

# CORNELL CHRONICLE

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## Free market to blame for lack of food in U.S.S.R.

Food shortages have developed in some Soviet cities in part because fixed prices are discouraging food producers from distributing their products, says a Cornell economist who lectured on market economies in Moscow in December.

Controls on how and where manufacturers distribute consumer goods have been relaxed in the Soviet Union, but price controls remain fixed, reports Seymour Smidt, the Nicholas H. Noyes Professor of Economics and Finance in the Johnson Graduate School of Management.

"Bread is an example," Smidt said. "The price of bread is fixed at about four cents a loaf, but the wheat that goes into that loaf costs between three and four cents. On top of that, you have transportation, baking and other costs."

Smidt said that the Soviet government formerly told food suppliers where to ship their products, and they did so. But today suppliers have more freedom in selecting their markets.

"Distribution systems in the Soviet Union never were strong, but they worked because the government ordered food and other goods to be shipped where needed," he said. "With the beginnings of a market economy, that system has broken down. Prices remain controlled, although suppliers can deal where they want to. Now suppliers figure their costs and whether they can earn a profit before shipping. If the price set by government is unprofitable to them, they don't ship."

Smidt and seven executives from Salomon Brothers Inc., a major New York City investment house, lectured for one week in December on the role of securities in a market economy at the Moscow International Business School. About 400 managers from Soviet state enterprises attended.

"These people are getting ready for privatization of the Soviet economy, and some of them represent state enterprises that are interested in obtaining foreign capital," Smidt said.

"They were very bright. Their questions indicated that they knew a lot about green-

*'There is little political consensus for the difficult transition into a free-market economy.'*

mail, white knights and other buzz words in mergers and acquisitions, the type of financial information that they would read about in the popular press. But they were not familiar with more academic topics such as capital budgeting. They understand price/earning ratios but not the techniques of capital budgeting."

Smidt said that in Moscow he found "a lot of interest about free enterprise, but they don't know how to do it. There is little political consensus for the difficult transition into a free-market economy."

— Albert E. Kaff

## Tranquility



David Lynch-Benjamin

Among the picture-perfect locations on campus is Beebe Lake, where a late-fall stroll is an ideal way to spend an afternoon. For more photographs of resplendent Cornell, turn to Pages 4 and 5.

## Chinese policy not producing spoiled brats

Despite concerns to the contrary, China's policy encouraging couples to have only one child appears not to be producing a generation of spoiled brats, a Cornell demographer reports.

"There is little evidence to support the stereotype that the Chinese only child is spoiled, selfish, lacks virtue and is a poor student," Dudley L. Poston Jr. noted.

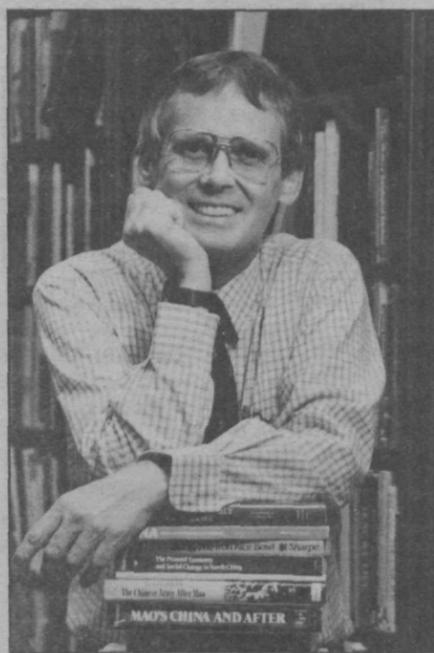
"In fact, when we find differences between only children and children with siblings, the only children score higher" on measures of academic achievement and of virtue, Poston said.

Poston, professor and chairman of rural sociology, and Toni Falbo, a professor of educational psychology at the University of Texas at Austin, collaborated with scholars at the Population Research Institute of Jilin University in China to study the achievements of 1,465 first-grade and fifth-grade pupils attending eight different schools in Jilin province in northeastern China.

Reports of their findings have appeared in *International Family Planning Perspectives* and in the *American Journal of Sociology*.

In 1979, China initiated a series of economic and social rewards for couples who have only one child, including higher wages, better housing and promises of education and employment for the child when he or she reaches adulthood. Couples who have more than one child, especially those in urban areas, must pay back the incentives and often are ostracized socially.

The one-child policy is intended to accelerate China's economic development by limiting population. Preliminary results from a 1990 census indicate a population of



Charles Harrington

Dudley L. Poston Jr.

1.1 billion and a growth rate that will take China beyond its goal of 1.2 billion by the year 2000.

Almost 68 percent of all births in China in 1985 were to mothers who had not given birth before; in Shanghai alone, 98 percent of the births were first births.

China's reverence for children — the Chinese language character for the word "good" combines the characters for "mother" and "son," for example — led many Chinese scholars and journalists to speculate that a generation of only children who did not have to share their parents' devotion with a brother or sister would become spoiled brats or "little emperors," Poston said.

But Poston and Falbo's study found that only children do not differ significantly

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## Lag-pay plan set in motion for state units

The deans of Cornell's state-supported colleges decided Dec. 19 how to apply the recently approved state budget cuts, including a lag-payroll plan that will reduce short-term pressure for layoffs but will cost affected employees the equivalent of one week's pay in early 1991.

The plan will include all regular employees of the state-supported colleges. Graduate-student assistants, temporary and student employees will not be affected, and plans are under way to devise a Cornell loan plan for employees who face unusual hardship as a result of the lag.

The lag means that one day's pay will be deducted from five pay checks in a row and will be repaid, on termination of employment, at whatever pay rate employees are earning at that time.

The plan was approved by the state legislature last week as one means of making up the shortfall of revenues to meet state expenditures in the fiscal year ending March 31.

They also approved a \$300 annual increase for tuition at the State University of New York, and Cornell is expected to approve a \$50 increase for its state-supported units for the spring term.

"What we have here is a stay of execution, not a pardon," said one of the deans, noting that the lag and added tuition — along with extensive voluntary savings made by the colleges already — would ease the blow during the last quarter of the state fiscal year.

According to Nathan Fawcett, director of statutory college affairs, the number of layoff notices going out in January will be

Continued on page 6

## Precise planning



Tim Moersh

Teaching assistant Joo-Yun Kim (right) and undergraduate Regina Sir compare design notes during Associate Professor Allen Bushnell's class in design and environmental analysis.

## BRIEFS

■ **Humanitarian awards:** Two members of the Cornell Class of 1954, Gerald J. Robinson and Robert Appel, have established three \$1,000 grants to be given annually to Cornell students for use in community-service activities. The annual humanitarian awards are available to undergraduate and graduate and professional-school students. For details and application forms, contact the CIVITAS office at 119B Anabel Taylor Hall (255-7513) or the Information and Referral Center, Day Hall lobby (255-6200), beginning Jan. 21. Deadline for submitting applications is March 15.

■ **Cornell on TV:** Professor Wolfgang Sachse, who teaches science to children at the Montessori School of Ithaca, is featured in the next "Cornell Community Report" television show, airing Wednesday, Jan. 2 at 7:30 p.m. and repeated Tuesday, Jan. 8, at 10:30 p.m. on Cable Channel 7. Also, political columnist George Will talks about baseball and growing up in Ithaca.

■ **Parenting:** Cornell Cooperative Extension of Tompkins County is sponsoring a free seven-week parenting-skills workshop on consecutive Wednesdays starting Jan. 9. The two-hour sessions are scheduled from 6:30 to 8:30 p.m. at its Education Center, 615 Willow Ave., Ithaca. Free child care will be provided. Pre-registration is required; enrollment is limited. For more details about the workshop, call Sandra Wilkins at 272-2292.

■ **Computer workshop:** CIT will give a series of computer seminars and classes for faculty and staff Jan. 7 through 14 on using presentation software with Macintosh computers to create overhead transparencies, generate slides on a film recorder and to scan photos and drawings into graphics files. For more information, contact the CIT Service HelpDesk at 255-8990.

■ **Buses stop:** All campus bus service will stop operation at the end of the runs Friday, Dec. 21, and resume daytime service Wednesday, Jan. 2. Evening blue-light service will resume Monday, Jan. 14. Regular day and night service, as well as the evening East Ithaca run, will resume Monday, Jan. 21. On-campus parking regulations will not be enforced from Dec. 24 through Jan. 1. Tomtran bus service will continue through the holidays but with no service Dec. 25 and Jan. 1. The Caravan bus service out of the Newark Valley area will not operate Dec. 24 through Jan. 1.

■ **Parking permits:** Winter session parking permits for central campus from Wednesday, Jan. 2, through Friday, Jan. 18, will be sold on a limited basis for \$20 plus tax starting Friday, Dec. 21, at the Traffic Bureau, 116 Maple Ave. The bureau is open weekdays from 7:45 a.m. to 4 p.m. through

Jan. 18, but will be closed Monday, Dec. 24, until Wednesday, Jan. 2.

■ **Athletics:** Senior quarterback and tri-captain Chris Cochrane was named the 1990 recipient of the university's top football honor, the Pop Warner Most Valuable Player Award. Also, the varsity wrestling team was ranked 20th in the nation according to the Dec. 7 poll of the "Amateur Wrestling News"; Cornell was the only Ivy League school ranked in the Top 20. In addition, 134-pound sophomore wrestler Mark Ferguson was ranked fifth nationally in his weight.

■ **Women and gender:** Seven graduate students have received fall 1990 Beatrice Brown Awards from the Women's Studies Program for work and research on some aspect of women and gender. Recipients of the grants worth not more than \$250 each are Sharon Brisolara and Ann Melanie McCormick of human service studies; Zofia Burr and Mary Chapman, English; Tina Campt, history; Catherine Den Tandt, Romance studies; and Mary Ann Smart, music. To apply for spring grants, contact Women's Studies at 391 Uris Hall.

