

CORNELL CHRONICLE

Volume 22 Number 12 November 15, 1990

3

A different world

3

CIIFAD director
named

7

Killer? bees

Enlightenment



Chris Hildreth

Junior Danielle Cleveland, a psychology major from Haiku, Maui, Hawaii, takes a moment to browse through a book in the A.D. White Library.

Driven to the brink: New transit plan pays employees to keep cars home

Cornell, in an unusual program to reduce traffic on and near campus, will pay its employees to participate in car pools and will offer them free bus passes.

"Cash incentives to employees for ride sharing and free public-transit passes could help reduce traffic on local streets by more than 1,000 cars a day, most of which are single-occupant vehicles," said William E. Wendt, director of transportation services.

"It's a bold and ambitious initiative that's good for the environment, benefits neighboring communities and relieves traffic and parking pressures on and off campus," said Senior Provost Robert Barker, who is responsible for the university's long-term planning.

Cornell's Transportation-Management Program consists of cash incentives for employees who ride in car pools or otherwise do not drive to work, and OmniRide, a transit-incentive program that gives employees free bus rides within Tompkins County. Since a trial run last summer, OmniRide already has enrolled nearly 500 employees. Cash incentives for car pools will begin next summer.

Cornell is the largest employer in Tompkins County. About 30,000 people are on campus each day, including some 18,000 students, 9,200 employees and 2,500 visitors.

Wendt said not all of them drive to campus but that the university's inventory of 11,300 parking spaces is 800 short of current need. That shortage — along with spaces needed for planned residence halls and limited program growth — suggests a need for 1,500 more spaces in five years, Wendt said.

"Building another 1,500 spaces would mean paving 15 to 20 acres of vital campus green space, the equivalent of the Agriculture, Arts and Sciences, and Engineering quadrangles combined," Wendt said. One acre yields about 100 parking spaces.

"It's actually cheaper to pay people to be in a car pool than it is to build and maintain more parking lots," said Barker, who turned in his campus parking permit and now rides a bus or walks the two miles to work. Barker, a biochemist, said he gave up his parking permit after calcu-

Continued on page 8

Calculating indirect-cost rates is confusing and controversial

Accounting for all of the costs of research at Cornell can sometimes be as complicated as the intricate research problems tackled by Cornell's scholars.

The calculation of "indirect costs" of research is one particularly difficult, and sometimes controversial, aspect of research administration. Indirect costs cover such areas as physical-plant operation and maintenance, departmental and general administration, and libraries that are necessary to support the research and education activities on campus.

The challenge is to determine how much research and researchers add to these costs.

In the process of seeking to recover indirect costs for research, Cornell first apportions indirect costs among research, teaching and other university activities. The apportionment may be done based on the square footage of space assigned to research, or on the number of people or dollar value attributed to research.

Then the university uses only the portion of indirect costs assigned to research or other such supported activity to calculate indirect-cost rates to be charged to grants and awards. The university itself pays all indirect costs for teaching activities.

When a faculty member applies for a grant, he or she pays for these indirect costs

by adding a percentage to the direct-cost funds requested. That indirect-cost percentage is set by negotiations between the federal government and the university.

However, direct costs are not defined simply as the total amount spent on a research project. In calculating the indirect-cost rate charged to outside sponsors, the direct costs are diminished, or "modified," in accordance with government regulations, to exclude such items as equipment pur-

The economics of research Second of a five-part series

chases or subcontract costs over \$25,000.

For every dollar of direct costs for a research grant in Cornell's private colleges, for example, an additional 75 cents is charged for indirect costs. That rate rose from 70 cents last year, because of the increased overhead costs associated with new research facilities, such as the new Biotechnology Building and the College of Engineering/Theory Center Building.

At Cornell's state-supported colleges, where state funding covers some of these

indirect costs, the rate is 51.5 percent.

From the best currently available data, Cornell's private-colleges' indirect-cost rate appears to be the highest in the country, followed by Columbia, Stanford, Harvard, Yale and Brown (see chart, p. 6). Cornell's rate has risen far faster than have the other universities, from 66 percent in 1989 to 70 percent in 1990, to 75 percent this year.

According to Jack Lowe, associate vice president for research, indirect-cost rates vary among institutions because each university may exclude different costs — such as capital equipment, computer center costs, or graduate tuition — from the base of "modified total direct costs" on which indirect costs are calculated. Also, schools with more modern facilities will require higher indirect costs to pay for them.

Many faculty have asserted that granting high indirect-cost rates can harm the university's competitive position in seeking grants. However, Lowe says he has seen no direct evidence of such a problem, pointing out that Cornell remains among the nation's top universities in research funding.

Most faculty understandably dislike paying indirect costs, noted Lowe. Indirect-cost rates represent an average of infrastructure costs of research, and an individual faculty member may not see his or her



Jill Peltzman

Norman R. Scott

particular project as adding significantly to those indirect costs.

"Faculty who get new projects may say,
Continued on page 6

Which way?



Charles Harrington

A stairwell and sunlight make for an interesting pattern in the College of Engineering/Theory Center Building.

Lumley will receive top award in fluid dynamics

November will be a month of honors for John Lumley, who is the Willis H. Carrier Professor of Engineering in the Sibley School of Mechanical and Aerospace Engineering.

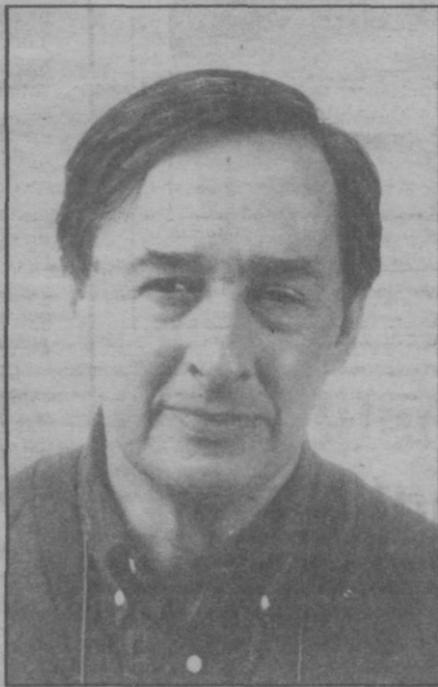
Lumley will receive the country's most prestigious award in fluid dynamics at the annual meeting of the Division of Fluid Dynamics of the American Physical Society, to be held at Cornell from Sunday, Nov. 18, through Tuesday, Nov. 20.

The \$5,000 1990 Fluid Dynamics Prize sponsored by the Office of Naval Research will be awarded to Lumley "for his outstanding contributions to the understanding of turbulent flow, in particular the fundamental structure of turbulent shear flows, the effects of drag-reducing additives, and his widely recognized contributions to the statistical theory of turbulence."

The prize also recognizes Lumley for "his personal and intellectual leadership in the international fluid dynamics community, including his educational films and books, and his long and active devotion to the Division of Fluid Dynamics of the American Physical Society."

Lumley is also chairman of the organizing committee for the three-day meeting at the Statler Hotel.

On Nov. 12 and 13, a party and symposium



Jon Reis

John Lumley

in honor of Lumley's 60th birthday was held at the NASA Langley Research Center in Virginia.

Approximately 40 scientists from around the world delivered scientific papers on fluid mechanical turbulence at the symposium.

—Dennis Meredith

10 staff at Statler laid off due to cuts

Ten employees of a staff of 130 at the Statler Hotel were laid off on Nov. 8, effective Jan. 2, 1991, because of lagging business, according to Hans Weishaupt, managing director of the hotel.

"We greatly regret laying off any of our excellent staff," Weishaupt said, "but, despite a strong October, the hotel is approaching the slower winter months still operating at a loss that burdens our School of Hotel Administration."

"We must cut about 5 percent of our budget over the next eight months, and this applies to all kinds of employees — salaried and hourly — as well as all kinds of operations," he added.

Those laid off included nine hourly employees, mostly working in the food and beverage area, and one in management, according to Lee Snyder, director of the Office of Human Resources.

Snyder said his office would attempt to find other Cornell positions for those laid off.

Meanwhile, officials of the state-supported colleges continued preparing for new state-funding cuts to be required by further shortfalls of state revenues. These officials have projected the need for "substantial layoffs" to meet mandated cuts even at the low end of the \$3.5 million to \$8 million range that will be determined over the next few weeks.

BRIEFS

■ **Educational initiatives:** Preliminary faculty ideas are being sought for the seventh round of the President's Fund for Educational Initiatives, under which President Frank H.T. Rhodes is authorized to distribute up to a \$1 million a year to support ideas that will benefit undergraduate education. Particularly sought are ideas on multicultural education and on better matching course availability with student demand. For more details, contact Vice President Larry I. Palmer, to whom preliminary ideas should be submitted by Dec. 15.

■ **Community service:** Friday, Nov. 30, is the deadline for faculty to submit proposed projects for the spring 1991 Cornell Faculty Fellow-in-Service Program, which is designed to give faculty and undergraduates an opportunity to work together in community service. Grants of \$500 to \$2,000 from the President's Fund for Educational Initiatives are available for selected projects. For more details, contact the Faculty Fellow-in-Service Program, 186 Martha Van Rensselaer Hall, telephone 255-2503.

■ **Princess Ida:** A full-length video version of the Gilbert & Sullivan operetta, "Princess Ida," will have a giant-screen showing at Alumni Auditorium in Kennedy Hall on Friday and Saturday, Nov. 16 and 17, starting at 8 p.m. Produced by the Savoyards and Cornell's Media Services Educational Television Center, the operetta was filmed at various locations throughout Ithaca. Tickets are available at the Dewitt Mall box office, telephone 273-4497. The \$5 price of admission may be applied toward the purchase of a home video copy of the tape.

■ **Shoemobile:** the Iron Age Protective Footwear Co.'s shoemobile will be on campus Friday, Nov. 30, from 8 a.m. to noon and from 1 to 3 p.m. at the Life Safety Services Building, 201 Palm Road, east of the Orchards off Route 366. Some employees are eligible to receive department reimbursement for safety shoes. For details, contact Life Safety Services at 255-8200 or the Life Safety officer at the shoemobile.

■ **Bloodmobile:** The Red Cross Bloodmobile will be at Barton Hall on Monday, and Tuesday, Nov. 19 and 20, from 9 a.m. to 3 p.m. For appointments, call 273-1900; walk-ins welcome at anytime.

■ **Safety reminder:** George Meeker, the director of risk management and insurance, reminds the university community that because of safety considerations, Cornell prohibits skating on Beebe Lake and any kind of sliding on Libe Slope, including trays, toboggans, sleds and skis.

■ **Cornell on TV:** Campus and community officials will discuss strategies to solve some of the area's transportation problems on the next "Cornell Community Report," a half-hour television show on Cable Channel 7, showing Wednesday, Nov. 21, at 7:30 p.m. The show will be repeated Tuesday, Nov. 27, at 10:30 p.m. and will include a feature on Cornell's Wellness Program, which is aimed at helping employees perform at their peak at work and at home.

CORNELL CHRONICLE

EDITOR: Mark Eyerly

EDITORIAL ASSISTANT: Karen Walters

CALENDAR: Joanne Hanavan

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

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

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

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

GRADUATE BULLETIN

■ **Spring registration:** Spring 1991 registration for graduate students will be conducted from 8:15 a.m. to 4 p.m. in The Henry, Sage Hall, on Jan. 17, 18 and 21.

■ **Fellowships:** Applications for 1991-92 foreign language and area-studies fellowships are available in the graduate field offices and the Fellowship and Financial Aid Office, Sage Graduate Center. Application deadline is Jan. 18. Award includes nine-month stipend of \$7,000 plus full tuition for 1991-92 academic year; available to citizens or permanent residents of the U.S.

■ **Summer aid:** Applicants for summer 1991 assistance must have a complete financial aid file in the Graduate Fellowships and Financial Aid Office by March 1. A complete file includes the following: 1990-91 GAPSFAS or Federal Aid Application (allow four to six weeks processing time); 1989 Federal Income Tax Form; Financial Aid Transcript (FAT) from institutions attended prior to Cornell; and Selective Service Compliance Form.

■ **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; register by calling 255-8000.

No Chronicle Nov. 22

The Chronicle will not be published Nov. 22, Thanksgiving Day.

Calendar notices for the Nov. 29 issue must be received by Wednesday, Nov. 21.

Stick with it



Tim Moersh

Architecture student Luz Maria Lobos begins to give shape to something that exists only in her imagination during a class in Rand Hall.

Uphoff named to lead new institute formed to help developing nations

Norman Uphoff, professor of government and chairman of the Rural Development Committee, has been named to head the university's new institute to promote sustainable agricultural and rural development in developing countries.

Uphoff is assuming the directorship of the Cornell International Institute for Food, Agriculture and Development (CIIFAD), which was established by the board of trustees last summer under a \$7.5 million anonymous gift to the College of Agriculture and Life Sciences.

Dean David L. Call described Uphoff as "a man of action" who offers "that rare combination, impeccable academic credentials and a hard-headed vision of the practical."

"The deepening crisis of poverty and environmental destruction in developing countries requires a monumental response," Call said. "Cornell's faculty and students are superbly qualified to help meet this challenge."

