

CORNELL CHRONICLE

Volume 22 Number 11 November 8, 1990

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The Straight turns 65



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Weather folklore

Paying the bills at a research university

A stroll across Cornell's pastoral campus, with its handsome academic buildings set amid lawns and trees, is a lesson in illusion. Behind the walls of the sedate-looking buildings operates one of the most powerful research engines in the world.

At Cornell, some of the world's most productive scientists and engineers utilize tools that include 5-billion-volt subatomic particle colliders, 10,000-degree plasma chambers, 1-billion-floating-point-operations-per-second supercomputer complexes and

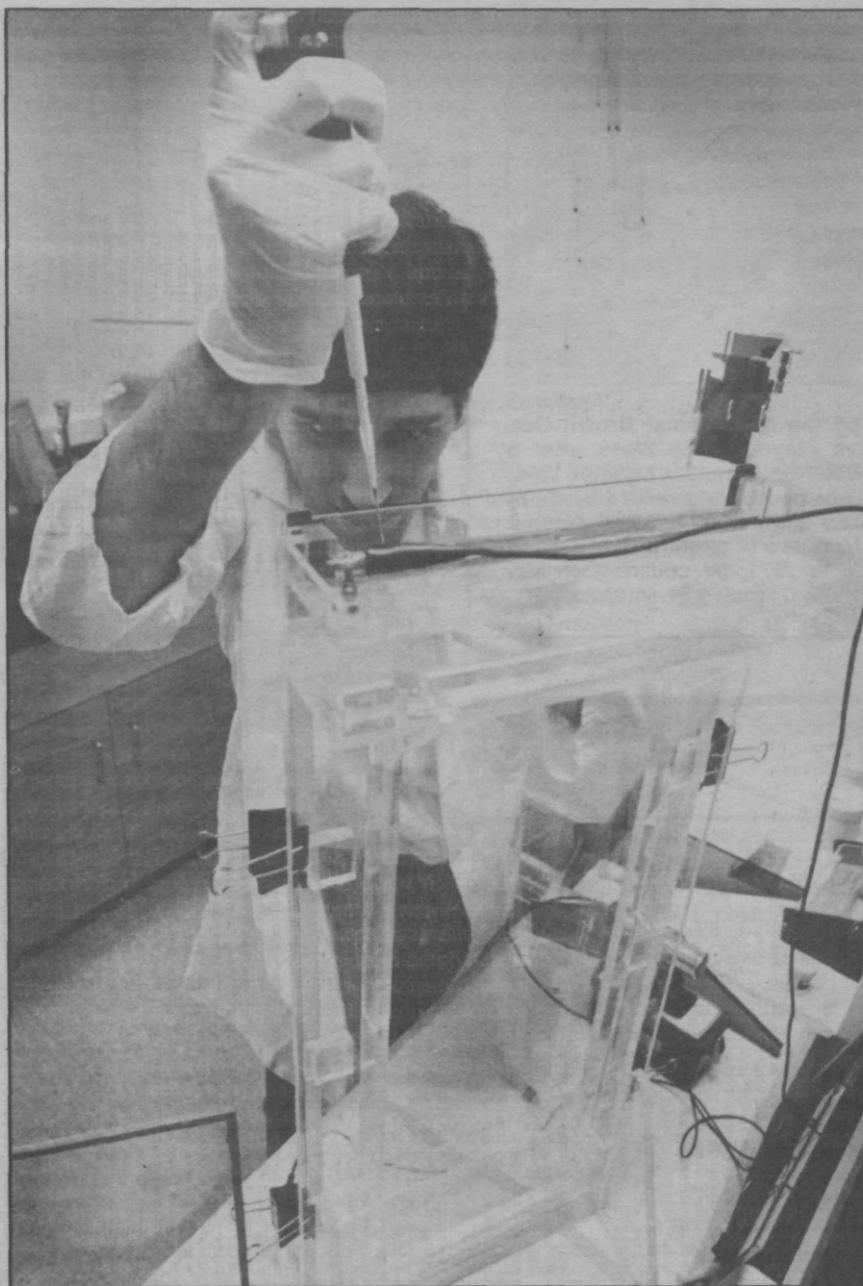
The economics of research

First of a five-part series

gene-firing guns — all to generate new scientific knowledge. Cornell's scholars in the humanities and social sciences offer important new insights into the human condition, drawing on such resources as a five-million-volume research library complex.

While this five-part series focuses on Cornell research as a source of revenue and costs, no such discussion would be complete without emphasizing the immense benefits to society of that research. Cornell researchers have made our society far richer — intellectually, spiritually and economically. Their achievements have ranged from an understanding of the thermonuclear fires of stars to insights into the devel-

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Jill Peltzman

Arthur Benjamin conducts a DNA sequencing experiment as part of his senior honors project last year. Undergraduates at a research university operate in a culture of independent scholarship and research.

State cuts could lead to layoffs

Cornell may be forced to lay off "substantial" numbers of employees at its state-supported colleges following cuts of between \$3.5 million and \$8 million that are likely to be imposed because of state revenue shortfalls.

The state budget division has reported an \$824 million shortfall and is asking all state agencies, including the State University of New York — of which the state-supported units at Cornell are a part — to help meet that shortfall in two ways:

First, state agencies are being asked to reduce expenditures through a number of actions, including a freeze on hiring, travel and new contract commitments. For state-supported units at Cornell, this freeze began Nov. 5 and will last indefinitely.

Second, state agencies are being asked to submit plans to reduce their budgets by 3, 5 and 7 percent.

At this time, it is unclear how these reductions will be calculated and over what period of time they must be realized, according to Nathan Fawcett, Cornell's director of statutory college affairs.

It is clear, however, that such cuts would be the most severe of a long series of reductions in total state funding, Fawcett said.

"There is no doubt in my mind that cuts of this magnitude will make a substantial number of layoffs unavoidable," said Vice President for Planning John Wiesenfeld.

"We will do everything possible to maintain the quality of our educational programs, but given the size of the cuts we expect, we'll have to consider program reductions or eliminations, enrollment shifts between undergraduate and graduate programs and increasing the number of out-of-state students in relation to the number of in-state students."

Because of that likely impact, Wiesenfeld added, hiring has been frozen at the privately endowed colleges as well. The

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Rhodes presents alumni citation to Taiwan's President Lee



C.C. Yao

President Lee Teng-hui of Taiwan (left) receives a photograph of the campus from Cornell President Frank H.T. Rhodes during a ceremony in Taipei on Nov. 1, during which Lee was presented with an outstanding alumnus citation.

TOKYO, Nov. 6 — Lee Teng-hui, president of the Republic of China on Taiwan, told Cornell's delegation to East Asia that acceptance of the university's first Outstanding International Alumnus Citation "brought back several beautiful memories" of his student years.

President Frank H.T. Rhodes presented the citation to Lee on Nov. 1 at Lee's presidential reception room in a one-hour ceremony attended by about 100 government leaders, Cornell alumni and foreign guests.

Rhodes told the audience that Lee, who earned his Ph.D. in agricultural economics at Cornell in 1968, is the first Cornell graduate to head a government.

In a speech five days later to the Foreign Correspondents Club of Japan meeting in Tokyo, Rhodes said that the United States "is running out of scientists and engineers."

"Math and science often are badly taught in basic courses in our universities, and freshmen sometimes change their minds about continuing in those fields," Rhodes told the journalists on Nov. 6.

During his visit with Taiwan's President

Lee, Rhodes said that Lee's economic, social and political reforms have improved the livelihood of the people on Taiwan.

Lee, the first Taiwanese to head the Nationalist Chinese government that for decades was led by the late Chiang Kai-shek and Chiang's late son, told Rhodes at the ceremony:

"Not only has your visit brought me an honor that I shall be proud of through my entire life, but the many praises just delivered by President Rhodes have also brought back several beautiful memories — the calm and tranquility of Ithaca, the thought-evoking paths on the campus, the classic beauty of the library and the enchantment of beautiful Beebe Lake."

The Republic of China president continued: "When I think back now, even the hours of arduous midnight study were sweet and refreshing. Cornell will remain in my heart forever."

Inscribed on parchment in black and red letters, the citation described Lee as a "scholar and teacher, prize-winning author

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See how he runs



Tim Moersh

Junior tailback Scott Oliaro, shown running the ball against Brown Oct. 27, was named Sports Illustrated Offensive Player of the Week after a record-breaking performance at the Yale Bowl on Nov. 3. Against Yale, Oliaro set the Ivy League and school single-game rushing record by gaining 288 yards, beating the mark of 281 yards set by Ed Marinaro against Harvard in 1969. Oliaro also snapped Marinaro's all-purpose-yardage school record of 302 yards, set at Colgate in 1971, by chalking up 395 yards on the way to scoring four touchdowns in Cornell's 41-31 victory.

BRIEFS

■ **Book signing:** Former U.S. Senator and presidential candidate George S. McGovern, the Newman Visiting Professor of American Civilization, will sign copies of his 1974 book, "An American Journey," as well as copies of his other works, from 2:30 to 4 p.m. Monday, Nov. 12, at the Campus Store.

■ **Girls in science:** Some 115 junior-high-school girls from Tompkins County and their parents are expected to attend an all-day conference titled "Expanding Your Horizons in Math, Science and Engineering" at Cornell on Saturday, Nov. 10. More than 50 women faculty, staff and graduate students will conduct sessions throughout campus aimed at showing "girls how much fun science is," according to members of the university's Women in Math, Science and Engineering Task Force, the organizers of the third annual program.

■ **Town-gown hearing:** The third and final public hearing of the Cornell-City Relations Study Commission is scheduled for 7 p.m. Nov. 8 in the Common Council Chambers, third floor of City Hall, 108 E. Green St. Anyone is invited to speak. Written comments and suggestions also are sought.

■ **Pest management:** Approximately 300 research scientists and extension specialists from New York state will gather from Monday, Nov. 12, through Thursday, Nov. 15, for the 52nd annual New York State Pest Management Conference at Ithaca's Sheraton Inn and Conference Center. Nearly 80 scientific presentations and sessions will be held on recent advances in vegetable, fruit, ornamental, turfgrass, forestry, dairy and field-crops pest management. The conference is sponsored by the College of Agriculture and Life Sciences and the New York State Agricultural Experiment Station.

CORNELL
CHRONICLE

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

Bank executive urges reforms;
says recession is temporary

A major regional banker told a Cornell audience that the nation's economy eventually will rebound from its current near recession, but he said legislative reforms are required to bring American banking out of its slump.

"The national economy is skirting the edges of a recession, [and] the New England economy, despite some opinions to the contrary, is in a recession," J. Terrence Murray, chairman of the \$34-billion Fleet/Norstar Financial Group, said in an address at the Johnson Graduate School of Management Oct. 16.

"Banks in the Northeast have been especially hard hit by the declining economy, most noticeably as the decline has impacted negatively on the commercial real estate market."

But Murray told his audience of students, faculty and business executives at the seventh annual Lewis H. Durland Memorial Lecture, "You know as well as I do that the economy can and will rebound eventually. We've lived through difficult economic periods before, such as in the early '70s and again in the early '80s, and we survived them.

"While we may be paying a price now for our prosperity in the 1980s, we will not have to go on paying for it indefinitely."

Murray, who also serves as a director and member of the executive committee of the Federal Reserve Bank in Boston, said that foreign and domestic competitors have hurt banking "because they're not hampered by many of the banking regulations by which we have to abide."

Services and products that traditionally were provided by banks now are being offered by securities firms, mutual funds, real estate brokers, insurance companies, automobile consumer finance companies and travel firms such as American Express, he said.

"As bankers, we have simply had to face

the fact that non-regulated competition has eaten our lunch in the last 10 years," Murray said. "Forty years ago, nearly two-thirds of all U.S. financial assets were held by banks. Today banks hold less than a third." In the past 10 years, about \$400 billion has been deposited in money-market accounts, and "a good portion of that money came out of commercial banks."

He said that only one American bank now ranks among the 20 largest in the world, and the 10 largest banks in terms of dollar value of deposits are Japanese.

"Some of the weaknesses in the banking system today can be traced directly to the unwillingness of Congress and the regulatory agencies to let banks compete on a level basis with our non-regulated competitors," Murray said. "The financial services industry in the United States needs to be overhauled through the process of legislative reform."

Murray made the following recommendations:

- Banks should be allowed to operate across state lines and without restrictions on the products they offer and the investments they make.

- The multiplicity of bank regulatory agencies should be replaced with one governing authority.

- Deposit insurance should be limited, because as now structured it fosters depositor apathy and encourages bank managers to take unnecessary risks.

Murray predicted that regional banks such as his will grow and that "a few megamergers will take place" including mergers of major New York City banks.

Roy H. Park, chairman of Park Communications Inc., who helped establish the Durland Lectures, introduced Murray. The lectures were established in memory of the late Lew Durland, former treasurer of Cornell.

— Albert E. Kaff

CU outfits Cuban
woodpecker team

Cuban ornithologists on a three-year expedition to find the nearly extinct ivory-billed woodpecker in the Cuban wilderness will stay dry and know what to listen for, thanks to gifts from the Cornell Laboratory of Ornithology.

The lab is supplying the expedition with two Eureka dome tents, which were secured, in turn, as a gift from Johnson Camping Inc. of Binghamton, as well as 55-year-old recordings of the birds that were thought to be extinct until they were identified in Cuba in 1986.

The American Museum of Natural History, which is sponsoring the expedition, asked Cornell for help, said Scott Sutcliffe, director of development at the laboratory.

The recordings were made in 1935 in Louisiana by Arthur A. Allen, Cornell's first professor of ornithology, and are believed to be the last and only audio record of the species, according to Greg Budney, director of the Library of Natural Sounds.

GRADUATE BULLETIN

January degree: The thesis/dissertation submission deadline for a January 1991 degree is Jan. 11. Students should see the Graduate School thesis adviser (walk-in office hours are 8:30 a.m. to noon and 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. 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.

Word processors: Cornell Information Technologies will offer seminars on using the Macintosh and the IBM PC for dissertation/thesis preparation, incorporating features that meet the Graduate School's format requirements. Seminars will be held in 100 Caldwell from 1 to 3:30 p.m. on Monday, Dec. 3, for Microsoft Word 4.0 on the Macintosh and on Friday, Dec. 7, for WordPerfect 5.1 on IBM PC. There is no charge to graduate students; to register call 255-8000.

Layoffs *continued from page 1*

action was taken, he said, so that, in appropriate cases, unfilled endowed positions might be filled by people laid off from jobs in the state-supported units.

The four state-supported units — the College of Agriculture and Life Sciences, the College of Human Ecology, the College of Veterinary Medicine and the School of Industrial and Labor Relations — were to receive \$116.6 million from the state for the fiscal year that began April 1.

A 3 percent cut in that allocation would represent a \$3.5 million reduction; a 5 percent cut, \$5.8 million; and a 7 percent cut, \$8.2 million.

The cuts are particularly painful, officials note, because 85 percent of the state contribution to the state-supported units at Cornell goes to pay salaries.

State budget officials and SUNY officials are working to determine whether a 3, 5 or 7 percent cut will be imposed on Cornell.

"We intend to work very closely with SUNY officials as these discussions continue," Wiesenfeld said.

The deans of the state-supported colleges have met to draft expenditure controls with which to begin complying with the SUNY freeze.

Cornell officials said that they hoped to know the severity of the total budget cuts by mid-November.

This budget cut from the state comes on the heels of earlier state-budget cuts that, since April, have removed \$3 million of state support for Cornell and that, since April 1988, have removed \$5.1 million of state support.

The cuts follow President Frank H.T. Rhodes' recent report that the privately supported part of Cornell also faces serious fiscal strictures despite the Oct. 19 launching of a five-year, \$1.25 billion fund-raising campaign.

Rhodes said that by July 1992, the endowed general-purpose budget must be cut by \$10 million, or 4 percent, on top of the \$13 million cut realized in the past four years from endowed and state-supported budgets.

— Sam Segal

The Straight: at the center of Cornell for 65 years

Willard Straight Hall's 65-year history — idyllic but sometimes tumultuous — has turned the hopes of its donor, Dorothy Straight Elmhirst, to prophesy.

Those hopes are captured in the memories of the thousands of students who have trod the stone steps to the entrance to the building dedicated Dec. 14, 1925, by Elmhirst, who said:

"It is my hope that Willard Straight Hall will provide a place where students may hammer out together their social faiths, their religious creeds, their philosophies, their political beliefs, their own roads to freedom. . . . It is our hope that Willard Straight Hall may play a big part in the really great friendships — friendships between men and girls, between faculty and students, between men of all groups, races and nationalities. . . . The union can offer only a home, a field for such experiences, and it does at least present the physical environment in which spiritual realities can grow."

Rebecca H. Cofer, author of a newly published history of the student union, captures how those hopes turned to substance over the years. Her book was commissioned by the Cornell Class of 1950 to mark the 65th anniversary of the building, which has for decades been recognized as the nation's model student union.

For John Marcham '50, editor of the *Alumni News*, "The Straight meant warmth on a blustery winter day. Doing homework in the baronial splendor of one of the Memorial Room's overstuffed chairs."

Doris Baird Norris '51, remembers: "Everybody met everybody in the Ivy Room."

Many of Elmhirst's hopes were not fulfilled without struggle. Cofer writes that "during the fifties the Ivy Room (now Ockshields) had a metal coat and book rack that ran in an east-west direction in the middle of the room, separating it in two. Members of the Jewish fraternities and sororities tended to congregate on the south side, while the gentle Greeks sat on the north. In May of 1964, the *Cornell Daily Sun* ran the headline 'Students protest discrimination in Ivy Room — Demand End to Seating on Religious Basis.' The protestors



Charles Harrington



Rebecca H. Cofer (inset) is the author of a history of Willard Straight Hall.

were quoted: 'only social pressure, especially in fraternities and sororities, causes the split. . . . A university like Cornell should not be the grounds for nourishing the growth of religious isolationism.'"

Cofer devotes an entire chapter to the takeover of Willard Straight by black students in 1969 and the part the Straight played as rallying place for much of the student activism through its history.

Cofer explains the origins of the student union as an idea developed from the wishes

of Willard Straight '01, who died in Paris in 1918. Straight left his widow, the former Dorothy Whitney, some one-half-million dollars to be used to make Cornell a more "human" place.

Dorothy Whitney Straight created plans for a student center with the help of an undergraduate agriculture student from England named Leonard Elmhirst '21, whom she later married.

Cofer's book, titled "The Straight Story: An Informal History of Willard Straight

Hall 1925-90," is available at the Cornell Campus Store and area book stores at a cost of \$7.95.

Cofer will sign copies of her book from 4 to 6 p.m. on Wednesday, Nov. 14, in the Straight's Memorial Room as part of activities commemorating the building's 65th anniversary. Other anniversary activities include an exhibit in the art gallery, featuring pictures of the building since 1925 and the artwork of Willard Straight.

—Martin B. Stiles

Man-in-the-middle describes health plan as good compromise

Employee phone calls average only three a day now, and most of them end happily, says Lee Snyder, Cornell's director of human resources.

"Once they see how the plan will affect them personally," Snyder says, "some people want to know if they can get into Option II right now, not even wait until January."

Snyder, a quiet-spoken man who smiles easily, says he accepts responsibility for not having communicated better when developing and explaining the new health-care plan. But he is confident that the plan itself is being seen as reasonable and sound as fact supplants rumor for the 6,300 affected employees of Cornell's endowed colleges.

In recent years, employees could choose between Option I, with relatively high employee contributions per paycheck but 100 percent Cornell payment of many covered bills, and Option II, with relatively low employee contributions but only 80 percent Cornell payment on many covered bills.

As of Jan. 1, Option I is being eliminated because, as Snyder puts it, "it was getting close to the point where the cost of providing it was exceeding the value of its benefits." Had it continued, employees choosing Option I would have had to pay 40 percent more next year for family coverage; and Option II employees would have been pinched by the diversion of Cornell funds to Option I families.

One communication glitch, Snyder notes, was that some initial comments on the health-plan changes suggested that Option II offers narrower coverage, when in fact it is actually slightly broader. A more significant misconception was that Option II would be more expensive for employees, when in fact it will be cheaper for many.

In the worst-case scenario, a covered family could pay \$631.36 more in 1991 than they would have if Option I had continued. That difference is determined by two facts: paycheck contributions simply to be enrolled in Option I would have totaled \$1,368.64; Option II (unlike Option I) carries a maximum annual out-of-pocket cost per family of \$2,000.

But, since many expenses are not covered at 100 percent under Option I, that maximum \$631.36 difference is not likely to occur. Out-patient chemotherapy, for instance, or medically necessary nursing care — no matter how high the bills would run — would never be paid at higher than 80 percent under Option I. Under Option II, however, once the \$2,000 family maximum is reached, any amount of that chemotherapy or nursing care is covered at 100 percent.

Another communication problem, he says, concerned advance discussion of the possible changes. Not only did Snyder's staff discuss health-plan issues with outside experts, they also talked as early as last summer with the Employee Assembly and later with the Operations Planning Committee, Executive Budget Committee and other groups. They also talked with the dean of the faculty, Walter Lynn, about discussions with the Faculty Council of Representa-

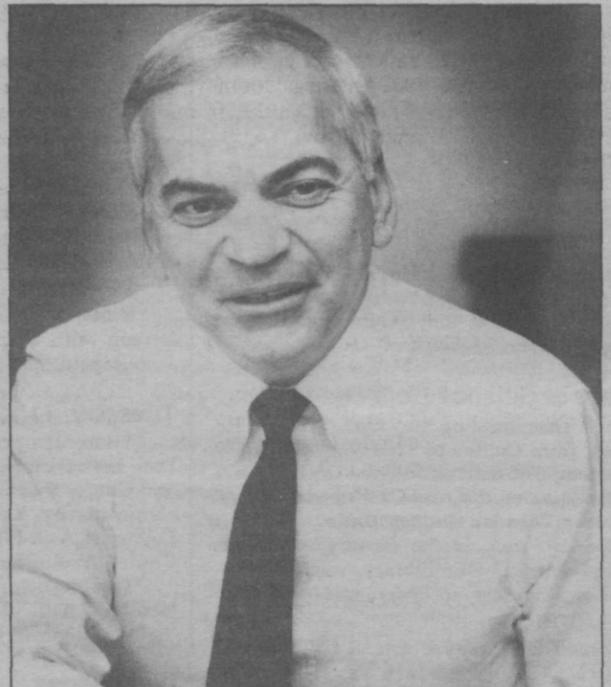
tives, but a mix-up on timing left Snyder with a Nov. 15 date to meet the FCR — after the changes were announced.

While agreeing that he could have improved communication, Snyder also finds himself decidedly in the middle of conflicting pressures. He must respect the budget strictures that all administrative units face, but he must respond to employee concerns about the unabating double-digit inflation of health costs nationally. He must keep campus constituencies apprised of his efforts, but he must also deliver a detailed, workable, solid and not-too-expensive plan that can kick in for 6,300 employees on Jan. 1.

In meetings that go on year-round, Snyder and his benefits staff continually review options. This year, for instance, they considered plans to keep Option I, to cover an employee and just one other person (a child, say) but not a whole family, to key deductible payments to individual salaries, and to offer a "cafeteria menu" that would let employees personalize what coverage they wanted or didn't want, a possibility that would require a vast investment in computer systems to operate, Snyder says. The other rejected options, while benefiting some employees, would have put added burdens on others.

The search continues. One option still under serious consideration, he says, is some kind of "preferred provider organization" under which employees would go to enrolled doctors and other health professionals, whose services would be efficiently managed and whose costs would over time average out lower than the those of the general market.

—Sam Segal



Chris Hildreth

Lee Snyder

Free bus passes offered to employees

Cornell is launching an innovative program called OmniRide to encourage employees to use public transit in Tompkins County.

The university is offering employees free bus transportation as part of a campaign to reduce the number of single-occupant vehicles driven to campus. Employees can choose free transit passes instead of parking permits.

More than 450 employees already have been issued OmniPass decals affixed to university identification cards. Omnipasses are valid on all buses operated by CU Transit, Ithaca Transit and Tomtran. Transit operators keep track of the number of passes used and bill the university accordingly.