■ **Breakfast seminars:** The Institute for Women and Work of the School of Industrial and Labor Relations has begun a "Policy Breakfast Seminar" series in cooperation with the Women's Bureau of the U.S. Department of Labor. In the first seminar Dec. 10, Debra Bowland, deputy assistant secretary of policy, discussed issues of concern to working women with women from government, industry, trade unions and women's activist groups.

■ **Trees award:** New respect for the legendary tree growing in Brooklyn has won Cornell student Patricia Lindsey a \$25,000 scholarship from the New York Board of Trade in a statewide competition. Lindsey's research explores how much soil is needed by large trees in urban settings. She also hopes to recommend a soil mix that will give trees more space for root growth but still withstand heavy pedestrian use. Lindsey is a doctoral student from Raleigh, N.C., studying under Cornell professor of urban horticulture, Nina Bassuk.

■ **Book prize:** A book published by the Cornell University Press is co-winner of the recently announced 1989 Louis Gottschalk Prize awarded by the American Society for Eighteenth-Century Studies. The prize, which includes a \$1,000 cash award, is given to an outstanding historical or critical study on the eighteenth century published during the preceding year. The book, "News and Politics in the Age of Revolution: Jean Luzac's 'Gazette de Leyde,'" was written by Jeremy D. Popkin, professor of history at the University of Kentucky.

## GRADUATE BULLETIN

■ **January degree:** The thesis/dissertation submission deadline for a January 1991 degree is Jan. 11. Students should see the thesis adviser for format approval. During the week of Jan. 7, the thesis adviser will only see students trying to meet the deadline.

■ **Elections:** Information is available about student trustee and assembly elec-

tions from the Office of Assemblies, 165 Day Hall. Candidate's petitions are due Feb. 8.

■ **Assistantships:** The Department of Residence Life will hold information sessions for graduate students interested in the position of graduate community assistant or head resident for 1991-92. Sessions will be held Jan. 20, 22 and 23. For information, call 255-5533.

■ **Dissertation writers:** A weekly workshop will be held for graduate students at the dissertation writing stage who are blocked in writing their dissertation; facilitated by Jerry Feist, director of Psychological Services, sponsored by Dean of Students Office and Psychological Services. Starts Feb. 5 and continues all semester, Tuesdays, 3 to 4:30 p.m. Registration starts Jan. 24 at Dean of Students Office, 103 Barnes Hall, 255-3608.

## CORRECTION

The Double Take photo feature in the Dec. 13 Chronicle incorrectly reported the record of the women's swimming team. The team is 3-0, with wins over Pennsylvania, Army and Columbia. The next home meet is against Colgate on Friday, Jan. 18, at 3 p.m. in Teagle Hall.

## CORNELL CHRONICLE

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

## OBITUARY

**Kenneth L. Turk**, an authority in animal husbandry and a pioneer in administering the spread of U.S. agricultural knowledge worldwide, died Dec. 16 at Tompkins Community Hospital. He was 82.

Turk was chairman of the Department of Animal Science from 1945 until 1963, when he was named director of the newly formed Office for International Agricultural Development in the New York State College of Agriculture and Life Sciences, reportedly the first of its type established at a college in this country.

Perhaps the most successful project completed during Turk's administration was a nine-year graduate education and research program carried out cooperatively between the College of Agriculture and Life Sciences and the University of the Philippines' College of Agriculture, with major support from the Ford Foundation. Turk published a 504-page book, "The Cornell-Los Banos Story," in 1974, in which he described the program.

Turk served as president of the Association of U.S. University Directors of International Agricultural Programs and was a member of the first Working Group on Agricultural Research of the U.S.-U.S.S.R. Joint Commission on Science and Technical Cooperation.

He was a consultant to the Ford and Rockefeller foundations, the Asian Development Bank, the Food and Agriculture Organization of the United Nations, and to the University of the West Indies.

In 1958-59 he was president of the American Dairy Science Association and received its Award of Honor in 1967. In 1973, he received the Citation of Merit from the University of Missouri's College of Agriculture Alumni Association.

He was author or co-author of more than 70 scientific articles and research bulletins in the animal sciences and international agriculture fields and had more than 300 popular and technical articles published in dairy and livestock magazines.

Born in Mt. Vernon, Mo., Turk earned a bachelor's degree in 1930 from the University of Missouri and a master's degree in 1931 and a doctorate in 1934 from Cornell. Survivors include a brother, Dr. L.H. Turk of Ft. Worth, Texas. His wife, Bernice, died in 1988.

A memorial service will be held at the First Presbyterian Church, 315 N. Cayuga St., Ithaca, Jan. 2 at 2:30 p.m. Memorial donations may be made to the Kenneth L. and Bernice F. Turk Assistantship Fund through the Office of Alumni Affairs and Development, College of Agriculture.

## FCR opposes trimming faculty ranks

The Faculty Council of Representatives voted 36-19 last week to accept three proposals of its Financial Policies Committee but to reject a fourth — the cutting of positions.

The rejected recommendation, to "reduce faculty and staff positions by up to 2 percent in each of the next two years," was one of four points that committee chairman Richard Schuler emphasized were intended to be part of a package to ensure future excellence at Cornell.

"What disturbs me," Schuler said after the vote, "is that the FCR gave the committee a mandate to suggest ways to help the university plan into the future with a balanced budget and then votes for a program that won't balance the budget."

Schuler said all four of the committee's recommendations were intended as a balanced package.

The first two dealt with the larger goal of sustaining and enhancing the quality of the student body. The committee called for holding tuition increases to general inflation plus long-term American productivity increases, which average about 2 percent a year.

It also said Cornell should continue its financial-aid policies of helping any able student meet demonstrated financial need.

In comments later in the session, Provost Malden C. Nesheim said that early projections for the 1991-92 budget see tuition rising about 7 percent, consistent with the committee's recommendation. On the second point, he projected increased financial-aid outlays by the university of about 9 percent and said he anticipated maintaining the same aid policies.

Recommendation three called for an 8.5 percent increase in the salary-pool for faculty and in graduate-student stipends in each of the next two years.

While Nesheim expressed hope that stipends would rise by 10 percent for the third year in a row, he was less encouraging on faculty salaries. Even if the FCR had accepted the fourth point of the package and agreed to cuts, he said, the university's projected salary-increase pool for faculty and staff would be "slightly over the rate of inflation," projected at 5 percent.

In opposing position cuts, Professor Isaac Kramnick said reducing tenure-track faculty positions would harm undergraduate education at the very time that the newly announced \$1.25 billion fund-raising campaign stresses the importance of undergraduate education.

"The teaching point is well taken," Schuler said later, "but hard choices have to be made, and another way of improving teaching is to use higher salaries to reward teaching excellence."

Though Cornell's student-faculty ratio is high compared to some Ivy League peers, Schuler said, Cornell's per-student endowment is much lower. Without reductions, Schuler said, there is no realistic source of funds to increase salaries to the levels to make Cornell competitive with its peer institutions.

Moreover, he said that without cuts, any new income from a successful capital campaign would be consumed in seven or eight years.

"Going back 20 years, we see real costs increasing at an average of 2 to 3 percent a year above inflation. If costs keep escalating at that rate — with no cutting — new endowment income will be totally eroded," he said.

At the same meeting, the FCR:

- Discussed the proposed plan that discourages single-occupant car commuting while encouraging the use of car pools, buses, walking and biking. Professor David Wyatt, co-chairman of the Committee on Transportation Services, accepted that "demand management is the only way to deal with this serious problem." He also shared the hope expressed by William D. Wendt, director of transportation services, that between now and July exceptions might be worked out for those who found the plan too costly or inconvenient.

- Re-elected, without dissent, Walter R. Lynn as dean of the faculty and Mary Morrison as secretary of the faculty — both terms to run through June 1993.

— Sam Segal

## Indulgence asked for King-day absences

Dean of the Faculty Walter R. Lynn has requested that faculty be understanding about absences on the first day of classes, Jan. 21, which is the day Martin Luther King Jr.'s birthday will be celebrated.

Lynn suggested that if students advise faculty in advance, faculty should treat the absence as if it were for a religious holiday.



Robert Whiteman with his trophy and a Nintendo screen.

Charles Harrington

## Freshman wins national Nintendo title

Robert Whiteman started playing Nintendo last Christmas when his family bought a set-up for the home video game, and so quickly did he master it that, this month, Whiteman was one of three winners of the Nintendo World Championship Tour.

When Nintendo of America organized a national tour last March to find 90 finalists for its contest, Whiteman was a high-school senior in Denville, N.J., and his family was one of one-family-in-four with Nintendo hooked up to the television set.

Now 19 years old and a freshman in the College of Engineering, Whiteman is interested in computer science. And he said that college life hasn't interfered with his hobby. Whiteman played the game an hour a day — three hours a day on weekends — for a month before the national contest.

"In general, my advice for winning is: 'Don't lose your cool. Keep your eyes open whenever you play, try new things, don't just try the same old moves.' In the game of Tetris, for example, it's very important how you can place your pieces, so experiment with how each move will set

you up for the next one," he said.

Tetris begins when geometric shapes descend from the top of the screen. The player tries to piece these together into a wall, four rows at a time, then moves on to the next set of shapes. The faster the shapes are placed together, the faster the next set descends.

The first day of the contest, which was held at Universal Studios in California, there were rumors of practice-round scores of 2 million, 3 million and beyond.

But "they all choked in the end," Whiteman said.

Whiteman won the finals with 1.9 million points to the other player's 1.7 million. While Whiteman's score was the highest in his age category, he scored fewer points than 13-year-old Thor Aackerlund of Carrollton, Texas, who won the 12-to-17 age category with nearly 3 million points, and 10-year-old Jeff Hansen of Salt Lake City, Utah, who won the 11-and-under title with more than 2 million points.