Uphoff, who joined the faculty in 1970, has worked extensively in West Africa and South and Southeast Asia. He helped establish the university's Center for Analysis of World Food Issues in 1976 and has served as a consultant to international organizations such as the World Bank, the United Nations Food and Agriculture Organization and the U.S. Agency for International Development.

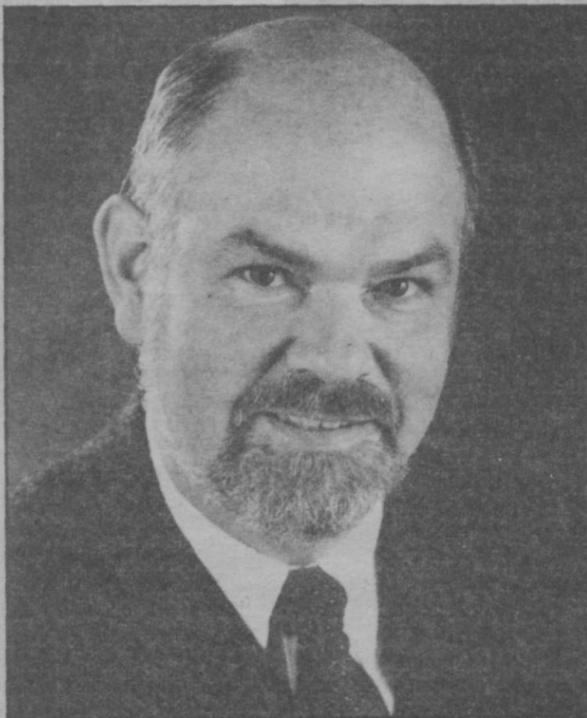
From 1977 to 1982, Uphoff directed a major rural development assistance project funded by USAID with activities in Botswana, Costa Rica, Jamaica, Sri Lanka, Tunisia and the Yemen Arab Republic. His own work has focused on participatory approaches to agricultural and rural development, with personal involvement in improving irrigation management in Sri Lanka and Nepal over the last decade.

Funded for an initial five-year period, CIIFAD will coordinate Cornell's knowledge and human resources to work with colleagues and institutions in African, Asian and Latin American countries. "There is broad agreement among faculty that we need to work in interdisciplinary, problem-focused and collaborative ways if we are to make effective, sustainable contributions overseas," said Uphoff.

Sustainability has become a buzzword, he added, but the current concern with it in government and academic circles reflects a hard-learned lesson that most of our development efforts have failed to mesh technology, institutions and policies with their physical, social and cultural contexts.

"With population pressures continuing to grow, we have to take a hard look at what is done here and abroad to create more appropriate technologies, practices, values and relationships to see us through the next century," he said.

The institute's major efforts will be undertaken in col-



David Lynch-Benjamin

Norman Uphoff

laboration with colleagues in other countries. Cornell faculty are exploring a cooperative activity with a university in the Dominican Republic that would seek to preserve watersheds and reduce soil erosion with "buffer zones." To protect reserved areas from agricultural encroachment, more productive and sustainable farming systems in the surrounding zones need to be introduced to generate food and employment. Lessons learned about how this can be accomplished should be beneficial in other countries as well.

CIIFAD activities are planned by a program committee of faculty with experience in developing countries. They focus on natural resource management, sustainable agriculture, energy systems, population dynamics, nutrition and health, women's roles and other issues.

—Kitty Mattes

CORNELL Life

A different world

In the lobby of Ujamaa, the North Campus residential college, students were talking about whether they should watch "The Cosby Show" or "The Simpsons" at 8 o'clock on Thursdays.

"The Cosby Show," which portrays a black family, is a rare popular success, and people of color should watch it to show support, some argued. But "The Simpsons" is funnier, others said.

For four hours, they discussed the choice, with many more students joining in until, as freshman Corwin Jacobs recalled, "There was a crowd as big as if some kind of sage was talking."

Finally, they reached a consensus; tonight, as on every Thursday now, they will tune into Cosby.

"This is such a conscientious place," said senior Eric Prideaux.

Ujamaa is a place comprised mainly of people of color (though admission is open to anyone interested in race-related issues) who want to develop the leadership skills to help those like themselves. It's a place that values group awareness and action. And it's a place where speakers offer points of view that many outside Ujamaa may find disturbing and dismissable — but that students tend to hear as voices of people of color that are neglected in mainstream newspapers and classrooms.

Last Saturday evening, for example, more than 50 students gathered for a "Unity Hour," a weekly meeting, to hear Wilbert Tatum, owner of the New York City-based Amsterdam News, the largest black newspaper in the United States. A large man approaching 60 with a flair for style and the dramatic, Tatum talked of "different strokes for different folks," his phrase for injustices he says people of color suffer under the criminal-justice system.

He defended Larry Davis, acquitted on charges of killing eight police officers and now serving time on Rikers Island on a gun-possession charge. He called him a "Bronx folkhero" who used to sell drugs for the New York City Police Department but inspired their wrath when he decided they weren't paying him enough.

He defended Tawana Brawley, a young black woman from Wappingers Falls, N.Y., who said she was raped by white men and left in a refuse bag but, according to investigations by several newspapers, fabricated the story to explain why she was late getting home. She later refused to pursue the case. But Tatum said Brawley's decision was unconnected to the investigations. It was, he said, the result of her learning that the prosecution had family ties to the accused and concluding that she would not get a fair trial.

And he defended the three young men convicted in the rape case of the Central Park jogger, saying that their parents alleged their confessions had been coerced. Moreover, he said, there was no evidence to prove their guilt: no mud on their clothes, although the rape took place in the mud; no piece of hair or skin or anything else offered by forensics experts.

While Tatum challenged the veracity of reports in The New York Times and the equity of the justice system, many students were neither surprised nor skeptical about his comments.

"He just reaffirmed what I've always felt," said senior Todd Day. "As a black person, if I think of myself going into the court system, I already feel the cards are stacked against me."

Day and other students nonetheless recognize that some might not react the same way to Tatum's version of events.

"People think it is so outlandish when they hear a whole other reality," said Prideaux, who is Tatum's godson. "We are rarely exposed to the opposing view, to the view of the person of color. [Reports in The Amsterdam News are] stigmatized as extremist or sensational."

However, "it's not that it's untrue. It's just that a lot of information in his newspaper tends to be left out of other newspapers," said Day. "You've got to understand, people have contradicting voices. He is just going to a different source."

Such different sources can just not be believed by people unaccustomed to hearing from them, however. And Prideaux, for one, invites more of an effort toward unity.

"I think a lot of us want to bridge the gaps between blacks and every other race. I do. I am of two races myself," he said. But listening to such "other realities" can be shocking. It can shake one's faith in understanding how the world works.

"But it would be wonderful for people to come in and hear what goes on," he added.

—Lisa Bennett

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

Nov. 18: A planning meeting will be held from 6:30 to 7:30 p.m.; review workshop dances and requests, 7:30 to 10:30 p.m., North Room, Willard Straight Hall. Nov. 25: Balkan Dance Workshop for experienced dancers by Ed Abelson, 6:30 to 7:30 p.m.; review of workshop dances and requests, 7:30 to 10:30 p.m., North Room, Willard Straight Hall.

Global Dance, Nov. 20 (couple dance; variations of the Schottische) and Nov. 27, 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.

"Border Crossing: The Photography of Johan van der Keuken," on view through Dec. 21. The retrospective exhibition 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.

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

Hartell Gallery

"Photographs from India and Nepal," an exhibition by Barry Perlus, art department, Nov. 20 through Dec. 5. Featuring more than 30 images, both color and black-and-white, the work on display explores two themes — the sacred stone architecture and sculpture at Mallapuram and Ellora in South India, and the temples and shrines of the Kathmandu Valley in Nepal. The gallery is located in Sibley Dome, open weekdays from 8 a.m. to 5 p.m.

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, weekdays from 9:30 a.m. to 4:30 p.m. in the History of Science reading room, 215 Olin Library.

Olin Library

"Cornell University Celebrates 125 Years," an exhibit on display through Dec. 31, weekdays from 8 a.m. to 5 p.m. Archival documents, historical photographs and student memorabilia celebrate the founding and mission of the university.

Tjaden Gallery

CCPA Grant: Graphics by Eunice Park, through Nov. 17. The gallery is in Tjaden Hall and is open weekdays 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 below are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday) which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

Thursday, 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 filmmaker Larry Jordan, co-sponsored by Pentangle, free, 7:30 p.m., Uris.

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

Friday, 11/16

"Pump Up the Volume," 7:15 p.m.

"Last Exit to Brooklyn" (1990), directed by Uli Edel, with Stephen Lang, Jennifer Jason Leigh and Ricki Lake, 7:30 p.m., Uris.

"Sink or Swim" (1990), with visiting filmmaker Su Friedrich, 9:45 p.m.

"Blue Velvet" (1986), directed by David Lynch, with Dennis Hopper, Kyle McClaghian and Isabella Rossellini, 10:15 p.m., Uris.

Saturday, 11/17

"Tricks of the Flicks," two puppet animation workshops, with video artist Tony Oursler, 10 a.m. and 1:30 p.m., co-sponsored by NYSCA and the Ithaca Youth Bureau, Johnson Museum.

"Good Morning, Vietnam," 6:30 p.m.

"A Chinese Ghost Story" (1988), directed by Ching Siu-Ting, with Leslie Cheung, Wong Tsu Hsien and Wo Ma, 7:30 p.m., Uris.

"Pump Up the Volume," 9:30 p.m.

"Last Exit to Brooklyn," 9:55 p.m., Uris.

"House Party," directed by Reginald Hudlin, with Christopher Reid, Christopher Martin and Robin Harris, midnight.

Sunday, 11/18

"The Door/The Mask/The White Castle" films of Johan van der Keuken, co-sponsored by CCPA, 2 p.m., free, Johnson Museum.

"Blue Velvet," 4:30 p.m.

"Pump Up the Volume," 8 p.m.

Monday, 11/19

"Wanawake Watatunza (The Women Will)," part of the film series, "Africa in a Time of Change," sponsored by Institute for African Development, Africana Studies and Research Center and African Students Association, 12:30 p.m., Africana Studies and Research Center.

"A Chinese Ghost Story," 7:10 p.m.

"The 400 Blows" (1959), directed by Francois Truffaut, with Jean-Pier Re Leaud, Patrick Auffay and Claire Maurier, 9:30 p.m.

Tuesday, 11/20

"Ho Chi Minh," and "The Seventy-Nine Springtimes of Ho Chi Minh," with introductory comments by Keith Taylor, sponsored by the Southeast Asia Program Film Series, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"J'ai Ete Au Bal" (1989), directed by Les Blank, with Queen Ida, Beausoleil and Clifton Chenier, 7:30 p.m.

"House Party," 9:40 p.m.

Sunday, 11/25

"The Reading Lesson/The Flat Jungle" (1973), directed by Johan van der Keuken, co-sponsored by CCPA, 2 p.m., free, Johnson Museum.

"Gremlins II: The New Batch" (1990), directed by Joe Dante, with John Glover, Phoebe Cates and Zach Galligan, 8 p.m.

Monday, 11/26

"Gremlins II: The New Batch," 7 p.m.

"India Song" (1975), directed by Marguerite E. Duras, with Delphine Seyrig, Michel Lonsdale and Mathieu Carriere, 9:30 p.m.

Tuesday, 11/27

"The Inextinguishable Flame," "Dying for Democracy," "Burma: The Riots of August 1988," with comments by John Badgley, sponsored by the Southeast Asia Program Film Series, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"The Big Bang" (1989), directed by James Toback, with Daryl Dawkins, Eugene Fodor and Veronica Geng, 7:30 p.m.

"Gremlins II: The New Batch," 9:40 p.m.

Wednesday, 11/28

"Christmas in July" (1940), directed by

Preston Sturges, with Dick Powell, William Demarest and Franklin Pangburn, 7:30 p.m.

"Flatliners" (1990), directed by Joel Schumacker, with Kiefer Sutherland, Julia Roberts and Kevin Bacon, co-sponsored by the Class of 1993, 9:20 p.m.

Thursday, 11/29

"Presumed Innocent" (1990), directed by Alan Pakula, with Harrison Ford, Brian Dennehy and Bonnie Bedelia, 7 p.m.

"Silence and Cry" (1968), directed by Miklos Jancso, sponsored by Pentangle, 7:30 p.m., free, Uris.

"Flatliners," 9:50 p.m.

LECTURES

Asdell Lecture

"The Embryonic Interferons: Discovery, Distribution, Molecular Cloning and Function in Early Pregnancy," R. Michael Roberts, University of Missouri, Columbia, Nov. 28, 4 p.m., auditorium, Morrison Hall. The Asdell Lectures honor a pioneer in the field of reproductive biology whose early experiments were the basis for such advances as artificial insemination, superovulation, in vitro fertilization, embryo transfer and estrous cycle regulation.

Hillel

Topics in Jewish Tradition: "Tzedakah and Ethics" Nov. 19; "Who is a Jew?" Nov. 26, 8 p.m., 314 Anabel Taylor Hall.

