good interpersonal and organizational skills. Able to work independently, set priorities and meet deadlines. Knowledge of Cornell a plus. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Senior Circulation/Reserve Assistant, GR18 (C3713)**  
**Physical Sciences/CUL-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/20/90**

Responsible for coordination, organization, supervision and provision of all processes involved with notification and billing for non-return or late return of library materials. Under general supervision of Physical Sciences Librarian, responsible for providing security and circulation services of the Physical Sciences Library. Mon-Fri, 10am-7pm.

**Requirements:** HS diploma or equivalent. With 2 years college coursework in physical sciences desired. Some related work experience preferred. Computer familiarity. Strong interpersonal and communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR18 (C3706)**  
**Human Ecology/Field and International Study Program-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 9/20/90**

Under direct supervision of Assistant Director, responsible for implementing approved program budget, processing and monitoring all program expenditures, and reporting any discrepancies to supervisor.

**Requirements:** HS diploma or equivalent. Some college coursework in accounting preferred. Strong organizational skills. Attention to detail. Knowledge of Cornell accounting system preferred. 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.

**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. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR19 (C3807)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
**Posting Date: 9/27/90**

Provide year round support to the Accounting department including the preparation of vouchers, reconciling of accounts, and reconciling student information system reporting. Assist with accounts coordinator (GR22) and accounts assistant (GR20) with the day to day operations of the Accounting department.

**Requirements:** HS diploma or equivalent. Knowledge of Cornell accounting helpful. 2 years experience with a working knowledge of Lotus 123. Knowledge of Wordperfect preferred. Organizational skills and accuracy essential. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR19 (C3806)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
**Posting Date: 9/27/90**

Carry out day-to-day functional clerical responsibilities for the Summer College office. Provide secretarial support to the director and assistant to the director.

**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 years secretarial experience. Knowledge of Macintosh helpful. Knowledge of IBM and Wordperfect required. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR19 (C3810)**  
**Vet Administration-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
**Posting Date: 9/27/90**

Provide secretarial support to the associate dean for Vet Education & the director of Educational Development. Act as receptionist and provide back-up secretarial support for the offices of the dean & assistant dean for Administration.

**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years related office experience, preferably at Cornell. Excellent communication (oral and written) skills. Working knowledge of IBMPS/2, WordPerfect and Lotus 123 or EXCEL. Ability to work independently. Familiarity with fax and copy machines. Medium typing. CU 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. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR21 (C3813)**  
**Dean's Office-Arts and Sciences-Endowed**  
**Minimum Biweekly Salary: \$599.73**  
**Posting Date: 9/27/90**

Provide administrative and secretarial support to the Dean and Administrative Supervisor. Assist Academic Appointment Officer in form processing and database; process and monitor the section's general expense account; part-time receptionist duties and various projects as assigned.

**Requirements:** Associate's or equivalent. 3-5 years administrative experience, preferably in an academic environment. Excellent communication (written and oral) skills. Accounting experience preferred. Excellent word processing skills using Wordperfect. Knowledge of Academic Appointments procedures and policies desired. Heavy typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR21 (C3710)**  
**Astronomy-Endowed**  
**Minimum Biweekly Salary: \$599.73**  
**Posting Date: 9/20/90**

Act as administrative assistant to the chairman in capacity of heading a special educational program sponsored by the Pew foundation. Prepare and process confidential materials; maintain schedules of due dates and oversee reports due; oversee the Pew foundation account; schedule appointments; answer telephone; perform receptionist duties; make travel arrangements and handle claims.  
**Requirements:** Associate's or equivalent experience. 2-3 years administrative secretarial experience beyond formal training. Word processing skills. Good organizational and interpersonal skills. Ability to work under pressure. Prior experience at CU preferable but not required. Medium typing. CU employees send employee transfer application, cover letter & resume to Esther Smith, Staffing Svcs, EHP.

**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 Part-Time**

**Office Assistant, GR16 (C3804)**  
**Engineering College Educational Computing-Endowed**  
**Minimum full-time equivalent: \$498.93**  
**Posting Date: 9/27/90**

Provide clerical support. Type; file; telephone coverage; collect and distribute mail; maintain and monitor accounts using Microsoft Excel; assist in preparation of vouchers and PO requests. Monday-Friday, 20 hours per week.  
**Requirements:** HS diploma or equivalent. Up to 1 year related office experience, preferably at Cornell. Familiar with Mac software (WriteNow, Excel). Excellent speaking & writing skills. Ability to work independently. Light typing.

**Office Assistant, GR17 (C3802)**  
**Center for Environmental Research-Endowed**  
**Minimum full-time equivalent: \$517.65**  
**Posting Date: 9/27/90**

Assist Waste Management Institute administrative support staff with routine word processing on Macintosh; filing and mailing responsibilities; arrange meetings and travel schedules. Other general office duties.  
**Requirements:** HS diploma or equivalent. Some related experience (6 months-1 year). Macintosh experience essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR18 (C3712)**  
**ILR/Personnel & Human Resource Studies-Statutory**  
**Minimum full-time equivalent: \$529.35**  
**Posting Date: 9/20/90**

Provide secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda, budgets, vouchers, etc. Make travel arrangements and appointments; process correspondence and handle mail; telephone contacts. 20 hours per week to be arranged.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 yrs office experience. PC experience, familiarity with wordprocessing software, graphic software and spreadsheets. Medium typing. Send cover ltr & res to Esther Smith, Staffing Svcs, 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**  
**Posting Date: 6/21/90**

Under general supervision, assist with Dean's Office Accounting and Rome Program administration. Monday-Friday, 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.

**Rights and Permissions Assistant, GR19 (C3702)**  
**C.U. Press-Endowed**  
**Minimum full-time equivalent: \$551.86**  
**Posting Date: 9/20/90**

Assume primary responsibility for researching and responding to permissions inquiries, determining appropriate fees and maintaining records of fees charged and income received. Assist with other rights or administrative functions as needed. Monday-Friday, flexible schedule.  
**Requirements:** HS diploma or equivalent experience; Associate's or equivalent preferred. Strong verbal and interpretive skills. Excellent research skills. Ability to handle detailed work. Ability to work independently and to set priorities. Familiarity with IBM PCs; experience with word processing and database management desirable. Prior publishing, accounting, or legal experience helpful. Medium 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. Monday-Friday, 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.

