

CORNELL CHRONICLE

Volume 22 Number 14 December 6, 1990

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Engineers plumb soil mysteries for clues to earthquake damage

While the earthquake prediction this week for the New Madrid, Mo., area proved a bust, seismologists guarantee that disastrous tremors will eventually occur there and on the West Coast.

And when they do, the work of Cornell earthquake engineers, considered among the leaders in the field, will prove vital in saving both lives and property.

In their research, the engineers have been loading and deforming samples of San Francisco soils in laboratory machines to understand how soils in certain areas caused damage during the magnitude 7.1 Loma Prieta earthquake in October 1989.

Their studies of "site response" and water-pipeline systems have emphasized how near the city came to a major fire disaster after the earthquake.

The engineers' aim is to understand how the soil can behave in complex ways to amplify earthquake waves and how the tremors can cause the ground to abruptly liquefy, shifting buildings and breaking water and other pipes.

The studies are being conducted by Thomas O'Rourke and Harry Stewart, professors of geotechnical engineering in the School of Civil and Environmental Engineering, undergraduate Theodore Gowdy and graduate student Jonathan Pease. Their work is sponsored by the National Center for Earthquake Engineering Research and the National Science Foundation.

Their soil studies have emphasized the damage to buildings and pipelines due to the soft sediments, known as Recent Bay Mud, underlying many areas of San Francisco. These sediments, in some places over 100 feet thick, can amplify earthquake ground motions of certain frequencies.

"Like a car that starts to shimmy at a certain speed, soil can start to resonate during an earthquake," explained Stewart. In

addition, buildings have their own resonant frequencies, which ground vibrations can resonate with to produce severe structural damage, he said.

In field work last summer, the engineers performed test borings to obtain three-foot-long cylindrical core samples of Recent Bay Mud and analyzed them in the Takeo Mogami Geotechnical Laboratory at Cornell. One analytical device they used was a "Resonant Column Torsional Shear System," which rapidly twists a cylinder of soil back and forth to determine its stiffness and how it changes with strain level. Another device, a "Direct Simple Shear System," compresses a small disk-shaped specimen to tell researchers what its history of compression has been.

The Cornell engineers also collected information from past survey records and from about 150 test borings done by geotechnical specialists planning to rebuild and strengthen damaged structures in the area.

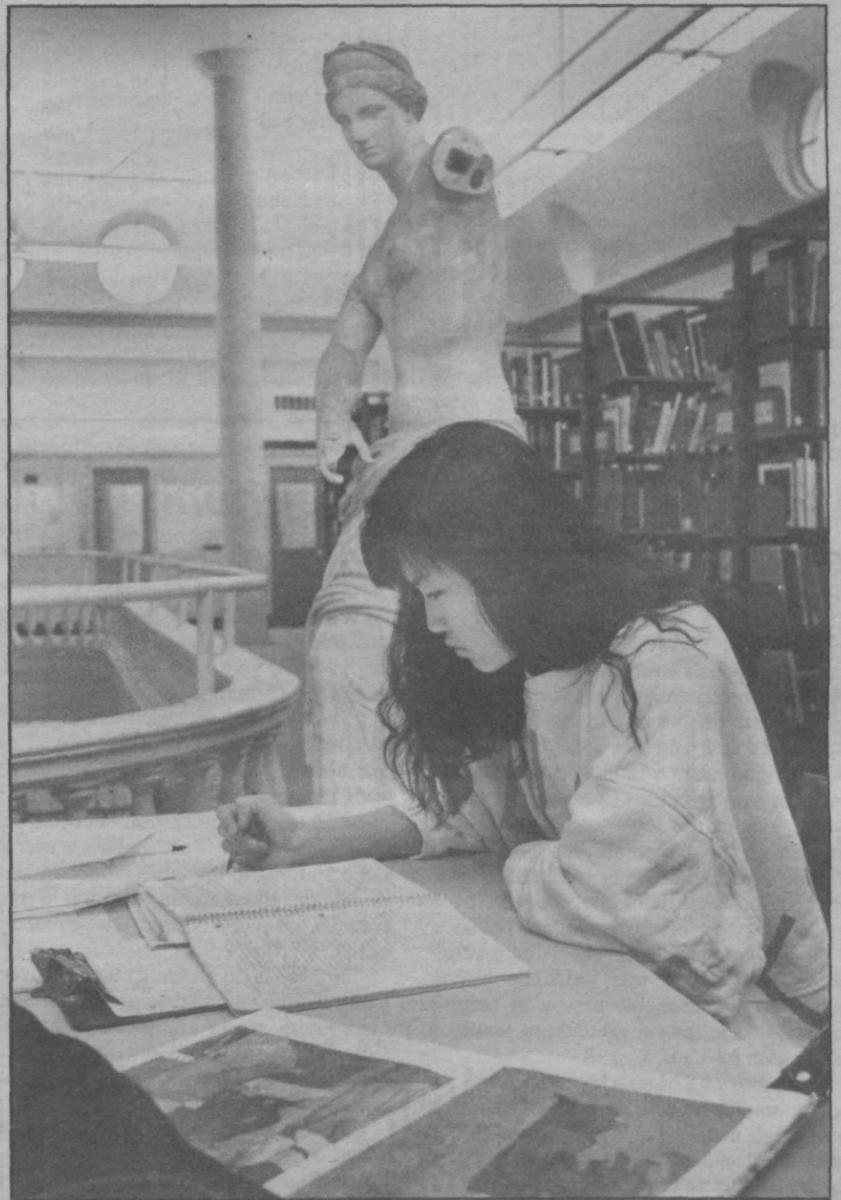
Using this data base, the engineers constructed by computer analysis a three-dimensional model of the bedrock and Recent Bay Mud under the Marina District. This model has helped evaluate how building and pipeline damage would occur in a future earthquake.

The engineers also explored the composition of so-called "hydraulic fills" underlying the hard-hit Marina District, said Stewart. In 1899, a seawall enclosing an area of the bay had been constructed from large stones, and offshore-dredged sandy fill was pumped in over the Recent Bay Mud to create new land.

When this fill is subjected to large ground shaking, it turns viscous and fluid, shifting beneath buildings, producing eruptions of soil and water called sand boils.

Continued on page 8

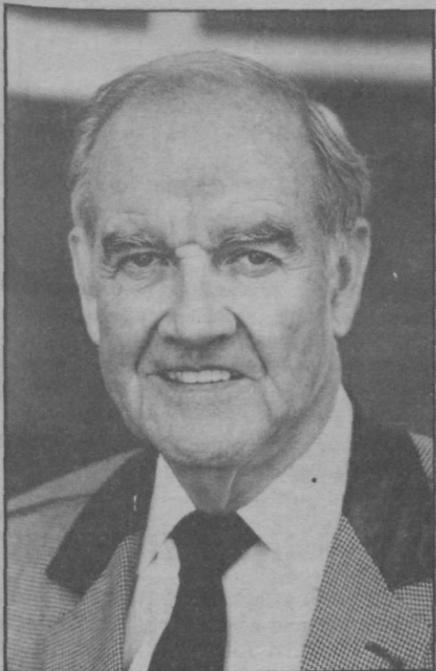
Giving her all



Charles Harrington

Junior Cecelia Choy studies in the Sibley Fine Arts Library.

McGovern delivers his political sermon as Newman professor



Charles Harrington

George McGovern

Former Sen. George McGovern, in a public lecture on parents' weekend this fall, recalled that his father, a Methodist clergyman, had just one sermon — love God and love one another — and repeated it every week in one way or another.

As a politician, McGovern said, he has just one message that he's been delivering since Aug. 2, 1963, when he gave his first speech in the Senate.

"I said that national security does not depend on military power alone," McGovern told his Bailey Hall audience. "Strength depends on the strength of the economy, the health of the citizenry, the safety of the environment, the education of the young and the credibility of the government. We need a national defense, but if we spend too much on it, we weaken the nation."

At the height of the Cold War, that was a controversial thesis, McGovern said. And "now that the Cold War is over, we require new priorities for a post-Cold War era." Soviet President Mikhail Gorbachev, he said, now concedes that his country is an economic "basket case," partly because his government overspent on the military at the

expense of all other needs.

Asked about the Persian Gulf crisis, McGovern called for the replacement of American ground troops with an international force especially made up of troops from Arab countries.

"We should negotiate a withdrawal and compromise, if we have to, to give the Iraqis access to the Gulf. We should cool the rhetoric and find a diplomatic solution rather than sacrifice 20,000 American lives," he said. He called Iraqi leader Saddam Hussein "a miserable nuisance and a potential threat to Israel, but not another Adolf Hitler as some [including President Bush] have said. . . . He's really the thief of Baghdad."

McGovern's message is consistent in the classroom, as well. He has been giving a university lecture course for the past 10 years at eight or nine different schools, and although "I update the material from time to time, no, I haven't changed the syllabus much since I started teaching this course 10 years ago," he said.

Here at Cornell, where he is the Newman Visiting Professor of American Civilization, McGovern is teaching a two-credit,

semester-long history course, "United States Politics and Foreign Policy since 1945," a survey of the major events of the Cold War and American strategies of containment.

Besides teaching, McGovern has been giving public lectures since he left the Senate in 1981 and has spoken at 1,200 campuses.

Does McGovern, who taught history and political science at Dakota Wesleyan University for four years before becoming involved with the Democratic Party in South Dakota, ever regret going into politics instead of staying in teaching?

"No," he said. "That way I wouldn't have had the best of both worlds, academics and politics."

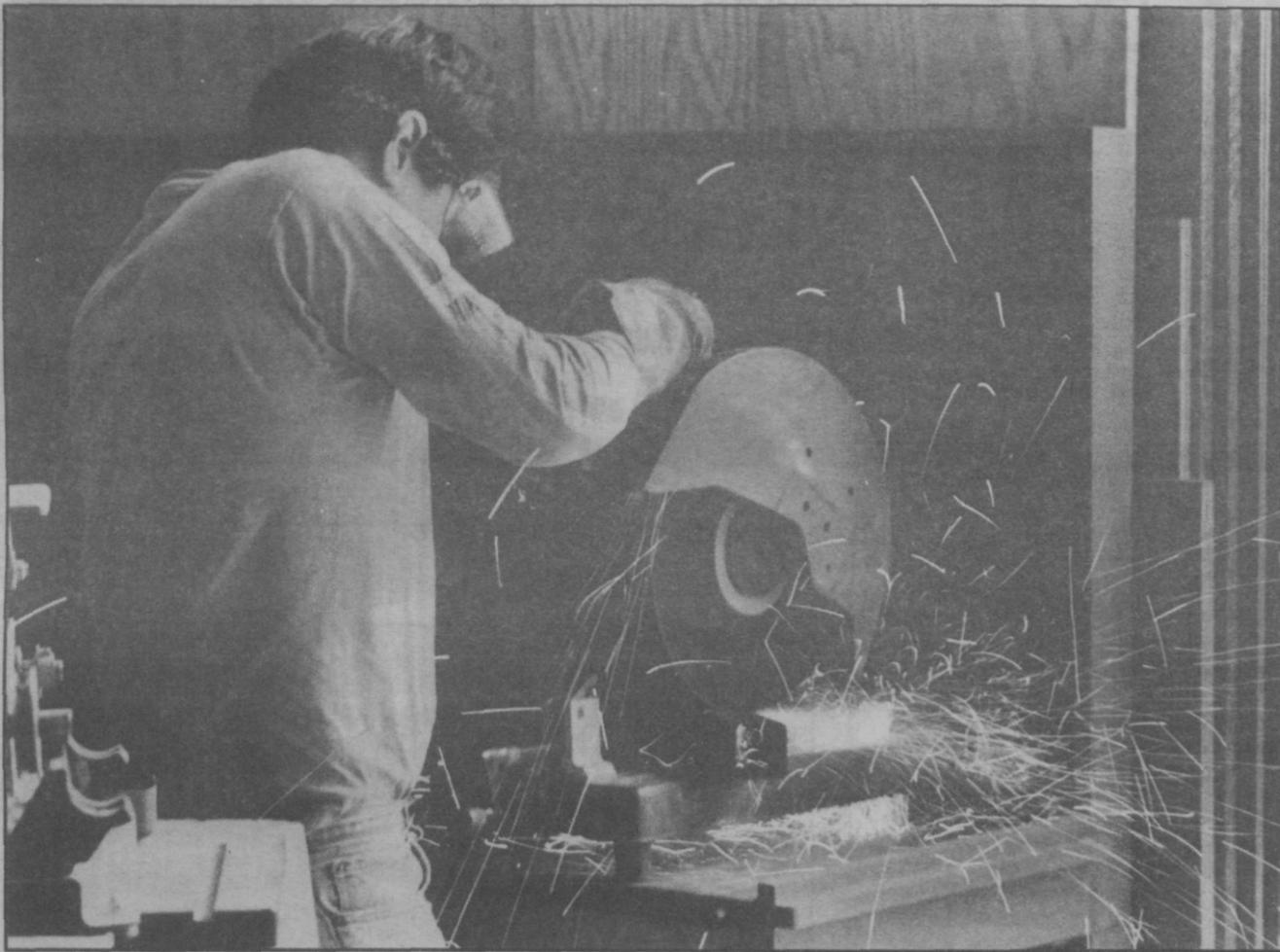
Does he have any regrets that he ran for president against Richard Nixon in 1972?

"Not the slightest regret. It's a great privilege to be nominated. Less than 50 people in our history have won the Democratic nomination."

South Dakota voters re-elected McGovern after the race and kept him in Washington until 1980.

—Carole Stone

Figments of imagination



Architecture student Ron Matyjan works on a model for a project in the Rand Hall shop.

Tim Moersh

Appeals court reverses judgment against Cornell

A state appeals court has found that Cornell and two of its managers acted properly in the arrest of two employees more than three years ago, and the court threw out a \$400,000 judgment won against the university in an April 1989 lower-court trial.

The jury in the lower-court case based its award on the two employees' allegations of false arrest, malicious prosecution and abuse of process. But the decision by a five-judge panel of the Appellate Division of State Supreme Court in Albany concluded that "there was evidence strong enough for a reasonable person to believe that there were lawful grounds to justify a prosecution for theft."

According to Thomas Mead Santoro, associate counsel for Cornell, the appeals court said that, as a matter of law, the lower-court judge should have directed a verdict for Cornell, John Cerio and Ronald Matthews because, in the words of the court, "probable cause to arrest and prosecute plaintiffs was established as a matter of law."

The case involved two Cornell employees accused of petit theft of four cartons of envelopes.

Telephone hot line, radio stations will advise of winter-weather closings

When the weather is snowy and frightful and your first thought is whether the university is open, your second thought should be to call the Cornell inclement weather phone at 255-3377 for a recorded message on how weather and road conditions are affecting operation of the university.

If the university has been closed because of weather conditions, that decision will be announced on the weather phone and on 26 radio stations in the area, including stations in Ithaca, Binghamton, Elmira, Syracuse, Geneva, Watkins Glen, Owego and Auburn.

"If there is no announcement concerning Cornell, the members of the university community are to assume that the university will be open and operating as usual," according to Cornell's inclement-weather policy.

However, employees who are regularly scheduled to start work prior to 5:30 a.m. are encouraged to call the 255-3377 telephone number to obtain the most recent information.

Cornell has four inclement-weather operating modes, as follows:

- **Delayed opening:** The entire university will be open and operating at a specified time.

- **Partial closing:** All offices are closed, but classes and examinations, libraries, Health Services, Residence Life, Dining, Unions and Activities, Physical Plant, Life Safety, Public Safety and the Cornell Information and Referral Center will operate as usual.

- **University is closed:** Offices are closed, and classes and examinations are postponed. The essential offices that continue to operate during a partial closing (above) will remain open during a complete closing.

- **Snow emergency:** The university will be open and will be operating as usual but no vehicular traffic will be allowed on central campus except emergency and service vehicles and buses. Any vehicle registered with the university will be allowed to park in A and B lots.

Computerized copies of the complete inclement weather policy, which includes information on how the various operating categories affect employee compensation, may be called up on CUINFO under the title Weather.

CUINFO terminals are located throughout campus. Copies of the policy are available at the information desks of Olin, Uris and Mann libraries.

BRIEFS

- **Calendar reminder:** Notices for the Chronicle Calendar must be received 10 days before the publication date. Events held on Thursdays will appear twice, if the notice is received in time.

- **Criticism award:** Steven Mikulan, theater editor for the L.A. Weekly, has won the George Jean Nathan Award for Drama Criticism, given annually by a committee consisting of the chairmen of the English Departments of Cornell, Princeton and Yale. The award, which carries a cash prize of \$10,000, is made annually to an American who has written the best drama criticism of the year. It was awarded to Mikulan for eight pieces written between July 1, 1989, and June 30, 1990. "As much as anything Steve Mikulan was rewarded for the diversity of the theater he wrote about. He brought to the attention of Los Angeles theater-goers plays from other parts of the country and the world," said Professor Winthrop Wetherbee, chairman of Cornell's English Department and chairman of the selection committee.

- **Chimes schedule:** The regular Cornell Chimes concert schedule will end Wednesday, Dec. 12, and resume Monday, Jan. 21, 1991. Concerts will be scheduled weekdays during final exams from Thursday, Dec. 13, through Friday, Dec. 21, at 8:45 and 11:45 a.m. and 6 p.m. The regular weekend schedule will be followed Saturday, Dec. 22, and Sunday, Dec. 23.

- **Christmas chimes:** A Cornell Chimes concert will be given Sunday, Dec. 9, and Monday, Dec. 10, at 7:30 p.m., preceding the Sage Chapel Choir Christmas Concerts scheduled for 8:15 p.m. on those dates. The chimes room in McGraw Tower will be open to visitors 15 minutes before each chimes concert.

- **Helpline:** Cooperative Extension of Tompkins County maintains a free telephone Consumer Information Helpline weekdays from 10 a.m. to 2 p.m. The number is 272-2292. Problems addressed include car repair and service, junk mail and the best toys to buy.

- **Reward:** Cornell Plantations is offering \$500 for information leading to the arrest of the person or persons who removed the Plantations' sand-carved redwood entrance sign from the intersection of Forest Home Drive and Plantations Road at the east end of Beebe Lake. The same sign was stolen last year and retrieved as a result of an anonymous call. Anyone with information should call Cornell Public Safety at 255-1111.

- **Winter parking:** A reminder that overnight parking is prohibited on campus (with certain exceptions, such as residence-hall lots) from 2 to 5 a.m., now through April 1, 1991. Overnight parking will be permitted for vehicles displaying valid permits in designated sections of A, B, K and Wilson lots, Tower Road between East Avenue and Wing Drive, the parking garage and all of Tjaden Lot. For more information, call 255-4600.

CORNELL CHRONICLE

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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, 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.

Trustee committee to meet Dec. 13

The Executive Committee of the Board of Trustees will discuss implications of New York state's budget problems on the state-supported and private colleges at Cornell when it meets in open session Thursday, Dec. 13, at 2 p.m.

Trustees also will review budget and tuition planning for 1991-92 and other financial and facilities matters during the meeting at The Cornell Club of New York, 6 East 44th St., New York City.

The board's Buildings and Properties Committee will meet in open session at 7:30 a.m.

A limited number of tickets for the open meeting of the Executive Committee will be available from 9 a.m. Tuesday, Dec. 11, at the Information and Referral Center in the Day Hall lobby.

These public tickets will be issued one per person on a first-come, first served basis.

Tickets are not required for the Buildings and Properties Committee meeting.

GRADUATE BULLETIN

- **January degree:** The thesis/dissertation submission deadline for a January 1991 degree is Jan. 11. Students should see the Graduate School thesis adviser (walk-in office hours are 8:30 a.m. to noon and 1:30 to 4 p.m. weekdays) for approval of the format of their thesis/dissertation before submitting the final copies to the Graduate School.

- **Registration:** Spring 1991 registration will be held Thursday, Friday and Monday, Jan. 17, 18 and 21, from 8:15 a.m. to 4 p.m. in The Henry, Sage Hall.

- **Fellowships:** Applications for foreign language and area studies fellowships for 1991-92 are available. Application deadline is Jan. 18. The award includes a nine-month stipend of \$7,000 plus full tuition for 1991-92 academic year.

- **Travel:** Conference-travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Jan. 1 for February conferences. Application forms are available at graduate field offices.

'Research is to teaching . . . as sin is to confession'

Just as Cornell's research programs have affected the university's finances, construction and employment (as the first three parts of this series have outlined), so has research profoundly affected one of Cornell's fundamental missions — teaching.