Near Eastern Studies

"Descartes' Dream and Its Muslim Interpreters," Jonathan Katz, Mellon fellow, near eastern studies, co-sponsored by comparative Muslim societies, Nov. 29, 4:30 p.m., 374 Rockefeller 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.

"The Political Economy of Planning in India," Amiya K. Bagchi, Centre for Studies in Social Science, Calcutta, co-sponsored by International Studies in Planning and Program on Comparative Economic Development, Nov. 19, 12:15 p.m., G-08 Uris Hall.

"Agrarian Relations and Economic Development: A Comparative Perspective," Amiya K. Bagchi, Centre for Studies in Social Science, Calcutta, Nov. 21, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

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

"Postwar Malay Nationalism," Donna Amoro, history, Nov. 29, 12:20 p.m., 102 West Ave. Ext.

Theory Center

"The International Politics of Supercomputing," Norris Parker Smith, founding editor, Supercomputing Review, Nov. 20, 4 p.m., Large Seminar Room, Biotechnology Building.

Western Societies Program

"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.

"Higher Education in Romania and the Question of Reform," Stefan Oltean, modern languages and linguistics, and the University of Cluj, co-sponsored by the Soviet and East European Studies Program, Nov. 16, 12:15 p.m., 153 Uris Hall.

"The Current Political Situation in Czechoslovakia," Jan Urban, political commentator, writer for Lidove Noviny, visiting professor, New School for Social Research, co-sponsored by the Soviet and East European Studies Program, Nov. 27, 12:15 p.m., 153 Uris Hall.

MUSIC

Department of Music

Tuija Hakila, fortepianist from Finland, and Elizabeth Field, violinist, will play music by Mozart and Beethoven on Nov. 16 at 8:15 p.m. in Barnes Hall. The featured compositions are Mozart's Sonata in C Major, K.279, and the Sonata in F Major, K.380. Also, Beethoven's Sonata for fortepiano and violin in E-flat Major, opus 12, and Sonata for fortepiano in C-sharp Minor, opus 27, no. 2 ("Moonlight Sonata").

University Organist Donald R.M. Paterson and the Cornell Symphony Orchestra under the direction of Edward Murray will perform in the final concert for the 50th anniversary of the Sage Chapel organ on Nov. 17 at 8:15 p.m. in Sage Chapel. Murray will conduct the works by Faure

"Peeleas et Melisande," opus 80; J.S. Bach's "Sinfonia," from Cantata No. 29; Handel's Concerto in B-flat Major, opus 4, no. 2; and the featured work Symphony No. 3, opus 78 by Saint Saens.

The Cornell Chamber Ensemble, conducted by John Hsu, will perform Nov. 18 at 4 p.m. in Barnes Hall. The program includes Sinfonia in D Minor by Johann Christoph Friedrich Bach and Joseph Haydn's Symphony No. 42 in D Major. Soprano Andrea Folan will join the ensemble to sing two pieces by Mozart.

Students of Sonya Monosoff will present an evening of chamber music on Nov. 20 at 8:15 p.m. in Barnes Hall. Featured works will be Mozart's Sonata in F Major for piano and violin; Brahms' Piano Trio in C Major, opus 87; and Faure's Piano Quartet, opus 12.



Bart van Oort and Andrea Folan

Bart van Oort, fortepiano, and Andrea Folan, soprano, will perform music by Schubert and Schumann Nov. 27 at 8:15 p.m. in Barnes Hall. They will be joined by classical clarinetist Nina Stern for Schubert's "Hirt auf dem Felsen." The instrument played by van Oort is an 1842 Bosendorfer recently restored by Edward Swenson and Robert Murphy.

Bound for Glory

Peter Ostroushko, with Dean Magraw, will perform in three live sets Nov. 18 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Albums from the studio, Nov. 25. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

READINGS

Modern Languages & Linguistics/ German Studies

Peter Bichsel, Swiss writer, will read from his works Nov. 28 at 4:30 p.m. in 177 Goldwin Smith Hall.

RELIGION

Sage Chapel

Isaac Kramnick, the Richard J. Schwartz Professor of Government, will deliver the sermon Nov. 18. Service begins at 11 a.m. There will be no service during Thanksgiving recess. 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 meetings on campus. Call 257-7971 for information.

Catholic

Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel. Thanksgiving Day Mass: Nov. 22, 10 a.m., Anabel Taylor Auditorium. Thanksgiving Weekend Masses: Nov. 24, 5 p.m.; Nov. 25, 10 a.m., Anabel Taylor Auditorium.

Christian Science

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

Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m.,

Rev. Gurdon Brewster, chaplain, Anabel Taylor Chapel.

Friends (Quakers)

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

Jewish

Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.
Shabbat Services: Friday: Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Reform, 5:30 p.m., Anabel Taylor Chapel; Orthodox, Young Israel (call 272-5810 for time). Saturday: Orthodox, 9:15 a.m., One World Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room.

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

Sunday worship, 11 a.m., Anabel Taylor Chapel; Taize Prayer, Tuesdays, 5:30 p.m., Anabel Taylor Chapel; Bible study, Thursdays, noon, G-7 Anabel Taylor; Celebration, Fridays, 5-8 p.m., 401 Thurston Ave. Call Rev. Barbara Heck, chaplain, 255-4224, for information.

Seventh-Day Adventist

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

Zen Buddhism

Zazen practice Tuesdays 6:45 p.m. 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

"The Development of Cultural Complexity Among Maritime Hunter-Gatherers," Lucy Johnson, Vassar College, Nov. 16, 3:30 p.m., 303 McGraw Hall.

Applied Mathematics

"Nonlinear Traveling Waves and Dispersive Chaos in Binary-Fluid Convection," Paul Kolodner, AT&T Bell Labs, Nov. 16, 4 p.m., 322 Sage Hall.

"Some Truly Lovely Two-Dimensional Stokes Flows," Bill Hackborn, Camrose Lutheran University College, (The Bill Sears Club), Nov. 19, 1:30 p.m., 321 Sage Hall.

"HIV Infection and AIDS in the UK — Can We Predict Them?" Graham Medley, Imperial College, London, Nov. 19, 4 p.m., 100 Caldwell Hall.

"Worms and People — The Population Dynamics of Human Helminth Infections," Graham Medley, Imperial College, London, Nov. 26, 3:30 p.m., G101 Biotechnology Building.

Biochemistry

"A Molecular Analysis of Retroviral Replication," Eric Hunter, University of Alabama, Birmingham, Nov. 16, 4 p.m., Large Conference Room, Biotechnology Building.

Biotechnology Program

"Industry-Government-Academe: University Concerns About Conflicts of Interest and Commitment," Robert Barker, senior provost, Nov. 28, 3 p.m., Seminar Room, Biotechnology Building.

Chemical Engineering

"The Phase Behavior of Latices Containing Associative Thickeners," William Russel, Princeton University, Nov. 27, 4:15 p.m., 255 Olin Hall.

"Toxicology and the Chemical Engineer," J. Reed Welker, University of Arkansas, Nov. 28, 3:45 p.m., 155 Olin Hall.

Chemistry

"Biological Mass Spectrometry," Michael Gross, University of Nebraska, Lincoln, Nov. 15, 4:40 p.m., 119 Baker Laboratory.

"Dissection of the Functional Domains of Carbamoyl Phosphate Synthetase," Frank Rauschel, Texas A&M University, Nov. 19, 4:40 p.m., 119 Baker Laboratory.

Title to be announced, Samuel Danishefsky, Yale University, Nov. 26, 4:40 p.m., 119 Baker Laboratory.

Title to be announced, Peter Pershan, Harvard University, Nov. 29, 4:40 p.m., 119 Baker Laboratory.

Ecology & Systematics

"Intra-Family Conflicts in Plants and Animals: Kin or Parental Selection?" David G. Lloyd, University of Canterbury, New Zealand,

Nov. 28, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"Science, Applications, Technology and Commercial Uses of the Space Station," W.W.L. Taylor, Space Station Freedom Program, NASA, Nov. 20, 4:30 p.m., 219 Phillips Hall.

"IC Processes and Manufacturing Equipment Trends for VLSI and 64MBit DRAM Technologies and Beyond," Jaim Nulman, Applied Materials Inc., Nov. 27, 4:30 p.m., 219 Phillips Hall.

Epidemiology

"Why Don't Soup Kitchen Clients Participate in the Food Stamp Program?" Ed Frongillo, nutritional sciences, Nov. 16, 12:20 p.m., 141 Plant Sciences.

Floriculture & Ornamental Horticulture

"The Creation of Horticultural Databases," Melissa Luckow, Bailey Hortorium, Nov. 15, 12:15 p.m., 404 Plant Science Building.

"Strategies for Reducing Water Input in Landscape Plantings," Ann Marie Smith, ornamental horticulture, Nov. 29, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"Brewing Science," Karl J. Siebert, food science and technology, Nov. 20, 4:30 p.m., 204 Stocking Hall.

"Measures of Food Insecurity in the Elderly," Daphne A. Roe, nutritional sciences, Nov. 27, 4:30 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

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

"Characterization of Defense-related C-DNA Clones from Tomato," Bruce Reisch, Nov. 29, 4:30 p.m., 404 Plant Science Building.

Geological Sciences

"Electromagnetic Mapping of the Crust Along a Southern Cordillera Transect," Alan Jones, Geological Survey of Canada, Ottawa, Nov. 20, 4:30 p.m., 1120 Snee Hall.

"Magmatic Evolution of the Superior Province: Examples from the Abitibi Greenstone Belt," John Ludden, University of Montreal, Nov. 28, 4:30 p.m., 1120 Snee Hall.

Immunology

"Immunopathogenesis of Lymphatic Filariasis: An Animal Model," T.R. Klei, veterinary science, Louisiana State University, Nov. 16, 12:15 p.m., Boyce Thompson Auditorium.

International Nutrition

"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.

Landscape Architecture

"The Park in the Middle," Betsy Barlow Rogers, The Central Park Conservancy, Nov. 16, 11:15 a.m., 101 West Sibley.

Microbiology

"Genetic Analysis of the 1600 KB Megaplasmid of *Rhizobium meliloti*," Turlough Finan, McMaster University, Ontario, Nov. 15, 4 p.m., Conference Room, Biotechnology Building.

"Cytochrome Biosynthesis in Photosynthetic Bacteria," Timothy J. Donohue, University of Wisconsin, Madison, Nov. 29, 4 p.m., Conference Room, Biotechnology Building.

Natural Resources

"The Wreck of the Exxon Valdez: Hard Lessons, Tough Choices," Dennis Kelso, commissioner of environmental conservation, Alaska, Nov. 15, 4 p.m., 45 Warren Hall.

"Birds in Relation to Agriculture in New York State," Charles R. Smith, natural resources, Nov. 20, 12:20 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Visual Control of Flight in Dragonflies," Rob Olberg, Union College, Nov. 15, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"The Use of Rice Water in Diarrhea: Confrontation of reality with Dogma," Homero Martinez, nutritional sciences, Nov. 19, 4:30 p.m., 100 Savage Hall.

"Beyond Child Survival: Results from a Synthesis of Nutrition Interventions in Developing Countries," Per Pinstrup Anderson, nutritional sciences, Nov. 26, 4:30 p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

"Innovation in the Small Business," Ken Ackley, Innovation Packaging, Nov. 15, 4:30 p.m., B14 Hollister Hall.

"Applications Specific Materials/Process In-

Local schoolchildren to tell their tales

Fourth-graders, middle-school students and professional playwrights will be among the storytellers on stage at the Center for Theatre Arts on Saturday and Sunday, Nov. 17 and 18.

Children and teen-agers from seven local schools and community centers will perform tales they wrote themselves in "Story Swap" beginning at 2:30 p.m. on Sunday, Nov. 18. The event is free.

The professionals will take the stage at 7:30 p.m. on Saturday, Nov. 17, in "Junebug Jack," a collaborative work by Junebug Productions and Roadside Theater, both of which performed here last fall during "An American Festival: A Celebration of Heritage, Community and the Arts." Admission is \$5.

These events are part of a new course, "Issues in Community Based Arts," that meets weekly and is designed to help artists learn about issues of importance to their audiences and to encourage youths to participate in their communities. Attended by some 20 students, including seven teachers and librarians of area schools, it is taught by John O'Neal of Junebug Productions, an African-American storyteller, playwright and faculty-member-in-residence at Cornell; Ron Short of Roadside Theater, a playwright and storyteller of the Appalachian tradition; and Cornell's Outreach Director Janet Salmons-Rue.

In September, the instructors and students visited participating schools to demonstrate storytelling and outline the project. Last month, Cornell students met with the secondary school students to explain story collection, writing, editing, script development and performance skills. This month, the companies will visit classes to coach students prior to the Cornell performance.

Participating in the course are The Alternative Community School, Belle Sherman Elementary School, Newfield Central School and Ithaca High School, the Trumansburg Conservatory of Fine Arts, the Southside Community Center and the Greater Ithaca Activities Center.

"Issues in Community Based Arts" is sponsored by the Department of Theatre Arts and Cornell Theatre Outreach.

vention," Nathaniel R. Quick, Applicote Association, Nov. 29, 4:30 p.m., B14 Hollister Hall.