**LC Cataloger, GR20 (C3714)**  
**Catalog/Olin/CUL-Endowed**  
**Minimum full-time equivalent: \$575.30**  
**Posting Date: 9/20/90**

Create bibliographic records for monographs, and authority records for headings based on Library of Congress copy or other acceptable copy. Mon-Friday, 20 hours per week.  
**Requirements:** Associate's or equivalent. Bachelor's or equivalent preferred. 1 year library experience desired, technical services preferred. Ability to perform and organize detailed work. Familiarity with computers. Reading knowledge of at least 1 foreign language preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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

Provide administrative support for assistant to associate VP 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 (S3803)**  
**Dean's Office-Arts and Sciences**  
**Posting Date: 9/27/90**

Act as primary contact for all visitors to the Dean's Office. Assist Academic Personnel Officer with records. Provide backup secretarial support Dean's staff. Other duties as assigned. Part-time, temporary until June 30, 1991.  
**Requirements:** HS diploma or equivalent. Some college coursework desired. 1 year administrative/reception experience. Previous experience in an academic environment preferred. Able to use word processing equipment. IBM Wordperfect 5.0. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Research Assistant (S3611)**  
**Natural Resources**  
**Posting Date: 9/20/90**

Analyzing leg band returns for mallards, and neck collar observatory for the study of Canada geese in the Atlantic flyway. Some work on the mallard data set.  
**Requirements:** Master's or equivalent experience in the biological sciences. Strong statistical and computing skills are a must. Utilizing D Base III, BROWNE, AND SURVIVE. Proficiency in writing reports or publications. Presentation of materials at meetings is expected. A 6-8 month position, starting 10/1/90. Send cover letter, resume, college transcripts, and 3 references 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. Monday-Friday, 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.

**General Service**

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

**Custodian, S002 (G3802)**  
**Unions and Activities/Noyes Center-Endowed**  
**Hiring Rate: \$6.27**  
**Posting Date: 9/27/90**

Provide general custodial care of buildings and grounds in assigned area. Regular full-time, Monday-Friday, 2:00 p.m.-10:00 p.m., Some weekends, 10 month position.  
**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. Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP.

**Food Service Worker, S002 (G3805)**  
**Dining-Endowed**  
**Hiring Rate: \$6.27**  
**Posting Date: 9/27/90**

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 and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

**Food Service Worker, S003 (G3803)**  
**Unions and Activities/Noyes Center-Endowed**  
**Hiring Rate: \$6.56**  
**Posting Date: 9/27/90**

Operate electronic cash register, handle cash and credit sales, prepare and sell food items; stock and monitor inventory levels; maintain clean work area and adhere to all health department sanitation codes. 10 month position. Monday-Friday, 4 p.m.-12 p.m.  
**Requirements:** HS diploma or equivalent. At least 1 year experience in food service operation required. Must relate well with people (excellent customer service skills) and work independently at a rapid pace. Previous experience with electronic registers and kitchen equipment 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.

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**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

**Dispatcher, S005 (G3501)**  
**M&SO/Student Service Center-Endowed**  
**Hiring Rate: \$7.19**  
**Posting Date: 9/6/90**

Receive any trouble calls, relay messages and coordinate and dispatch appropriate tradespeople and material delivery personnel, or courier/cab service as requested. The Customer Service Center is the focal point of requests for repairs, maintenance and alterations, and information about the physical plant. Monday-Friday, 7:30-4.  
**Requirements:** HS diploma or equivalent. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills, ability to work well under pressure and 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.

**Send application materials for the following position to Cynthia Smithbower, 160 Day Hall:**

**Groundworker, S004 (B3701)**  
**Grounds-Endowed**  
**Hiring Rate: \$6.88**  
**Posting Date: 9/20/90**

Perform all general landscape maintenance and landscape construction tasks; may be assigned other groundworkers, both regular & seasonal, to aid in carrying out assignments. Frequent nights & wknd work during winter snow season.  
**Requirements:** HS diploma or G.E.D. equivalent, courses in agronomy, horticulture or related fields desirable. Pesticide applicator's license desirable. 1-2 years related experience in commercial landscape maintenance, landscape construction and related equipment. Minor equipment repair experience desirable. Valid driver's license. Send application materials to Cynthia Smithbower, Staffing Services, 160 Day Hall.

**General Service Part-time**

**Food Service Worker, S001 (G3804)**  
**Dining-Endowed**  
**Hiring Rate: \$6.01**  
**Posting Date: 9/27/90**

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. 30 hrs weekly.  
**Requirements:** Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Cornell employees send employee transfer applications to Esther Smith, Staffing Services, EHP.

**Food Service Worker, S002 (G3801)**  
**Dining-Endowed**  
**Hiring Rate: \$6.27**  
**Posting Date: 9/27/90**

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change. 35 hrs weekly.  
**Retirements:** HS diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills. Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP.

**Security Guard, GR01 (G3706)**  
**Johnson Museum-Endowed**  
**Hiring Rate: \$6.44**  
**Posting Date: 9/20/90**

Responsible for guarding all works of art in the building following security and safety procedures; communicating with appropriate staff members on a regular basis; available day or evening for subbing on non-scheduled work days, and for guarding at special events held in the museum. Days vary, 28 hours, including some evening hours.  
**Requirements:** HS diploma or equivalent. Ability to work with schedules and in a group situation. Background in the security area helpful. Dependable in reporting and attentive to detail necessary. Ability to communicate well with public. Send cover letter and resume to Esther Smith, Staffing Services, EHP.

**General Service Temporary**

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

**Cooks (S3518)**  
**Nutritional Sciences**

Prepare, weigh, and measure food. Two temporary positions. 15-20 hours per week. October 1-December 12. Send cover letter and resume to Karen Raponi, Staffing Services, 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. Mon-Thurs 6am-2:30pm, Fri 6a.m.-1:30pm. Periodically 2nd & 3rd shift hours available.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder.

**Academic**

**Acquisitions Librarian**  
**Law Library**

Responsible for Acquisitions Department in a library of 400,000 volumes which orders and processes materials

independently, but operates closely with the Cornell University Library system. The Library has an annual mater budget of over \$500,000, maintains over 4000 subscriptions and is a depository for U.S. government publications. Oversees the acquisitions function of the Technical Services Department, supervising 5 support staff plus student responsible for relations with materials vendors; prepares Law Library on library system committees concerned with acquisitions, fund accounting, serials check-in and associated areas; coordinate weekly Collection Development meetings.

