

CORNELL CHRONICLE

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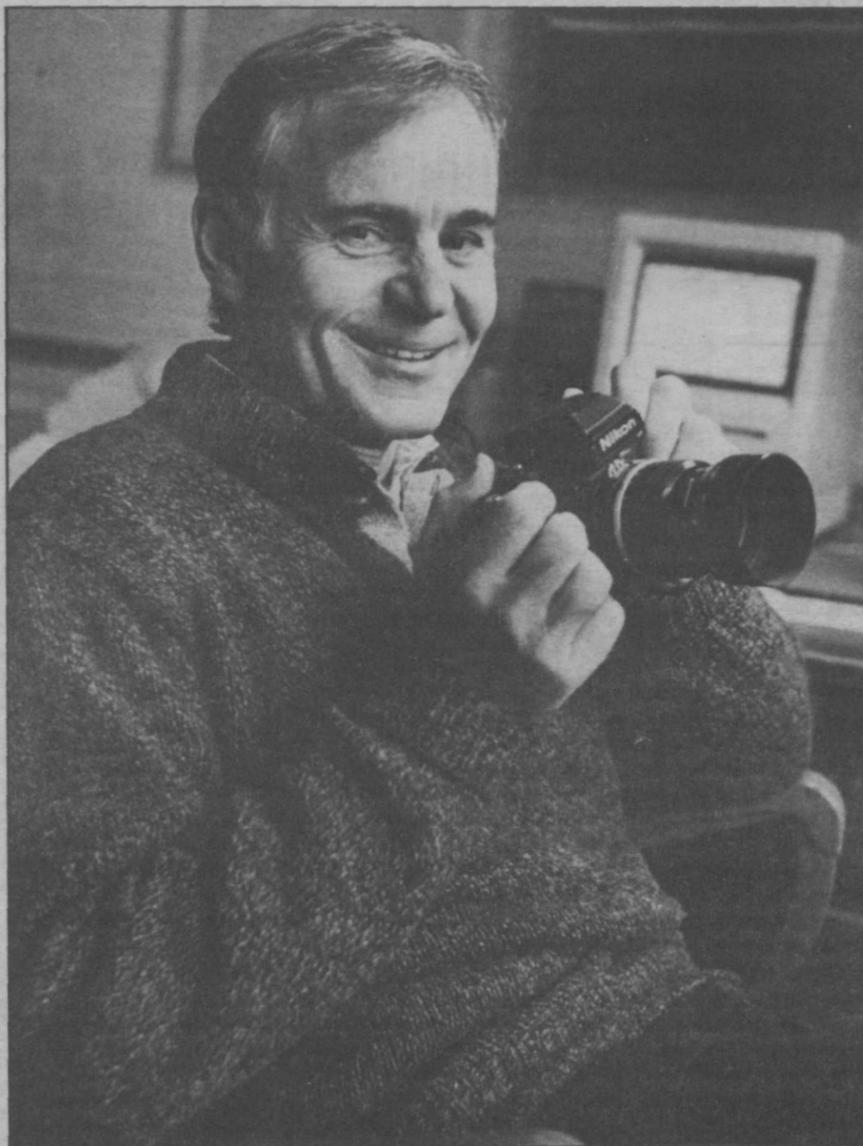
CU lecturer records a revolution in pictures

"I'll never forget the sound of 300,000 people all holding up their keys and tinkling them at an outdoor rally. This was a symbol of revolution," recalled Robert Lieberman, a novelist, film maker and physics lecturer who spent last year in Bratislava, the capital of Slovakia.

Lieberman, who was on a Fulbright grant teaching film production at the Czechoslovak Academy for the Performing Arts, found himself in the midst of the November revolution: People in the theater, opera, television and film played an important role in overthrowing the Communist government, and theaters were commonly used as rallying places. Lieberman watched students who reminded him of Cornell students of the 1960s, "making proclamations out of every statement."

The 49-year-old teacher gave a talk in Rockefeller Hall on Oct. 10 that bore more resemblance to actor Spalding Gray's film, "Swimming to Cambodia," than to an ordinary slide show, as he gave a first hand account of Czechoslovakia before and after the so-called velvet revolution. He spoke again on "Pollution and Revolution in Eastern Europe" last Thursday at the Congregational Church Chapel.

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Freshman parents arrive for weekend

The inevitable parental questions posed during Freshman Parents' Weekend: "How are your doing?" "How do you like Cornell?" and, of course, "What are your grades?" should prompt responses with far more substance than in past years Friday, Saturday and Sunday, Nov. 2 through 4.

The reason: Parents' Weekend is being held considerably later in the fall term than in past years. Last year, for example, parents returned to campus in late September, barely a month after bringing their sons and daughters to campus for the start of their Cornell careers.

There is no special reason for the relatively late date this year other than it was the first weekend with enough facilities available for the myriad of activities, according to the Office of Unions and Activities, which stages the annual event.

More than 2,000 parents are expected to return to campus for the opportunity to get a comprehensive view of Cornell from among more than 40 scheduled events that focus on Cornell's physical beauty, intellectual opportunities, cultural diversity and state-of-the-art facilities.

Parents also may meet with Senior Provost Robert Barker, the deans of the various schools and colleges and members of the faculty.

There will be a series of panel discussions on various aspects of student life at Cornell, including the impact on family relationships.

One of the highlights of the weekend will be a performance of The New York Gilbert & Sullivan Players at Bailey Hall on Nov. 3 at 9 p.m.

Details about all of the activities will be available during the weekend at the main desks of Willard Straight Hall, Noyes Center and Robert Purcell Union.

Class of '94 praised for its excellence

Cornell was one of the very few leading universities drawing more applications for the Class of 1994 than for that of 1993, and the nearly 3,000 incoming freshmen form the distinguished class profile that stiff competition would suggest.

The Class of 1994 — for which 20,210 applied — reflects the academic excellence, talents, achievements and ethnic variety of the entire Cornell student body, said Nancy Hargrave Meislahn, director of the undergraduate admissions office.

"We are particularly excited by the variety of backgrounds represented by the Class of 1994. Cornell has always prided itself on diversity, so it has some very real meaning to say this is one of the most diverse classes ever to enroll," Meislahn said. "The highest priority was to bring in a multicultural, multiracial class," she added.

The Class of 1994 includes 118 students (4 percent) from 42 foreign countries, the largest undergraduate foreign enrollment in the freshman class in the history of the uni-

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Photographs by Tim Moersh (above) and Robert Lieberman

Robert Lieberman (above) took this photograph of schoolchildren carrying the Czech tri-colors in Bratislava during the height of the revolution in Czechoslovakia last year.

Falling down



Tim Moersh

Sophomores Karen Leckey (left) and Liz Flynn celebrate fall's arrival on the Arts Quadrangle.

Revolution *continued from page 1*

Although the highlight of the revolution was "the moment when Alexander Dubcek and [now-President Vaclav] Havel toasted one another and announced that the Politburo had resigned," Lieberman also suggested that despite the euphoria of the revolutionaries, the overthrow of Communist governments in East Europe might have been "a foregone conclusion."

"Later, in Romania, people were talking about Malta-Yalta, as if they knew that the Soviets were not going to back up the East-bloc countries anymore."

Lieberman also advised Czechoslovakia's minister of culture about organizing a modern research university and, with Cornell handbook in hand, explained such organizational matters as the university-government-business partnerships that help fund research.

He said he also became "a thorn in

Havel's side" with his constant reminders at press conferences that industrial pollution has devastated the country.

"The No. 1 problem is industrialization and pollution problems. The pollution in East Europe is terrible, the place is utterly trashed, it makes Los Angeles look pristine. I think the major product of Slovakia is black smoke," he said.

"Czechoslovakia is a country where nothing works. You can get everything, but whatever's made or manufactured is shabby. You can buy a pair of pliers but you couldn't open them. They come closed and you just couldn't open them."

In visits to Romania and Hungary, Lieberman found that "everything was done on the black market. In Romania the new currency of the country was Kent cigarettes: You want a taxicab, you hold up a pack of Kents; you hold up ordinary cur-

rency, and nobody stops."

He met President Nicolae Ceausescu's architect and was taken on a tour of the president's 1,000-room palace — the second largest building in the world after the Pentagon — a place with vast rooms, pink and white marble floors, carved wood, all "astoundingly beautiful. . . ."

"After the revolution, when people were allowed to see what was essentially Ceausescu's pyramid, instead of being angry they were actually delighted and proud of the workmanship."

Despite the humor in his talk, Lieberman said there is "no reason for optimism about the future of the Eastern European countries. As Americans we expect a quick turn-around, but it won't happen. It will take, I am afraid, a generation to change things. It's going to be a long, long haul."

— Carole Stone

Class of '94 *continued from page 1*

versity. Students come from 47 states. Only Mississippi, Wyoming and South Dakota are not represented.

Some 75 percent of the class comes from the Northeast (New England, New York and the Mid-Atlantic states); 1,220 students (42 percent of the total class) are from New York state.

The class increased by 3 percent its minority-student enrollment, which numbered 775, or 27 percent, of the 2,919 entering freshmen.

The minority-student total includes 421 Asian-Americans (14 percent of the Class of 1994); 168 African-Americans (6 percent); 175 Hispanic-Americans (also 6 percent); and 11 Native Americans (0.4 percent).

And while applications rose by about six-tenths of a percent, the class is the smallest since 1983, following a deliberate long-term plan to stabilize undergraduate enrollment.

Meislahn said that 82 percent of the

Class of 1994 graduated in the top 10 percent of their high-school classes, 86 percent scored 600 or more on the mathematics portion of the Scholastic Aptitude Test, and 54 percent on the verbal SATs.

Meislahn said 45 percent of the entering class demonstrated a need for financial aid, emphasizing that Cornell's admission system is "need blind"; students' ability to pay is not a factor in making admission decisions.

She pointed out that 49 percent of those

BRIEFS

■ **Buddhist leader:** The Venerable Hsing Yun, leader of the largest Buddhist organization in Taiwan, will give a public lecture on Friday, Nov. 2, at 12:15 p.m. in 230 Rockefeller Hall on the subject, "Degrees, Databases and the Dharma: Fo Kuang Shan (the Buddha Light Monastery in Taiwan) Educational and Academic Activities."

■ **Desert Shield:** Cornell Army ROTC cadets have purchased candy, Gatorade, suntan lotion and magazines and penned letters of encouragement to be sent to a military unit in Saudi Arabia participating in "Operation Desert Shield." Another collection of gifts will be sent in time for Christmas.

■ **Cornell on TV:** See how Cornell engineering students are helping the Southside Community Center design a new playground on the next "Cornell Community Report," a half-hour television show on Cable Channel 7 on Wednesday, Nov. 7, at 7:30 p.m. and again on Tuesday, Nov. 13, at 10:30 p.m. The show will include Lee Snyder, director of Cornell's Office of Human Resources, who will discuss changes in the university's health-insurance plan and local efforts to control health-care costs that have risen more than 700 percent in less than two decades. The hosts of the show are Frances Gross and David Stewart, director of community relations.

APPOINTED

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

Microbiology Professor **Stanley A. Zahler**, appointed chairman of the Section of Genetics and Development for a three-year term. Plant pathology Professor **Milton Zaitlin**, appointed director of the Biotechnology Program for a one-year term, effective in September. Associate Professor of Plant Pathology **Robert C. Seem**, appointed associate director of the New York State Agricultural Experiment Station at Geneva, effective Nov. 1, 1990, through Oct. 31, 1993. Promoted to associate professor with tenure were **Jonathan Monroe**, Department of Comparative Literature, and **Wayne F. Wilcox**, Department of Plant Pathology at the New York State Agricultural Experiment Station at Geneva.

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.

GRADUATE BULLETIN

Enrollment: Pre-enrollment for the spring 1991 term began Oct. 24 and will continue through Nov. 7. Forms are available at graduate field offices and Sage Graduate Center. A course and time roster booklet is available at the Sage Graduate Center.

Fellowships: Applications for National Science Foundation Graduate Fellowships, NSF Minority Graduate Fellowships and Ford Foundation Minority Fellowships are available in the Graduate Fellowship Office. The deadline for applications is Nov. 9.

Travel: Conference travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Dec. 1 for January conferences. Applications are available at the graduate field offices. Grants for transportation are awarded to registered graduate students invited to present papers.

Student Council: There is a Graduate Student Council meeting Monday, Nov. 5, at 5:15 p.m. in The Henry, Sage Hall.

Thesis/Dissertation: The thesis/dissertation submission deadline for a January 1991 degree is Jan. 11, 1991. Students should see the Graduate School thesis adviser (walk-in office hours 8:30 a.m. to noon, 1:30 to 4 p.m. weekdays) for approval of the format of their thesis/dissertation before submitting the final copies to the Graduate School. Students should be advised that a late-filing penalty of \$100 is charged to students who submit the final copies of their thesis/dissertation more than 60 days after their final examination.

CORRECTION

An Oct. 19 story about Professor Arnim Meyburg's video used to attract students to civil engineering incorrectly stated that the video includes scenes of students building a bicycle. It shows them building a bicycle bridge as a public-service project.

Alumni in Taiwan pledge \$1 million

TAIPEI, Taiwan, Oct. 30 — Cornell alumni in Taiwan today pledged their efforts to contribute \$1 million to establish the Hu Shih Professorship at the university.

Ko Hsiang-tang, president of the Cornell Alumni Association in the Republic of China and a city planner in the Taipei government, made the pledge to President Frank H.T. Rhodes at a Chinese banquet attended by about 100 Cornellians and members of Rhodes' traveling party.

"Thank you, Mr. Ko, for the generous pledge of your members to work together to endow a professorship in honor of Hu Shih," Rhodes said. "As far as we know, this will be the first endowed chair of this kind to honor the Chinese scholar and statesman."

Hu, who received his undergraduate degree in the early part of this century at Cornell, developed a vernacular style of writing the Chinese language rather than the classical form understood only by scholars. Hu went on to become a leader in Chinese academic life and an ambassador to the United States during World War II.

Richard M. Ramin, Cornell's vice president for public

affairs, told the alumni gathering that the Taiwan pledge is the first from any Cornell Club since the university, on Oct. 19, launched a \$1.25-billion, five-year campaign for endowment funds.

Rhodes and Ramin arrived in Taipei on Oct. 29, Rhodes' 64th birthday, with several faculty and staff members for a series of meetings with academic, government and industrial leaders and Cornell alumni in Taiwan, Japan, Hong Kong and South Korea. There are some 200 Cornell alumni living in Taiwan.

Earlier in the day, Rhodes and his party visited National Taiwan University, the island nation's oldest and most prestigious university and, with 17,000 students, its largest.

After Sun Chen, president of Taiwan National University, described his institution to the Cornell visitors, Rhodes replied:

"Links between National Taiwan University and Cornell are very strong, built in part by an agreement signed last year; and we look forward to a long-term arrangement."