Ornithology

"The Finger Lakes Land Trust: Who We Are and What We Do," Betsy Darlington, director and Carl Leopold, president, Land Protection, Nov. 19, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

"Social Behavior of Barn Swallows," Bill Shields, SUNY College of Environmental Science & Forestry, Nov. 26, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"The British Nuclear Programme: The Challenge of START," John Simpson, University of Southampton, England, Nov. 15, 12:15 p.m., G-08 Uris Hall.

Pew/Cornell Lecture Series

"Hidden Hunger: Meeting Micronutrient Needs and Energy Wants," Michael Latham, international nutrition, Nov. 27, 3:30 p.m., 100 Savage Hall.

Pharmacology

"G Proteins and the G Protein Regulated Calcium Channel," Lutz Birnbaumer, Baylor College of Medicine, Nov. 19, 4:30 p.m., G-3 Vet Research Tower.

"Recent Studies on the Characterization, Purification and Antigenicity of the Ah Receptor," Alan Poland, University of Wisconsin, Nov. 26, 4:30 p.m., G-3 Vet Research Tower.

Plant Breeding & Biometry

"Identification and Use of Powdery Mildew Resistance in Wheat and Barley Breeding," Manfred Heun, Technische Universität, Munchen, West Germany, Nov. 20, 12:20 p.m., 135 Emerson Hall.

"The Effect of Chromosome 1B/1R Translocation on the Yield Potential of Certain Spring Wheats," Rey Villareal, CIMMYT, Nov. 27, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"A Historical Perspective: Mycology and Plant Pathology at Cornell and the Geneva Agricultural Experiment Station," R.P. Korf, plant pathology, Nov. 20, 4:30 p.m., 404 Plant Science Building.

"A Historical Perspective: Mycology and Plant Pathology at Cornell," R.P. Korf, Nov. 28, 3 p.m., 133 Barton Laboratory, Geneva.

Psychology

"The Development of Kin Recognition: Comparisons between Spiny Mice & Humans," Richard H. Porter, John F. Kennedy Research Center, George Peabody College of Vanderbilt University, Nov. 16, 3:30 p.m., 202 Uris Hall.

Science, Technology & Society

"Entrepreneurial Opportunities in Science Communication," William Kaufmann, editor-in-chief, Annual Reviews Inc., Nov. 16, 2:30 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences

"Nitrogen Fertilizer Recommendations for Maize Produced in the Tropics: Comparison of Three Models," Deanna Osmond, SCAS, Nov. 19, 4 p.m., 135 Emerson Hall.

"Abscisic Acid and Early Endosperm Development in Cultured Maize Kernels," Patricia Myers, SCAS, Nov. 27, 4 p.m., 135 Emerson Hall.

Stability, Transition & Turbulence

"Bifurcations in Langmuir Circulations:

Weakly Nonlinear Analysis vs. Numerical Simulation," Stephen Cox, mechanical & aerospace engineering, Nov. 27, noon, 288 Gruman Hall.

Theoretical & Applied Mechanics

"Statistical Mechanical Approach to Predicting the Macroscopic Behavior of Composites and Porous Media," S. Torquato, North Carolina State University, Nov. 21, 4:30 p.m., 205 Thurston Hall.

"Human Power Production: Bicycles, Rowing, Etc.," A. Ruina, theoretical and applied mechanics, Nov. 28, 4:30 p.m., 205 Thurston Hall.

SPORTS

Home Games Only

Saturday, 11/17

Football, Pennsylvania, 1 p.m.

THEATER

Department of Theatre Arts

Cornell Dance Series, with Creach/Koester, Nov. 30, 8:30 p.m., Proscenium Theatre, Center for Theatre Arts. Tickets for the series are on sale at \$10 general admission or \$8 for students and senior citizens. For more information call the Center for Theatre Arts Box Office at 254-ARTS.

Risley Theatre

"Twelfth Night, or What You Will," by William Shakespeare, will be presented by the Risley Theatre on Nov. 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, call 253-0740.

MISC.

CUSLAR

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

Narcotics Anonymous

Meetings for recovering addicts to help each other stay clean and free from drugs are held Tuesdays at 6 p.m. in G-18 Anabel Taylor Hall.

Tae Kwon Do

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

Writing Workshop

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

Professors Kahn, LaFeber list challenges in Asia talk

HONG KONG, Nov. 10 — Leading Cornell faculty members conducted the last of three Asian symposiums yesterday during a tour that is reuniting hundreds of overseas alumni while marking the university's 125th anniversary.

During a session at the Regent Hotel, overlooking Hong Kong Harbor, Alfred Kahn, the Robert Julius Thorne Professor Emeritus of Economics, and Walter LaFeber, the Marie Underhill Noll Professor of American History, discussed political and economic challenges for the 1990s.

They told an audience of about 150 that oil taxes should be increased in the United States and warned that America's China policy is divided and almost leaderless.

"The United States is very confused about how to deal with China," LaFeber told an audience, many of whose members are involved in U.S.-China trade.

"People in this part of the world are not confused, and they are dealing with China. I saw that particularly in Japan. The United States is well behind other nations on the China problem and probably will be followers for years. The U.S.-China policy is

advanced studies, joined Kahn and LaFeber in the Taipei symposium.

In Hong Kong, LaFeber said that three economic blocs will compete against one another into the 21st century: Europe, North America and Japan.

"A Canada-U.S.-Mexico free-trade agreement may be realized in the 1990s that will be larger than the European Community," he said.

"We've already got a U.S.-Canada free

trade agreement, and the only opposition to including Mexico is from labor that doesn't want to compete against Mexican labor."

A third economic group that LaFeber called the Yen Bloc, although now loosely organized, is developing in the Pacific Rim to compete against North America and the European Community.

As to the North Atlantic Treaty Organization, LaFeber said, "NATO is history. The purposes of NATO are over, although

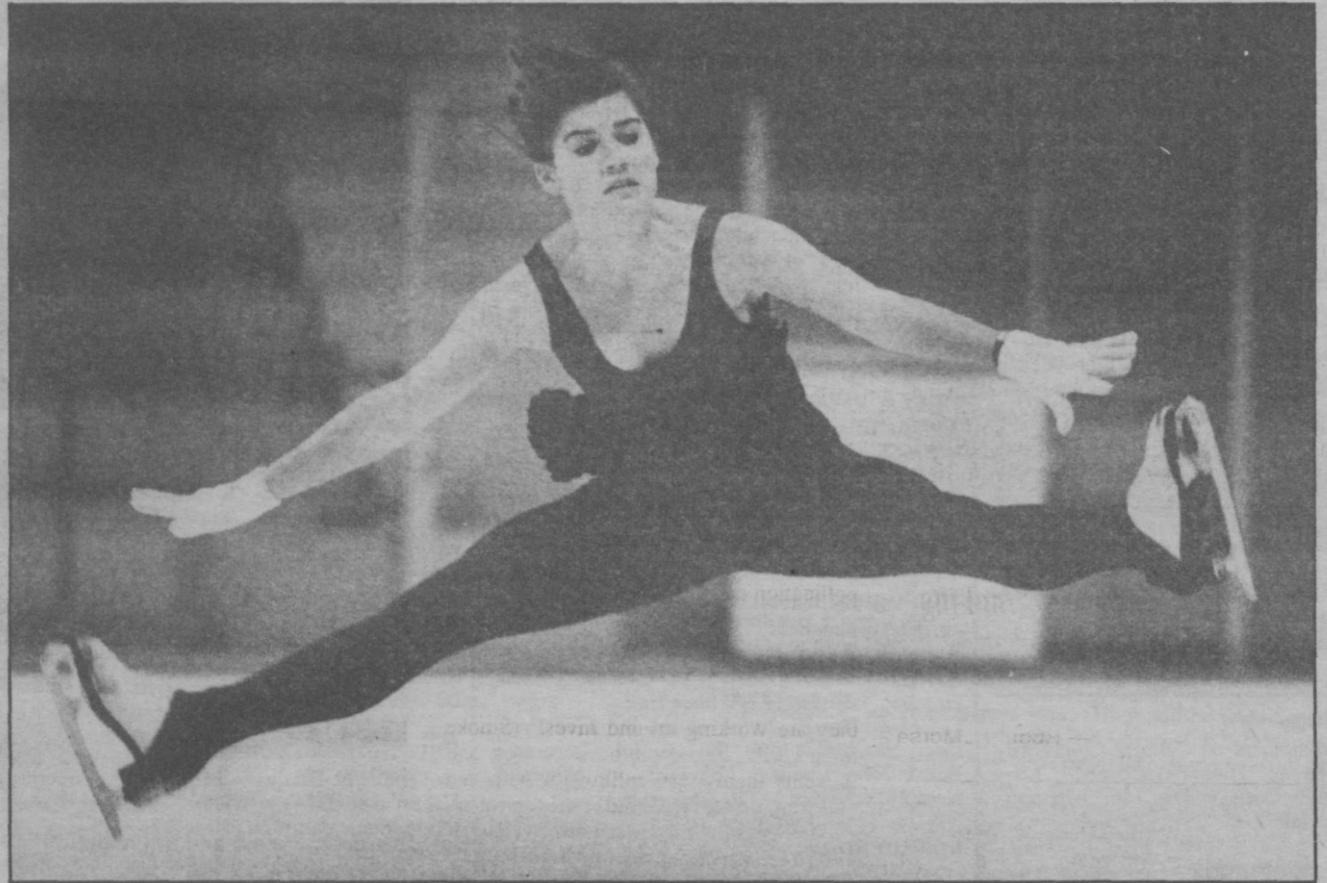
the United States is trying to hold onto NATO, because the United States is not a member of the European Community and has no other organization to belong to."

He added: "I would be very surprised if NATO is still around by the mid-1990s."

Kahn and LaFeber's remarks were published in several Chinese and English-language newspapers in Hong Kong and were broadcast over local radio.

— Albert E. Kaff

Smooth as ice



Tim Moersh

Casey McCann, a sophomore in the School of Hotel Administration, practices in Lynah Rink during her skating class.

'The United States is well behind other nations on the China problem and probably will be followers for years. The U.S.-China policy is badly divided and almost leaderless.'

— Walter LaFeber

badly divided and almost leaderless," he said.

To counter the loss of oil from the Middle East, Kahn recommended that the U.S. government raise taxes on petroleum products to reduce America's dependence on Middle East supplies. He also urged more research and development of renewable and alternative energy sources.

During President Frank H.T. Rhodes' visit to Taiwan, Japan, Hong Kong and South Korea, Cornell has also held symposiums in Taipei and Tokyo. Norman Scott, Cornell's vice president for research and

Indirect costs *continued from page 1*

"I'm using the same lab, the same support staff and I walk the same sidewalk to work, so how can I possibly be costing the university an additional 75 cents for every dollar I bring in on a grant?" said Lowe.

However, Lowe points out, when the incremental pressures from all new grants are combined, new labs, additional support staff and more sidewalks are invariably needed.

The only other alternative to averaging would be to make every cost related to a grant a direct cost, which would result in a nightmarish snarl of administrative red tape and would be impossibly costly to manage, Lowe said.

"While most faculty go along with [indirect-cost assessment], others want to take the position that direct costs are theirs, but indirect costs are the university's to pay," said university Controller John Ostrom. "A significant fraction of the faculty operate on the basis that we owe them certain things." Comparisons with corporate indirect costs for government research clearly reveal how universities are being shortchanged, said Ostrom.

"Faculty don't realize that corporations charge the government 100 to 140 percent in overhead, excluding profit," he said. Ironically, he added, when corporations themselves fund research at universities, they often attempt to avoid paying the universities for any indirect costs.

"They understand the concept of indirect costs philosophically, but they just want to

save money."

If the defense industry had been limited to the same indirect-cost rates as universities, says Senior Provost Robert Barker, "we would still be defended by flying fortresses and would never have been to the moon."

Aggravating the university's problem in recovering indirect costs is that the indirect costs negotiated between Cornell and the government pay only about 70 to 75 percent of the total indirect costs of research, say Cornell administrators.

Despite this shortfall, says Norman Scott, vice president for research and advanced studies, it is extremely difficult for the university to renegotiate such government rates, or to decline grants that don't pay enough indirect costs.

"In this climate where faculty are pressured to obtain funds to do work, once they find a source, they understandably aren't willing to say they won't accept funds because of insufficient indirect costs," he said. "And in practice, the university is not going to decline such funds either." The result of underrecovery is a constant demand for contributions from Cornell.

"Institutions are constantly putting in a certain level of support to allow for the underrecovery of indirect costs," said Michael Whalen, director of financial planning and budget management. "The federal government and other sponsors see this contribution as a good thing, but the problem is that there is no obvious source of funds for

this support."

Such additional support comes mainly from the university's general fund, said Whalen, which puts pressure on undergraduate tuition, which supplies about two-thirds of the revenues of Cornell's general-purpose operating budget.

Unrealistic federal policy clearly accounts for some of the disparity between real costs and recovery. For example, the federal government allows Cornell to recover its equipment costs over 15 years. However, in the world of modern science, equipment actually becomes worn out or outmoded much faster. And, says Lowe, the government will rarely pay construction-related costs for libraries, advanced labs and computer facilities, even though they are "part of what sells a funding agency on a project in the first place."