"In addition to the benefits of protecting the environment and reducing traffic congestion in Ithaca, it costs less to subsidize employee transit than to build and maintain new parking," said William E. Wendt, director of Transportation Services at Cornell.

Cornell is mailing transit-incentive information to employees' homes. For people who do not live near bus routes, a system of park-and-ride lots is being established throughout the county.

In addition to free transit, employees who enroll in the program receive 10 one-day parking permits every six months that allow them to park on campus on days when they need to drive to work. The university also provides a ride service for individuals who need transportation because of emergency situations.

Cornell officials hope that transit ridership will increase dramatically because of Omnidrive. The university will work with other local employers to offer similar transit incentives and is encouraging all local transit services to offer a combined bus pass that would facilitate such subsidies.

More information is available from the Office of Transportation Services by calling 255-4628.

—Marc Kratzschmar

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

A workshop of (mostly) Bulgarian dances, taught by Erik Bendix, will be held Nov. 9, 10 and 11. Activities include a free get-acquainted party Nov. 9, from 8 to 10:30 p.m., North Room, Willard Straight Hall; workshops Nov. 10 at 9:30 a.m. and 2:30 p.m., Memorial Room, Willard Straight Hall, followed by an evening party; and a review session Nov. 11 at the Montessori School from 10:30 a.m. to 1 p.m. Admission is \$17 or \$4.50 per session. For information, call 257-3156.

Global Dance, sponsored by Cornell Wellness Program, contra dancing, Nov. 13, 7:30 to 10 p.m., Dance Studio, Helen Newman Hall.

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.

Department of Art Faculty Exhibition with the work of current and emeritus faculty members of the Art Department, Nov. 13 through Dec. 21. Approximately 30 works in a variety of media, including painting, sculpture, printmaking and photography, will be featured.

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 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," through Dec. 31, weekdays, 8 a.m. to 5 p.m.

Tjaden Gallery

Works by Ji Won Shin, through Nov. 10. CCPA Grant: Graphics by Eunice Park, Nov. 11 through 17. The gallery is in Tjaden Hall and is open from 8 a.m. to 4:30 p.m.

Uris Library

"The Arab World in Fact and Fiction," a display in the library's nine display cases, 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, 11/8

"Darkman" (1990), directed by Sam Raimi, with Liam Neeson, Frances McDormand and Colin Friels, 7:30 p.m.

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

"The Elephant Keeper" (1989), directed by Prince Chatri, free, 7:30 p.m., Uris.

"The Great Rock n' Roll Swindle" (1980), directed by Julien Temple, with Malcolm McLaren and The Sex Pistols, 9:50 p.m.

Friday, 11/9

"Peering From the Moon" and other short films, co-sponsored by Asian American Studies, free, 4:30 p.m.

"Diner" (1982), directed by Barry Levinson, with Steve Guttenberg and Daniel Stern, 7 p.m.

"Gang of Three Forever" (1989), directed by Yu Wei-Yen, with Shu Kwei-Yin and Lee Ming-I, co-sponsored by Asian American Studies, 7:30 p.m., Uris.

"Darkman," 9:40 p.m.

"Monsieur Hire" (1989), directed by Patrice Leconte, with Michel Blanc and Sandrine Bonnaire, 9:45 p.m., Uris.

"The Great Rock n' Roll Swindle," midnight.

Saturday, 11/10

"Five Year Diary" (1981-1986), with visiting film-maker Anne Robertson, co-sponsored by Film/Video Arts, free, noon. Robertson will show eight reels of her 42-hour opus of diary footage sampling each year from 1981 to 1986. The footage features live narration over subjects such as a nervous breakdown, a psychic prediction of her father's death, suburban and urban life and obsessive weight gain and loss.

"Aandhi," with Sanjeev Kumar and Suchitra Sen, sponsored by South Asia Program, 1:30 p.m., Uris Library Media Projection Room.

"The Peanut Butter Solution," shown with "Zea," the IthaKid Film Festival, directed by Michael Rubbo, co-sponsored by the Ithaca Youth Bureau, 2 p.m. (\$2, \$1.50 for children under 10).

"Monsieur Hire," 7:30 p.m., Uris.

"Who Framed Roger Rabbit?" (1988), directed by Robert Zemeckis, with Bob Hoskins, Joanna Cassidy and Alan Tilvern, 7:30 p.m.

"Sweetie" (1989), directed by Jane Campion, with Genevieve Lemon, Karen Colston and Tom Lycos, 9:35 p.m., Uris.

"Darkman," 9:50 p.m.

Sunday, 11/11

"Hermann Slobbe/Film-maker's Holiday/Time" (1964/1974/1983), with visiting film-maker/photographer Johann Van Der Keuken, co-sponsored by CCPA, free, 2 p.m., Johnson Museum.

"Darkman," 4:30 p.m.

"Diner," 8 p.m.

Monday, 11/12

"Sweetie," 7:30 p.m., Uris.

"Rules of the Game" (1939), directed by Jean Renoir, with Marcel Dalio, Julien Carette and Jean Renoir, 9:30 p.m.

Tuesday, 11/13

"Young Puppeteers in Vietnam" (1969), "Ca Dao: Folk Poetry of Vietnam" (1984), "Vietnamese Cultic Dances at a Pagoda" (1963), with comments by Keith Taylor, sponsored by the Southeast Asia Film Series, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Trouble Behind" (1990), directed by Robbie Henson, 7 p.m.

"Who Framed Roger Rabbit," 9:30 p.m.

Wednesday, 11/14

"Rosalie Goes Shopping" (1990), directed by Percy Adlon, with Marianne Sägebrecht, Brad Davis and Judge Reinhold, 7:30 p.m.

Thursday, 11/15

"Pump Up the Volume" (1990), directed by Alan Moyle, with Christian Slater, Samantha Mathis and Ellen Greene, 7:15 p.m.

"Sophie's Place" (1986), with guest film-maker Larry Jordan, co-sponsored by Pentangle, free, 7:30 p.m.

"Good Morning, Vietnam" (1987), directed by Barry Levinson, with Robin Williams, 9:45 p.m.

LECTURES

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.

East Asia Program

"Decision-Making in Rural China: A Principal-Agent Framework," Scott Rozelle, Stanford University, Nov. 13, 4:30 p.m., 230 Rockefeller Hall.

Johnson Museum

"Highlights of the New York Art Season," Katherine Carter, painter and lecturer, co-sponsored by the art department, Nov. 13, 5 p.m., auditorium, Olive Tjaden Hall.

Latin American Studies Program

"Environmental Intervention: When is it Justified," Henry Shue, ethics in public life, and "International Conservation: A Latin American Perspective," speaker to be announced, Nov. 9, 7:30 p.m., Morison Room, Corson/Mudd Hall.

Society for the Humanities

"Gypsies and Their Language: Prospects for Change," Gordon Messing, classics, Nov. 8, 4:30 p.m., Guerlac Room, A.D. White House.

"Pandora: The Mask and Curiosity," Laura Mulvey, senior fellow, Society for the Humanities and film-maker, London, Nov. 13, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

"Our Lady of MTV: Cultural Politics and Madonna," Carla Freccero, Dartmouth College, Nov. 14, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

South Asia Program

"Form and Variation in Indo-Muslim Kinship Structure," Peter J. Bertocci, Oakland University, co-sponsored by comparative muslim societies, Nov. 15, noon, 374 Rockefeller Hall.

Southeast Asia Program

"Comparative History vs. Local History in the Philippines," John Larkin, SUNY Buffalo, Nov. 8, 12:20 p.m., 102 West Ave. Ext.

"Politics in the Post-Marcos Philippines Church," Coeli Barry, government, Nov. 15, 12:20 p.m., 102 West Ave. Ext.

Theory Center

"Politics of Computing Research," Frederick Weingarten, Computer Research Association, Nov. 8, 1:30 p.m., 700 Clark Hall.

Western Societies Program

"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.

"To Correct Certain Evils: Canada and Kanienkehaka Confront the Implications of Native Sovereignty," a roundtable discussion with Gerald Alfred, government; Ron LaFrance, American Indian Program; Davis Rice, chief, Mohawk Council of Kahnawake; and Daniel Usner, history; co-sponsored by the American Indian Program, Nov. 9, 12:15 p.m., G-08 Uris Hall.

"Austrian Social Democracy, Anti-Semitism and the Jews," John Bunzl, University of Vienna, co-sponsored by Field and International Study Program, Nov. 15, 4:30 p.m., G-08 Uris Hall.

MUSIC

Department of Music

The Pennsylvania Quintet will perform Nov. 9 at 8:15 p.m. in Barnes Hall. The program includes the premiere of Steven Stucky's "Serenade for Wind Quintet," Ropartz' "Deux pieces," J.S. Bach's "Concerto No. 2" and Carl Nielsen's "Quintet, opus 43."

Cornell Contemporary Chamber Players, with guest pianist Mark George, Nov. 10, 8:15 p.m., Barnes Hall. The program includes Kathryn Alexander's "And the Whole World is Tremendous," with Laura Campbell; Christopher Kaufman's "Movement for Solo Cello," with Sera Smolen; and three works for piano played by guest artist Mark George.

Jazz pianist and composer Steve Sweeting and David Feurzeig will play jazz standards and originals on two pianos Nov. 11 at 4 p.m. in Barnes Hall. Their two-piano improvisations reflect their wide and varied backgrounds, with influences ranging from traditional jazz to West African drumming and from Chick Corea to John Cage.

Cantor Morton Shames and pianist Jonathan Shames will give a joint recital of "Jewish Art Songs" Nov. 12 at 8:15 p.m. in Barnes Hall. The program will include liturgical music, Ladino and Yiddish song and modern Israeli music. Cantor Shames is the Cantor of Temple Beth El

in Springfield, Mass., and continues to be a concert singer and lecturer in the field of Jewish music.

The Big Red Band in concert, under the direction of Scott A. Jeneary, will perform Nov. 13 at 8:15 p.m. in Bailey Hall. The works featured will be announced from the stage at the time of the performance.

Fortepianist Andrew Willis will perform Nov. 14 at 8:15 p.m. in Barnes Hall. The program will include works by Haydn, Beethoven and Heinrich.

Bound for Glory

Martin and Jessica Radcliffe Simpson and Eric Aceto, with English traditional, blues, country and contemporary folk, will perform three live sets on Nov. 11 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse. Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Cornell Concert Commission

"An Evening with Branford Marsalis" will be presented Nov. 11 at 8 p.m. in Bailey Hall. Tickets are \$10.50 and \$12.50 for students with ID (limit 2 tickets per ID) and \$12.50 and \$14.50 for the general public and are on sale at the Willard Straight Hall ticket office, Reber Records and all Ticketron/Teletron locations.

Pakistan Students Association

"Rhythms From the East," classical Pakistani and Indian music with Nafees Ahmad, sitar and Zakir Hussain on tabla Nov. 11, 8 p.m. in the Statler Auditorium. Tickets are \$5 and are available at the International Students Office, South Asia Program and Triangle Book Store.

RELIGION

Sage Chapel

Nancy de Vries, chaplain, Colgate University, will deliver the sermon Nov. 11. 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 and exploration with and among the major faith traditions.

Baha'i

Weekly campus meetings. Call 257-7971.

Catholic

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

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

Sundays, 10 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., 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
 "Pottery and Politics in the Chircha Kingdom," Craig Morris, American Museum of Natural History, Nov. 14, 4:30 p.m., 303 Savage Hall.

Applied Mathematics
 "Infinitely Additive Noise Theory," Ravi Maillard, University of Quebec, Nov. 9, 4 p.m., Sage Hall.

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

Chemistry
 "Genetic Dissection of Protein Folding and Stability," Robert Sauer, Massachusetts Institute of Technology, Nov. 9, 4 p.m., Large Conference Room, Biotechnology Building.
 "A Monomeric Actin-binding Protein in *Schizosaccharomyces cerevisiae*," Elizabeth Chen, Chemistry, molecular and cell biology, Nov. 12:20 p.m., Small Seminar Room, Biotechnology Building.

Physics
 "How Does ATP Make Work?" William P. DeWick, Brandeis University, Nov. 14, 4:30 p.m., Clark Hall.

Biotechnology Program
 "Doing Innovative Research in a University Environment," John Sanford, NYS Agricultural Experiment Station, Geneva, Nov. 14, 3 p.m., Seminar Room, Biotechnology Building.

Boyce Thompson Institute
 "Control of Small Subunit and HMG CoA Synthase Gene Expression in Tomato: News and Views," Wilhelm Grissem, University of California, Berkeley, Nov. 14, 4 p.m., auditorium, Boyce Thompson Institute.

Chemistry
 "The Dynamics of Surface Chemical Reactions," Barbara Garrison, Penn State University, Nov. 8, 4:40 p.m., 119 Baker Laboratory.
 "Biosynthesis of Thiopetide Antibiotics," Franz Floss, University of Washington, Nov. 8, 4:40 p.m., 119 Baker Laboratory.
 "Biological Mass Spectrometry," Michael Hays, University of Nebraska, Lincoln, Nov. 8, 4:40 p.m., 119 Baker Laboratory.

State & Regional Planning
 "The New Jersey State Plan: Participatory Planning for the 1990s," Martin Bierbaum, New Jersey Office of State Planning, Nov. 9, 4:15 p.m., 115 Tjaden Hall.

Ecology & Systematics
 "Chemical Induction of the Settlement of *Myxocomb* Worms in Still Water and Defined Media," Joseph R. Pawlik, Woods Hole Oceanographic Institution and the University of North Carolina, Nov. 14, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering
 "Integrated Silicon Sensors: Toward Micro-robotic Systems on a Chip," Kensall Wise, University of Michigan, Nov. 13, 4:30 p.m., 219 Phillips Hall.

Engineering Advising
 "Faculty Adviser — Minority Student: Developing Effective Relationships," Alvin S. Gamm, Indiana University, co-sponsored by the Office of the Associate Dean of Undergraduate Programs, Nov. 13, 3 p.m., McManus Lounge, Hollister Hall.

Environmental Communication
 "Communication Issues in Water Resources," Lyle Raymond, Water Resources Institute, Nov. 8, 12:20 p.m., 105 Bradford.

Epidemiology
 "Contingency Table Analysis," Chuck McCulloch, biometry, Nov. 9, 12:20 p.m., 141 Science Building.

Horticulture & Ornamental Horticulture
 "The Creation of Horticultural Databases," Melissa Luckow, Bailey Hortorium, Nov. 15, 1:15 p.m., 404 Plant Science Building.

Food Science & Technology
 "Perspectives on Produce," Enrique E. Guerrero, agricultural economics, Nov. 13, 4:00 p.m., 204 Stocking Hall.

Plant & Vegetable Science
 "Changing Pollination Picture in the North-

east," Roger Morse, entomology, Nov. 8, 4:30 p.m., 404 Plant Science Building.
 "No-Tillage Production of Tomatoes in Michigan," Hugh Price, Geneva, Nov. 15, 4:30 p.m., 404 Plant Science Building.

Genetics & Development
 "Development of Peripheral Sense Organs in the *C. elegans* Male Tail," Scott Emmons, Albert Einstein College of Medicine, Nov. 12, 4 p.m., Conference Room, Biotechnology Building.

Geological Sciences
 "Bahama Grand Banks Giga Platform: America's Jurassic, Great Barrier Reef," C. Poag, USGS, Woods Hole, Nov. 13, 4:30 p.m., 1120 Sne Hall.

International Nutrition
 "Energy Metabolism During Lactation," Elisabet Forsum, University of Uppsala, Sweden, Nov. 8, 12:40 p.m., 200 Savage Hall.
 "Women and Nutrition in India -- Present Scenario and Intervention Programs," B.M. Chauhan, Haryana Agricultural University, Hisar, India, and visiting fellow, nutritional sciences, Nov. 15, 12:40 p.m., 200 Savage Hall.

Jugatae
 "Postdicting North American Biogeography: Was There No There There?" Jim Liebherr, entomology, Nov. 12, 4 p.m., 106A Morison Room, Corson/Mudd Hall.

Landscape Architecture
 "The Experience of Place," Tony Hiss, journalist, The New Yorker, Nov. 9, 11:15 a.m., 101 West Sibley.

Microbiology
 "Phosphorous Assimilation and its Control of Gene Expression in *E. coli*," Barry Wanner, Purdue University, Nov. 8, 4 p.m., Conference Room, Biotechnology Building.
 "Signal Transduction Mechanism Associated with T-Cell Activation," Alfred Bothwell, Yale University School of Medicine, Nov. 12, 12:15 p.m., G-3 Vet Research Tower.
 "Genetic Analysis of the 1600 KB Megaplasmid of *Rhizobium meliloti*," Turlough Finan, McMaster University, Ontario, Nov. 15, 4 p.m., Conference Room, Biotechnology Building.

Natural Resources
 "Biosphere Reserves: Success or Failure?" (A View from the World Bank), Katrina Brandon, Conservation Foundation, Nov. 13, 12:20 p.m., 304 Fernow Hall.
 "Parks in Peril: Conservation in the Social/Cultural Context of Latin America and the Caribbean," Geoffrey Barnard, The Nature Conservancy, Washington, D.C., co-sponsored by rural sociology, Nov. 14, 4 p.m., 304 Fernow Hall.

Neurobiology & Behavior
 "Molecular Insights into Acetylcholine Gated Channels," Owen Hamill, neurobiology and behavior, Nov. 8, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.
 "Visual Control of Flight in Dragonflies," Rob Olberg, Union College, Nov. 15, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition
 "Arginine-dependent Production of Nitric Oxide and Nitrite: Nutritional Implications of a New Pathway of Arginine Metabolism," Richard Austic, nutrition, Nov. 12, 4:30 p.m., 100 Savage Hall.

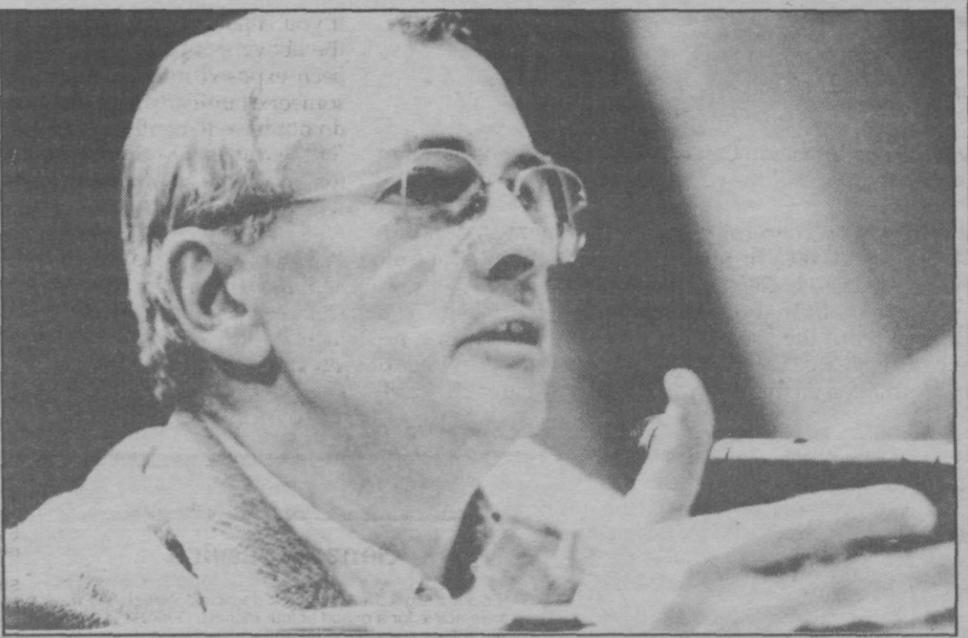
Operations Research & Industrial Engineering
 "World Class Manufacturing — What it is, and What it isn't," Arthur S. Liss, Andersen Consulting, Nov. 8, 4:30 p.m., B14 Hollister.
 "Innovation in the Small Business," Ken Ackley, Innovation Packaging, Nov. 15, 4:30 p.m., B14 Hollister Hall.

Ornithology
 "Mama Poc: An Ecologist's Account of the Extinction of the Giant Grebe," Anne LaBastille, researcher and author, Nov. 12, 7:45 p.m., 159 Sapsucker Woods Road.

Peace Studies Program
 "Germany's Nuclear Future?!" Harald Muller, Peace Research Institute of Frankfurt, Nov. 8, 12:15 p.m., G-08 Uris Hall.

Pew/Cornell Lecture Series
 "Gender Relations and Food Security: Coping with Seasonality, Drought and Famine in South Asia," Bina Agarwal, University of Delhi and Bunting Fellow, Radcliffe College, Harvard University, Nov. 13, 3:30 p.m., 100 Savage Hall.

Pharmacology
 "The Role of Growth Associated Protein 43 in Development, Regeneration and Synaptic Plasticity," Jeanette Norden, Vanderbilt University, Nov. 12, 4:30 p.m., G-3 Vet Research Tower.



Johan van der Keuken

Photography of van der Keuken to be exhibited

An exhibition titled "Border Crossing: The Photography of Johan van der Keuken" will open Tuesday, Nov. 13, at the Herbert F. Johnson Museum of Art.

Van der Keuken will discuss his films and photographs on Sunday, Nov. 11, at 2 p.m. in the museum's lecture room. He will give a lecture on his photographic work Wednesday, Nov. 14, at 8 p.m. in the Roy Park School of Communications at Ithaca College. Both events are free.

The Johnson exhibition, running through Dec. 21, is the first retrospective of van der Keuken's photographs in the United States. It presents 46 black-and-white photographs covering the period 1953 to 1990. The works range from early portraits to views of the artist's film locations to more recent abstract compositions.

Born in Amsterdam in 1938, van der Keuken was introduced to the camera by his grandfather. In 1955, he published a book of photographs of Amsterdam teen-agers which, he said, "belied the positive, active image of youngsters cultivated in the post-war reconstruction period." Van der Keuken has had exhibitions in Amsterdam, Paris, Roubaix, Beilla and Milan.

"Photography," van der Keuken has said, "is the art of sacred seeing, seeing people in their relations, seeing how the essence of everything changes with the magic of light, seeing the poetry of everyday life, seeing the intangible behind the discernible."

The exhibition was organized by Richard Herskowitz, director of Cornell Cinema and adjunct curator of film and video at the Johnson Museum, and Nancy E. Green, curator of prints and photographs at the museum.

In conjunction with the photography exhibition, the Johnson Museum's Expanding Cinema program features "Border Crossing: The Cinema of Johan van der Keuken," on Sundays, Nov. 11, 18 and 25, and Dec. 2.

Plant Breeding & Biometry

"Breeding Corn for Alternative Production Systems," Margaret Smith and Tom Barker, plant breeding and biometry, Nov. 13, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Characterization of the hrp Cluster from *Pseudomonas syringae* pv. *syringae* and TnpA Tagging of hrp Genes Encoding Potentially Exported Proteins," Hsiou-Chen Huang, plant pathology, Nov. 13, 4:30 p.m., 404 Plant Science Building.
 "Thigmotropic Signaling for Cell Differentiation in the Fungus *Uromyces*," Harvey C. Hock, plant pathology, Nov. 14, 3 p.m., 133 Barton Laboratory, NYS Agricultural Experiment Station, Geneva.

Psychology

"Sex and Death in Crickets: The Biopsychology of Acoustic Communication in a 'Simple' Creature," Ron Hoy, neurobiology and behavior, Nov. 9, 3:30 p.m., 202 Uris Hall.

Physiology & Anatomy

"Studies on Thirst in Pigs," Cindy Anderson, thesis seminar, Nov. 13, 4:30 p.m., D-215 Schurman Hall.

Science, Technology & Society

"Entrepreneurial Opportunities in Science Communication," William Kaufmann, president, William Kaufmann Inc., Nov. 16, 2:30 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences

"Green Manure Research at Manaus, Brazil," Michael Cahn, soil, crop and atmospheric sciences, Nov. 13, 4 p.m., 135 Emerson Hall.