**Requirements:** MLS degree or equivalent; at least 3 yrs of professional library experience, preferably in technical services; ability to communicate effectively with staff at levels and library patrons; excellent interpersonal skills. Knowledge of legal materials, the book trade, and library operations desirable. Salary: \$25,000 minimum. Applications due November 30, 1990 but will be accepted until position is filled. Send cover letter, resume, and addresses and phone numbers for 3 references to Ann Dyckman, Director of Personnel, 201 Olin Library, Cornell University, Ithaca, NY 14853-5301.

**Research Associate/Arecibo Observatory**  
**Atmospheric Sciences**

The National Astronomy and Ionosphere Center has long-term staff position available in the Atmospheric Sciences Group at the Arecibo Observatory in Puerto Rico. The appointment will initially be for 2 years, and be a compensation level depending upon experience and qualifications. Applicants should have a doctoral degree and a demonstrated ability to pursue and independent research program in the atmospheric sciences. Interest and experience in radar remote sensing of the ionosphere and/or the middle and lower atmosphere, and/or ionospheric modification by high-power radio waves, highly desirable. The NAIC facilities for atmospheric search at Arecibo include a 430 MHz incoherent-scan radar, a co-aligned 50 MHz radar, bistatic 2380 MHz radar for tropo/stratospheric studies, a high-power HF heating airglow instrumentation and a Doppler lidar operating heights of 70 km. Members of the scientific staff have most of their time free for their own research programs and those programs, are expected to make use of the facilities. They are also expected to provide support to visiting scientists in their use of the facilities, and support the Observatory's operations. Applications, including resume and names and addresses of 3 references, should be sent to Prof. Tor Hagfors, National Astronomy and Ionosphere Center, Space Sciences Building, Cornell University, Ithaca, NY 14853-6801.

**Research Associate III**  
**NYS Agricultural Experiment Station/Geneva, NY**

Join a multi-disciplinary research team investigating molecular mechanisms of insecticide neurotoxicity and role of altered target sites in insecticide resistance. Assume primary responsibility for ongoing studies involving the characterization of insecticide interactions with target macromolecules using radioligand binding and radioligand ion flux assays.  
**Requirements:** PhD in entomology, physiology, pharmacology, toxicology, or other relevant disciplines is required. Applicants with prior experience in radioligand binding techniques will be given preference. To apply, send curriculum vitae, publication list, and names of 3 references to Dr. David M. Soderlund, Insecticide Toxicology Laboratory, Department of Entomology, NYSAES, Cornell University, Geneva, NY 14456. 315-787-2364.

**Cataloger 50% Art/Architecture, 50% Social Sciences**  
**Humanities**

**Cornell University Library**  
Responsible for descriptive and subject cataloging using AACR2, LCSH, & LC classification, and for authority work. Cataloging done on NOTIS system with upload to RLIN.  
**Requirements:** 2-3 years cataloging experience using AACR2, LCSH, MARC formats, automated systems (RLIN, NOTIS preferred); one Western European language (working knowledge of other languages desirable); evidence of professional commitment, and good interpersonal skills. Subject background in fine arts highly desirable. Salary depends on qualifications and experience. Send cover letter and resume and names, addresses and phone numbers for 3 references to Ann Dyckman, Director of Personnel, 201 Olin Library, Cornell University, Ithaca, NY 14853-5301 by October 31.

**Meals With Morley**

**Breakfasts with SVP Jay Morley:**  
Employees may sign up for regularly scheduled breakfasts with Senior Vice President James E. Morley, Jr. by calling the Office of Human Resources at 255-3621. The next breakfast will be held on Friday, October 12, 1990; location to be announced.

**Military Leave**  
**Guidelines Available**

If you are a reservist, or if you are a supervisor employing reservists, you may want to know how Cornell benefits will be administered in the event that reservists at Cornell are called to active duty. Guidelines for the university have been compiled and distributed to the personnel support group representatives. Contact your representative or call one of the following offices for information:

Staffing Services (reemployment issues) 255-5000  
Endowed Benefits (benefits issues) 255-3976  
Statutory Benefits (benefits issues) 255-4400  
Employee Relations (general info.) 255-7200

# Networking

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

## Mirror Image: Facing up to the harm in homophobia

by Julie Paige

**Have you ever thought what it would be like not to be able to talk about the person you love more than anyone else?**

It's Friday afternoon in your residence hall. People are chatting about their dates for the weekend and getting ready to go out. Laughing and joking around, your roommate comes in with several friends. "I'm going out with Michael tonight, first out to dinner and then to a party," says your roommate. The others mention their weekend plans and talk about who they are dating. Then someone asks, "What are you doing to-night? You are not going to study again, are you?"

They continue to talk about their dates and plans. Whenever you can, you smile, nod your head and joke with them about love and sex so they won't be suspicious. At the same time you are thinking about your friend, the one you have been seeing for three months. You wish you could tell you roommate and friends, about this "friend," about the good times you have had, how it feels to be in love and all. But you know you can't say anything.

Finally, after they all leave for their dates, you shower, dress and meet your date in front of the building. You are so glad to see each other, but afraid to hug and kiss, you just smile and say hello. You go to a restaurant for dinner but you can't sit close to each other, like most lovers. You can't look too long into each other's eyes and you certainly can't touch. When you are out, you just have to pretend you are friends. In fact, no place feels safe enough to be yourself.

Statistically, ten percent of our population is gay or lesbian, which means ten percent of the student population at Cornell and ten percent of the students in our residence halls. The student described here is among them.

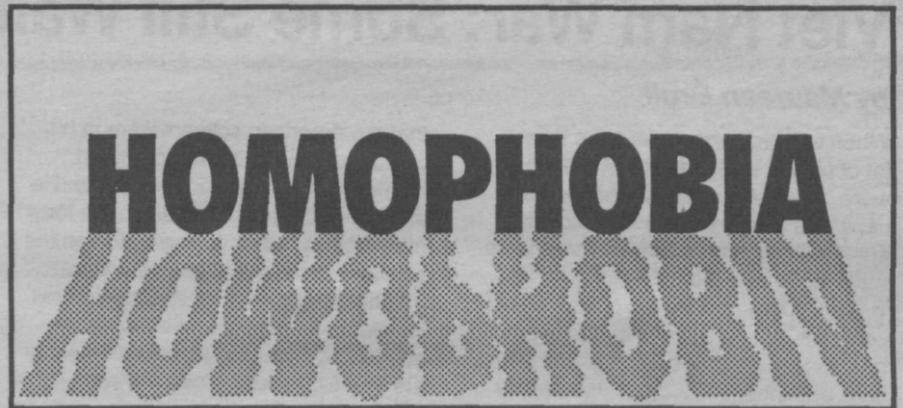
In that ten percent of Cornell students are your best friends, your roommates, your classmates, you class officers, your sorority sisters and fraternity brothers, your teammates, and your favorite professors and your administrators. Some of the ten percent are campus leaders and more visible members of the Cornell Lesbian/Gay/Bisexual Coalition. Others are writing articles and editorials in the newspapers, marching for gay rights in Washington and lobbying instate capitals.