Barker has warned that the failure to fund fully research facilities, as the federal government once did, has led to extremely serious budgetary problems, particularly at private universities.

"Somehow, the fact that research universities do research and, in the doing, train large numbers of graduate students that the nation desperately needs has been translated into a reason to expect them to do it at a substantially lower cost. And the pressure from federal agencies to do more cost-sharing is intense," Barker said.

"It will not serve the nation well to push its private research universities out of the research business, yet current trends make

that more than likely," he said.

Another reason for the shortfall in indirect costs is that Cornell itself — like all other research universities — drastically underreports the funds it actually devotes to research, says Richard Schuler, a professor of economics and of civil and environmental engineering, and chairman of the Faculty Council of Representatives Financial Policies Committee.

In his own 1987 study of Cornell accounting, Schuler found that Cornell undercounts departmental research and fails to allocate many administrative, overhead, operating and maintenance costs to research. Thus, in reality, Cornell spent far more than the stated \$285.4 million on research in 1989-90.

Perhaps most importantly, the university doesn't include the full "opportunity costs" of using buildings and land for research, found Schuler. Opportunity costs are the cost to Cornell of investing in buildings and other capital assets needed for research, as compared to investing the same amount of money in a revenue-yielding endowment portfolio.

In sum, Schuler says, Cornell loses heavily on every research project and comes nowhere close to recovering these costs from the government.

While Cornell and other universities continue to make a vigorous case for full indirect-cost recovery, they see little evidence of a change in government policy.

— Dennis Meredith

Indirect Cost Rate	
Institution	FY 1991
Cornell	75.0%
Columbia	74.1
Stanford	74.0
Harvard	68.5
Yale	68.0
Brown	67.5

Indirect Cost Rate	
Institution	FY 1990
Columbia	74.1%
Stanford	74.0
Cornell	70.0
Harvard	68.0
Brown	68.0
Yale	68.0

Indirect Cost Rate	
Institution	FY 1989
Columbia	74.1%
Stanford	73.0
Harvard	68.0
Yale	68.0
Princeton	67.0
Cornell	66.0

Indirect Cost Rate	
Institution	FY 1988
Columbia	74.1%
Stanford	73.0
Yale	72.0
Harvard	68.0
Princeton	67.0
Cornell	66.0

Nasty?

Misnamed killer bees get 'stinging' endorsement

The so-called "killer bees" trapped in Texas this fall were not the first to enter the United States, or even the first to cross the border with Mexico, and killing them destroyed valuable scientific data, says Cornell expert Roger A. Morse.

What's more, he asserts, Africanized bees have gained an undeserved reputation ever since an officer for the Brazilian government called them *abelhas assassinas*, or killer bees, to discredit the scientist who imported the African bees.

Based on the experience of beekeepers and farmers in South America, where the Africanized bee almost completely displaced the native honeybee, there's no cause for panic in the United States, Morse says. Morse is a professor of entomology in the College of Agriculture and Life Sciences; he has studied Africanized bees and their northward spread for 19 years.

In forecasting life with the Africanized bees, Morse said that beekeepers will have to change some apiculture (beekeeping) practices, cities will attempt to pass useless anti-beekeeping ordinances, and the public will become more wary when the so-called Africanized bees from South

'Africanized bees are making honey in large amounts . . . and people are living with these bees very nicely.'

— Roger A. Morse

America make the United States their home. But life will go on.

In fact, he said, Africanized bees offer some advantages over domestic bees. Contrary to many reports, they are more efficient at honey production in warm areas. Also, they are more resistant to a mite that has infested domestic bees, with serious consequences for beekeepers.

"Africanized bees are aggressive, but they can be managed," Morse said. "The Argentinians and Brazilians have proven that. Eighty percent of Argentina's honey is now produced without any problems by

Africanized bees in Buenos Aires Province. In Brazil, Africanized bees are making honey in large amounts in areas where it was never produced before, and people are living with these bees very nicely."

Africanized bees are a hybrid of African honeybees (*Apis mellifera scutellata*), which were imported to Brazil in 1956 to provide better breeding stock in tropical climates, and the European bees (*Apis mellifera*), which were native to temperate regions of South America.

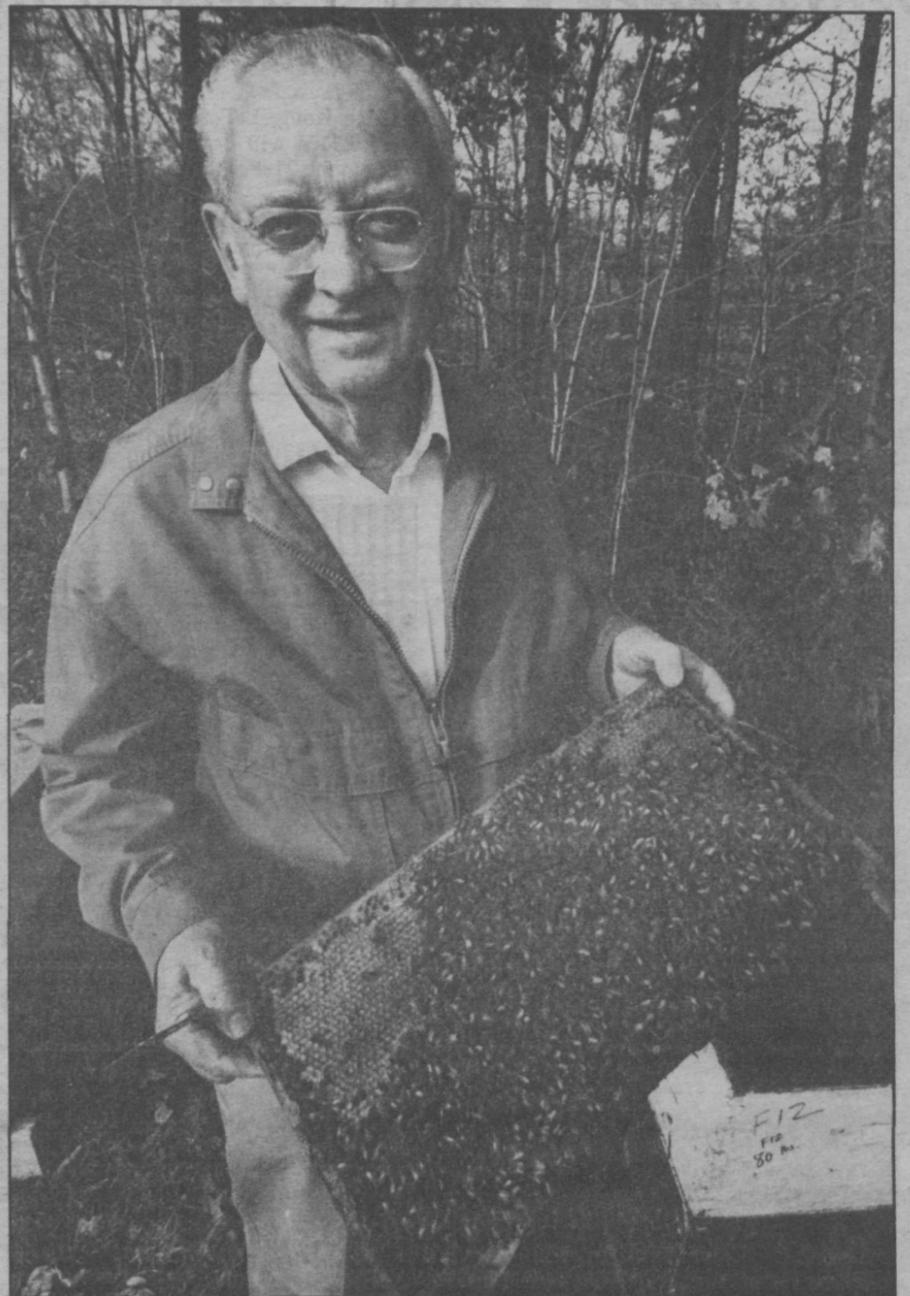
Since their escape from captivity in 1957, the African and Africanized bees were noted for their aggressiveness, blamed for the deaths of humans and animals, and became the subjects of at least five monster movies. The U.S. Department of Agriculture reported Oct. 17 that the first known swarm of Africanized bees to enter the United States from Mexico had been trapped and destroyed.

Morse made these predictions about Africanized bees in North America:

- Africanized bees will not live year-round in the northern states or Canada because they cannot tolerate the cold of winter. However, they will be seen in the north in spring and summer when they integrate with the colonies of migrating commercial beekeepers who rent bees for pollination of crops.

- Beekeepers in the United States will have to adopt the practices of their Brazilian and Argentinean counterparts, using larger "smokers" and more smoke when they are working around hives. (Smoke temporarily interrupts bees' senses and prevents them from calling for help and attacking en masse.) Full beekeeping regalia — protective suits, boots, veils and gloves — will be worn. And beekeepers will choose locations for hives more carefully in order to keep people and animals out of the flight path of bees.

- The general public will have to learn some respect for the irritable immigrants. Although the sting of an individual Africanized bee is no worse than that of a European bee and the bee venom is chemically similar, the fiercely defensive Africanized bees can react to intruders three times faster. A swarm can inflict 10 times as many stings and will chase a



Charles Harrington

Roger A. Morse and his research subjects.

person or animal over longer distances, according to Morse.

- Africanized bees may become the pit-bulls of the '90s, he said, referring to public worries over the viciousness of that dog. Some municipalities will try to enact ordinances to prohibit beekeeping. "That is their right," Morse said, "but the politicians should understand that the only way to keep bees and other stinging insects out of city limits is to eliminate all

flowering plants."

Rather than kill the first Africanized bees in the Texas-Mexico border traps, USDA officials should have quarantined the bees and given them a health check-up, Morse suggested. By careful observation of the bees' communication "dance," the government scientists might have determined where the swarm planned to fly next.

— Roger Segelken

Civil engineer named to head hands-on science museum

A Cornell civil engineer who has spent the last seven years developing strong foundations for such structures as transmission-line towers now has another challenge: to help establish a strong foundation for Tompkins County's hands-on science museum, the Sciencenter.

Charles Trautmann, a researcher in the School of Civil and Environmental Engineering, has been named the first executive director of the Sciencenter.

The non-profit Sciencenter sponsors public exhibits, school programs and other science education activities. Founded in 1984, the organization has launched a campaign to raise over a million dollars to build a hands-on science museum on the site of the former waste-water treatment plant just off Route 13. The Sciencenter concluded purchase of the approximately one-acre site on Oct. 5.

"Charlie has excellent credentials for the job, and we are extremely fortunate to have someone so qualified," said Sciencenter President Bruce Thompson in making the announcement. "Not only does he have superior overall management and organization skills, but a lively and warm personality." Thompson cited Trautmann's professional engineering background and his extensive volunteer work in educational affairs, for example his seven-year service on the board of directors of the Ithaca Montessori School.

Anim Meyburg, director of Cornell's School of Civil and Environmental Engineering, recalled Trautmann's effective or-

ganization of volunteers to construct a playground, designed by local architect Robert Leathers, for the Ithaca Montessori School in 1984.

"None of us had ever worked together or built anything of that size before, and he quickly had us working in teams, with leaders and a plan. We had the structure built in short order."

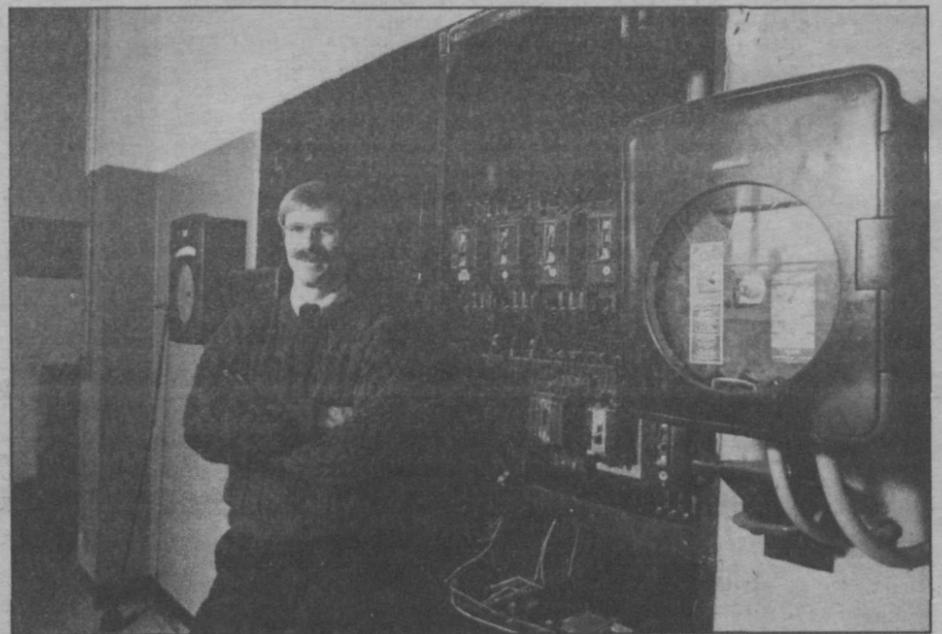
Trautmann is a self-confessed science museum buff, ham radio operator and tinkerer "who never outgrew my erector-set phase." His enthusiasm for science stems in part from encouragement from his parents and teachers, particularly a grade-school teacher named Elsie Sealander.