It is indisputable, for example, that research universities attract high-quality scholars. Cornell's position among the leading research universities is a clear indication of this quality.

"The competition [for research funds] is so difficult now with so many demands on resources that the fact that we're doing as

The economics of research

Fourth of a five-part series

well as we're doing is a clear indication that we have outstanding programs and people," said Jack Lowe, associate vice president for research.

Norman Scott, vice president for research and advanced studies, points out that historically it has been the new faculty attracted by research opportunities who have pushed the university into the top ranks of research institutions because "the young faculty who have come to Cornell over the last decade have come with the expectation that they would need to support their research with outside funds."

Also, said Scott, students find a treasure trove of ideas and contacts in the scores of world-famous scholars who visit Cornell each year for seminars and symposia and to confer with their Cornell colleagues.

Top-quality research also means top-quality instruments and facilities, many of which are available to students for courses and for the extensive undergraduate research carried out at Cornell. For example, advanced gas chromatographs, mass spectrometers and infrared spectrometers donated by Hewlett-Packard Corp. that are used for research in the Department of Chemistry are also used by undergraduates in their course work. And one-of-a-kind research machines from scanning-tunneling microscopes to X-ray analysis machines are commonly used by undergraduates in the Department of Materials Science and Engineering.

The research tools available to students need not even be of the hardware variety. Project SOCRATES in the College of Engineering adapts high-powered engineering

computer programs — many developed as research tools — for use in 50 Cornell courses, as well as at scores of other universities around the country. The programs allow students to crack bridges, assemble electronic circuits, erect skyscrapers and build gadgets of springs, pendulums and wheels — all on a computer screen.

Of course, advanced tools mean little without expert teachers to help students learn from them. The fact that a teacher is an active researcher becomes quite obvious in the classroom, said Nobel Prize-winning chemist Roald Hoffmann:

"It takes little to make a student aware that his instructor is not just reading an old set of lecture notes, but is a living, thinking creature in an active intellectual community," he said.

"The usual advantages of the active researcher as teacher, often cited, are authoritativeness, proximity to the sources and a sensitivity to what is and is not important in the current state of the science."

Said Richard Schuler, professor of economics and of civil and environmental engineering: "When I teach an upper-level undergraduate course, I try to work in topics that have to do with the research I'm doing. Also, when they learn from active researchers, students hear the technical and policy debates while they're still in the formative stages."

The advantage of having active researchers teach students works both ways, Hoffmann emphasized.

"I am certain that I have become a better researcher, a better theoretical chemist, because I've had to teach undergraduates," he said.

Said Scott: "I firmly believe that research provides the knowledge on which the educational process is based." Quoting a saying by John Slaughter, president of Pepperdine University, he added: "Research is to teaching and extension as sin is to confession; if you don't have the former, you don't have anything to talk about in the latter."

Even considering such important advantages to students of being in a research university, many still worry that tuition supports the research enterprise beyond the benefits students derive from it.

College of Engineering Dean William Street has emphasized the extent to which tuition supports research both directly and indirectly. He points out that general-purpose revenues such as tuition support faculty and graduate-teaching-assistant salaries, which allows them to also do research,



David Lynch-Benjamin

Juniors Jim Tassie and Erin Walter have the opportunity to study where molecules absorb energy by using a Fourier transform infrared spectrometer.

General funds also support reduced tuition for graduate students, new-faculty start-up costs, matching funds for equipment grants, university expenditures for research facilities and underrecovery of indirect costs.

"If we didn't have a leading research enterprise, students wouldn't have to pay \$15,000 per year," he said. "But Cornell wouldn't be the same kind of institution: a place where students come because they perceive it's where the action is. Cornell is where they can be taught by professors at the forefront of their fields."

"But it's a matter of balance," he emphasizes, calling for a balance between allocating resources among undergraduate education and research and graduate education.

"We cannot continue to expand research and Ph.D. enrollments unless the growth is fully self-supporting and does not adversely

affect the quality of undergraduate education," he said.

A 1987 study of the economics of research at Cornell by Schuler, however, found that both research and teaching costs are heavily underwritten by endowment income, gifts and government aid.

"It is incorrect to debate whether or not tuition subsidizes research activities or research-grant support subsidizes the educational function," he said. "In fact, both activities are subsidized by other sources of funds at Cornell."

Even though Cornell, following federal regulations, separates the costs of teaching and research, Schuler emphasizes that in reality the two are inextricably linked, producing what he calls a case of "synergistic enhancement."

— Dennis Meredith

Tiny trees



David Lynch-Benjamin

Extension associate David Taber displays trees he recommends for holiday decorating.

Cleanup of inactive chemical-waste site will be discussed at Dec. 11 meeting

Cleanup and containment continue at Cornell's inactive chemical-waste disposal site north of Tompkins County Airport.

Hundreds of soil and water samples taken over the last three years show that a plume of underground contaminants extends in a southwest direction, ending in the vicinity of the airport runway.

A barrier wall three feet wide and more than 20 feet deep has been installed to stop migration of chemicals from the one-acre site, according to Judith A. Crawford, director of the Office of Environmental Health.

Crawford said the containment project, which began early this fall, has been coordinated with the state's Department of Environmental Conservation and local and state health departments.

Now that contamination on site has been contained, the next phase of the project includes on-site treatment of the water.

The university will hold a public-information session Tuesday, Dec. 11, at 7 p.m. at 72 Brown Road, a county building just east of the airport parking lot. Representatives from Cornell, the Department of Environmental Conservation and state and county health departments will be on hand to answer questions about the project.

Laboratory chemicals and equipment were buried at the site between 1962 and 1977 in compliance with government regulations in effect at the time, Crawford said.

Since then, chemicals from Cornell laboratories have been hauled by licensed firms to authorized disposal sites. Quantities disposed of by the university are typical of research-laboratory use, rather than the large amounts generated by industrial operations.

Crawford said the one-acre site in the town of Lansing is in a sparsely populated area and the nearest homes are more than one-half mile to the east, in the opposite direction of the plume of contaminants.

She added, "There is no airborne emission of chemicals, and a person would have to come in direct contact with the

buried waste or contaminated groundwater in order to be affected. The public is physically restricted from the fenced and secured site, and no one will ever drink water from the test wells."

According to Robert R. Bland, senior facilities engineer and project manager for Cornell, "encapsulation" of the site is nearing completion. A thick, black-plastic cover is being installed to prevent water from seeping onto the site, he added.

Bland said the next phase of the project includes pumping out contaminated groundwater and treating it to remove chemicals.

Final remediation plans are still being developed and will have to be approved by the state Department of Environmental Conservation, he said.

Bland said the contaminated groundwater will be pumped out of the ground to an on-site treatment plant to remove chemicals such as trichloroethylene, benzene, toluene and 1,2 dichloroethane. A 30-foot tower that strips and cleans chemicals from the water will be constructed this winter.

"The treated water is required to meet the state's standard for drinking water, even though it will not be used for that purpose," Crawford said.

Cornell initiated monitoring of the isolated site six years ago. Although the site is on the state's registry of inactive hazardous-waste sites, the state does not consider it an imminent health hazard.

However, environmental laws require an assessment of current site conditions in sufficient detail before determining a final remedial plan.

Thus far, the university has spent more than \$1.5 million on the project. Until the final plan is approved by DEC, Bland said the total price tag for the cleanup is not known, but it is likely to exceed \$5 million.

In a series of seven newsletters over the last three years, Cornell officials have provided updates on the project for neighbors and other interested parties.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156.

Instruction and requests, Dec. 9, 7:30 to 10:30 p.m., Senior Citizen Center. For information, call 257-3156.

Global Dance, 7:30 to 10 p.m., Dec. 11, Dance Studio, Helen Newman Hall. For further information, call 273-0707.

Israeli Folkdancing

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

EXHIBITS

Johnson Art Museum

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

"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, featuring the painting, sculpture, print-making and photography of current and emeritus faculty members of the Art Department, through Dec. 21.

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.

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, 12/6

"Something Wild" (1986), directed by Jonathan Demme, with Melanie Griffith, Jeff Daniels and Ray Liotta, 7 p.m.

"The Freshman" (1990), directed by Andrew Bergman with Marlon Brando and Matthew Broderick, 9:40 p.m.

Friday, 12/7

"The Freshman," 7 p.m.
"Ariel" (1989), directed by Aki Kaurismaki, with Turo Pajala and Susanna Haavisto, 7:30 p.m., Uris.

"Longtime Companion" (1989), directed by Norman Rene, with Bruce Davison and Campbell Scott, 9:30 p.m., Uris.

"Fall '90 Student Film Exhibition," films made by students in the Film Division of the Department of Theatre Arts, co-sponsored by Pentangle, 9:30 p.m.

Saturday, 12/8

"Safety Last," directed by Harold Lloyd, co-sponsored by Ithaca Youth Bureau (IthaKid Film Fest), 2 p.m. (\$2/\$1.50 for children under 12.)

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

"Casablanca" (1942), directed by Michael Curtiz, with Humphrey Bogart, Ingrid Bergman and Claude Rains, 7:30 p.m.

"Longtime Companion," 9:30 p.m., Uris.

"The Freshman," 10 p.m.

Sunday, 12/9

"Casablanca," 8 p.m.

Monday, 12/10

"Bonnie and Clyde" (1967), directed by Arthur Penn, with Warren Beatty and Faye Dunaway, 7:15 p.m.

"Casablanca," 9:50 p.m.

Tuesday, 12/11

"Badlands" (1973), directed by Terrence Malick, with Martin Sheen, Sissy Spacek and Warren Oates, 7:20 p.m.

"The Freshman," 9:40 p.m.

Wednesday, 12/12

"Thunderbolt and Lightfoot" (1974), directed by Michael Cimino, with Clint Eastwood, Jeff Bridges and George Kennedy, 7 p.m.

"Young Guns II" (1990), directed by Geoff Murphy, with Emilio Estevez, Kiefer Sutherland and Christian Slater, 9:40 p.m.

Thursday, 12/13

"Love Brewed in an African Pot," part of the series, "Africa in a Time of Change," sponsored by Institute for African Development, Africana Studies and Research Center and Cornell African Students Association, 7:30 p.m., Tjaden Hall.

"Mad Max" (1979), directed by George Miller, with Mel Gibson, Joanne Samuel and Hugh Keays-Byrne, 7:30 p.m.

"Young Guns II," 9:45 p.m.

LECTURES

Hillel

"Exile and Redemption," Topics in Jewish Tradition, Dec. 10, 8 p.m., 314 Anabel Taylor Hall.

Peace Studies Program

"The U.S. Military in Europe After the Cold War," Phil Williams, University of Pittsburgh, Dec. 6, 12:20 p.m., G-08 Uris Hall.

MUSIC

Department of Music

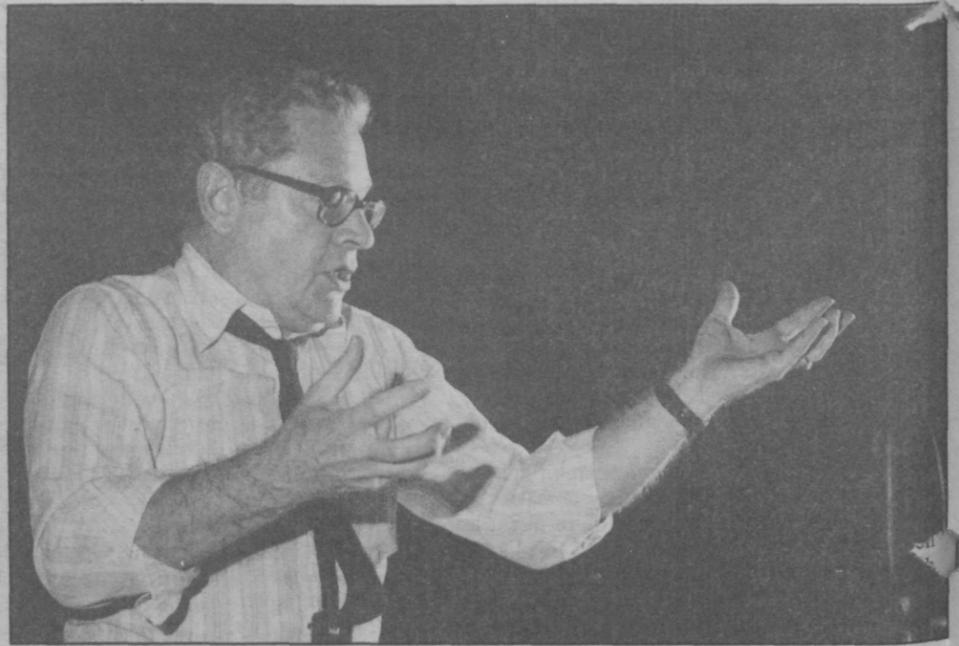
Sabine Vinck will give a piano recital featuring Robert Schumann's "Kinderszenen"; Frederic Chopin's "Grande Valse Brillante," Valse in A-flat Major and Polonaise in F-sharp Minor; and Franz Schubert's Sonata in A Major, on Dec. 6 at 8:15 p.m. in Barnes Hall.

Auditions for those interested in participating in Sanford Sylvan's master class on Dec. 13 (see below) will be held Dec. 6, 8 to 10 p.m. in 304 Lincoln Hall, call 255-4760 for more information.

Sanford Sylvan, baritone; Andrea Folan, soprano; the Cornell Chamber Singers; and an instrumental ensemble under the direction of Susan Davenny Wyner, will perform Dec. 7 at 8:15 p.m. in Barnes Hall. The Chamber Singers will begin the program with Palestrina's "Stabat Mater." Sylvan will be soloist for Cantata No. 56 and then will be joined by Folan to sing the Duet Cantata No. 49, both by J.S. Bach. William Cowdery will accompany both with chamber organ and harpsichord.

Dan Velicer, piano, will play works by Beethoven, Rachmaninov and Prokofiev on Dec. 8 at 8:15 p.m. in Barnes Hall.

Symphonic Band and Chamber Winds under the direction of Mark Scatterday, will play a variety of original pieces of festive music for the season Dec. 9 at 4 p.m. in Bailey Hall. Featured will be Holst's "Jupiter"; Copland's "Variations on a Shaker Melody"; Bernstein's "Danzon";



Media Services

Donald R.M. Paterson will direct the Sage Chapel Christmas Program Dec. 9 and 10.

Dvorak's "Serenade"; Gabrielisi's "Canzon Duodecimi Toni"; and Shostakovich's "Folk Festival."

The Sage Chapel Christmas Program, under the direction of Donald R.M. Paterson, university organist, will take place Dec. 9 and 10 at 8:15 p.m. in Sage Chapel. This annual program features ancient and modern carols, traditional hymns sung by the Sage Chapel Choir and joined by the public, as well as readings by President Frank H.T. Rhodes on Sunday, and on Monday by faculty members Kenneth A.R. Kennedy and Donald D. Eddy, staff and students. The program will include bellringers, under the direction of Christian Hellern, and organ accompanist and assistant Zvi Meniker.

MIDI Madness VI, with new compositions by students using the Macintosh and synthesizers, will perform Dec. 10 and 11 at 8:15 p.m. in Barnes Hall.

"Spanisches Liederbuch" will be performed by Stephanie Friedmann, mezzo-soprano; Sanford Sylvan, baritone; and pianist David Breitman on Dec. 12 at 8:15 p.m. in Barnes Hall.

A vocal master class given by baritone Sanford Sylvan and the singers chosen from the Dec. 6 audition will be held Dec. 13 at 8:15 p.m. in Barnes Hall.

Cornell Concert Commission

"Indigo Girls," a female acoustic rock duo, will perform Dec. 7 at 8 p.m. in Bailey Hall. Reserved tickets are \$10.50 and \$12.50 for students, \$12.50 and \$14.50 for the general public and are available at the Willard Straight Hall ticket office, Rebob Records and Ticketron.

Bound for Glory

Brooks Williams, contemporary acoustic guitarist and songwriter, will perform in three live sets Dec. 9 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

READINGS

Society for the Humanities

"Competing Glances," reading Robert Maplethorpe's "Black Book," Jane Gaines, Duke University, Dec. 6, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

RELIGION

Sage Chapel

John Forni, university Catholic chaplain, will deliver the sermon Dec. 9. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Baha'i

Weekly 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. Immaculate Conception Mass, Friday, Dec. 7, 5:15 p.m., Anabel Taylor Auditorium; Immaculate Conception Mass, Saturday, Dec. 8, 12:20 p.m., Anabel Taylor Auditorium.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

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

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

Sunday worship, 11 a.m., Anabel Taylor Chapel; Taize Prayer, Tuesdays, 5:30 p.m., Anabel Taylor Chapel; Bible study, Thursdays, noon, G-7 Anabel Taylor; Celebration, Fridays, 5 to 8 p.m., 401 Thurston Ave. Call the 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

"Communalism and Differentiation in an Indian Town," Gary Urton, Colgate University, co-sponsored by Latin American Studies Program, Dec. 7, 3:30 p.m., 303 McGraw Hall.

Applied Mathematics

"Invariant Manifolds for Retarded Semilinear Wave Equations," Yuncheng You, University of South Florida, Dec. 7, 4 p.m., 322 Sage Hall.

"The Probability Phenomena Due to Separatrix Crossing," A. Neishtadt, Space Research Institute, Moscow, and New York University, visiting Courant Institute, Dec. 12, 12:20 p.m., 421 Sage Hall.

Astronomy

"Comets from the Kuiper Cloud," Martin J. Duncan, Queen's University, Dec. 6, 4:30 p.m., 105 Space Sciences Building.

Biochemistry

"Aspects of Lipxygenase Chemistry," Max Funk, University of Toledo, Dec. 14, 4 p.m.,

Large Conference Room, Biotechnology Building.

Biophysics

"Electronically Active Peptides of De Novo Design," Atsuo Kuki, chemistry, Dec. 12, 4:30 p.m., 700 Clark Hall.

Biotechnology Program

"Biospecific Interaction Analysis: A New Biosensor-based Analytical System for Label-free Molecular Interaction Analysis in Real Time," J. Richey, U. Johsson and M. Malmqvist, Pharmacia Biosensor AB, Dec. 7, 10 a.m., Seminar Room, Biotechnology Building.

"Future Trends in Biotechnology," Daniel Tripodi, former corporate director, Johnson & Johnson, Dec. 10, 2 p.m., Large Conference Room, Biotechnology Building.

Ceramics Program

"Ceramics Afternoon," the fourth event of the seminars series co-sponsored by the Department of Materials Science and Engineering and the Materials Science Center, will be held Friday, Dec. 7, in B-11 Kimball Hall. The theme is "Ceramic-fiber Composites." "Critical Issues in Structural Ceramic Composites," David C. Larsen, Corning Inc., 2:25 p.m.; "Polymer Derived Ceramic Fibers," Jon Lipowitz, Dow Corning Corp., Midland, Mich., 3 p.m.; "Stepwise Sol-Gel Synthesis of Precursors for Fluoromicas," James M. Burlitch, chemistry, 4:05 p.m.; "Preparation of Micaceous Coatings and Composites," Steven B. Dawes, Corning Inc., 4:45 p.m.

Chemistry

"Genetically-Directed Syntheses of New Polymeric Materials," Dave Tirell, University of Massachusetts, Dec. 6, 4:40 p.m., Baker Laboratory.

Floriculture & Ornamental Horticulture

"The Influence of N and K Fertility on Mn Nutrition Creeping Bentgrass," David Davidson, turfgrass science, Dec. 6, 12:15 p.m., 404 Plant Science Building.

Fruit & Vegetable Science

"Increasing Corn Tolerance to Acetanilide Herbicides with Safeners," Dan Kunkel, fruit and vegetable science, Dec. 6, 4:30 p.m., 404 Plant Science Building.

Genetics & Development

"Mitochondrial Genes of Women: Genetics, Evolution and Disease," Doug Wallace, Emory University, Dec. 10, 4 p.m., Conference Room, Biotechnology Building.

"Mobile Introns in Bacteriophage T4," Susan Quirk, Wadsworth Center for Laboratories and Research, NYS Department of Health, Dec. 12, 12:20 p.m., Conference Room, Biotechnology Building.

Geological Sciences

"Are Earthquakes a Critical Phenomena?" Per Bak, Brookhaven National Laboratory, Dec. 11, 4:30 p.m., 1120 Snee Hall.