But homophobia makes many of the ten percent at Cornell a hidden minority. A Planned Parenthood newsletter defines homophobia as "fear of homosexuality, in ourselves and others. It can express itself in a denial of our own feelings of affection for others of the same gender, and it can result in a denial of the full personhood of other women and men who have recognized those feelings and integrated them into their lives."

Most students entering Cornell are in the process of discovering their own sexual identity, whether it is heterosexual or homosexual. But for those who are discovering their homosexual identity and beginning the "coming out" process, "the lifelong process of the development of a positive gay identity," homophobia can lead to rejection, harassment or abuse, loss of financial support or even physical violence.

Generally, there are a number of stages in the coming out process. Here at Cornell, students—especially in the first year—fit into the initial stages. It is a period of much bewilderment and questions about whether or not you are really gay and what you are feeling. Eventually, along with the acceptance of a potential homosexual identity, comes alienation. It is a time when a students may begin to make contacts with other gays and lesbians, and begin to reach out to a "coming out" support group, like the one here on campus.

During these stages the fear of being found out is very strong. It is very difficult having a roommate. Every phone call to gay friends or a significant other must be very



discreet. Any gay-related reading material has to be hidden. Moving through the first stages, the student eventually begins to confront a homosexual identity which, in turn, brings increasing commitment to be a homosexual self-image. At this point gays and lesbians are seeking out others like themselves. Because they have been taught all through their lives that same-sex love is wrong, acceptance of one's own identity is not complete.

Disclosure of this secret to a heterosexual population is very limited. These students play a dual role—their private truth and the public life of going to fraternity parties, making up exploits with the opposite sex, laughing at heterosexual jokes, and participating or even leading homophobic comments and actions, as a foil against being found out.

Many students also fit into the later stages of coming out, in which a person begins to accept, celebrate and take pride in a gay or lesbian life-style, finally synthesizing it into their entire identity. Still, many homosexuals begin the coming out process before they enter college, while others may not begin till many years later.

As a residence hall director, I walk through the building on an almost daily basis and it is rare not to hear comments such as "That's so gay," or "He's such a faggot," "She's such a dyke." One student asks another, "Are you going gay bashing tonight?", but when I ask the student to explain, he replies, "I was only joking." It takes me at least 1 half an hour to explain how and why that comment is never a joke. It's well worth my time. I'm older, confident in myself so, for me, it's easier. But what about the person who feels alienated, unsure and very, very fearful? For her or for him, it's never easy and it always hurts.

Homophobia is very destructive. Struggling with their identity, gay men and lesbians have to fight their own neg-ative, homophobic feelings and stereotypes, accumulated as they have grown up, as well as the homophobia that is constantly around them. Before they can begin to develop and achieve a positive attitude, they need to challenge their own prejudices and start to develop feelings of appreciation for a gay identity.

Student Life staff make it a primary concern that the Cornell environment is comfortable and safe for all of us, no matter what our race, religion, ethnic background, gender or sexual orientation. Part of living in a community is accepting, appreciating and celebrating our diversity. Gay, lesbian and bisexual students are another diverse group whose lives are worthy of celebration.

All of us can do many things to make Cornell safer for gay, lesbian and bisexual students. One of the first things is to challenge our own assumptions and stereotypes of the gay/lesbian life-style. We can begin by reading about what it is like to be gay, by opening ourselves up to learn instead of condemn. For a beginning knowledge of a gay/lesbian life-style, resources include: *On Being Gay* by Brian McNaught; *Loving Someone Gay* by Don Clark; *Now That You Know* by Betty Fairchild; *Woman Plus Woman* by Delores Klaich; *Testimonies: A collection of lesbian coming out stories* edited by Sarah Holmes; *Looking at Gay and Lesbian Life* by Warren J. Blumfield and Diane Raymond; and *Nice Jewish Girls* edited by Evelyn Torton Beck. There are

For further information on the Counseling with Lesbian, Gay and Bisexual People:

A Conference for Mental Health Providers, please call the Cornell University Department of Conference Services at 255-6290. This conference sponsorship is provided in part by Cornell University Psychological Services, Ithaca Lesbian and Gay Task Force, Cornell University Health Services, Family and Children's Service of Ithaca, Cornell United Religious Works, Alcoholism Council of Tompkins County, Cornell University Department of Psychology, N.A.S.W. Southern

Tier Women's Issues Committee, Cornell University Department of Human Development and Family Studies, Southern Tier AIDS Project, Cornell University Women's Studies Program and Cornell University Dean of Students Office.

Conference Organizing Committee: Mary E. Bartek, Ph.D., Jo Ann Basgall, Ph.D., Ronald D. Mack, Ph.D., Anthony J. Pane, Jr., Ph.D., Elizabeth Reed, M.S.S., Ph.D. and Ba Stophia, C.S.W.

**Counseling with Lesbian, Gay and Bisexual People:**

**A Conference for Mental Health Providers**



October 12-13, 1990  
Cornell University, Ithaca, NY

## DEDICATED SERVICE AWARD

### Jane E. Day

by Sally Ebling



Cornell Cooperative Extension, Staff Development and Recruitment has chosen Jane E. Day, Personnel Assistant to be the recipient of the Dedicated

Service Award. Anyone who has had a reason to call or visit our office has always been greeted in a most professional, pleasant and friendly manner by Jane. Jane has always been helpful and her gracious manner has always been appreciated by "everyone". Jane our "upbeat person" has brought a bright spot to our office continuously. When the work is piled high Jane has never complained and is always willing to go that extra mile to get the job completed. Jane has touched the lives of all of us in this department and many in the Cornell community. It is with great sadness that we must say good-bye to Jane at the end of this month. She is retiring and will be missed by all. We wish Jane nothing but happiness in the next chapter of her life. But Jane, before you go, "Please remember your contributions and dedication over the years will never be forgotten and you will be sincerely missed."