Theoretical & Applied Mechanics

"Nonlinear Normal Modes in Vibrating Systems," A. Vakakis, University of Illinois, Nov. 14, 4:30 p.m., 205 Thurston Hall.

SPORTS

Home Games Only
Friday, 11/9-Sunday, 11/11
 Women's Volleyball, Ivy Tournament at Cornell, 4:30 p.m.

THEATER

Risley Theatre

"Twelfth Night, or What You Will," by William Shakespeare, will be presented by the Risley Theatre 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; for reservations, 253-0740.

MISC.

China Club Meeting

An informal group meeting will be held Nov. 13 at 4 p.m. in 114 Martha Van Rensselaer Hall. Bob Bergman will talk about his findings regarding the implications of the potential expansion of the dairy industry in China. For information, call 255-5473.

Cornell Plantations

A bonsai workshop, led by Bill Valavanis, director, International Bonsai Arboretum, will be held Nov. 10 from 10 a.m. to 4 p.m. Design principles as well as the pruning and wiring techniques necessary to train trees into bonsai will be offered. Fee is \$60 for members; \$70 for non-members. Preregistration is required. For information, call 255-3020.

Classes with instructor Olga Pastuchiv, artist, demonstrating the process of traditional woodcuts, the history, carving and printing techniques, while creating your own woodcut design will be held Nov. 15, 6 to 9 p.m. and Nov. 17, 2 to 5 p.m. Fee is \$35 for members; \$40 for non-members. Preregistration is required. For information, call 255-3020.

Gymnastics in Exhibition

Gymnastics in exhibition featuring the Finger Lakes Gymnastics Academy gymnasts on Nov. 9 at 7 p.m. in Teagle Hall. Admission is \$3 for adults; \$2 for students and children.

Writing Workshop

Free walk-in writing service. 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.

Germany: combative or cooperative? scholars ask

As the new Germany becomes more threatened by ethnic and economic instability in the Soviet Union and Eastern Europe, it will acquire nuclear weapons to assure its national security — and again prompt a World War.

That is one answer to the question of what does German unification mean to the rest of the world, said Peter Katzenstein, the W.S. Carpenter Jr. Professor of International and Comparative Politics. It is a prediction made by former Secretary of State Henry Kissinger, among others.

But a contrasting view is "national sovereignty will no longer reign supreme," said Katzenstein. Instead, Germany will become "Europeanized" and Europe "Germanized" as the new country cooperates militarily and economically with its neighbors. Secretary of State James A. Baker III, Soviet President Mikhail Gorbachev and Katzenstein are among those who make this more optimistic prediction.

"A repeat of the past is not impossible, but it is more unlikely," Katzenstein said. Chancellor Helmut Kohl's decision last month that Germany should move toward an integrated European economy shows that he views Germany as "more comfortably positioned in the 21st century than the Germany of 1871 to 1945. They are talking about a Germany embedded in the new Europe. That doesn't mean they will stop being Germany. But they are enshack-

led in ways they were not before," he said.

Katzenstein spoke at a conference here, "Germany Since 1989," that attracted more than 200 people. Other speakers were Alice Cook, professor emerita of industrial and labor relations; Sander Gilman, professor of German studies and Near Eastern studies; and Peter Hohendahl, professor of German studies and comparative literature.

Domestically, Germany's power has become more restricted than before World War II by institutions that "chain German leaders to their opposition" and "make it hard for leaders to take big steps," Katzenstein said.

"And, more important, are the international constraints. In contrast to Britain and France, Germany was more fully internationalized after 1945," he said. For example, Germany and France are fully committed to speeding up the economic integration of Europe, but Britain is not; and Germany and Britain are strong supporters of NATO, but France is not. "So when [Germans] think of their interests, they will conceive of them in terms of the greater, integrated Europe. That is quite different than before 1945," Katzenstein added.

Like Katzenstein, Hohendahl said that the while some people have begun questioning, "Will the new Germany become a Fourth Reich and try to reclaim lost territories?" the

obstacles to a "repeat of the past" are great because of differences among 80 million East and West Germans.

"Both sides are finding out that 40 years of separation is not as easily overcome as assumed. . . . Truly, the West Germans and East Germans have learned to dislike each other," Hohendahl said.

West German employers perceive East German workers as lazy and inefficient because the latter are accustomed to arriving late to work, leaving early and taking care of personal business on company time.

In turn, many East Germans see West Germans as arrogant and self-important. And "the restoration of the free market [and capitalist hustlers] have left them psychologically baffled," Hohendahl said.

Economic problems also plague the country. Some 2 million East Germans are expected to be put out of work; East German managers lack knowledge and experience to compete in a capitalist system; and many factories and systems that were previously thought capable of adjusting to the capitalist way now seem unsalvageable.

The conference was organized by the Department of German Studies, the Western Societies Program and the German Exchange Service in New York City.

—Lisa Bennett

Double take



In November 1926, a Big Red football game (at left) brought a crowd of mostly men wearing topcoats and hats to Schoellkopf Field. On Oct. 27, 1990, a



more casually dressed crowd (at right) watched Cornell defeat Brown. The seats now are aluminum, and light standards extend above the Crescent. Tim Moersh

Paying the bills *continued from page 1*

opment of children. They have invented cancer tests, vaccines, transistors, farm machines, new foods, educational techniques and countless other products invaluable to society.

And, from their laboratories and library stacks have come tens of thousands of talented graduates whose education would have been impossible without the rigorous training from academic research.

The university spends well over 25 percent of its \$1-billion annual budget on research — a reported \$285.4 million in 1989-90. According to a 1988 survey by the National Science Foundation, such research levels placed Cornell second nationwide to Stanford University in total research expenditures. During the past decade, research spending on campus has increased more than 250 percent.

No doubt, Cornell's research programs have opened extraordinary opportunities for the university, such as attracting more talented faculty and students, but they have also produced problems:

First, while "research expenditures" are, in theory, offset by revenues from the government or private funders of that research, in reality the revenues fall chronically short — despite the Cornell administration's efforts to make sure that grants and contracts are accompanied by full overhead costs.

What's more, the severe shortage of federal research funds means that Cornell faculty, known for their creativity and talent, find themselves spending more time generating reams of proposals, budgets and reports in the quest for research support.

Clearly, Cornell's rise as a research university has changed it in ways that students, parents, alumni and other constituencies may not fully understand. For example, undergraduate education at a research university is often quite different from the traditional image of academia, which emphasizes a close faculty-student mentoring relationship. Rather, undergraduates at a research university operate in a culture of independent scholarship and research, utiliz-

ing the enormous array of sophisticated tools and techniques available only because of Cornell's research programs.

Despite the benefits to students of learning at a research university, where faculty work at the frontiers of knowledge, the students may question whether any segment of their tuition costs should rightly be applied to research.

The effects of the Cornell research engine on the people and structures of Cornell are complex and subtle. But understanding those effects is a key to understanding the nature and problems of a major research university.

The federal government has supported research since Abraham Lincoln authorized land-grant colleges. Since World War II, the government has been the principal proponent and backer of university research.

While the federal grant process acknowledges that universities incur overhead costs as a result of research, it does not pay their full costs. That means that each additional federal grant enlarges the overall university shortfall for meeting overhead costs.

In fiscal 1989-90, 62.8 percent, or \$179.4 million of the \$285.4 million that Cornell spent on research, came from the federal government; 14.8 percent (42.4 million), from New York state and local governments; 5.8 percent (\$16.7 million), from corporations; and 7.2 percent (\$20.4 million), from foundations and non-profit organizations. The balance came from Cornell funds.

In addition to receiving funds for specific sponsored research projects, Cornell also spends funds from its budget on research of its own choosing — amounting to 9.3 percent of the total. For example, the university may help to support the beginning research of a new faculty member — an expensive proposition in these days of high technology. Renovating office and laboratory space for new junior faculty members in the biological sciences costs, on average, more than \$150,000. And it is not uncommon for the university to provide

an additional \$100,000 or more in start-up research funds. In engineering, the need for advanced research instruments may require start-up funds of \$500,000 to \$750,000.

Some of this budgeted research is supported from general Cornell funds, which come from such sources as endowment income, gifts and tuition.

Leading federal sources of Cornell sponsored research funds were the Department of Health and Human Services (39.8 percent of federal funds) and the National Science Foundation (39.5 percent). Other sources included the Department of Defense (9.2 percent), the Department of Agriculture (3.2 percent), NASA (2.8 percent) and the Department of Energy (2.5 percent).

Cornell's rank among the leading recipients of federal research funds is a stunning tribute to its faculty. Competition for funds has become white-hot in these days of skyrocketing technology, expanding research goals and tightening budgets. Nevertheless, Cornell faculty time after time emerge from proposal reviews with their programs funded, their centers supported.

Belying the popular notion of the staid academic professor, Cornell scholars are aggressive entrepreneurs in managing their research programs, constantly seeking new intellectual avenues, sources of support and prized students.

"What motivates faculty to go through all the problems and grief for funding is the intellectual excitement of research and of helping bright students," said Jack Lowe, associate vice president for research.

Under Lowe, Cornell's Office of Sponsored Programs offers key support to faculty seeking government or corporate grants. Once a faculty member has completed his or her proposal, OSP manages the process of submitting it. And once the grant is approved, the office oversees research contract negotiations, including the terms and conditions of reporting, intellectual property rights and liability.

Once a grant or contract has been negotiated, the specifics of hiring people, man-

aging the funds and buying equipment are turned over to the principal investigator, who in turn uses the university's personnel, accounting and purchasing departments.

A new grant, however, doesn't necessarily mean money in the bank, cautions university Controller John S. Ostrom.

"Many faculty believe that if they get a \$250,000 grant, we get \$250,000 in cash, and we tie it up and don't let them spend it," he said. "In reality, we don't get a penny of cash up front. At best, we get cash as it is spent. We have a letter of credit that allows us to draw money from a federal account as we spend it."

And, a successful grant does not mean that a researcher can go back to the joys of the library stacks or the lab bench. Federal agencies require a steady stream of reports and site visits as the price of their support. Reporting duties not only take considerable time, but also require more support staff to handle the details of preparation and monitoring.

"Over the last 10 years, the reporting requirements have increased enormously," said Lowe. "It's happened because society in general has come to expect educational institutions to take on a lot of roles that they haven't done before. Unfortunately, the federal funds for these roles haven't grown and aren't growing at a rate equal to society's appetite for them."

"Also, there may be an increasing distrust in society of academic institutions, and a mistrust of authority in general," said Lowe of the reporting requirements.

One might think that, as they become more experienced, researchers could reduce the time and effort required to secure and manage grants. However, Lowe said, "The time burden doesn't change a whole lot with age and experience. What does change is that, as faculty establish their reputation, their success rate improves. They learn about their disciplines, and they're more adept at identifying potential sources of funds."

—Dennis Meredith

Woolly

Meteorologists ask public to help test weather folklore

The woolly-bear caterpillars in Cornell's Atmospheric Science Unit could be highly sensitive predictors of the coming winter, with the patterns of their "fur" presaging the harshness of the season.

Or, they could be randomly colored larvae with undeserved reputations.

Meteorologists here are encouraging the public to test the scientific validity of the woolly-bear-winter myth and dozens of other pieces of weather folklore.

"The United States has become a melting pot of weather folklore from places where the sayings might, at one time, have had some basis in fact," said Mark W. Wysocki, a meteorologist specializing in forecasting and co-editor of the 1991 Ithaca Weather Calendar. "The best way to test the folklore is to enlist diligent observers over a wide geographic area."

Thus, the university's 1991 Ithaca Weather Calendar will include 43 pieces of folklore, along with explanations of 12 of them and a quiz to test their accuracy. (The calendar also has day-by-day weather information for the Ithaca area.) The citizen-observers are encouraged to report their findings to Cornell at the end of the year.

"Legend has it that the wider the band of brown 'fur' on the woolly-bear caterpillar in the fall, the milder the winter will be," said Wysocki in an interview as he released woolly bears that he had captured in his Freeville yard. One caterpillar had a broad middle band of brown and much narrower head and tail of black. The other was a muddled mix of brown blending into black, a sort of calico caterpillar.

"It is difficult to know what affects something like the varying color of an insect," Wysocki said. "It could be genetics. It could be nutrients in the food it's been eating. Or it could be something more," he hinted. "We like to think that insects and other animals are in touch with the natural world."

Some insects are weather-sensitive, the meteorologist noted. A chirping cricket, for example, is a reasonably accurate thermometer if an observer counts the number of chirps in 14 seconds and adds 40 to get the degrees in Fahrenheit. The cricket's metabolism varies with the temperature, and it stops chirping altogether below 55 degrees Fahrenheit. And cockroaches seem to become particularly agitated just before earthquakes, perhaps because they can sense subtle sounds or changes in the Earth's magnetic field.

Wysocki, who has collected weather folklore since 1985, divides the traditional beliefs into three categories: predictions associated with key dates, such as saints' days; insect and animal behavior, such as the number of nuts collected by squirrels; and wind and cloud observations, such as a ring around the moon.

"There is a higher degree of validity to

some of the wind- and cloud-based predictions, but you still have to be a good observer and consider all the other information available," Wysocki said. "Farmers and mariners were the sources of much of the wind and cloud folklore. Farmers had to be able to predict the weather for planting and harvesting, and sailors had to be good observers to avoid storms."

The meteorologist cautioned that many pieces of weather folklore are site-specific; that is, they don't work everywhere. The notion that a west wind is a refreshing wind could be true where westerly winds bring relief from rainy weather. But people living around mountain ranges such as the Rockies know that a west wind often produces precipitation when moisture in the air is lifted and condensed into rain or snow as it passes over the mountains.

Despite all the weather satellites and supercomputers available to meteorologists, "there is still a lot to be learned," Wysocki acknowledged. "We meteorologists are not predicting weather as accurately as people think we are. The media, particularly television, give a false portrayal of our abilities." For example, "satellites have greatly improved our ability to detect hurricanes far out at sea, giving us an early warning of their approach. However, our skill of forecasting when and where a hurricane will strike land has not kept pace."

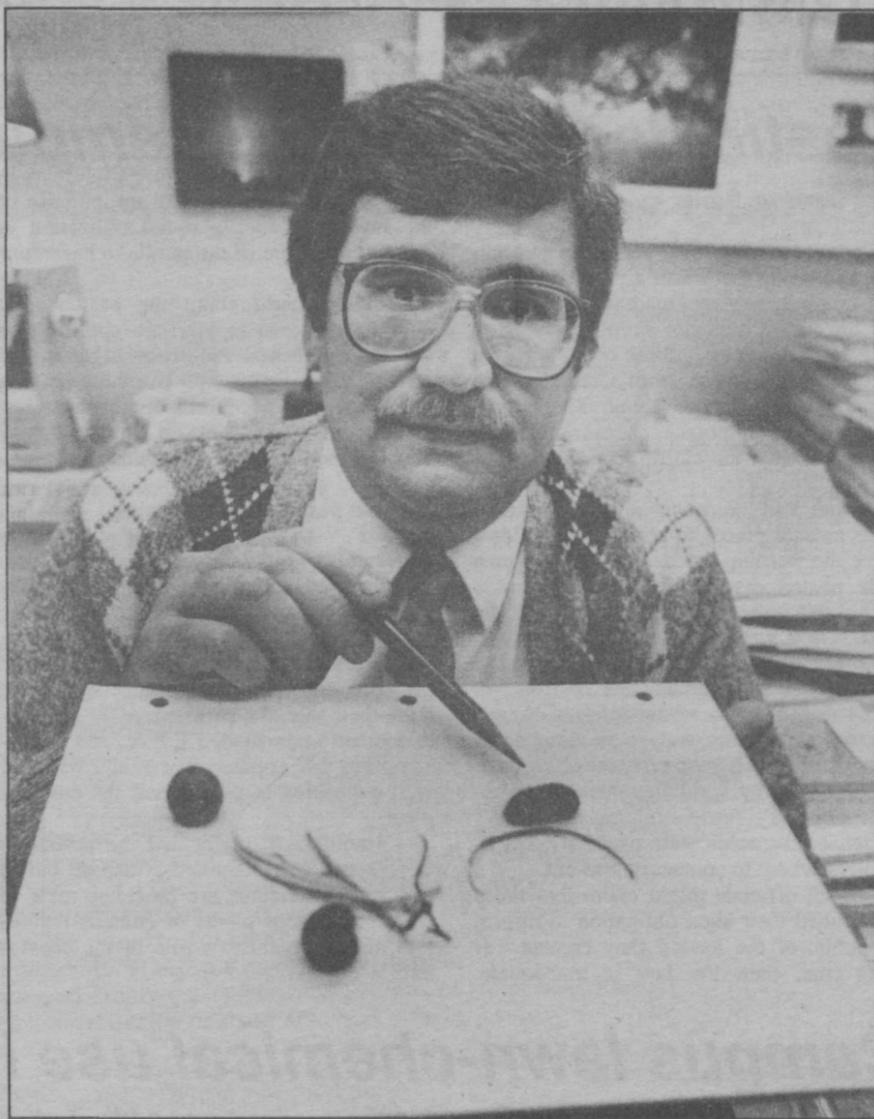
Some people place — or misplace — their faith in the long-range predictions of farmers' almanacs because certain forecasts seem amazingly accurate, Wysocki said. "They will predict a major snowstorm in the East the first week of April, and sure enough, somewhere in the East will get a lot of snow that week. I can predict that right now, too. I wish they (authors of farmers' almanacs) would let us in on their secrets so that we could test them scientifically."

By conducting their own experiments with folklore, the Cornell meteorologists hope, people will learn more about observing the many factors involved in weather changes. The temperature of an ocean thousands of miles away, the position of the jet stream thousands of feet overhead and the amount of solar radiation from a star millions of miles distant all affect our weather, Wysocki said. And so does a nearby lake, mountain or prairie.

As the meteorologist spoke, the "undecided" caterpillar uncurled itself, peered about the desk top and headed due south.

— Roger Segelken

The 1991 Ithaca Weather Calendar will be sold after Nov. 16 in 1113A Bradford Hall and in Ithaca-area stores. Call 255-3034 for locations or to reserve a calendar.



Tim Moersh

Meteorologist Mark W. Wysocki examines woolly-bear caterpillars for indications of how severe this winter will be.

Tales of squirrels, saints and sinuses

Weather folklore that is rooted in history may have been true, at least once, according to Mark Wysocki.

Take St. Swithin's Day, for example. Folklore says that if it rains on his feast day (July 15), it will rain for 39 more days. That belief dates back to a particularly rainy spell when the body of the Bishop of Winchester, as St. Swithin was previously known, was reburied 100 years after his death in 862.

Other pieces of weather folklore:

- When squirrels horde a large store of nuts, the winter will be a hard one. "That will be tough to test," Wysocki says. "More nuts compared to what? You would have to follow a squirrel around for several years. But I'd like to see someone do a scientific test of that one."

- A ring around the moon foretells rain. A halo around the moon or sun is produced when ice crystals in high, thin cirrus clouds refract (or bend) the light. Cirrus clouds are usually forerunners of a cold front and a weather disturbance. "As the cirrus clouds become thicker, you see more of a halo, and that means the front is moving closer."

- When hair becomes limp, rain is near. "Hair is an excellent indicator of humidity. It becomes longer and thicker

as moisture in the air increases," according to Wysocki. "In fact, many weather stations use a hair hygrometer (with a bundle of horse hair, not human hair) as a backup to their electronic instruments. The hair hygrometer is as accurate as the best electronic instruments, and it has a longer life span because it is not affected by corrosion."

- Aching sinuses indicate a change in weather. "Our sinuses are air-filled cavities in our heads, and they sometimes produce pressure and pain when the atmospheric pressure is lower."

- When leaves show their undersides, be sure that rain betides. "Leaves of some kinds of trees will flip over in the wind, that could mean rain is on the way. Or it could just be a windy day."

- Mares' tails, mares' tails, make lofty ships carry low sails. Sailors at sea were wise to watch for mares' tail clouds, which look like long, wispy commas and are produced by upper-level winds from the approaching jet stream. Since storms are often associated with the jet stream, large sailing ships would reduce the amount of sail they carried.

- Wet June, dry September. "That didn't work this year, did it?" he said.

— Roger Segelken

Semiconductor-industry leader criticizes government policy

The leader of the largest industry effort to regain international leadership in the semiconductor industry has warned that "the U.S. semiconductor industry has not only lost its leadership position but is also in a stage of decline."

Speaking on campus Oct. 29, Larry Sumney, president of the Semiconductor Research Corp. (SRC), delivered a stinging indictment of government policy and the current administration's attitude toward the industry. He gave the keynote address at the annual industrial affiliates meeting of the National Nanofabrication Facility at Cornell.

The SRC, founded in 1982 by the semiconductor industry, funds basic research. The National Nanofabrication Facility is one of the country's premier laboratories for the construction of supersmall devices for research.

Sumney called for a new cooperative relationship between industry and government and urged the semiconductor industry to launch a campaign to educate the public about the importance of the industry's decline.

Sumney noted that between 1979 and 1989, semiconductor sales of the top Japanese companies rose from \$0.9 billion to \$18.5 billion — a 20-fold increase — while sales of top U.S. semiconductor manufacturers rose from \$2.4 billion to \$11.1 billion — less than a five-fold increase.

As a result of such erosion, said Sumney, there was a

"sense of gloom and doom" from leaders in the semiconductor and electronics companies at a recent industry meeting. "One of our major companies is on a four-day work week, another's stock has declined to one-third of its value of one year ago," he said. Both semiconductor fabrication lines and entire companies are for sale.

Ironically, he said, the high quality of the nation's research universities, such as Cornell, is a factor in the failure of the government and the media to appreciate the industry's economic peril.

"The strength of U.S. higher education as evidenced by your strong university here at Cornell" has given a "sense of security that I think is perhaps a false security within the press and government leadership that we who are associated with the industry do not feel," he said.

The electronics industry employs more people than the steel, automobile and aerospace industries combined, asserted Sumney. And the health of the semiconductor industry is key to the health of transportation, communications, information processing and basic manufacturing industries, he said.

Government emphasis on restriction and regulation has been "pursued to excess," he said. "Today, the government and industry should be working closely together to benefit

the country," he added, advocating that regulatory hearings, national security and foreign-policy-making should take into account industrial impacts and international competitiveness.

The lack of industrial investment in new technology and facilities has contributed to the decline, said Sumney. However, he principally blamed the federal budget deficit and the lack of government support for efforts to encourage industrial competitiveness. He noted that the 1988 federal budget showed expenditures of \$282 billion for the Department of Defense, but only \$2 billion for the Department of Commerce.

"An admittedly simplistic interpretation of the budget is that military security is perhaps 141 times as important as economic security, since almost all the response to the needs of the nation's industries is buried within the Department of Commerce's budget," he said.

"Economic security is just as, or maybe even more important to the future of this country, than is military security. We are only threatened by the possibility of a military war. . . . However, the U.S. is directly engaged in an economic war that will set its course for the next century, and it is losing this war rapidly."

— Dennis Meredith

COMMENTARY

Pesticides poison the campus; their use should be halted

by David M. Nutter

Today was gorgeous, perfect to get outside and enjoy the warm air and sunshine. As I crossed the Arts Quadrangle at noon I saw dozens of students sitting or lying in the grass sunbathing, talking or studying. It was the idyllic scene from Cornell's brochures, except for one thing: The people were bathing in poisons because Cornell had just doused the entire quad with pesticides.

People had come to regard Cornell's lawns as safe places to relax. They didn't notice the warning signs, a few 4-by-6-inch cards posted discreetly just above ankle level at generous intervals at the edge of the quad. There were no signs along the walkways crossing the quad. I might have missed those cards among the crowds too, but I had just seen a tanker truck of chemicals leaving campus, and on previous occasions I had smelled the poisons. I knew to look for the tiny warning notices on campus. They say "keep off," but they don't say what substances were used, or why, or when, or whom to contact to find out.

Cornell officials might claim that those cards fulfill their legal obligation to inform the public of the hazard they created. If that's true, then the law is inadequate.

They certainly didn't fulfill the purpose of the law or Cornell's social obligation to prevent exposure of the public to hazardous chemicals.