Immunology

"Conventional (and Unconventional) Wisdom About T Cell Activation," F. Fitch, Ben May Institute, University of Chicago, Dec. 7, 12:15 p.m., auditorium, Boyce Thompson Institute.

International Nutrition

"The Newly Established Cornell Institute for Food, Agriculture and Development," Norman Uphoff, CIIFAD, director, South Asia program, rural development committee, Dec. 6, 12:40 p.m., 200 Savage Hall.

Latin American Program/Nucleo-verde

"Flimsy Joint Ventures in a Fragile Environment: Foreign Investment in Amazonian Minerals," Stephen Bunker, University of Wisconsin, Madison, Dec. 7, 3:30 p.m., 115 Rockefeller Hall.

Microbiology

"Signal Transduction in Bacterial Chemotaxis," Jeffrey B. Stock, Princeton University, Dec. 6, 4 p.m., Conference Room, Biotechnology Building.

"Feline Infectious Peritonitis: Pathogenesis, Immune Response and Monoclonal Antibody Analyses of Viral Proteins," Wayne Corapi, microbiology, immunology and parasitology, Dec. 10, 12:15 p.m., G-3 Vet Research Tower.

Neurobiology & Behavior

"A Tale of Two Squirrels," Paul Sherman, neurobiology and behavior, Dec. 6, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"Emergency Food in New York State: Current Situation and Possibilities for the Future," Barbara Norton, nutritionist, Southern Tier Food Bank, sponsored by Nutritionists Organized Against Hunger, Dec. 6, 4 p.m., 200 Savage Hall.

rent Situation and Possibilities for the Future," Barbara Norton, nutritionist, Southern Tier Food Bank, sponsored by Nutritionists Organized Against Hunger, Dec. 6, 4 p.m., 200 Savage Hall.

Operations Research & Industrial Engineering

"Guerilla New Product Development," Jack Boehringer, Boehringer Labs, Dec. 6, 4:30 p.m., B14 Hollister Hall.

Pharmacology

"Single Channel Kinetic Properties of Native and Cloned GABA_A Receptors," Robert L. Macdonald, University of Michigan Medical School, Dec. 10, 4:30 p.m., G-3 Vet Research Tower.

Plant Pathology

"Studies on Flavescence Doree, a Mycoplasma Disease of Grapevines," A. Caudwell, INRA, Dijon, France, Dec. 11, 3 p.m., A133 Barton Laboratory, NYSAES, Geneva.

"Studies on the Transmission of Cucumber Mosaic Virus," Rita Rodriguez, plant pathology, Dec. 12, 3 p.m., 133 Barton Laboratory, NYSAES, Geneva.

Religious Studies

"The Study of Islam and Identity Formation: The Experience of Muslim Women," Nimat Hafez Barazangi, visiting fellow, education, Dec. 6, 4:30 p.m., 258 Goldwin Smith Hall.

Science, Technology & Society

"Wartime Physics, Postwar Plans," Peter Galison, Stanford University, Dec. 11, 12:15 p.m., 609 Clark Hall.

Soil, Crop and Atmospheric Sciences

"Approaches to Improving N Fertilizer Efficiency in India," Julie Lauren, soil, crop and atmospheric sciences, Dec. 11, 4 p.m., 135 Emerson Hall.

Southeast Asia Program

"Sweetness and Pain: Women and Painting in Indonesia," Astri Wright, anthropology, Dec. 6, 12:20 p.m., 102 West Ave. Extension.



Emil Ghinger

"Conflict," a 1935 bronze by William Zorach, is on view at the Johnson Museum.

Art museum receives Zorach sculpture

The Herbert F. Johnson Museum of Art has acquired "Conflict," a major sculpture by William Zorach, one of America's foremost modern artists.

Given by Tessim and Peggy Zorach in honor of Richard J. Schwartz, the bronze work consists of two free-standing nude male figures engaged in a kind of wrestling match, one with arm poised ready to strike and the other with both arms raised and head tilted back. Cast in 1935 and standing more than seven feet tall, the sculpture is an excellent example of Zorach's monumental and expressive work.

Zorach and fellow sculptors John Flanagan and Robert Laurent were hailed as pioneers of a truly new and modern aesthetic in American sculpture. Since the 18th century, sculpting had usually meant modeling a figure in some easily pliable material, such as clay, and then mechanically reproducing it in stone or bronze. Flanagan, Laurent and Zorach rejected that method and adopted a centuries-old but then-unfashionable practice of direct carving in stone or wood. Zorach often approached a piece of stone without preliminary models or sketches, looking for the stone itself to suggest form and shape. "You have to work long and hard at a thing for the inner form to reveal itself," he explained.

"Conflict" was created when an enthusiastic supporter, Abby Aldrich Rockefeller, asked Zorach to design pieces relating to sports for a garden she was thinking of creating. Zorach made several small models in bronze, including tennis and football players, a baseball catcher and two wrestlers. Unfortunately, her husband, John D. Rockefeller Jr., was not enthusiastic and brought the project to a halt. Zorach later enlarged the two wrestlers and cast them in bronze, entitling them at various times "Conflict," "Cain and Abel" and "The Wrestlers."

The work is on view on the museum's first floor. In the spring, "Conflict" will move to a permanent location on the museum's sculpture court, which was recently refurbished, thanks to a gift from Dr. Sidney Tamarin in memory of his late wife, Dr. Edna Comer Tamarin.

SPORTS

Home games only

Thursday, 12/6

Men's J.V. Basketball, Cortland, 7:30 p.m.

Friday, 12/7

Men's Hockey, Yale, 6:30 p.m.
Women's Polo, Yale, 7:30 p.m.

Friday, 12/7-Saturday, 12/8

Men's Basketball, USAir/Cornell Classic

Saturday, 12/8

Men's Track, Cornell Relays, noon
Women's Track, Cornell Relays, noon
Men's Hockey, Brown, 6:30 p.m.
Men's Polo, Yale, 8:15 p.m.

Saturday, 12/8-Sunday, 12/9

Men's J.V. Hockey, J.V. Tournament #2

Sunday, 12/9

Women's Basketball, Niagara, 2 p.m.

THEATER

Department of Theatre Arts

The Class of '56 Dance Theatre Series presented by the Department of Theatre Arts Dance Program will be held Dec. 6, 7 and 8 at 7:30 p.m. Featured works will be by faculty members Peter Saul, Joyce Morgenroth, Jumay Chu and Allen Fogelsanger; students Abigail Herrly and Christina Black; and guest choreographer Byron Suber. Tickets are \$2 and are available by calling the theatre arts box office, 255-ARTS.

MISC.

Cornell Ju-Jitsu Kai

Kodenkan, Dan Zan Ryu Ju-Jitsu: the practice of self-protection with or without weapons will be held Tuesday and Thursday evenings, 7 to 9 p.m., and Saturdays, 12:30 p.m. to 3 p.m., in the wrestling room, Teagle Hall. For information, call Roy at 255-2088.

Cornell Research Club

The second meeting of the club will be held Dec. 6 at 4:30 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Thomas Gold, professor emeritus of astronomy, will talk on "The Origin of the Earth and the Role of Hydrocarbons in the Origin of Life."

CUSLAR

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

Narcotics Anonymous

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

Chronicle schedule

The last two issues of the Cornell Chronicle for the fall semester will be published Dec. 13 and 20. The Chronicle will resume publication Jan. 17, 1991.

Calendar notices for the Jan. 17 issue should be received no later than Jan. 7. Notices for the Chronicle Calendar must be received 10 days before the publication date. Events held on Thursdays will appear twice, if the notice is received in time.

Calendar notices should be sent to Joanne Hanavan, Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road.

Sea-level changes may be due to rifting of Earth's crust

The shoreline sediments of the Earth may contain an unread geological "history book" that recorded stories of the ancient breaking and grinding of the oceanic plates, according to a new geological theory. The theory explains how rifting or compression of the Earth's ocean-covered plates could cause many of the unexplained sea-level changes recorded in shoreline sediments. The crustal-stress theory also could explain why many sea-level changes occurred at about the same time as mass extinctions of marine animals.

According to the scientists — Professor of Geological Sciences Lawrence Cathles and Anthony Hallam, a geology professor at the University of Birmingham, England — most rapid, ancient sea-level changes cannot be explained by changes in the growth or dissipation of continental gla-

ciers. Rather, rapid sea-level changes are more logically explained by the rise and fall of undersea crustal plates as they, in turn, float about on the asthenosphere — the hot, mushy material immediately beneath the Earth's crust, called the lithosphere.

Two different aspects of crustal stress could have contributed to unexplained sea-level changes, according to the theory. For one thing, the rifting of a crustal plate under tension, like the breaking of an immense, stretched rubber band, could have been responsible for rapid falls in ocean levels worldwide.

This rifting would have removed lithospheric and asthenospheric material, causing the surface to be depressed along the rift, increasing the volume of the ocean at the rift, and causing a temporary fall in sea level, possibly about 50 meters, else-

where in the world. The sea level would have recovered in about 30,000 years as mantle material replaced the mass deficit along the rift. The scientists call this rapid sea-level fall and rise a "regression-transgression couplet."

In the other mechanism of sea-level change, the compression of a plate, as might occur after a large rifted plate recovered, would increase its density, causing it to subside over broad areas. Such "elastic recovery" could cause the plate to sink by 50 meters or more. As the plate is restretched to its original state, this subsidence could be recovered over several million years.

The rift-theory of regression-transgression couplets could explain why many ancient episodes of rapid extinction of sea life coincided with such sea-level changes, say

the scientists: magma introduced into the same rifts that caused a global drop in sea levels would induce huge amounts of water to circulate through the rifted crust, robbing it of oxygen. The anoxic waters would not be able to support marine life.

The scientists' theory of sea-level fluctuations should be provable by detecting specific signatures of ocean rise and fall, said Cathles. For example, the evidence of a sea-level rise on the island beaches in the oceanic plate where a rift occurred should be matched by evidence of a fall on islands in other oceanic plates whose stress was not changed.

Cathles and Hallam's work was supported by the Gas Research Institute, the Petroleum Research Fund and the Global Basins Research Network.

—Dennis Meredith

Cruisin'



Engineering students' answer to rising gasoline prices and the parking crunch, an assortment of electric-powered skateboards called Campus Cruisers, will race on the Engineering Quad-rangle at 2 p.m. tomorrow. During preliminary tests, Christy Rinebolt (above), a junior in Mechanical and Aerospace Engineering 325, tests her team's vehicle, while Pablo Rodriguez (right), also a junior in the design-and-analysis course, makes some final adjustments.



Photographs by David Lynch-Benjamin

Engineers build ultratiny magnets and supersandwiches

Microscopic magnetic particles no larger than bacteria and self-organizing ceramic-lipid sandwiches containing hundreds of thousands of layers totalling the thickness of a sheet of paper are among the advances in new materials announced by Cornell materials scientists.

The tiny magnets could find use as the basic material for high-capacity videotapes and magnetic data-storage disks for computers, said the researchers. And the ceramic-lipid sandwiches could be engineered into artificial "noses" and "taste buds" to sense specific chemicals for industrial and medical testing, they said.

The scientists delivered two papers at the fall meeting of the Materials Research Society in Boston last week. One paper, on "Synthesis and Properties of Ultrafine Iron Oxide Magnets in a Polymer Matrix," was prepared by research associate John K. Vassiliou, graduate students Vivek Mehrotra and Michael Russell, and Assistant Professor of Materials Science and Engineering Emmanuel P. Giannelis.

A second paper on the ceramic-lipid sandwiches, "New Generations of Biomimetic Sensing Devices: Immobilization of Lipid Bilayers in a Layered Ceramic Matrix," was presented by Russell, Giannelis and Wolfgang Sachse, a professor of theoretical and applied mechanics.

In the first paper, the scientists described a new method of making nanometer-sized magnetic particles using as "reaction chambers" the tiny spongelike pores of commercial plastic beads, called an ion exchange

resin. A nanometer is one billionth of a meter, approximately one-twentieth the size of a virus.

The scientists infused a solution containing iron into the pores of the tiny plastic beads, where the iron atoms attached to electrically charged chemical sites on the plastic molecules. Then, the scientists chemically reacted the iron with sodium hydroxide to produce tiny particles of ferric oxide.

Normally, engineers have enormous difficulty creating precise crystals of ultrafine magnetic particles for advanced industrial applications, because the material tends to aggregate into large amorphous clumps. However, the plastic beads provide sites on which the particles can form, and the tiny pores govern the size and quality of the particles.

The tiny iron-oxide particles exhibit magnetic properties that would make them highly desirable in audiotapes, videotapes and computer disks, said the researchers. These properties include an extremely high susceptibility to magnetization and "single-domain behavior," which means that a particle behaves as a single magnet. The nanometer-sized particles are also uniform and well-dispersed, reported the scientists.

The Cornell-made particles are about 1,000 times smaller than those currently used in commercial recording tapes and computer disks. Thus, tapes and disks made with the new particles could have far higher storage capacities.

According to the scientists, the produc-

tion technique for the iron particles could also be used to make tiny particles of semiconductors and metals for use in advanced electronic circuits.

In their paper on the ceramic-lipid "supersandwiches," the scientists described how they have created ultrathin layers of ceramic and lipid which resemble biological membranes.

These layers are self-organizing, which means that the flat ceramic materials tend to combine in sheet-like layers, with the layers separated by enough space for the lipid molecules to infuse between them, or "intercalate."

Biological membranes, which enclose living cells and act as the basic structure for biological processes, also consist of organized layers, with proteins embedded in the lipid bilayer.

The Cornell researchers plan to apply the ceramic-lipid sandwiches to make artificial "noses" and "tastebuds" to sense specific chemicals. Such structures would be known as "biomimetic sensors," because they mimic the action of living structures such as tastebuds.

Currently, scientists and engineers in research and industry must laboriously extract samples of solutions such as foods or medicines to analyze for specific chemicals. However, the Cornell scientists hope to make sensors for specific chemicals that can be inserted into solutions to monitor the levels of those chemicals continuously. For example, such sensors could "taste" foods for specific bitter compounds or "smell"

chemicals evaporating from chemical reaction chambers used to make drugs.

"Such sensors could become the indispensable component in the development of more efficient industrial processes, more dependable health-care procedures and more effective environmental cleanup efforts," Giannelis wrote in a recent paper.

The scientists described their early results in making the first ceramic-lipid artificial membranes. Eventually, they hope to engineer the lipid molecules so that they would react only to specific molecules to be "tasted," like a lock that can be opened only by a certain key. The specific chemical "key" would fit into the lipid "lock" to alter the membrane's mass or electrical characteristics.

The researchers would attach tiny devices called "transducers" to the membrane to transform the change in the membrane into an electrical signal that could be fed into an electronic instrument to be read by the researcher.

The scientists have also used similar techniques to construct sandwiches of hundreds of thousands of ceramic-polymer layers.

These "nanocomposites" exhibit unique physical and mechanical properties such as crack-resistance and very high strength because of the ultrathin nature of the layers, said Giannelis and his colleagues. Such layered materials could find applications as electronic circuit boards and structural components, they said.

—Dennis Meredith



Charles Harrington

Joseph K. Campbell holds a short-handled hoe from Ghana while kneeling in front of a plow.

Ani-ani

Professor traces farm-machinery history, offers guides to modernize agriculture

Some people use ards, others swear by dibble sticks, still others can't do without puddlers or ani-ani's.

After more than two decades traveling the globe aiding farmers, Cornell agricultural engineer Joseph K. Campbell is an expert on all these farm implements, from simple hand tools to self-propelled harvesters.

The professor of agricultural and biological engineering has gathered his knowledge in a new book for laymen, "Dibble Sticks, Donkeys and Diesels: Machines in Crop Production," published by the International Rice Research Institute.

Campbell wrote the book to answer students' questions about farm machines and to guide government policy-makers who may not understand the tradeoffs among different farm technologies. Their lack of knowledge in the past has led to serious mistakes, he says:

"Planners can get into trouble when they move a subsystem from one culture or climate to another without understanding the overall farming system," he said. He recalls one costly instance in Ghana.

"Many of the early leaders there were city people, and they thought they could go from the hoe to sophisticated machinery in one leap," he said. "The Soviets had furnished all the equipment, but Ghana's agricultural system was not that of the U.S.S.R. The result was machinery graveyards all over the country.

"I remember one time when the Ghanians saw a bottleneck in harvesting cotton and wanted to introduce a U.S. cotton-picking machine. They found that to utilize cotton pickers, they would also need to rework all their cotton gins and level and remove stumps from their fields."

However, he emphasizes, a wise progression to mechanized farming can have an enormous positive impact on a country's agriculture.

Campbell's book covers an enormous variety of farm implements, including the single-pointed plows called "ards," the pointed planting tools called "dibble sticks," the "puddling" devices for reducing drainage in flooded rice fields, and the "ani-ani," a hand-tool for harvesting one stalk of rice at a time.

Campbell's book also includes details on animal power, from bullocks to elephants — since draft animals provide 80 percent of the world's draft agricultural requirements, such as plowing and hauling. Policy-makers shouldn't underestimate the value of such animals, he writes:

"An animal can do four things that a tractor cannot do: feed itself, maintain itself, be trained for automatic control and reproduce itself.

"Viewing the draft animal as a machine, we see a jointed framework held together with ligaments and muscles. The engine consists of the digestive organs, while the excretory system carries away waste products.

"The brain and nervous system provide a control system with a memory bank and logic circuits. Joints and moving parts have a sealed lubricating system. Protecting the mechanism is a skin and hair covering resistant to damage, and self-healing if the damage is minor."

Campbell also has great respect for the technology behind such humble devices as the bamboo carrying pole. Drawing on an engineering analysis his son, Oliver, did while an engineering graduate student, Campbell writes:

"A properly designed carrying pole acts as a leaf spring and reduces the magnitude of the shock . . . the less shock load transmitted to the bearer the less tiring is the carrying of the load." According to Campbell, pole-bearers reduce the shock load by taking small, fast steps to synchronize with the pole's movement.

For the students in Campbell's undergraduate farm machinery course, the new book should reduce the shock of discovering their ignorance about the complexities of farm technology.

Campbell's research and education have not been restricted to farmers in foreign lands and Cornell students. His current research, with colleagues William Pardee, John Kelley and Wayne Knoblauch, aims at developing a method for New York state farmers to make sorghum syrup using the same equipment they use for producing maple syrup. The result for the farmers could be additional income from a new crop without much investment in new machinery.

—Dennis Meredith

Veterinarians ask for hunters' help in tracking five animal diseases

A survey in which Cornell veterinarians ask deer hunters to send in samples of their kills is yielding mostly good news for the state's cattle industry and for health officials concerned about the spread of Lyme disease.

The survey, in its fourth year, has turned up no evidence of bluetongue, epizootic hemorrhagic disease or Johne's disease in deer and no deer ticks with Lyme disease, according to Dr. Christine Rossiter, an epidemiologist in the College of Veterinary Medicine's Diagnostic Laboratory.

The only disease that the deer hunters' survey has revealed is leptospirosis, a water-borne bacterial infection disease that most cattle routinely are vaccinated against.

Again this year, the veterinary scientists are asking the state's hunters to send in samples of their kills — a snippet of intestine, a half-ounce of blood, a handful of fecal pellets and any ticks that deer hunters find on the animals.

"Since deer share the same territory as cattle, horses and other pastured animals, we are interested in the extent to which they may be exposed to the same diseases," Rossiter explained. "These diseases have an impact on the domestic animal agriculture industry in the state, but their role in the

state's deer population is unknown," she said, emphasizing that none of the diseases — even if they were present — would affect the safety of deer meat.

The Diagnostic Laboratory's Three Disease Program tests dairy and beef cattle herds for two of the same infections that are sought in the deer hunters' survey, bluetongue and Johne's disease, as well as bovine leukosis. Eradication of the diseases will improve productivity and increase the value of animals for sale, Rossiter explained. The deer hunters' survey was designed to add data on diseases that are shared by wild and domesticated animals, she said.

Hunters can obtain a kit for collecting deer blood, feces, a section of the intestine and any external parasites. About 1,500 collection kits were distributed to county delegates of the New York State Conservation Council, rod-and-gun clubs, veterinary offices and interested individuals.

"This survey is probably the only one of its kind to combine hunter cooperation and the testing resources of a large veterinary diagnostic laboratory with a strong commitment to agriculture," Rossiter said.

—Roger Segelken

CORNELL

Life

The quark game

There are no fluorescent lights on the ceiling here. No lamps on the tables. Only red, orange, yellow, green and blue rays from computer monitors.