Photo by Doug Hicks

## Employee Assembly — In The News

by Coleen Fabrizi

Hello, my name is Coleen Fabrizi I'm employed at the Statler Hotel located in the heart of Cornell University campus. I'm also a very excited newly appointed member of the Employee Assembly (EA).

I know there are several people out there on our campus who aren't really sure what EA is all about. The Employee Assembly is one of the University's governmental bodies. It is devoted to representing the employee view to the administration.

Unfortunately, EA is also one of C.U.'s "best kept secrets", the strength of this body has only begun to be tapped. I've learned of so many powerful decisions that EA has had an impact on and I'm encouraged by the possibilities that remain in the future.

The parking situation, benefits packages, including insurance retirement, education, job-reclassification etc. are all issues EA is currently addressing.

In a conversation with a fellow University employee, I found myself defending EA when I said, "The EA can only be as strong as its support from employees." I think the reason people question EA's purpose and effectiveness is due to

their lack of information. Not enough employees realize they can call or write to any member of EA with concerns and we will get an answer back to them. The EA is currently working to make its presence known throughout the C.U. employee community. We're looking forward to introducing ourselves through these articles in Networking. If you would like to talk to an Assembly member or leave a message at the Assemblies office the number is 255-3715.

I look forward to representing each of you as an Employee Assembly member.



## Viet Nam War: Some Still Wait For It to End.

by Maureen Brull

When we think of the Viet Nam War, a lot of us can think back to where we were during those years. For some of us, it was a time to finish high school, enter college, start a family. There were many of us who did not even give the war a thought until the six o'clock news came on. At that point, we watched the gruesome details of bombings, Americans and innocent Vietnamese people being slaughtered, cities being destroyed. While it held our attention during the news cast, at the end we were able to turn the station and go back to our lives. For some people, the war was devastating in that some of us lost family members and friends to a war that has never been justified.

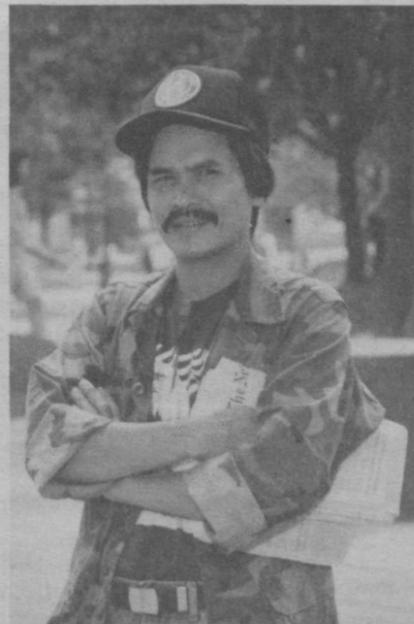
Day Hall is the "home" for Phoxay Rattanasenychanh (known to us as "Posai"). We would be able to call him a veteran of the Viet Nam War for the role that he played during that time.

Posai was born in the southern part of Laos on October 1, 1952. His family consisted of his mother and father and five children. He is a high school graduate.

Posai's involvement in the Viet Nam War came about because of his trust

that the American soldiers were in his country to protect the freedom and human rights of the Laotian people. He aided the American soldiers in the form of air activity - maintaining watch on the activities of the Viet Cong as a Commando Ranger on the Ho Chi Min Trail. His duties were to alert the American soldiers by radio as to the movement of the Viet Cong supply carriers and all B52 bombers. Obviously, his job was an extremely dangerous one.

When the war came to an end and the American soldiers began returning home, Posai was arrested and put in prison. While there, he heard daily threats of death and was aware of prisoners who were killed because of their involvement with the United States. The night before he escaped from prison, one of the guards told him that he was going to die the following day. He asked the guards if they could have a small party with alcohol and food. They agreed and the drinking began. Posai was careful to monitor the amount of alcohol and by 11:30 p.m. he and ten others were able to walk out of the prison leaving the guards sleeping from their night of drinking. The next morning



the guards knew that they had escaped and they sent about 60 soldiers out looking for them. During the middle of the day, Posai noticed Communist soldiers were following them. They walked for three days with the only food being cucumbers that they were able to pick along the way.

For the next three years Posai lived in the jungle as a Freedom Fighter in Thailand. It was here that he met and married his wife. They have two boys: Thacksine, 11 years old and Michael, seven years old.

In 1979, with the help of the United States, he and his wife came to Ithaca to join her sister. His first job was at the Cornell General Store. From there he went to study accounting at TC3. He then became the manager of the Southeast Asia Community which was funded by the New York Social Services Department. In this capacity, he tried to help refugees from Laos, Vietnam and Cambodia resettle in the United States. In 1989 he came back to Cornell and now works for the Buildings Care Department.

Leaving Laos was a very difficult decision for Posai. In doing so, he knew that he was leaving some of his family members behind with the likelihood of

never seeing them again. He left behind his mom, who he has not seen in 17 years, one brother and two sisters. He is able to communicate with them through a brother who lives in Thailand. No direct communication is allowed. If he were to return to Laos, it would mean imprisonment and death for Posai, because of the aid he provided the United States during the war. He is, thankful, though, that he did not lose any of his family to the war.

He has hopes of someday being able to return to his country, but that dream can only come true if the political policies of the country are changed. As it stands now, Posai will make his home in the United States and will wait until Laos comes to terms with democracy and grant those who might choose to return, political freedom.

Photo by Doug Hicks

### Breakfast With Morley

by Judy VanDermark

The next scheduled breakfast with Senior Vice President Jay Morley is set for Friday, October 12, 1990 at 7:30 a.m. To sign-up please call 255-3621 and make a reservation.

#### Editor's Note

On September 10, 1990 I had the distinct pleasure, along with five other Cornell employees to have breakfast with Senior Vice President Morley. The forum was very open and inviting. Senior Vice President Morley and Lee Snyder listened, acknowledged our feedback and responded to our concerns.

For me personally it was the most stimulating conversation I have had with university administrators in the last ten years. I strongly encourage other Cornell employees to take this opportunity. It is an opportunity to voice your concerns, offer feedback about what is happening here at the university for you and or your department and hopefully be as stimulated and encouraged as I was.

## 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.

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**CORNELL**  
UNIVERSITY

## Returning To The Classroom

by Shirley Cunningham & Maureen Brull

### FOLLOW YOUR DREAMS....."



Remember - if it is going to be, it is up to you." Believe in yourself and that you control your destiny. You can be whatever you want to be, despite life's

obstacles. Changing your life requires discipline to resist and overcome negative things, people and situations. Life makes it possible for us to have some opportunities to discover things about ourselves and others. It helps to make ourselves stronger from what we have learned.