Cornell might claim the pesticides it used break down rapidly, are approved by the Environmental Protection Agency and are "harmless," anyway. But those poisons can't possibly have broken down so fast that the shirtless people in shorts who lay down in the damp grass minutes after application did not absorb any.

What pesticides are harmless? The fact that E.P.A. has not yet banned a substance does not prove its safety. Many of the most heavily used agricultural chemicals — including lawn treatments — are known to be hazardous to people and the environment, yet they are still on the market because of litigation and lobbying by those who profit from their sale, the slowness of an overburdened and underfunded E.P.A., and the assumption that applicators can and will prevent exposures to people and the environment.

Cornell might claim that the pesticides were specifically targeted at a pest, but in fact most pesticides are biocides, toxic to whole classes of plants or animals regardless of the organism's role in the ecosystem.

Simply put, pesticides are poisons, and they screw up the environment. If you're going to use them at all, it should only be as a last resort after the many non-toxic preventive and curative pest control methods have been tried. You ought to have a very good reason and then use pesticides only in small quantities, restricting exposure to a known "pest" outbreak.

That's the common-sense approach of integrated pest management (IPM). The specifics of IPM must be available in the College of Agriculture and Life Sciences and the Boyce Thompson Institute for Plant Research. It should be practiced as well as preached on campus.

I would like several pieces of information from those at Cornell responsible for the lawn treatment policy:

- What were the pesticides which those students mistook for the morning dew on Friday and to which I was exposed while warning them?
- What are the known effects of exposure? Respiratory distress may be one symptom, so if you were on campus Sept. 28 and had trouble breathing, you might want to check it out.
- What will Cornell do to try and find out who was exposed and if necessary, treat them?

• What are the target species of the pesticides used on Cornell's lawns, and what problems do those "pests" create which could justify risking toxic exposure to any people or wildlife who venture onto campus?

• What other pesticides does Cornell use in public areas on campus, and why?

In our climate, lawns grow quite nicely with simply an occasional mowing. The birds, insects, other animals and non-grass plants that live in such lawns are benign and beautiful. They neither detract from the appearance nor pose a threat to people or the environment. Lawn chemicals are unnecessary and a waste of money as well as a health hazard.

Therefore, I call on Cornell University, in the spirit of "Earth Year '90," which it has promoted, and for the sake of a cleaner, safer environment, to stop this pollution and health hazard and publicly change its pesticide policy, specifically:

- Stop all chemical lawn treatments.
- Stop all routine pesticide use on campus.
- Adopt IPM for any documented "pest" problems.

David M. Nutter is a research aide at the Laboratory of Ornithology.

Campus lawn-chemical use is lower than in most suburbs

by Dennis Osika

This is to thank you for your interest and constructive criticism and to reply to your concerns regarding the utilization of pesticides by the Grounds Department in the maintenance of the Cornell University campus landscape.

A selective herbicide, Lesco Three-Way, was applied to the Arts Quadrangle lawn between 6 and 7:30 a.m. Sept. 28.

The purpose of this treatment was to control a number of problematic broadleaf weeds, such as ground ivy, knotweed, plantains, thistles, dandelion, chickweed, clover and spurge.

The application was performed by the Monroe Tree and Lawntender Co. of Canandaigua, N.Y., which is licensed as a Certified Pesticide Applicator by the New York Department of Environmental Conservation. The required 24-hour warning signage regulations were implemented.

Cornell's Office of Environmental Health and the Gannett Health Center have advised that, during the two-week period after the lawn treatment, there were no known cases of pesticide-related health effects reported by any member of our campus community, and no allegations of NYDEC pesticide violations have been brought to my attention to date. Also, I have neither observed nor received reports of any adverse environmental effects on non-target organisms.

Of the approximately 2,500 chemical compounds sold in the United States as pesticides, the Grounds Department utilizes nine. These include: carbaryl (insecticide); isofenphos (insecticide); dichlobenil (herbicide); trifluralin (herbicide); 2,4,D (herbicide); mecoprop (herbicide); dicamba (herbicide); oryzalin (herbicide); and glyphosate (herbicide).

Although most pesticides are poisonous to humans and animals in concentrated forms, they are not proven to be harmful when used properly. Almost any substance — even table salt and sugar — used to excess can result in adverse health effects.

While it is our policy to develop and implement integrated pest management (IPM) in the maintenance of our campus landscape, the use of agricultural chemicals remains an essential tool and probably will not be eliminated in the foreseeable future, due to the lack of commercially available effective cultural, mechanical, biological and immunological controls.

As you may know, all pesticides are regulated by state and federal laws. It is our policy to avoid use of the more toxic pesticides that are classified for "restrictive use" by the Environmental Protection Agency. These chemicals are more highly toxic and/or environmentally persistent and accumulative. We also follow a relatively low-intensity lawn maintenance policy on our campus grounds. This excludes the use of fungicides and only rarely includes lawn

insecticides. Our selective lawn herbicide usage involves treatment of less than one-third of our lawn areas, once annually, and has been declining. Only one lawn fertilization is applied annually to less than one-half of our lawn areas.

This program on campus is very conservative and results in the application of a smaller quantity of agri-chemicals per acre than in the average suburban community in the state. I have been a long-time advocate of IPM and the conservative utilization of agricultural chemicals.

Almost 15 years ago, I was jointly responsible for the establishment of one of the first successful campus IPM programs nationally at the University of Maryland, College Park. I was also recently selected by the New York State Turfgrass Association to moderate a discussion on IPM at the group's annual conference. My staff and I consult regularly with experts in Cornell's College of Agriculture and Life Sciences on the efficacy of the latest landscape management practices and IPM developments.

As a concerned grounds manager, I keep current on the potential hazards of the misuse of agricultural chemicals in landscape maintenance. I do not share your apparent skepticism of the EPA and my colleagues who are licensed pesticide applicators. From graduate school and other associations, I know personally a number of highly dedicated and technically competent professionals involved with the toxicological as-

pects of pesticides. Legislative regulations, pesticide applicator licensing requirements, and educational levels of "green industry" employees have all undergone vast improvements in recent years. We have come a long way since the publications of the Mrak Commission's "Report on Pesticides and Their Relationship to Environmental Health" 20 years ago, when DDT was still the most heavily utilized pesticide worldwide.

I do not agree with your assessment that lawns grow quite nicely in our climate with "simply an occasional mowing." My experience, and that of most plant scientists with knowledge of turf culture in urban settings, indicates that weeds invade lawns exposed to poor fertility; disturbed soils, such as utility repair damage and snowplow damage; environmental stress, such as wear, compaction and lack of irrigation; disease and insect activity.

The members of Cornell's Grounds Department are dedicated to safeguarding the beauty and safety of our campus environment. We welcome workable, constructive ideas to help us resolve the many challenges we face. We are committed to the principles of IPM and anxiously await the day when improved methods in gene-splicing and biological controls may make chemical tools obsolete.

Dennis Osika is superintendent of the Grounds Department.

President Lee *continued from page 1*

and internationally renowned agricultural economist, energetic in the pursuit of agricultural, regional and urban reforms for the benefit of his nation, proponent of the arts, and champion of freedom and democracy."

Rhodes read the citation to the audience and also presented Lee with two large, framed color photographs — one of the Cornell campus and nearby Cayuga Lake, and one of the Agriculture Quadrangle and Warren Hall, where Lee studied.

Taipei's more than 10 Chinese-language daily newspapers and its two English papers reported the Cornell citation in long articles, most of them on the front page, along with color photographs of Lee, Rhodes and the citation.

Taiwan's television networks also covered the presentation, climaxing a week of daily reports on the Cornell mission's activities by the island nation's news media.

During his talk to journalists in Tokyo, Rhodes replied to a question from a Japanese reporter by saying that the poor level of science and math instruction in colleges and high schools is turning students away from those disciplines in the United States. Also, he added, "most of our scientists are failing to go on to graduate school because of attractive offers in industry."

An American reporter told Rhodes that during a recent visit to North Korea, the world's last closed communist society, he heard North Korean students say they now want to study in the United States, and Rhodes replied that Cornell would accept them if they are "well qualified."

In prepared remarks to the press club luncheon attended

by 60 members, Rhodes both praised and criticized the Japanese educational system.

He noted that 27 million American adults are functional illiterates, and their ranks are growing by 2.5 million annually, including a million new immigrants.

"The success of the Japanese system stands in sharp contrast," Rhodes said. "A full 94 percent of Japanese students finish high school, a rate that is the highest in the world. Because of a longer school year, Saturday classes and shorter vacations, Japanese students put in almost a full year more in class by the end of high school than American students do."

Rhodes said that by some estimates, "Japanese young people graduate from high school with as much knowledge as the typical American with a college degree."

But he pointed to a flaw. "One thing the Japanese system does not do particularly well is accommodate diversity of people or ideas. As a result, even in Japan, there is growing concern that a system so good at teaching basic skills is less good at encouraging individual initiative, less good at capitalizing on the growing heterogeneity of the population to gain new ideas and new ways of looking at the world."

Turning to global competence, Rhodes said that American universities must do more to prepare students for an interdependent world.

"Despite the large number of students from other countries enrolled on our campuses, American universities have neglected international studies and foreign language in-

struction for the past several decades, giving us several generations of professionals with skills and outlooks too narrow for an interdependent world."

He said that U.S. universities are beginning to address this problem.

Rhodes said that both Japan and the United States need a new view of education as they become more closely linked to the rest of the world.

"I hope that my visit to Japan and the initiatives that we hope will follow from it will make some small contribution to that process."

Before the lunch, Rhodes was introduced to Ian Nutsu, 84, a member of Japan's pre-World War II peerage and a longtime newsreel and television journalist whose uncle was one of the first Japanese students to study at Cornell when he enrolled in chemistry in 1891. Later the uncle imported the first automobile into Japan as a gift to the then Crown Prince, grandfather of the current Emperor Akihito.

In addition to Rhodes, members of the Cornell delegation in Asia include Richard Ramin, vice president of public affairs; Norman Scott, vice president for research and advanced studies; Walter LaFaber, professor of American history; Alfred Kahn, professor emeritus of political economy; Karen Brazell, director of the East Asia Program; Catheryn Obern, director of international public affairs; Mei Tsu-lin, professor of Chinese literature and philosophy; Greg Galvin, chairman of the 125th anniversary; Greg Stahl, public affairs; and Al Kaff, Cornell News Service.

— Albert E. Kaff

CORNELL EMPLOYMENT NEWS

November 8, 1990

Including Job Opportunities

Volume 2, Number 46

What Is Really Going On Here? Health Plan Changes Clarified

For the past three weeks, the changes that will be taking place in Cornell's health plan for endowed employees have made headline news in the local press. By now, all endowed employees have also received a newsletter outlining the major changes in the plan, and will be receiving a complete booklet on the plan in the first half of November. The following letter to the editor, from Lee Snyder, director of the Office of Human Resources, ran in yesterday's Ithaca Journal and is reprinted here.

There has been a good deal of public discussion in recent days concerning changes in the health care plans at Cornell. Unfortunately, there also has been a good deal of misinformation about our plans as well. I'm pleased to have this opportunity to set the record straight.

First, it is not true that Cornell plans to reduce its contribution in support of the health care of its employees. Because of soaring health-care inflation nationwide, and despite required budget cuts throughout Cornell, the university is increasing by \$2 million in 1991 its subsidy of medical bills for the 6,000 employees of its endowed colleges.

This 17 percent increase comes at a time when most units of Cornell have been instructed to plan cuts of about 4 percent over a 20-month period as part of a base budget cut needed to maintain a balanced budget.

And the \$2 million increase will find Cornell raising its dollar share of the premiums for the total health care plan from 75 percent to 83.5 percent, while the total employee share will drop from 25 percent to 16.5 percent.

The \$13.3 million that the university is allotting to pay the medical bills of our employees comes from a budget that must fund other pressing needs, e.g., competitive salaries, libraries and general academic programs, and student financial aid.

Second, some critics have said that Cornell is reducing coverage in 1991. This is simply not true. We will eliminate what was called Option I, which has been elected by a shrinking number of employees, now down to 40 percent. While Option I provided 100 percent payment on many covered bills, it also required a much larger employee contribution with each paycheck.

The unified plan to be put in place for 1991 actually covers some expenses—such as annual physicals and well-baby care—not covered under Option I. But it does require employees to pay 20 percent of covered expenses in most cases. Yet, in any given year, the unified plan limits the maximum out-of-pocket expenses to \$1,000 per covered individual and \$2,000 for covered family expenses. Once that is reached, covered eligible expenses are paid at 100%.

This cap on employee payments is significant in cases of catastrophic illness or injury, an important improvement over parts of Option I, which had no cap.

If Cornell had continued the eliminated option, the per-paycheck employee contribution would have had to increase 40 percent each year for the foreseeable future. For 1991, that would have meant a difference in the cost to a covered family in Option I of \$1,300 over the cost to a covered family in the 80/20 Plan.

While the Office of Human Resources did not have formal public meetings on the limited choices available, our staff did study dozens of options throughout the year with health-plan experts. Admittedly, we did not communicate with our employees as well as we could have, and this has led to some misunderstanding in the community. We regret that this has occurred. But that should not obscure the benefits of this plan or the long term implications to employees and to competing programs that would be affected if we had not made the change.

Lee Snyder
Director,
Office of Human Resources
Cornell University

56,000 New York Veterans Suffer From PTSD

by Wilson V. Kone

The employee seems to have no motivation and can't be trusted to follow through on instructions. He is having trouble with his third marriage and is drinking heavily. The supervisor has just about given up trying to help this forty-year-old worker. If things continue this way, the employee will once again be looking for another job.

What is not often realized by employers is that this type of behavior may actually be a medical problem, not one of motivation. If the "problem" employee is a veteran, the cause is likely Post Traumatic Stress Disorder (PTSD). Veterans with PTSD have greater difficulties in finding and holding onto jobs. As a group, these veterans are overrepresented in the secondary labor sector jobs (jobs with a low ceiling, no benefits, no future). Another sobering thought is that more Vietnam veterans have died from suicide since the war than died in the war.

Recently the Finger Lakes Chapter of the Vietnam Veterans of America and the Mental Health Association of Tompkins County co-sponsored a seminar on Post Traumatic Stress Disorder (PTSD) and its impact in the workplace. Those in attendance were primarily counselors, clergy, and medical professors. Several human resource professionals from local business also participated.

What is PTSD, and why did this subject attract over 45 participants to the seminar?

The diagnosis of PTSD only found its way into the medical books in 1980, even though the symptoms have existed ever since people have been confronted with traumatic events. As one of the seminar panel members pointed out, "Post Traumatic Stress Disorder is a normal reaction to an abnormal event in one's life. It is not a mental illness."

Prior to about 1985, PTSD was associated only with symptoms suffered by combat participants. In World War I, the symptoms were known as "Shell Shock," in World War II as "Battle Fatigue." Researchers now know that anyone who experiences a traumatic event (such as rape, incest, death of a

close relative or friend, or is a survivor of a natural catastrophe) is a candidate for PTSD. Shortly after the service men and women began returning from Vietnam, similar symptoms appeared in large numbers of veterans. As the years passed, more and more veterans of the Vietnam Era have experienced one or more of the symptoms of PTSD. Recent studies provide a shocking appraisal of the overall impact of PTSD on the veteran population.

The National Vietnam Veterans Readjustment Study, dated November 7, 1988, found that of all Vietnam-Era veterans, 26.2 percent currently suffer from at least partial PTSD symptoms. If one looks at those with high war zone exposure, the percentage is 75.2 percent. The lifetime occurrence rate for all veterans who served in Southeast Asia is 43.1 percent. That translates to over 56,000 veterans in New York having PTSD symptoms.

What are the symptoms of PTSD, and how does it impact the workplace?

Dr. Erwin Parson, seminar participant and an international expert on traumatic stress and its treatment, presented an excellent list of PTSD symptoms and their effect on the workplace. Dr. Parson spoke of veterans, since that is the largest segment of those affected by PTSD, but his comments apply to all. His list includes:

Intrusive (spontaneous distracting or disturbing) Thoughts - Those having this symptom appear intense, uncertain, jittery, and out of control. Supervisors and job interviewers might see the veteran as distracted.

Numbing, Denial and Diminished Interests - These veterans appear as cold, unfeeling, and aloof.

Sleep Disturbance - Sleep problems are usually manifested in sleep disrupted by traumatic dreams or nightmares. The veteran often appears listless, tired, jittery, and unmotivated on the job.

Startle Reaction - This causes the veteran to react out of control at the sound of a loud noise or when someone approaches from the rear.

Memory Dysfunction - The veteran with this symptom cannot be trusted to remember important details, dates, and people.

Concentration Difficulty - Problems in this area could create deficiencies in work performance in handling details, problem solving, decision making, and following orders.

Avoidance - Some veterans avoid certain tasks, specific work areas, persons, or activities that tend to remind them of a painful and frightening event.

Guilt - Those who feel guilt also feel unworthy of a good job with a future. Guilt often robs the veteran of a desire to look for job satisfaction or promotion.

Interpersonal Conflicts - They are unable to follow directives, and often have difficulty functioning in positions of authority.

Cynicism, Distrust, and Hyper-vigilance - The veteran's suspicious attitude becomes a major problem for supervisors and peers.

Sense of Meaninglessness - It appears that nothing matters to the veteran. He or she is incapable of making a commitment.

The PTSD sufferer manifests many of these symptoms through marital problems, periods of depression, and sudden outbursts of anger. Unfortunately, many try to self-medicate through alcohol or drug abuse.

It is rare for a veteran to have all of the above symptoms. He or she may have only two or three of the symptoms. Most who suffer from the effects of PTSD can not relate their problem to their Vietnam experience. This, along with the fear of being labeled "Crazy," frequently prevents the veteran from seeking help. However, through counseling by those familiar with PTSD therapy, relief can be obtained.

One of the most effective therapies used for PTSD victims is the support group. Through meetings with the group the individual begins to realize that his or her problems are not unique. The person also realize he or she is not alone and others are there to empathize and help during the hard times.

There are numerous sources of assistance available to PTSD sufferers in this area. The Tompkins County Mental Health Department (273-4163) provides counseling and support groups for PTSD. The Mental Health Association of Tompkins County (273-9250) is currently conducting a series of seminars on PTSD and can refer individuals to groups and local therapists. The Veterans Administration has an excellent PTSD clinic at the Canandaigua Medical Center. They also conduct a clinic every Thursday afternoon in Ithaca at the Depart-

Continued on page 4e

Select BENEFITS Claims Schedule

The cut-off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory Benefits Office no later than the dates shown below. Reimbursement will be delayed until the next two week cycle is complete if materials are not in our office by the cut-off date.

11/09/90	12/07/90
11/21/90*	12/19/90*

*Early deadlines due to Thanksgiving and winter holidays

JOB OPPORTUNITIES

November 8, 1990

Volume 2, Number 46

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

The Thanksgiving Holiday Schedule: Requisitions received by noon Thursday, November 15, will be posted November 29. Requisitions received after noon, Thursday, November 15, will be posted December 6. Due to the Thanksgiving Holiday, there will not be a Cornell Employment News on November 22.

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 and job number. Employees should include an Employee Transfer Application.

Structural Engineer (PA4402) HRII Facilities Engineering-Endowed Posting Date: 11/8/90

Manage, organize and perform structural, architectural, and civil engineering design services for alterations and repairs to the University's Physical plant. Provide structural analysis in connection with designs of new projects and facilities and existing structures where needed.

Requirements: Bachelor's in Civil Engineering with a structures major or equivalent. Professional Engineering (P.E.) license desirable. Minimum 3-5 years related experience, excellent interpersonal and communication skills, and valid drivers license. Must be able to access physically restricted spaces. Send cover letter and resume to Cynthia Smithbower.

Mechanical Engineer (PA4403) HRII Facilities Engineering-Endowed Posting Date: 11/8/90

Manage design and construction of maintenance, repair, and alteration projects that relate to mechanical systems. **Requirements:** Bachelor's degree in Mechanical Engineering or equivalent. Professional Engineer's license desirable. 3-5 years's experience as a mechanical engineer, demonstrated record of problem solving and innovations. Must be able to access physically restrictive areas. Send cov letter & resume to Cynthia Smithbower.

Assistant Director for Annual and Leadership Giving (PA4401) HRII ALS Public Affairs-Statutory Posting Date: 11/8/90

Assist in establishing goals, priorities, and strategies for development efforts within the College of Agriculture and Life Sciences, and within Cornell University. Will develop a comprehensive annual/reunion giving program and complete special development projects as assigned.

Requirements: Bachelor's with orientation toward communication, language, arts and sciences. Excellent written and oral communication skills. Strong interpersonal skills and professional demeanor. Excellent organizational and management skills. Experience using computer database management software desirable. Aptitude for detail-oriented work. 2 or more years of experience in fund raising desirable. Send cover letter and resume to Cynthia Smithbower.

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 cov ltr & 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.

Customer Service Shop Trades Supervisor (PT4405) HRI Maintenance and Service Operations-Endowed Posting Date: 11/8/90

Supervise the Maintenance and Service Operation's Customer Service Shop. This includes Building Trades Council electricians, plumbers, steamfitters, welders, carpenters, glaziers and control mechanics. These trades primarily perform routine maintenance of existing facilities and a limited amount of minor installations. Assign, schedule, coordinate and review jobs. Prioritize and plan for efficient use of resources.

Requirements: Must have completed and apprentice program and a minimum of 7 years experience at the journeyman level or similar experience in motivate staff. Must be able to plan, prioritize, schedule and order

materials for jobs. Good oral and written communication skills. Send cover letter and resume to Sam Weeks.

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 & wknds. **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. Food and beverage experience preferred. 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.

Applications Programmer (PT4403) HRI Veterinary Administration-Statutory Posting Date: 11/8/90

Working with Veterinary School faculty, develop instructional software for teaching biomedical and clinical sciences. Provide guidance to faculty on the design of instructional software. Perform regular backups. Oversee the maintenance of a network of Mac computers.

Requirements: Bachelor's or equivalent. 2-3 years related programming experience. Familiarity with Macintosh systems and programming, including implementing toolbox routines and integrating high level languages such as C and Pascal with a Hypercard environment. 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.

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: 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.

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

Coordinate Cornell Connection and Alumni Career Advisory Network. Organize 3 alumni career fairs for seniors to take place in Washington, D.C., and New York City over spring break. Work with alumni chairpersons to plan fairs; recruit alumni participants, publicize events, administer 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: Master's or equivalent. 3-5 years experience of significant administrative responsibilities, pref-

erably 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.

Professional Off-Campus

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

Assume responsibility for organizing, overseeing and implementing CNPP publications effort in conjunction with program director and administrative manager. Responsible for editing, publication, and dissemination of 20 research monographs 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 ltr and resume to Cynthia Smithbower.

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.

Technician, GR19 (T3306) Soil, Crop and Atmospheric Sciences-Statutory Minimum Biweekly Salary: \$551.86 Posting Date: 8/23/90

Assist with lab, greenhouse, and field studies of soil chemistry, water quality, and plant and animal nutrition. Perform chemical analyses on plant and animal tissue, soil, water, and other samples using ICP (inductively-coupled argon plasma) emission spectrometry, ICP mass spectrometry, atomic absorption spectrophotometry, ion chromatography, etc. Collect and prepare samples for analysis. Prepare standards and reagents. Verify purity of chemicals. Record and tabulate results. Enter data into computer and perform statistical analyses. Assist with library research. Check and maintain instrumentation. Maintain stock reagents and wash glassware.

Requirements: Associate's in chemical technology (Bachelor's preferred) with training in analytical methods. Research experience; demonstrated aptitude for inorganic analyses and instrumental methods; familiarity with ICP emission spectrometry, ICP mass spectrometry, and ion chromatography; experience with Lotus and SAS software; and driver's license are desirable. Send cover letter and resume to Sam Weeks.

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 experience 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 cov letter & 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 & ELISA assays. Send cov letter & resume to Sam Weeks.