— Albert E. Kaff

Delicate melody



Tim Moersh

Rachel Golden, a junior mathematics major, practices her flute in Lincoln Hall between classes.

Graduate-student-life panel recommends representation on board of trustees

A committee to study graduate-student life at Cornell submitted a report this month on how graduate students might increase their role in university decision-making.

The committee recommended a permanent graduate-student presence on the Board of Trustees; a Graduate and Professional Student Assembly; a position of Assistant Dean of Graduate Student Affairs; and regular opinion surveys. It also suggested strengthening, supporting and clarifying the role of the graduate faculty representative, who advises students on admissions procedures and financial aid.

"I appreciate the fine work the committee has done," Provost Malden Nesheim said after reviewing the report. "I believe they have made many good recommendations and, in the coming weeks, I will discuss them with others to broaden the conversation about graduate-student life."

No immediate action is expected since most of the recommendations are of such magnitude that, if he supports them after closer study, Nesheim would still be unable to implement them without consultation with others. In some cases, the approval of the Board of Trustees would be required.

The committee is expected to submit a second report in December on financial support. Its final report will examine students' relationships with special committees, advisers and the graduate school; and support systems for teaching and research.

Chaired by Professor of Nutritional Sciences Jere Haas, the committee was formed in March at the request of Nesheim and the General Committee of the Graduate School. It consists of seven faculty members, four graduate students and Joycelyn Hart, associate vice president for human relations.

In this first of three reports, the committee offered ideas to bolster communication between graduate students and administrators, Haas said, because they believed a better communication system would help foster improvements in other areas of concern to graduate students, such as finances and support systems for teaching and research.

To establish a permanent presence on the Board of Trustees, the committee recommended that one of the two existing student seats be earmarked for a graduate student and the term of office of a student-elected trustee be shortened

from two years to one. Lessening the time commitment could increase graduate students' interest in running for a trustee seat; in the past, the report states, they have shown little inclination to add such duties to their regular responsibilities.

Calling the current Student Assembly structure inadequate for addressing graduate student concerns, the committee recommended the formation of a Graduate and Professional Student Assembly to provide students with representation from all fields of graduate study as well as professional schools. Graduate students are also hesitant about participating in the Student Assembly, according to the report, because many issues addressed by that body are of concern only to undergraduates and because the Graduate School's 89 fields make it "almost impossible for two people to know what's going on in all fields."

A student group tried last spring to get such an assembly approved through referendum but was unsuccessful.

The new assistant dean is needed, the report states, because counseling and referral services, now provided by the Dean of Students Office, fail to offer graduate students priority or highly visible attention. It is also needed, the report adds, because the responsibility for contributing to university policies of concern to graduate students is dispersed and not now the responsibility of a specific office.

Surveys on academic and non-academic concern are also needed every three years, the committee suggested, to encourage graduate faculty representatives (GFR), chairs and deans to take action where appropriate, and to provide the dean of the Graduate School "with a structure for monitoring the ways in which the individual units in graduate training respond to graduate students' needs and concerns."

Finally, the report recommends that the role of the GFR should be strengthened, supported and clarified to improve communications at the "grass-roots" level. The committee did not propose mechanisms for implementing this recommendation, saying the differences among graduate fields demand that each devise its own methods.

It was suggested that, to recognize the commitment of time and energy devoted by GFRs, the university consider adjusting GFRs' teaching responsibilities or offering a summer stipend to those on nine-month salaries.

— Lisa Bennett

CORNELL

Life

Funny friends

The Whistling Shrimp, they like to say, audition you to be friends.

"Best friends," said David Brent, an industrial and labor relations junior.

"Only friends," said Jennifer Wheeler, a psychology junior.

"Friends," said Sari Pessah, another ILR junior, who practically "can't talk to other people," because the Shrimp develop so many inside jokes and know so much of what each other thinks about: "David's girlfriend, Jennifer's boyfriend, Kim's car troubles, and Brian, oh, yes, Brian," they all said.

"Me and Jason don't have lives," Pessah added, "we just eat potato chips."

These are the six Whistling Shrimp, an improvisational comedy troupe. As the legend goes, they got their name because somebody liked Nikita Krushchev's answer when asked to respond to the assertion that the Soviet Union was becoming more capitalistic. It would do so, he said, the day shrimp whistled.

Last Monday in Risley Hall's music room, the Shrimp auditioned 20 students for two openings. Shrimp are not created from acting ability alone. "It has so much more to do with working well with other people than anything else," said Wheeler. "The most important thing is trust."

In improv, "the only rule is not to negate each other," director Kim Scott explained during the audition. To demonstrate, she looked out an imaginary window and said to Pessah, "Oh, it's raining."

"No, it's not. I'm dry," Pessah said, demonstrating the only wrong type of response. Then, one of countless right ones: "You're right, it's raining. But I'm dry because I'm made of Teflon."

Spontaneous absurdities like that, after all, make people laugh. They did during a Shrimp performance last weekend for nearly everyone but Jeff Kunken.

"It's heartbreaking to sit here and watch the show, but it's great to see it's still going strong. This is home for us," said Kunken, who directed the Shrimp last year. After graduation, he went to New York City and formed his own improvisational comedy group, Rapid Transit, with two other former Shrimp. Kunken said they still feel sentimental about the troupe that led them to discover "the incredible high" of making people laugh.

The Shrimp have a six-year tradition, independent of Cornell, dependent on students continuing what Lee Rosenthal (Class of 1987 and now working for Walt Disney Corp.) began when he introduced improv to a two-year-old drama troupe performing students' plays.

"I think one of the nice things is they keep faculty out because it's very difficult to sustain somebody else's vision. This is very much their vision of work," said Ron Wilson, assistant professor of Theatre Arts.

The Shrimp sell out all 60 seats in Risley Theater every other weekend. The format of skits is planned, but the audience chooses the theme. The performance is devised on the spot.

During the late show last Friday, the audience was asked to choose a noun for a skit called "Song Game." They picked "Odor Eaters." In a Farm Aid-type concert, the players mocked singers from Bob Dylan to Bette Midler to Bruce Springsteen and made up six songs about Odor Eaters, ending with a finale that had the whole audience joining in on the chorus: "All we are saying is give Odor Eaters a chance."

Who are the people who have spunk enough to do things like this? It can be surprising. Only Scott is a theater-arts major. And her selection in 1988 shocked even her family. "My brother said, 'Kim, you're just not funny.'" Having already proved him wrong, Scott will try to make it as a professional after she graduates this spring.

Like Brendt and Pessah, Jason Smith is an ILR student. As a senior, knowing how to improvise is a great help in job interviews, he said. Wheeler is pursuing a women's-studies concentration in addition to a psychology degree. And Brian Bodor studies economics, a field, he suggests, not known for the entertainment abilities of its students.

It is an experience none are likely to forget.

"I can remember being backstage and hearing the laughter and applause and just knowing this is probably as good as things get," former director Rosenthal said from Burbank, Calif. "A fantasy of mine now is that all of us who have been in Shrimp will go on to do terrific things and then come back to Cornell and put on another show."

— Lisa Bennett

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

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.

"Cornell Collects," a gallery talk by Nancy Allyn Jarzombek, associate curator of painting and sculpture, and Nancy E. Green, curator of photography and prints, Nov. 3 at 3 p.m., in conjunction with the current exhibition celebrating Cornell's 125th anniversary and featuring 162 paintings, sculpture, works on paper, prints and photographs from 72 collections.

In conjunction with the IthaKid Film Fest, two puppet animation workshops conducted by Boston video artist Tony Oursler for ages 8 through 11 will be held Nov. 17 at 10 a.m. and 1:30 p.m. in the Johnson Museum. Participants will create their own characters out of paper and other materials and will write a script for the show under Oursler's guidance. To register, call 255-6464.

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.

Olin Library
"Cornell University Celebrates 125 Years," an exhibit on display through Dec. 31, Monday through Friday, 8 a.m. to 5 p.m. On Oct. 27, 1865, in Albany, Gov. Reuben E. Fenton signed the bill that chartered Cornell University. Archival documents, historical photographs and student memorabilia celebrate the founding and mission of the university.

Tjaden Gallery
Works by Michael White, through Nov. 3; Works by Ji Won Shin, Nov. 4 through 10. The gallery is open from 8 a.m. to 4:30 p.m.

Uris Library
"The Arab World in Fact and Fiction," in the library's display cases, through December.

FILMS

Films listed 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, 11/1
"Quick Change" (1990), directed by Bill Murray, with Bill Murray, Geena Davis and Ja-

son Robards, 7:30 p.m.
"Days of Thunder" (1990), directed by Tony Scott, with Tom Cruise, Robert Duvall, Nicole Kidman and Randy Quaid, 9:40 p.m.

Friday, 11/2
"Gentlemen Prefer Blondes" (1953), directed by Howard Hawks, with Marilyn Monroe and Jane Russell, 7:30 p.m.
"Too Beautiful For You" (1988), directed by Bertrand Blier, with Gerard Depardieu, Josiane Balasko and Carole Bouquet, 7:30 p.m., Uris.
"Days of Thunder," 9:45 p.m.
"Twister" (1989), directed by Michael Almercyda, with Harry Dean Stanton, Crispin Glover and William Burroughs, 9:45 p.m., Uris.

Saturday, 11/3
"Beauty and the Beast and More!" part of the IthaKid Film Fest, co-sponsored by the Ithaca Youth Bureau, 2 p.m. "Shout It Out Alphabet," "Hansel and Gretel, An Appalachian Version" and "A Visit From Space," as well as puppet animation films from Denmark, "The Beauty and the Beast" and "Peter the Painter."
"Quick Change," 7:20 p.m.
"Twister," 7:30 p.m., Uris.
"Days of Thunder," 9:30 p.m.
"Too Beautiful For You," 9:50 p.m., Uris.
"Liquid Sky" (1983), directed by Slava Tsukerman, with Anne Carlisle, Paula E. Sheppard and Susan Doukas, midnight.

Sunday, 11/4
Video Witnesses, including "Many Faces of Paper," Black Cat Collective; "Showdown in Atlanta," Ira Manhoff; "Black Celebration," Tony Cokes; and "Nothing to Lose," Charles Steiner. Programmed by Barbara Lattanzi, video co-curator, Hallwalls, co-sponsored by CCPA, free, 2 p.m., Johnson Museum.
"Quick Change," 4:30 p.m.
"Liquid Sky," 8 p.m.

Monday, 11/5
"No Easy Walk" (Kenya), documentary film series, "Africa in a Time of Change," sponsored by the Institute for African Development, Africana Studies and Research Center, and Cornell African Students Association, 12:30 p.m., Africana Studies & Research Center.
"Too Beautiful For You," 7:15 p.m., Uris.
"Blood of a Poet," consisting of four French films: "Blood of a Poet," Jean Cocteau, 1958; "Trip to the Moon," Georges Melies; "Lumiere Premiere Program"; and "Zero for Conduct," Jean Vigo, 1933; 9:30 p.m.

Tuesday, 11/6
"Opium Warlords," with introductory comments by John Badgley, sponsored by the Southeast Asia Film Series, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.
"Rape" (1968), directed by John Lennon and Yoko Ono, co-sponsored by Asian American Studies, 7:30 p.m.
"Quick Change," 9:30 p.m.

Wednesday, 11/7
"Iron Man" and other short films, including "Women of Waray Waray," Fruto Corre, 1990; "Ma Space/Time in the Garden of Ryoan-Ji," Taka Limura, 1989; "An Ant Rolled in a Melon," Ryu Chung Eung, 1984; and "Iron Man," Shinya Tsukamoto, co-sponsored by Asian American Film Festival, free, 4:30 p.m.
"How To Get Ahead in Advertising" (1989), directed by Bruce Robinson, with Richard Grant and Rachel Ward, 7:15 p.m.
"Darkman" (1990), directed by Sam Raimi, with Liam Neeson, Frances McDormand and Colin Friels, 9:35 p.m.

Thursday, 11/8
"Darkman," 7:30 p.m.
"Things Fall Apart," a feature film, sponsored by Institute for African Development, Africana Studies and Research Center and Cornell African Students Association, 7:30 p.m., Tjaden Hall.

LECTURES

American Indian Program
"Human and Environmental Consequences of the James Bay Project," Grand Council of the Cree, Nov. 5, 7:30 p.m., 45 Warren Hall.

Archaeology
"A Portrait of a Bronze Age Town in Cyprus: The Riches of Kalavassos-Aylos Dhimitrios," Pamela Baker, Harvard University, Nov. 5, 8 p.m., 22 Goldwin Smith Hall.

Cornell Plantations
"Plants of Columbus: Egos under Stress," John Kingsbury, botany, Nov. 1, 7:30 p.m., Le-

wis Headquarters Building, Cornell Plantations.
"From Single Cells to Flowering Plants," Harlan Banks, botany, Nov. 8, 7:30 p.m., Lewis Headquarters Building, Cornell Plantations.

Cornell University Program Board
"My Life in the Theatre," Wendy Wasserstein, playwright, winner of the Pulitzer Prize for drama for the Broadway hit, "The Heidi Chronicles," and a regular columnist for New York Woman magazine, Nov. 8, 8 p.m., Bailey Hall.

Dickenson Lecture Series
Olivia Parker, photographer, Nov. 6, 5 p.m., 115 Olive Tjaden Hall.

English Department
"Rabelais' Infemal Workfare and English Literature: A Study of Intertextual Topology," Ann Lake Prescott, Barnard College and Columbia University, co-sponsored by Renaissance colloquium and comparative literature, Nov. 1, 4:30 p.m., 140 Goldwin Smith Hall.

German Studies
"Popularizing Representations of the Anti-Imperialist Struggle in German Documentary Theatre and South African Workers' Theatre," Peter Horn, University of Cape Town, South Africa, co-sponsored by Africana Studies, Society for the Humanities and Western Societies Program, Nov. 1, 4:30 p.m., Guerlac Room, A.D. White House.

Hillel
"The Sea of the Talmud," Topics in Jewish Tradition, Nov. 5, 8 p.m., 314 Anabel Taylor Hall.
"Literature and Ritual," E.M. Broner, author of "A Weave of Women" and "Our Mothers," Nov. 4, 8 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

History of Art
"Mathematical Art: The Greek Secret Weapon," John Onians, visiting professor, Syracuse University, co-sponsored by classics and architecture, art and planning, Nov. 7, 4:30 p.m., 22 Goldwin Smith Hall.

Humanities Center
"Wimp or Warrior: Who's a Jew?" Paul Breines, Boston College, Nov. 5, 4:30 p.m., Guerlac Room, A.D. White House.

Southeast Asia Program
"Current Politics in Burma," Thant Myint U, Washington-based Burma specialist, Nov. 1, 12:20 p.m., 102 West Ave Ext.
"Comparative History vs. Local History in the Philippines," John Larkin, SUNY Buffalo, Nov. 8, 12:20 p.m., 102 West Ave Ext.