Hi! I am Shirley Cunningham. I am married, have six grown children and four grandchildren. My youngest daughter will be attending Howard University this fall on a full academic scholarship. I work full-time as an office assistant at the Learning Skills Center. It is a central academic support service here at Cornell, located at 130 Sage Hall. My duties are to greet students, faculty, staff, and visitors to the office. A large part of my job involves dealing with students who want to prepare themselves for upcoming examinations. I direct them to learning aids in the Center and provide assistance to the LSC staff with the usual receptionist/secretarial duties. I am writing this article with the hope that it may help and encourage others to follow their dreams.

My dream for some time now has been to go "back to school" and earn an Associate in Science degree (A.S.) and then transfer to a bachelor's degree program at a four-year college or university. This dream is finally beginning to come true thanks to Cornell's Tuition Aid Program. I began taking courses in sociology and human services at Tomp-

kins Cortland Community College in the spring of 1989. I have also taken some computer classes here at Cornell. I made the decision to return to school after 27 years because I want to educate myself to improve my professional qualifications and expand my employment opportunities. I want to be able to achieve my career goals in the area of physical fitness education, exploring opportunities for adolescent to middle age audiences. I am excited about the multitude of career potentials this area has to offer. Also, I want to do something on my own, to achieve something by myself. I am looking for new challenges, to learn new information and knowledge about people and everyday living.

I will never forget my first day in class at TC3, with students of all ages, from varying backgrounds and with different abilities. It was hard at first — fear, the lonesomeness of not knowing anyone, nervousness, and last of all but not the least was the excitement of just being in school again. I was here to be the best student I could possibly be and I was and still am committed to that task. I will always put forth my best effort, and try to keep my priorities in the right order.

Something that helped to motivate me is how I feel about myself. I feel good about myself and when I feel good about myself this helps me to feel good about others. I am very conscious about my health. I am not naturally small and so I

must always watch what I eat just like the rest of America. I do not believe in diets as much as I do in trying to eat correctly. I do exercise and aerobics to Jane Fonda and Joanie Greggains. I love a great walk. It does the body so much good and it is GREAT for the heart. I do my best thinking when I am walking too. I try to walk at least one to four miles a day. I also love weight lifting. My husband, three sons and I all won first place trophies in the 13th Annual Arkansas Powerlifting Championship in El Dorado, AR. This was a great accomplishment for me. It let me know that if I could do this, I could accomplish anything in life.

I am really thankful for all of the support I have received at home and from friends and associates. It helped me to make the decision to return to school a much easier one. I have gained more confidence in myself now, and I am not afraid to take on new tasks.

**Note:** If you are considering returning to the classroom, a four-hour workshop is offered through the Office of Human Resources/Training and Development. The workshop is scheduled for January 11, 1991 and is taught by Valerie Sellers Kantowitz. If interested, please call Training and Development at 255-7170. It's never to late!

Photo by Doug Hicks

## Mirror Image: Facing up to the harm in homophobia

continued from page 1

many more. Borealis and Smedley's are two downtown Ithaca bookstores that offer good selections on all aspects of gay and lesbian life.

During the year we have many opportunities at Cornell and in Ithaca to attend lectures, cultural events and political events focused on various aspects of gay and lesbian life.

In addition to educating ourselves, we can also take a proactive role in making Cornell a safer place for our gay and lesbian friends. We can start by changing our language, eliminating words that hurt other people. Refrain from using words such as "faggot" or "dyke." Begin using inclusive language rather than exclusive. In every crowd, assume 10 percent of the people are either gay or lesbian. Use words like "partner," "significant other" or "lover, rather than asking about a "boyfriend" or "girlfriend." Be willing to confront others about their

homophobic statements, attitudes and jokes. Share what you already know with others.

For students who are working on issues of sexual identity, many resources on campus are available. The Dean of Students' office offers support groups for gay and bisexual men, and lesbian and bisexual women. The Lesbian/Gay/Bisexual Coalition is located at 207 Willard Straight Hall and can be reached at 255-6482; it offers a variety of support and special interest groups, for example, Gay, Bisexual and Lesbians of Color. Other resources include the sexuality counselor at Contraception, Gynecology and Sexuality Service (CGSS), EARS, counselors at Psychological Services at Gannett, and your RAs and residence hall directors.

**EDITOR'S NOTE:** The Cornell Board of Trustees voted unanimously at the

May meeting to revise the Policy of Equal Educational and Employment Opportunity with the addition of sexual or affectional orientation to the list of prohibited bases of discrimination. The preceding article appeared in *Vital Signs*, a newsletter published by the Gannett Health Clinic that is primarily targeted at students. Unfortunately, the scenario it depicts and the issues it addresses can be just as easily seen in the workplace. For instance, imagine it is the holiday season, and you are getting ready to home for the day when the topic of the office Holiday party comes up. Janet mentions that her husband hates these things but he's going to go anyway, Cheryl comments about how excited she is for her new boyfriend to meet everyone and Dave says he's exasperated because his girlfriend wants him to get her a new

dress. Someone turns to you and asks if you're finally going to make it this year. You shake your head and make some excuse about a relative who is in town for the weekend. On the way home you think about how much you would like your co-workers to meet your "significant other" and how painful and hopeless that feels.

It is important to remember that the assumptions we make about our friends and co-workers can hurt and the jokes that, all too often, fly around our offices can devastate. If we participate or encourage these assumptions and jokes we are building and perpetuating a workplace that is unsafe and hurtful, ultimately, for all of us.

We, at *Networking*, are very excited that we live in an era and an environment where this issue can be addressed on page one! Thank you Julie Paige.

## Working Person Contest

by Maureen Brull

Most of us have jobs that, at some-time during the week, need some materials copied for the completion of a specific task. We, in Training and Development, seem to have these occasions more often than just weekly. Many times, I hate to admit, we have time crunches where we need items copied within minutes of a scheduled class. We seem to rush downstairs to our Copy Center always expecting the staff in the Center to accommodate us on very short notice.

About a week ago, our office decided to write a thank you note to them to let these staff members know how much we appreciate them. We wanted them to know that it is not a matter of just saying "thank you" each time we pick up our

completed materials. We wanted them, and their supervisor, to know that they always go out of their way to help us out of a tight spot.