The champs each won a \$10,000 U.S. Savings Bond, a 1991 Geo Metro LSI convertible and a \$4,000 big-screen Panasonic television.

— Carole Stone

# CORNELL

*Life*

## The 8 days of finals

It's kind of crazy what happens on campus at this time of year, sophomore Doug Schwartz said while drinking coffee in the Green Dragon cafe. Students lose the ability to talk.

"I see someone I know well and I say, 'How are you doing?' And the only thing that comes out of their mouth is, 'Day One . . . Day Four.'"

"They say, 'I have three tests and a paper to do.' But I don't really care what they have. I say, 'Yeah, yeah, that's awful, but' — there's always a but — 'but I have . . .'"

The worst answer of all is when someone says "I'm all done" before you.

At this time of year — the eight days of finals, the holiday season — it's no surprise that students are stressed, self-absorbed and scared.

They drink coffee by the gallon, eat cookies for breakfast and bagels for dinner and wear the same clothes days at a time.

They hide in haunts like the Green Dragon to get away from the crowds of Uris Library, where undergraduates see so many others they know that "it's like a party, like you need an I.D. to get in the door," said sophomore John Peters.

In pool games at the Straight, they break a new rack of balls harder than usual, as if games could be won with force alone.

They devise relaxation methods and schedules and follow them religiously: one drinks beer for an hour every night for 21 nights; another designates Friday and Saturday nights as times when one must never, ever study.

"Go out, go to a bar, do something, you can always study all day Sunday — unless you have to watch the Giants play," said senior Mark La Rocca.

They keep hours like workers on a graveyard shift, but they also work days. At 2 a.m. they're walking across campus from the library to residence-hall study groups. They nap between classes.

They dream of what they will do after Day Eight: take a bath, wash their clothes, cook a meal, do holiday shopping, visit family and sleep, really sleep.

Some come to sudden conclusions about learn-

*They devise relaxation methods and schedules and follow them religiously: one drinks beer for an hour every night for 21 nights; another designates Friday and Saturday nights as times when one must never, ever study.*

ing, such as, you can sleep through the semester and cram now.

"If I can learn a semester's work in two days, the teachers didn't need to take all that time to teach it. And I only have to go to classes a few times," said Peters.

Better to reverse the strategy, others say.

"If you don't know it now, it's too late. Get a good night's sleep," said T.A. Doreen Connaughton, a chemical-engineering graduate student.

Then, finally, the moment arrives. Pencils are lined up, notebooks closed, quiet descends. One barely even sees friends who are also about to make or break their grades as exam books are handed out.

And in an hour or two or three, it will all be over.

Some freshmen become immediately convinced they failed. They look for their T.A. to ask if they should change their major.

Suggestions to relax go right by them.

"It's hard to help them," said Tina Hansen, a chemical-engineering graduate student. "They have to experience a few semesters themselves."

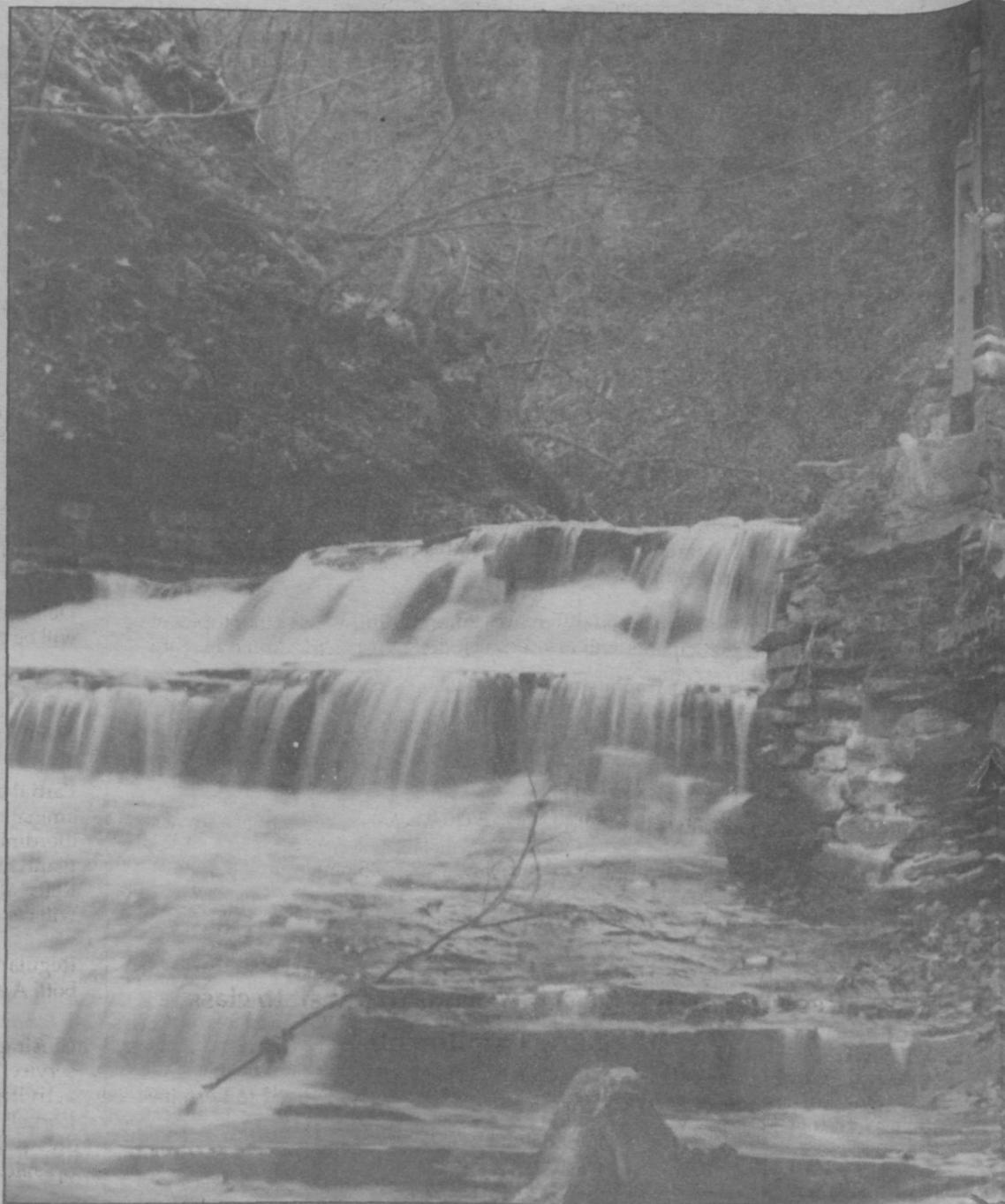
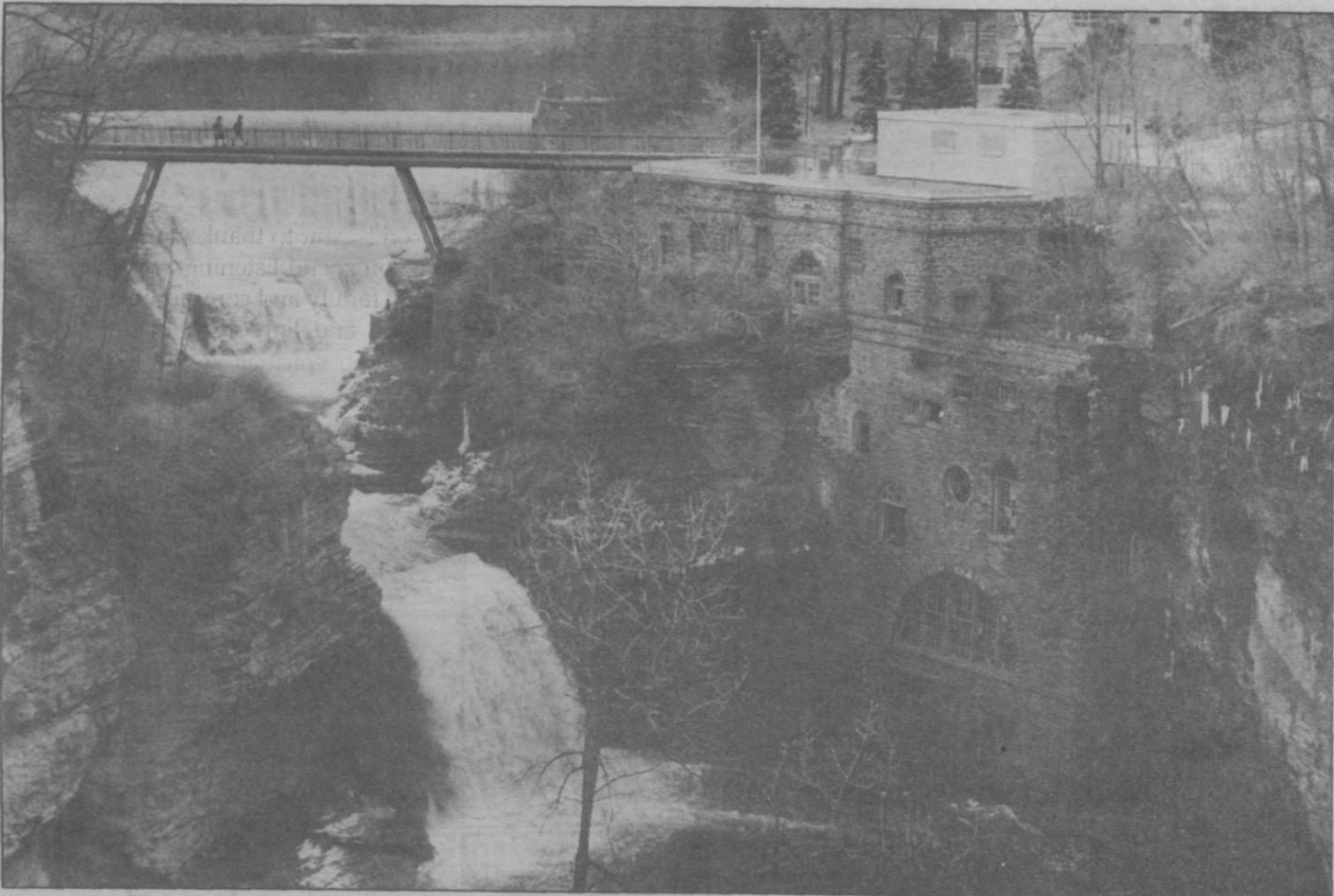
Eighty-five percent of Cornell students actually go all the way; and of those who drop out, a third have no academic problems at all.