"She was very hands-on oriented. I remember how she would bring all sorts of gadgets and things to class to let us experience what we were learning."

Trautmann's own work with the Ithaca Montessori School confirmed his commitment to science education for all young people.

"The more time I spent at the school, the more I realized that the education of our young students is the most important thing we can do to assure the future of our society," he said.

Trautmann, 38, holds a B.A. in physics from Amherst College and two M.S. degrees from Stanford University — in engineering geology and in geotechnical engineering. He came to Ithaca in 1979 and received his Ph.D. in geotechnical engineering from Cornell in 1983. He stayed at Cornell as a senior research associate and



Tim Moersh

Charles Trautmann stands next to the control panel of the old waste-water treatment plant that will be part of the new Sciencenter.

project manager.

His research has concentrated on site evaluation and foundation design methods, earthquake-resistant design of buried pipeline systems and computer-aided design and artificial intelligence applications in engineering.

Trautmann has been the manager for the last seven years of a project funded by the Electric Power Research Institute on improved methods of designing foundations for electric power transmission structures. He is a registered professional engineer and a certified professional geologist.

Besides his service at the Ithaca Montessori School, he is president of the Forest Home Improvement Association and a local representative to the Greater Ithaca Neighborhoods Association. He is a member of the National Eagle Scout Association and has served as president of the board of trustees of Forest Home Chapel.

His wife, Nancy, is a research support specialist in the Water Resources Institute of the Center for Environmental Research. They have two children — Nina, 9, and Eric, 5.

— Dennis Meredith

Marxist scholar continues to see 'horrors' in capitalism

In 1960s America, some members of the Western counterculture, such as Susan Buck-Morss, taped posters of Lenin, Che Guevara and Mao on their walls and upheld Marxism as the alternative to capitalism.

"But as we were slow to learn, Marxist discourse . . . had to be criticized on its own," said Buck-Morss, an associate professor of government.

"Now, the tables are turned and the socialist countercultures are in danger of making the same mistake, coveting everything that the culture industry of late capitalism provides," she said.

But "capitalism has lost none of its horrors and socialism has provided no sane alternative," she said. This is the post-modern situation, an understanding of which presents "the philosophical and political task of our time," Buck-Morss said in a Nov. 7 lecture on "The U.S. and the U.S.S.R.: Is There a Common Post-Modern Culture?"

Post-modernism is not the next developmental stage of history that follows modernism "logically and necessarily in any rational or rationalizable way," she said. Quite the contrary:

"It is an awareness that there is no historical development in the sense that modernity once believed." The task, she said, is to understand that, without abandoning hope for a better world.

"The modern project [in the U.S. and U.S.S.R.] dreamed of industrial utopia, historical progress, mass democracy and the transformation of humanity," she said.

The 1950s in America, for example, was "a time when we believed in progress and material betterment and that a dishwasher in every home was going to make a happy human being," she said.

Industrialization was supposed to drive the modern dream in both societies, despite the variation in approaches. Soviets were told, via propaganda, that it could be gained by boosting production. Americans learned, through adver-

tising, it would be by increasing consumption.

Both countries believed in the modern myth of progress for a time. But even before perestroika, it faded. Neither Soviets nor Americans trust the "means of manipulation" used to promote the myth: "No one in the west really believes the promises of advertising. No one in the U.S.S.R. believes the promises of Socialist propaganda," Buck-Morss said.

They have likewise learned that industrialization itself can create problems. "Neither capitalism nor socialism has been able to prevent ecological disasters of enormous magnitude caused precisely by that technology which was to be the cure for social ills," she said.

Since the demise of Marxism in the East, said Buck-Morss, the school of Marxist criticism in the West has, of course, been shaken. "But it is equally true (and here it is quite obvious where I stand politically) that the criticisms made by Western Marxists of capitalism . . . have not and will not become one iota less true no matter how many communist parties fall from power.

"Indeed, the whole framework of debate — capitalism vs. socialism as theory — may be missing the most important point.

"I think unfortunately we've been talking so long about capitalism vs. socialism on the left and right that we've missed the fact that these words aren't really capturing the problem of power, which is part of the structure of industrial modernization."

The Cold War's end — even with socialism's de facto capitulation — doesn't solve what Buck-Morss views as the more important problems: the power structures.

"The point is that despite the rosy dawn of the post-Cold War era, despite the reforms that have taken place at least in the East, neither cultural apparatus of manipulation — neither commodities nor ideology — has been dismantled.

"On the contrary, they seem to be joining forces," she

said. "The post-Cold War era is in fact seeing a fusion of mass cultural mythology."

To demonstrate, she showed a series of slides depicting recent American advertisements that revealed similarities between the American and Soviet power structures.

"What we're seeing in a whole series of Pan Am ads is a return of the heroic chiseled classic faces of socialist realism, power in numbers, as a motif in American advertising.

"I use [these advertisements] rather manipulatively to suggest visually that there might be integration of the machineries of power rather than a dismantling of either side. I worry about that. I worry that McDonald's can move so easily into the present Soviet power structure," Buck-Morss said.

It is the machineries of power that are of concern, she said. And if they are not dismantled, though the theories attached to them may have changed in the East, the problem of repressive machineries of power may simply continue in a new form.

"The post-modern situation demands that we wake up from that dream world — not in order to reject the dream, but to educate ourselves very soberly as to how the collective utopian desire that it expressed has been and is still being used or distorted by structures of power," she said.

Buck-Morss is the author of the recent book, "The Dialectics of Seeing: Walter Benjamin and the Arcades Project." The product of eight years study, it presents an analysis of the unfinished magnum opus of the Berlin-born philosopher who was the progenitor of many contemporary schools of thought. Currently, she is working on a book on "The Nation-State System as Discourse: an Archaeology of the Geopolitical Order." It will explore the quest for a common ground among intellectuals in America, Europe and the Soviet Union, said Jonathan Culler, director of the Society for the Humanities.

— Lisa Bennett

Transportation plan *continued from page 1*

lating that the 12,000 miles he drives annually produce 6.4 tons of carbon dioxide.

Cornell's plan would reduce the number of single-occupant vehicles using local and campus roads by underwriting the commuting costs for employees who share a ride, take the bus, ride a bicycle or walk to work.

Beginning next summer, any employee who drives alone to work will pay to park, a minimum of \$200 per year for campus-perimeter parking spaces, most of which are now free. The fee for central-campus parking will increase from \$260 to \$400 a year.

"Those who don't wish to participate in this plan don't have to, but they will have to pay for the privilege of parking if they drive alone," said John F. Burness, Cornell's vice president for university relations. "And, if they choose to park in the center of campus, they'll have to pay more for that privilege."

However, employees who share rides not only will get free parking, but will be able to make money. A car pool will receive a \$200 incentive for each passenger.

For two people sharing a ride to a perimeter parking lot, the \$200 incentive for the one passenger will defray the cost of a parking permit, allowing both people in the car pool to park free of charge.

If three employees drive together, they can park free on central campus because the \$200 incentive for each of the two passengers offsets the \$400 permit. Or the three car-pool participants could use the first passenger's \$200 incentive to pay the perimeter parking fee while the second passenger's \$200 incentive is shared among the three employees in their paychecks.

A car pool of four people will make between \$50 and \$100 per year per person, depending on which parking lot is used.

The cash incentive is not just for ride-shares. Employees who are dropped off, ride a bicycle or walk will receive a \$200 per year addition to their paychecks.

OmniRide gives each of Cornell's 9,200 employees the option of a free transit pass instead of a parking permit. The pass is valid on all transit services operated within Tompkins County — Ithaca Transit and Tomtran, including Northeast, East Ithaca and Car-O-Van services, and CU Transit — at any time public transit is in operation.

Cornell's subsidy of local transit systems was more than \$609,000 in 1989-90, Wendt said. This subsidy included \$100,000 in university sponsorship of Ithaca Transit and Northeast Transit; \$240,000 to cover operating deficits for the Tomtran public-transit services provided by Cornell's CU Transit; and a \$269,000 fare subsidy for students and staff who use the on-campus bus service.

In addition, the university's general-purpose fund annually provides more than \$1.6 million in subsidy for on-campus parking.

Every OmniRide participant receives 20 one-day parking permits a year for occasions, such as scheduled medical appoint-

ments and parent-teacher conferences, when driving to work is essential. Also, an emergency ride service will be available.

Dwight Widger, the employee-elected trustee, started using OmniRide last summer during a trial run.

"I'm environmentally conscious, so this feels right to me. At night, instead of facing the traffic, I wind down on the bus while going home to my family. Now that I'm not paying bus fares, I have more money in my pocket — it's like \$8 added to my paycheck," Widger said.

Betsy Darlington, a local environmentalist who is chairwoman of the city of Ithaca's Conservation Advisory Council, said, "Most people take driving their cars alone as a divine right. Cornell's program is a tremendous start toward painlessly breaking our habit with some powerful incentives."

James Hanson Jr., Tompkins County planning commissioner, said the most positive solution to traffic congestion is public-transit services.

"Cornell's OmniRide program is a laudable approach. We hope other agencies and employers will follow suit," Hanson said.

Not everyone supports the new Cornell program. In a newsletter distributed by the United Auto Workers, Al Davidoff, president of Local 2300, which represents about 1,100 maintenance and service workers at Cornell, complains that the plan "completely wipes out free parking," and doesn't agree that it will help employees who already car pool.

A sample of employees who park in the university's B parking lot along Route 366 suggests that about 40 percent of employees already car pool.

During the next few weeks, the university's traffic bureau will be open until 5:30 p.m. to accommodate employees who want to enroll in the OmniRide program. A ride-sharing bulletin board will be added to CU-INFO, the university's computerized information system, and the university will sponsor a column of ride-sharing personals in local newspapers to help employees find car-pool companions.

Transit services and the county's system of park-and-ride lots also will be expanded. Park-and-ride lots are located in the towns of Caroline and Ithaca and the villages of Dryden, Groton, Lansing, Newfield and Trumansburg. Park-and-ride lots will be available after the first of the year in the towns of Danby and Lansing, when new Tomtran bus routes begin operating. Additional sites are being sought on South and West hills.

For information about Tomtran services, call the Tompkins County Department of Planning at 274-5370 or 255-RIDE.

For more information about the Transportation-Demand Management Program or OmniRide, call Cornell's Office of Transportation Services at 255-4600.

— David I. Stewart

Transportation: a countywide headache

Parking issues present special challenges to local governments. Vacant storefronts have prompted concerns by downtown Ithaca merchants and the Ithaca Common Council. Ithaca Mayor Ben Nichols has said the ability to provide parking to potential shoppers is an important part of making downtown businesses more viable.

In order to increase available parking for customers, Nichols suggested that all-day parkers — many of whom are owners and employees of downtown businesses — may have to park in lots or a new parking garage on the periphery of the central business district. He said the demand for monthly permits far exceeds the number of allotted spaces in the city's two downtown garages.

Monthly permits for downtown employees parking in city-operated garages are \$18 to \$30 per month, or up to \$360 a year.

At Cornell, the issue of parking and traffic circulation, especially on and near central campus, is among the most difficult tasks facing university planners.

Some 4,000 drivers seek central-campus parking each day, with an additional 5,000 to 7,000 visitors, peripheral parkers and Cornell neighbors using the campus roadway system. As on most campuses, employees at Cornell pay to park near central campus, with the most expensive parking permit now costing \$260 a year.

A 1987 study by the faculty and researchers in the Cornell Institute for Social and Economic Research (CISER) revealed that Cornell was unique among the 15 schools surveyed because it pays some \$1 million annually for the maintenance of campus roads. Most universities in cities rely on their host municipalities for maintenance of campus roads, but Cornell is responsible for 16 miles of streets, most of which are available for public use.

Local municipalities have urged Cornell to provide more parking, and the university has done so. However, putting down asphalt is only part of the solution.

The university projects the need for 1,500 more spaces over the next five years,

unless the number of students, employees and visitors driving on and off campus can be reduced significantly.

During the 1980s, the university spent \$18 million on campus parking and traffic improvements and increased its inventory of parking spaces by 75 percent, from 6,300 to about 10,800. Now, Cornell's parking inventory is almost 11,300. This space gain outpaced growth in the university's work force and enrollment in the 1980s.

Although the number of new students has been stable for a few years and the rate of growth among employees has slowed, more parking spaces have been proposed.

A 600-space peripheral lot behind East Hill Plaza, for example, would reduce congestion at the intersection of Judd Falls Road and Route 366 for drivers coming to Cornell from Ellis Hollow and Route 79, some of whom now park in the B lot along Route 366. The proposed lot also would accommodate some parkers displaced when construction of the long-delayed teaching hospital and renovation project at the College of Veterinary Medicine begins in the spring. It also would be a storage lot for students' cars that clog streets in the Bryant Park and Colletown neighborhoods.

In May, the university asked the town of Ithaca to postpone consideration of the proposed lot for nine months while the town and county develop plans for circulation and traffic improvements in the area.

Relocation of some university operations to Cornell's Business and Technology Park and other locations away from central campus is freeing spaces on campus. Approximately 600 university employees now work at off-campus locations, where more than enough parking exists, according to William E. Wendt, director of transportation services at Cornell.