University Lectures
"On the Divinity of Emperors, Queens and Maharajahs," Adrian Mayer, University of London, Nov. 2, 4:30 p.m., Bache Auditorium, Malott Hall.

Western Societies Program
"The Decay and Fall of Communism in Eastern Europe," Jacek Tarkowski, University of Warsaw and Haverford College, co-sponsored by Soviet and Eastern European Studies Program, Nov. 2, 12:15 p.m., 153 Uris Hall.
"U.S.A./U.S.S.R.: Is There a Common Post-Modern Culture?" Susan Buck-Morss, government, co-sponsored by the Society for the Humanities, Nov. 7, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Why There? Why Now? The Constitutional and Political Background of Canada's Crisis at Oka-Kanesatake," Jane Jenson, Carleton University, co-sponsored by the American Indian Program, Nov. 8, 7:30 p.m., G-08 Uris Hall.

MUSIC

Chamber Music Series
The Los Angeles Piano Quartet and guest artist James VanDemark will perform works by American composer John Harbison, Robert Schumann and Franz Schubert, Nov. 2, at 8:15 p.m., in Alumni Auditorium, Kennedy Hall. Tickets are \$12 and \$14 for the general public, \$10 and \$12 for students, and are on sale at the Lincoln Hall ticket office (255-5144) and the DeWitt Mall ticket center (273-4497).

Department of Music
The Cornell Chorus, under the direction of Susan Davenny Wyner, will present its annual Fall Concert on Nov. 3 at 4 p.m. in Sage Chapel. The program will feature Pergolesi's "Stabat Mater," Debussy's "La Dame Blanche" and a set of Gershwin songs with special guests soprano Andrea Folan, pianist Edward Murray and an ensemble of string instruments. Admission at the door is \$3.
The Cornell Chamber Singers, originally scheduled for Nov. 4 in Sage, has been canceled.

Bound for Glory
Coming Glass Works, bluegrass, will perform in three live sets on Nov. 4 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.

READINGS

Writers at Cornell Series
Susan Hubbard, a lecturer in the Writing Program, and English Professor Lamar Herrin will read from their fiction, Nov. 7, 4:30 p.m., The Henry, Sage Hall.

RELIGION

Sage Chapel
Paul R. Hyams, history, will deliver the sermon Nov. 4. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue among the major faith traditions.

Baha'i
Weekly meetings on campus. Call 257-7971 for information.

Catholic
Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.
All Saints Day Masses, Nov. 1: 12:20 p.m., 5:15 p.m., Anabel Taylor Auditorium.

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

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

Friends (Quakers)
Sundays, 10 a.m., adult discussion; 11 a.m., meeting for worship, Edwards Room, Anabel Taylor Hall.

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

Shabbat Services: Friday: Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Reform, 5:30 p.m., Anabel Taylor Chapel; Orthodox, Young Israel (call 272-5810 for time). Saturday: Orthodox, 9:15 a.m., One World Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room.

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

SEMINARS

Anthropology
"Opposition and Dissent: Towards a Democratic Discourse in Romania," Sam Beck, human development and family studies, Nov. 2, 3:30 p.m., 303 McGraw Hall.

"Meaning, Reference and Intentionality in Animal Communication," Robert Seyfarth, University of Pennsylvania, co-sponsored by ornithology and neurobiology and behavior, Nov. 6, 3:30 p.m., 303 McGraw Hall.

Applied Mathematics
"A Globally Convergent Iterative Algo-

for Complementarity Problems — An
tion of Some Interior Point Algorithms
Linear Complementarity Problems,"
Noma, Tokyo Institute of Technol-
Nov. 2, 4 p.m., 322 Sage Hall.

Astronomy & Space Sciences

COSMOS: Cosmic Background Explorer —
Results," John Mather, Goddard
Flight Center, Nov. 1, 4:30 p.m., 105
Sciences Building.

Mapping the Nucleus of Comet Halley,"
J. Stooke, University of Western On-
Nov. 2, 2:30 p.m., 105 Space Sciences
Building.

Imaging Performance of the Hubble Space
Telescope," Chris Burrows, Space Telescope
Science Institute, Nov. 8, 4:30 p.m., 105 Space
Sciences Building.

Biochemistry

Control of mRNA Stability in Chloroplast:
Activity of Ribonucleases and RNA Bind-
ing Proteins," David Stern, Nov. 2, 4 p.m.,
Conference Room, Biotechnology Building.

Transcription Antitermination: Q Protein
Recognizes a Specific DNA Binding Site as it
Pauses Paused Complexes," Bill Yamell, bio-
chemistry, molecular and cell biology, Nov. 5,
4 p.m., Small Seminar Room, Biotechnol-
ogy Building.

Technology Program

Patents, Licenses & Faculty Entrepre-
neurship," H. Walter Haeussler, Office of Pat-
ent Technology, Nov. 7, 3 p.m., Seminar
Room, Biotechnology Building.

Boyce Thompson Institute

Structure and Activation of the Erythropoi-
etin Receptor," Harvey F. Lodish, Whitehead
Institute and Massachusetts Institute of Tech-
nology, Nov. 7, 4 p.m., Large Conference
Room, Biotechnology Building.

Chemical Engineering

Inertive Biomaterials Obtained by Sur-
face Immobilization of Synthetic Peptides,"
A. Hubbell, University of Texas,
Nov. 6, 4:15 p.m., 255 Olin Hall.

Chemistry

Progress Report on Cluster Fusion," Robert
C. Evers, Brookhaven National Laboratories,
Nov. 4, 4:40 p.m., 119 Baker Laboratory.

New Metallacyclic Reactivity: The Chemis-
try of Metallacyclic-carbene Complexes," Joe
M. Smith, University of California, San Diego,
Nov. 4, 4:40 p.m., 119 Baker Laboratory.

Dynamics of Surface Chemical Reac-
tions," Barbara Garrison, Penn State Univer-
sity, Nov. 8, 4:40 p.m., 119 Baker Laboratory.

Physics Program

Physics Seminars Afternoon," the third event of
the Seminars series co-sponsored by the De-
partment of Materials Science and Engineering
at the Materials Science Center, will be held
on Nov. 2, in B-11 Kimball Hall. The
topic is "Sintering." "Overview of Liquid
Phase Sintering," R. German, Rensselaer Poly-
technic Institute, 2:30 p.m.; "Gravity Effects in
Liquid Phase Sintering," S. Mani, Rensselaer
Polytechnic Institute, 3:25 p.m.; "Defect Free
Sintering," R. Raj, materials science and engi-
neering, 4:10 p.m.; "Green State Deformation
of Pores in Silicon Nitride," H. Lee, materi-
als science and engineering, 5:05 p.m.

Urban & Regional Planning

Planning, Planners and the Environment,"
a panel discussion in the 1st and 2nd
Booth, city and regional planning,
Nov. 2, 12:15 p.m., 115 Tjaden Hall.

Evolutionary Biology & Systematics

Non-Darwinian Evolution in Breeding Sys-
tems and Morphology," Paul D.N. Hebert, Uni-
versity of Guelph, Nov. 7, 4:30 p.m., Morison
Seminar Room, Corson/Mudd Hall.

Electrical Engineering

Laser Research," Clifford R. Pollock, elec-
trical engineering, Nov. 6, 4:30 p.m., 219 Phil-
lips Hall.

Environmental Communication

Communication Issues in Natural Re-
sources," William Siemer and Rebecca Stout,
Nov. 1, 12:20 p.m., 105
Sciences Building.

Communication Issues in Natural Re-
sources," Lyle Raymond, NYS Water Re-
sources Institute, Nov. 8, 12:20 p.m., 105 Brad-
ford Hall.

Demography

Cutoff-based Variations for Randomized
Controlled Trials," Bill Trochim, human service
institute, Nov. 2, 12:20 p.m., 141 Plant Science
Building.

Culture & Ornamental

The Buffalo & Erie Botanic Garden: The

Lost Gem," Frank Telewski, director, Buffalo &
Erie County, Nov. 1, 12:15 p.m., 404 Plant Sci-
ence Building.

Food Science & Technology

"Migrants From Packaging as Contaminants,"
Charles V. Breder, Keller & Heckman, Nov. 6,
4:30 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"Environmental and Economic Effects of Re-
ducing Pesticide Use in Horticultural Crops,"
David Pimentel, entomology, Nov. 1, 4:30 p.m.,
404 Plant Science Building.

"Changing Pollination Picture in the North-
east," Roger Morse, entomology, Nov. 8, 4:30
p.m., 404 Plant Science Building.

Genetics & Development

"Molecular Genetic Analysis of Extracellular
Matrix Function in *C. elegans* development,"
Jim Kramer, University of Illinois, Chicago,
Nov. 5, 4 p.m., Conference Room, Biotechnol-
ogy Building.

Geological Sciences

"Directions in Solid Earth Science During the
21st Century," Jack Oliver, geology, Nov. 6,
4:30 p.m., 1120 Sneek Hall.

Immunology

"Mucosal T Cell Function," S.P. James, Na-
tional Institutes of Health, Nov. 2, 4:30 p.m.,
Seminar Room, Boyce Thompson Institute.

International Nutrition

"Energy Metabolism During Lactation," Eli-
sabet Forsum, University of Uppsala, Sweden,
Nov. 8, 12:40 p.m., 200 Savage Hall.

Jewish Studies

"The Jews of Medieval England, 1190-1290:
A Remembrance," a commemorative workshop
featuring David Berger, Brooklyn College;
Robert Chazan, New York University; William
Jordan, Princeton University; and Robert Stacey,
University of Washington. Paul Brand, London,
will moderate a roundtable discussion following
the presentations, Nov. 4, 2:30 to 6:30 p.m.,
A.D. White House. Co-sponsored by the Society
for the Humanities, departments of Medieval
Studies and History and the Western Societies
Program.

Jugatae

"Influence of Ecological and Population
Theories on Biological Control," V. Labeyrie,
Universite de Pau et des pays de L'Adour,
France, Nov. 5, 4 p.m., 106A Morison Room,
Corson/Mudd Hall.

Landscape Architecture

"The Philadelphia Story," John Collins, land-
scape architecture, the Delta Group, Nov. 2,
11:15 a.m., 101 West Sibley.

Mechanical & Aerospace Engineering

"The Development of Forming Process Mod-
els," Geoffrey M. Eggert, Rensselaer Polytechnic
Institute, Nov. 1, 1 p.m., 207 Upson Hall.

"Puffing Behavior of Pool Fires," Baki M.
Cetegen, University of Connecticut, Nov. 6, 4:30
p.m., 107 Upson Hall.

Microbiology

"Nucleotide Transport Across the Cytoplas-
mic Membrane of the Photosynthetic Bacterium
Rhodospirillum rubrum," Chanoch Carmeli, Tel
Aviv University, Israel, Nov. 1, 4 p.m., Confer-
ence Room, Biotechnology Building.

"Retroviral Insertional Mutagenesis: From
the Erb B Oncogene to Herpes Virus," Hsing-
Jien Kung, Case Western Reserve, School of
Medicine, Nov. 5, 12:15 p.m., G-3 Vet Research
Tower.

"Phosphorous Assimilation and its Control of
Gene Expression in *E. coli*," Barry Wanner, Pur-
due University, Nov. 8, 4 p.m., Conference
Room, Biotechnology Building.

Muslim Educational & Cultural Association

"The Imperial Harem: Gender and Power in
the Ottoman Empire in the 16th and 17th Centu-
ries," Leslie Pierce, near eastern studies, Nov. 3,
3 p.m., Founders Room, Anabel Taylor Hall.

Natural Resources

Title to be announced, Denis Kelso, Commis-
sioner of Environmental Conservation, Alaska,
Nov. 5, 12:20 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Molecular Insights into Acetylcholine Gated
Channels," Owen Hamill, neurobiology and be-
havior, Nov. 8, 12:30 p.m., Morison Seminar
Room, Corson/Mudd Hall.

Nutrition

"Modulation of Ornithine Decarboxylase: Is
There a Nutrition and Cancer Link?" Michael
Kazarinoff, nutritional sciences, Nov. 5, 4:30
p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

"Steps to Implement Quality," Arthur R. Ten-
ner, Exxon Corporation, Nov. 1, 4:30 p.m., B14
Hollister Hall.

"World Class Manufacturing — What it is,
and What it isn't," Arthur S. Liss, Andersen
Consulting, Nov. 8, 4:30 p.m., B14 Hollister.

Ornithology

"The Vocal Development of Monkeys,"
Robert Seyfarth, University of Pennsylvania,
Nov. 5, 7:45 p.m., Laboratory of Ornithology,
159 Sapsucker Woods Road.

Peace Studies Program

"The Effects of Warning on Strategic Stabili-
ty," Bruce G. Flair, Brookings Institution, Nov.
1, 12:15 p.m., G-08 Uris Hall.

Pharmacology

"Structure of Acetylcholinesterase and Regu-
lation of Expression of its Gene," Palmer Taylor,
University of California, San Diego, Nov. 5, 4:15
p.m., G-3 Vet Research Tower.

Plant Breeding & Biometry

"Glandular Trichomes in Geraniums," Don
Walters, plant breeding, Nov. 6, 12:20 p.m., 135
Emerson Hall.

Plant Pathology

"Double-Standard RNA Associated with
Black Raspberry Showing Symptoms of Mosaic
in New York State," Hector F. Alvizo, plant pa-
thology, Geneva, Nov. 7, 3 p.m., 133 Barton
Laboratory, Agricultural Experiment Station,
Geneva.

Psychology

"The Strategic Use of Dreams in Psychother-
apy and the Case of the 'No Sweat' Lieutenant,"
Ron Mack, psychology, Nov. 2, 3:30 p.m., 202
Uris Hall.

Religious Studies

"The Conversion of Jews to Christianity in
Thirteenth-Century England," Robert Stacey,
University of Washington, Nov. 2, 4:30 p.m.,
25B Goldwin Smith Hall.

Science, Technology & Society

"The Closed World and the Second Self:
Computers in Discourse and Experience," Paul
Edwards, science technology and society, Nov.
5, 12:15 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences

"Effects of Trees on Soil Properties in Tsavo
National Park, Kenya," Samuel Mwonga, soil,
crop and atmospheric sciences, Nov. 6, 4 p.m.,
135 Emerson Hall.

South Asia Program

"Wage Labor and Unfree Labor in Agricul-
ture: A South Indian Village Study," V.K. Rama-
chandran, Harvard University, co-sponsored by
international studies and planning and rural de-
velopment committee, Nov. 1, 12:15 p.m., 153
Uris Hall.

"Programs of Divine Kingship," Adrian
Mayer, School of Oriental and African Studies,
London, co-sponsored by anthropology and pro-
gram in religious studies, Nov. 2, 12:15 p.m., G-
08 Uris Hall.