Frank, a control-room operator in his early twenties, slides his chair from a left panel to a right one and back again. "Bunch overflowing in ring," a computerized voice announces.

Frank gives himself a push and rolls to another screen to make an adjustment.

"Think of this as a giant juggling act of electrons and positrons," Richard Eshelman of the Wilson Synchrotron Laboratory said with characteristic simplicity. Eshelman is a control-room operator who sometimes doubles as a guide for anyone who walks in and asks for a tour.

Unlike most circus jugglers, however, here they try to make the objects collide. The beams are directed to strike and annihilate each other in a burst of electromagnetic energy that is a miniature version of the big-bang.

"If you were looking directly at what was happening, it would destroy your eyes. It's like a mini solar system down there. There are sparks flying everywhere," Eshelman said.

What physicists do instead is analyze computer tapes that document the new particles, or quarks, created by the collision, as if "two cars were put in the chamber and you see bucketseats flying out and try to figure out what happened," he said.

They are attempting to understand how all the forces of nature interact. If you want to understand more of the theory involved, though, you'd best ask a physicist, Eshelman said, pausing to explain the radiation monitor, security panel and molecule vacuum. His graduate degree is in agronomy.

Eshelman came here five years ago, partly because there were few jobs when he graduated in the late 1970s, and partly because he once walked into a synchrotron lab on the West Coast and, always fascinated with machinery, became hooked.

"The first time I went into a synchrotron lab — wow. There were all these beam pipes and all this wiring, equipment. I thought, 'How do they make it all work?' You know how tough it is to get 10 people working on something to do it right."

Now, he doesn't care to understand all that physicists do with the data created by the work he and others do to operate the synchrotron. Running it, and trying to speed it up, is his thrill.

It's mind-boggling, it's ever up and running, it's infinitely intricate, he said. "But it's fun. It's like having a giant game to play with."

The monitor Eshelman keeps an eye on is the one that measures the number of collisions generated over time.

The time it takes particles to travel a half-mile ring under Alumni Field is about 2.5 microseconds, quicker than you can snap your fingers. The beams travel the ring thousands of times, gaining speed as they move, until they approach the speed of light, and "we do the dirty deed," causing the explosion that makes two to 30 new particles or quarks to fly in all directions, he said.

"All the operators are competing to see who can get the most smashed," Eshelman added.

A blue bar that measures electron capacity in the synchrotron reaches the top of its graph. The operator slides right, flips on a microphone and tells two graduate students with clipboards on their laps in the data room next door, "Ejection complete. Beams not yet colliding."

He slides to the middle, runs a computer program, then back to the microphone. "Tuning complete," he announces.

The students in the data room turn on a detector that collects the record of each particle's direction, identity and momentum.

Meanwhile, "the operator's job is to tweak up [the speed of collisions], to try to get it as high as he can on the scoreboard," Eshelman said, walking out the control-room door and stopping on the opposite side of the pane of glass.

Taped onto the glass is a Gary Larson "Far Side" cartoon of men in white coats on one side of a window looking at men in white coats on the other, saying, "Yes, they're all fools, gentlemen. But the question is what kind of fools are they?"

"The main question people ask is what does it mean to the layman?" he offers. "Well, it doesn't mean much of anything, yet.

"We are groping around in the dark like blind men," he said. "That's the way it is in physics, in science. We keep poking at something until we find what makes it come together."

—Lisa Bennett

U.S. should loosen ties to Gorbachev, says Palmer

Bartels lecturer Mark Palmer, a former ambassador to Hungary, said last week that the United States should be less tied to Mikhail Gorbachev because the Soviet president is incapable of realizing needed political and economic reforms.

He said America suffered from an "inability to look beyond existing political regimes" and warned that "to be too close to particular leaders is to sooner or later be on the wrong side." His examples: Ferdinand Marcos, the Shah of Iran — and, possibly, Gorbachev.

The United States should "give vigorous support to forces for democratic change. . . . We don't want to extend the economic crisis by supporting the status quo," he said.

Palmer praised Gorbachev for his accomplishments in foreign affairs and his

contributions to the end of the Cold War, but he added that Americans should listen to the complaints of Soviet citizens when they talk about life inside the Soviet Union.

Economic revolution is being held back by ideology, and old bureaucrats must be removed before economic reform will be accomplished, Palmer said.

Palmer, U.S. Ambassador to Hungary from 1986 to 1989, is now president and chief executive officer of Central European Development Corp., which is encouraging Western investment in Europe. He visited Cornell as the 1990 Henry E. and Nancy Horton Bartels World Affairs Fellow.

Palmer said Poland, Czechoslovakia, Hungary and the reunited Germany will become "the tigers of Europe" with annual economic growth rates of 6 to 7 percent.

Democracy is being firmly established in those four nations, and Europe will not permit them to fail, he said.

In the Soviet Union, Romania, Bulgaria, Yugoslavia and Albania — where Communists still rule — the prospect for democracy and capitalism is more uncertain, Palmer said.

He criticized two commonly held Western views of Eastern Europe — that there is no work ethic and that there is no experience with or desire for capitalism.

On the first point, he said that Eastern workers often outperform their counterparts from the West. A team of Hungarian workers is the most productive unit at a BMW factory in Munich, and a Levi Strauss plant in Hungary outproduces Levi factories in Taiwan, Singapore, Scotland, Italy, Spain

and some U.S. cities, Palmer said. Reports that Eastern European workers are lazy may be based, he said, on Western trade unionists' fears over the low wages that Eastern workers are willing to accept.

On the second point, Palmer said none of the Eastern European countries could have survived the postwar years without an informal, capitalist-oriented economy.

He suggested that the governments of Eastern Europe privatize government-owned industries and services, including giving all citizens stock interests in the privatized companies to produce nations of 100 percent capitalists.

"This is the new frontier and will remain so for an entire generation," Palmer said of Europe.

—Mark Eyerly

Oil spills can be prevented, Alaska commissioner says

Oil that spilled from the 1989 wreck of the Exxon Valdez still coats 130 miles of Alaska coastline, and 72 scientific studies are under way to learn the impact of the disaster.

But enough time has passed, according to Alaska Environmental Conservation Commissioner Dennis Kelso, to understand what went wrong and what to do to prevent more oil spills.

The 1990 Distinguished Lecturer of the Department of Natural Resources, Kelso spoke Nov. 15 on "The Wreck of the Exxon Valdez: Hard Lessons, Tough Choices" at the conclusion of a three-day visit to campus. Kelso also spoke to natural-resources classes and consulted with graduate students and faculty members.

"We need to pay as much attention to prevention [of oil spills] as to the cleanup," said Kelso, who spent five consecutive

weeks at Prince William Sound after the Good Friday grounding of the giant oil tanker. "We need to keep the oil in the can."

The commissioner, a graduate of Harvard Law School and head of the Alaska Department of Environmental Conservation since 1987, called for stricter federal laws to ensure that oil tankers are "designed properly and are kept seaworthy." The most important design specification — which probably would have prevented the Alaska spill — is a double hull for tankers. One oil company (Conoco) already has announced its intent to build only double-hulled tankers, Kelso said, but others, including Exxon, are waiting until federal law requires that precaution.

"We need better tracking systems and navigation aids, tug escorts [when tankers are maneuvering near shore] and more fre-

quent bottom surveys," Kelso said. He noted that the bottom of Prince William Sound had not been surveyed since the 1964 Alaskan earthquake.

When oil is first spilled at sea, Kelso said, immediate action helps prevent long-term damage that is occurring now in Alaska. "Planning should be geared to 72-hour response," he said.

That won't guarantee total success in stopping the spread of oil, he noted, "but unless you plan to respond in that 72-hour window, you won't be successful at all." And state and federal laws should require that cleanup plans that are on file are actually followed, he said.

Kelso, who said that Exxon will get more bills from his department for the damage to wildlife and the environment, recommended that liability laws should require the organization that spilled the oil to pay

all costs — "no caps and no loopholes." Furthermore, federal and state lawmakers should toughen criminal penalties (against negligent operators of oil-drilling and transport facilities) because "it should not be cheaper to take risk than to comply."

Every state where oil is transported should have an adequate spill-response fund, Kelso said, noting that Alaska had only \$2 million in reserve before the Exxon Valdez wreck; the state now has more than \$50 million in that fund.

As horrifying as the Exxon Valdez spill was to the public, it was not unique, the Alaska commissioner said. "There is a spill the size of the Exxon Valdez somewhere in the world every year, although not necessarily in an area this [environmentally] sensitive. It is a pattern we need to interrupt and correct."

—Roger Segelken

Earthquake *continued from page 1*

Even with thorough analyses, however, the seawall and fill material could still present nasty surprises during future earthquakes, said O'Rourke and Stewart.

First of all, much about the seawall construction remains a mystery; the wall was not engineered, said Stewart, but was produced by dumping large rocks in place and filling the space between them with sand.

Thus, engineers worry that the wall could fail during an earthquake with a longer duration, a larger peak vibration or both.

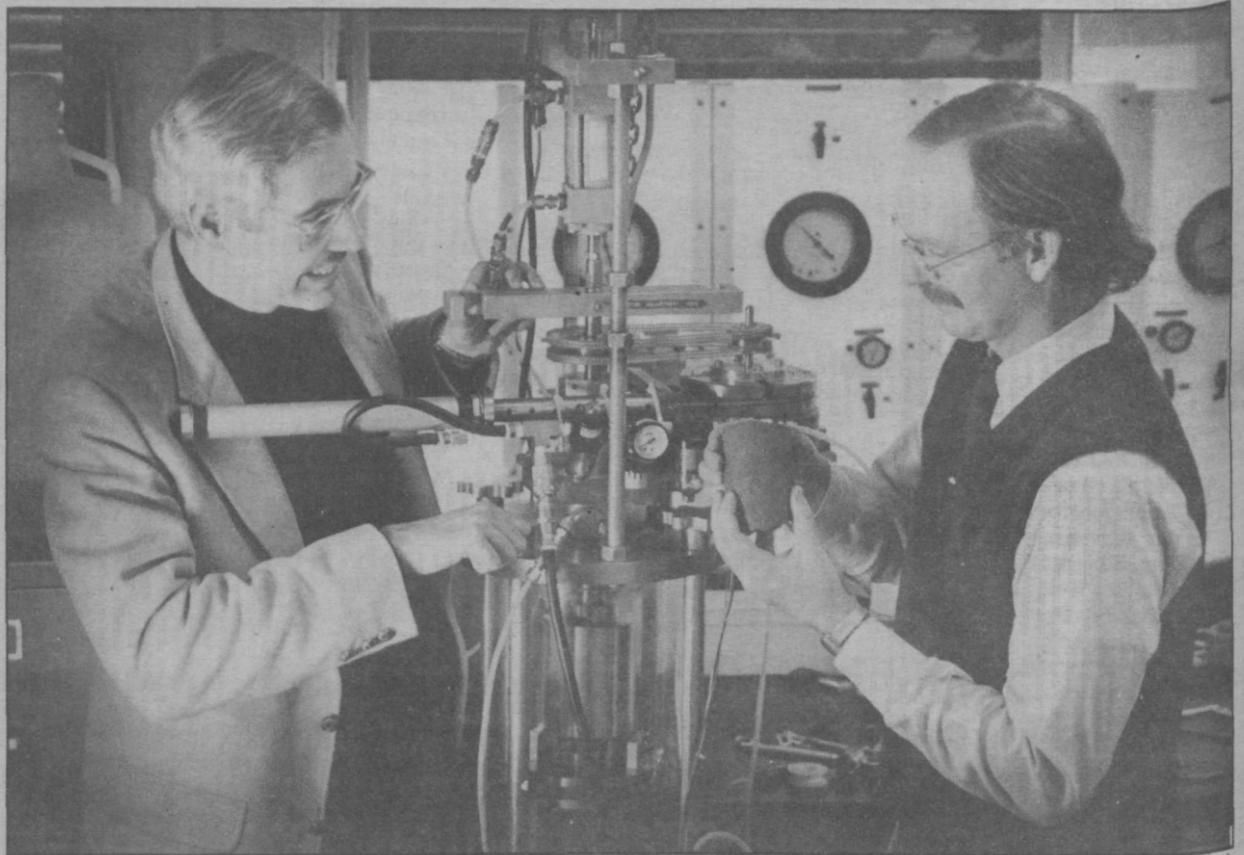
The Cornell researchers also used a computer model called GISALLE, for Graphical Interactive Serviceability Analysis for Lifeline Engineering, to recreate the effects on the water-pipeline system of the Oct. 17, 1989, earthquake. The model — which allows users to simulate damage to the pipeline system and to explore various improvements — was developed by Professor of Civil and Environmental Engineering Mircea Grigoriu and O'Rourke.

"Although the fires in San Francisco were very limited, few people realize how close the city came to major fire damage," said O'Rourke.

Fortunately, he noted, the fire department had anticipated a major pipeline loss by developing an emergency fire-fighting system with portable hoses and pumps.

The engineers say the 1989 earthquake also showed the need for an independent power supply for automatic electrical shutoff valves to isolate broken pipelines and prevent catastrophic loss of stored water. Such a massive loss of about 750,000 gallons from a critical fire-fighting storage tank occurred in 1989 because shutoff valves had lost electric power, thereby allowing water to flow from broken pipes.

—Dennis Meredith



Professors Thomas O'Rourke (left) and Harry Stewart ready a soil sample to be tested to determine how it will behave under simulated earthquake conditions.

Chris Hildreth

Cornell sets up fund to help employees meet health bills

The university, at the suggestion of the Employee Assembly, will set up a \$100,000 fund next year to help employees meet costs resulting from changes in health-care plans.

Starting in January, the university will end the Option I plan, under which many health-related bills were paid at 100 percent. Now, all 6,300 endowed employees will be covered under what was formerly called Option II, where many medical bills require an employee contribution of 20 percent — up to a maximum annual cost of \$1,000 per person or \$2,000 per covered family.

In 1991, Cornell will increase by \$2 million — or 17 percent — its contribution to paying endowed-employee health bills. If Option I had remained, that figure would have been even higher, and the employee contribution required with each paycheck would have risen by at least 40 percent.

The change should reduce total annual health costs for many employees, according to Cornell's benefits staff.

At a meeting of the University Assemblies Dec. 3, Senior Vice President James E. Morley Jr. said the move to a consolidated plan was sound.

But he added that, in response to a recommendation of the Employee Assembly, Cornell would create a fund to provide loans and grants to employees facing problems meeting health bills. (Details will be mailed in the next few weeks to all affected employees, the Office of Human Resources said.)

"I am convinced that the formation of the emergency grant/loan fund was a good-faith effort on the part of the university," said Henry DeVries, chairman of the Employee Assembly.

He said it was "a direct response on the part of President Rhodes and other Cornell

administrators to address the anxieties and individual circumstances of Cornell employees."

In other developments at the assemblies meeting:

- Provost Malden C. Nesheim said endowed tuition for 1991-92 was likely to be increased by somewhere between 6.9 and 7.2 percent above the current level of \$15,120.

Nesheim and other administrators will discuss next year's budgets with the Board of Trustees' Executive Committee next week, an early step on the way to approval in the spring of tuition levels and the budget.

- Morley reaffirmed the university's commitment to a plan giving employees cash incentives to car-pool and free passes to ride buses to and from work.

Some assembly members and other employees had objected that, while car-pool-

ing would make commuting more economical for some, those preferring to drive to campus alone would face new charges at formerly free perimeter parking lots and added charges in center campus.

Morley said the administration still welcomed specific suggestions for the plan, which goes fully into effect next summer, and he thanked the assemblies for serving as a clearinghouse and forum for such suggestions. He added, however, that the plan's main outlines were firm, although adjustments for special cases were still quite possible if they respect budgetary realities.

That meant, Morley said, that proposals to adjust parking-permit fees could not carry a net reduction of revenue, particularly since Cornell's own subsidy of parking costs has risen by 80 percent from 1987, to a current level of \$900,000 a year.

—Sam Segal

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 2, Number 49

December 6, 1990

Cornell Assemblies and Administrators Work Together to Offer Emergency Grant/Loan Fund for Health Care Hardship

AT A MEETING of the Employee, Student, and University Assemblies on Monday, December 3, plans were finalized for a \$100,000 Grant/Loan Fund to assist employees who may undergo unanticipated financial hardship because of medical care costs for themselves or their family. Any individual enrolled in the Endowed 80/20 Health Plan and in a medical reimbursement account such as the Select Benefits program will be able to apply to the fund. A task force comprised of Cornell employees and faculty will establish and review the criteria for hardship and will also make recommendations to the grant/loan fund administrator regarding approval or denial of applications.

"This program was a direct response on the part of President Rhodes and other Cornell administrators to address the anxieties and individual circumstances of Cornell employees," said Henry DeVries, Employee Assembly chairperson. "We are very heartened that when the Employee Assembly raised the concerns of employees over the dissolution of the Option I Health Plan, the administration listened and responded."

DeVries added that the administration did reconsider reinstating Option I for one more year as requested by the Employee Assembly, but that, through candid discussions over the past several weeks on the health care issues, representatives of the Employee Assembly and the administration together concluded that such a move would not be prudent and would not sufficiently address the long-term problems in health care management.

"I am convinced that the formation of the emergency grant/loan fund was a good faith effort on the part of the university," DeVries continued. "It is a significant move on the administration's part to recognize the needs of individuals as people rather than as numbers and it signals a movement back to improved employee communication." Because the fund grew out of a resolution passed by the Employee Assembly, DeVries believes that the program is also a reaffirmation of the university governance process and of employees' role in that process.

At the same Monday night meeting, the assemblies and the administration agreed to develop an Employee Benefits Advisory Committee to address future employee benefits issues and to further develop two-way communication. Said Lee Snyder, director of the Office of Human Resources, "We are very pleased with both the initiation of the grant/loan fund and with the formation of the advisory committee. This has been—and continues to be—a difficult time for all of us at Cornell, and we need to foster communication between all members of the Cornell community. I look forward to a closer working relationship with the Employee Assembly and with the Faculty Council of Representatives on all benefits issues, and I would hope that the level of communication and cooperation that grew out of these meetings will become a model for enhanced relations across the campus."

The Office of Human Resources will be sending complete details of the grant/loan fund to each participant in the 80/20 Plan within the next few weeks.

Teleconferences on Racial Harassment and Campus Security

by Valerie Hayes, associate director
Office of Equal Opportunity

The Offices of Human Relations, Public Safety, and Equal Opportunity co-sponsored the airing of two national teleconferences on *Enhancing Campus Community*, organized by the National University Teleconference Network (NUTN). Given the limited size of the television studio in which the two broadcasts were aired, attendance was by invitation only. The invitation list comprised several representatives from various campus offices who would normally investigate and respond to student or employee complaints of racial harassment or other bias-related incidents.

The first teleconference, "Campus Responses to Racial Harassment and Intimidation" was aired on October 5. This teleconference provided an opportunity for the campus to consider the impact of these incidents on individuals and on the community, to explore some of the reasons for racial harassment and intimidation, and to consider the correct legal context—freedom of speech and the U.S. Supreme Court's definition of "fighting words" in which to sanction such conduct.

The conference panelists included Dr. Beverly Ledbetter, vice president and general counsel, Brown University; Robert M. O'Neill, founding director, Thomas Jefferson Center for the Protection of Free Expression; Dudley B. Woodward, Jr., vice president for student affairs, University of Arizona; and Blandina Cardenas Ramirez, director, Office of Minority Concerns of the American Council on Education. They discussed the legal and policy issues and competing values in addressing bias-related incidents. They suggested steps college campuses could take in responding to bias-related incidents, racial harassment, and intimidation.

The teleconference panelists offered six reasons for the increase of racial harassment and intimidation among students on college campuses across the country.

- Change in the national spirit of the country.
- New dimensions to racism. People are more aware of their culture than ever before.
- Job competition. Male students may need assistance in adjusting to changes in labor market, particularly demographic changes.
- New demographics. Increases in the numbers of people from various cultures and backgrounds have changed the complexion of college campuses.

Continued on page 2e

Equal Opportunity and Affirmative Action A Review of Federal and State Laws and Guidelines

Are equal opportunity and affirmative action the same thing?