Media Technician, GR21 (T4307) Law-Endowed Minimum Biweekly Salary: \$599.73 Posting Date: 11/8/90

Provide audio-visual services for the Law School. Supervise the A.V. services and operate equipment. Provide support for the classroom and special events functions by anticipating needs and organizing and scheduling technicians and equipment. Serve as primary media technician for internal production of A.V. materials. Hire, train and supervise student technicians. Provide solutions to A.V. problems of instructors and event organizers. Maintain equipment. Some evening and wknd hours.

Requirements: Bachelor's in communications, instructional media, corporate communications, TV or related field (or equivalent education and experience). Knowledge of operation and ability to field trouble shoot all commonly used A.V. equipment. Excellent interpersonal skills. Ability to set priorities and resolve conflicting commitments. Supervisory experience strongly preferred. Send cover letter and resume to Sam Weeks.

Computer Operator, GR22 (T4402) Lab of Nuclear Studies-Endowed Minimum Biweekly Salary: \$625.24 Posting Date: 11/8/90

Organize, maintain, and operate the batch system at a departmental computer facility. Organize and manage backup library. Update computer documentation. Respond appropriately to malfunctions. Work with faculty in scheduling. Perform programming and data entry for some administrative functions. Provide technical support to computer staff and faculty. Night shift: 1:00 a.m. to 9:00 a.m., Monday-Friday.

Requirements: Associate's in computer related field or equivalent experience. 2 years experience with computer batch and peripheral operations. Knowledge of DECsystem-10 batch operation and command language. Knowledge of FORTRAN and/or other applicable programming languages. 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: diploma or equivalent. Some previous lab experience helpful. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cov ltr & 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 autoradiography. 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.

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: 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.

Office Professionals

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

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

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our 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 months, Monday-Friday, 9:00 a.m.-4:00 p.m.
Requirements: 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: diploma or equivalent. Some college and stockroom experience helpful. Some knowledge of computers and pharmacy items desirable. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services. 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: 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: 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. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services.

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: 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. CU employees send employee transfer application, cover letter, resume and 2 (short) writing samples to Esther Smith, Staffing Services. External applicants send cover letter, resume and 2 (short) writing samples to Esther Smith, Staffing Svcs, 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: diploma or equivalent. Some college coursework in business or related area. 1-2 years 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 Services.

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: 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. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Preprint Secretary, GR18 (C4405)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 11/8/90
 Responsible work performed under general supervision involving duplicating duties and organization and maintenance of files and a reference library for a large research facility in high energy physics.
Requirements: diploma or equivalent. Some college coursework preferred. Word processing experience. Good organizational skills required. Knowledge of MASSII helpful. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C4404)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 11/8/90
 Provide support for the Principal Investigator, Co-Investigators, Administrative Supervisor, and staff of the Gastrointestinal Unit/Hepatitis Research Program; provide support for the Chief of Medicine, Clinical Sciences.
Requirements: diploma or equivalent. Some college coursework preferred. 1-2 years related office experience desirable. Use IBM PC (Word Perfect, Lotus, Sci-Mate/Reference MGR). Excellent office, communication, interpersonal, and organization skills. Ability to work independently. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services. External applicants send cover letter and resume to Esther Smith, Staffing Svcs, 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.

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: 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 Svcs, 160 Day Hall.

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: 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.

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: 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.

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: 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 proofreading skills. Must pay close attention to detail. Strong interpersonal, organizational and communication skills. Heavy and accurate typing (60+ words per minute preferred).

Secretary, GR19 (C4406)
Agricultural and Biological Engineering-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 11/8/90
 Provide secretarial/word processing support to 4-5 professors. Type highly technical documents, manuscripts, research proposals, classwork and correspondence; coordinate travel arrangements and prepare reimbursement vouchers; xerox, file and phone coverage. Other duties as assigned.
Requirements: diploma or equivalent. Some college coursework in secretarial or business field desirable. 2 years experience. Sound knowledge of MathWriter, Microsoft Word, and Mac Draw. Ability to prioritize and organize workload to meet deadlines. Word processing skills (Mac) of utmost importance to fulfill job requirements. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services.

Accounts Assistant, GR19 (C4410)
Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 11/8/90
 Provide budgeting and accounts assistance for nutrition surveillance and training components of international research program. This comprises approximately 12 projects and encompasses an annual budget of approximately \$1 million.
Requirements: diploma or equivalent. Some college coursework preferred. 2 years related experience. Famil-

iar with Cornell University financial reimbursement and reporting procedures. Familiar with Paradox database software and Lotus 123 software. Knowledge of grant and contract budgets. Understanding of exchange rates and international wire transfer procedures. Experience with international research projects preferred. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Word Processing Operator, GR19 (C4401)
Purchasing-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 11/8/90
 Under general supervision support the purchasing department in the areas of word processing, data management, & data entry requirements of the purchasing staff.
Requirements: diploma or equivalent. Some college coursework in Business/Secretarial. 2 years word processing and data entry. Must be able to communicate verbally and in writing and have good grammatical skills. Specialized computer training in computer software applications, including word processing and spreadsheet application (some graphics training desired). Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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.

Library Aide, 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. Attention to details a must. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services. 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 microcomputers preferred.

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 word 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. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Department Assistant, GR20 (C4412)
Catalog Management/Olin/CUL-Endowed
Minimum Biweekly Salary: \$575.30
Posting Date: 11/8/90
 Responsible for completing the work associated with the barcoding project and clean-up for Olin, Uris and the Endowed Unit Libraries. This individual exercises considerable judgement in technical procedures for the Barcode Cleanup Group. Responsibilities include: performing the work of the Group, supervising student assistants serving as a quality control specialist. 39 hours per week, Monday-Friday.
Requirements: Associate's required, or the equivalent combination of work experience and education. Minimum of one year relevant Technical Services experience. Demonstrated ability to work independently and exercise judgement. Ability to work well with details. Good interpersonal communications, (verbal and written) skills. Must be dependable and work well under pressure. Previous supervisory experience desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Coordinator, GR20 (C4408)
Communications-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 11/8/90
 Support Department Chair and Administrative Manager with the range of administrative responsibilities in the

department. Provide additional administrative support to those faculty with research grants or contracts. Specific duties to include preparation of monthly billings, requisitions, and vouchers; troubleshooting financial management problems; preparation of grant and contract budgets; assistance with appointment processes; annual inventory, etc.

Requirements: Associate's or equivalent. 2 years related experience. Must have experience with personal computers and computer software including WordPerfect. Knowledge of and experience with Statutory accounting and procedures highly desirable. Familiar with spread sheet software and willingness and ability to assimilate forthcoming University administrative computer systems required. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services.

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. CU employees send transfer application, cover letter and resume to Esther Smith, Staffing Services. 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. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Coordinator, GR21 (C4409)
Administrative Services-Endowed
Minimum Biweekly Salary: \$599.73
Posting Date: 11/8/90
 Provide administrative and accounting support for maintenance and service operations and administrative services (directors, business managers, plant/account/section managers and support staff).
Requirements: Associate's in accounting, business or equivalent experience. 2-3 years experience in budgeting, forecasting and cost accounting techniques. Experience using Macintosh P.C.'s and calculators. Cornell University accounting and mainframe computer systems experience desirable. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services.

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: diploma or equivalent. Some related experience (6 months-1 year). Macintosh experience essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Svcs, 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: 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.

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: 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, 10:00 a.m.-2:00 p.m. 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 & staff of autotutorial physics course with enrollment of approximately 400 students a semester and 50 students during summer. 12:20pm-4:20 pm.
Requirements: 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.

Department Secretary, GR18 (C4403)
CISER-Endowed
Minimum full-time equivalent: \$529.35
Posting Date: 11/8/90
 Provide receptionist and secretarial support. Answer telephones; handle mail; correspondence; help with publications. Other duties as assigned. 8 a.m.-12:00 noon.
Requirements: diploma or equivalent. Some college coursework preferred. Minimum 1 year related office ex-

PTSD

Continued from page 3e

ment of Labor offices in Center Ithaca. The VA services are free to veterans.

For information concerning these and other VA services, call (716) 394-2000. In Syracuse, the Central New York Veterans Outreach Center (315-458-7901) is a non-profit organization which also conducts PTSD counseling. The local chapter of the Vietnam Veterans of America has recently formed a PTSD support group that meets in Ithaca. For information on this group call Wilson Kone at 255-7738.

If you, a family member, or a co-worker experience any of the above symptoms on a regular basis, and if you have been exposed to a traumatic event, seek counseling from someone familiar with Post Traumatic Stress Disorder. You do not have to continue to suffer the effects of that trauma for the rest of your life. Remember, you are not just doing it for yourself. Your family and friends are also suffering with you.

Wilson V. Kone, is the associate director for administration of the Mathematical Sciences Institute at Cornell. He retired from the U.S. Army in 1986, after twenty years of service and two combat tours in Vietnam. He is the vice president of the Vietnam Veterans of America, Finger Lakes Chapter 377, and was responsible for organizing the recent PTSD seminar referred to in the article.

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 Nov. 9.

Jobs

Continued from page 3e

perience. Knowledge of IBM computer and Wordperfect software essential. Good interpersonal skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Interlibrary Loan Assistant, GR18 (C4407)
Access Service/Olin-Endowed
Minimum full-time equivalent: \$529.35
Posting Date: 11/8/90

Under the direction of the Administrative Supervisor of Interlibrary Borrowing, is responsible for preparing all non-NYSILL and non-RLIN borrowing requests, by inputting requests in departmental computer database or typing them. The preparation of borrowing material received on loan, and the processing of RLG and NYSILL photocopy for Cornell patrons. 20 hrs pr wk, Mon- Friday.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Ability to work under pressure while maintaining accuracy. Must be dependable and have the aptitude for detailed work. Ability to work with foreign languages. Experience with microcomputers highly desirable. Organizational skills. 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. Mon-Friday, flexible schedule.
Requirements: 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 Svcs, 160 Day Hall.

Office Professionals Temporary

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

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.

Bookmarking Assistant (S4403)
Catalog Management/Olin Library/CUL

Provide bookmarking and security strips for all new material (except commercially bound serials) for the Endowed Units of the Library. 20 hrs per week, until 8/7/91.
Requirements: diploma or equivalent. High level of accuracy and attention to detail. Ability to work quickly. Ability to lift moderate weights and push heavy book trucks. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Svcs, 160 Day Hall.

Editor I (S4401)

Laboratory of Ornithology
Editing and proofreading Lab publications, in particular, The Living Bird Quarterly magazine. Other responsibilities may include fact checking, writing, correspondence. Until approximately 4/15/91 (might be less). 20 hours per week, flexible.
Requirements: Bachelor's in English with interest background in ornithology or conservation or Bachelor's in wildlife biology with interest/background in journalism. Proofreading, editing, and writing skills required. Prefer dependable/self-starter who will pay attention to details. Familiarity with Word Perfect (IBM) a plus. Should have good communication skills and be able to meet deadlines. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our 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 (G4405)
Plantations-Statutory
Hiring Rate: \$6.27
Posting Date: 11/8/90

Provide general custodial care for 4 Plantations buildings and grounds in immediate vicinity of assigned area.
Requirements: Basic reading and writing skills. Valid NYS drivers license. Ability to follow instructions and work for extended periods without direct supervision. Ability to operate a variety of heavy power equipment, lift 50 pounds, and climb an extension ladder. Cornell employees send employee transfer application to Esther Smith, Staffing Services, .

Food Service Worker, S002 (G4401)
Dining-Endowed
Hiring Rate: \$6.27
Posting Date: 11/8/90

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

Food Service Worker, S003 (G4402)
Division of Campus Life-Endowed
Hiring Rate: \$6.56
Posting Date: 11/8/90

Under direct supervision, prepare, present, and serve items for line service. Receive, inspect, store all food products, equipment, and supplies for a dining unit. Wash dishes, pots and pans.
Requirements: Basic reading and computation skills. 1 year related experience; working knowledge of food prep and Kosher dietary law and strict adherence to same. Ability to operate food preparation and cooking equipment. Good customer relation skills. Basic understanding of purchasing and receiving food. Ability to lift up to 75 pounds. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, . External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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: 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, . 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.

Kosher Cook, S008 (G4403)
Division of Campus Life-Endowed
Hiring Rate: \$8.27
Posting Date: 11/8/90

Under general direction, prepare & present a full variety of foods for service through own efforts and/or through supervision of employees for the Kosher Dining Hall.
Requirements: diploma or equivalent. 3-5 years experience working knowledge of and strict adherence to Kosher laws essential. Experience in a full range of entrees, sauces, soups and accompaniments. Knowledge of food cooking processes- i.e. grilling, frying, roasting, and steaming. Good organizational skills. Ability to supervise others. CU employees send employee transfer

Cornell Employment News

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

EQUAL
Opportunity at Cornell

application, cover letter and resume to Esther Smith, Staffing Svcs, . External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Shift & Maintenance Mechanic, S009 (G4006, G4007)
M and SO-Mechanical Shop-Endowed
Hiring Rate: \$8.66
Posting Date: 11/8/90

Perform preventive maintenance on boilers, burners and other mechanical and HVAC equipment found in commercial, industrial, residential and research institutions. Monitor equipment, building and utility systems. Inspect & lubricate all mechanical equipment. Read electric, water & steam meters. Shift varies according to shift duty.
Requirements: diploma or equivalent. Knowledge of HVAC, utilities, controls and other support systems in an high technology environment. Minimum of 3 years experience maintaining mechanical equipment. Experience with boilers and burners. Valid NYS drivers license required. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, . External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities are particularly encouraged to apply.

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: 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.

Animal Attendant (S4308)
Baker Institute

Provide general care to beagles. Feeding the beagles and maintaining the kennel runs. Saturdays and Sundays 8 a.m.- 12 noon. Also includes holidays. Please contact Karen Raponi, Staffing Services, . 255-2192.

Poultry Assistant (S4302)
Poultry

Gather eggs, maintain cleanliness in poultry barns, feed chickens. Saturdays and Sundays, days. Includes some holidays. Please 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.

General Service

Send application materials for the following positions to Cynthia Smithbower, 160 Day Hall.

Nurse's Aide, S003 (B4402)
University Health Services-Endowed
Hiring Rate: \$6.56
Posting Date: 11/8/90

Assist clinicians and nurses. Prepare patients for medical exams. Clean and stock examining rooms; prepare solu-

tions and provide routine bed care in the overnight unit. Monday-Friday, 4:00 p.m. - 12:00 a.m.
Requirements: Nurse's Aide/Health Assistant certification desirable. diploma or equivalent. Recent health related services experience. Strong interpersonal and communication skills. Able to work independently. Send cover letter and resume to Cynthia Smithbower.

Groundworker, S004 (B4401)
Grounds Division-Endowed
Hiring Rate: \$6.88
Posting Date: 11/8/90

Performs all general landscape maintenance and landscape construction task; may be assigned other groundsworkers, both regular and seasonal, to aid in carrying out assignments. Frequent night and weekend work during winter snow season. Monday-Friday, 39 hours per week.
Requirements: diploma or GED equivalent, courses in agronomy, horticulture or related fields desirable. Pesticide applicators license desirable. 1-2 years experience in commercial landscape maintenance, landscape construction and related equipment. Minor equipment repair experience desirable. Valid drivers license. Send cover letter and resume to Cynthia Smithbower.

Greenhouse Worker, S006 (B4404)
Entomology-Statutory
Hiring Rate: \$7.52
Posting Date: 11/8/90

Responsible for operation of an entomological greenhouse complex for use by faculty, staff, and graduate students. Anticipate and carry out necessary operations to maintain an optimum environment for plant growth and research needs. Monday-Friday, 39 hours per week.
Requirements: Associate or equivalent in Floriculture or related field where coursework included plant growth and greenhouse operations; DEC certified application in a license required. 2-3 years working experience in a well managed greenhouse operation; excellent knowledge of mechanical operations of a greenhouse. Send cover letter and resume to Cynthia Smithbower.

Academic

Senior Extension Associate I, CA7, Director, Trade Union Womens's Studies Program, New York State School of Industrial and Labor Relations, Division of Extension and Public Service, New York City.

Responsible for all aspects of management and administration of the Trade Union Womens's Studies Program whose goal is to increase women's participation in their unions. Teach credit and noncredit courses in field of industrial and labor relation; plan, train and supervise adjunct instructors; promote and market credit programs; prepare and administer the budget; and ensure coordination between Trade Union Womens's Studies and other Cornell Credit Programs.
Requirements: Master's or equivalent in education and experience. Experience working with labor movement and women's groups; teaching adults and commitment to labor education; and planning, developing, administering and delivery of workshops and conferences. Familiarity with current issues in labor relations and women's issues. Send letter of application and resume with names, addresses and phone numbers of 3 references by December 15, 1990 to: Dorothy Fennell, Assistant Professor, Chair, Trade Union Womens's Studies Search, ILR/Cornell, 15 E. 26th Street, 4th Floor, NY, NY 10010.

Program Manager, Department of human Development and Family Studies.

Position will be part of the Family Life Development Center's Child Protective Services Training Institute. The Program Manager of the Evaluation Unit in the Child Protective Services Training Institute is responsible for the preparation of quarterly and final reports to project funder; task analysis of child protective services functions and needs assessment for training; consultation of curriculum design and development; examination of appropriate models for training and evaluation; supervision and management of graduate students and research data clerk; and publication in professional literature.
Qualifications: A Doctorate in social science or human service studies with an emphasis on program evaluation and data collection, plus 5 years experience in evaluation and curriculum development. Excellent communication and research writing skills. Aplication record is preferred. Ability to travel within New York State. Interested candidates should forward resume to: Brenda Wolcott-Aume, Family Life Development Center, E-259 MVR Hall, Cornell University, Ithaca, NY, 14853-4401.

CORNELL EMPLOYMENT NEWS

Special Benefits Edition

Volume 2, Number 46

November 8, 1990

BENEFAIR '90

BENEFAIR '90 will be held in the Statler Ballroom on Wednesday, November 14 from 10:00 a.m. to 6:00 p.m., and on Thursday, November 15 from 10:00 a.m. to 4:00 p.m. This two-day program will give all Cornell employees the opportunity to "drop in" to ask questions about their benefits and to meet representatives from the endowed and statutory benefits offices and from various insurance carriers.

Special seminars are scheduled during Benefair '90 to discuss changes in the 1991 Endowed Health Care Plan, and will be held at 12:00 p.m. and 2:30 p.m. on Wednesday, November 14, and at 10:30 a.m. and 12:00 p.m. on Thursday, November 15. A retirement seminar, "TIAA/CREF: Your Retirement Plan and New Options," will be held on Tuesday evening, November 13, from 7:00-9:00 p.m. in Bache Auditorium, Malott Hall.

Both statutory and endowed employees are encouraged to come to Benefair '90 to ask questions and obtain information regarding the university's employee benefit programs. Representatives from various insurance carriers will be available to review coverages and answer questions, and benefits staff representatives can assist you in the open enrollment process for Select Benefits, Accidental Death and Dismemberment (AD&D) and Health Insurance.

Door prizes, sponsored by Aetna, CIGNA/Equicor, Fidelity, Seabury & Smith, and TIAA/CREF, will be given away at the conclusion of Benefair '90. Prizes include a trip for two to Florida, a camcorder, a VCR, and gift certificates to various area restaurants.



Endowed employee benefits staff: front row, left to right: Donna Bugliari, Grace Gunn, Alice Boose; second row: Tammy Kroboth, Mary Vallely, Jean Samuelson, Kathy Newell, June Franklin, Pat Cooke; third row: Bonnie Clark, Susan Boedicker, Pat Smith, Bill Douglas

This special issue of *Cornell Employment News* provides an overview of many of the university's benefits plans and introduces you to various members of the benefits staff. We hope all university employees will take advantage of the opportunity to attend this year's annual Benefair.

Time Away From Work Policy

Time spent at Benefair '90 can be considered time worked, as described in Policy 408 "Release Time from Work," in the Personnel Manual.

An Overview of Your Cornell University Benefits

Endowed Health Care Program to Change

Starting January 1, 1991 all participants of the Cornell University Endowed Health Care Program will be covered under one plan: the 80/20 Plan.

All covered employees should be receiving an 80/20 Plan summary booklet that explains the 80/20 Plan coverage in detail next week.

Medical expenses covered under the 80/20 Plan are the same as those covered under the Option I Plan: the difference is the rate of reimbursement. After the annual deductible (individual \$200, family \$400) is satisfied most eligible medical expenses are shared; the university pays 80% and you pay

Those individuals covered under Option I will automatically be enrolled in the 80/20 Plan on January 1. Any individual who is already hospitalized when the new Plan takes effect will receive benefits under the Plan in effect on December 31, 1990 until discharged from the hospital.

All endowed employees will receive new health care ID cards in February. You may continue to use the card you currently have until the new ones are issued.

Please pay careful attention to the section of this article describing the Select Benefits Program. Information is provided on how you can use a Medical Reimbursement Account to help cover your deductible and 20% copay amount.

Participants currently enrolled in Option II will not experience significant changes in coverage since the 80/20 Plan is patterned after the current Option II Plan. You will want to review the only changes—coverage for routine/preventive care and mental health care benefits—so that you are familiar with changes that take place on January 1.

The Benefits staff will conduct a series of presentations at various departments upon request, as well as those scheduled for Benefair. The staff is also available to meet with you individually if you have questions about the 80/20 Plan. You can schedule an appointment by calling the Benefits Office (5-3936) or you can come to the Annual Benefair.

Overview of the Health Plan Changes for Endowed Employees

The new biweekly contributions for coverage under the 80/20 Plan are:

	1990	1991
Single	-0-	\$ 2.49
Family	\$22.03	\$25.51
Dual Eligibility	\$11.02	\$12.75*

* Dual Eligibility covers married employees who both work in an endowed unit and are both benefits eligible.

You will see the new payroll deduction in the paycheck of December 27 or January 3 depending on which week you receive your paycheck.

Reimbursement of expenses for routine/preventive care

Like the Option II Plan, the 80/20 Plan provides coverage for routine/preventive care. Expenses for routine/preventive care are not subject to the annual deductible and are reimbursed at 80%. Benefits have been improved to cover a broader range of services and to include employees under age 40. The coverage is described as follows:

Employees are eligible to receive 80% reimbursement (up to the reimbursement limits) of expenses for routine or preventive care such as an annual physical exam or a routine ob/gyn visit. The amount that you will receive in reimbursement differs depending on your age. Employees age 40 or over are eligible to receive up to \$250 in reimbursement every other year and employees under age 40 are eligible to receive up to \$150 in reimbursement every other year. Since this benefit includes reimbursement limits you can actually submit charges totaling \$187.50 (80% reimbursement = \$150.00) or \$312.50 (80% reimbursement = \$250.00).

This benefit works like a "bank account" that you receive reimbursement from and which is set to either \$150 or \$250 every two years. You can receive the whole \$150 (or \$250 if age 40 or over) in reimbursement during 1991 or you can receive, for example, \$90 in reimbursement in 1991 and the remaining \$60 (or \$160 if age 40 or over) in reimbursement will be available for routine expenses in 1992.

Well-baby visits are covered for children age 2 or under. Your child is considered eligible for this benefit until he/she turns age 3. You are eligible to receive up to \$200 annually in reimbursement of well-baby expenses for each qualifying child. Since this is a reimbursement limit, you may submit up to \$250 in expenses (80% reimbursement = \$200).

Coverage for Mental Health Care

The coverage for mental health care has changed. Expenses of up to \$50,000 annually for inpatient hospitalization as a means of treating mental and emotional problems are eligible for reimbursement after the plan deductible (\$200/\$400) has been satisfied. You must precertify the inpatient stay by calling Healthline (1-800-331-2595). The 20% that you pay for mental health care is not credited toward your out-of-pocket maximum.



Pat Cooke, benefits assistant

20% (your copay amount) until the out-of-pocket maximum (individual \$1,000, family \$2,000) is reached. Reimbursement of all eligible expenses increases to 100% for the rest of the year if the deductible and your 20% copay reaches \$1,000 for any covered individual. If a family's combined eligible out-of-pocket expenses reach \$2,000, reimbursement of eligible expenses will increase to 100% for all persons covered through the rest of the year.