Stability, Transition & Turbulence

"Bifurcation and Symmetry in Fluid Mechan-
ics: Examples and Puzzles," John Guckenheimer,
applied mathematics, Nov. 6, noon, 288 Grum-
man Hall.

Theoretical & Applied Mechanics

"Measurement of Dynamic Crack Tip Deform-
ations by the Method of Coherent Gradient
Sensing," A. Rosakis, CalTech, Nov. 7, 4:30
p.m., 205 Thurston Hall.

SPORTS

Home Games Only

Friday, 11/2

Freshman Football, Army, 3:30 p.m.
Ltw. Football, Pennsylvania, 7:30 p.m.

Friday, 11/2-Saturday, 11/3

Women's Volleyball, Cornell Classic

Monday, 11/5

Jr. Varsity Football, Cortland, 4:30 p.m.

SYMPOSIUM

Cornell Cooperative Extension Forum

"Toward A New Approach to In-Service Edu-

cation," a forum Nov. 5, 9 a.m., 401 Warren
Hall. Participants include Jane McGonigal, as-
sistant director, state development and recruit-
ment; Paul Eberts, chairman, economic devel-
opment committee; Muriel Brink, extension
leader, nutritional sciences; and June Ainey,
nutrition educator, Chemung Association.

German Studies

"Germany Since 1989," a conference co-
sponsored by the Western Societies Program,
will be held Nov. 3 and 4 in 700 Clark Hall.
Participants include Geoffrey Waite, German
studies; Peter Hohendahl, German studies and
comparative literature; Peter Katzenstein, gov-
ernment; Sander L. Gilman, German studies
and Near Eastern studies; Gustav Schmidt,
government; and Alice Cook, industrial and la-
bor relations. For information, call 255-5265.

THEATER

Department of Theatre Arts

"Dancenoise," with Lucy Sexton and Anne
Iobst, presenting a highly theatrical perform-
ance, using stylized makeup and costuming and
cartoonish props which create strong graphic
images, Nov. 2 and 3 at 8 p.m. in the Class of
'56 Dance Theatre, Center for Theatre Arts.

A Reading of Tennessee Williams' One-Act
Plays, performed by resident professionals and
undergraduates and directed by Kenney Leon,
artistic director of The Alliance Theatre in At-
lanta, Nov. 4, 8 p.m., at the Center for Theatre
Arts. The reading is part of the department's
ongoing Exploration series, which each year
explores a particular theme, genre or play-
wright. This year the series focuses on the role
of women in the plays of Tennessee Williams.
A panel discussion will follow the readings and
will feature prominent area experts in theater
history and dramaturgy.

Risley Theatre

"Twelfth Night, or What You Will," by
William Shakespeare, will be presented by the
Risley Theatre on Nov. 8, 9, 10, 14, 15, 16 and
17 at 8 p.m.; Nov. 11 at 2 p.m.; Nov. 18 at 6
p.m. Tickets are \$3; reservations, 253-0740.

Unions & Activities

The New York Gilbert & Sullivan Players
will be presenting "New York Gilbert & Sulli-
van Times 5," on Nov. 3 at 9 p.m. in Bailey
Hall. The troupe will perform the best of "The
Pirates of Penzance," and selected scenes from
other Gilbert and Sullivan musicals. Tickets
cost \$11 for orchestra and dress circle seating
and \$9 for balcony seating, and are available at
the Willard Straight ticket office, Rebop Rec-
ords, Logos Bookstore and at the door.

MISC.

Christian Science Monitor Resource Files

The Christian Science Monitor resource
files will be in the lobby of Willard Straight
Hall today, Nov. 1, in Mann Library from 10
a.m. to 4 p.m. The files contain free, up-to-
the-minute newspaper articles on more than
150 topics useful for writing papers, preparing
speeches, studying, teaching, etc.

Cornell Plantations

"Designs from Nature," a design class will
be offered Nov. 5 and 12 from 8 to 10 p.m.
The class will explore the design, not execu-
tion, of a specific project, such as cards, book-
marks, small boxes, etc. Preregistration is re-
quired; \$28 for members, \$33 for non-mem-
bers. For more information call 255-3020.

CUSLAR

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

Tae Kwon Do

Self-defense open to beginners of all ages.
Women are strongly encouraged. Classes will
be held Sundays, 7 to 8 p.m.; Monday through
Thursday, 6 to 7 p.m. For more information,
call Sandy at 255-7923 or 272-5766.

Writing Workshop

Writing workshop walk-in service: free tu-
torial 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.

The attraction and opportunity of Cornell:

It's love at first sight for kin of A.D. White

Alissa Vradenburg didn't know until after she was accepted to Cornell's College of Arts and Sciences last December that she was a direct descendant of Horace White, the brother of Andrew D. White, co-founder and first president of the university.

"If I had known that, I would have tried to get away without writing the admissions essay," she said with a laugh.

She also had no idea that her great-grandfather, Richard P. White, who was the great-grandson of Horace, earned a Ph.D. in plant pathology at Cornell in 1926.

Vradenburg says she fell in love with Cornell on first sight — without any family influences — when she visited the campus in the spring of 1988.

"After I saw the Arts Quad, I knew this is where I wanted to go," said the sophomore from South Orange, N.J. "Cornell was the only school I applied to," although she had applications to three other schools ready to mail, just in case.

"When I found out I had been accepted to Cornell, I called my great-grandfather, who lives in Silver Spring, Md. He told me that my great-great-great-great-grandfather was Horace White. He said he didn't know about the A.D. White connections until he came to Cornell as a graduate student in 1918."

Vradenburg points to two academic extremes at the Ivy League's largest school as her most exciting intellectual experiences to date.

First, her favorite class during her freshman year was Psychology 101, an introductory course taught to some 2,000 students in Cornell's Bailey Hall by Professor James

'After I saw the Arts Quad, I knew this is where I wanted to go; Cornell was the only school I applied to.'

B. Maas, who has achieved international acclaim for his award-winning documentary films on subjects including sleep deprivation and drunken driving.

"The lecture course was like going to a performance every day. It fired my interest in psychology," she said.

Second, this year Vradenburg is working one-on-one with Maas in a three-credit independent study assignment on the psychology of television.

There is a family connection, too, in her project: her father is a vice president of CBS, and her mother is a television and film writer who has worked on such shows as "Designing Women" and "Kate and Allie."

Vradenburg said that her connection to A.D. White is interesting but that it does not have anything to do with her continuing love for Cornell.

Her love is based on her first impression and reinforced by her intellectual and social experiences over the past year, including, "above all," she said, "the frozen yogurt stand in Willard Straight Hall. Chocolate is my favorite."

— Martin B. Stiles



Alissa Vradenburg protects her great-great-great-great-uncle on the Arts Quadrangle.

Tim Moersh

Lindel Smith's designs could help auto maker cut wind drag

With today's skyrocketing gasoline prices, senior mechanical-engineering-major Lindel Smith can rightfully boast that he really did something about auto fuel economy. Working in Japan earlier this year for Nissan Motor Co., he came up with a car design that, if produced, "would hold the world's record in drag reduction."

Smith's adventure in car design began when he landed the Nissan job through Cornell's Engineering Cooperative Program. His assignment in the Tokyo research facility was to explore design changes that could yield better aerodynamics for the company's cars.

Participants in the Cooperative Program are hired by corporations for two work periods, a September-to-January stint during their junior year and a summer work period before their senior year.

Using a full-scale wind-tunnel and real cars — a Nissan Maxima and Primera, a Toyota Lexus and a Mercedes Benz — Smith and his co-workers tested the relationship between certain parts of the vehicles and wind noise.

"In the first projects, we tested the joint between the windshield glass and the side window," said Smith. "We'd put clay in the area to form different shapes and then take noise measurements behind them at the side glass."

The Nissan managers also asked him to test a new computer simulation program to predict a new vehicle's drag. After analyzing the program, he had some extra time, so his supervisor allowed him to attempt to design a car with improved aerodynamics.

"Nobody expected anything significant; they just thought I would learn from the experiment," said Smith.

He chose to "redesign" a Nissan Primera, a model soon to debut in this country. On the computer, he shifted the position of the passenger compartment and changed some angles on the body. The results were surprising.

"The results came in so good that they thought there must be a glitch in the program; they told me to put it aside for a while."

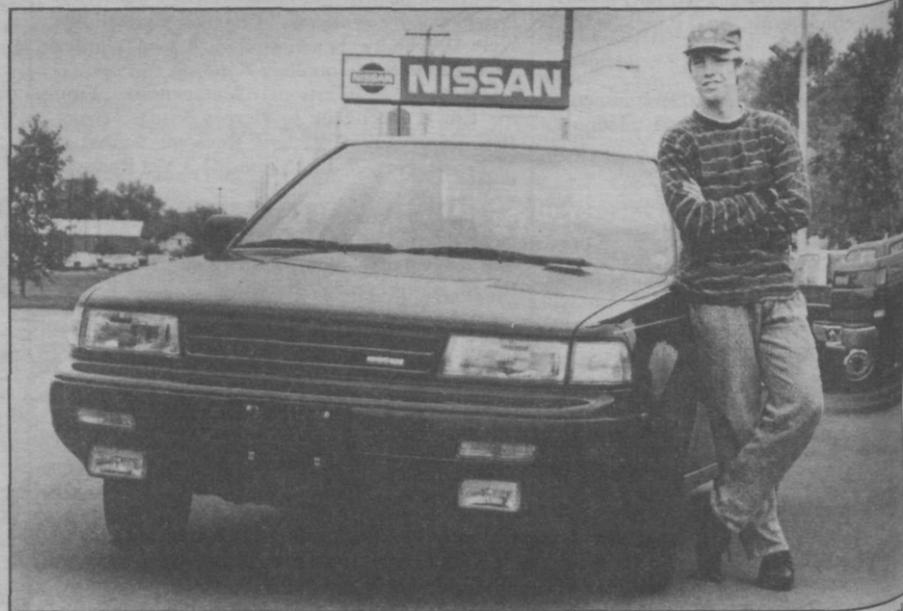
However, after finishing his wind-tunnel work, the managers encouraged him to work with his mentor, a Japanese engineer, to sculpt a one-fourth-size clay model.

"We started testing the model in the wind tunnel and over about three weeks made small adjustments and ended up going beyond the predictions of the computer."

Nissan engineers told Smith they plan to explore his concept using a full-scale model. While he says the chances are slim that his design will be produced, it may end up as a proof-of-concept show car, with features incorporated into future models.

Smith's chance to observe Japanese industry closeup during his stint yielded some surprises.

"I had a preconception that workers were so dedicated to a company because they work for that company," he recalled. "For some people, that's true . . . but a lot of people I met in Japan worked overtime for money. They were dedicated to the company, but I don't think it was to the



Lindel Smith, who worked with Nissan Motor Co. in Tokyo, stands with a Maxima at Ithaca's Garage de France.

Tim Moersh

extreme that American people believe.

"But I do agree with the Western view that they work a lot," he continued, noting that hard work was definitely a cultural feature of Japan. "If you're late to work, it's kind of shameful, and even so if you take a day off."

Smith also gained insight into the after-work life of the Japanese corporate employee, living in a Nissan-owned dormitory

and commuting to work on the famous Japanese trains.

Smith says he plans to return to Japan after graduating this spring to work for a few years, after which he'd like to apply his international experience in business school.

Meanwhile, he'll put in long hours as president of his fraternity, Sigma Delta Chi. And, he'll practice his Japanese.

— Dennis Meredith

Real-world lessons in a distinctive setting

Studying race issues in and out of the classroom

John Davis thought he was headed for an evening of ballroom dancing with a new friend when it occurred to him that she thought he had invited her to go downtown to learn African dancing. "Why do you want to learn some dance white people did a long time ago?" she asked him.

To the next ballroom-dancing class Davis went alone. He wrote a mental note about being the only black person there, and then forgot about it.

"I was there to learn to foxtrot because I thought that would be fun," Davis said later. "It's one thing to want to revolt against historical oppression, but you want to be open to different styles and dances and perspectives."

Davis thinks about questions of race and racism in class and out. He's doing an independent, interdisciplinary major in "The Evolution of Racism in America." (Some 20 students in the College of Arts and Sciences currently have independent majors in subjects including comparative ancient religions, symbolic communication and Italian studies. Independent majors must be approved by a special board of faculty members.)

Davis helps recruit minority students for the Admissions Office, and he is a member of Cornell Students for Racial Understanding and its Racial Awareness Pilot Project (RAPP), a group of black and white students and residence-hall advisers who discuss issues such as subtle, derogatory humor and the workings of affirmative action.

Davis recalled a troubling incident. It was a planning meeting of the Concerned Black Students organization, which wanted to commemorate the 20th anniversary of the take-over of Cornell's student union by black students in 1969. A woman recognized him as a reporter for the Cornell Daily Sun. She asked him to sign a statement saying he wouldn't report the meeting for the student paper.

"She said the meeting wasn't open to the press. Well, I went to that meeting as myself, as John H. Davis Jr., not as a Daily Sun reporter. I said I wasn't there to cover the meeting, and I got furious when she asked for a statement in writing saying that



Tim Moersh

John Davis, who is hoping for a career as a professor and writer, looks over The New York Times in Uris Library.

I've never been that insulted in my life. She was saying 'We don't know you and we don't trust you.' I was seen as part of the racist, biased media. . . .

"As a minority student on campus, it's easy to be defensive. But I try not to be," Davis said. "Some feel I'm too open. But, oh well, so be it."

In his first two years at Cornell, Davis put in 20 hours a week reporting for the Cornell Daily Sun. This past summer he went to Stanford University as an exchange student and wrote a research paper on the social structure of America. This coming summer he plans to study Japanese in Cornell's intensive Japanese-language program.

He works hard, he said, in part "to disprove the myth that black students aren't as able." And because of his father, John Davis Sr., an accountant. "My dad said to me, 'Son, if you want to get anywhere in this world you have to work twice as hard as the white guy and maybe then you'll get

something of what you deserve,'" Davis said.

For the first eight years of his life, Davis lived in North Carolina. Then his family moved to Sea Pleasant, Md. To prove he wasn't a country bumpkin, he excelled in school.

In Sea Pleasant's high school, where a quarter of the senior class goes to college and the average score on the Scholastic Aptitude Test is 850, he scored 1,100.

Dissatisfied, he spent a summer preparing to retake the test. Working irregular hours at a water theme park, he spent the summer reading, writing, working on his vocabulary and doing SAT-practice tests. The second time around he scored 1,300 and applied to 10 schools.

"That shows how much of the test is knowing how to take it. But it also showed that hard work paid off," Davis said.

Nine schools accepted him. He liked Cornell's size, location and non-elitist social life. He considered pre-medical stud-

ies, preferred pre-law, thought about classics and tried out journalism.

Now Davis is sure he wants to go to graduate school and make a career as a professor and writer.