No. Equal opportunity legislation (federal, state and local) prohibits discrimination in employment and education based on a wide range of criteria. Affirmative action requires a government contractor to take positive, results-oriented steps to provide equal opportunity for women, minorities, Vietnam-era veterans, and persons with disabilities. The following chart, developed by Stanford University, is helpful in clarifying the difference between the two concepts:

Equal Employment Opportunity	Affirmative Action
Based on legislation	Based on executive order
Passive system	Action programs
Rights of individuals	Rights of groups
Race/Sex neutral	Race/Sex conscious
Merit/job-relatedness	Merit/job-relatedness
Perpetual	Temporary

Who is covered by equal opportunity legislation?

Under federal legislation, it is forbidden to discriminate against anyone because of the following:

Sex	Color
Race	National origin or ethnicity
Age (40 and over)	Disability (including alcohol and substance abuse and AIDS)
Religion	Veteran status (disabled or Vietnam-era)
Creed	
Pregnancy	

The New York State Human Rights Law includes all of the federal protected categories and adds the following:

Marital status
Age (18 and over)
Ex-offender status

New York State Executive Order No. 28 prohibits discrimination on the basis of sexual orientation. The above protections are available to anyone working and studying in the United States.

Who is covered by affirmative action regulations?

Executive Order 11246 governs affirmative action and non-discrimination requirements for federal contractors.

Cornell University is a federal contractor. These contractors are required to take affirmative action in the employment and advancement of minorities and women.

Contractors are required to set goals for women and minorities.

Section 504 of the Rehabilitation Act of 1973, the U.S. Department of Labor Regulations on Affirmative Action for Workers with Disabilities and Veterans, govern the contractors' affirmative action responsibilities for persons with disabilities and Vietnam-era veterans.

Affirmative action regulations apply only to natural-born U.S. citizens, naturalized U.S. citizens, and those who are classified as permanent residents of the U.S. (possess a "green card").

Why are there no goals for Vietnam-era veterans and persons with disabilities?

One of the steps in setting goals is to calculate who is "underrepresented." To do this, we must know the availability of people with the knowledge, skills, abilities, experience, and training to perform particular jobs. At best, this is an informed estimate. We do not have goals for persons with disabilities and Vietnam-era veterans because it is difficult to make that educated guess. It would require having to identify all Vietnam-era veterans and all persons with hidden disabilities such as diabetes and heart conditions. That is an impossible task. However, we are still required to make extra efforts to insure Vietnam-era veterans and persons with disabilities have equal access to opportunities at Cornell.

What terms and conditions are covered by the affirmative action regulations?

According to these federal regulations, the contractor will take affirmative action to ensure applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, national origin, disability or Vietnam-era veteran status. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The university's personnel policies are developed with these affirmative action considerations in mind.

Continued on page 2e

Teleconferences

Continued from page 1e

- Change in campus climate. People place self and money above the collective interest of the community.
- Civil rights climate. There has been a decrease in equal employment opportunity enforcement since the early 80's.

At the end of the telecast, Thomas McCormick, judicial administrator, and Howard Kramer, interim dean of students, led local discussion and reaction to the telecast from invited participants.

On November 15, the NUTN aired the second part of its *Enhancing Campus Community* telecast, "Effective Approaches to Campus Security." The teleconference panelists included Dr. Arthur Sandeen, vice president for student affairs, Univer-

sity of Florida in Gainesville; Dr. John Slaughter, president, Occidental College in California; Jim Caswell, vice president for student affairs, Southern Methodist University; Joseph G. Wehner, director, Public Safety at Ball State University in Indiana; and Karen T. Rigg, dean of students, Northeastern University in Massachusetts.

The panelists discussed the new federal legislation, the "Crime Awareness and Campus Security Act of 1990," which is a section of the larger "Student Right-To-Know and Campus Security Act." The purpose of the act addresses a need to encourage the development on all campuses of security policies and procedures; uniformity and consistency in the reporting of crimes on campus; and development of policies and procedures to address sexual assaults and racial violence on college campuses. The act specifically

requires colleges and universities to report on the numbers of murder, rape, robbery, aggravated assault, burglary, and motor vehicle theft reported to campus security.

This report shall be made available to students, their parents, employees, and anyone else who requests it. Statistics on liquor law violations, drug abuse violations, and weapons possessions must be reported also. The definitions of these crimes must be in accordance with the uniform crime reporting system of the Department of Justice, F.B.I., and the Hate Crime Statistics Act. Colleges and universities must disclose campus security policies as well.

The panelists discussed the public's perception that campuses tend to hide the incidences of crime and a university's concern about how crime is to be re-

ported, how it is to be interpreted, and what will be done with the data once reported. The panelists seemed to agree that effective approaches to campus security should include successful involvement of students and employees.

According to James Cunningham, director of Public Safety, Cornell has been reporting incidences of crime in compliance with the state legislation since 1974. The state legislation is far more stringent than federal legislation. Crime prevention information and statistics are disseminated to the campus community and a public safety advisory board has been in existence. The only modification required under the legislation is the specific composition of the board.

A tape of each teleconference is available for viewing by contacting the Office of Equal Opportunity at 255-3976.

Equal Opportunity

Continued from page 1e

Aren't goals the same as quotas?

No. They have two very different meanings:

Quotas

Imposed and monitored by the court. Last resort measures as a result of consent decree of findings of discrimination.

Fixed hiring or promotion rates which must be met.

May not take into consideration availability, education, training, and other necessary factors.

If not met, can result in withdrawal of current funding and disbarment from future federal contracts.

Cornell University has set affirmative action goals, not quotas.

Do I have to hire a person with a disability, woman, minority or Vietnam-era veteran who is not qualified to do a job?

No. There are no laws or regulations that require an

Goals

Voluntarily set by employers. Qualitative objectives to measure minimum progress that can be made within certain time period.

May only be set for jobs or job groups which women or minorities are "underrepresented." Subject to change.

Must take into consideration education, training, internal and external labor markets among others.

If not met, must demonstrate a "good faith" effort was made to achieve them.

employer to hire a person who is not capable of doing a job. Affirmative action, however, does require an employer to make sure that minimum job requirements are not overstated. One of the most common mistakes, for example, is requiring a degree when there may be other ways for a person to gain the experience necessary to be successful in a particular job.

Equal employment opportunity and affirmative action forces an employment decision based upon merit and not upon stereotypes.

Who is responsible for affirmative action and equal opportunity?

Equal opportunity requires the efforts of everyone in the workplace. Affirmative action is the responsibility of university officials and those with responsibilities in making employment decisions.

The Office of Equal Opportunity monitors the university's progress toward achievement of both affirmative action and equal opportunity. The Office of Equal Opportunity and the Office of Human Resources are available to assist you in carrying out your responsibilities relative to affirmative action.

In addition, all departments are assigned to an affirmative action unit. Each of those units has a person designated as the affirmative action unit representative (AAUR), who is responsible for monitoring and providing assistance at the department level. The name of your AAUR is available from the office of your dean or department head.

Reminder: Please Return Classification Review Questionnaires for Nonexempt Employees

Although the hiring freeze is still in effect and the spectre of state budget cuts still hovers over campus, work on the classification review project is continuing as normal.

"Cornell University is committed to this project," said Anita Harris, manager of compensation. "The goals and implementation of this study are much more far-reaching and long-range in nature than any of the effects of the current fiscal situation."

Therefore, it is just as important as ever that the nonexempt classification review questionnaires be returned to the compensation office as soon as possible. So far, 1,700 nonexempt questionnaires have been returned.



Disability Notebook

by Joan Fisher, coordinator of disability services

Listed below are the names of persons who were, or are well known, for their special talents or abilities. They also had or have a disability. Can you match persons on the list below with the description of their accomplishments?

- | | |
|---------------------|-----------------------|
| a. Ludwig Beethoven | i. Thomas Edison |
| b. Whoopi Goldberg | j. Sara Bernhardt |
| c. Bruce Jenner | k. Francisco Goya |
| d. Woodrow Wilson | l. Helen Keller |
| e. John Milton | m. Albert Einstein |
| f. Jill Kinmont | n. Stevie Wonder |
| g. Stephen Hawking | o. Franklin Roosevelt |
| h. Harriet Tubman | |

1. _____ At age 39, his legs were paralyzed by polio. He became governor of New York State and was elected president four times.
2. _____ This actress won an Oscar as Best Actress for "The Color Purple" in 1985 and a Grammy for Best Comedy Album the same year. She has a learning disability.
3. _____ Although this French actress was disabled by a knee injury and had her leg amputated in 1914, she continued starring on stage until just before her death. She is regarded as France's greatest actress.

4. _____ He was deaf when he conducted the Ninth Symphony.
5. _____ At the age of nine he did not know the letters of the alphabet and he was thought to be dull and backward. He graduated from Princeton with mediocre grades. Yet he served as President of the United States from 1913 - 21.
6. _____ This American inventor had a learning disability. Because he was unable to function in school, his mother taught him at home. He went on to create the phonograph and the electric light bulb.
7. _____ As a child this person was struck by an over-seer. The blow fractured her skull, causing symptoms of narcolepsy for the rest of her life. She rescued thousands of slaves through the underground railroad.
8. _____ He received a gold medal for the Decathlon in the 1976 Olympics. He has a learning disability.
9. _____ This Spanish painter lived from 1746-1828. At age 46, an illness left him deaf. He went on to create the most famous Spanish art of the nineteenth century.
10. _____ This English author and poet lived from 1608-1674. He became blind at age 43, then went on to create his most famous epic "Paradise Lost."

11. _____ Although she was born blind and deaf, she went on to be a famous writer, lecturer and teacher.
12. _____ He could not talk until age four. He did not learn to read until he was nine. His teacher considered him to be mentally slow, unsociable and a dreamer. He failed his college entrance exams on the first try. Ultimately he developed the theory of relativity.
13. _____ Although blind he excels as an entertainer. He is noted for accompanying his own singing on the piano.
14. _____ He is one of the greatest theoretical physicists of the century. Though physically incapacitated by a debilitating condition, his contributions to our knowledge of the universe can be likened to those made in previous generations by Galileo, Newton, and Einstein.
15. _____ In 1955, she was a major competitor for the U.S. Olympic ski team, when an accident left her a quadriplegic. She wrote two books about her experiences that were made into movies *The Other Side of the Mountain (I & II)*. Presently she is employed as a teacher and an artist.

Answers: (1) o, (2) b, (3) j, (4) a, (5) d, (6) i, (7) h, (8) c, (9) k, (10) e, (11) l, (12) m, (13) n, (14) g, (15) f.

Your suggestions, comments and questions about disabilities are welcome. I will be happy to respond to questions either directly to you or through this column. Please send inquiries to Joan Fisher, coordinator of disability services, 234 Day Hall or call me at 255-3976.

JOB OPPORTUNITIES

December 6, 1990

Volume 2, Number 49

THE UNIVERSITY HAS CURRENTLY FROZEN POSTING, RECRUITMENT AND HIRING for most nonacademic positions. The freeze of statutory positions is a direct response to SUNY-imposed controls on expenditures to meet state budget shortfalls. Endowed positions are frozen to provide placement opportunities for current and future laid-off employees. Certain positions are exempted from the freeze, i.e., positions that have been defined as critical by the provost and senior vice president and those positions funded by non-state grants and contracts that have also been approved for posting by the appropriate dean.

In all cases, priority in filling the few positions that have been released for posting will go to individuals on layoff. If there are no current individuals on layoff who are qualified for these positions, departments may hire a temporary until additional layoff candidates are identified. Cornell employees may continue to send transfer applications for positions and Staffing is still accepting applications from external candidates. However, Cornell employees not on layoff and external applicants will be referred only if it is likely that laid-off individuals with appropriate qualifications will not be available.

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801

Day Hall: (607) 255-5226

East Hill Plaza: (607) 255-7422

Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.

Cornell University is an Affirmative Action/Equal Opportunity Employer.

Job Opportunities can be found on CUINFO

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

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

Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

Project Leader I (PT4308) Level 35 Financial Systems Development-Endowed

Organize, schedule and supervise the work flow of programmers working on user area applications. Maintain close communications with users. Investigate and evaluate outside software systems to determine the most economical and efficient way of integrating large subsystems into the current production system. Analyze user requirements so that they will be successfully incorporated within the overall user system. Determine detailed user requirements for proposals and get user acceptance of input and output forms.

Requirements: Bachelor's or equivalent in computer science or engineering. 3-5 years experience including extensive work with computers and design of major systems. A thorough knowledge of one of the following: COBOL, PL/1, IMS, ADABAS, or NATURAL. Knowledge of Cornell operating systems preferred. Send cover letter and resume to Sam Weeks.

Director of Law School Annual Fund (PA4603) HRII Law School-Endowed

The Director of the Law School Annual Fund works with the Law School's Assistant Dean for Development and Public Affairs in the development of programs for the school's annual fund and the leadership Gifts Program.

Requirements: Bachelor's degree. 5 years successful fund-raising experience in alumni campaigning. Management skills and refined organizational skills. Ability to motivate people and work creatively with volunteers. Send cover letter and resume to Cynthia Smithbower.

Assistant Store Director, Academic Supplies Manager (PA4505) HRII Campus Store-Endowed

Oversee academic supplies division of the Cornell Campus Stores. Includes responsibility to oversee all buying and selling functions (i.e. supervision, merchandising, purchasing for computer products, general supplies, art and engineering products).

Requirements: Bachelor's in Business or Computer Science. 10 years experience in selling technical products (especially software); familiarity with new tools, including interactive tutorials and multimedia core skills in negotiation buying and merchandising. Send cover letter and resume to Cynthia Smithbower.

Assistant Director Cornell Clubs (PA4604) HRI Alumni Affairs-Endowed

Posting Date: 12/6/90

Assists the Director in planning overall policies, procedures and goals for Cornell Clubs nationally. Supervises club activities in assigned regions. Overall responsibility for faculty speaker program development and activities. Assists in planning, development and execution of leadership workshops.

Requirements: Bachelor's required (Cornell preferred). Demonstrated ability to work with and organize volunteers; strong interpersonal communication and writing skills; minimum 2-3 years experience with volunteers organizations preferred; some travel. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT4509) HRI

Biochemistry/MAC CHESS-Statutory

Posting Date: 11/29/90

Supervise and manage the operation of the X-ray processing facility. Train users in the use of the laser scanner and the image processing software. Act as consultant/assistant in some experiments. Convert data acquisition hardware and software from DEC system to MacIntosh.

Requirements: Bachelor's or equivalent in physical science, engineering or computer science. Minimum 2-3 years of technical experience in electronics/computing. Software development experience (DecStation 5000, PDP11, MacII). Good working knowledge of computer interfacing and instrumentation. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

Director (PA4602) HRII Public Affairs Regional Office/Cleveland, OH-Endowed

Posting Date: 12/6/90

Director of Cornell University's North Central Regional Office. Plan, organize and direct a comprehensive regional public affairs program representing the University in its alumni affairs, development, public relations and alumni secondary schools activities. Recruit, train and manage an extensive alumni volunteer regional network in close coordination with the University's central public affairs and college programs.

Requirements: Bachelor's required. 5 years experience in public affairs, development, and/or alumni relations in higher education or a closely related field. Demonstrated managerial ability. Must have high initiative and self-starting ability, good organizational skills, and the ability to relate to a wide range of individuals. Send cover letter and resume to Cynthia Smithbower.

Assistant Regional Director (PA4601) HRI Public Affairs Northeast Regional Office, Boston-Endowed

Posting Date: 12/6/90

Assist the Director of the Northeast Regional Office in assuring the implementation of the university's development, alumni affairs, college/unit, admissions and other programs that involve university

alumni and friends.

Requirements: Bachelor's degree. 2-3 years experience in university development or alumni affairs. Send cover letter and resume to Cynthia Smithbower.

Technical

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

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

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

Technician, GR18 (T4506)

Chemistry-Endowed

Minimum Biweekly Salary: \$529.35

Posting Date: 11/29/90

Synthesize and analyze organic compounds to be used in tests of enzyme inhibition. Follow procedures to prepare desired chemical compounds. Carry out spectroscopic analysis. Perform library research, write reports, and give presentations.

Requirements: Associate's in chemistry or equivalent. Minimum of 1 year in an organic chemistry lab. Send cover letter & resume to Sam Weeks.

Technician, GR19 (T3306)

Soil, Crop and Atmospheric Sciences-Statutory

Minimum Biweekly Salary: \$551.86

Posting Date: 8/23/90

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

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

Laboratory Technician, GR21 (T4201)

Veterinary Microbiology-Statutory

Minimum Biweekly Salary: \$599.73

Posting Date: 10/25/90

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

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

Technician, GR21 (T4501)

Division of Nutritional Sciences-Statutory

Minimum Biweekly Salary: \$599.73

Posting Date: 11/29/90

Assume complete and independent responsibility for the following: 1) Anesthetization and surgery, implant manipulations, excision, and postoperative care of rats. 2) Perform experiments with rats including behavioral observations and data collection. 3) Organize and supervise a breeding colony. 4) Supervise and train undergraduates conducting research. 5) Analyze data statistically and maintain computerized databases. 6) Perform library work. Position until 4/91 however continued funding is anticipated thru 4/94.

Requirements: Bachelor's or equivalent with background in biology or chemistry. Minimum of 2-3 years related experience in animal lab with supervisory responsibilities. Computer experience required for maintaining databases, data analyses, and colony records. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Jobs

Continued from page 3e

Technician, GR18 (C4601, C4607)
Mann Library-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 12/6/90

Perform a variety of tasks relating to the preservation of brittle materials as part of a project to preserve the Entomology collection of library materials. Prepare materials for reformatting to preservation microfilm and/or preservation photocopy and quality control. May also participate in other conservation treatments to extend the useful life of collection including minor repair and making protective enclosures for damaged books. One year appointment.

Requirements: Associate's or equivalent combination of education and experience required. Relevant experience may include problem solving, work with historic or fragile objects or highly detailed work involving close concentration and attention to detail. Good interpersonal, organizational, communication, and oral skills required to effectively work with filmings agent and other library departments. Microcomputer and previous library experience desirable. Experience with microforms, bibliographic searching and book conservation desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Literature Project Assistant, GR19 (C4512)

Mann Library-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 11/19/90

Under the direction of the Core Literature Project Director, assists in the compilation of subject bibliographies of historic materials to be used for preservation purposes. Duties include bibliographic searching, use of database management software, editing and verifying of bibliographic information. Some administrative support. Position until 6/23/93.

Requirements: Associate's or equivalent education required. Computer experience including word processing ability required. 1-2 years experience searching bibliographic databases, including RLIN & NOTIS highly desirable. Experience with database management software (particularly Procite) desirable. Ability to be self-directed and to meet deadlines and attention to detail are essential. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Off-Campus

Parent Educator, GR22 (C4517, C4518)
Cooperative Extension-Statutory-New York City
Minimum Biweekly Salary: \$625.24
Posting Date: 11/29/90

Plan, implement and evaluate project activities directed to families participating in a child development program in Fort Greene, Brooklyn. This is an outreach position. Position until 9/30/91.

Requirements: Associate's with 2-3 years of related experience or 5 years work experience. Experience in a community based or educational program. Demonstrated ability to work as a team member in planning, organizing and evaluating program efforts. Communicate effectively both orally and in writing. Teaching Skills.

Office Professionals Temporary

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

Student Development Specialist IV (S4510)
Cornell United Religious Work-Endowed

Posting Date: 11/29/90

Assist with administration of community service volunteer and work/study programs. Interview and screen prospective students and set-up appointments with non-profit organizations in Tompkins County. Assist with follow-up and record keeping necessary for Annual Report.

Requirements: Master's or equivalent in Social Science. Some related experience in IBM Computer (Word Perfect, Lotus 123). Volunteer experience and knowledge of human service organizations in Ithaca area. Send cover letter & resume to Karen Raponi, Staffing Services, 160 Day Hall.

Office Assistant (S4511)

Asian Studies-Endowed

Posting Date: 12/6/90

Maintain files and correspondence involved with 4 faculty promotion reviews, 1 faculty position search. Assist department secretary with position search. Assist department secretary with obtaining and updating information for the preparation of the department's annual catalog copy. Must have medium typing and knowledge of WordPerfect. Accuracy, excellent communication and interpersonal skills desired. Casual, Mon-Fri, 1:30p.m to 4:30p.m. January 15, 1991 - May 31, 1991. Please send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Academic

Extension Associate IV
Division of Biological Sciences
Cornell Institute for Biology Teachers

This new position of Extension Associate IV will be funded by a 3 year NSF Teacher Enhancement Grant. The Cornell Institute of Biology Teachers (CIBT) consists of two parallel three-week summer residential programs for high school biology teachers, one in Molecular Biology and one in Ecology and Evolution. Reporting to the Coordinator of CIBT, the extension Associate will have primary administrative responsibility for planning and implementing the Ecology and Evolution component of CIBT. In addition to teaching biology labs and leading field trips during the summer program, the associate will assist in developing and modifying labs suitable for use in the high school biology classroom. Responsibilities include conducting educational outreach activities for high school biology teachers at upstate New York schools, Area Teacher Centers, BOCES and at Cornell; maintaining a support system for CIBT participants through a computer network, several CIBT return-to-campus meetings and on-site classroom visits.