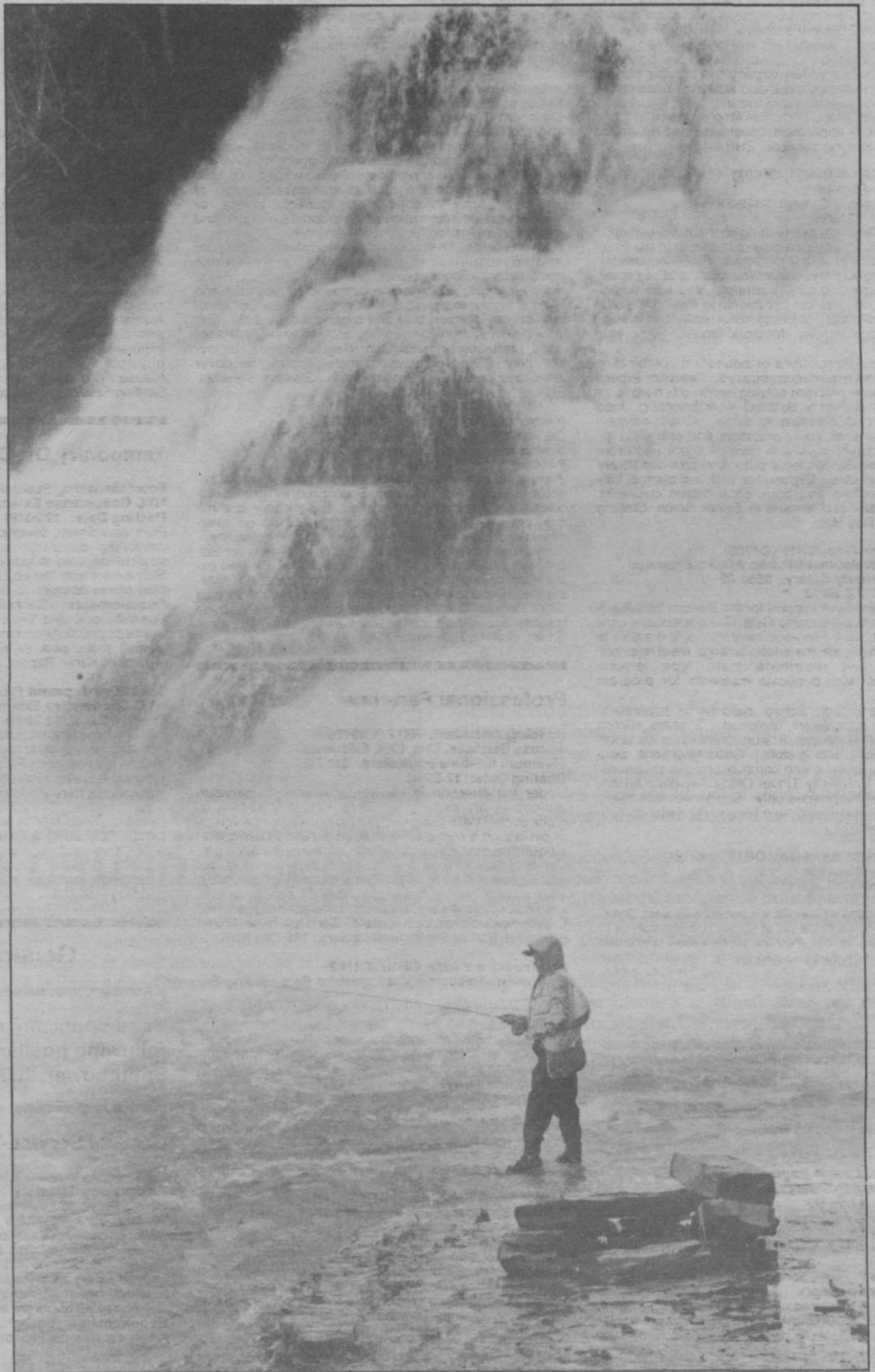
But the hindsight of statistics is most soothing in retrospect, for those of us who don't take finals anymore.

The experience is no easier now than it ever was. For some, it will be among the most demanding ordeals of life.

— Lisa Bennett

# Time that flows . . .





*The inexorable flow of water through the Fall Creek and Cascadilla gorges holds the Cornell campus in an embrace of time that glimpses the past and reaches for the future in the ephemeral present.*

*The gorge hiking trails are closed for the winter; they will reopen in the spring.*

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Photographs by  
David Lynch-Benjamin

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# Scientist forges new ways to make computers learn

Putting together a toy crane out of Lego gears and axles, balancing a pencil on the tip of one's finger or figuring out if cousin Fred is a relative may seem like child's play, and it is. However, says Cornell computer scientist Devika Subramanian, such "child's play" represents the frontier of computers' capabilities today. Thus, she is using such tasks — simple for humans, but exceedingly difficult for computers — as research models to explore how to extend that frontier.

Similarly, in class she gives her students the deceptively simple assignment of inventing "killer" video game creatures to show them the complexity of human intelligence.

Research by Subramanian and her colleagues will help allow computers to advance beyond today's current role — however important — as little more than superfast adding machines. Sophisticated future machines built using such theories could interact with humans in far more useful ways — for example, helping engineers design new devices and allowing mobile robots to maneuver adeptly through real-world environments.

While scientists have mounted a massive worldwide effort over many decades to develop machines with talents resembling intelligence, they have found progress extremely slow and difficult. They have discovered that sophisticated new theories in computer science and artificial intelligence are needed to give computers even the most rudimentary of humanlike abilities.

Ironically, a central theme of Subramanian's work is developing theories that allow computers to ignore information. Wisdom is knowing what to ignore, says Subramanian, and computers that interact with the world must learn to disregard most information and focus on relevant data to solve problems effectively.

"This is a strategy used by creatures with natural intelligence," she said. "For instance, we humans conceptualize a road as a line when planning a trip, as a surface when we cross it and as a volume when we attempt to dig it up."

"Computer systems today do not have the flexibility to shift perspectives, so a central research question is how to give it to them."

In graduate studies at Stanford, Subramanian developed a basic theory, called the theory of irrelevance, that allows a computer to minimize distinctions irrelevant to its goals.

"It advocates the path of least resistance," she said. "A computer agent should not make any more distinctions in the world than it needs to."

Asking a computer to figure out whether two people belong to the same family is one example Subramanian uses to illustrate her theory. Given information about parental relationships and the definition of the ancestor concept, the computer's usual "brute force" approach to determine if two people belonged to the same family would be to trace the myriad possible ancestor linkages to find a common ancestor.

"However, a reconceptualization of this problem would have every person associated with his or her 'maximal ancestor,' so that a comparison of maximal ancestors would immediately tell us whether or not two people belonged to the same family," said Subramanian.

"Using the domain-independent theory of irrelevance, the computer can establish that all it needs for this problem is information about maximal ancestors, and it will disregard all other information that didn't aid the present task."

Subramanian's goal, however, is to construct computer systems more practical than automatic "relative-finders." Thus, she is now working toward a general computerized assistant for designers, one that can come up with a mechanism when given a functional description of the device. She's chosen the world of Legos, the popular interlocking plastic blocks, as her test system.

"The Lego domain is useful as a model, because it preserves a lot of the combinatorial complexity of mechanical design without having to worry about friction and all the details that plague normal mechanical design." Commercial computer packages already exist to take care of such details, she says. What she wants is a computer system that can assist in an initial conceptual design.

"If I want the computer to design a Lego odometer, I want to be able to give it the functional specifications of what I'd like it to achieve — for example, the movement of



David Lynch-Benjamin

Devika Subramanian with a Lego toy and a monitor displaying a "Pac-World" game used by her students.

input and output gears. Then, I want to be able to sit back and watch it come up with a design," she said.

Collaborating with members of the Cornell Xerox Corp. Design Research Institute, Subramanian is studying how to apply artificial intelligence methods to mechanical design. Most routine design consists of finding similar past designs and modifying them to suit the new specifications.

"Unfortunately, locating past designs and the rationale for decisions taken during design is extremely difficult," said Subramanian. "The rationales are still in the heads of human designers, and old designs are rarely documented systematically."

"What's needed is a real computerized assistant that can retrieve old designs and suggest modifications to an engineer doing redesign," she said.

Besides using traditional digital computers, Subramanian is exploring how so-called "neural networks" can be built to allow robots to be more accomplished. Neural networks consist of webs of electronic components that behave roughly like nerve cells. When fed large numbers of examples, they can "learn" tasks by altering the strength of their interconnections.

Such neural networks show enormous promise as the basis for robot eyes, ears and other components that need to learn complex tasks by experience. The major problem for scientists, however, is figuring out how to wire the circuits of such networks so that they can learn their tasks quickly and effectively.

Subramanian and postdoctoral fellow Dinesh Pai are attempting to develop a computer program that can automatically come up with such wiring diagrams for a given neural network task. Their model system is a computer simulation of an "acrobat" — a two-link robot that approximates an acrobat swinging on a high bar.

They hope to develop a computer program that — when told mathematically how the acrobat needs to maintain its balance, can automatically design the wiring of a neural network "nervous system" that can effectively learn to do the job.