Ujamaa House, a university residence hall that's predominantly black, is where Davis is considering living next year because "that's an experience I haven't had yet," he said. The students who live there tend to socialize together, a core group of them are more active than most students, and almost every black organization on campus comes out of Ujamaa first, Davis said.

"It's not a conscious effort by black students to segregate themselves from whites but to identify as a group and as a community. . . . My best friends say to me, 'You're not like most blacks,' meaning, 'You're more open-minded, and you don't segregate yourself.' But is it a matter of segregation or unity?"

—Carole Stone

Ed Smoke hopes to help keep the peace at home among his Mohawk nation

Ed Smoke used to believe that he would live his life at home on the Akwesasne Mohawk reservation in New York, with senior members of the Mohawk nation teaching age-old traditions to his children and he bringing new knowledge from a Cornell education to the people and homeland he loves.

"Now I've thought about not even moving back," said Smoke, a 27-year-old senior majoring in human service studies in the College of Human Ecology. "That's the worst part."

The worst part of a bad past year, when his homeland became divided over gambling: some people defending the highly profitable industry with guns, others opposing it with words about the sacredness of sovereignty. It was a year when he called home to learn that his friend was beaten and hospitalized by a gang with baseball bats, that his family joined a barricade to protest gambling and that his two-year-old niece woke up screaming because of gun shots in the night.

"It was hard to concentrate. But a lot of my friends and family at home said, 'Keep going, you'll do a lot more for us that way than by coming back now,'" said Smoke. As he kept going, he earned the Junior Class Merit Award for the highest grade-point average of the male students among the 67 Native Americans who participate in Cornell's American Indian Program.

Smoke will return home for at least a few years because, he said, he feels it is his responsibility. But whether he will stay to raise a family, work for his people and do, finally, what he has long hoped to do — help establish a Mohawk police force that can keep the peace — only time and the turn-of-events will tell. The conflict over gambling is at a truce but has not yet been resolved. Smoke, who is opposed to gambling, fears that fighting may break out again. And if it does, he would not raise children there.

Yet as events of the past year have caused Smoke to question his future, the Cornell experience has made him

realize that he can do more than he ever thought possible.

"Being here, seeing the ways people on campus get involved in activities and try to change things, made me realize maybe I can make a difference, too. Being at this school made me realize it is possible for an individual to change something, somewhere.

"I'm definitely involved a lot more than two years ago, even though I am further away now," he said. Last fall, for example, he lobbied in Albany and Washington, D.C., on behalf of Mohawks who opposed gambling and sought protection by state or federal security forces.

In 1981, Smoke enrolled in Clarkson University to study civil engineering at his parents' behest. More interested in criminal justice, and not yet ready for college studies, he dropped out and the next year enrolled in the U.S. Army, where he served until 1985, earning maturity and money to

'It was hard to concentrate. But a lot of my friends and family at home said, "Keep going, you'll do a lot more for us that way than by coming back now."'

begin college again in 1986, this time at Canton College, where in 1988 he completed an associate degree in criminal justice before then transferring to Cornell.

He had wanted to become a police officer but is prevented by restricted eyesight. Now he plans to become a parole or probation officer.

And, he hopes that if enough peace to raise a family is maintained, he may also get the opportunity to help re-establish a police force that will help keep Mohawk traditions alive.

—Lisa Bennett



Tim Moersh

Ed Smoke with his favorite painting at the American Indian Program office.

Legislative candidates discuss the issues

On Nov. 6, voters in the Cornell area will be able to choose between incumbent State Sen. James Seward and challenger Beverly Livesay. Assemblyman Martin Luster is running unopposed.

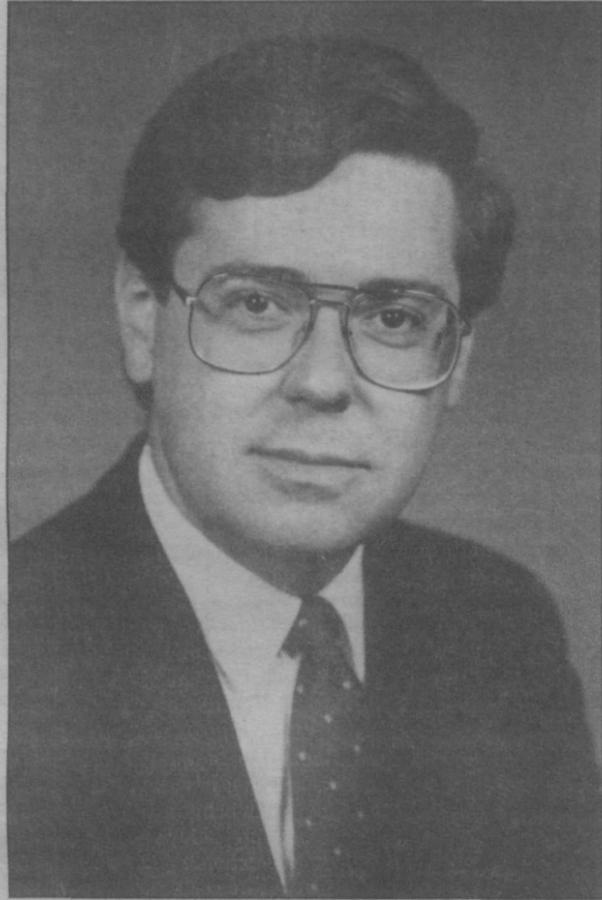
Cornell Chronicle writer Alan R. Knight paid the candidates a visit recently to discuss issues that affect the campus community.

Seward has spent 13 years on the staffs of other state senators and assemblymen. He is completing a second two-year term and is chairman of the Senate Energy Committee.

Livesay is a 17-year veteran of the Tompkins County Board of Representatives. She is married to Cornell mathematics Professor G. Roger Livesay.

Luster, an attorney and former supervisor in the town of Ulysses is finishing a second two-year term. He is a member of the following Assembly committees: Aging, Agriculture, Higher Education, Consumer Affairs and Protection, Local Government, and Alcoholism and Drug Abuse.

Below are their responses to a series of questions.



James Seward

CHRONICLE: Mrs. Livesay, you have made an issue in this campaign of "pork barrel" spending and a lack of openness of the state legislature's committee system. How do you summarize your points?

LIVESAY: I don't like the whole approach at the state level. It puts everybody in a deficit situation and then [the incumbents] come around like Santa Claus and give out grant money so that they can be re-elected. If the demands are legitimate, you fight for them. There's no kind of setting priorities, making rational decisions about state needs.

SEWARD: Committee meetings are totally open. We often have reporters, special interest groups, school groups. If there's support on the committee to "report a bill," the committee chairman would be hard pressed not to have a bill on the agenda. By the way, the Energy Committee has distributed over \$350 million in petroleum-overcharge monies — not taxpayer dollars — some of which has been directed right here to Cornell's Small Business Energy Efficiency Program [and to the Solid Waste Institute].

LUSTER: The total money spent on the so-called pork barrel projects has been around \$90 million a year. That's less than one-fiftieth of the total [state] budget. Second, those "member items" are developed by legislators in response to particular needs in their districts that are not covered by standing grant programs and do not get funding through any other government source, generally speaking. Who is in a better position to judge how that money can be effectively used other than the legislator who represents that area?

CHRONICLE: Money is a fundamental issue facing government: how to raise it; how to spend less of it. How should spending cuts be made? What would you cut? How would this affect Cornell?

SEWARD: I would hope the savings would come in administration and preserve "program dollars" that flow out into the communities. We also formed a state productivity council. [State department heads] will get together to root out duplication, waste and inefficiencies. We need to have the political will to follow up on what these people recommend. We've done the belt tightening at the colleges at Cornell and the SUNY system. We've got to be looking at other parts of the state budget.

LIVESAY: [In regard to cutbacks in the College of Ag-

riculture and Life Sciences, specifically the Department of Poultry and Avian Sciences], maybe the college doesn't have to concentrate on the poultry industry. Maybe it should concentrate on things that grow better in this climate. Phase out of poultry and into something else. I'm not one to say we have to keep doing what we've always done. We ought to have good reasons for making changes, and we have to be more considerate of what happens to people. That's not to say that we keep you in a job that we don't need anymore. But we transition you into something that we do need, that you're going to be able to be trained for.

LUSTER: I think it's too early to specify programs. Any thoughts that I gave you now would be off the top of my head and would not be responsible to do. But I think when the time comes and those decisions are made, people like me are going to have to say, "As reluctant as we are, and we realize this program does some good, we can't do it this year." Some of those essential programs we will find, no doubt, are not so essential.

CHRONICLE: A few years ago, the statutory colleges received 56 percent of their funding from the state. That has now shrunk to 44 percent. Does that matter? What are the implications of that?

SEWARD: I'll continue to fight for additional state support for the statutory colleges. That's my role. I consider the statutory colleges and Cornell University as a whole to be a tremendous resource to us in the state of New York. The job that the statutory colleges do for the state of New York in improving the agriculture in our state is worth a tremendous amount to New York state's economy.

LIVESAY: I think it matters. I think New York has an obligation to support higher education. I've been very concerned about cutting back the SUNY system. If they said, "Look, we overbuilt and now there isn't the demand, or we've got too much capability," then I think it should be cut back in some rational way, [but] I've not heard that's what we're doing. The whole approach that I've seen at the state level is "let's see how much money we have, and let's see how we can dole it around."

LUSTER: The implications are dire. If our public university system cannot grow with growing enrollment, and if these same people have no other choice, because they can't afford the private colleges, or because we also cut Bundy aid to private colleges, where are people we will need in the workforce by the year 2000 going to come from? We really jeopardize the economic foundation of New York state.

CHRONICLE: Bundy aid, a per-graduate payment from the state to its private colleges and universities, is of course important to Cornell. What is your view on moves to cut that aid?

SEWARD: The governor's budget proposed cutting Bundy aid by 10 percent. The legislature restored half of the [cut] money. [Bundy aid is granted to private colleges as a] recognition that if we're going to have an ample supply of college graduates in New York state, we're going to need not only the state-supported colleges, but also the private colleges. I consider Bundy aid, along with greater involvement of the state in SUNY, to be very important to the future of the state.

LIVESAY: It was an s.o.p. to private schools back in the days when Rockefeller was expanding the SUNY system so rapidly. The private schools were afraid the state schools were going to take all their students away. I don't think it was the right approach at the time, and I don't think it's right now. [I could see] subsidizing students who go to the private schools or putting it into scholarships so that we don't have all the low- and moderate-income kids going to the SUNY schools and all the rich kids going to the private schools. I don't think we need that kind of across-the-board subsidy for people who don't need it.

LUSTER: It would not surprise me to see a similar cut in [Bundy aid] in this upcoming budget.

CHRONICLE: How will you vote on that?

LUSTER: The problem when it comes down to voting is that we generally have a lot of things packaged together: some good things, some bad. And then you've got to make a judgment on whether the good outweighs the bad on a particular bill. For example, last year we had one revenue bill of 275 pages. I voted against the entire package because, on balance, I thought the bad outweighed the good. I was also concerned as to whether or not I really understood all 275 pages. I don't think anybody really did. And I don't like to vote for things I don't understand.

CHRONICLE: It's been suggested that some research projects, most notably on BST (bovine somatotropin, or bovine-growth hormone, intended to dramatically boost a cow's milk output), might not have been undertaken if the statutory college's research were fully funded by the state, instead of to such an extent by private industry. Is Cornell's agricultural research facility being leased-out to industry? Does it matter?

SEWARD: I'd want to have some evidence that that sort of thing was going on. One of the things that has always impressed me about Cornell is the number of outside research dollars it attracts. This is a very significant impact that Cornell has, not only in our immediate area, but the



Beverly Livesay

state as a whole. It creates jobs here. I think it's a very positive thing. I'm not personally aware of any abuses, so I guess I'm not bothered by that.

LIVESAY: I'm certainly worried about the direction that agriculture has taken. With a scientific background, I've always been in favor of research and knowing as much as you can know. But just because you can split the atom doesn't mean we have to have atomic bombs or even nuclear power. And the same with this growth hormone and any other agricultural research, when we've had to have dairy-cattle buy-outs because we're producing too much milk and when we've put dairy farmers out of business, and we've made the family farm extinct.

CHRONICLE: What about funding for the supercomputer? Does the state have a responsibility to contribute more?

SEWARD: The Theory Center has been a tremendous boon for New York state and our area, in particular. But we have had a battle with the current share of New York state involvement. The federal government involvement has been in jeopardy because we've been slow in living up to the state's commitment. I would have no problem and would encourage a greater state share, but we've been focusing on maintaining what we're getting from the state.

LUSTER: What happened last year is the operating money was approved in the budget, but capital money that was indicated by the governor some years ago as being available did not come through. We did try to get that included again, but we were not successful. To the extent that the supercomputer is an industry in itself and spawns little industries, I see economic development for New York state. I'd say it's a classic example of how New York state dollars can leverage other dollars many times over. I think that's a very positive thing.



Martin Luster

Harvey Ferdtschneider

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

November 1, 1990

Volume 2, Number 45

More on Cornell's Endowed Health Care Coverage

We all know that considerable attention has been focused on the recent decision to modify health insurance coverage for Cornell's endowed faculty and staff. One of the areas where confusion seems to be arising is the distinction between the "deductible" and the "out-of-pocket maximum."

A Contact recently mailed to all endowed faculty and staff outlined the various provisions of Option II, and an explanation of the "deductible" and "out-of-pocket maximum" was included. Since the questions persist and those particular plan features are vitally important (and, admittedly, not easily understood), we have chosen to excerpt that segment of that recent Contact mailing highlighting the interrelationship of the "deductible" and the "out-of-pocket maximum."

The plan reimburses most eligible services at 80% after your deductible is satisfied. However, there are a few exceptions.

The following expenses are reimbursed at 80%, but do not require satisfaction of an annual deductible:

- Well-baby care: up to \$250 reimbursed annually per child under age 2
- Mammogram
 - ages 35-40 one baseline mammogram
 - ages 40-50 a mammogram every other year
 - age 50 and up an annual mammogram
- Biennial Physical exam: Employees only
 - under age 40 - up to \$150 in charges for routine care
 - 40 and over - up to \$250 in charges for routine care

How does the family deductible work?

The \$400 family deductible can be satisfied with the combined medical expenses of the entire family. No one individual in the family will have to meet a deductible of more than \$200, the deductible for an individual.

EXAMPLE

Jane has family coverage under the Cornell plan, which has an annual deductible of \$200 for an individual and \$400 for a family. In January the family has the following medical expenses:

Jane	\$225
Spouse	\$ 40
Child #1	\$ 40
Child #2	\$ 40

Jane pays the first \$200 in covered charges and satisfies her individual deductible. The remaining \$25 is reimbursed at 80%; the plan pays \$20 and Jane pays \$5. Jane will continue to receive reimbursement of eligible medical expenses through the rest of the calendar year. In addition, the \$200 in charges used to satisfy her individual deductible is also credited toward the family deductible.