Requirements: Doctorate in Biological Sciences preferred, specifically in Ecology, Evolution, or Organismal biology. Experience teaching college and high school level biology preferred. Writing and editing skills essential. Excellent interpersonal skills. Administrative experience useful. Position available ASAP. Send cover letter with vita and three references to Dr. Rita Calvo, 301 Biotechnology Building, Cornell University, Ithaca NY 14853.

Institute Director
College of Veterinary Medicine

Applicants are sought for the Directorship of the James A. Baker Institute for Animal Health, a unit of the New York State College of Veterinary Medicine at Cornell University in Ithaca, New York. The Baker Institute has a distinguished history of accomplishment in animal health research, with continuing emphasis on studies of canine diseases. The Institute includes eight

senior staff, excellent laboratory and animal facilities, and is well equipped for biological research. The successful applicant will have proven leadership in research and teaching and will hold a faculty appointment in the College of Veterinary Medicine at the rank of Professor. The Director is expected to maintain an active research program. Important duties will include faculty development and graduate education, and support of activities which enhance public and private support of the

Institute. Veterinary qualifications and/or experience in the field of animal health are desirable. Please send letter of interest with a resume and the names and addresses of 3 references to Dr. Fred W. Quimby, Department of Pathology, New York State College of Veterinary Medicine, Cornell University, Ithaca, NY, 14853, USA. The search committee will begin to review applications on January 1, 1991. Cornell University is an affirmative action/equal opportunity employer.

English as a Second Language
Offered Free to
Cornell Employees

TSC BOCES will be offering beginning to intermediate level *English as a Second Language* courses free for employees at Cornell. The course offers employees an opportunity to practice English speaking, reading and writing skills in an informal setting on campus. Discussions on similarities and differences among cultures and other topics of interest to the participants will also be included. Instructor Annie H. Kim looks forward to meeting with interested employees.

Dates: January 7 through March 4 (10 weeks)
 and
 March 18 through May 23 (10 weeks)

Time: Monday through Thursday, 4:45-5:45pm

Place: 163 Day Hall (please use main entrance)

Registration will be during
your first visit to class
 (on-going enrollment)

Questions regarding registration or participation can be directed to Lorraine McNett at 257-1551.

1990-1991 Winter Holiday Schedule

As a reminder, below is a schedule of the official university winter employee holidays for 1990-91:

Tuesday, December 25, 1990
 Wednesday, December 26, 1990
 Thursday, December 27, 1990
 Friday, December 28, 1990
 Monday, December 31, 1990
 Tuesday, January 1, 1991

For the past few years, units which provide services to the general public, students, faculty and/or other staff have been required to remain open on workdays immediately preceding and following a holiday period. If units contemplate closing on Monday, December 24, 1990, they must first make arrangements to provide services as outlined and must have prior approval of the appropriate dean or vice president.

In keeping with university personnel policy, employees who do not work on Monday, December 24 must take vacation or personal hours, or leave without pay. Departments are not authorized to pay employees additional holiday pay since Monday, December 24 is not a paid holiday.

Cornell Employment News

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

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Telephone: Office of Equal Opportunity (607) 255-3976
 Office of Human Resources (607) 255-3541

EQUAL
 Opportunity at Cornell

Networking

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

Building A Dream...

by Susan Hollern



When you hear about someone building a new home, you might envision work crews, contractors and your own sweat and tears to complete a project to its perfection. There is a little twist to this story. There is a person who works at Cornell who is building HER own log home, by HERSELF with only the help from one hired hand. HER name is Linda Graden.

Linda is originally from the Buffalo area. She came to work at Cornell University almost four years ago and is the Director of the Cash Management Office in Day Hall.

Linda purchased 35 acres of wooded land 20 minutes from the campus. Her land adjoins the Fingerlakes National Forest which is approximately 13 thousand acres!

Linda got the idea of building her log home when she helped a friend of hers build one eight years ago. "When I was helping her build her log home, I decided to myself that this is what I would like to do, also."

Her dream came true in June of 1989. The block foundation with a full basement was built and the cement poured. A few weeks after that initial project, the trucks came rolling in with her supply of logs, windows and doors for the new log home. The dealer of New England Homes spent four hours with Linda and a hired hand to go over the way the logs were to be placed, leveled and squared as well as seeing that each course was

properly placed and set. After he left, Linda and her hired help were on their own.

All the logs that came in the package were pre-cut, tung and groove. The windows and doors were already cut out. What Linda had to do was follow the set of blue-prints that was given her with her delivery. When asked if building a real log home was the same concept as the Linc-N-Logs that kids build with, a smile came over her face and she replied, "the concept is the same, but there is a little more to it. You have to run an expandable gasket and bead of caulk along the outside edge of the log then run spiral spikes into the log to hold it in place. What's important is that each "course" is level and square.

Linda worked on her new home up until November 1989 and started working again in March of 1990. She lived in an apartment in town while building her

dream home. In the summer, Linda generally puts in 14-16 hour days. This includes work at Cornell then coming home to her "second" job.

Linda's biggest obstacle was getting the help she hired to show up to work. Throughout this project, she has had three different people working for her. Linda had originally hired a person that built log homes for a living. Then he left the area to pursue his own business venture. She hired his brother to help her lift the logs and set the courses. He stayed on until the middle of October, 1990. Linda had to hire someone to set the rafters, build the roof and chimney because time was running out with Mother Nature. That was all completed and she moved in this past August.

When asked what stands out in her mind the most from building her home she shakes her head, smiles and tells me about her Thanksgiving of 1989:

"My mom and dad felt sorry for me and wanted to come out Thanksgiving Day to help me on the house.

My dad and I were on scaffolding when I noticed my mother losing her balance on the ramp that leads into the house. At first, I thought she would regain her balance but she jumped off the ramp and onto the hard ground. We thought she had broken her leg, but thank goodness she didn't. She said she was alright and went in the car to get warm. Things didn't get better when she started feeling shooting pains in her leg.

We took her to the emergency room where she was diagnosed as having a crushed heel. Thank goodness my mom was not hurt seriously. So, this Thanksgiving, I remembered what happened and where I was a year ago. It was bad enough to have a crushed heel. I'm just thankful that it wasn't anything more."

Linda will be doing her own electrical wiring and plumbing of water lines as well as doing the finishing work inside of the house. Linda has taken woodworking courses and has read numerous books about building, plus helping her friend build her log home enabled Linda to see how the whole entity came together.

She heats her home with a wood stove, cuts her own logs from her woods and brings it all to the house to stack and use. Linda exclaims "It is a lot of hard work, but worth the effort."

Linda's home is two-story, 1,500 square feet nestled in the quite, majestic beauty of forests on one side of the property to scenic splendor and views on the other side. Linda and her trusty canine friend of 8 years, Terra, look forward to completing the house. "I never say that I have nothing to do. There will be jobs to complete for many months down the road. It is just so nice to see the work that I have done that I wonder if I will ever do it again in my lifetime." Her answer to her question: "Yes, I probably will!"

Photos by Doug Hicks



Lynn Abbott

by Kathy O'Brien



Photo by Doug Hicks

This month's Employee Spotlight started at Cornell as a part-time secretary about 10+ years ago. Within three months she became a permanent employee, about 1984 progressed to Administrative Aide, then Executive Staff Assistant. Two years ago, she was given the title and duties of Program Manager (Assistant Director).

The employee who looks at life with a sense of humor, and this month's Employee Spotlight, is Lynn Abbott. Lynn has worked in Cornell's Adult University (CAU) since her arrival here 10 years ago. CAU conducts non-credited programs year round for alumni and friends of Cornell and other interested individuals.

Lynn arranges four week-long seven-course programs that adults and children may choose from. The courses are multi-disciplinary, exciting and interesting. Children who come with adults may also participate in special programs set up just for children. There is child care available which emphasized learning and is also based on a "summer camp" atmosphere. Lynn also arranges off-campus seminar programs utilizing Cornell faculty on weekends, and arranges (and conducts) study tours around the world. Topics may include: ecology, marine biology, ornithology, history, theater, economics, or geology. These topics utilize rafting trips, visiting places such as the Everglades (in

Florida), stops in Eastern Europe and Northern Africa, to mention a few. "It is very interesting, there is something always going on," Lynn explained. "It seems like while you are packing for one trip, you are checking on accommodations for another, and planning a program idea with a faculty for a seminary a year away."

"You know how it is when you watch a NOVA or National Geographic program, you can actually live it on one of the study tours." The specialists know what they want to teach and where they want to teach it.

When asked what she did, Lynn admitted, "Well, I guess I am one of those people on campus who is paid to nag." She does the nitty-gritty planning for the logistics of the summer program (procedures, contracts, materials, housing, buses, dining, etc.). What advertising and publicity that need to be done (which is very little) is also a task Lynn works on. "Our mailing list over the years has accumulated about 14,000 contracts," said Lynn. She also does the off-campus and summer programming. "Oh, and I manage the office," she said. "I figured out one day that among the eight people we have working here, there is about 65 years of service accumulated to the University."

Lynn worked elsewhere for eight years before coming to Cornell. She says that having a curiosity about what you do, liking what you are doing, keeping a positive attitude about things, always wanting to know more, and doing the little extra is what enabled her to get and go as far as she has in the job. "My degree in design taught me the importance of searching for alternatives," Lynn explained. "Looking at a 'problem' as a 'challenge' and not a 'problem' that can not be solved is important." As for humor - well, "You must be able to laugh at the human

condition," she said with a grin. "I have run into pockets of people that must have had their sense of humor surgically removed."

Lynn likes working with the "great bunch of people" she works with. Needless to say she included everyone in the building, her division, the division of Summer Session and Extramural Study and Related Programs and the University. Lynn really likes working with the participants of the programs. According to Lynn it makes it very much worthwhile to be able to make a study tour fun and educational for every one, especially if there is an individual with special needs. As an example, "making a study tour work for someone with a medical difficulty without them realizing you have changed it slightly on the spot is really great," Lynn illustrated. "Taking a germ of an idea, talking it over with a faculty specialist (in the topic field), overcoming logistics, getting the brochures sent out, receiving registrations for the program, and then actually packing your bag and going on a tour a year down the road after having tossed out this germ of an idea, that is really great!" "It feels good when you get it done and done right!" said Lynn with a proud smile on her face. (Some people have all the luck!)

Sense of humor, professional, and enthusiastic about the job - this Cornell is one of **your** employees.

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


CAMPUS CRITTERS

Petsitting: The

by Sabrina Cuttler

You're all set to go on that Caribbean vacation — plane tickets, hotel reservations, a new wardrobe and oops ... what about Fluffy, Tabby and Rover? Went over your limit and can't afford a kennel? The neighbors are all going away also? Your sister, who lives in town, is too petrified to come to your house because Fluffy hissed at her once?

Have you ever considered a professional pet sitter?

Good question, since a "professional" pet sitter sounds kind of like a joke. You mean there are people who make a living cleaning litter boxes? Yes, indeed. As a matter of fact, there are now so many pet sitters in this country that there is actually a National Association of Pet Sitters (NAPS).

Okay, now that you know that pet sitters are official, what is it that pet sitters do? That's easy.

For example, every day, while you are sunning yourself on the gorgeous Caribbean, your pet sitter will come to your house and feed your dog, cat(s), bird, hamster, fish and so on. They will



walk the dog. Clean the litterbox. Clean the birdcage. Brush the dog. Brush the cat. Brush the... no, no, in other words, they will do almost everything you would do for your pets if you were home.

In addition to pet care, pet sitters will usually take in your mail and newspapers, water the plants, and generally keep an eye on your home. If you ask them Nicely.

The major advantages of a pet sitter are convenience and low cost — with the added security of knowing that someone will be at your home everyday to check on things. If you're worried about trusting this person, remember that a professional pet sitter will ask you

Booming Pet Business of the 90's

to sign a contract. If there isn't one, find someone else. In addition, think about it — if this person is willing to pick up Rover's business with the Pooper-Scooper for \$5.00 a day, I would bet they're someone you can trust. The convenience factor comes in because you know that you really don't want to ask your best friend with the two-year-old twins to take Alvin the dwarf hamster for the holiday weekend (bye-bye Alvin). And you know how much Tabby really hates to leave home (those scratches on your face can attest to the last time you tried that, huh?). Seriously, most animal experts agree that pets are best left in their own familiar environments; it's less stressful, and there's less chance of your pet being exposed to others who may be ill or a bit unfriendly.

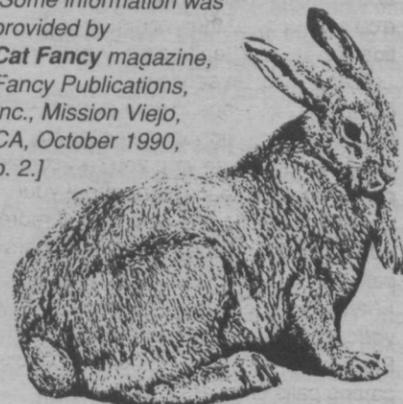
So, while pet sitting is a fairly new business, it has a lot of potential and a very bright future. If you're interested in finding a pet-sitter in your area or even becoming a pet sitter yourself, you would be wise to contact NAPS (632 Holly Ave., Winston-Salem, NC 27101). There are also two other organizations who can be of help to you: Pets Are Inn

(27 N. 4th St., Ste 500, Minneapolis, MN; 1-800-248-PETS), which offers franchises and a referral service for pet owners in need of pet sitters, and Pet Nanny of America, Inc. (no kidding) (1000 Long Blvd., Ste. 9, Lansing, MI 48911), who franchises in-home pet care services and provides referrals.

Whatever your needs are, you can have peace of mind while you're away knowing that Kitty and Bowser and Tweety have someone to care for them, which shows them how much you really care. And, believe me, they know.

[Some information was provided by

Cat Fancy magazine, Fancy Publications, Inc., Mission Viejo, CA, October 1990, p. 2.]



EMPLOYEE ASSISTANCE PROGRAM

Coping With Change

We often find ourselves trying to control situations over which we have little or no power. This is a normal response to various emotions such as fear, anxiety and vulnerability, brought on by change. Changes can be expected (e.g., a new job) or unexpected (e.g., the military build up in Iran), large or small, desired or undesired. All changes requires adjustment and is,

therefore, stressful. To best cope with change, we need to pay attention both to tasks and to emotions.

When faced with change these suggestions may help you cope: **1.** Acknowledge to yourself what you are feeling about the situation. **2.** Assess what you can do and what options you have. When you decide on a course of action, ask yourself if the solution is do-

able and answers practical needs. **3.** Think about how you feel about your solution. If it feels right you will probably follow through with your plan.

While we adapt to change, we continue to experience daily stresses and demands. These recommendations may help you to take care of yourself: **1.** Get the proper amount of rest, food and exercise. **2.** Maintain established rou-

tines whenever possible. **3.** Seek emotional support **4.** Ask for help from family and friends. When life feels more normal you will be able to assist others. **4.** Do something you enjoy, if only for brief periods of time.

If you are having trouble adapting to change, your Employee Assistance Program may be able to help. Give us a call at 273-1129

Giving the Gift of Time

by Sabrina Cuttler

Dear Fellow Cornell Employee:

Time. How many of us can say we ever have enough? And yet so many of us will (and some already do) look back at the years we spent not having enough time and say, "But what was I doing all the time that I didn't have any time? Did I do anything that made me feel really good, that I want to remember, that I can feel proud of?"

Well, if you don't think you can answer that question, here's your opportunity. This holiday season, the editorial board of *Networking* is proud to present the Gift of Time to the elderly residents of the Ithaca area nursing homes. But, we need your help. We need you to look at your schedules and plans and let us know when you can participate as a volunteer visitor to an elderly person in one of the following residential nursing homes:

- Reconstruction Home ☛ 318 S. Albany St., Ithaca
- Lakeside Nursing Home ☛ 1229 Trumansburg Rd., Ithaca
- Oak Hill Manor ☛ 602 Hudson St., Ithaca
- Groton Residential Care ☛ 120 Sykes St., Groton

The application below should make it easy for you to sign up. Just fill it out and send it via campus mail to: Sabrina Cuttler, Cornell Univ. Press, 122-124 Roberts Place. We'll take care of the rest, and get in touch with you regarding your "assignment." If you positively can't contribute time, we'll welcome baked goods, or donations of games and puzzles, large print books, and so on.

Remember, money isn't the answer, time and love are. And we all know that there's more than enough time and love to go around if we each just give a little.

Sincerely,
The *Networking* Editorial Board

A Gift of Time



Name _____
 Campus Address _____

 Campus Phone: _____
 Home Phone: _____
 Hours willing to give: _____
 per week month
 or
 one time "special" for a day
 or
 other contribution:

Return to: Sabrina Cuttler, Cornell University Press, 122-124 Roberts Place

**Providing Care From A Distance:
My Parents Live 2,000 Miles Away?
How Can I Help Them?**

(This article was adapted from *The Caregiving Years: Advice for Children of Aging Parents*, DARTS Inc.)

Providing care for your parents from a distance presents a unique challenge. It is important that you begin discussing the situation with your parents and other family members before a crisis. Planning ahead can help avoid complications in the future.

You can assist your parents by gathering information about services and programs in their community, for example home health care, transportation and nutrition services.

Finding someone in your parents' community, a neighbor, minister, or public health nurse who you can contact occasionally to learn more about your parents' situation can also help. If more supervision is needed, case managers will maintain ongoing contact with your parents and help coordinate services.

It is also important to remember that your emotional support is very valuable. Phone calls or letters can offer your parents reminders that you are thinking

of them and concerned about their situation. Listening to your parents and helping them make decisions about their future is an important as actually providing care.

Above all, keep the lines of communication open between you and your parents. Cooperation will continue if all of you strive to communicate honestly and directly. Keep this in mind when discussing these issues with other



family members as well.

The Office for the Aging can help. A directory of contact people in County Offices for the Aging nationwide is available. In addition, the Caregivers' Resource Center contains free easy-to-read brochures especially for long distance caregivers. Let us help you with the unique stresses involved in providing care for one over the miles by calling 277-0148 for more information.

**Adult Day Care:
Available In
Tompkins County**

Due to the diligent efforts of the Adult Day Care Task Force, especially Sandra Yeater of the Health Planning Council, and the cooperation of the Reconstruction Home, the First Adult Day Care program is now available in Tompkins County. Adult Day Care is a structured day program designed to provide socialization and individualized care in a small group setting for older, frail adults. This program also provides a relief for caregivers and family members.

The Tompkins County Adult Day Care Program, is a pilot project, opened at the Reconstruction Home in early September and operates two days per week with capacity for eight adults. Adult Day Care Task Force members assisted the Reconstruction Home in start up efforts funded by a Merrill Sipherd Venture grant from the United Way. Donations of money will be used to establish a scholarship fund to help defray the costs of participation in the program. For more information about admissions please contact the program director, Peg Hopper, at the Reconstruction Home at 273-4166.

Cornell Recreation Club Travels To Geneva

(New York Not Switzerland)

by Bernadine Aldwinckle

"It was a beautiful drive, and a worthwhile trip. Now, thanks to the comments made at the meeting, we have definite ideas and proposals on what the Cornell Recreation Club can do to help make it easier for the people on the Geneva campus to join us." These were some of the comments made by George Peter and Arlene Smith, two CRC members from Ithaca, on their recent visit to Geneva.

A special Brown Bag Lunch was held at the Sawdust Cafe (formerly the Old Carpenter shop) to hear about the Cornell Recreation Club's future travel plans. According to George Peter, "20 noses or 40 ears, however you want to count them" attended the meeting, and their input was much appreciated. And it seems to have been well received by those 40 ears present.

This is what some of the 20 mouths said after the meeting:

Janice Allen ~ Entomology

"They made us feel as if they were really interested in having us participate in the Club. We hope to take advantage of some of the trips. My husband, Tom, doesn't like to drive as much as he used to. He would prefer to just sit back and enjoy the trip. Going with the Club would be a good way to travel."