"Cornell can't solve all the local transportation problems on its own," Wendt said. "To make any significant improvements, we need the cooperation of the off-campus community, too."

— David I. Stewart

United Way shoots for \$500,000 goal

Cornell employees already have pledged more than \$280,000 toward their goal of \$500,000 for this year's United Way campaign.

Campaign leaders hope to conclude the drive by Thanksgiving but will continue to take pledges until the goal is reached.

The United Way of Tompkins County funds nearly 50 agencies that serve 47,000 area residents by providing day care for children, helping fight illiteracy, sheltering the homeless and other activities. The county's goal this year is to raise \$1.48 million; the organization hopes to raise one-third of that goal from Cornell employees.

So far this year, Cornell employees have raised 56.4 percent of their goal.

The chairmen of the employees' campaign are Linda Van Ness, coordinator of the Engineering Cooperative Program; David Solomon, administrative manager in the Laboratory of Atomic and Solid State Physics; and Russ Martin, professor emeritus of communications.

The United Way campaign at Cornell is run completely by employees, who make the decisions about how the campaign will be run, what the goal will be and who will be in the cabinet of advisers to the campaign.

CORNELL EMPLOYMENT NEWS

November 15, 1990

Volume 2, Number 47

Understanding the Hiring Freeze: A Message from Provost Nesheim and Senior Vice President Morley

FOR EACH OF THE PAST FEW YEARS New York State has indicated its intent to make severe cuts in the budget of the statutory colleges, and, each year, deans and department heads have drawn up contingency plans to accommodate the proposed cuts without needing to lay off substantial numbers of employees.

Most years, we were able to make the budget cuts to meet state mandates in less obtrusive ways. Projects were postponed, purchases were deferred, positions were left unfilled, and ways to make departments run more efficiently were developed. Even this past spring, when the state budget removed \$3 million in support for Cornell, most departments accommodated the reductions without major disruptions of the workforce.

In one sense, Cornell has run out of slack. Adjustments that could be reasonably made have already been made. Unfortunately, all of these so-called "quiet" cuts add up. In these past two weeks, when the state asked us to plan for further reductions to help make up its \$840 million shortfall in the 1990-91 budget year, we knew immediately that making reductions now would seriously impact statutory positions, and that we would want to reduce that impact by placing as many laid off statutory employees as possible in either endowed or statutory open positions. (It must also be noted that there will likely be cut backs in the endowed side as well.) Hence, we distributed the memorandum reprinted below, to institute a university-wide hiring freeze.

This memorandum was sent to all deans, directors, and department heads last week and is reprinted here for the benefit of the entire Cornell community. It is followed by answers to some of the questions that have arisen since it was released.

MEMORANDUM

November 7, 1990

TO: Deans, Directors and Department Heads
 FROM: Malden C. Nesheim, Provost
 James E. Morley, Jr., Senior Vice President
 SUBJECT: Universal Hiring Freeze

As you are all aware, the need for major budget cuts on the statutory side has been looming over the university for some time without any clear indications from the state of their magnitude or timing. We now have preliminary word from Albany that makes it clear that for the statutory units we will be faced with significant additional in-year budget reductions over the next several months. The statutory deans have imposed, after discussion with the State University, a set of extraordinarily strict controls on all budget expenditures and hiring. The belt-tightening that we have been experiencing over the past few years on both the statutory and endowed campuses has left us with an organization that is already lean. Yet we also know that we must respond to the state cuts, and we must, as the President indicated in his State of the University address, reallocate \$10 million from the endowed general purpose budget by June 30, 1992.

In view of the urgency created by the recently announced \$824 million shortfall in New York State revenues, we have concluded that the fairest, most effective

way to begin to address our budget problems is to place a freeze on all hiring—regular, temporary, and casual, academic and nonacademic, statutory and endowed—effective immediately and continuing until further notice. This action will in effect move up by two weeks the freeze on employment that always occurs immediately after Thanksgiving.

We must use the next two months to begin to plan the very difficult program cuts, layoffs, and reorganizations that must take place on a permanent basis to fund the anticipated reduction in the statutory colleges. The primary purpose of the freeze is to hold positions for possible use in an effort to place those statutory and endowed college employees, whose jobs will be eliminated.

During this freeze, the following conditions will apply in the endowed colleges. The statutory college deans already have distributed guidelines to their department heads.

- Recruitment of endowed faculty, according to the policies of the individual colleges, may continue and is not subject to this university-wide freeze. The statutory deans have already frozen faculty recruitment.
- Effective Wednesday, November 7, 1990, there will be no hiring of regular, temporary or casual employees, academic or nonacademic, on the statutory or endowed campuses. Extensions for temporary or casual employees will not be granted except in critical positions. The filling of critical positions is discussed below.
- Copies of offers of employment made prior to November 7 must be submitted to the Provost or Senior Vice President by Wednesday, November 14, to be honored. No additional offers can be made unless the position is deemed to be a "critical position" and is approved by the Provost or Senior Vice President according to the procedure described below.
- Effective immediately, no positions may be filled by temporary service agencies, such as Manpower, Cosmopolitan and StafKing.
- As of Thursday, November 15, 1990, the only positions that will be posted in the Job Opportunities listing until further notice will be those classified as "critical positions." A "critical position" is one that has been approved by the Provost or the Senior Vice President. Critical positions are defined as those essential to the health and welfare of the university community or to the continuation of research projects considered essential by the university.
- The following procedure is to be used if you believe you have a "critical position" to fill. In addition to the requisition and other supporting materials appropriate to the employment process, prepare a justification letter that includes the following elements:
 - Why this position is deemed critical.
 - Reductions you have taken during the last six months.
 - How long the position has been vacant.
 - Any other information that could be helpful in considering your request.

Please forward your request to the manager of Staffing Services, Judy Stewart, in the Office of Human Resources, 130 Day Hall. The material will then be forwarded

with an endorsement by the appropriate dean or executive officer to the Provost or Senior Vice President for consideration. The approval or denial will be conveyed to you through the office of Staffing Services as soon as possible.

In the past we have been able to accommodate most budget and personnel reductions without layoffs. That is clearly not likely in the future, but by taking these steps now, we hope to be able to preserve appropriate employment opportunities for as many of our employees affected by these cuts as possible.

SINCE THERE HAS BEEN SOME TIME to assess the situation, we are in a better position to clarify a few issues that have arisen as a result of our announcement of a university-wide hiring freeze. We have addressed some of these issues in a question and answer format below, and will continue to respond to other concerns as they arise:

Why do we have a university-wide hiring freeze to address statutory budget cuts?

The hiring freeze has several goals. Initially, on the statutory side we are complying with strict SUNY directives to freeze all personnel transactions and other expenditures funded from State, federal formula, college, and State grant and contract funds. The university-wide freeze goes beyond this, however. At the present time some endowed service units are already laying off employees, and more cuts will occur in the future.

Although Cornell is an unusual private university in that it receives substantial amounts of state support to provide educational programs through the statutory colleges, it is nevertheless a single university—a whole university—and the integrity of the whole is damaged when greatly disparate conditions prevail within its separate parts.

The purpose of the university-wide hiring freeze is to consolidate the resources of the university to organize and provide as reasoned an approach as possible to the retrenchment that is necessary across the university and to protect the jobs of current employees of the university to the maximum extent possible. The period of the freeze will give colleges and administrative units some time to evaluate their programs and organization of work and to determine ways of cutting back that will enable us to best carry out our academic, service and support functions. And, although we cannot resolve our severe financial problems without layoffs and program reductions, we want to have the maximum flexibility possible to fill existing vacancies with those employees who have already been laid off and others who will be laid off in response to the State crisis.

Requests for exceptions to the freeze—and there will of necessity be exceptions—will be evaluated in the context of their contribution to carrying out our essential missions and by whether they facilitate the reemployment of employees displaced by layoffs.

Will offers of employment be honored for any offers made on or after Wednesday, November 7, 1990, for the endowed units and on or after Monday, November 5, 1990, for the statutory units?

Since the memorandum describing the universal freeze was not received in some units by November 7, any verbal or written offers of employment made prior

Continued on page 2e

Hiring Freeze

Continued from page 1e

to and including November 9, 1990 will be honored in the endowed units if a copy of the written offer letter is received in the office of the Provost by November 16, 1990.

Any offers of employment made in the statutory units after November 5, 1990 will not be considered valid. Problems arising in this area will need to be addressed with the appropriate dean.

No offers may be made after November 9, 1990 unless the position is deemed to be a "critical position" by the Provost and Senior Vice-President according to the process described below.

Are there conditions under which departments/colleges will be permitted to hire temporary and casual employees?

Temporary appointments are often of vital importance in carrying out the instructional, administrative and support functions of the university. Our primary concerns, however, are that these appointments do not become a dodge for evading strictures on hiring regular employees or for avoiding hiring laid off employees and that these expenditures are indeed strictly essential to the operation of the college or unit. Therefore, exceptions must meet the following conditions:

- The appropriate dean/vice president (or their designee) must evaluate and approve all requests for critical academic and nonacademic temporary positions or extensions of such positions in their units.
- All college/unit approved requests will then be forwarded to the Provost and the Senior Vice President for final approval. Requests approved as critical will then be sent to Staffing Services to ensure possible referral of laid off employees and to monitor the number and location of the use of temporary employees.

Staffing Services will work very closely with the hiring department to assure the filling of the temporary position within a reasonable period. Extending temporary employees beyond a six month period will be closely reviewed and is strongly discouraged.

May departments/colleges continue to use the services of temporary agencies such as Manpower, Cosmopolitan, and StafKings?

Only under very strict guidelines. As indicated above, requests for temporary services approved by the Provost and Senior Vice President will be forwarded to Staffing Services. If Staffing cannot fill the position, it will contact a temporary agency to fill the position.

A letter is being forwarded to the temporary services agencies outlining the university's fiscal situation and the revised procedure for making requests through temporary service agencies. The agencies will be in-

formed that payment will be forthcoming to them only if the placement was made through Staffing Services. The university Accounting Office will provide regular monitoring of the usage of these temporary services.

How are "critical positions" defined? May departments/colleges post new positions or continue to recruit for positions that have been posted previously?

The first step in defining a position as critical is to seek the approval of the dean or vice president signifying that the college or administrative unit considers this new or already-posted position to be critical to its operations within the context of its own plans for re-trenchment. This request should be in the form of a letter describing why the position is critical to the operation, what cuts or reorganizations have already occurred within the unit within the recent past, and any other relevant information.

Approved letters (plus a requisition and current job description, in the case of a request for posting) must be forwarded to the Provost or Senior Vice President. If approved at that level, they will be forwarded to Staffing Services where every effort will be made to fill those positions with laid off employees or, secondarily, with other employees internal to the university. Outside advertising will be greatly restricted unless or until it can be demonstrated that internal labor pools are insufficient. Offers of employment may not be made until it can be shown that internal sources were exhausted first.

If departments have non-state grants and contracts with specific ending dates and need to hire now in order to fulfill the requirements of the grant/contract, can they be exempted from the hiring freeze?

Each college's dean will need to assess the specific grant/contract situation. If it is determined by the dean, and subsequently by the Provost, that the position should be filled, Staffing Services will be so informed and will work with the hiring department to place a qualified laid-off employee — prior to the position being posted in "Job Opportunities".

Will positions be posted in the "Job Opportunities" during the hiring freeze?

Yes, those positions which have been deemed to be critical as well as positions under grants and contracts which have been approved by the appropriate dean and the Provost.

Does the hiring freeze apply to students?

No, colleges/administrative units are free to make their own decisions regarding student employment.

When will the hiring freeze be lifted?

The freeze is indefinite at this time, although we will continue to assess this issue. We hope to be in a better

position to answer this question as we enter the new calendar year.

While we understand that these questions and answers are not all-inclusive, they do clarify some issues that we have been able to determine to date. Additional issues that need to be addressed and/or clarified include the possible continuance of reclassification, internal promotions, as well as other related issues.

We will continue to work with the Office of Human Resources and other departments, as appropriate, to work through these issues and streamline procedures for dealing with this difficult period in which we find ourselves.

In an effort to communicate the issues surrounding the budget constraints and the potential layoff situation, we plan to devote space within each *Cornell Employment News* until the end of this calendar year, and beyond that date, if needed, to address questions and concerns and/or clarify policies and procedures. We hope to distribute a special issue of *Cornell Employment News* before Thanksgiving in an effort to provide as much up-to-date information as possible and to help reduce anxiety over the holiday weekend.

Any questions that you may have concerning the hiring freeze and potential layoffs that you would like to see addressed in *Cornell Employment News* can be referred to Employee Relations within the Office of Human Resources at 5-7206. Your questions and answers will be printed in upcoming issues to the greatest extent possible to help you and others better understand the issues.

Thank you for your understanding and your patience as we work through these difficult times.

Respectfully,

Malden C. Nesheim, Provost
James E. Morley, Senior Vice President

Attention All Cornell Endowed and Statutory Employees

Due to the hiring freeze, "Job Opportunities" will not be published until after the first of December. In the meantime, "critical positions" are being determined by the deans and/or vice presidents of Cornell's departments and colleges in conjunction with Provost Malden C. Nesheim and Senior Vice President James E. Morley, and are being compiled by Staffing Services. This process is more fully described in the article above.