When combined with expenses for other family members, Jane's family has \$320 credited toward satisfaction of the family deductible: Jane's \$200 + Spouse's \$40 + Child #1's \$40 + Child #2's \$40 = \$320. In April Jane's spouse has another \$80 in eligible charges which are applied toward the remaining family deductible. This \$80 satisfies the family deductible (\$320 + \$80 = \$400) and all family members are eligible to receive reimbursement of eligible medical expenses for the rest of the calendar year.

How does the out-of-pocket maximum work?

The out-of-pocket maximum is designed to protect you against the devastating financial affects of large unforeseen medical costs. Once the amount you pay out of your own pocket - that is, your deductible + the 20% that you pay (the plan pays 80%) - equals \$1,000 for an individual or \$2,000 for a family your rate of reimbursement for eligible medical expenses increases to 100% for the rest of the calendar year.

Continuing with Jane's family, Jane has a credit of \$205 toward satisfaction of an individual out-of-pocket maximum: \$200 deductible + \$5 payment of 20% after the plan paid 80%.

In May Jane is hospitalized as an inpatient. Jane's bills for the hospitalization total \$6500. Here's how the costs would be reimbursed:

- Annual deductible has already been satisfied.
- The first \$3,975 in charges is shared with the plan paying 80% and Jane paying 20% - the plan pays \$3,180 and Jane pays \$795. Jane's \$1,000 individual out-of-pocket maximum is reached.
 - \$205 credit from prior claim + \$795 payment = \$1,000

However, out of Jane's \$6,500 in charges, an additional \$2,525 has yet to be considered. The \$2,525 is reimbursed at 100% because Jane has met an individual out-of-pocket maximum. Jane's eligible expenses will continue to be reimbursed at 100% through the rest of this calendar year.

Credit toward family out-of-pocket maximum would work as follows:

Jane's \$1,000	(includes \$200 in deductible)
\$ 200	in combined expenses used to satisfy family + deductible
\$1,200	credit toward family out-of-pocket maximum

While Jane continues to receive reimbursement at 100%, the rest of the family will pay 20% of medical expenses. If the family's 20% share of covered medical expenses for Jane's spouse and children exceeds \$800, eligible medical expenses for other family members will be reimbursed at 100% for the rest of the calendar year. The \$1200 from prior expenses + \$800 = \$2,000 in out-of-pocket expenses will satisfy the family out-of-pocket maximum.



Disability Notebook

Providing Job Accommodations Need Not Be Expensive

Cost of Job Accommodations

Q. What is meant by the phrase "reasonable accommodation" when we talk about employment of people with disabilities?

A. The term "accommodation" can be equated to "adjustments" or "modifications", which can range from very simple (often costing nothing) to more sophisticated, "state of the art" assistive devices. In any case, accommodation is made to functional limitations of individuals, on an individual basis. Accommodations are made daily at work places for both workers without disabilities as well as for those with disabilities. There is nothing new or mysterious about "accommodation." Reasonable accommodation may be needed to match an individual's actual abilities and limitations with specific job tasks.

Q. What does the term "reasonable" mean?

A. Since accommodations are made on a case-by-case basis, reasonableness is also determined on a case-by-case basis. It is important that the individual worker or applicant with a disability be consulted initially as to individual needs and sugges-

tions for accommodations. Consulting with services such as the Job Accommodation Network (JAN) can enhance the fund of ideas for accommodations and supply information about feasibility, acceptability of choices, relative merits, and costs of alternative accommodation solutions.

Job Accommodation Network - JAN

Q. How can employers and people with disabilities obtain cost figures?

A. Through the Job Accommodation Network, needed information can be acquired regarding a range of accommodation choices, alternatives that are available and suitable, and a range of costs. The service is both a counseling and an information service. To contact the Job Accommodation Network, telephone 1-800-526-7234 or write West Virginia University, Job Accommodation Network, 809 Allen Hall, P.O. Box 6122, Morgantown, WV 26507-9984.

Q. Generally, how costly is it to make accommodations?

A. From JAN experience reflected in evaluation of data on file:

Continued on page 4e

BENEFAIR '90

Come to Benefair and win a trip to Florida? That's right.

All Cornell Employees who attend Benefair '90 (excluding OHR and Statutory Benefits Office staff) are eligible to sign up for some terrific door prizes, made possible by money donated by the following vendors: Aetna, CIGNA/Equicor, TIAA/CREF, Seabury & Smith, and Fidelity.

By participating in Benefair, you will have the chance to win a Florida vacation for two, enjoy refreshments, get your blood pressure checked, and have your benefit questions answered in one afternoon! Benefair '90 will be held on Wednesday, November 14, 10:00 a.m.-6:00 p.m. and Thursday, November 15, 10:00 a.m.-4:00 p.m. at the Statler Ballroom. Drop by!

First prize is a 5-day mini-vacation in Florida for two! Begin with a 3-day cruise on Disney's "Big Red Boat," and then it's on to a two-night stay at Walt Disney World. Other outstanding doorprizes include a camcorder and a VCR, and several gift certificates to various area restaurants.

At Benefair, representatives from Aetna, TIAA/CREF, Cigna/Equicor, Seabury & Smith, NYSERS, Dreyfus, Unionmutual, Fidelity, Social Security Administration, Cornell Wellness Program, Public Safety, and Gannett Health Clinic will be available to assist you, as well as staff members from the endowed and statutory Benefits offices.

You can also get answers to your retirement questions. Representatives from TIAA/CREF, NYSERS, Fidelity, Unionmutual and Dreyfus will be available to assist you, and a retirement planning seminar will be given by TIAA/CREF at 7:00 p.m. on November 13 in Bache Auditorium, Malott Hall. Spouses are welcome to attend.

Be sure to come to Benefair and register for your chance to win!

JOB OPPORTUNITIES

November 1, 1990

Volume 2, Number 45

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.

Customer Services Manager (PC4113) Cornell University Press-Endowed Posting Date: 10/18/90

Under general direction from the CUP Services Manager, manage all aspects of the Customer Service area including: general phone reception; 800 phone orders; answering product and order status inquiries; resolving customer order claims; incoming mail distribution; and invoice/order preparation.

Requirements: Associate's or equivalent Combination of education/work experience is necessary. Bachelor's or equivalent preferred. Strong communication (interpersonal and written) skills are very important. Proven ability to work with the public in problem resolution situations. At least 3 years supervisory experience in a customer service capacity. Familiar with publishing order fulfillment and computerized billing systems. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Vice President for University Relations (P4001) University Relations-Endowed Posting Date: 10/11/90

Direct the University's communications programs through the media, publications, and printing services, and provides leadership and coordination in relationships with federal, state and local governments. Reports directly to the President, and serves as the principal advisor to the President and senior administrative officers in the broad area of university relations. Works closely with the Provost and the Deans in developing governmental support, and with the Vice President for Public Affairs to coordinate the development of external relationships. Has continuing responsibility for communication policies and strategies for the University in conjunction with its colleges and units.

Requirements: Leadership experience in public and governmental relations; proven success in media planning and communications. Demonstrated effectiveness at the state and federal levels and strong management leadership and interpersonal skills required. First-hand experience with Cornell university or comparable university is highly desirable. Nominations, applications and inquiries should be directed to: Box 3901, 160 Day Hall, Cornell University, Search Committee, Ithaca, NY 14853-2801.

Applications Programmer/Analyst II (PT3809) Mathematics-Endowed Posting Date: 9/27/90

Provide advanced Macintosh 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.

Resource Coordinator (PT4303) Level 33 Engineering/Dean's Office-Endowed Posting Date: 11/1/90

Manage an information system for the NSF Engineering Education Coalition. Coordinate and maintain information systems, instructional software, a master database of contacts and a network of workstations. Coordinate the coalitions database of interactive software, video, pictures, graphics and text material which is connected to a large network distribution system.

Requirements: Bachelor's in computer science or communication (or equivalent) with substantial knowledge and experience in computer software and information management. Knowledge and experience with computer networking is required. Programming experience with UNIX OS, FORTRAN, X-Windows or networking protocols is preferable. Send cover letter and resume to Sam Weeks.

Applications Programmer II (PT2403) Level 33 Diagnostic Laboratory-Statutory Posting Date: 6/21/90

Assist in programming development, implementation, troubleshooting, and maintenance of software and mini/micro computer systems within the Diagnostic Lab. Write Programs for instrument interfaces and data handling. Maintain databases (Rbase).

Requirements: Bachelor's or equivalent experience required. Knowledge of biological science and statistical applications essential. Ability to program in C, Pascal and Basic desired. Experience with MS-DOS and Unix operation systems, and familiarity with the following applications programs desired: Dbase III+, Rbase IV, Lotus 1-2-3, and Wordperfect. Experience with hardware interface highly desired. Send cover letter and resume to Sam Weeks.

Assistant Director for Program and Development (PA2301) HRI Unions and Activities/RPU-Endowed Posting Date: 6/14/90

Advise Program Board and supervise the Craft Studio. Coordinate training for student employees, volunteers and full-time staff. Budget and supervisory responsibilities for Craft Studio, Wendy Purcell Lounge, Graphics and A.V. service. Ideal candidate will be innovative, creative and

have an unbridled enthusiasm for programming.

Requirements: Bachelor's or equivalent required. 3 years experience in related field of program advising and training preferred. Candidate must have experience in working with minority students. Send cover letter and resume to Cynthia Smithbower.

Student Cafe Manager (PA4201) HRI Statler Hotel-Endowed Posting Date: 10/25/90

Plans, coordinates, schedules and manages the food production and service in the student dining operation, including morning coffee service. Some Nights and weekends.

Requirements: Associate's in Restaurant Management or equivalent work experience in quantity food production and cafeteria service; proven ability to assume responsibility, exercise authority and use good financial management and planning skills. Send cover letter and resume to Cynthia Smithbower.

Cost Accountant (PA4006) HRI Statler Hotel-Endowed Posting Date: 10/11/90

Responsible for implementing and monitoring control procedure to safeguard all hotel inventories, and review of all hotel operating costs.

Requirements: Bachelor's in accounting or business administration. Minimum of 3 years experience in accounting, preferably with a concentration in internal control; good supervisory, communication and computer skills. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist (PT4301) HRI Food Science-Statutory Posting Date: 11/1/90

Provide specialized engineering support to research projects on processing of biomaterials in high pressure, supercritical fluid extraction systems. Optimize processes for the reduction of cholesterol and the fractionation of milk and fats. Duties include design and operation of the pilot plant; maintenance of equipment; data analysis; assistance to grad students in using the system; and preparation of reports and papers.

Requirements: Bachelor's in chemical/mechanical engineering (Master's desired) with 2-3 years experience. Send cover letter and resume to Sam Weeks.

Professional Job Sharing

Accountant I (PC3816) HRI 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, EAST HILL PLAZA.

Professional Part-time

Staff Writer I (PC4013) HRI Food Science-Statutory Posting Date: 10/11/90

Responsibilities include the preparation of manuscripts and various news stories for various activities of the Institute of Food Science. These include annual report, annual alumni newsletter, and brochures. Involvement in the development and drafting of scientific reports and project proposals is expected.

Requirements: Bachelor's degree or equivalent experience in a scientific discipline. Strong background and interest in writing. Good keyboarding and word processing skills required. Minimum 2 years experience in writing or news reporting. Ability to meet deadline. Strong organizational, interpersonal and communication skills (written and oral) required. Hours to be arranged. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Professional Temporary

Programmer (PT4203) Agricultural Economics-Statutory Posting Date: 10/25/90

Development of a Lotus 1-2-3 or Quatro Pro spreadsheet macro to assist small rural communities with capital planning and financial analysis. Knowledge of public finance helpful but not necessary. Help with development, and write/create spreadsheet macro. Help with testing and revision; and assist in development of user's manual. Part-time, 10-20 hours per week, until 3/90/91.

Requirements: HIGH SCHOOL diploma. Some computer coursework preferred. Intermediate to advanced knowledge of Lotus 1-2-3 or equivalent. Good written communication skill desirable. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

Associate Director for Alumni Programs/SDS IV (PA4301) HRI Career Center-Endowed Posting Date: 11/1/90

Coordinate three Cornell Connection and Alumni Career Advisory Network in Washington, D.C., and New York City over spring break. Work with alumni chairpersons to plan fairs; recruit alumni participants, publicize events, admin-

ister budget, and advise students about the fairs and how to network with alumni. Coordinate follow up survey of participants in four winter break and three spring break career fairs. Oversee computerized job listing service and Alumni Career Advisory Network. Supervise two administrative aides and work study students. Full-time temporary until May 31, 1991.

Requirements: 3-5 years experience of significant administrative responsibilities, preferably with alumni of students. Excellent writing, organizational, and interpersonal skills. Knowledge of basic word processing skills on Macintosh. Send cover letter and resume to Cynthia Smithbower.

Publications Coordinator (PA4302) HRI Division of Nutritional Sciences/CFNPP-Washington D.C.-Statutory Posting Date: 11/1/90

Assume responsibility for organizing, overseeing and implementing CFNPP publications effort in conjunction with Program Director and Administrative Manager. Responsible for editing, publication, and dissemination of 20 research monograph High School and 23 working papers over the next 22 months as well as preparation of 6 printed lectures annually, 15 reprints, a program brochure and assorted marketing materials. Position located in Washington D.C.

Requirements: Bachelor's in Journalism, English, Art, Design or related subject required. Master's preferred. Experience in all aspects of editing and publishing required. Experience in marketing and information dissemination helpful. Understanding of issues faced by developing countries, particularly in the areas of household living standards, food and nutrition, government policy and/or international economics extremely helpful. Ability to master complex scholarly material pertaining to these subjects essential. Keen eye for detail; ability to take initiative, work independently, work well under pressure required. Experience supervising and training staff preferred. Send cover letter and resume to Cynthia Smithbower.

CRESP

Director for Administration and Program Center for Religion, Ethics and Social Policy (CRESP) Broadly responsible for the internal coordination of CRESP, including staff support and training, benefit policies and budgeting, fiscal management oversight, program development, selected program events, some short-term fundraising and publicity.

Requirements: Bachelor's or equivalent experience; advanced degree desirable. 5 years experience in position of administration and program development, especially in education or human services. Excellent communication and interpersonal skills essential. Financial skills necessary. Commitment to mission of organization. 3/4 time new position (expectation of future expansion), \$18,000 (\$24,000 FTE); excellent fringe benefits.

Contact: Search Committee for application, C/O Philip B. Snyder, CRESP, Anabel Taylor Hall, Cornell University, Ithaca, NY, 14853; telephone (607) 255-5834, for full job description. Send resume and letter describing reasons for application, along with 3 references to CRESP, Anabel Taylor Hall, Ithaca, NY, 14853, by November 15, 1990. Affirmative Action/Equal Opportunity Employer; people of color are encouraged to apply.