Gerry Henderson ~ Buildings and Properties - Garage

"I thought the meeting was quite informative. I've heard about the club and read about it, but I was interested in learning more. Our son lives in New York City, so my wife, Brigitte, is very interested in going on the one day trip to the City. It was nice they visited us in Geneva."

George Abawi ~ Plant Pathology

"I thought the meeting was interesting. They did a good job explaining their plans and I appreciated their wanting

our input. The Cornell Recreation Club would be especially useful for our students and visitors. It's an opportunity for them to see different parts of the U.S. with the university, traveling as a group, just get on the bus and GO!"

Bonnie Carney ~ Food Science

"Denise Snook and I came specially to hear about the cruise that the Cornell Recreation Club has planned, and to take the information we heard at the meeting back to some others who were interested. Unfortunately, the trip lasts too long. I can't afford to take that much time away from work. It would be perfect for the retirees. I thought the meeting was informative and especially liked the idea of having the bus stop enroute in Geneva on some trips to pick us up."

Gus Curtiss ~ Buildings and Properties

"I thought the meeting was pretty decent. I was interested in hearing about

the cruise but also about the trip to London. My wife, Madeline, and I have enjoyed traveling to Germany and were thinking of perhaps seeing England. Going to a Buffalo Bills game sounds good too."

Des Dolan ~ Retiree

"They were fun! I'm most interested in going on a trip to Puerto Rico. I was there for 5 months and the whole time I was there I never invited my wife to come and visit. She's never forgiven me for it. I thought I'd try and make it up to her."

And finally, I (B.A.) also want to thank George and Arlene for coming to Geneva. George Peter has been here several times before, but it was a "first" for Arlene. We hope to see them again, as well as other Ithacans, and of course that traveling bus!

Cornell Recreation Club : Lancaster, Pennsylvania & Baltimore

by Janet Beebe

Susan Hollern is leading a trip to Willow Valley Family Resort in beautiful Lancaster, Pennsylvania. Food, fun and fantastic buys await the cabin-fever infested traveler in March 1991! Join the CRC family on March 15, 16 and 17, 1991 for a journey into the Amish Country. The price of \$145.00 per person includes two full meals, a day from the bountiful buffet at Willow Valley, spacious and elegant rooms in the Atrium section of the Inn, a tour of the Amish Countryside with a Mennonite gentleman, and your transportation. We will spend some time getting great buys at a 92 store outlet as well as relish in the solitude of Willow Valley's own hot tubs, jacuzzis, heated swimming pools, fitness rooms and much, much more. Don't miss your chance for a wonderful winter break, sign up now.

Donna Vose invites you to join her and CRC in Baltimore on April 18 through April 21. This group will be staying at the fabulous Hyatt Regency located on the Inner Harbor. Included in the price of your trip is your transportation, a dinner cruise on the Harbor, a city tour of Baltimore that includes Fort McHenry to Annapolis. The price will be approximately \$260.00 per person.

What a great way to start off your Spring travels! Come see the beautiful, revitalized Baltimore Harbor area. Call soon for your reservations.

It's so easy to join the Cornell Recreation Club. Call for your membership application today at 255-7565. Find out what you have been missing.



December With Cornell Recreation Club

by Janet Beebe

December is one busy month at the Cornell Recreation Club. A full bus of happy shoppers departed from Cornell on Saturday, December 1 for a day of shopping at Niagara Falls. They were treated to the best view of both the Canadian Falls and the New York Falls when they dined at the Sheraton Foxhead Restaurant. After a full day, they enjoyed the beautiful "Festival of Lights".

Many of our members will "Ring The Bells" for the Salvation Army tomorrow, December 7 at the front and back doors of Woolworths. Please stop by and donate to this worthy cause.

New York, New York! Two buses will be departing for the "Big Apple" and the

beautiful Radio City Spectacular. This is always one of CRC's most popular trips.

December 14 is the date for the Annual Holiday Dinner Dance. This year this special event will be held in the Carrier Ballroom at the Statler Hotel.

CRC doesn't forget the "kids", it's the Children's Holiday Party, December 15 at Helen Newman Hall. Fun, food, games, a visit from Santa and a small gift—what more would a child want?

CRC will finish out December with an Ice Skating Party at Lynah Rink.

There is still time to join in on the fun. Call the Cornell Recreation Club office today at 255-7565 for your membership application.

CLUB NEWS

WINNERS! WINNERS!

WINNERS! This has certainly been a great month for winners at the Cornell Recreation Club.

Cornell Recreation Club members have had a busy six weeks selling raffle tickets to benefit the CRC Park. We would like to congratulate the lucky winners of this raffle: 1st prize of a generator went to George Peter; 2nd prize of \$100.00 went to George Wood; and Kurt Kabelac was our lucky 3rd prize recipient of \$50.00. Thanks for taking part in this worthy cause, folks!

CRC took part in Cornell's Benefair and offered a prize of a one year membership in CRC. Jan Ward from the Bradfield Copy Center won the membership. Congratulations, Jan and welcome to the Club.

SINGLES. Have you been hesitating about joining CRC because you think it may be an 'all couple' organization? Well, think again! Join us! CRC is a great way to socialize with fellow co-workers from Cornell. We always have a great time. Stop missing the fun! Join CRC today!

A Word of Praise

by Janet Beebe

Applause! Applause! Applause! The last two *Networking* issues have been superb. Thank you so much for all of your hard work and efforts on behalf of the Cornell employees.

I wish all of you could be in our office on the Thursdays that *Networking* comes out. Your article on Employee Day was fantastic. The laughter and joy of the pictures and captions just started out the morning in such a positive way. I then took the article to the Employee Day Committee meeting, we enjoyed the article and memories of the day all over again! In these times of "gloom and doom" on Campus, we so desperately need to look at ourselves and laugh. The pictures of employees and the captions gives us a much needed break from all of the negative, and we begin to realize that there is so much positive! Please keep these photos and captions in—I love it!

I also wanted to extend a hearty thanks for the wonderful coverage for the Cornell Recreation Club. We had over 15 responses to the last *Networking* issue, resulting in at least 8 new members! *Networking* is

one of the few places that CRC is able to advertise our upcoming trips and events, and to just let employees know that we are here. Your coverage is so crucial to the Cornell Recreation Club, we appreciate your support.

Thanks again, *Networking* staff, for volunteering endless hours, keeping Cornell employees informed; and thanks for making us feel that we employees are a vital part of Campus life. It is people like yourselves that make Cornell the special place it is.

Did you know. . .

Did you know that the folks who make up the membership of the Cornell Recreation Club are men and women who you might come in contact with via your jobs here at Cornell?

That's right! Coming soon, we will be introducing the Board Members of the Cornell Recreation Club, our administrative aide, and our many wonderful members that comprise the "membership" of CRC.

Here's a chance that you can take to see someone you know via *Networking* and ask them about CRC and the great benefits that come along with their membership into this great, eclectic club!

Watch for upcoming articles in *Networking*.

A Note From The Editor

by Judy VanDermark

With all that has been going on around the University these last few weeks I have personally been approached by some members of the Cornell community asking "Where does *Networking* stand on all these issues?" and if I and/or the Board of Directors of *Networking* was going to take a stance on behalf of Cornell employees.

First and foremost *Networking* is the University employee newspaper. The board members take great pride in educating, sharing and informing our community on what's happening on our campus. What *Networking* is not, is a forum where the Board takes a stance for or on behalf of the Cornell community. We do not have the authority or right to be speaking on behalf of thou-

sands of employees. Nor do we have the intent of setting up a forum to debate issues. We feel that there are other avenues at the University that has the expertise and answers our fellow employees are asking and looking for. The board members of *Networking* are fellow employees. We are professionals just like you are and we certainly have our concerns and our individual opinions about the University's change in health insurance, the proposed master transportation plan, the state budget deficit and the layoffs that have occurred and may continue to occur. We as fellow employees just like many of you have opinions that differ. If I thought printing letters to the editor of concern in *Networking* would help decrease the rumors

that we are faced with sometimes daily, I personally would endorse it. What is not appropriate is having letters of concern appear and not be answered appropriately, because our forum does not have the answers to your questions.

What letters I have received will be

forwarded to the appropriate University officials. On behalf of the *Networking* Board, I would encourage all my fellow employees to exercise their rights to express their concerns about the decisions that are being made that effect our livelihoods. Thank you.

Networking's Holiday Issue

by Judy VanDermark

Networking's next issue will publish on Thursday, December 20, 1990. Traditionally, this has always been our "Holiday Issue". The *Networking* Board would like to invite the members of the Cornell community to share with us, articles, ideas and suggestions about what you would like to see in this issue. Contributions for this issue must be received no later than Monday, December 10, 1990. Please send your contributions to *Networking*, Box 3, Robert Purcell Union.

Share with the community what this years holidays mean to you and your family, biological or extended. Due to the recession we are in and facing, how will this holiday season differ from others, if at all? Although we have been brought up in a society that tells us holidays are happy times, it is o.k. to face the reality that for some of us this time of year is most difficult and not necessarily happy.

We are looking for articles for our

Employee Spotlight, Dedicated Service Award, Parent's Corner, Campus Critters, Women/Men and Addiction, How To Acquire Peace At This Time of Year, Holiday Tips On How To Save Money, A Look Back At 1990 - what did it mean to you?, A Look Forward to 1991 - what is it going to mean to you? We know you are creative and what we want is for you to share those thoughts and ideas with the Cornell community. Something that you may take for granted may be very helpful to others.

Networking has a great new look this year and we want the entire community to be a part of that.

Our goal is that the Holiday Issue be what you want it to be, it is your newspaper. We also want to be sensitive to our fellow employees that this is a happy time for some, but also a difficult time for others. Please join us in anyway you can to bring a feeling of peace and tranquility to each other.

HAVE A PROBLEM OR CONCERN? CALL YOUR EMPLOYEE ASSEMBLY REPRESENTATIVE!

1990-91 Employee Assembly

Henry DeVries, Chairperson, William Herman, Vice Chairperson

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

CLIP AND SAVE

Meals With Senior Vice-President Morley

November 12, 1990

by Kathy O'Brien

On November 12, 1990, Senior Vice-President Morley met with some concerned employees at a breakfast held at the Trillium restaurant on campus.

Mr. Morley greeted everyone who had come to share their views and concerns with him.

EMPLOYEE - Where are we in the procedure (transportation plan) at this point?

MORLEY - We have gone through the test stage with the free pass for bus service, and that has been relatively successful. It has given some options for incentives for car pooling which invites some individuals to car pool.

EMPLOYEE - There are meetings being set up on the transportation plans, but where should responses go if someone has ideas or special requirements?

MORLEY - What we need is to have a discussion with certain individuals to determine that.

EMPLOYEE - What has been looked into for the schedules for buses, etc.?

MORLEY - Certain aspects of the plan have to work together. The feedback of needs should be sent directly to Bill Wendt and Paul Griffin. They want feedback on the different schedules that employees have, whether a park & ride may work, they need to hear from people.

EMPLOYEE - A lot of times the problems with bus schedules is that there are none coming in from some of the towns such as Candor.

EMPLOYEE - If there is enough need from outlying areas to be able to generate bus service, then may be one can be arranged for?

MORLEY - Right now emergency service is available only for those who hold bus passes.

EMPLOYEE - I want to speak to you about our Technology and Disability Advisory Committee (task force) on developing and getting technology for the disabled to the people that need that technology. This reaches everyone on campus. We need to set up some way for people to get the training to come back to work within a different job. We are all "temporarily abled", in other words we all get older and what we can do now we may not be able to do when we are older.

EMPLOYEE - A group has been meeting to try to develop a way to get people involved after they become disabled. For students there is external funding to get them from the study environment into the work environment.

EMPLOYEE - We want to try to write a grant to have the money available to get people involved. Students with disabilities entering Cornell are increasing and we have to make the technology available to all individuals, not just some.

MORLEY - Challenge Industries has tried to develop resources to find jobs for individuals. We should respond to that need.

EMPLOYEE - What we do is to try and adapt existing equipment, use the resources available and not spend a lot of money to change equipment. An employer out in the working world will hire someone with a disability or special need if a large money outlay will not be necessary. What we really need is used equipment to develop these ideas on.

EMPLOYEE - There must be a lot of used equipment setting around unused. When a department upgrades equipment, the MOS department doesn't accept trade-ins. Maybe they could make the equipment that is 'outdated' for their needs available for someone to train on who doesn't need the most advanced equipment.

A lively discussion then followed of the possibilities for improving the future of those who are disabled with grants, used equipment and the development of other programs.

For those of you who sit around during lunch or coffee breaks and would 'like to tell the administration' your views, these Breakfast with Morley meetings are the perfect opportunity. If you don't take advantage of the opportunity, it is like not voting - do you really have the 'right' to gripe?



Transfers and Promotions Employees on the Move

EMPLOYEE	DEPARTMENT	EMPLOYEE	DEPARTMENT
Anita Affeldt	Asian American Studies	David Lieb	University Relations
Ada Albright	University Libraries	Timothy Lynch	Mann Library
Carol Ayer	Computer Science	Bonnie Mather	Statler Hotel
Brian Banwell	JGSM	Susan Meyer	JGSM
Rhonda Barnhart	Athletics	Lisa Mitchell	Clinical Science
Margaret Beach	Dining Services	Kathleen Parker	Telecommunications
Marianna Boltuch	Public Affairs	Julie Peterson	Public Affairs records
Howard Brentlinger	University Libraries	Donna Phoenix	JGSM
Maria Brown	JGSM	Susan Pohl	Chemistry
Norma Cancellari	Career Center	Lynn Pond	CRSR
Robert Carlisle	General Stores	David Price	Engineering
Phyllis Corey	International Studies	Elona Purcell	Hotel Administration
Linda Costello	Engineering	Sheila Rosko	Hotel Administration
Nina Cummings	Health Services	Carin Rundle	Environmental Research
Robert Cushing	University Development	Carol Rundle	Natural Resources
Phyllis Dague	Veterinary College	Jeanette Ryocroft	Veterinary College
Deborah Dow	Materials Science Center	Robert Scott	University Development
Melissa Fish	Nanofab Facility	Tony Scott	University Libraries
Janet Gillespie	University Libraries	Joann Senecal	Health Services
Vera Gilliland	Engineering	Richard Sheasley	Veterinary College
Carol Hagen	Cornell-in-Washington	Diane Sherman	Ecology and Systematics
Edward Hardy	Learning Skills	Louise Sherwood	Facilities
Suzanne Hiney	Unions & Activities	Susan Stevens	Statler Hotel
Cammie Hoffmier	University Libraries	Sandra Sweazey	Materials Science Center
Charles Hoskins	Animal Science	David Tarbox	University Libraries
Tammy Howe	University Libraries	Phyllis Thibodeau	Architecture
Floria Huizinga	V. P. for Research	Linda Underwood	Dining
Michael Jackmin	Engineering	Edward Vance	ILR
Deborah Jacobs	Residence Life	Cindy Westmiller	Veterinary College
Lisa Johns	Cornell-in-Washington	Tina Weyland	Cornell Abroad
Linda Johnson	Cornell-in-Washington	Lisa Wilcox	Unions & Activities
Mary Johnson	Veterinary College	Judy Williams	Telecommunications
Robert Johnson	Dining Services	Cay Wilson	CIT
Teresa Keenan	University Libraries	Linda Wyllis	Dean of Agriculture's Office
Terri Keib	Dining Services	Kim Yeoh	Statler Hotel
Helen Lane	Engineering		
Marjorie Leonard	Modern Languages		

Tips From The Field: Handling the Holidays

borrowed from the Mayo Nutrition Newsletter

"Aren't you going to have something to eat?" "Who me? Heavens no, I can't touch that! I'm on a diet!"

And so it goes. The set-up: You are going to feel guilty when you eat and deprived if you don't.

Do you think eating has to be either right or wrong? Are foods either good or bad? If you do, you have fallen prey to the "all-or-nothing" mind set. It is an attitude based on deprivation and over-indulgence that usually results in frustration, guilt and, ironically, weight gain. All-or-nothing thinking can dampen even the merriest of holidays. Don't let it. You can make this year different.

No, Virginia, there is no perfect diet

When you decide to lose weight or just eat more healthfully, it is usually easier to take a black and white approach - at first. Potato chips are bad; therefore, you will not eat them. Celery sticks are good; therefore, you will eat them. Before you know it, bad foods are like sugarplums dancing in your head. Pretty soon your willpower breaks down and you go for it all, leaving good foods - and good intentions - behind.

To free yourself of this persuasive mind-set, make one critical change.

Start to view the world and your dealings with it in terms of degrees, not absolutes.

There is no perfect diet and no perfect food. There are only degrees of positive behavior and lifestyle decisions. At this time of year when overindulgence in food and drink is almost an expectation, there's no better time to learn that you don't have to have it all - and that some is better than none.

How to find the elusive but true meaning of moderation

Your attitudes are central to what and how you eat. Here are eight steps to healthy food decisions you can use now during the holidays - and for the rest of your life:

Step 1: Get a grip on yourself.

Before your next social engagement, look at yourself in the mirror. Tell yourself that you are going to maintain your weight over the holidays. Whether you are overweight or not, it is not fair to expect yourself to lose weight now.

Step 2: Keep your perspective.

Having a piece of double-fudge amaretto cheesecake at your last party didn't create your weight problem - and giving it up at the next offering won't

solve it. The effects of repeatedly overeating and exercising too little have gradually crept up on you. A long term commitment to healthful eating is the only solution.

Step 3: Treat yourself to one or two "best picks."

Set priorities on holiday treats. Then choose one or two favorites that are not off-limits. For example, if you really love peanut brittle but fudge is only so-so, it makes no sense to over indulge in both. Enjoy the peanut brittle, but be sure to set limits.

Step 4: Don't skip meals.

Eat small, lower-calorie meals in anticipation of a party. Saving calories all day may be just the excuse you need to eat half a pecan pie.

Step 5: Navigate before heading full-stream ahead into the food.

Circle around the food display on a buffet and choose the foods you really want to eat. And do not make the mistake of waving away all party goodies only to devour a plate of spritz cookies when you get home.

Step 6: Make one trip to the buffet table.

Plan when you will eat. And when you finish, get rid of your plate and get back to socializing.

Step 7: Eat in half portions.

If you always start with less than what you think you want to eat, you may be surprised how little it really takes to satisfy you.

Step 8: Replace one holiday dish with a new, lower-fat recipe.

Look at your holiday menus. Do you see fatty meats, fruit molds, vegetable casseroles and topped desserts? Remove just one of these recipes from your menus and add a new one that omits the extra calories that gravy, sour cream, margarine and whipped cream add. Do this every year and think of it as a new tradition.

Moderating your eating style removes some of the structure and security of your food decisions. You may always denied yourself certain foods in your struggle to control your weight. Now you have to learn how to allow some of these foods some of the time. You will need practice. But in the end, you will control food - food will not control you!

Tips From The Field: Holiday Fitness Gifts

You are making a list, checking it twice. But you still can't seem to choose from among the array of gifts designed for the fitness-minded person on your list. Here is some help.

Giving someone a fitness gift can be a little like giving a vacuum cleaner or bathroom scale. Such a present can indeed be useful and welcome. But don't use the gift to convey a hint that the person needs self-improvement.

On the other hand, dedicated athletes may have strong preferences about certain brands or products.

Before spending a lot of money on a fitness gift, ask yourself these questions:

- *Does the recipient have room for exercise equipment?
- *Is the person likely to enjoy the convenience of exercising at home, or would an exercise-club membership be more appealing?
- *What are the recipient's fitness goals? Build cardiovascular endurance? Tone muscles? Lose weight? This equipment recommendations are good for this kind of all-around conditioning, and some types focus on lower-body toning.
- *Has a doctor recommended a spe-

cific type of exercise for the person's greatest benefit and safety?

Helpful Home Equipment: To improve heart and lung capacity and give most of the major muscle groups a workout, here are three of the best choices:

Dual-action stationary bicycle - you move the handle bars back and forth while working the pedals. To fight boredom, you can read or watch television during your workout. Cost: \$300 - 750.

Rowing machine - good exercise for your back, shoulders and arms, as well as your legs and cardiovascular system. Cost \$200 - 600.

Cross-country ski exerciser - In addition to improving your cardiovascular fitness, this device helps you tone your arms, legs and back. You may feel a little awkward on the machine at first, but with practice you develop the balance and coordination for a smooth workout. Cost: \$450 - 650.