I went home that afternoon, after a collaborative effort by the staff of Training and Development to compose the letter, only to hear that LITE 97 was having a brand new contest called the "Working Person Contest." The weekly winner of the contest would receive a beautiful bouquet of flowers for their effort. I decided that these two people deserved more recognition than just from our department. I sent the radio station a letter from our department explaining just how important these two woman are to us. The most important thing to note is that they just don't copy the materials for us, they always do it in

a pleasant manner. There smiles to us after completing a rush job are amazing. By Friday of that week, we were notified that they were the winners of the contest and would be "Glorified" on radio on Monday morning when the letter we had written would be read. Arnold's Florist also delivered a wonderful floral arrangement and they received two LITE 97 T-shirts.

We really appreciate you Carrie and Sarah. We hope that we added a little to your week by giving you "celebrity status." You have been able to add a lot to our jobs just by doing your jobs so well and so pleasantly. Thanks Again!



Sarah Thomas and Carrie Oltz

Photo by Doug Hicks

## UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking Unclassified*, 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 order received and as space permits.
4. Unclassified ads are for nonbusiness purposes only.
5. Please submit an ad for each issue that the ad should appear in. Thank you.

### FOR SALE

**1990 Fairmont Mobile Home** - 14' x 76'. Three bedrooms, two bath, front kitchen. Just like new., Mens 12 speed mountain bike, super single water bed. For more information, please call 255-7489 or (607) 387-9342.

**Student Desk with Chair**, cross country skies, screen door, glass window, 19 cu. ft. frostless refrigerator/freezer, electric stove with hood, levelling roller. Please call 539-6110 in the evenings.

**Four P-255-15 Hercules Mud Snowtires** with white spoked rims, chrome centers and lugnuts inc., Excellent condition, \$250., Tonto cover with wooden bowes for chevy C10 shortbed pickup,

black with white chevy emblem in middle, \$50.00, MCS Cassette Deck, \$50.00. Please call 255-5658 days and 594-2609 in the evenings.

**1981 Mazda RX-7**. Excellent condition. 45 K miles. Loaded with options - must be seen! \$3500. Please call Pat at 255-2175 (days) 756-7899 (evenings).

**Computer** - Hyundai, 100% IBM compatible. 12 Mhz 80086 chip, monochrome, Epson NLQ printer, 20 meg hard disk, 1200 baud modem, math coprocessor, 5.25 floppy drive. Free lessons/instructions. \$900. Please call Ted at 255-9376.

**2 year old Mobile Home**, two bedroom, excellent condition, in a quite, clean park, 5 minutes from Cornell at Hillside Acres. \$16,000 - Please call 277-7562.

**House For Sale**: Well maintained 3 bedroom in quiet neighborhood, Hardwood floors, fireplace, garage, fenced yard, enclosed front porch and den. Call 277-0749 or 256-5152 evenings and weekends.

**Remington Model 870 Wingmaster**, 12 ga. pump. Very good condition, used very little, \$300. Washing machine, old but good, runs fine - \$75., you move! Call 564-7009 evenings.

**Small Home**, fix-it-up - Dryden Village, .6 acre - needs strong back and good imagination \$49,000. Please call 844-4255 evenings.

**200 + LPs**, Mostly old and new country music. Mint condition. Taking offers for lot. Please call Carol at 254-8619 (days) or 659-3323 (evenings).

**Plymouth Champ 1981** - well maintained, many new parts. Runs great. \$650. or best offer. Please call Karen at 255-0809 or 253-3286.

**1987 Chevy S-10 Pickup**, 4 cyl, 5 spd, am/fm/ cassette, 37K, \$4600; Sears Stereo \$50; Men's Ladies 26" Bicycle, Auto burglar alarm, \$25 each; Toro lawn mower, Recliner, \$35. each, offers; Please call 255-2774 (days) or 659-4925 (nights and weekends).

**Used Left Handed Golf Clubs** - irons 3,5,7,9 and putter, pitching wedge #4 wood - \$25.00. Please call Maureen at 255-7170

**Eastern Rosellas** \$200. Handfed babies call. Please call Lynne at 255-7739 or 273-4013.

**Three bedrooms Mobil Home** - in small nice park near NYSEG. Woodstove, shed, porch, many extras, well insulated, 6 minutes to Cornell, cheap, must sell - moving. 347-6844 evenings/weekends.

**Exercise Bike**, Raleigh 10 speed bike, Corolla Toyota 1982 studded snow tires, brother knitting bulky ribber, all in good to excellent condition. Please call 255-3241 (days) or 533-7253 (evenings)

**10 Speed Bike**, Mens, Winner, \$50. Call Bonnie 255-1003.

**Sofa**, excellent condition, browns and beige with a hint of blue - striped. Asking \$175 Call Lisa at 255-2842 (days) or 257-4632 (evenings)

**22 Foot Starcraft Chieftain**: 4-cyl., I/O, aluminum, trailer, canvas, AM/FM tape stereo, Port-A-Pot, rigged for downrigger fishing, all accessories \$6600. Evenings 273-1022 or 564-3308.

**Sailboat** - Laser; 14 foot; 1986; radial striped deck and sail, equipment bag, excellent condition, asking \$1375. Please call 255-3759.

**Sturdy Wingback Sofa** \$75; Brown swivel rocker \$75; Mont. Ward woodstove \$40; blue sofa cover \$10, full size stroller \$15; boys 20" bike \$20; potty chair \$5; potty insert for commode \$3; bed rail (child or adult) \$7. Details, Jackie 255-4547 (days) or 533-4576 (evenings)

**1977 Olds Cutless**, body good, engine superb, \$550. Please call 277-6639.

### For Rent

**Fall Creek Home** - beautiful 3 bedroom house, large yard, quite neighborhood, on bus route, one mile from Cornell University. Please call Pat at 277-4686 (evenings).

**Three Bedroom House** with large backyard, country settings and attached garage. Brooktondale area on bus route. \$525. Please call 255-3757 or 754-3290.