Reimbursement for **outpatient coverage** of mental health care is at the rate of 50% after the annual plan deductible is satisfied. You may receive up to \$1,000 in reimbursement annually, which means you may submit up to \$2,000 in expenses (50% reimbursement of \$2,000 = \$1,000). If the outpatient treatment follows inpatient treatment your annual reimbursement limit increases to \$2,000, with up to \$4,000 in expenses eligible (50% reimbursement of \$4,000 = \$2,000). **The 50% that you pay for outpatient treatment of mental and nervous disorders is not credited toward your out-of-pocket maximum.**

Questions Commonly Asked About the Endowed Health Plan

Are prescription drugs still covered the same way under the 80/20 Plan?

Yes. Out-of-hospital drugs and medicines that require a doctor's prescription and insulin are covered at 100% after a \$4.00 copayment when you use an Aetna-participating pharmacy. The prescribing doctor may be a doctor of medicine (M.D.), a doctor of osteopathy (D.O.), a dentist or a podiatrist.

Is a mail order prescription drug service available?

Yes. If you require regular medication for a long-term illness or condition such as diabetes or high blood pressure, you may obtain up to a 90-day supply of certain maintenance prescription drugs through a mail-order prescription drug service,



Donna Bugliari, benefits specialist

Express Pharmacy Services. In addition to the fact that there are no copayments when you use this program, you can take advantage of extended evening and weekend service to order refills by telephone, or use the program's postage-paid order forms.

Enrollment forms for the mail order drug program are available in 130 Day Hall, or by calling Employee Benefits at 255-3936.

How can I help manage my health care costs?

- Consider the Select Benefits medical reimbursement account for pre-tax payment of your health care plan deductible and planned out-of-pocket medical expenses. A number of employees presently in Option II have opted to have the difference in their biweekly contributions (between the employee contribution in the 80/20 Plan and the employee contribution that would have been required had Option I continued) automatically deposited in a medical reimbursement account. You may wish to consider doing likewise. Be sure to read the "Select Benefits" portion of this issue for more detail.
- If you do not anticipate medical expenses you may want to consider depositing the difference in employee contributions in a savings account. If you need medical treatment, you will have an account established to help defray your out-of-pocket expenses. If you do not use medical care your savings will be available for other uses.
- Be aware of the impact of your lifestyle. Take advantage of blood-pressure clinics and the health-related programs offered through the Human Resources calendar of workshops and seminars and in conjunction with the university's wellness program.
- When your physician recommends a particular medical treatment, especially surgery, don't be afraid to ask questions. Find out whether alternative treatments are available, what the success rate of your surgical procedure is and how much your physician charges for a procedure before making a final decision. Reimbursement is based on the average charge by physicians in the geographic area where treatment will be rendered for each specific procedure (Reasonable and Customary charges). Charges can fluctuate dramatically from one physician to another.
- **Be certain to call HEALTHLINE at 1-800-331-2595 to precertify hospital stays or to determine whether your physician's charges are within Reasonable and Customary limits covered by the 80/20 Plan.** Call Healthline with the 9-digit procedure code (your physician's office should supply this) and the amount your physician will charge. Remember - amounts that exceed Reasonable and Customary charges are not reimbursable under the health care program and do not get credited toward your out-of-pocket maximum.

A Review of Select Benefits for Endowed and Statutory Employees

The Select Benefits Program includes three different accounts: the health care premium account, the medical care reimbursement account and the dependent care reimbursement account.

Health care premium account

The health care premium account permits you to pay the employee contribution for your health care plan with pre-tax dollars. Your employee contribution is deducted before federal, state or social security taxes are assessed against your earnings. If you do not wish to pay your contribution for the health care plan with pre-tax dollars, be sure to complete a Select Benefits enrollment form during open enrollment (November 15 through December 15) or at Benefair.

Medical care reimbursement account

By using a medical care reimbursement account you can pay eligible medical, dental and vision expenses for you and your family with pre-tax dollars. You can use a medical care reimbursement account to cover your out-of-pocket expenses (the deductible + 20% copay amount) required for the 80/20 Health Care Plan. You gain two advantages by using a medical care reimbursement account: your taxable income is reduced and you have an account to cover out-of-pocket medical expenses as they are incurred.

The following example shows how one employee uses a medical care reimbursement account to cover the out-of-pocket expenses on a maternity claim.

Example: Jim and his wife, Elaine, are expecting a baby in January. Since Jim knows that the Option I Plan would have cost \$78 in 1991, he decides to put the difference between what he would have paid if Option I had continued (\$78.15 biweekly) and the cost of family coverage under the 80/20 Plan (\$25.51 biweekly) into a medical reimbursement account.

This makes Jim's biweekly contribution to the reimbursement account \$52.64. His taxable income is reduced by \$52.64 biweekly and he will have \$1,368.64 (\$52.64 x 26 pay periods) in his reimbursement account to pay out-of-pocket medical expenses.

Elaine has a baby girl on January 15 and reaches her out-of-pocket maximum. After her \$200 deductible is satisfied, the first \$4,000 in expenses are shared: the university pays 80% (\$3200) and Elaine pays 20% (\$800). Then the university pays Elaine's eligible charges at 100% for the rest of the calendar year.

Federal regulations governing medical spending accounts require that the whole annual contribution amount is available at the start of the calendar year. When Elaine receives the bill for her portion of the medical expenses (\$1,000), Jim has only contributed 2 payroll deductions to the medical reimbursement account. However, since Jim's annual contribution will equal \$1,368.84, the whole \$1,000 is reimbursed through the medical reimbursement account. Jim and Elaine still have \$368.84 left to use for additional out-of-pocket expenses. Since Elaine has reached her out-of-pocket maximum, her eligible expenses will be reimbursed at 100% for the rest of the year.



Susan Boedicker, benefits associate

Jim knew that his family would have medical expenses, so he has chosen to open a medical reimbursement account. If you are not certain that your family will have medical expenses during the upcoming year, but desire protection just in case you do, consider carefully whenever you want to start a medical reimbursement account and deposit the difference in premiums (\$52.64 biweekly) between Option I and the 80/20 Plan. Had you paid premiums for the Option I Plan and failed to use the benefits, you would not have received a refund. If you put the money in a medical reimbursement account and do not use it, it reverts back to administration of the Select Benefits Program, and you do not receive a refund. In both cases, you have paid for protection that you did not need to use.

Employees participating in the Select Benefits Program are sent notices each November reminding them to check the balance in their reimbursement account. If an unused balance

remains in your account as of November, you can schedule dental appointments, purchase eye glasses or submit other unreimbursed medical expenses toward the remaining funds.

Plan booklets providing detailed information on these accounts will be available at Benefair, or you can call the Benefits Office (5-3936) and request that a booklet be sent to you. You can also arrange an individual counseling session by calling Benefits or by attending Benefair.

Dependent Care Reimbursement Accounts

Through a dependent care reimbursement account, you may use pre-tax dollars to pay someone to care for your dependents, disabled spouse, or other disabled dependent so that you, and your spouse if you are married, can work.

Like the medical reimbursement account, contributions are made to your account from each paycheck, before taxes are assessed. Regulations governing Dependent Care Accounts differ from those that apply to Medical Reimbursement Accounts. If you are interested in a dependent care account, you can request a plan booklet, ask questions or set up an individual counseling session by calling the Benefits Office (5-3936) or by attending Benefair.

Enrollment

If you wish to participate in Select Benefits for 1991, you must enroll during the open enrollment period (November 15 through December 15.) Changes cannot be made at any other time unless you experience a change in family or employment status and notify your benefits office within 30 days.

Internal Revenue Code Regulations

Since these reimbursement accounts are governed by Internal Revenue Code, the rules affecting them must be strictly adhered to. Violation of any regulations governing these accounts results in loss of the tax advantage to all participants. Regulations prevent the Benefits Office from accepting any enrollment forms after January 1, so please be sure to complete your enrollment form and send it to the Benefits Office within the open enrollment period. **We cannot accept late forms.**

Under federal law, amounts remaining in a reimbursement account at the end of the plan year cannot be returned to the employee.

Commonly Asked Questions About Cornell's Select Benefits Program

What are the advantages of enrolling in Select Benefits?

By paying certain eligible expenses on a before-tax basis, less of your gross salary is subject to personal income tax, state income tax, and Social Security deductions (FICA).

Also, nearly every Cornell employee who makes a health care plan premium contribution can save money each paycheck by making that contribution with before-tax dollars using the Select Benefits plan. Through this option you *automatically* convert a portion of your salary to pay your health care premium on a before-tax basis. Savings from participations in a reimbursement account will depend on individual circumstances.

Many employees with high predictable dependent care expenses and some employees with moderate predictable dependent care expenses may be able to achieve significant savings through a Dependent Care Reimbursement Account. Employees with out-of-pocket predictable medical care expenses, including dental expenses, may be able to realize substantial savings by participating in a Medical Care Reimbursement Account.

Can I change my election at any time?

During the plan year, you cannot change your decision to participate in Select Benefits or your level of participation (for example, the amount you contribute per pay period to a reimbursement account) unless you have a change in family or employment status as defined in the plan and described in plan materials. You have 30 days from the time the change becomes effective to change your selection.

How do I request payment from a reimbursement account and how long will it take?

You must file a claim with the statutory or endowed benefits office. Claim forms can be obtained at either office. Normally you will receive reimbursement within two to four weeks from the time the claim is submitted.

Accidental Death and Dismemberment Plan (AD&D) Carrier Change Provides Decreased Costs and Increased Options for All Cornell Employees

The university has a new insurance company for Accidental Death & Dismemberment insurance. On July 1, 1990 you experienced a decrease in the cost of your AD&D coverage as a result of lower rates offered by Cigna (the new insurance carrier).

Effective January 1, 1991 additional changes to the AD&D coverage will be implemented. In general, the new plan offers better coverage at a better price than the old plan.

Information regarding changes in this plan will be included in the Open Enrollment mailing. If you have questions regarding participation in the AD&D plan, contact Employee Benefits at 5-3936, or bring them to Benefair '90!

Group Life Insurance Reviewed

Group life insurance provides income security for endowed and statutory employees and their beneficiaries in the event of death. The university provides Basic Coverage equal to one-half budgeted annual salary up to a maximum benefit of \$50,000 at no cost to the employee.

Employees may purchase Supplemental Coverage in an amount equal to one, two, three, four or five times their budgeted annual salary up to a maximum benefit of \$500,000.

Dependent coverage, for spouse and eligible children, may also be purchased through this plan.

Can I increase the amount of life insurance coverage I have at any time, or during open enrollment?

To increase the amount of life insurance coverage, employees must submit proof of good health, subject to approval by CIGNA/Equicor. A physical examination will also be required if you wish to add more than \$25,000 in coverage. Contact Employee Benefits or come to Benefair for more information.



Bonnie Clark, benefits specialist

New Choices in University Retirement Plan (CURP) Offered This Year

University contributions to TIAA/CREF provide endowed employees with annuity income at retirement. The university contributes an amount equal to 10% of base salary to TIAA/



Bill Douglas, Benefits specialist

CREF on a biweekly basis for the purchase of retirement annuities. Eligibility and waiting periods for participation are based on job title. Employees designate the percentage invested in TIAA—a fixed annuity—and CREF—a variable annuity. Contributions are immediately and fully vested. TIAA/CREF sends an annual report with a monthly breakdown of premiums as well as quarterly statements directly to participants.

Effective July 1, 1990 the university made available a variety of investment fund choices under CREF with the addition of a bond market and a social choice account in addition to the stock and money market accounts already offered.

Representatives from TIAA/CREF and the Benefits Office will be available at Benefair '90 to answer your questions regarding the Cornell University Retirement Plan. TIAA/CREF will also hold a special evening seminar, "TIAA/CREF: Your Retirement Plan and New Options," on Tuesday, November 13, from 7:00-9:00 p.m. in Bache Auditorium, Malott Hall. Spouses are encouraged to attend!

You Can Save for Retirement through a Tax Deferred Plan

The Tax Deferred Plan offers employees the opportunity to save for retirement by contributing to a variety of investment options with before-tax dollars. You will be taxed on your contributions and earnings on these contributions when you begin receiving distributions from your account.

Investment alternatives are provided through a variety of companies—TIAA/CREF, Unionmutual, Dreyfus and Fidelity—and range from conservative vehicles which will normally yield a stable, guaranteed return over the lifetime of your investment to high-risk funds which fluctuate up or down over the lifetime of your investment with no guarantee on return.

Representatives from TIAA/CREF, Dreyfus, Fidelity and UNUM will be on hand at the Benefair to assist you with questions regarding the Tax Deferred Plan.

Workers' Compensation, Short Term Disability, and Long Term Disability

The university provides benefits for employees who become disabled and unable to work through a variety of programs.

If your illness or injury is job-related, both income protection and medical benefits are provided by Workers' Compensation.

Employees who become disabled due to a non-job-related illness or injury are covered by the Short Term Disability Plan. In the event that either type of disability extends for more than six months, you may be eligible to apply for benefits under the University's Long Term Disability program.

However, if you are a statutory employee vested in the New York State Employees Retirement System (NYSERS) or the Federal Civil Service Retirement System (FCSRS), you are eligible to apply for Long Term Disability benefits through NYSERS or FCSRS.



Alice Boose, benefits assistant

Statutory employees who are Optional Retirement Plan (ORP) participants or who are not vested in NYSERS or FCSRS, are covered by the Cornell Long Term Disability Plan.

If you have further questions regarding Workers' Compensation, Short Term Disability or Long Term Disability, contact Employee Benefits, 255-3936.

Information on Statutory Health and Retirement Benefits

Statutory Health Questions and Important Information for New York State Employees' Retirement System (NYSERS) Members

Q: What do I need to do if I wish to change my health coverage status (switch from Family to Individual or request a voluntary cancellation)?

Contact the Statutory Benefits Office to obtain the necessary forms to make the change. Because your health insurance contribution is deducted on a pre-tax basis (unless you specify otherwise), IRS regulations do not allow you to make changes in your health coverage status, such as:

- changing from Family to Individual coverage while dependents are still eligible

OR

- voluntary cancellation of your health insurance coverage while you are still eligible

UNLESS the change stems from a qualifying event. The only time during the year when these limitations do not apply is during Option Transfer.

The following is a list of qualifying events:

- You have a change in family status (marriage, birth, death, legal separation, divorce, attainment of the maximum age of 19 for coverage of a dependent child — or until age 25 if a full-time student).
- You are newly eligible for or you lose eligibility for Dual Family Eligibility Coverage.



Statutory employee benefits staff: front row, left to right: Anne Klug, Marc Catone; second row: Gwen Harper, Mary Slaght, Nancy Zinzola, Helen Rogers, Midge Kelsey

- You are enrolled in an HMO and move out of that HMO's service area and you must choose another HMO or the Empire Plan.
- Your spouse loses his/her coverage due to termination of employment and you apply for coverage for your spouse under your health plan.
- Your employment with the Statutory Colleges terminates.
- Your spouse has a change in employment status which results in either acquiring or losing eligibility for health insurance coverage.
- You receive a divorce/legal separation and are required under a court order to provide health insurance coverage for your eligible dependent children.
- There is a significant change in your or your spouse's health coverage which is attributable to your spouse's employment.
- You leave active employment status and enter Leave Without Pay.

IMPORTANT: When you experience a change in family status it is important to review all your benefits to determine how

they will be affected — health insurance, dental insurance, life insurance, select benefits, and retirement (for beneficiaries).

Q: What happens to my health insurance if I go on Leave Without Pay?

While you are on leave you will be responsible for paying the full employee and employer share for each pay period you are off payroll unless you decide to cancel your health insurance coverage PRIOR to going on leave.

If you know in advance that you do not wish to continue your health insurance coverage while you are on any type of Leave Without Pay, you must fill out a Cancellation of Coverage form and return it to the Statutory Benefits Office (B-22 Mann Library) prior to your last day on payroll. If you cancel your health coverage and wish to have health coverage when you return to payroll, you must re-enroll and fulfill the necessary waiting period.

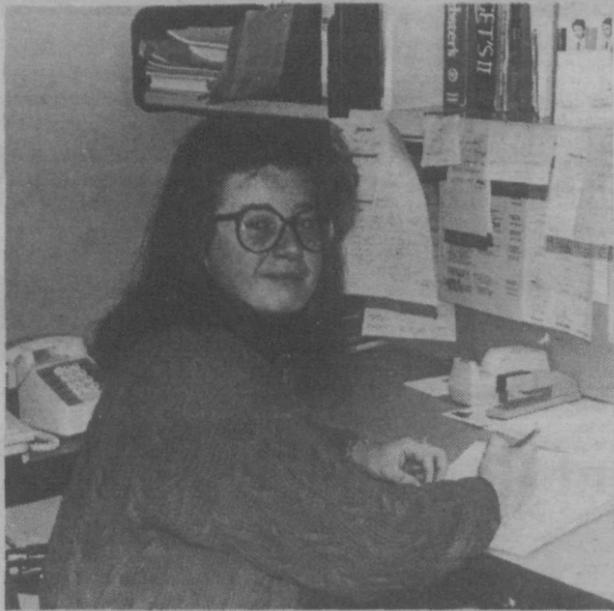
If the leave is for 28 days or less, and you do not cancel your health insurance prior to going on leave, you will be required to pay the full-share (employee and employer) deductions to avoid a break in health insurance coverage. Civil Service will send a bill directly to your home. If you do not remit payment, Civil Service will notify the Statutory Benefits Office to retroactively deduct the proper full-share amount from future pay checks when you return to work.

If your leave is for more than 28 days, Civil Service will send a bill to your home so that you can continue to pay for health coverage. If you are billed by Civil Service and fail to send payment back on time, your coverage will automatically be cancelled.

If you continue health payments while on leave, your insurance will become effective on the first day of the second payroll period following the payroll period in which you return to work.

Please remember: it is your responsibility to provide the Statutory Benefits Office with your correct mailing address so that Civil Service can bill you.

If you and your spouse are on Dual Eligibility and one of you is going on a Leave Without Pay, you will no longer qualify for the Dual Eligibility Benefit. You must notify Statutory Employee Benefits concerning the start date of the leave, and you must change your status from Dual Eligibility. Once you or your spouse returns from the Leave Without Pay, you can switch your coverage back to Dual Eligibility by completing the necessary forms.



Anne Klug, assistant benefits manager

Q: What do I do when one of my dependents is no longer eligible for health coverage because of graduation, divorce, or they are over the age of 19 (or over age 25 if a full-time student)?

If you, your spouse or your child becomes ineligible for health coverage because of:

- divorce,
- death of spouse,
- termination of employment (for reasons other than gross misconduct),
- losing dependent status — your child is 19 and is no longer a full-time student (or a full-time student over the age of 25),

then you or they may be eligible to purchase extended coverage through COBRA (Consolidated Omnibus Budget Reconciliation Act).

COBRA allows you, your spouse or your child to purchase the same coverage that was in effect prior to the change in eligibility status. In order to become eligible for COBRA coverage you must write to the New York State Department of Civil Service COBRA Unit within 60 days of a change in eligibility and request an application for COBRA coverage. Requests should be sent to:

**New York State Department of Civil Service
COBRA Unit
W. Averell Harriman State Office Building Campus
Albany, NY 12239**

Employees who terminate employment will be sent COBRA information automatically.

Q: Are routine mammograms covered under the Empire Plan?

Mammograms are covered under routine preventative care at any participating provider or hospital, subject to an \$8.00 copay. Mammograms are covered at 80% after the deductible, if services are provided by a non-participating provider, BUT the cost of the corresponding office visit is NOT covered. Coverage is available:

- For covered persons 35 through 39 years of age for a single baseline mammogram
- For covered persons 40 through 49 years of age, the plan allows a mammogram once every two years unless recommended more frequently by a physician
- For covered persons age 50 or older, the plan allows an annual mammogram
- If a physician recommends a mammogram because the patient has a prior history of breast cancer, or if the patient's mother or sister has a prior history of breast cancer.

Mammograms are always covered when a medical condition is suspected or known to exist.



Nancy Zinzola, health benefits specialist

Q: Are routine physical exams covered under the Empire Plan?

Yes, according to the following conditions:

Participating Providers — routine physicals are covered subject to an \$8.00 copay per visit. An additional \$8.00 copay can be charged for diagnostic lab or x-rays done in conjunction with the routine physical.

Non-Participating Providers — routine physicals are covered under the Major Medical portion of the Empire Plan for active employees age 50 or older up to a maximum of \$125.00 once every two years and their spouses age 50 or older up to a maximum of \$75.00 once every two years. Payments are not subject to a deductible or coinsurance. The itemized bill you submit must indicate the diagnosis: Routine Physical in order to be properly reimbursed by Metropolitan.

Q: What is the new Benefits Management Program: HealthCall?

HealthCall applies to all enrollees and dependents whose primary health insurance coverage is the Empire Plan. You must abide by HealthCall requirements and services if you live or seek treatment anywhere in the United States including Alaska and Hawaii.

The HealthCall Number is: 1-800-992-1213

You **MUST** call HealthCall for any hospital admission that will include an overnight hospital stay as soon as a doctor determines that you or one of your enrolled dependents should be admitted as an inpatient.

You **MUST** call within 48 hours after an emergency or urgent hospital admission.

You **MUST** call before a hospital admission for the birth of a child, preferably as soon as the doctor confirms the pregnancy.

You **MUST** call before having any of the following 14 procedures performed in or outside of a hospital setting:

- | | |
|------------------------------------------|-----------------------|
| Arthroscopy | Foot Surgery |
| Coronary Artery Bypass | Gastric Stapling |
| Cesarean Section | Hemorrhoidectomy |
| Colonoscopy | Hernia Repair |
| Cystoscopy | Hysterectomy |
| D & C | Laryngoscopy |
| Endoscopy (Esophageal, Gastrointestinal) | Varicose Vein Surgery |

If your doctor recommends one of these 14 procedures, your call to HealthCall will start a Prospective Procedure Review process. HealthCall professionals will talk with your doctor to make sure that the procedure is medically necessary and appropriate. Please review the Spring 1990 Empire Plan Report or the May 1990 Contact for details concerning:

- Prospective Procedure Review
- Voluntary Specialist Consultant Evaluation
- Concurrent Review
- Discharge Planning

**Medical Case Management
Pre-Admission Certification**

Copies of these publications are available in the Statutory Benefits Office, B-22 Mann Library. Or, you can call the Statutory Benefits Office at 5-4455 and speak with a member of the Statutory Benefits staff if you have any questions regarding HealthCall and the Benefits Management Program.

HealthCall can be reached at 1-800-992-1213 during business hours (8:30AM - 5:00PM E.S.T.) Monday through Friday except holidays. At other times it will be necessary to leave a message on an answering machine and a HealthCall nurse will return the call. Leave your name, area code and telephone number, and the best time to reach you during the day. Be ready to provide the following information when the HealthCall nurse returns the call:

- Enrollee identification number (it is on the enrollee's benefit card)
- Patient's address and phone number
- Doctor's name, address and phone number
- Name of hospital
- Anticipated date of admission

Q: How can I file an out-of-state hospital claim?

If you have a bill from a hospital outside of New York State and the hospital will not bill Empire Blue Cross and Blue Shield for you — send the hospital bill and your Empire Plan identification number to Empire Blue Cross and Blue Shield, New York State Service Center, Box 11932, 11 Corporate Woods Boulevard, Albany, NY 12211-2389.

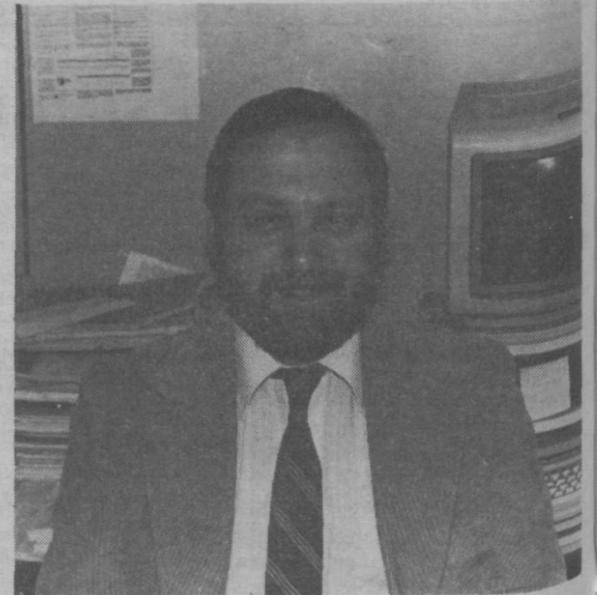
Q: What if I and/or my enrolled dependents are traveling outside of the United States?