For a challenging aerobic workout and lower-body toning, we recommend these two items:

Treadmill - Adjustable speed and incline give you the sensation of walk-

ing, but without the interruptions of traffic or terrain to break your stride. Walking or running on a treadmill is a comfortable activity no matter what your age or fitness level. Because of its easy operation and variable settings, you might be less likely to let a treadmill gather dust in the corner. It does require adequate space, and some models are noisy. Cost: \$500 - 3500. (More expensive models allow you to attain higher speeds; less expensive models are fine if you can benefit from a slower pace.)

Step climber - This machine lets you mimic the action of walking up the stairs. It is a good way to tone your legs. This machine makes you lift your body weight with each step to develop cardiovascular fitness, but, to prevent injuries, the impact forces are low. Intensity and speed are adjustable. Cost \$400 - 3,500.

Budget-friendly accessories - Many products are available to make exercise safer and more fun, and to help you measure the intensity of your workout:

Hand-held weights - Swinging small weights (1 to 2 pounds) when you walk adds to the intensity of your exercise. Limit your risk of should injury by main-

taining your natural arm swing motion.

Pedometer - A gauge tells you how far you have walked or run. Some models convert the length of your step into miles and meters.

Pulse watch - Monitor your pulse beat to keep track of how hard you are exercising. The most accurate models have an electrode that attaches to your chest.

Goggles - A must for most swimmers. Goggles with foam seals are more comfortable, but the foam dissolves after repeated use in chlorinated water. Rubber seals last longer, but frequent swimmers sometimes complain of pressure on the eyes. Make sure the goggles are fog-proof. Prescription goggles are more expensive, but a great way to keep nearsighted swimmer in the correct lane!

Reflective clothing - Bright colors help motorists spot you if you walk or run at night.

We hope that these tips from the field for holiday gifts will give you some ideas to consider for those in your life that may be hard to buy for but that exercise is a real part of their day.

Hypertension: Other Factors Unproven

The evidence that other factors may influence blood pressure is still developing: **Potassium and calcium** - some studies suggest that potassium and calcium can lower blood pressure in some people. Yet neither relationship is proven. Similarly, only scant and unproven evidence suggests magnesium and zinc can lower blood pressure. **Fat** - Eating less fat and saturated fat may lower your blood cholesterol. But there is no proof that a fat-controlled diet also will lower your blood pressure. **Caffeine** - One study showed that drinking two to three cups of regular brewed coffee raised blood pressure slightly within 15 minutes. Yet the increase was short-lived. And because you gradually develop a tolerance to caffeine, regular consumption doesn't appear to cause hypertension. Still, doctors and registered dietitians recommend that you drink less than three cups of regular coffee a day, if you have high blood pressure. **Biofeedback and Relaxation**

Various techniques moderately lower blood pressure in some people. There is no proof that these methods provide lasting control of blood pressure, but they may reduce stress. **Cigarettes** - The nicotine in cigarettes may cause a sudden rise in blood pressure. But prolonged cigarette smoking does not lead to the development of hypertension. People who have high blood pressure die of coronary heart disease more frequently than any other disease. Even though fat and cigarette smoking are not related directly to hypertension, they are important risk factors for heart disease. Eating less fat and not smoking cigarettes are key ways you can reduce your overall risk of the disease.

QUIZ: How Sodium Savvy Are You?

If you have hypertension, limiting your daily intake of sodium to 1500 to 2500 milligrams (mg) is one way to help control your blood pressure. To do that, give up the salt shaker and eat fewer salty foods.

Which Food Has More Sodium?

1. 5 saltines or 2 graham crackers?
2. 1 cup canned chicken noodle soup or ¼ teaspoon salt?
3. ¾ cup cooked old-fashioned oats or ¾ cup bran flakes?
4. 1 cup cooked rice or 1 cup cooked seasoned rice mix?
5. 12 ounces club soda or 12 ounces tonic water?
6. 1 tablespoon reduced-sodium soy sauce or 1 tablespoon Worcestershire sauce?
7. ½ cup canned green beans or ½ cup frozen green beans?
8. 2 tablespoons peanut butter or 1 slice bologna?
9. 1 ounce American cheese or 1 ounce cheddar cheese?
10. 3 ½ ounces roast beef or 3 ½ ounces corned beef?

1. 5 saltines: 180 mg., 2 graham crackers: 66 mg.
2. 1 cup canned chicken noodle soup: 1107 mg., ¼ teaspoon salt: 575 mg.
3. ¾ cup bran flakes: 264 mg., ¾ cup cooked old-fashioned oats: 1 mg.
4. 1 cup cooked seasoned rice mix: 400 mg., 1 cup cooked rice: less than 1 mg.
5. 12 ounces club soda: 75 mg., 12 ounces tonic water: 15 mg.
6. 1 tablespoon reduced-sodium soy sauce: 600 mg., 1 tablespoon Worcestershire sauce: 234 mg.
7. ½ cup canned green beans: 170 mg., ½ cup frozen green beans: 3 mg.
8. 1 slice bologna: 226 mg., 2 table- spoons peanut butter: 157 mg.
9. 1 ounce American cheese: 406 mg., 1 ounce cheddar cheese: 176 mg.
10. 3 ½ ounces corned beef: 1134 mg., 3 ½ ounces roast beef: 62 mg.

PARENT'S CORNER

A Father's Joy, A Father's Pain

source: *Essence Magazine*

When my wife gained custody of our three children four years ago, the most difficult years of my life began. After seven years of marriage, a year and a half of turmoil and many quarrels and bouts of anger, my marriage had failed. I was torn between my desire to work things out and the knowledge that our home had become a battle zone of bitterness. I finally decided to leave, fearing that our children would be affected by the terrible anger my wife and I both felt.

Although it has been four years since my wife and I separated, I still feel the sadness I felt after losing my children. I have learned, very painfully, that fatherhood brings bitterness along with its joys. The pain I feel for the loss of my children never seems to go away.

My first years of fatherhood were joyful. I was the happiest man alive when I found out my wife was pregnant. When my first son, Calvin, was born, I learned what wonderful, special creatures children can be. Derrell, my second son, was born prematurely. My heart ached for this tiny child, who remained in the hospital for the first four weeks of his young life. I went to the

hospital every morning and evening to feed and comfort him. Although caring for Derrell was a challenge, the ordeal helped my wife and me forge a special bond.

Just after Derrell came home, my wife became seriously ill and was hospitalized. With a sick wife, a toddler and a sick baby, I became much more than just the breadwinner: I was care giver, nurse, maid and comforter. But tension began to develop between my wife and me, and our bond began to loosen. My marriage was slipping away from me, and there was nothing I could do.

When our daughter, Shetara, was born, I knew that I was a good father, but I had begun to question myself as a husband. I took one look at my daughter and knew that there was nothing in this world I would not do to make her happy. But there was one dream I could not give her: the dream of a happy home. My relationship with my children's mother was beginning to unravel and spin out of control.

It has been nearly four years since our family split apart. When I can't see my children, the pain I feel is overwhelming; and when I do see them, each goodbye

seems to hurt more than the last. The simple moments are the ones I treasure the most: the jokes we exchange during the taxi ride to their grandmother's home, the Saturday mornings in the park.

I am enchanted by the unique qualities of each of my children. I am in awe of Derrell's magnetism and charisma, which always seem to get him everything he wants. And I am impressed by the influence Shetara has over

"But sometimes when I consider all of the special moments we have lost, I wonder if I have done the right thing for my children."

her brothers; she suggests games and movies and calls to them when they lag behind. Calvin is the thoughtful, curious one. He still asks me why I left. I tell him that the problems between his mother and me were not his fault, that he will always be my son, and I will always love him.

Sunday evenings, when they plead to stay longer with me and their grandmother, are my most difficult times. My mind is flooded with memories of the

responsibilities of fatherhood: the sleepless nights, changed diapers and fixed breakfasts. But I am also aware of just how much fulfillment comes with nurturing children. I look into my children's faces and feel their sadness. It makes me feel impotent and angry. My children are sad, and I can do

nothing about it. With tear-filled eyes, I long to promise that someday we will be together.

Although my years of fatherhood have been filled with both tears and laughter, I am striving to maintain an emotional balance. It has been 11 years since Calvin was born, Derrell is now 6 and Shetara is 5. Most of the time I am

convinced that my decision to leave my marriage was a wise one. But sometimes when I consider all of the special moments we have lost, I wonder if I have done the right thing for my children. I miss them, but I have found ways to cope. When the pain gets too deep, I reach into my memory bank, pull out our happiest moments and try to relive them. It makes me able to bear my sadness.

No Experience? Think Again

by *Theresa Vander Horn*

Have you ever decided against applying for a desirable job or promotion because you felt you had "no experience" in particular areas? Women often deny themselves good opportunities for which they are qualified because they don't see their own qualifications.

Women have many life experiences which serve as qualifications for higher level positions than they are typically offered. Sometimes, individuals are not considered for a position simply because the nature of their experience does not fall within the scope of traditional expectations. What is lacking in validity, though, are the expectations and presumptions, not the experiences.

I recall a rather funny story an administrator once told me. Her superior asked her how she had managed to deal so effectively with some dissatisfaction and complaining among the faculty. "I've raised two children," she replied. Perfectly qualified.

If a man spends two years in a military unit, he can proudly place that (tradition-

ally male) experience on his resume. The public generally views military experience as building "leadership skills" even without knowing the particulars of that individual's participation (which may not be worth much credit at all.) Our society gladly gives credit (and makes allowances) for contributions which are traditionally male. On the other hand, if a woman devotes two or even ten years to raising children, society has managed somehow to figure those years as a loss, or at best an excusable "absence" (as if we leave our brains behind in the maternity ward.) Even today, little to no recognition is given to the skills involved in making the contributions which are traditionally female.

We often look at concepts such as experience, leadership, and professionalism through a male bias - even women do this! Unfortunately, employers take full advantage of women's hesitation to credit their life experiences - and use that advantage to hire at lower starting salaries, delay promotions, and offer

lower-valued assignments. I recall a (male) manager telling me once that a particular applicant for a supervisor's position seemed very qualified, but that "she had no experience supervising." "What do you mean she had NO experience?" I replied. "She successfully raised several children and managed a household single-handedly!" Men and women both perpetuate the notion that women's experiences are invalid or irrelevant.

"But anyone can have children right?" Well, yes and no. We have certainly seen that many unqualified individuals bear and even rear children. But then, we have seen many less-than-reputable individuals enroll in the military and even hold public office. We do not uniformly reject the validity of those traditionally male experiences as we do reject traditionally female experiences. We are slower to accept the validity of women's contributions, and we are quicker to disqualify their application. If anyone can have children, no one can

pass through that experience untouched by growth and development. Whether that is enough, depends on the individual. The truth is that the relevance of any experience - even failure - lies in the what we have learned from that experience and how we implement its lessons.

Equality for women does not mean being treated the same as men, nor being subjected to the same criteria as men - not when those standards and criteria were designed around the male experience. Equality for women means that we identify the value in those experiences which are typically or completely female. Equality means that we respect those experiences, rather than apologize for them. Equality means that we stand proud of our differences from men and that we recognize what a vital contribution they have made to social survival and progress.

The next time you think you aren't qualified for a job or promotion, take a second, closer, look.

EMPLOYEE ASSISTANCE PROGRAM

Family and Workplace Systems

A workplace system often looks and feels like a family system. Every family has its periods of stress and experiences challenges to its smooth functioning, but many families work well and are very functional. Similarly, many workplaces hum along with workers feeling satisfied and productive.

Other families don't work as well. If this is a pattern over time, it is known as a dysfunctional family. Some workplaces are also dysfunctional. Workers are unhappy and productivity is compromised.

Some hallmarks of a healthy family are organization and a free flow of information (communication) between members. The hierarchy is firmly set; the parent(s) function well as decision-makers, rule-setters and role models.

Information flows freely between all members and between levels. Parents observe and respond to children's needs, set reasonable and fair limits, often considering input from the children on how things are going, what rules need changing, and so forth.

This is how a functional worksite operates. Workers are informed of expectations and rules. Supervisors mediate between demands of outside systems and the needs of workers inside the system. There are formal and informal communication channels between levels of hierarchy.

The challenges to healthy functioning in the workplace are often similar to crises in families. For instance, a respected longtime supervisor might leave and is being replaced by a younger

worker promoted from within. Problems may occur that are much like a family where a parent has died and an older sibling ascends to quasi-parental rank. Siblings may find this difficult to accept and may rebel, openly or covertly.

Or the supervisor may be replaced by a new person from outside and may face challenges similar to those of a stepparent. These are just two examples. You can probably think of many more.

Surely, there are families who manage these transitions, meet these challenges with a minimum of fuss, just as there are workplaces where these changes go smoothly. What makes this possible? Probably the keys here are, again the same as those defining a functional family:

1. levels of authority are set and known to all;
2. there is a free flow of information within and across levels.

If you feel there are problems in your workplace, try this out. Look at it as a family. Is the "family home" physically adequate? Who is the parent? Who is the eldest child? Youngest child? Step-child.

If there are problems at work that mirror problems in your own family, the situation may be even more difficult for you.

The Employee Assistance Program is available to help sort out family and work problems. If you think our counselors might be of assistance to you, call 273-1129 to set up an appointment.

UNCLASSIFIED ADS

For Sale

Turtle Collection. small ones in ivory, malachite, crystal, porcelain. Large ones in ebony, crushed pecan shells, Italian hand-painted. Over \$200. in total value. Best offer. Please call 273-1375 in the am or evenings.

Live Turkeys, whites, bronze, broubons, \$15.00. Mallard type ducks, adults, \$5.00. Used GT Radial performance tires P2SS/705R15, \$40.00 - two pairs available. Please call 659-7486 in the evenings.

Antique Hardwood Office Chair, \$95.00, Nikkor Macro Hens, 55 mmf 2.8 AIS, \$195. Please call 273-5163.

Lowrey Electric Organ, small size, \$300.00, Leroy Drrating Set \$250.00. Please call 273-7968.

Lazy-Boy Rocker/Recliner, gold, \$35.00. Ethan Allen dark oak-frame sofa (cushions worn) \$25.00. Please call 273-1131 evenings.

Original Lego's, over 2,000 pieces, \$65.00. Top quality German Nordmende Radio - four speakers \$85.00, Phillips Radio, \$45.00, Genuine Munich Hofbrauhaus Beersteins, one of a kind \$50.00, please call 272-5910.

1984 Toyota Corolla, Four door, manual 5 gear, beige, radial tires, excellent condition, no rust, very reliable. For sale by second owner. \$1300 or nearest offer. Must sell. Please call 277-3211 and leave message.

Mac SE, with dual disk drives and keyboard, 1987, Data Frame hard drive 60 mg. (brand new, never used and loaded), \$1250. for both. Minolta XD-11 camera with 28mm wide angle lens, \$150. Please call 277-1860 between 9:00 am and 6:00 pm.

Beautifully Maintained House, in quite residential, tree lined Ithaca neighborhood. This 3 BR, 1 bath home includes a fireplaced living room, den, cozy kitchen, and hardwood floors throughout: front (enclosed) and back porches, and fenced yard with garage. Walk to downtown or take the bus that stops in front twice every hour. Small city park across the street. Come take a look. Asking \$84,900. Fully SUNYMA eligible. Please call 255-9983 or 277-0749.

Snow Blower, good condition, asking \$150.00 or best offer. Please call 277-0313.

1965 Olds Dynamic 88, 4 door, hardtop, all original, 83,085 miles, 425 super rocket engine, runds but needs minor body repair. \$600. or best reasonable offer. Please call 539-7805 or 277-6869.

One Rear Door, for a Ford Escort Wagon - no rust!, One pair women's Frye boots, size 6 1/2B. Please call 253-3394 and leave a message or 273-7375 in the evenings.

Gas Stove (Free) - oldie but a goodie. Please call 255-6648.

For Rent

Willseyville, three bedroom ranch with full basement, hookup for wood stove, quiet neighborhood, off-street parking, rent negotiable in exchange for carpentry work. Available now! Please call 564-9375.

Two Bedroom Mobile Home, one mile from Cornell, completely furnished, new carpet, very clean. \$285 a month plus gas and electric. Available through June 1991. Please call 277-7864.

Wanted

Adult Volunteers needed to co-lead Clubs. **Camp Fire Boys and Girls** is looking for adults you want to spend one to two hours a week with kids sharing new experiences and having fun. The Club usually meets once a week for about an hour and works on

projects of interest to the members. This is a great opportunity for any adult who wants to spend some valuable time with children and have lots of fun doing it! Please call Lynne at 273-3223.

Housemate, to share farm house in Mecklenburg. Vegetarian, non smoker. Woodstove, busline - \$240 a month plus. Please call 255-4247 or 387-3977.

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

Lost

Small Gold Ring, with light blue stone and ring guard attached. Lost in the Statter, Day Hall, Stimson area on Tuesday, November 13. Please call 255-5202 days or 277-0838 evenings. Reward.

Help

Accident, if you saw the accident at the corner of Caldwell Road and Rt. 366 on Wednesday, November 7 just before 5:00 p.m., please John at 255-4050.

LEADERSHIP LEADS

Discover ❖ Lead ❖ Serve and Love

by George Peter

In preparing for Cornell University's 125th anniversary, President Rhodes talked about its mission. He said, "to accomplish our mission to serve society as a major university of the first rank, we are committed to these values":

❖ Discovery ❖

The search for new knowledge and understanding
Leadership through Excellence

❖ Service ❖

humane application of knowledge and
personal commitment

This is to suggest that these values should be the same for all positions at Cornell. How much more exciting work would be if supervisors provided an atmosphere where each employee

sensed an opportunity to discover, to lead and to give service.

*To make work more exciting and fun, each position should be one where the search for new knowledge and expertise and understanding is a part of the program — **Discovery!**

❖ **Each position should grow leaders** through a form of apprenticeship and by encouragement and help from the leader.

❖ The opportunity to **serve** is always present. The challenge of a good supervisor is to help the employee be more aware of the **value of the service** he or she provides.

President Rhodes concluded his talk by saying that none of these values have meaning without **love**. Work becomes play when it is done in an atmosphere where genuine love for the work and for the people who do the work is evident.

Responsible Drinking For The Holidays

George Sutfin

Holiday entertaining and alcohol consumption go hand-in-hand. However, alcohol consumption and driving to not. Public Safety wishes you a happy holiday season and urges you to be a responsible host and/or guest. We offer the following suggestions to encourage moderation at holiday parties:

1. Serve rich, starchy, or fatty protein food. Meats and cheeses are good. These slow down the absorption of alcohol into the blood stream.
2. Use a noncarbonated base in alcoholic punches. Preferable, one mixed with fruit juice. Food high in fructose help the body metabolize alcohol and reduce the possibility of a hangover.
3. Offer nonalcoholic alternatives such as soda and coffee. Also offer a nonalcoholic punch or nonalcoholic mix drinks.
4. Do not force people to drink alcoholic beverages.
5. When mixing drinks, do not "guesstimate" the amount of alcohol. Use a standard 1.5 oz. jigger to measure.
6. If, despite following the above, a guest overindulges, call a cab, drive them home, or put them up overnight.
7. If you are planning on driving home from a party, either abstain from drinking or average no more than one drink per hour.
8. Volunteer to be the designated driver and stick with it.

REMEMBER, driving while intoxicated is a crime in New York State. Also, under the "Dram Shop Act", you may be held liable for certain acts committed by a person you serve alcohol to. If you have any questions or desire more information, please feel free to contact the Public Safety Crime Prevention Unit at G-9 Barton Hall, 255-7404.

Let this holiday season be one of life's happy memories, not a tragic one. Please don't drink and drive.

Help Protect Our Campus Trees



by George Sutfin
Cornell Public Safety

Cooperation of everyone in and around the Cornell community is being sought again this year to prevent the destruction of decorative evergreens on campus. Each year around the holiday time these valuable trees cut down by individuals to be used as their Christmas tree. Many of these trees are valued in the hundreds of dollars.

There are numerous places in the area to purchase trees and the cost is minimal compared to the expense and embarrassment of being caught in possession of a stolen tree. The Department of Public Safety encourages anyone who sees a tree being cut down, or knows or suspects that one has been cut down unlawfully, to call Public Safety at 255-1111. All information will be kept strictly confidential.

The theft of trees is a violation of both civil and criminal laws, as well as the University Judicial Code.

Computer Art by Diane Sempler

Networking

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

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