### Wanted

**Disc Drive** for Commodore 64 computer together with manual. Please call 844-8102 (evenings and weekends).

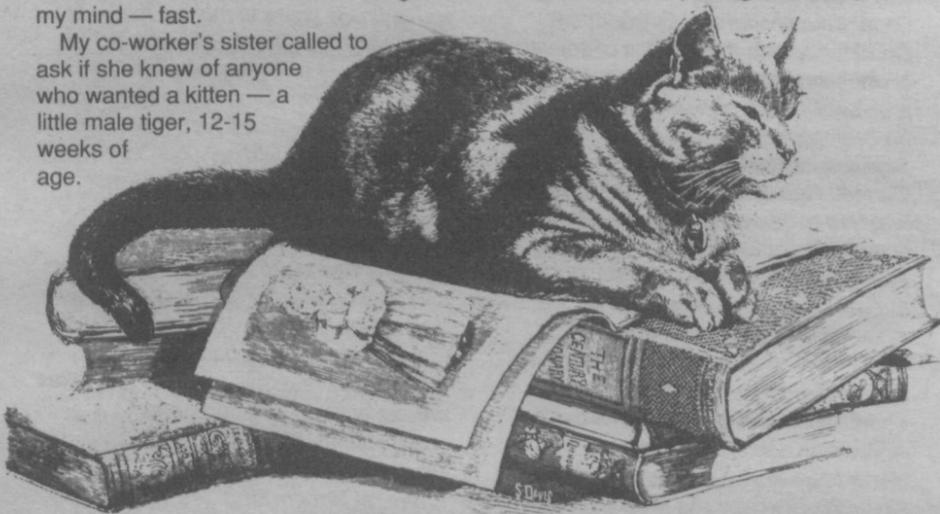


by Sabrina Cuttler

*All creatures great and small...*

As my introductory column, I was going to write about petsitting — the booming pet business of the '90s. I happen to have a personal interest, as I have my own "kitty sitting" business, but then one of my co-workers received a call in the office last week that changed my mind — fast.

My co-worker's sister called to ask if she knew of anyone who wanted a kitten — a little male tiger, 12-15 weeks of age.



Apparently he, along with a companion puppy, had been abandoned when their owners moved. That's right - abandoned, left behind, to fend for themselves, to ultimately starve or sicken and die. Or perhaps these people (I resist calling them human as that word's too close to "humane") thought that maybe,

just maybe, someone else would come along and rescue them. Luckily for these babies, someone else did. And, at last report, both have new, hopefully permanent, homes.

Now, of course, you say, "Another story about abandoned animals. What can I, or anyone else do? It's a big problem!" We know it's a big problem, and, like almost everything else that has happened on this planet, we are the cause! We know what our species is capable of doing. After all, if we can abandon, reject, abuse each other, animals are just a minor detail in the larger scheme of things. Right? Wrong. Animals provide livelihoods for us, protect our homes and businesses, guide our handicapped, and give unqualified love and affection all in exchange for food, shelter and care. Well, that seems fair, you say. So what do we owe them?

I believe animals deserve our respect, consideration, protection and nurturing. One of the things we can do is make sure each and every pet we acquire is meant to be there, meant to be loved

and cherished, and given the opportunity to love back. Also, and just as importantly, to ensure that our pets don't provide more babies to be abandoned — **SPAY AND NEUTER, SPAY AND NEUTER, SPAY AND NEUTER!** Have I made myself clear? This is probably the kindest (and healthiest) action we can take to benefit our pets. If you think your pet is going to be missing something, he/she is — disease, danger and constant misery and, for females, almost constant pregnancy. For further information, contact the SPCA at 257-1822, or your vet.

To sum up, that abandoned puppy and kitten didn't get there by themselves. They had help — human help. Not the kind of help that humans should give animals or, for that matter, each other.

...the Lord God made them all.

*For inquiries, column suggestions and helpful hints, please write to me at 165 Day Hall or call 255-7075 between 8:30 a.m. and 12:30 p.m. I hope you enjoy this column and I look forward to hearing from fellow pet-lovers.*

## Cornell University Wellness: Program Update

by Toni McBride

The following are some of the Educational Programs that will be offered this semester through the Cornell University Wellness Program. All programs are open to the Cornell community. If you see any of interest please join us.

**"UNDERSTANDING YOUR CORNELL HEALTH COVERAGES AND SELECT BENEFITS OPTIONS"**, Tuesday, October 2, 1990, Noon to 1:00 p.m., Hall of Fame Room, Schoellkopf Hall.

Unravel the mysteries of your Cornell health coverages and select benefits option. If you have never fully understood your health insurance, here is your chance to ask the experts. This will be an informal presentation explaining how to properly submit your medical claims and how to use your select benefits option. Your wellness expenses will also be discussed. Our presenters will be Jean Samuelson, manager of Employee Benefits and Donna Bugliari, benefits specialist. Don't miss this opportunity.

**"WEIGHT NO MORE"**, Wednesday, October 17, 1990, 12:30 p.m. to 1:30 p.m., Helen Newman Hall Lounge.

**Learn to K.I.S.S. YOUR WEIGHT GOOD-BYE** (Keep It Simple and Sensible). Find out how to manage your weight in a practical, realistic and effective manner. This session will be presented by our nutritional counseling staff. This is a nice supplement to your consultation and health-risk appraisal packet. Come and make sense out of the many myths and misconceptions associated with this topic.

**"STICK-TO-ITIVENESS, THE ART OF ADHERENCE"**, Tuesday, October 30, 1990, Noon to 1:00 p.m., Hall of Fame Room, Schoellkopf Hall.

Come experience the art of stick-to-itiveness as it applies to your pursuit of wellness. Good intentions are honorable, but actions speak louder than words. Make your goals, make your

commitment and most importantly make it stick! Our presenter will be Craig Fisher, Ph.D., chairperson and professor for the Department of Exercise and Sport Sciences at Ithaca College. He has over 20 years of experience in

theoretical and applied sports psychology. Dr. Fisher has a special interest in adherence as it applies to exercise, rehabilitation and other self help programs. Be sure to attend this dynamic presentation and learn to be an adherer!

### Tompkins County Health Department Cornell University Open Blood Pressure Clinics

October		
2	Day Hall, 3rd Floor Board Room	8:30 a.m. - 12:00 noon
4	Phillips, Knight Lab, Memorial Lounge	9:30 a.m. - 11:30 a.m.
9	Hollister, Room 201	1:30 p.m. - 3:30 p.m.
11	Space Science, Room 511	9:00 a.m. - 11:00 a.m.
16	McGraw Hall, TBA	1:00 p.m. - 2:30 p.m.
17	Morrill Hall, Room 205	9:00 a.m. - 11:00 a.m.
18	Sibley Hall, John Hartell Gallery	1:00 p.m. - 3:00 p.m.
23	Stimson, Room 216	9:30 a.m. - 11:30 a.m.
25	Lincoln Hall, Room 102	9:30 a.m. - 11:30 a.m.
25	Upson, Lounge	1:00 p.m. - 3:30 p.m.