Similarly, Subramanian is working with Assistant Professor Bruce Donald to develop mobile robots that can explore and learn about their environment.

"The aim of such research is to get mobile robots to the point where I could go to Sears and pick up a general-purpose robot vacuum cleaner," she said. "I'd only have to tell it things like 'vacuum the living room twice a week and the kitchen floor every day,' and it can do it."

"It should be able to acquire a map of my house by wandering around avoiding obstacles, telling dirty clothes from the cat and detecting small objects like pennies and hair pins, and knowing what to do with each."

Subramanian also applies such imagination to her teaching. For example, she immersed her class, "Introduction to Artificial Intelligence," in a computerized realm called PAC-World, designed by Donald Knuth of the Stanford computer science department.

PAC-World is populated by battling PAC-mites — creatures with a simple genetic code that governs its behavior and reproduction, a limited life span and sharp teeth. The students were assigned to create PAC-mites that would dominate the imaginary world.

"The idea was to explore the space of species-design to come up with the ultimate killer species," she said.

The climax of the project was a PAC-war tournament in which dueling PAC-mites fought it out on a large-screen monitor to the cheers of the students, computer-science staff and faculty.

As the students discovered, the problem was deceptively complex, said Subramanian. With a practically infinite number of species possible, and unexpected effects of interacting traits, the PAC-mites represented a real challenge to their ingenuity in constructing complex computer code.

However, the assignment's objective was to teach the students not only about computers but about themselves.

"I think I gave them a real sense of how, working in concert with computers, we can analyze and learn about the most complex of worlds."

—Dennis Meredith

## Cattle producers to gather here for program Jan. 11-12

About 200 beef-cattle producers from across the Northeast will gather here for a cow-calf symposium on Friday and Saturday, Jan. 11 and 12.

Sponsored by Cooperative Extension, the symposium will feature lectures by Cornell experts in animal science, veterinary medicine, agronomy and agricultural economics.

Steve Shipper, whose cattle-marketing agency in Indianapolis has purchased New York state feeder cattle for many years, will address a banquet dinner at the Sheraton Inn on Friday evening. He will discuss future trends in market demand.

Please recycle  
this paper . . .

## Lag-pay plan *continued from page 1*

significantly fewer than had been feared even weeks ago. But the state's continuing projection of sizable shortfalls in revenues indicates large cuts will likely be required for the fiscal year that starts April 1.

"The number of layoffs Cornell will be required to make this fiscal year will be reduced as a result of both legislative action — including the lag payroll and SUNY tuition increases — and the stringent cost-cutting measures imposed here at Cornell," Fawcett said.

While the lag plan will burden affected employees, he added, its adoption clearly saves jobs. In fact, it provides \$1.5 million of the \$2.6 million savings that Cornell is required to make by March 31.

The remaining \$1.1 million will require relatively few layoffs, Fawcett said, because of the program cuts, hiring freezes and other economies made by the deans in anticipation of the severe state budget problems.

—Sam Segal

## Chinese policy *continued from page 1*

from children with siblings in most social attributes. The researchers compared test scores in mathematics and language for only children and children with siblings, and asked the children's parents and teachers to evaluate the same 31 social attributes of the children.

For example, only children performed slightly better on language and mathematics examinations than did children with siblings. Ratings by parents and teachers on attributes such as children's desire to do better than others, tenacity, willingness to help others, leadership skills, respect for elders, frequency of lying or cheating, and desire to share belongings with others were similar for only children and for children with siblings.

Children's academic achievement and teachers' estimations of children's competence were influenced more by their parents' level of education than by whether the children were only children, Poston and Falbo said. A child's sex, not whether the

child had siblings, was an influential factor affecting parents' and teachers' estimations of the child's virtue, they added.

Their findings match similar studies in the West that found no significant personality differences between only children and children with siblings.

"Kids are kids, despite the cultural differences," Poston added. "Based on the results of our data, the Chinese who are worried about raising a generation of little emperors need not be so concerned."

Poston and Falbo are completing a follow-up study of 4,000 children in other regions of China, including rural areas, where 70 percent of all Chinese live. In some rural areas, couples are allowed to have a second child if their first child is a daughter, because sons are needed to work in the fields and care for elderly parents, and because the Chinese tradition of the son carrying on the family name remains strong in rural areas.

—Mark Eyerly

## Covered bridge



David Lynch-Benjamin

Dave Young of Cook Painting puts the final touches on an epoxy coating as part of repairs to the pedestrian bridge between the Engineering Quadrangle and Collegetown. The bridge is expected to be open by the beginning of the spring semester.

## Beetle study confirms cause of legionnaires' malady

Experiments by Cornell biologists have confirmed a military physician's speculation made more than a century ago when he treated the victims of one of history's strangest cases of multiple food poisoning:

The doctor had surmised that the legs of frogs that have eaten meloid beetles — the source of the fabled sex stimulant, "Spanish fly" — contain toxic levels of its active ingredient, cantharidin.

The biologists warn, in the December 1990 issue of the journal *Chemoecology*, that people who eat frogs that have recently eaten meloid beetles could possibly get a potent, painful, even lethal dose of the natural poison.

"Cantharidin, when taken internally, acts as an inflammatory agent with drastic, irreversible effects on the urogenital system," Thomas Eisner, the professor of biology who led the investigation, explained in an interview following publication of the *Chemoecology* article. "It is a cytotoxin — a cellular poison — that causes extreme sensitivity in the urethra and the genital organs."

"Meloid beetles are found in many regions of the world including the United States," Eisner said. "The beetles produce the toxin, cantharidin, to protect themselves and their eggs against predators such as ants and carabid beetles, but cantharidin doesn't seem to keep frogs from eating the meloids."

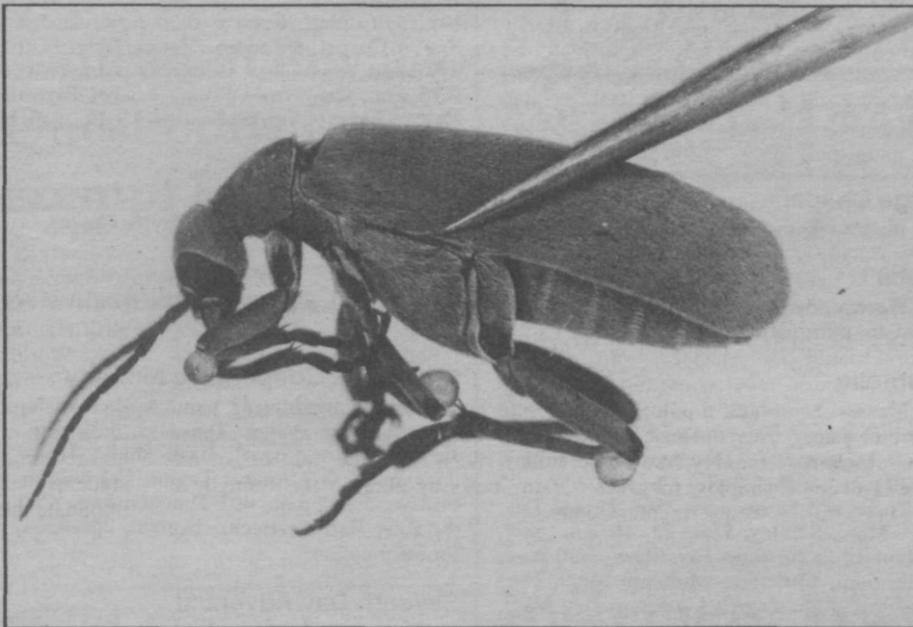
The scientists said they cannot determine the probability of cantharidin poisoning in humans from eating frog legs. Poisoning could also potentially occur from consuming any animals that eat meloid beetles, including birds, they noted.

In their experiments, the biologists fed meloid beetles to frogs and measured cantharidin levels in the animals. They also fed cantharidin-laden frogs to snakes and leeches, discovering that cantharidin from beetles does not protect frogs against their enemies.

The scientists first became concerned about the human health implications of eating such frogs after reading descriptions in the medical literature, one from 1893 and one from 1861, about the curious afflictions endured by French soldiers who ate the wrong frog legs.

"Erections douloureuses et prolongues," the French term for priapism or painful penile erection, was the condition that Dr. M. Vezien observed in several French legionnaires 130 years ago when he made his rounds of a North African field hospital. From the soldiers' state of arousal, the doctor suspected cantharidin, one of the oldest-known insect toxins and one reputed to increase sexual powers.

When Vezien questioned the soldiers about non-regulation items on their menu, they confessed to dining on a locally captured, amphibious delicacy. The doctor dis-



Thomas Eisner

A half-inch-long meloid beetle, source of the fabled sex stimulant, "Spanish fly," exudes defensive droplets of cantharidin-laced fluid from its knee joints when disturbed by a biologist's tweezers.

covered a nearby site that was inhabited both by frogs and meloid beetles. He dissected the frogs, found their stomachs filled with meloid beetles, and related his conclusion in a French medical journal. Another military doctor in North Africa, J. Meynier, described a similar case 32 years later.

Cantharidin, according to Eisner, is the active ingredient in "Spanish fly," the concoction of dried, powdered meloid beetles that was sold in times past to promote sexual arousal.

"This is very, very toxic stuff," said Eisner of cantharidin. "When cantharidin is applied topically, as little as a tenth of a milligram can blister the skin. The lethal (internal) dose to humans is somewhere between 10 and 100 milligrams, and one meloid beetle can contain several milligrams of cantharidin."

"Horses are occasionally poisoned by eating meloid beetles in alfalfa," said Eisner, a specialist in the chemical defenses of plants and animals, "and there was at least one instance of murder by cantharidin." In that case, he said, a man in Australia put cantharidin in his girlfriend's ice cream.