If you receive medical attention from a hospital outside of the United States send the itemized hospital bill in English or with a translation if possible (the billed amount should be converted into US dollars). Include your identification number and send it to Empire Blue Cross and Blue Shield, New York State Service Center, Box 11932, 11 Corporate Woods Boulevard, Albany, NY 12211-2389. If you are traveling outside of the United States, you are covered under Empire Blue Cross for your hospitalization. Metropolitan is responsible for your Major Medical expenses (which are subject to the deductible and coinsurance). You must fill out a non-participating provider form, attach any itemized bills, and submit everything to Metropolitan Life Insurance Co., C.P.O. Box 1600, Kingston, NY 12402-0600.

Q: What is Mail Order Prescription portion of the Empire Plan?

You can receive up to a 180-day supply of medication AT NO COST TO YOU through the Mail Order Pharmacy. Ordering prescriptions through the mail is easy and ideal for Empire Plan participants who must take prescription medicine on an ongoing basis. There is no copay and the medicine arrives at your door postage paid. Certain medications (i.e. controlled substances) cannot be ordered through the Mail Order Prescription Plan and must be filled through a regular pharmacy.

If you have any questions or wish to obtain the proper forms for the Mail Order Prescription Plan, please contact Statutory Employee Benefits at 255-4455.



Marc Catone, TIAA/ORP specialist

Important Information for Members of the New York State Employees' Retirement System (NYSERS)

Effective July 1, 1990 Non-Vested Tier 4 members no longer in public employment may withdraw their member contributions from the Retirement System. Tier 4 members who may be eligible for withdrawal should contact Statutory Employee Benefits and request a withdrawal application form.

Tier 3 and Tier 4 NYSERS members will be allowed to borrow against their own money beginning July 1, 1991. We will keep you informed of details concerning the loan program as they are forthcoming.

Retirees of NYSERS who are working under Section 212 may earn a maximum amount of \$9,360 without loss, suspension or diminution of their retirement allowance.

Networking

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

Hiring of Challenge Industries Individuals Earns Award

by Kathy O'Brien



Dennis Osika

Photo by Doug Hicks

Challenge Industries, Inc. of Ithaca, recently bestowed an award on a Cornell University department for encouraging the hiring of persons with disabilities. Cornell's Grounds Department,

under the direction of Superintendent Dennis B. Osika, has supported the concept of being more socially responsible and hiring individuals who have disabilities. As Mr. Osika stated, "We

have a responsibility to look at our operations with an open mind and hire an individual with a disability if they can do the job. Their skills must be matched to the job available. A more highly skilled person might become bored with an assignment, whereas a person with limited skills might not."

That type of understanding and flexibility earned Mr. Osika and his department the award from Challenge Industries. Margaret Proctor, Coordinator of Contract Services, explained that October was proclaimed as National Disabled Employees Awareness Month by the President. At a dinner, persons with disabilities who contribute to the community and society through their jobs are given recognition. Employers are also recognized who have consistently and outstandingly provided employment opportunities for persons with disabilities.

Ms. Proctor explained that, "There are several programs we offer to the community. We have a full service highly-skilled janitorial program and for those less skilled, a grounds service program." Mr. Osika received the award because he was flexible enough to analyze his labor needs in the Grounds Department to employ Challenge Industries individuals. "Mr. Osika showed a commitment to finding room in his work place for persons with disabilities," explained Ms. Proctor.

Osika employed 4-5 individuals during the summer season for landscaping,

litter removal, weeding, etc. Challenge Industries provides their own supervisor and transportation, and usually work three days a week on campus. "They did a good job and I am looking forward to having them back next year," Osika stated. "If I had a long-term employment need, I would consider hiring a Challenge Industries person as long as productivity of that position was not hampered."

While Osika was honored and surprised by the award, he admitted, "Hiring persons with disabilities was good for my employees. They deserve a pat on the back and a large amount of the credit should go to them." "They took the Challenge Industries crew under their wing, were very patient, and even took extra time to explain how things were supposed to be done. That is where the credit should go."

As Osika pointed out, "Trash pickup is a very important job on this campus, not only to keep it attractive and neat, but to keep away health hazards and vermin. There is a large ratio of acres per person employed to take care of those grounds."

So, the next time you need employees who will take an interest in the job they are to accomplish, match the skill level to the job. Inquire from Challenge Industries whether or not they may have a person to match the job you need to fill. You may have the opportunity to make a friend and employ an individual who will do a great job!

In The Parents' Corner: Dear Manager...Thanks

by Theresa Vander Horn

This is a long overdue but deeply-felt thanks to the manager who made it possible for me to be a working parent.

First and foremost, I want to thank you for being a leader in balancing work and family. A leader in a world of cowards. Too many people claim to support working parents but then hide behind the first obstacle or challenge. And on behalf of all women everywhere, thank you for knowing that women's contribution to the workplace is not to be judged on the basis of just a few years. Women are in the workforce for a long time (later in life than men) and their contribution needs to be viewed in its entirety. The extra needs of women during childbearing years are more than compensated during their lifetime contribution to the workforce - not to mention society.

I want to thank you for helping me find ways to take time off after the birth of my son. With pregnancy and birth complica-

tions, a woman's reserved time off can be quickly depleted, making time off for bonding quite difficult. You actively searched for ways to grant me the time I needed and you always seemed to make my best interests a priority of your own. It was our busy season, there was a building flood, a friend and co-worker died, it was the holiday season and you had youngsters of your own to worry about. But you didn't hide behind the many available obstacles. You never do. Thank you!

Thanks for making sure the work got done while I was on maternity leave. During the joyful but stressful transition to parenthood, no one should have to fret about problems at work (which are very trivial compared to the business of birth and bonding). The work was kept up during my absence so I was not overwhelmed on my return. Unfortunately, not all managers actually manage an employee's ab-

sence. Sometimes, managers let the absence manage the manager. Not you.

You have cooperation and trust when you need it.

As a mother, you knew where my energies were needed and belonged; you converted your beliefs into action. Thank you for being so flexible with my schedule when I returned. The number one problem working mothers have is with schedule flexibility. You made it possible for me to reduce my hours so I could nurse the baby at lunch and change my start/finish times. You were understanding of irregularities. It wasn't easy. Faculty are not accustomed to accommodating staff, although I believe they want to help if we trust them with the opportunity. And everyone resists change. But you made it work and you made it work well - for everyone.

For me to reduce my hours meant that a heavy busy-season workload had to get done in fewer hours. You hired a

student worker to help me with my routine duties, as you often do to help your staff in busy times. This was critical. Reducing my hours required planning, reorganization and extensive cooperation. You trusted me to manage that feat and I did it. Not enough managers extend that trust.

Thank you for rallying support among the staff. People want to help and will help when their consideration is reciprocated. All of us are vulnerable to trying times and the support we receive tomorrow will be no greater than the support we give today. Our survival as a society depends on mutual support, but people forget that and need to be reminded.

The support we receive tomorrow will be no greater than the support we give today.

Continued on page 4

Cornell University Wellness: Program Update

by Toni McBride

Hello again! Do you find it hard to stick to your exercise program? Need a little support and encouragement? Well, try group activity classes with your colleagues. The dynamics of group activity

needed. You do not have to be a swimmer to attend. Come try this new class. Class finishes for the semester on December 20th.



Lloyd Powell participant gets some advice from Tammy Koehler Staff Member of the Wellness Program.

work has been shown to increase your compliance to the exercise program. We are very happy to announce some additional activity classes which we can now offer to interested employees:

Water Aerobics: Tuesday, Thursday, 7:00-7:45 a.m., Helen Newman Hall Pool. This class is an interesting option to the land aerobics. Exercising in the water is so refreshing and very easy on the joints. No prior experience is

Early Bird Aerobics: Monday, Wednesday and Friday, 6:30-7:30 a.m., Helen Newman Hall Dance Studio. This class emphasizes body sculpturing and fat burning through movement. This is for you early risers out there. Men are welcome and encouraged to try this out. Any level of skill will be accommodated. Start your morning out with a bang! Class finishes for the semester on December 14th.

Toner-Cise Class: Tuesday, Thursday, 12:25-1:10 p.m., Helen Newman Gym. This class emphasizes the strengthening, toning and flexibility of the upper and lower body. This is a great complimentary class to your aerobic workout sessions. Perfect for everyone! Just try this class once and you will be a "firm" believer in the **Power Lunch** experience. (Bring small handweights to enhance the workout if you would like) Class finishes for the semester on December 20th.

Low-Impact Aerobics: Wednesday, 5:00-6:00 p.m., Helen Newman Hall Dance Studio. This class emphasizes low-impact aerobic exercise and fat

burning activities. Wednesday is hump day, come enjoy the relaxed atmosphere and finish your day on a positive, healthy note. Once again, men are welcomed and encouraged to try this class. Class finishes for the semester on December 19th.

All classes are for employees only and are limited in size. If you have any questions or would like to sign up for any of these classes, please call the wellness program at 255-5133. Class fees are \$2.00 per session. Each class is billed per semester. Therefore at this point in the year the fees will be prorated to reflect the remaining classes left in this term. We hope you will be able to join us.



Cornell University Wellness Program Staff Member T.H. Reynolds with participant Margaret Redmond.

Photo by Doug Hicks

Benefair 1990

by Susan Boedicker

Win a Florida vacation for two, enjoy refreshments, get your blood pressure checked, and have your benefit questions answered! All this and more will be available at Benefair 1990 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.

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

Confused about your endowed health insurance? Aetna Representatives will be on hand to answer your questions and the Endowed Benefits Staff will also hold educational presentations during Benefair 1990 to explain the 80/20

Endowed Health Care Program changes.

You can also get answers to your retirement questions.

Representatives from TIAA/CREF, NYSERS, Fidelity, Unionmutual and Dreyfus will be avail-



able 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.

All Cornell Employees who attend Benefair 1990 (excluding Office of Human Resources 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.

First prize is a 5-day mini-vacation in Florida to give you and a guest a break from the Ithaca deep freeze! This trip begins with a 3-Day Cruise on Disney's "Big Red Boat", and then it is on to a two-night stay at Walt Disney World. You will receive two free, one-day, one-park admission tickets for your choice of the Magic Kingdom, EPCOT Center or Disney-MGM studios. Round trip airfare for two and a rental car with unlimited mileage are also included. Other outstanding door prizes include a camcorder and a VCR, as well as several gift certificates to various area restaurants.

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



LEADERSHIP LEADS

A Lesson From The Civil War

by George Peters

We have revisited the bloody Civil War via the nine part series on PBS. That war has been studied more than perhaps any other, and yet new knowledge comes from each study. The PBS series reminds us again of the many blunders made by highly trained generals and other officers.

What it tells me is that things have not changed very much over the years. It is easy to be a Monday morning quarterback or an arm chair general. But a basic fact remains. Errors in judgement are made more readily when we do not involve our people in planning and organizing.

Robert E. Lee was probably the most brilliant of the Generals on either side. But even he did not listen to the advice of General Longstreet. This cost the Confederates half of the 15,000 men in casualties as they tried to take the Ridge

at Gettysburg. Similar mistakes were made by the Union Army time after time.

It is a lot easier to run a department at Cornell or to be in charge of a group of people than it is to be in a Civil War. Here we have time to ask for and to hear advice from the "troops". But errors in judgement are made time after time. Errors are made because we do not involve the people and get them to sense that success comes from a team effort. We do not send the message which encourages input from the rank and file employee.

We won the Civil War in spite of ourselves and in spite of our mistakes. Someone has said that Cornell is a great institution in spite of itself. We can make Cornell an even greater institution by developing the team concept of leadership. The key word is **listen!**

HAVE A PROBLEM OR CONCERN?

CALL YOUR EMPLOYEE ASSEMBLY REPRESENTATIVE!

1990-91 Employee Assembly

Henry DeVries, Chairperson, William Herman, Vice Chairperson

Jon Austin	Endowed Exempt	407-C WSH	255-3571
Henry DeVries	Statutory Exempt	B-15 Wing Hall	255-8127
Mick Ellis	Endowed Exempt	218 RPU	255-6220
Coleen Fabrizi	Statutory Non-Exempt	11 East Ave/Statler	254-2604
Charles Harrington	Statutory Non-Exempt	Bldgs Care, Academic I	255-5174
Joan Heffernan	Endowed Non-Exempt	TAM, 212 Kimball	255-0988
William Herman	Endowed Non-Exempt	Bus Garage, 800 Dryden Road	255-3782
David Lasher	Geneva At-Large	Box 15, Roberts Hall	122-220
Mary Beth Lombard	Statutory Non-Exempt	Box 3, RPU	255-6290
MaryJane Michaels	Endowed At-Large	113 Hollister Hall	255-7413
Suzanne Sager	Endowed At-Large	222 Day Hall	255-7489
Mark Varvayanis	Statutory At-Large	210 Vet Research Tower	253-3326

CLIP AND SAVE

Employee Assembly: Takes A Stand On University Endowed Health Care Plan

The Steering Committee of Employee Assembly proposes the following resolution to the Cornell Administration:

Whereas the rising cost of health care services continues to require the commitment of increased financial resources which can legitimately be shared in an equitable manner between the employee participants and the University as the employer; and,

Whereas the Employee Assembly was not provided any opportunity to respond to the proposed changes in the Endowed Health Care Plan prior to the announcement of the decision to drop Option I coverage beginning January 1, 1991; and,

Whereas The Office of Human Resources made the erroneous assumption that continuation of Option I coverage, even with a 40 percent increase in employee-contributed premium, would not be acceptable to current Option I participants; and,

Whereas many of the current participants in Option I have chosen this option because of the reduced risk of major financial outlay in event of a catastrophic medical event; and,

Whereas the announced change could provide significantly greater financial burden to employees who had completed their financial planning for the coming year with the expectation of continued Option I and now may be faced with higher medical bills and financial outlays with the proposed Option II coverage; and,

Whereas the abrupt announcement of this change has caused great concern and anxiety among many members of the University community;

Be it therefore resolved that the following proposals be adopted as the official Employee Assembly responses to the proposed changes in the Endowed Health Care Plan.

1. The Employee Assembly requests the University Administration to reconsider the proposal to discontinue Option I in the Endowed Health Care Plan and instead to continue to offer Option I for one more year with the

biweekly premium rates of \$17.91 for individual and \$78.15 for family coverage as established by the Office of Human Resources.

Rationale: This will provide employees the right to continue with Option I if they choose to do so at the higher premium rate.

This will provide employees additional time to prepare for the potential increased immediate costs associated with Option II.

This will allow employees with other health coverage options available through other family members the necessary time to enroll in those other options in case enrollment opportunities are limited.

2. The Employee Assembly requests that the University Administration establish an Emergency Medical Expenses Loan Fund for Employees. This fund would provide emergency short-term loans for employees who move from Option I coverage to Option II coverage and who are faced with immediate and unexpected out-of-pocket medical costs.

Rationale: This fund could serve as an incentive for those employees who have limited discretionary funds for immediate medical payments and therefore choose to stay in Option I rather than move to Option II and face the uncertainty of out-of-pocket medical payments.

This fund could aid employees with limited cash flow by enabling them to amortize the payments for out-of-pocket medical expenses associated with Option II.

This fund should be established as a "revolving fund" through which the employees who initially receive emergency funds could reimburse the fund by payroll deduction and allow that money to be used by other employees.

Editors Note: The above resolution on the University Endowed Health Care Plan was unanimously passed by the Employee Assembly on October 30, 1990 and then presented to President Frank H. T. Rhodes, Senior Vice President James E. Morley Jr. and Lee M. Snyder, director of the Office of Human Relations, as well as to other officials involved in the policy changes at the University.

Elderly In Tompkins County

by Sabrina Cuttler

Imagine yourself 70, 75, 80, 85 years old. Imagine yourself living all alone in a crumbling old house too full of memories. Or worse yet, a lonely little apartment or a nursing home where often the only attention you receive from the overworked staff comes in the form of medication. Not all our senior citizens retire to Florida, or have caring families who can be there for them.

Many of the county's elderly are in such unhappy situations. Yet, so many of us here are involved with the young — our children, the students we work

with — that we forget about this hidden population. And while so many of us put our volunteer efforts into helping the homeless, the abused and the otherwise helpless (and rightly so, of course), the elderly members of our communities are often neglected. Like workhorses put out to pasture, for many of us younger people, the elderly seem to have outlived their usefulness. But that certainly couldn't be farther from the truth! The wisdom of their years, the magic of their memories...the experience of our senior citizens can certainly benefit us all.

So what can we do? The number one thing to do is volunteer — your time, your talent, your energy — to the various organizations which do work to help the elderly. These include **United Way** (272-6286), **Meals on Wheels**, **Foodnet**, **Gadabout**, and so on. Contact the **Tompkins County Senior Citizens Council** at 273-1511, or the **Tompkins County Human Services and Community Resources Information and Referral Service** at 272-9331. **Area Congregations Together (ACT)**, an organization of area churches and

synagogues, also has programs to benefit the elderly. ACT's phone number is 272-3057.

If you don't have the time or the inclination to formally volunteer, think about your neighbors or the people you see everyday. Are there any older people among them who might like a few minutes of your time for a chat or a little assistance now and then? You would be amazed at how a little bit of your time and effort can truly change someone's life. And you too will feel like a different person!



Rosemary A. Saltsman

by Kathy O'Brien

This month's Employee Spotlight has been with Cornell since her high school graduation in 1954. Her first duties could be described as typin' & filin', and she has progressed to be an Administrative Manager working with a departmental budget of approximately 3 million dollars.

Rosemary A. Saltsman has worked in the Laboratory of Plasma Studies since its inception in 1969. Three years ago, her supervisor realized she was performing the duties of an Administrative Manager and upgraded her to that position.

Rosemary oversees an accounts coordinator, accounts assistant, and one secretary. She arranges the U.S. and foreign travel for the faculty, does all the personnel work, arranges for seminar advertising, arranges the annual student picnic and party, takes dictation (yes, shorthand - yech!), — if it needs to be done - she does it. "I like to think that I work with the people in my office instead of having someone work under me," Rosemary stated.

"I've never had a slow day." Rosemary recently arranged a symposium to celebrate the 20th anniversary of the department. Don't forget the standard sentence everyone sees in their job description - "and duties as assigned"!

When Rosemary first started in the department her previous experience as a secretary was a definite plus. That and her ability to take dictation. Rosemary says, "I've grown with the responsibilities of the job, as the years go by I have gained more knowledge and expertise about what needs to be done." She is going to be moving into a new office in the near future and is looking forward to being able to use her computer and its software more than she currently has time for now. "I know how to access the



Photo by Doug Hicks

electronic mail, but I really want to know how to use the computer full time for everything I do."

Rosemary credits those she works with as being part of the reason she has stayed with Cornell as long as she has. "The ladies in the office are friends in and out of the office," she explained. "I am comfortable with my job and the duties I perform." Rosemary thinks that the campus is beautiful. "I am proud to say [when someone asks] that I am a part of the Cornell community," she revealed. "It's easy to stay upbeat in my

job because of my family," Rosemary told me. "I have a great husband, a daughter, a son and two beautiful grandchildren."

Rosemary loves to travel, enjoys round dancing, shops 'til she drops (which she did recently to acquire a new wardrobe when she lost 50 pounds [way to go Rosemary!]), and walks at least two miles a day for exercise. "I find that even a short walk clears out the mind, makes the day go better and faster."

Loyal, dedicated, and vivacious - this Cornell is one of *your* employees!

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

In The Parents' Corner: Dear Manager...Thanks

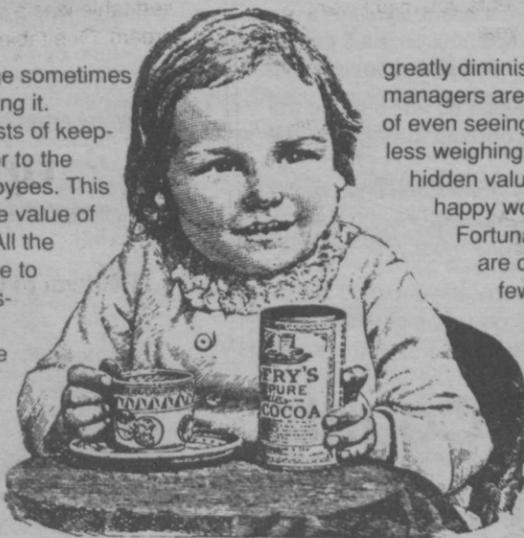
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Each of your employees knows from experience that their concerns are heard, seriously considered and, whenever possible, accommodated. You can extend trust because you have built an entire way of life in the office around it. You have cooperation and trust when you need it because you work to create it all the time.

Thank you for rallying and sometimes demanding the support from faculty and administration that ALL your staff need. Whether it is for the birth of a child, for the illness of a parent, or for the suffering of a divorce, at one time or another in all of our lives we need time to be human. The time IS there, but apathy

and resistance to change sometimes prevent us from accessing it.

You know that the costs of keeping employees are minor to the costs of replacing employees. This is because you know the value of a long term employee. All the questions that don't have to be answered, all the mistakes that don't have to be corrected, all the time that is saved. And still, when change does come, the environment you have created is so stable and happy that the stress of change is



greatly diminished. Few managers are capable of even seeing, much less weighing, the hidden value of a happy workplace.

Fortunately, you are one of the few.

I don't know if I or my family could have survived without

an accommodating employer. Maybe that's why so many families disintegrate. The stress of working while parenting is incredible. The sacrifices are too much to think about (so people try not to). The choices our government and businesses force upon us are unconscionable. You will probably never hear my son say, "Thank you for letting my Mommy be there every time I needed her." But you are hearing me say it for him. THANK YOU! You have creativity, active faith, and a generous spirit. While others should feel shame, you can be proud.

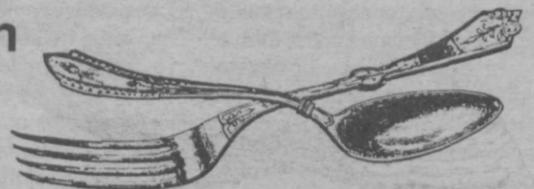
What's Your Bloodpressure?

The Tompkins County Health Department and Cornell University offers free open Blood Pressure Clinics. You owe it to yourself - so take the time to see what your bloodpressure is! Listed below are the dates and locations.

November 8	Cornell Dining Central Office 1140 North Balch	8:30 a.m. - 10:00 a.m.
November 14	Benefair Statler Hotel	11:00 a.m. - 3:00 p.m.
November 20	Carpenter Hall Room 242	9:30 a.m. - 11:30 a.m.
November 28	Alumni House	9:00 a.m. - Noon
November 29	Snee Hall Room 41-44	9:00 a.m. - 11:00 a.m.

Meals with Morley

Breakfasts with Senior Vice President 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.

CORNELL RECREATION CLUB

Discover The Cornell Recreation Club: Through The Eyes of Pat Dougherty

by Theresa Pollard

The Cornell Recreation Club (CRC) was created in 1982 to assist Cornell employees and their families to attend social events, day trips and group vacations. Current activities include: summer picnics, football games, theater, shopping trips, cruises and an upcoming excursion to London.

I was fortunate to meet with an employee who has been a member of CRC since the club began, Pat Dougherty. Pat and her husband Bill are actively involved in many CRC events. She was happy to share her views of what CRC has to offer.

Club membership is open to all Cornell employees for an annual fee and does not exclude extended family members or friends of employees from participation in club trips and events. Single employees are encouraged to join - it is a great way to meet people

and make new friends. Pat says many singles who travel may be "adopted" by other employees on the trip and made to feel part of the CRC family.