Cornell Cutbacks Part of Nationwide Shortfall in State Budgets

Editorial Note: It is no consolation for employees being laid off or facing the possibility of being laid off at Cornell to know that budget cuts just like the ones Cornell is experiencing are affecting colleges and universities across the nation. Yet, we felt that placing Cornell's cutbacks within the national context might help mitigate the inevitable sense of being personally singled out that accompanies organizational cutbacks. In all likelihood, however, an awareness of the national situation will not reduce the anxiety currently pervading the campus, and we would urge Cornell employees to seek out the support systems offered by the Office of Human Resources, the Employee Assistance Program, and the Personnel Support representatives during this time of uncertainty and change.

"State Budget Deficits Force Many Public Colleges to Postpone Faculty Raises and Freeze Projects," reads a headline in the October 3, 1990 issue of the *Chronicle of Higher Education*, a publication that keeps tabs on nationwide trends in higher education. A month ago, this *Chronicle* article indicates, state officials throughout the nation knew that the downturn in the economy was constricting the revenues that states should have been collecting this year to meet their budgets, and were asking colleges and universities to cut back on spending and to postpone building repairs and equipment purchases.

This situation is aggravated by the differences in state and higher education institutions' fiscal years, since,

by September, colleges and universities have already cut their budgets to accommodate the decreased state funding they had received the previous spring. In addition, state funding for the year is further affected by election outcomes. For most colleges and universities, there is little room for fiscal maneuvering.

According to this *Chronicle* article, mid-year higher education cuts have been ordered in California (cutting 2 percent, or \$55 million from the University of California and \$36 million from California State University); Florida (cutting 3 percent, or up to \$34 million from the State University system); Georgia (1.8 percent); Massachusetts (two 4-percent cuts, amounting to \$25.5 million and \$26.2 million); Mississippi (\$16

Nationwide Shortfall

Continued from page 2e

million); New Hampshire (the state appropriation for higher education is being cut by 7.5 percent in both 1990 and 1991); North Carolina (cut by \$53 million); and Virginia (two 5-percent cuts totalling \$240 million).

New York has asked state agencies to formulate plans to reduce their budgets by either 3, 5, or 7 percent to help make up for a \$824 million shortfall in the New York State budget. And, according to subsequent press reports, that shortfall will be closer to the \$900 million mark. State officials have indicated that almost \$70 million was spent by state agencies in anticipation of passage of the Environmental Bond referendum, which was rejected by voters last week. And the situation is not projected to improve. Reports of the state's projected budget gap for next year approach \$3.8 billion.

Each of the states mentioned above has responded differently to the higher education cuts. California placed a freeze on new academic programs and raised tuition 10 percent. Georgia has postponed library and equipment acquisitions. Massachusetts has cut student aid, is leaving faculty and staff positions unfilled, and has declared "financial exigency," which allows for layoffs of personnel covered by union contracts. North Carolina has left more than 200 teaching positions vacant, and has cut back on library hours and services. And Virginia has laid off part-time and term-contract faculty, and added a tuition surcharge.

Because of its commitment to remain accessible to the best and brightest students, regardless of their social or economic status, Cornell is leaning toward options other than raising tuition or slashing financial aid to meet the present round of in-year budget cuts. But these cuts follow several years of reductions in state support for operations of our statutory colleges. Over the last 20 years the percentage of positions in the statutory colleges funded by the state has dropped to 44 percent from 56 percent. Since April of this year, state budget cuts have already removed \$3 million in state support for Cornell, and since April 1988 a total of \$5.1 million in state support for Cornell has been slashed from the budget.

The future does not look any brighter on the national level. An October 24, 1990 article in the *Chronicle of Higher Education* ("States Spending \$40.8 Billion on Colleges This Year; Growth Rate at a 30-Year Low") quotes John C. Hoy, president of the New England Board of Higher Education: "We're not talking about a possible recession. We're in it. The situation is chaotic. Part of the devastation of the cuts is that the campuses don't believe this is the end." The New England states have been hit the hardest so far; the West and Midwest have not fared as badly.

For Cornell, too, the immediate future is grim, and the present unknowns at the state level have increased levels of anxiety at the university level. And Cornell's endowed colleges have also been asked to cut back. The hiring freeze on the statutory side extends to the endowed side to help in accommodating, in appropriate endowed positions, those laid off in the statutory units and some endowed layoffs. Moreover, President Rhodes has called for a 4 percent, or \$10 million, cut

over the next two years in the endowed general-purpose budget. This follows cuts totaling \$8 million in 1987 and 1989. Thus, the new round of cuts may translate into further layoffs, departmental reorganizations, or program changes on the endowed side.

In the long run, the \$1.25 billion campaign the university has embarked upon will "kick-in," as funds for faculty endowment, student financial assistance, program enhancement, library enhancement, and renovation, restoration, and construction will strengthen the institution as a whole and will make it less dependent on outside economic fluctuations. In the meantime, until the state budget situation stabilizes and Cornell is better able to assess its immediate future, this university, like all those across the country, is facing some of its most difficult financial decisions in recent memory.

Sources

Cage, Mary Crystal, and Blumenstyk, Goldie. "State Budget Deficits Force Many Public Colleges to Postpone Faculty Raises and Freeze Projects." *Chronicle of Higher Education*. October 3, 1990.

Edwardsen, Elizabeth. "\$30 Million from Rejected Bond Act Spent." *The Associated Press*. Appearing in the *Press and Sun Bulletin* (Binghamton). November 10, 1990.

Humbert, Marc. "Cuomo Faces His Toughest Challenge—The N.Y. Budget." *The Associated Press*. Appearing in the *Press and Sun Bulletin* (Binghamton). November 11, 1990.

Jaschik, Scott. "States Spending \$40.8 Billion on Colleges This Year; Growth Rate at a 30-Year Low." *Chronicle of Higher Education*. October 24, 1990.

On Spouses, Select Benefits, and the Matter of Fairness

Three of the most commonly asked questions about the health plan change are reflected in the language of the Employee Assembly Resolution (see *Networking*, November 8, 1990 issue), and are answered here in an attempt to clear up inaccurate and misunderstood assumptions.

My spouse works someplace else, and that firm's open enrollment period is over. Don't you think I should have been forewarned about the elimination of Option I, so that we could have made some adjustments in my spouse's coverage for next year?

Most employer health care programs, like ours, have a clause on "qualifying events" that applies to situations such as this one. In essence, your spouse's plan should allow your spouse to make changes at times other than during open enrollment if a qualifying event is experienced. One such qualifying event that allows for coverage changes is the loss of a spouse's health coverage. Since Option I is being discontinued, you (its participant) are technically losing coverage; Cornell's change should be a "qualifying event" under your spouse's plan. Therefore, your spouse should be able to make health plan changes.

If you decide to be covered under both Cornell's coverage and that of your spouse, however, you will want to check on the "coordination of benefits" provision in your spouse's coverage, to see how the two plans will financially dovetail with each other. You may want to set up an individual appointment by calling Employee Benefits, 5-3936, to review both you and your spouse's plans, to make sure they will coordinate in a way that is financially to your benefit.

I understand that I'll save on premiums next year, and that by the end of the year those savings could go a long way toward offsetting my out-of-pocket maximum. But what if I get sick in January, before I've had a chance to save anything?

If you open a Select Benefits or other medical reimbursement account, you can draw from that account—for medical purposes—at any time during the year an amount equal to the total cumulative sum you have agreed to deposit in that account by the end of the year. Thus, a Select Benefits account can afford you a way to prepare for upcoming medical expenses, as Select Benefits contributions are directly deducted from your paycheck.

The other advantage of a Select Benefits account is that your funds are deducted on a pre-tax basis.

Of course, by year's end you must have used the funds in the Select Benefits account, or, as stipulated by IRS regulations, those funds will be returned to the administration of the Select Benefits program.

On the other hand, if the amount you choose to put into the Select Benefits account is equivalent to the difference between what you would have paid in paycheck contributions under Option I and what you will pay under the 80/20 Plan—and if you don't use a single cent for medical expenses, dentistry, or eyeglasses—then you will be no better and no worse off than you would have been if you had paid Option I contributions all along.

Why couldn't the university let the employees decide whether they wanted to continue in Option I, even if it meant higher premiums? We think we should have been able to decide for ourselves, rather than just have the decision made for us.

The reason for discontinuing Option I was not based on some paternalistic sense of protecting the employees, but because it was not financially advantageous for either the university or the employees to continue the Option I Plan.

Each year, as the premiums for Option I increased, there was a further migration of individuals out of Option I into Option II. The assumption that can be drawn here is that the healthy people who are not using their benefits are moving into Option II because they do not feel they are getting their money's worth by paying higher amounts for a plan they don't use. At the same time, those who anticipated major health care costs in a coming year often would use the open enrollment period to transfer from Option II into Option I.

The end result has been that the group of employees covered by Option I has grown smaller each year, while the number of covered employees within that group, actually utilizing its benefits, has grown. If the Option I Plan had continued, even at increased premium levels, the university would have had to choose between providing greater support to some of its employees (those in Option I) than to those in Option II, or in raising Option II premiums to pay for the costs of Option I—without giving Option II people any increase in coverage. Either choice would have penalized Option II participants for the costs of a plan they did not choose, i.e., Option I.



Disability Notebook

When an Employee Becomes Ill or Disabled

by Joan B. Fisher, coordinator of disability services

Ray had worked as a technician at Cornell for 15 years when he became ill and underwent treatment for cancer. He was extremely popular with his co-workers, and they were all stunned to hear of his illness.

Most of us have had a similar experience with a co-worker who has become disabled by accident or illness. We usually respond by sending flowers or cards and perhaps visiting the person in the hospital; then go on with our work and forget him or her. It is during this period that friends and co-workers can contribute to a person's recovery by letting the person know he or she is not forgotten. Your visits, phone calls, or invitations to concerts or ball games can provide a linkage to the workplace and make returning to work more inviting.

When the employee is ready to return to work, often both the employee and the supervisor call me with concerns. The employee asks, "Can I be fired because of my illness?" "How will people treat me when I return to work?" "What if I'm not able to do all of my job when I return?"

The supervisor asks, "What is my responsibility to the employee regarding job accommodations?" "What will I do if the employee can no longer do the job?" "What should I tell the employee's co-workers?"

Let's go back to Ray's situation.

Studies indicate that recovered cancer patients can usually return to the jobs they held before diagnosis. But often they will require adjustments in hours and working conditions. These accommodations will need to be worked out on an individual basis. For instance,

Ray may have to take time off from work for chemotherapy treatments. If he has exhausted his sick days, perhaps he could make up the time missed by working extra hours or take time off without pay. It's important for the supervisor and the employee to discuss issues such as this in advance. Good communication at this point can avoid frustration or misunderstanding concerning the needs of the supervisor and the employee.

When Ray returns to his old job, he may face two sets of problems. One is his own need to come to terms with his illness and the treatment he'll require. The second relates to the actions of supervisors and co-workers. Commonly the two exacerbate each another. Ray may find that he has problems with fatigue, lethargy or illness as a result of his chemotherapy. He will probably have good days and bad days when he may need more support. Supervisors need to realize that these conditions are usually not permanent.

In the case of a person like Ray, job restructuring and a flexible work schedule may be the best solution. With other employees special adaptive equipment or architectural modifications might be necessary.

Co-workers' attitudes may be more difficult to correct. Sometimes co-workers show their discomfort with someone who is ill by avoiding the person as if he or she had something contagious. At other times, co-workers may tease or make snide remarks. Either way the returning employee may feel ostracized by the group. It may be helpful for a supervisor to prepare co-workers for the employee's return by explaining what the employee will need in accommodations and by discussing ideas for making the employee feel welcome and accepted.

Although overt discrimination by supervisors toward persons such as Ray is rare, it is not an uncommon practice to discipline, demote or dismiss an employee with functional limitations due to an accident or illness rather than trying to make accommodations.

Employees are protected from this action by Section 504 of the Rehabilitation Act of 1973 which states, "Employers must provide and pay for reasonable accommodations as needed, to enable qualified handicapped persons to perform the essential functions of a job unless an employer can show that the accommodation would impose an undue hardship on the operation of its program.

"Reasonable accommodations may include making facilities used by employees accessible to and usable by individuals with disabilities, by job restructuring, modified work schedules, acquisition or modification of existing equipment, and the provision of readers or interpreters." Supervisors, who have provided such accommodations have found that enabling a valued employee to return to work benefits everyone.

Mainstream, Inc. has produced a helpful series of brochures that focus on persons returning to or entering the workplace who have the following conditions: cancer, hearing impairments, mental illness, vision impairments, recovering from alcoholism or drug abuse, cerebral palsy, mobility impairments, epilepsy, and arthritis. The brochures are available for loan by calling 255-3976.

I am available to consult with anyone who would like assistance in accommodating an employee who is returning to the workplace or has just been hired. Workshops in understanding specific disabilities are also available.

Cornell Employment News

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

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

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

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

EQUAL
Opportunity at Cornell