"There is little knowledge of cantharidin's chemical action in humans," Eisner said, "and clearly, we can't experiment on humans."

However, the biologists could test the effects of cantharidin on animals that normally eat meloid beetles. So, in the experiments reported in the *Chemoecology* paper, "Systemic retention of ingested cantharidin

by frogs," they fed leopard frogs with meloid beetles that were gathered by scientists at the University of Missouri from tomato plants in Boone County, Missouri.

They also fed other frogs with mealworms that were coated with measured amounts of cantharidin, in order to learn how the chemical is distributed through the animals' systems and to prepare frogs for the predation tests with snakes and leeches.

Frogs that ate meloid beetles were found to have various levels of cantharidin in their blood, in all organs except the liver, in their slime and feces, and — most significantly

for human health — in their muscle tissue. Frogs that consumed 13 to 95 beetles over spans of three to 12 days had cantharidin levels of .03 to .05 milligrams per gram of thigh muscle.

Thus, a frog-legs dinner of 200 to 400 grams (about a half-pound to a pound) "could potentially be fatal," the biologists concluded in their journal article.

Since cantharidin is "seriously injurious even at sublethal doses," the biologists wrote, "frogs with even lesser quantities of cantharidin could be harmful. We do not know how widespread meloid consumption is in frogs eaten worldwide by humans," they added. "However, it seems clear that field-collected frogs can be dietarily endangering, if they come from a region where meloid beetles abound and if they are eaten shortly after capture, while still potentially laden with cantharidin."

Meanwhile, the frogs that ate cantharidin-coated mealworms didn't die of poisoning, but they didn't get much protection from predators, either: Leeches gained as much weight by feeding on cantharidin-fed frogs as they did on control frogs. And broad-banded water snakes readily swallowed the cantharidin-laden frogs and suffered no noticeable ill effects, the biologists reported.

Authors of the *Chemoecology* report, in addition to Eisner, were Jeffrey Conner, a graduate student at Cornell; James E. Carrel, John P. McCormick, and Amy J. Slagle, professor of biology, professor of chemistry and pre-medical student, respectively, at the University of Missouri; and Carl Gans and James C. O'Reilly, professor of herpetology and a student, respectively, at the University of Michigan at Ann Arbor.

The study was supported in part by a grant from the National Institutes of Health.

— Roger Segelken

## Guide to Persian Gulf reptiles planned

Prompted by the crisis in the Persian Gulf region, a group of American biologists is rushing into print with the first guidebook to reptiles and amphibians of the Middle East. The 144-species identification manual, which will include a section on medical treatment of bites by the 23 venomous snakes of the region, is scheduled for publication in May 1991 by the Society for the Study of Amphibians and Reptiles.

"No handbook on this topic exists in any language," according to Kraig Adler, professor of neurobiology and behavior and editor of the book. "Many of the poisonous species are difficult to tell apart — except by subtle differences in coloration — and medical treatment for their bites calls for specific antivenoms."

A more academic reason for publishing the 175-page book is the presence in the Gulf region of thousands of potential specimen-collectors, Adler said. "Some of the largest specimen collections and most important scientific discoveries in Korea and Vietnam were made by servicemen."

Adler said of the other authors that Alan Leviton and Steven Anderson, both associated with the California Academy of Sciences, are the two leading American experts on Middle East herpetofauna, while Dr. Sherman A. Minton of the Indiana University School of Medicine is an expert on snake-bite treatment. Publication costs are underwritten, in part, by a grant from the Saudi Arabian government.

— Roger Segelken

# 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. Dancing will resume Jan. 6. For further information, call 257-3156.

### 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.

### History of Science Collections

"Medicine, Botany, Art: A Selection of 16th-Century Herbals," on exhibit in the History of Science Collections reading room, features herbals by such major botanists as Hieronymus Bock, Otto Brunfels and Leonhart Fuchs, as well as Konrad Gesner's notes (in facsimile) for the great botanical work he never published. The exhibit will run through February, Monday through Friday, 9:30 a.m. to 4:30 p.m.

### Olin Library

"Cornell University Celebrates 125 Years," an exhibit on display through Dec. 31, weekdays from 8 a.m. to 5 p.m.

### Uris Library

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

## FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday), which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

### Thursday, 12/20

"The Road Warrior" (1982), directed by George Miller, with Mel Gibson, 7:20 p.m.

"Wild at Heart" (1990), directed by David Lynch, with Nicholas Cage, Laura Dern and Willem Dafoe, 9:40 p.m.

### Friday, 12/21

"Labyrinth of Passion" (1982), directed by Pedro Almodovar, with Cecilia Roth and Imanol Arias, 7:30 p.m.

"Wild at Heart," 9:55 p.m.

### Saturday, 12/22

"Labyrinth of Passion," 7:30 p.m.

"Wild at Heart," 9:55 p.m.

## MUSIC

### Bound for Glory

Records from the studio, with a special show with holiday music Dec. 23. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## RELIGION

### Sage Chapel

Winter recess through Jan. 20.

### 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.

There will be no mass Dec. 22 and Dec. 29. Mass, Sunday, Dec. 23, 10 a.m. only, auditorium; Christmas Eve Mass, 5:30 p.m., auditorium, Christmas Midnight Mass, Dec. 24, 11:40 p.m., chapel; Christmas Day Mass, Dec. 25, 10 a.m., chapel. Masses will be held in the chapel on the following dates and times: Sunday, Dec. 30, 10 a.m.; Holy Day Mass (Feast of Mary, Mother of God), Tuesday, Jan. 1, 10 a.m.; Saturday, Jan. 5, 5 p.m.; Sunday, Jan. 6, 10 a.m.; Saturday, Jan. 12, 5 p.m.; Sunday, Jan. 13, 10 a.m. Full Mass schedule will resume Jan. 19 and 20.

### Christian Science

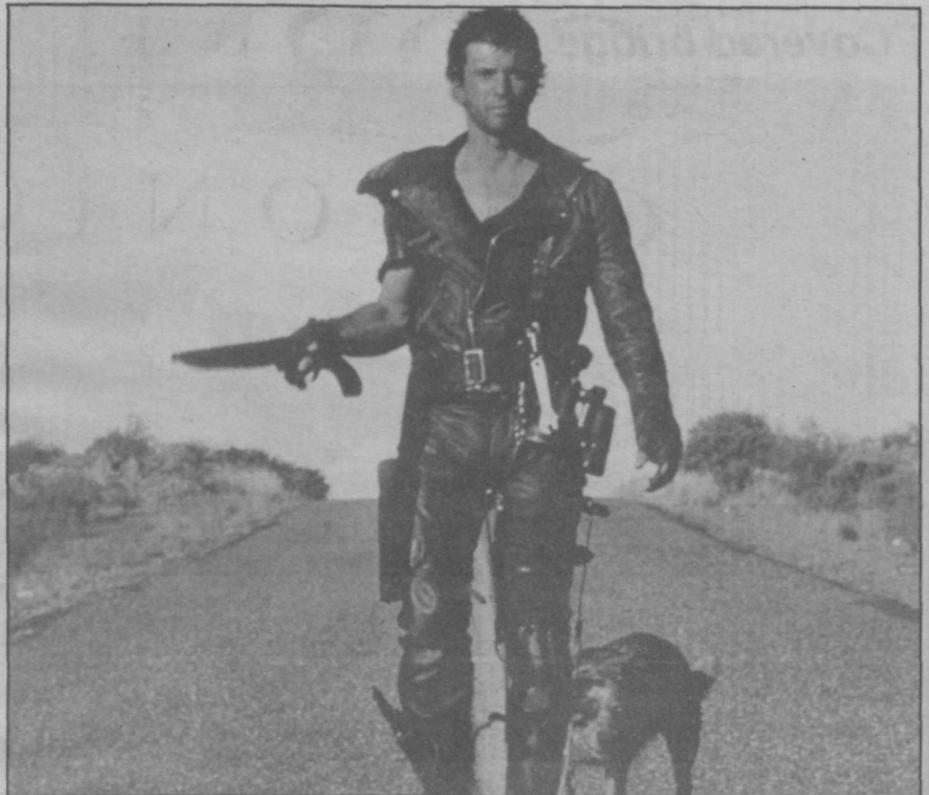
Testimony meetings, Thursdays, 7 p.m., Founders Room, Anabel Taylor Hall.

### 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



Mel Gibson stars in the 1982 film, "The Road Warrior," showing tonight at 7:20 p.m. in Willard Straight Theatre.

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

### Pharmacology

"Role of Protein-Tyrosine Kinases in Cell Growth and Transformation," Lyuba Varticovski, St. Elizabeth's Hospital, Boston, Dec.

20, noon, Pharmacology Library, D101M Schurman Hall.

### University Seminar

"Technology and the Library of the Future," Peter Lyman, University of Southern California, sponsored by the 2001 Committee, (a university committee looking at the influence of technology on Cornell in 10 years), Dec. 20, 11 a.m., Morison Seminar room, A106 Corson Hall.

## SPORTS

### Home games only

### Saturday, 12/29

Men's Basketball, Bucknell, 7:30 p.m.

### Thursday, 1/3

Men's Basketball, North Carolina-Chapel Hill, 7:30 p.m.

### Saturday, 1/5

Women's Hockey, Harvard, 1 p.m.

### Sunday, 1/6

Women's Hockey, Dartmouth, 1 p.m.  
Men's Swimming, Navy, noon

### Monday, 1/7

Women's Basketball, Canisius, 7 p.m.

### Friday, 1/11

Men's Basketball, Harvard, 7:30 p.m.

### Saturday, 1/12

Men's Track, Cornell Open  
Women's Track, Cornell Open  
Men's Fencing, Yale, 11 a.m.  
Women's Fencing, Yale, 11 a.m.  
Men's Basketball, Dartmouth, 7:30 p.m.

### Sunday, 1/13

Women's Hockey, St. Lawrence, 2 p.m.