Technical

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

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

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

Animal Health Technician, GR20 (T2804) Veterinary 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 letter and resume to Sam Weeks.

Technician, GR20 (T4305) Clinical Sciences-Statutory Minimum Biweekly Salary: \$575.30 Posting Date: 11/1/90

Provide technical support for researchers in an immunological lab. Prepare buffers, culture media; and other precisely formulated reagents. Obtain blood and milk samples from cows and lab animals. Perform immunological essays on these samples. Immunize cows. Record experimental data. conduct literature searches. Keep lab and equipment clean and functional. Order supplies. Assist in preparation for a basic immunological class and supervision of students in animal handling.

Requirements: Bachelor's in biology or equivalent ex-

perience in microbiological techniques. 1-2 years related experience. Knowledge of lab procedures with willingness and ability to learn new ones. Some experience handling cows and lab animals preferred. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T3501) Diagnostic Laboratory-Statutory Minimum Biweekly Salary: \$599.73 Posting Date: 9/6/90

Conduct research toward development of new and improved immunological tests for the detection of Salmonella enteritidis infection in poultry. Purify cellular and flagellar antigens of Salmonella using various immunological techniques, analyze the avian immune response to these antigens using Western blotting and kinetics ELISA. collect avian sera and maintain inventory of serum. Order and maintain inventory of lab supplies. Supervise 1 or more on pertinent literature. Some weekend and overtime work.

Requirements: Bachelor's in microbiology or immunology. 3-5 years related lab experience in clinical or research lab including 1-2 years of lab management. Work with microbial pathogens and good aseptic technique essential. Knowledge of computers and ELISA technology desirable. Send cover letter and resume to Sam Weeks.

Laboratory Technician, GR21 (T4201) Veterinary Microbiology-Statutory Minimum Biweekly Salary: \$599.73 Posting Date: 10/25/90

Provide technical support to a canine hip dysplasia and osteoarthritis project by looking for RFLP's which may be associated with these conditions. Isolate and purify DNA; prepare cDNA probes; and use restriction endonuclease and northern blots. Prepare and maintain tissue cultures. Perform ELISA assays; ion exchange and affinity chromatography; and polyacrylamide gel electrophoresis. Prepare protocols and tabulate data. Maintain lab.

Requirements: Bachelor's in Biochemistry, molecular biology, or microbiology (or equivalent). 1-2 years experience in molecular biological techniques, tissue culture and ELISA assays. Send cover letter and 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, 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 laboratory experience in molecular biology techniques. Send cover letter and resume to Sam Weeks.

Research Teaching Support Technician, GR25 (T4306) Mechanical and Aerospace Engineering-Endowed Minimum Biweekly Salary: \$715.22 Posting Date: 11/1/90

Oversee and manage the operation of a machine shop. Assist lab instructor in teaching courses. Provide instruction and consultation on procedures relating to manufacturing and design. Develop and present a basic machine shop course. Produce necessary lab specimens. Determine and enforce shop policies and safety rules. Schedule work. Assess the suitability of projects and the qualifications of potential users.

Requirements: Bachelor's or equivalent in a technical area. Master's preferred. Minimum 5 years experience in advanced machining. In addition, mechanical and electrical skills with some ability in experimental design, electronic instrumentation, computer, and data acquisition. Previous experience in academic environment desirable. Salary negotiable. Send cover letter and resume to Sam Weeks.

Technical Part-time

Technician, GR18 (T4004) Genetics and Development-Statutory Minimum full-time equivalent: \$529.35 Posting Date: 10/11/90

Assist Lab Coordinator for the Biological Sciences 281 teaching labs (approximately 200 students). Set up labs; make and dispense media; pour plated; sterilize equipment; wash glassware and grow and maintain Drosophila stocks.

Requirements: HIGH SCHOOL diploma or equivalent. Some previous lab experience helpful. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

Technician, GR24 (T4101) Neurobiology and Behavior-Endowed Minimum Biweekly Salary: \$682.77 Posting Date: 10/18/90

Perform experiments dealing with cell membrane electrophysiology and electron and light microscope autoradiography. Perform voltage clamping and intracellular recording. Help with new tissue preparations for scanning electron microscopy. Maintain and develop programs for computer aided image analysis of autoradiograms. Provide graphics for publication and seminars. Familiarize new grad students with the availability and capabilities of the lab's electrophysiological equipment. Maintain equipment. 30 hour work week.

Requirements: Bachelor's or equivalent experience in neurobiology or biochemistry. 5 years or more related experience. Use of electron microscope, scanning EM, and microtomes. Tissue culture experience. Supervisory ability. Send cover letter and resume to Sam Weeks.

Research Equipment Technician, GR24 (T4302) Electrical Engineering-Endowed Posting Date: 1/11/90

Duties involve the design, fabrication, integration, testing, and deployment of a new CUPRI (Cornell University Portable Radar Interferometer) system for NASA CRRES Campaign scheduled for the summer of 1991. In addition: perform testing of interface circuits, overall build-up and interconnection of a radar system, programing and complete testing of the system. Until 8/31/90.

Requirements: Bachelor's in electrical engineering or equivalent. Work involving practical circuit design, fabrication, testing and a basic understanding of computer programming in C and/or Fortran. Send cover letter and resume to Sam Weeks.

Technical Temporary

Animal Technician (T3903) Laboratory Animal Services Posting Date: 10/04/90

Feed, water, clean and monitor research animals following strict protocols for sterile environments, disease control environments, and regulations for animal welfare. Maintain animal records including health observations. May include assisting Vets in treating and vaccinating animals. Weekend and holiday coverage required.

Requirements: HIGH SCHOOL diploma or equivalent. Associate's in Animal Science desired. AALAS certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Pre-employment physical and all necessary immunizations required. Able to lift 50 pounds. Must have a valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Technical Off-Campus

Technical Assistant, GR16 (T4304) Plant Pathology-Statutory Posting Date: 11/1/90

Provide technical assistance in a tissue culture lab and greenhouse complex. Assist with production of disease-free seed potato stocks. Plant and care for greenhouse stocks; plant and harvest greenhouse field trials; clean and sterilize glassware; and make culture media. In addition, prepare stocks and buffers; assist in tests; and participate in tissue culture multiplication of plants. Job is located at the Uihlein Seed Potato Farm at Lake Placid, NY.

Requirements: HIGH SCHOOL diploma or equivalent. Must be an orderly, conscientious, and careful worker, showing strict attention to detail. Must have a desire and ability to learn procedures, training will be provided. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Cashier, GR15 (C4302) Unions and Activities/Noyes Center-Endowed Minimum Biweekly Salary: \$486.92 Posting Date: 11/1/90

Operation of electronic cash register, transaction of cash and credit sales. Sale of candy, sundries and pool equipment rental from behind the desk. Provide information about Cornell and the Ithaca area. 10 month High School, Monday-Friday, 9am-4pm

Requirements: HIGH SCHOOL diploma or equivalent. One year experience as a cashier preferred. Previous knowledge of Cornell and the Ithaca area preferred. Excellent customer relation. Skills essential.

Pharmacy Stockkeeper, GR17 (C4204) Veterinary Medical Teaching Hospital-Statutory Minimum Biweekly Salary: \$517.65 Posting Date: 10/25/90

Responsible for the proper receipt and distribution of Central Supply pharmacy items.

Requirements: HIGH SCHOOL diploma or equivalent. Some college and stockroom experience helpful. Some knowledge of computers and pharmacy items desirable. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR17 (C4307) University Development/Public Affairs-Endowed Minimum Biweekly Salary: \$517.65 Posting Date: 11/1/90

The Special Gifts Tracking System Assistant works closely with the Tracking System Manager in the routine operation of the Special Gifts Tracking System, thereby helping to insure appropriate communication involving Special Gift Prospect.

Requirements: HIGH SCHOOL diploma or equivalent. Excellent communication and interpersonal skills. Accuracy a must. Ability to work under pressure, meet deadlines, recognize and react to priorities, and to work without supervision. Maintain a high degree of confidentiality. Knowledge of Macintosh. Medium typing.

Secretary, GR18 (C3120) Civil and Environmental Engineering-Endowed Minimum Biweekly Salary: \$529.35 Posting Date: 8/9/90

Act as receptionist for active main office; handle all incoming calls, mail, general correspondence and operate FAX machine.

Requirements: HIGH SCHOOL diploma or equivalent required. Some college coursework preferred. Minimum 1 year related experience. Familiarity with IBM PC, Wordperfect, Macintosh experience desirable. Must be able to work in a fast paced environment. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA.

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: HIGH SCHOOL 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 Macintosh computer and Microsoft Word, Pagemaker and FileMaker Plus software helpful. Valid NYS driver's license. Able to lift up to 40 pounds. Medium typing. Cornell employees send employee transfer application, cover letter, resume and 2 (short) writing samples to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter, resume and 2 (short) writing samples to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Assistant, GR18 (C4303) Electrical Engineering-Endowed Minimum Biweekly Salary: \$529.35 Posting Date: 11/1/90

Assist in management of school accounts; process and report on capital equipment inventory and gift receipts; provide back-up support for payroll and purchasing functions; assist with special projects.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework in business or related area. 1-2 year's related experience. Familiar with IBM PC and Lotus 123. Ability to work under pressure and as part of a team. Excellent communication skills. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Service, EAST HILL PLAZA.

Secretary, GR18 (C4310) Public Safety-Endowed Minimum Biweekly Salary: \$529.35 Posting Date: 11/1/90

Provide secretarial support to department members. Daily computer entry and posting of official daily reports to master time; answer phone and direct inquiries or questions.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework preferred. 1 year related experience. Excellent communication skills (written and oral). Knowledge of displaywrite helpful. Computer experience essential. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR19 (C3502) Laboratory of Plasma Studies-Endowed Minimum Biweekly Salary: \$551.86 Posting Date: 9/6/90

Perform and coordinate a wide variety of secretarial and administrative duties. Prepare technical proposals, manuscripts and correspondence using TEX software, assist with laboratory administration, organize and maintain the library, assist faculty, staff and students with TEX program, make travel arrangements, assist with weekly seminars, take dictation and/or use dictaphone.

Requirements: Associate's or equivalent experience as an office professional. 2-3 years experience carrying out a variety of secretarial and administrative tasks. Technical typing experience required, preferably using TEX. Excellent interpersonal, organizational and communication skills are necessary. Ability to work under pressure, occasionally. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA.

Accounts Assistant, GR19 (C4105) Center for Environment Research-Endowed Minimum Biweekly Salary: \$551.86 Posting Date: 10/18/90

Responsible for monitoring expenditures on restricted designated, and general purpose accounts, endowed and statutory; reconcile accounts, prepare monthly reports; A/P vouchers, requisitions, PO's and journal vouchers. Maintain equipment inventory database.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework preferred. Experience with accounting procedures, preferably with fund accounting at Cornell. Knowledge of database and spreadsheet programs on Macintosh desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR19 (C4109) Section of Plant Biology-Statutory Minimum Biweekly Salary: \$551.86 Posting Date: 10/18/90

In conjunction with other secretaries in the office, provide approximately 12 faculty members with accurate and speedy typing services using typewriter and JPC; provide duplication services; provide telephone answering service and receptionist duties. Work as Graduate Field Secretary for the Field of Botany. Cover for the other secretary in mail handling and UPS deliveries.

Requirements: HIGH SCHOOL diploma or equivalent. 1-2 years office experience. Knowledge of Word Perfect highly desirable. Ability to work independently with attention

to detail. Good organizational and communication skills essential. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Administrative Aide, GR19 (C4202) University Development/Public Affairs-Endowed Minimum Biweekly Salary: \$551.86 Posting Date: 10/25/90

Provide administrative and secretarial assistance to the Director and Development Assistant of Real Estate and Property Gifts.

Requirements: Experience carrying out a wide range of secretarial and administrative duties with strong computer, typing and organizational skills for property gifts program and the Cornell Real Estate Council. Responsibilities also include material preparation, mass mailings and program coordination for professional conferences. Excellent communication skills with attention to detail. Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA.

Accounts Assistant, GR19 (C4305) CIT/Network Resources-Endowed Minimum Biweekly Salary: \$551.86 Posting Date: 11/1/90

Provide business and departmental accounting support for Network Services including the enterprise, the organization and special project accounts. Responsible for reconciliation and tracking of several large accounts. Verify and prepare payment vouchers, purchase orders, blanket orders customer billing, petty cash fund; assist Manager of Business operations with budget formulation.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework in Accounting/Business Administration preferred. 1-2 years related experience. Familiar with Cornell endowed accounting and purchasing procedures preferred. Able to use personal computers, spread sheets and data base programs desirable. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA.

Administrative Aide, GR19 (C4304) Telecommunications-Endowed Minimum Biweekly Salary: \$551.86 Posting Date: 11/1/90

Provide administrative support for department management; back-up service representatives and receptionist.

Requirements: HIGH SCHOOL diploma required. Some college coursework preferred. 1-2 years related experience. Working knowledge of PC's and terminals required. Excellent interpersonal communication skills (written and oral) required. Telecommunications experience desired. Ability to maintain confidentiality. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA.

Secretary, GR19 (C4309) University Relations/Government Affairs-Endowed Minimum Biweekly Salary: \$551.86 Posting Date: 11/1/90

Provide secretarial, receptionist, and clerical support to the Administrative Aide, as well as the Director of Government Affairs and the Director of Federal Relations.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework preferred. 2 years secretarial experience. Working knowledge of Wordperfect 5.0 and IBM computers. Ability to work under deadline pressure, handle several assignments simultaneously, and maintain confidences. Excellent grammar, punctuation and proof-reading skills. Must pay close attention to detail. Strong interpersonal, organizational and communication skills. Heavy and accurate typing (60+ words per minute preferred).

Circulation/Reserve Supervisor, GR20 (C4206) Public Services/Law Library/CUL-Endowed Minimum Biweekly Salary: \$575.30 Posting Date: 10/25/90

Under the general direction of the Administrative Supervisor for Access Services, responsible for the reserve collections. Provide reference assistance to Law Library patrons. Train and supervise college work-study students in their tasks at the Circulation Desk.

Requirements: Associate's or equivalent. 2-3 years related experience. Ability to work with a variety of people in a public service setting. Good organizational skills. Attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Serials Records Specialist, GR20 (C4207) Mann Library-Statutory Minimum Biweekly Salary: \$575.30 Posting Date: 10/25/90

Resolves complex problems for a large online serials/periodicals file of approximately 10,000 titles. Performs database maintenance activities for bibliographic, volume holdings, item and order/pay/receipt records. Completes pre-catalog searching for new titles and makes final revision of bibliographic records relating to cancellations, cessations, and inactive serial titles. Participates in serial check-in, claiming, and replacement activities and organizes mail sorting for the building.