After joining the club, Pat decided to become more involved by volunteering to be a trip leader. Pat is a football fan - her first and favorite event is to coordinate the football excursions. She knew it would not be easy, but the challenge made it a fulfilling job and a great personal growth experience.

Although Bill does not always join her on football trips, (he's not as avid a football fan) other club outings offer the Dougherty's opportunities to spend recreation time together. Pat says "Club events have encouraged my husband to participate in activities he would never have tried otherwise - for instance - attending dinner theaters."

Offering the chance to develop new interests is one of the best reasons to join CRC. The club is a great way to make new friends, socialize with co-workers and families, and enjoy the support of old friends.

After speaking with Pat, the inevitable question came up, "So when are you joining the Club?" Caught up with her enthusiasm for CRC, I couldn't refuse — and neither should you!



Pat Dougherty

Photo by Doug Hicks

Cornell Recreation Club: Membership News

by Susan Hollern

Did you know that you, as a Cornell University employee, can be a member of one of the finest Club's on campus? That's right! You can become a member of the Cornell Recreation Club.

If you like to travel and meet other people that like the same interests as you, then this club is for you. Do you like to shop, eat, dance and experience activities that you never have been able to do? Then this is for you! We are a fun-loving group that enjoys the opportunity to welcome new comers to this great campus secret. You can be single, married, or even parents of youngsters. We have activities that address your particular travel or activity need.

How does a trip to New York City sound? Have you ever seen a Broadway play or gone shopping at world-renowned department stores? Have you ever seen a volcano or witnessed the majestic beauty of a Hawaiian sunset? How about an afternoon party watching your

child enjoy Holiday treasures? Do you like to be a part of an excited Buffalo Bills or New York Giants sports game? Can your body stand a night of dancing to the oldies? Do any of the aforementioned subjects appeal to you? These are just a "sampling" of what we have to offer members of the Cornell Community.

Membership to the Recreation Club is a step in the right direction to fulfilling your dreams of travel and recreation with you, your friends and your family.

Please feel free to contact the Recreation Club Office and speak with Janet Beebe at 255-7565. Janet will be more than happy to go over any questions you may have regarding this great club. She will even be happy to tell you about future trips and events you might want to consider for next year.

Cornell Recreation

by Janet Beebe

VERNON DOWNS—Good food, Good folks, Good Fun!

And we're back! Thirty seven fun-loving folks headed for Vernon Downs on October 6. The ride to Vernon was so lovely. Group leader, Frank Sutfin, stopped at the local hotel for the "picks" of the evening. How many were correct, Frank? CRC was greeted upon arrival by Vernon's own Sally Farrow. The group enjoyed a wonderful smorgasbord which included prime rib, turkey and haddock. Everyone was able to "pig out" until 9:00 pm. The desert table was a sweet lovers dream. One table got lucky on the

last race of the evening, winning \$108.00 on the trifecta! CRC always has a spring trip to Vernon Downs—don't miss out next year.

BUFFALO BILLS/LA RAIDERS: What a great day for football at Orchard Park. One lively group of 30 plus headed for Buffalo this beautiful Sunday for a perfect day of football. After three exciting quarters, the Bills pulled ahead to win. Jeff Jordan won the 50/50 raffle and received \$18.50. A tired group pulled into Ithaca at 2:45 a.m. Always a great trip for our football fans.

Upcoming CRC Trips:

Festival of Lights and Outlet Shopping in Niagara Falls:
December 1, 1990

New York City/Radio City Music Hall:
December 8, 1990

New York City Overnight/Radio City Music Hall:
December 9, 1990

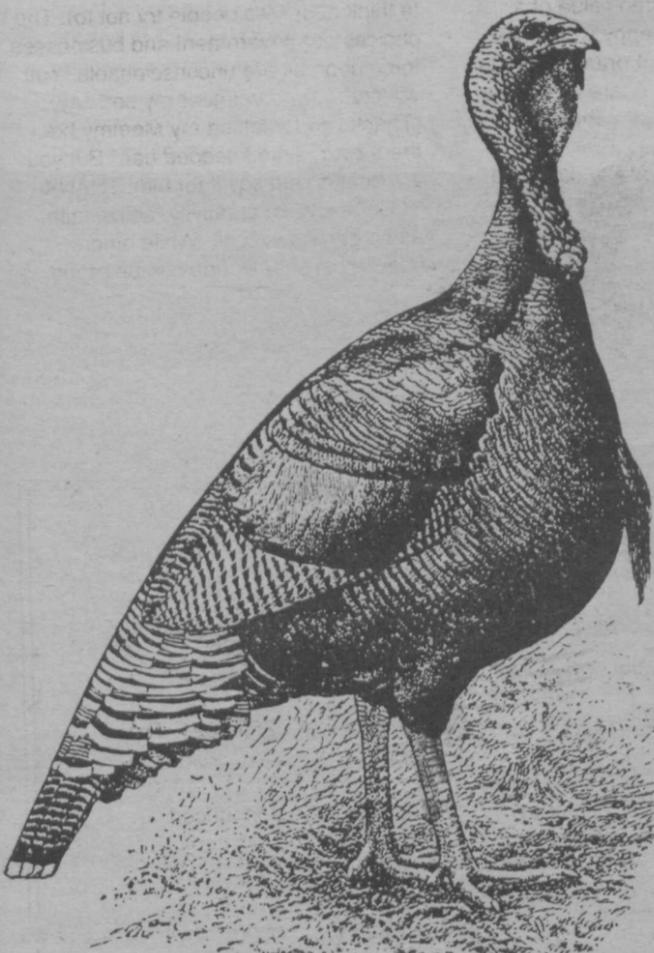
Holiday Dinner Dance/Statler Hotel/Carrier Ballroom:
December 14, 1990

Children's Holiday Party:
December 15, 1990

Baltimore:
April 18, 1991

Panama Canal Cruise:
February 25, 1991

Anyone may join CRC on our trips and at our events. Please call the CRC office at 255-7565 for all of the details.



Hats Off To the College Of Arts and Sciences

by Judy VanDermark

In the College of Arts and Sciences and the Sections of Biological Sciences a **special invitation** to non-academic employees including administrative, clerical, technical and service workers were invited to participate in the 1990-1991 Cost Savings Program. The purposes of this program:

1. To let non-academic staff know that their efforts are appreciated and important to the College and their ideas are recognized.
2. To gather cost savings ideas from those who provide day to day administrative, technical and service support for the academic activities of the College.
3. To encourage the staff to think about cost savings as a College (and University) wide team effort.

One hundred and eighty four people submitted cost savings ideas. One

Hundred and fifty people attended the Cost Savings reception on Friday, October 12th in Uris Hall. All prizes (some great ones!) for the contest, refreshments and supplies for the reception, paper and printing of the (soon to be) booklet and labor in organizing the contest were donated at **no cost** to the college or the departments.

A Cost Savings booklet will be printed and distributed to departments and sponsors of this program. The purpose of this publication is to share ideas that have already worked and consider potential Cost Savings opportunities at Department, College and University levels.

On behalf of the *Networking Board* we would like to say Congratulations to the entire College of Arts and Sciences for inspiring your employees and showing them that what they have to say is vital to your operation and that their ideas, creativity and knowledge is appreciated.



"Who's that man with his hand in the Cookie Jar?"



"Oooh I really want to win those airline tickets!"

"I would like to thank the Academy, my mother, my father. . ."



College of Arts & Sciences Cost Savings Contest Winners (Top Twenty)

- 1. **Diane Williams**
Russian Literature - Two Round Trip American Airline Tickets.
- 2. **Susan Whitaker**
Neurobiology & Behavior - On Campus Parking Permit.
- 3. **Chris Heslop**
Theatre Arts - Two Nights at Manhattan Hotel in NYC plus two round trip bus tickets for Swartout and Ferris.
- 4. **Michael Affeldt**
Mailroom, Dean's Office - Two Tickets for Philadelphia Orchestra.
- 5. **Linda Allen**
Society for Humanities - One year membership in the Cornell Wellness Program.

- 6. **Paula Affeldt**
Dean's Office - One Night at Sheraton Inn.
- 7. **Nancy Leonhardt**
Department of Modern Languages & Linguistics - Statler Hotel Sunday Brunch for two.
- 8. **Helen Dormandy**
Physiology - One Free Rental of A.D. White House.
- 9. **Doloris Robinson**
Government - Human Resources Workshop or Seminar.
- 10. **Doralee Woodin**
Records & Scheduling, Dean's Office - Dinner for Two from Cross Country Gourmet.
- 11. **John Howell**
Building Manager, Corson Hall - One Year Membership in Cornell Recreation Club.
- 12. **Colette Walls**
Classics - Weekend at Mayflower Suites plus Round Trip Bus Tickets.
- 13. **Jane Houser**
Chemistry - \$150. worth of Merchandise from MSO.
- 14. **Linda LaVann**
Psychology - CIT Workshop - winner's choice.
- 15. **Lynette Harvey**
Government - Night for Two at the Statler Hotel.
- 16. **Alberta Jackson**
Ecology and Systematics - Night for Two at La Tourelle.
- 17. **Arlene Smith**
Chemistry - Two Season Subscriptions to PAC.
- 18. **Beverly Scofield**
Psychology - \$75. Gift Certificate Benn Conger Inn.
- 19. **Robin Doxtater**
English - Two Cornell Hockey Tickets.
- 20. **William Davis**
Bio Chemistry - Season Pass to the Cayuga Chamber Orchestra.



Photo by Doug Hicks

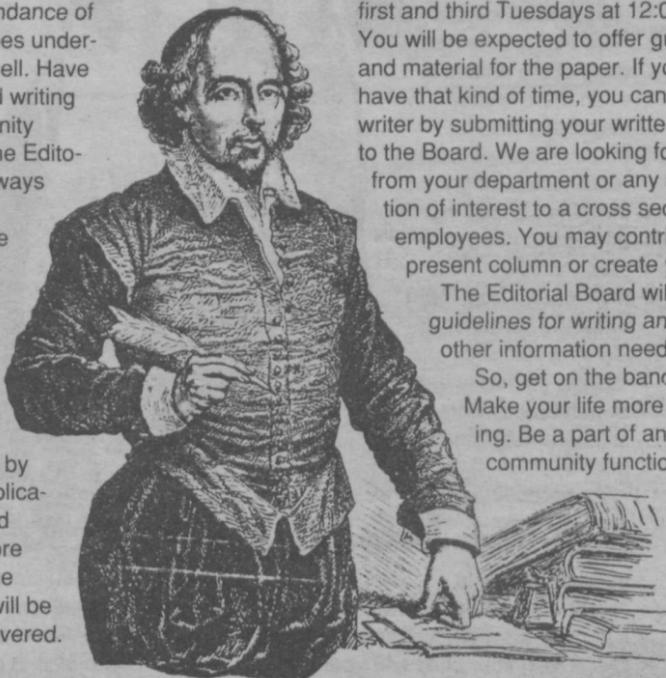
Undiscovered Writers: We Need You!

by George Peter

NETWORKING is one way to use the abundance of talent which goes underutilized at Cornell. Have you considered writing for this community publication? The Editorial Board is always looking for more people to contribute to **NETWORKING**. You can be a part of it.

You can contribute to the community by making the publication more broad based. The more contributors, the more diverse will be the material covered. You can better yourself by developing more writing experience and having fun at the same time. And, as a bonus, it will help the appearance of your resume.

Anyone can volunteer to serve on the



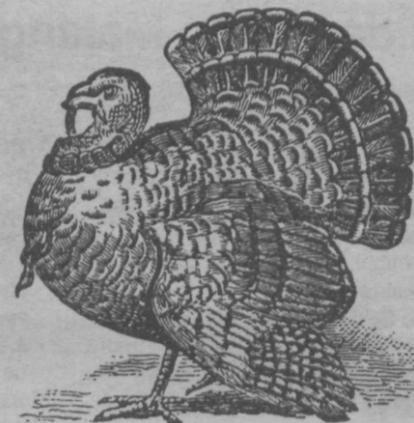
Editorial Board and attend meetings the first and third Tuesdays at 12:00 noon. You will be expected to offer guidance and material for the paper. If you don't have that kind of time, you can be a writer by submitting your written material to the Board. We are looking for news from your department or any information of interest to a cross section of employees. You may contribute to a present column or create your own.

The Editorial Board will offer guidelines for writing and any other information needed.

So, get on the bandwagon. Make your life more interesting. Be a part of an important community function. Call

255-6290 or write Judy VanDermark, Conference Services, Box 3, Robert Purcell Union, Ithaca, NY 14853-6001.

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Networking

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

Networking board members:

- Bernadine Aldwinckle
- Maureen Brull
- Sabrina Cuttler
- Susan Hollern
- Kathy O'Brien
- George Peter
- Theresa Pollard
- Theresa VanDerhorn
- Judy VanDermark
- Dominic Versage

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UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking* Unclassifieds, Box 3, Robert Purcell Union. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the November 29th issue of *Networking* is November 19th at noon.
7. If an error appears in your ad, please resubmit the ad to be published in next available *Networking*.
8. Please submit an ad for **each** issue that the ad should appear in.

FOR SALE

Eliminate Your Child's Dorm Or Apartment Cost; in fact, make money while providing free housing. Purchase or Rent-to-buy South Lansing 3-4 bedroom ranch on quiet street in country setting, large den and nicely finished family room. Two full baths. Modern bi-level front and rear decks. Ten minute drive or take new bus route to Cornell. Near shopping, lake, parks. Lansing schools. Available immediately. Please call 255-2055 or 277-5206.

House For Sale - No Closing Costs. Assumable mortgage at 9.5% fixed. 636 per month, principal balance \$75000. In addition, need \$15,000 down, or will hold a second mortgage for \$8,000 with only \$7,000 down. Only closing costs. 3-4 Bedrooms, living room, dining room, new kitchen, bath, full basement with brand-new furnace. Half a mile up route 96 on west side of the lake. Corner lot with nice yard. Must sell to qualify for another mortgage. Please call Ronn at 255-9884.

Sunny Well Maintained Northeast Ranch House, 1.5 miles to Cornell, 3-5 BR, 2 bath, boarder possible in finished basement, large private yard, double garage. Must sell. \$135,000. Please call 257-3554 evenings.

Interior Wooden Door 30" x 80", two Pella Windows 2' x 6' with storms and screens. Please call 277-4404 in the evenings.

Solid Maple Dresser, \$75.00, solid maple twin bed w/mattress and boxsprings \$75; small wooden bookcase, \$35. Please call 272-6013 in the evenings.

SYROCO Table Set - bridge size, brown, glass top with 4 arm chairs - \$60; 4 white tables (18 x 28) and 3 matching arm chairs, \$10 each; contemporary glass tube chandelier (forms upside down pyramid) new \$240 now \$60; Art Deco, pewter covered brass chandelier (needs refinishing) \$25. Please call 257-0875 after 5:00 p.m.

Chevy Sprinter, 1986, two door hatch, excellent cond., AM/FM cassette, 60,000 miles, 60 MPG! \$2200. Please call 387-6725 in the evenings.

DataFrame 60 meg. SCSI Hard Disk Drive, for Macintosh computer (never used and loaded) \$625. Please call 277-1860 between 10:00 a.m. and 7:00 p.m.

Kenmore Heavy Duty Portable Washer and Dryer, stackable, 2 1/2 years old - New \$579.00 asking \$325.00. Please call 273-5639 after 6:30 p.m.

1988 14 x 70 Poloron Mobile Home, with two bedrooms and large garage, near Cornell. With very good insulation, many south-facing windows and large, comfortable rooms this house could change your opinion of mobile homes. Must see to appreciate. Asking \$33,000.

Mahogany Drop Leaf Dining Table, 6 chairs, \$300., GE Dishwasher, \$50. Please call 255-7817 days and 273-1419.

Frigidaire Electric Stove, perfect condition, \$75. Please call (315) 364-8321.

Kirby Vacuum Cleaner, with all attachments, including car buffer. Approximately three years old. \$250. Please call 347-4603.

Singer Futura Sewing Machine, numerous attachments and handbook, very good shape \$90. Please call 347-4848 and leave a message.

Tanned Lambskins, \$45. and \$70. washable, Bred Border Leicester ewe \$75. Bred Targhee X Finn ewe \$75. Three angora doe goats and one buck - all four for \$250.. Alvarez guitar, excellent condition, steel strings, \$50. Guitar case and capo \$25. Please call 564-9223.

Epson LQ Printer, Wide carriage, 24 pin. Rugged office quality, Programmable. 224 different print styles and many other features, like new, asking \$450. Electronic Keyboard/Organ. LOWREY Genius 100. 1984 model retail price \$2000. Single manual console. Features 10 keyboard voices, style and rhythm cartridges and accessories. Like new, asking \$700. Please call 272-3705.

1985 LeSharo R.V., It's a car, it's a van, it's a recreation vehicle must see to appreciate. 20+ m.p.g. Please call 564-7839.

4 P-255-15 Hercules Mud & Snow Tires, with white spoked rims, chrome centers and lugnuts incl. Tonneau cover with wooden bows, Black with white chevy emblem in middle. All fits Chevy C-10 shortbed pickup. MCS cassette deck. Please call 255-5658 days and 594-2609 evenings.

1980 Dodge Sportsman Van, V-8 automatic, air conditioning, power locks, cruise control, new tires, heavy duty work van, \$1650. or best offer. Please call John or Marlene at 844-4920 anytime and leave a message.

19" Color TV, dresser, double and single beds, (frame and mattresses, vacuum cleaner. Moving Sale - must sell. Please call 347-6844 evenings and weekends.

1979 Datsun 210, for parts; excellent condition studded snow tires, battery tow hitch, and more \$200. Ross mountain bike, 19" chrome plated \$180.. Car stereo, high power, dolby \$45. Cement mixer, 3/4 hp electric \$60. Call Jason 255-9172 or 844-9547.

Radial Tires and Mag Wheels; sharp and in excellent condition; used on an EL Camino. Please call Keith at 273-3776 days; 272-4271 after 6:30 p.m. evenings.

Single Chair/Flip Bed, foam rubber; excellent condition \$15. Navy suit, teal dress, size 8, \$10. each, both like new. Please call Dot 5-3152 days; 272-4271 evenings.

WANTED

Director For Administration and Program, for Center for Religion, Ethics and Social Policy (CRESP). Three-quarter time new position (expectation of future expansion), \$18,000 (\$24,000 FTE); excellent fringe benefits. Broadly responsible for the internal coordination of CRESP, including staff support and training, benefits, policies and budgeting, fiscal management oversight, program development, selected program events, some short-term fundraising and publicity. Bachelor's degree or equivalent experience; advanced degree desirable. Five years experience in position of administration and program development, especially in education or human services. Excellent communication and interpersonal skills essential. Financial skills necessary. Search Committee for application, in care of Philip B. Snyder, CRESP, Anabel Taylor Hall, Cornell University, Ithaca, New York, 14853; Please call 255-5834, for full job description.

Childcare for 8 month old. Preferably in my home - Fall Creek area. Tuesday, Wednesday and Thursday. Please call Ann at 255-8220 days or 272-6413 evenings.

Carpool from the Groton Area to Cornell Monday through Friday. Leave Groton around 7:30 a.m. Please call Steven at 255-5887.

Used Pressure Cooker, in good condition; pants stretchers. Please call Dot at 255-3152 days, 272-4271 evenings.

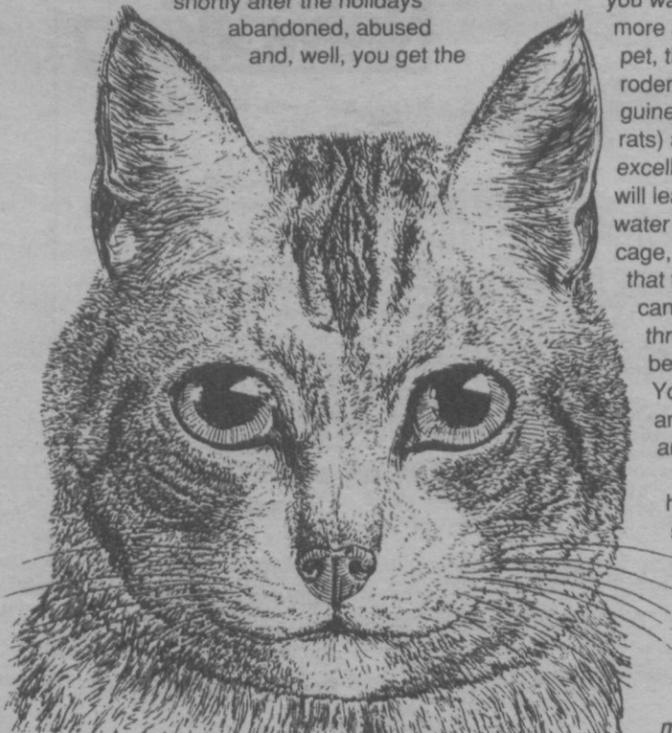
Housemate, Share a three bedroom townhouse with two graduate students. Very close to East Hill Plaza. Furnished. \$234, plus 1/3 utilities. Available from December 15, 1990 or later. Please call 272-0549 evenings.



Holiday Pets: Making The Right Choice

by Sabrina Cuttler

It's nearly that time of year again, when soft-hearted (and headed) parents begin to be convinced that the perfect Christmas or Hanukkah gift for the kiddies might...just...be...a PET. Who, hold it just one minute. Even though you think the SPCA will be grateful for your efforts in saving a puppy or kitten from unnecessary extinction, that worthy organization is all too familiar with Christmas-time pet returns that are mindful of Pyramid Mall on December 26th. They can also quote you statistics on how many animals are brought in shortly after the holidays abandoned, abused and, well, you get the



idea. In other words, choosing a pet for the children is not just like buying Teenage Mutant Ninja Turtles or the latest New Kids on the Block tape.

When choosing a pet for a child, consider their age and maturity. Children younger than four and sometimes even a little older are generally too young to be responsible for a dog or cat. You may want to consider a "starter" pet — one that doesn't require much care, but enough so that a young child can learn what it takes to care for a pet. Goldfish are the easiest to start with; however, if you want your kid to have a more active involvement with a pet, then the small caged rodents — hamsters, gerbils, guinea pigs, white rats (yes, rats) and mice — make excellent choices. The child will learn not only to feed and water the animal and clean its cage, but he will also learn that the animal is *not* a toy. It can't be held too tightly, or thrown around the room, or be left to its own devices. Your child will learn that an animal feels pain, hunger and fear, just as he does.

As the child grows up, he can move onto pets such as rabbits, birds, dogs and cats — animals that require somewhat more attention and care. Make sure that your child understands how much responsibility is required and that, although

you will be there to help out with feeding, walking, grooming, house-breaking, litter box cleaning or whatever, ultimately she will be the responsible one. It is important to note here that proper handling of the animal is even more crucial — larger animals, if mishandled, will usually react very strongly, inflicting serious injuries. It is a good idea to teach a child how to pick up and hold a pet, either by demonstrating on a realistic-looking stuffed animal, or perhaps by borrowing a neighbor's pet.

As for choosing a specific animal, remember that *its* age is as important as your child's. A puppy or kitten will adapt much more easily as it grows with your child and your family. Consider too, with dogs, the breed — the slightly slower-moving, middle-sized dogs (golden retrievers, labradors, etc.) are the best choices for a young family.

When you go to look at a litter, whether at the SPCA, a pet shop (though these are not highly recommended) or a private owner, be sure to look for the puppy or kitten that appears most active and dominant. These are

the ones who can stand up to the high excitement levels that children provide, and the ones less likely to be ill.

Once you've picked your pet, take it to a quiet area, place it on the floor and walk away. Turn around, clap your hands and call to it. An emotionally balanced animal will respond almost immediately and run to you. A kitten, due to the slightest minor distraction, may take a little longer, but if it glares at you and slinks away, take it back and try again with another.

The choice of pet is yours and your child's. With all these factors to consider, make sure the choice is a good one. Pets provide love and companionship and can teach your child so many things. I know our cats have helped my kids truly care about things outside themselves. But finally, please remember — Christmas and Hanukkah and the toys that come with them take place only once a year — a pet is a lifelong commitment.