### Wednesday, 1/16

Women's Hockey, RIT, 7:30 p.m.

## Course on feeding the homeless inspires new career goals

Cornell instruction on how to use the arts of the hospitality industry to house and feed the homeless has inspired some students to change their careers.

Ann Hales, an assistant professor in the School of Hotel Administration, said the school's course on housing and feeding the homeless has led some students to new goals and has increased assistance from the nation's hotels and restaurants to shelters and soup kitchens.

Offered each semester since 1988, the course teaches how to apply the techniques of first-class hotels and restaurants to operating facilities for the homeless.

"One student said that the course changed the fabric of his life," Hales said. "He took a restaurant job in the South but found that it did not meet his needs. In December, he became manager of a Los Angeles hotel for low-income residents."

Another went from Cornell to manage a weekend meals program in an Ithaca community center and then worked in San Francisco for Habitat for Humanity.

"Until they take the course, many of our Hotel School students know nothing about the problem of homelessness in the United States," Hales said. "We have students from other university departments, particularly those studying government, housing, political science and consumer economics, who are interested in homelessness as a social and political issue."

Hales is assisted by James Eyster, a professor of hotel finance and real estate who conceived the course, and John Ford, an associate professor of human service studies.

During the past two years, Hales and Eyster have discussed their hospitality industry approach to homelessness with hotel and restaurant executives in New York City,

Washington, Seattle, San Francisco, Los Angeles, San Diego and elsewhere.

Following up those meetings, members of the Cornell Society of Hotelmen in Washington are working with the Community for Creative Non-Violence. In Seattle, a telephone hot line has been established for shelter managers to request their requirements for surplus items from hotels such as sheets, blankets and toilet articles.

"We are trying to raise people's awareness across the nation so that they will think about wasted products and surplus items that communities for the homeless can use," Hales said.

"No one really knows how many homeless we have, but both government and advocates agree that the problem is increasing while sympathy for the homeless is decreasing."

—Albert E. Kaff

# CORNELL EMPLOYMENT NEWS

December 20, 1990

Including Job Opportunities

Volume 2, Number 51

## Holiday Greetings from the Office of Human Resources and the Office of Human Relations

Anticipating the close of the old year and the beginning of the new elicits contrasts: happiness for some, sadness for others; giving and receiving; reflection over the past and planning for the future. As you return to your homes, your family, and your friends this holiday season, may you take heart in the things you know to be true, and find joy and peace in the people you love. With all best wishes for the coming year,

- Lee Snyder  
Director, Office of Human Resources

During this holiday season I want to thank you for the gifts that you give every day - the time you spend listening and helping, the service you give to your university, family and community. These kindnesses touch everyone around you and lighten all of our lives. May the holiday's festivities renew your spirit as you reflect on the messages that give meaning to the season.

- Joycelyn Hart  
Associate Vice President for Human Relations



### Reminder: Please Return Classification Review Questionnaires for Nonexempt Employees

Although the hiring freeze is still in effect, 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 far-reaching and long-range in nature."

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.



### It's Not Too Late to Turn in Your Select Benefits Forms

The last date select benefits forms can be submitted for participation in 1991 is December 31, 1990. Be sure to call the Benefits Office at 255-3936 if you need more information or extra forms.

The Office of Human Resources will be closed December 25, 1990 through January 1, 1991 for the winter holiday break.

### English as a Second Language Offered Free to Cornell Employees

TST 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 you.

**Dates:** January 7 through March 4 (10 weeks)

AND

March 18 through May 23 (10 weeks)

**Time:** Monday through Thursday, 4:45 - 5:45 p.m.

**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.

### Inclement Weather Policies

It is sometimes necessary to change the university's operating schedule because of snow or other inclement weather emergencies. If conditions exist such that university services are affected, the local radio stations will announce by 5:30 a.m. one of the following situations:

**Delayed opening** - the entire university will be open and operating at a later time.

Peak period bus service from A and B lots will start 30 minutes before than announced opening times.

**Partial closing** - only classes, libraries, examinations, and health service, residence life, dining, unions and activities, physical plant, life safety, Cornell Information and Referral Service and public safety units will continue to operate.

Regularly scheduled bus service from both A and B lots will be maintained.

**Closing of the university** - only health service, residence life, dining, unions and activities, physical plant, life safety, Cornell Information and Referral Service and public safety units will continue to operate.

The following TV and radio stations participate in the announcements:

- |                        |   |
|------------------------|---|
| <b>Ithaca -</b>        | WHCU (870 AM)<br>WICB (91.7 FM)<br>WPIE (11.60 AM)<br>WQNY (103.7 FM)<br>WTKO (1470 AM)<br>WVBR (93.5 FM)<br>WYXL (97.3 FM)<br>WSQG (90.9 FM) |
| <b>Auburn -</b>        | WMBO (1340 AM)<br>WPCX (106.9 FM)   |
| <b>Binghamton -</b>    | WNBF (1290 AM)<br>WQYT (98.1 FM)<br>WSKG (89.3 FM)<br>WBNG TV12   |
| <b>Cortland -</b>      | WKRT (920 AM)<br>WNYP (99.9 FM)   |
| <b>Elmira</b>          | WENY (1230 AM)<br>WENY TV36   |
| <b>Geneva -</b>        | WGVA (1240 AM)<br>WECQ (101.7 FM)   |
| <b>Montour Falls -</b> | WXXY (104.9 FM)   |
| <b>Owego -</b>         | WEBO (1330 AM)  |
| <b>Syracuse -</b>      | WIXT TV9<br>WSTM TV3<br>WTVH TV5  |
| <b>Watkins Glen -</b>  | WGMF (1500 AM)  |

# Happy Holidays From the

## Office of Human Relations

Joycelyn R. Hart  
Marilyn B. Bell  
Barbara Ward  
Susan Liffen  
Roy Peter

## Office of Equal Opportunity

Bill Thompson  
Marybeth Dwyer  
Valerie Hayes  
Carolyn McLendon  
Sue McNamara  
Joan B. Fisher  
Sandy Tessey

## Office of Human Resources

### Director's Office

Cheryl Smith  
Gery Thomas  
Jackie Benton

### Employee Relations

Marge Swiney Cloch  
Barbara K. Siani  
Regina J. Wharton  
Diane Dietrich

### Compensation

Patricia Harris  
Marybeth Jordan  
Cecily J. Reynolds  
Allan D. Bishop II

### Human Resource Information

Dedra Mosher  
Lynne J. Ovi  
Ellis Doty  
Janet A. Worden  
Pam Piechuta  
Cher Bennett  
Laurie L. Dean  
Lillian  
Vicki Peagler  
Jill  
Sue Bower

### Employee Benefits

Tammy Kroboth  
Jean Samuelson  
Karey Gunn  
Pat Smith  
Susan Fredricker  
Alice Bower  
Brie Douglas  
Bonnie K. Clark  
Sandy Rivas  
Mary K. Vally

### Staffing Services

Judy Stewart  
Janie Washburn  
Cynthia Smithson  
Andrea Alfond  
Sam Weeks  
Sandy Conlon  
Karen Raponi  
Linda Scaglione  
Betty Law

### Training and Development

Kathy Newell  
Employee Communication  
Nancy D. Dobbie  
Cheryl Seland  
Anna Bugliari

Theresa Kapacki  
Judy A. Bruce  
Maureen  
Sue Faustine  
Sandra Carrington  
Sue Lomat

# JOB OPPORTUNITIES

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 resume & 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**  
**Posting Date: 11/29/90**

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.

**Application Program Analyst II (PT4701) Level 33**  
**CHES-Endowed**  
**Posting Date: 12/13/90**

Serve as consultant for the CHES computing system. Develop and implement a user friendly interface for data collection software. Assist users and staff with computing problems. Maintain user accounts. Position flexible.

**Requirements:** Programming experience with FORTRAN and C. Experience with VMS and UNIX systems useful. Send cover letter and resume to Sam Weeks.

**Resource Coordinator (PT4303) Level 33**  
**Engineering/Dean's Office-Endowed**  
**Posting Date: 12/13/90**

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

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

**Application Programmer/Analyst II (PT4705) Level 33**  
**Public Affairs Records-Endowed**  
**Posting Date: 12/13/90**

Design, develop, modify, maintain and document straight forward applications software of a major administrative system. Analyze functional and performance requirements and develop software alternatives to increase efficiency and usability. Diagnose problems in production software and effect emergency repairs. Install, document, maintain and modify straight forward vendor purchased applications software. Write production procedure, JCL, and user manuals. Assist and advise users.

**Requirements:** Bachelor's or equivalent with computer courses. 2-3 years related experience. Knowledge of applications for interactive and batch systems (administrative); database management systems; machine architecture; system utility programs; and VM/CMS. Knowledge of at least two of the following languages: PL/1, Natural, COBOL. Send cover letter and resume to Sam Weeks.

**Assistant Director Class Programs (PA4703) HRI**  
**Public Affairs-Endowed**  
**Posting Date: 12/13/90**

Work with volunteer class officers in planning, coordination, and implementation of young alumni events. Assist reunion chairs for the fifth and tenth year reunions. Responsible for undergrad class initiatives from alumni affairs, including senior year alumni class officer elections.

**Requirements:** Bachelor's required. 1-3 years experience. Good oral and written communication skills. Ability to direct and coordinate volunteers and their efforts. Strong organizational skills. Attention to detail. Excellent supervisory skills. Send cover letter and resume to Cynthia Smithbower.

**Executive Staff Assistant (PC4707) HRI**  
**Human Ecology Administration-Statutory**  
**Posting Date: 12/13/90**

Provide professional staff assistance to the Dean of the College. Handle many confidential matters. Prepare correspondence and other materials; compose some correspondence; handle heavy scheduling; arrange meetings; screen calls and visitors. Make travel arrangements and handle reimbursements.