Requirements: Bachelor's or several years of technical services experience in a research library setting. Experience may include problem solving, searching, cataloging, or serial check-in. Strong organizational skills and ability to prioritize. Fluent English language speaking and writing skills. Medium typing/data input (40-60 wpm.). Ability to use microcomputer applications software. Some foreign language skills preferred. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Administrative Aide, GR20 (C4201) Law-Endowed Minimum Biweekly Salary: \$575.30 Posting Date: 10/25/90

Coordinate and administer bar certification process (highly confidential materials), including certification of attendance (prospective graduation, good academic standing, concentrations) for students. Provide operational assistance to Dean of Students and Registrar. Control information flow; enforce institutional policies and procedures; assist students.

Requirements: Associate's with 2 years experience in high activity office desirable. Excellent interpersonal, communication and organizational skills required. Must be able to work under pressure, meet deadlines. Excellent judgment; ability to work independently. Excellent WordPerfect skills. Knowledge of data base management. Attentiveness to details a must. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Reference Assistant, GR20 (C3313) Mann Library-Statutory Minimum Biweekly Salary: \$575.30 Posting Date: 8/23/90

Provide information service in Mann Library and coordinate the maintenance of the collection of reference materials. Responsible in the Entomology Library, for student hiring and supervision, and user assistance. Provides circulation assistance and assists with collection.

Requirements: Bachelor's or equivalent education required; background in agriculture or life sciences preferred. Strong interpersonal and communication skills, supervisory experience, and effective public service experience required; experience working in an academic library and experience with use of microcomputers preferred.

Service Representative, GR20 (4306) Network Resources/Telecommunications-Endowed Minimum Biweekly Salary: \$575.30 Posting Date: 11/1/90

Provide administrative and secretarial support to Director, Senior Engineer and Project Coordinator. Train users of Telecommunication system; process complex telephone orders, maintain database and documentation.

Requirements: Associate's or equivalent. 2-3 years telecommunication experience. Excellent interpersonal communication skills (written and verbal) essential. Experience with personal computer and word processing required. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA.

Administrative Aide, GR20 (C4301) University Registrar-Endowed Minimum Biweekly Salary: \$575.30 Posting Date: 11/1/90

Provide a diversified range of technical administrative support for the management of data on the University's Student Information System, the mainframe computer database for the academic records of Cornell students, either directly or indirectly by: monitoring system operations, problem resolution, providing advice and assistance to authorized users throughout the University.

Requirements: Associate's degree or equivalent. 2-3 years experience in an academic administrative environment. Ability to use independent judgment and handle highly confidential information. Excellent communication, organizational and interpersonal skills. Must pay attention to detail. Experience with work processing and database management, preferably utilizing Macintosh. Willing to work with minimal direct supervision. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Systems Specialist I, GR21 (C4107) Mathematics-Endowed Minimum Biweekly Salary: \$599.73 Posting Date: 10/18/90

Provide organizational and administrative support for a large academic department. Act as support staff training specialist and consultant in the areas of computer operations for word processing, relational databases, technical typing, and e-mail. Provide original entry and editing of highly technical math manuscripts.

Requirements: Associate's or equivalent plus additional training or education in the areas of human resources management, accounting, supervisory training and computers. Knowledge of computerized systems (LaTeX, Emacs, networking). Leadership and training skills. Minimum 2-3 years related experience in an academic environment. Highly developed technical skills. Medium typing. Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Employee Relations/Personnel Assistant, GR21 (C4203) Office of Human Resources/ER-Endowed Minimum Biweekly Salary: \$599.73 Posting Date: 10/25/90

Coordinate and perform a wide variety of administrative, clerical and technical duties. Assist with program maintenance and administration, e.g.: advise employees on routine inquiries; draft, organize and/or prepare correspondence, reports and other documents; perform general office duties.

Requirements: Associate's in human resource related field or related coursework and experience. Bachelor's or equivalent desirable. 2-3 years administrative/office experience (in employee relations or human resources preferable). Word processing experience required, plus willingness to learn new skills; familiarity with Macintosh computers and survey methods/statistics helpful. Excellent organizational, interpersonal and communication skills. Able to work in a stressful and extremely demanding environment. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Part-Time

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: HIGH SCHOOL diploma or equivalent. Some related experience (6 month High School-1 year). Macintosh experience essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C4205) Physiology-Statutory Minimum full-time equivalent: \$529.35 Posting Date: 10/25/90

Perform routine secretarial duties and office organization including typing of correspondence, technical manuscripts; filing; mail handling; telephone; appointments; reservations, and travel arrangements. Monday-Friday (20 hours per week) 8-12 or 1-5.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework preferred. 1-2 years experience with medical terminology helpful. Knowledge of computers. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Notebook *Continued from page 1e*

- 31% of accommodations suggested are no cost
- 19% of accommodations suggested cost between \$1 and \$50
- 19% of accommodations suggested cost between \$50 and \$500
- 19% of accommodations suggested cost between \$500 and \$1000
- 11% of accommodations cost between \$1,000 and \$5000
- -1% of accommodations suggested cost more than \$5,000

Quick addition shows that 69% (more than 2/3) of accommodations suggested cost less than \$500 and 50% cost less than \$50.

Also, it has been reported that about 80% of computer modifications cost less than \$300 (*Newsweek*, 4/24/89). For instance, for \$200 a computer can be equipped to read out loud virtually anything appearing on its screen; and another device attached to a personal computer allows a deaf employee

to make and receive phone calls (Bowe, *Harvard Business Review*, 1985).

Q. How do employers feel about accommodations?

A. According to the Harris Poll of 1987, 74% of top management regard accommodations as either "Not too expensive" or Not expensive at all." Seventy-two percent of EEO officers and 80% of line managers said the same thing.

Q. Why is it important to know about reasonable accommodation?

A. Since 1973, with passage of the Rehabilitation Act, accommodations have been part of affirmative action and nondiscrimination requirements covering employment of people with disabilities. Parts of Title V of the Act apply to employers who either have contracts with the federal government or

who receive grants or subsidies from the federal government. Proposed comprehensive civil rights legislation, if enacted as currently drafted (January 1990), will eventually apply to all employers having 15 or more employees and includes non-discrimination provisions covering people with disabilities who are qualified to work with or without "accommodation."

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 Monday, November 12, 1990, at a location to be announced.

Vietnam-Era Veteran Fall Reception

A Fall Gathering for Vietnam-era veterans will be held Friday, November 16, 1990, 3:30 - 5:30 p.m. in the Atrium of Corson-Mudd Halls.

All Vietnam-era veterans and interested persons are invited to attend. The reception is sponsored by the Office of Equal Opportunity, the Office of the Associate Vice President for Human Relations, and the Office of the Senior Vice President.

If you did not receive an invitation and would like to attend, call the Office of Equal Opportunity at 255-3976 by November 9.

Jobs *Continued from page 3e*

Secretary, GR18 (C4106)
Division of Nutritional Sciences-Statutory
Minimum full-time equivalent: \$529.35
Posting Date: 10/18/90

Provide secretarial and administrative support for New York State Surveillance project which includes 4 research associates. Duties include typing; maintaining records and account expenses for project; generate purchase orders, requisitions, travel vouchers, etc.; data entry for state reports; answer telephone. Other duties as assigned. **Requirements:** HIGH SCHOOL diploma or equivalent with business courses. Some college coursework preferred. 1 year related experience. Good secretarial and typing skills for IBM compatible computer with Hewlett Packard Laser Jet Series II printer. Proficiency in WP 5.0 (5.1 Preferred). Some Macintosh experience preferred. Program accounting skills. Good interpersonal and organizational skills. Able to work under pressure. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR18 (C4003)
Office of Human Resources-Endowed
Minimum full-time equivalent: \$529.35
Posting Date: 10/11/90

Under general supervision, provide clerical assistant to Administrative Aide and Directors of the Office of Human Resources. Assist in scheduling and organizing appointments, meetings and conferences; assist in preparing correspondence, reports, and other documents using Digital All-in-One word processing equipment; act as receptionist; answer and route telephone calls and visitors; open and organize incoming and outgoing mail. **Requirements:** HIGH SCHOOL diploma education or equivalent. 1-2 years of secretarial experience. Knowledge of personnel policies/procedures helpful. Excellent (verbal and written) communication skills. Knowledge of word processing equipment (Digital, Macintosh essential). Experience working in confidential setting preferable. Dictaphone A plus. M-F, 10am-2pm Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C3917)
Physics-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 10/04/90

Provide administrative and secretarial assistance to academic administrator and staff of autotutorial physics course with enrollment of approximately 400 students a semester and 50 students during summer. 12:20 pm -4:20 pm **Requirements:** HIGH SCHOOL diploma or equivalent. Some college coursework preferred. Minimum 1 year related experience. Strong interpersonal and organizational skills. Familiarity with academic environment helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Research Aide, GR19 (C4002)
Laboratory of Ornithology-Endowed
Minimum full-time equivalent: \$551.86
Posting Date: 10/11/90

Assist in the Laboratory's Education and Information Services Program to include daily operation of library. **Requirements:** Associate's or equivalent. Bachelor's preferred. Experience in education and working with groups helpful. Experience with computerized reference systems helpful. Familiar with library operation, including the cataloging system and scientific journals. Basic knowledge of local birds. Excellent organizational and communication skills. Commitment to Lab's mission and interest in birds. Hours to be arranged, 20 hours per week. 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:** HIGH SCHOOL 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.

Office Professionals Off-Campus

Accounts Assistant, GR18 (C4308)
NYSSILR-Statutory, Buffalo NY
Minimum Biweekly Salary: \$529.35

Posting Date: 11/1/90

Provide accounting and clerical support for program administration. Process invoices and maintain accounts payable files and records, including data entry; purchase small office supplies and maintain office inventory. Position located in Buffalo NY.

Requirements: HIGH SCHOOL diploma or equivalent. Some college coursework preferred. 1 year job related experience. Bookkeeping knowledge. Micro-computer (preferably MAC SE) wordprocessing/database experience. Excellent organizational skills. Medium Typing.

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.

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, BROWNIE, 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.

General Service

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

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

Custodian, S002 (G4301)
Unions and Activities-Endowed
Hiring Rate: \$6.27
Posting Date: 11/1/90

Provide general custodial care of buildings and grounds in assigned area. Wednesday-Sunday, 9am -5:30 pm **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Able to follow instruction and work for extended periods without supervision. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, EAST HILL PLAZA.

Custodian, S002 (G4303)
Residence Life-Endowed
Hiring Rate: \$6.27
Posting Date: 11/1/90

Provide general custodial care of buildings and grounds in assigned area. Monday-Friday 39 hours per week. **Requirements:** Basic reading and writing skills. Able to

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

EQUAL
Opportunity at Cornell

operate a variety of heavy power equipment, lift 50 pounds and climb an 6 foot ladder. Daily contact with students. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EAST HILL PLAZA.

Dispatcher, S006 (G4305)
Customer Service Center-Endowed
Hiring Rate: \$7.52
Posting Date: 11/1/90

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.

Requirements: HIGH SCHOOL diploma or equivalent. 2 years related experience. Working knowledge/experience with mainframe and personal computers highly desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal and communication skills. Ability to work under pressure and strong decision making abilities. Knowledge of Cornell campus helpful. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EAST HILL PLAZA. 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.

Baker, S008 (G4108)
Dining Services-Endowed
Hiring Rate: \$8.27
Posting Date: 10/18/90

Plan, coordinate and prepare full line of baked goods including rolls, breads, cakes, cookies and pastries through own efforts and through supervision of bakery staff. Shift subject to change.

Requirements: HIGH SCHOOL diploma or equivalent. 3-5 years experience preparing from scratch a variety of baked goods in an institutional environment. Working knowledge of use and maintenance of mixers, dough sheeters, cookie machine, steam jacket kettles, rack oven, proofing cabinet, buffalo chopper, meat slicer and scales. Supervisory skills desirable. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EAST HILL PLAZA.

General Service Part-Time

Dish Machine Operator, S002 (G4302)
Dining-Endowed
Hiring Rate: \$6.27
Posting Date: 11/1/90

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.

Requirements: Ability to learn proper use of dishwashing equipment and cleaning agents. Ability to lift 35 pounds. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EAST HILL PLAZA.

General Service Off-Campus

Farm Equipment Operator and Mechanic, GR17 (G4304)
Plant Pathology-Statutory, Lake Placid, NY
Minimum Biweekly Salary: \$517.65
Posting Date: 11/1/90

Assist in all phases of production of foundation seed potatoes to include planting, roguing of diseased plants, spraying and cultivation, harvesting and grading. Person expected to operate farm equipment and to perform minor repairs and routine maintenance on equipment. Position located in Lake Placid, NY.

Requirements: HIGH SCHOOL graduate or equivalent;

NYS pesticide applicator license will be required. Farm machinery operational and maintenance experience required. Must be physically able to lift 100# (e.g., potato sacks.). Must have valid driver's license. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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.

Deli Clerk (S3905)
Entrepot

Prepare and sell sandwiches. Waiting on customers. Maintain a clean work area. Friday, Saturday, and Sunday, 8am to 4:30 pm Immediately until the end of the fall semester. Contact Karen Raponi, Staffing Services, 255-2192.

Custodian
Building Care-Endowed/Statutory
Temporary Rate: \$5.00

Continuous recruitment will be done in the department of Building Care for temporary custodians. Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday 6:00am-2:30pm, Friday 6:00a.m-1:30pm. Periodically 2nd and 3rd shift hours are available.

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

Academic

New York State College of Veterinary Medicine
Anesthesiologist

Cornell University invites applications for a faculty position in veterinary anesthesiology. This appointment will be in the Department of Clinical Sciences at the College of Veterinary Medicine. The individual recruited for this position will be expected to share clinical, teaching and service responsibilities with other faculty members of the section; to participate in teaching programs for professional (DVM) students, graduate students and residents; and to successfully develop a research program. Clinical service and related instruction are expected to constitute approximately half of the work effort, with the remainder being devoted to didactic teaching, research, professional service, university service and other scholarly activities. The opportunities for collaborative research with faculty in the basic sciences, and with other members of the Department of Clinical Sciences, are excellent and strongly encouraged.

Applicants for this position must possess the DVM degree or its equivalent and have postgraduate training and experience in anesthesiology. The ideal candidate will be board certified, or be eligible for board certification, by the American College of Veterinary Anesthesiologists and be an able clinician. The successful candidate should also demonstrate evidence of the ability to perform high quality research and to collaborate with other faculty in research endeavors.

Rank and salary will be commensurate with experience. Interested individuals should send a letter of application, curriculum vitae, and the names and addresses of three suitable referees to Dr. Robin Gleed, Chairman of the Anesthesiology Search Committee, Department of Clinical Sciences, New York State College of Veterinary Medicine, Cornell University, Ithaca, NY, 14853-6401.