**Requirements:** Bachelor's preferred; Associate's with extensive experience acceptable. Minimum 5 years experience in complex office environment. Excellent communication, interpersonal and organizational skills are essential. Experience dealing with confidential matters desirable. Experience with microcomputers required (IBM preferred); familiarity with Wordperfect desirable. Ability to use dictaphone equipment. Good writing, editing and keyboard skills necessary. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

**Photo Specialist (PT4703) HRI**  
**Media Services-Statutory**  
**Posting Date: 12/13/90**

Produce high quality photographs using 4x5 view cameras, 2 1/4, and 35mm in studio or on location for public relations, publication, exhibits and slide shows. Meet with clients to advise, plan content and to conceptualize photographs. Reproduce color slides using optical printer to produce special effects. Reproduce as slides or prints prepared artwork, illustrations and original photographs. Travel and weekend hours.

**Requirements:** Bachelor's in photographic arts and sciences or equivalent. 3 years experience in commercial photography, including photojournalism, studio photography, location photography and color process monitoring. Experience with optical printing methods preferred. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT4509) HRI**  
**Biochemistry/MAC CHES-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 Mac.

**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.

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

Administer accounts, manage accounting office; and supervise staff of 2.

**Requirements:** Bachelor's or equivalent in business and accounting. 2-3 years related experience. Strong supervisory skills required. Experience using IBM PC and Lotus 123; ability to create advanced spreadsheets required. Good interpersonal skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

## Professional Part-Time

**Research Support Aide (PT4802) HRI**  
**Chemistry-Endowed**  
**Posting Date: 12/20/90**

Coordinate all administrative aspects of the Journal of Physical Chemistry. Monitor and maintain timely progress of manuscripts. Correspond with authors worldwide, reviewers and editorial staff. Edit manuscripts paying special attention to style and grammar. Responsible for preparation of monthly and annual production and financial reports in accordance with the American Chemical Society guidelines.

**Requirements:** Bachelor's or equivalent in chemistry or physics. Familiarity with modern chemistry and science library; editorial experience helpful. Familiarity with scientific computing and French/German helpful. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Professional Temporary

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

Coordinate Cornell Connection and Alumni Career Advisory Network. Organize 3 alumni career fairs for seniors to take place in Washington, D.C., and New York City over spring break. Work with alumni chairpersons to plan fairs; recruit alumni participants, publicize events, administer budget, and advise students about the fairs and how to network with alumni. Coordinate follow up survey of participants in four winter break and three spring break career fairs. Oversee computerized job listing service and Alumni Career Advisory Network. Supervise two administrative aides and work study students. Full-time temporary until May 31, 1991.

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

**Boyce Thompson Institute for Plant Research**  
**Administrative Secretary**  
**Environmental Biology**

Provide administrative and secretarial support for the Environmental Biology Program Director and seven research scientists. Administrative duties (60%) include developing and maintaining appropriate computer based systems for use in a variety of functions. Secretarial duties (40%) include providing word processing support for manuscripts, grant proposals etc. Other duties include coordinating Program events/travel, conducting literature searches, providing program accounting/budget and maintaining files. Full or part time and flexible work schedules will be considered. Commensurate with experience, minimum \$15,200.

**Requirements:** Proficiency in word processing (Word Perfect 5.0 preferred). Firm grasp of English grammar and the rudiments of style. Use of computer spreadsheets and some accounting. Ability to establish and maintain effective working relationships and maintain confidentiality. Contact: Ann Zientek, 254-1239. Accepting applications until 1/11/91.

## 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 and resume to Sam Weeks.

**Animal Technician, GR18 (T4707, T4708, T4709, T4711)**  
**Laboratory Animal Services-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 12/13/90**

Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and for animal welfare. Maintain animal records. Assist vets in treating and vaccinating as needed. Some weekend and holiday coverage.

**Requirements:** High School diploma or equivalent. Associate's in animal science desired. AALAS certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year experience. Ability to lift 50 pounds. Pre-employment physical, all necessary immunizations and NYS driver's license required. Send cover letter and 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.

**Technician, GR20 (T4704)**  
**Natural Resources-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 12/13/90**

Assist in research to alleviate damage caused by deer and to evaluate deer repellents and new fencing. Design, conduct and evaluate studies of deer damage to crops and ornamental plantings. Assist in research on other wildlife damage. Prepare and present summary research reports. Assist in maintenance of research vehicles.

**Requirements:** Master's in wildlife science, mammalogy, vertebrate zoology, or animal science (or equivalent). Minimum of 2 years of related experience including work with herbivores, primarily whitetailed deer and rabbits. Experience in experimental design. Familiarity with PC's and statistical programs. Send cover letter and resume to Sam Weeks.

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

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

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

**Technician, GR21 (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 statisti-

cally 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. Surgical experience is not necessary, training will be provided. Computer experience required for maintaining databases, data analyses, and colony records. Send cover letter and resume to Sam Weeks.

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

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

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

## Technical Part-time

**Animal Technicians, GR18 (T4706, T4710)**  
**Laboratory Animal Services-Statutory**  
**Minimum full-time equivalent: \$529.35**  
**Posting Date: 12/13/90**

Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and for animal welfare. Maintain animal records. Assist vets in treating and vaccinating as needed. Half time position requiring 1 week day plus weekends and holiday coverage. Saturday/Sunday, 7.8 hours per day, 20 hours per week.

**Requirements:** High School diploma or equivalent. Associate's in animal science desired. AALAS certificate helpful. 1 year experience. Ability to lift 50 pounds. Pre-employment physical, all necessary immunizations and NYS driver's license required. Send cover letter and resume to Sam Weeks.

## Office Professionals

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

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

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

**Administrative Secretary, GR18 (C4803)**  
**Alumni Affairs-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 12/20/90**

Provide Secretarial/Clerical support to the Assistant Director, Alumni Programs and the Business Manager, Alumni Affairs; assist with all aspects of Alumni Programs and business operations.

**Requirements:** High School diploma required. Business or Secretarial school desirable. 1-2 years related experience. Skill in general office procedures. Excellent organizational and communication skills. Ability to work under pressure with heavy work volumes. Knowledge of Macintosh computer software preferred. Flexibility. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR18 (C4516)**  
**Engineering Minority Programs-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 11/29/90**

Provide clerical support for EMPO's Cornell Young Scholars Program and other EMPO staff. Word processing; mailings, duplication; filing; basic bookkeeping; serve as receptionist. Other duties as assigned. Monday-Friday, 8:00-4:30, 1 year appointment.

**Requirements:** High School or equivalent. Some college coursework preferred. Proficient on Macintosh Computer. 2 years related office experience. Good interpersonal and organizational skills. Ability to communicate with middle and high school students. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Senior Circulation/Reserve Assistant, GR18 (C4602)**  
**Public Services/Law Library/CUL-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 12/13/90**

Under the general supervision of the Supervisor of Access Services, responsible for all daily operations of the Circulation Desk. Maintain circulation files, recall materials, handle fines. Open the Library, Monday-Friday. **Requirements:** High School diploma required. Associate's preferred. 1-2 years related experience. Ability to work with a variety of people in a public service setting. Must be dependable, and work well under pressure. Good interpersonal, organizational, and oral communication skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**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 the 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.

**Administrative Aide, GR19 (C4703)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
**Posting Date: 12/20/90**

Provide administrative support for the Director and Associate Directors of Leadership Gifts. Take telephone calls and messages; schedule appointments; route material to central files; duplicate materials; arrange meetings; collect, open, and distribute mail; type letters, memorandums, etc; duplicate materials for program where needed.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Knowledge of work-processing dictation equipment. Good typing skills. Good telephone techniques. Ability to work with computer inquiry programs. Knowledge of University Travel Office. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**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 wordprocessing 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.

**Administrative Aide, GR20 (C4802)**  
**Materials Science and Engineering-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 12/20/90**

Provide complete organizational and accounting support for the Industry-Cornell University Alliance for Electronic Packaging and the Li Research Group, thereby ensuring their effectiveness as working units.

**Requirements:** High School diploma or equivalent, some college coursework. Associate's preferred. 1-2 years experience in related area. Excellent interpersonal and communication skills. Ability to work independently and set priorities. Working knowledge with IBM or compats. WordPerfect and Lotus 123 required. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR20 (C4801)**  
**Public Affairs/Athletics-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 12/20/90**

Provide administrative and secretarial support for Director and Assistant Directors of Athletic Public Affairs. Assist with preparation of newsletters, phonathons, special events and projects; manage workflow; research and prepare complex gift and profile reports; prioritize and prepare confidential correspondence.

**Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Excellent organizational, communications and interpersonal skills. Ability to handle confidential information. Experience with Iris; Macintosh computers desirable. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR20 (C4104)**  
**Electrical Engineering-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 10/18/90**

Process school payroll, assist in management of school's accounts, and assist Administrative Associate.

**Requirements:** Associate's in business or related field. 2-3 years business experience. Ability to work under pressure and as part of a team. Experience using Lotus 123 on IBM PC. 1-2 years Cornell University payroll experience. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR21 (C4701)**  
**Anthropology-Endowed**  
**Minimum Biweekly Salary: \$599.73**  
**Posting Date: 12/20/90**

Assist the Department Chair and the Administrative Supervisor with the management and maintenance of administrative support functions of the department.

**Requirements:** Associate's or equivalent. 2-3 years related experience. Good knowledge of account systems, preferably in an academic environment. Excellent communication (oral and written) skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

**Administrative Aide, GR21 (C4519)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
**Posting Date: 11/29/90**

Assist Administrative Manager with day to day operation of the department section of Physiology. Responsible for all personnel and payroll functions; assist in preparation of annual budget and the compilation of various teaching and research oriented reports.

**Requirements:** Associate's or equivalent. Minimum 2 years related experience. Ability to work well under constant pressure with diverse personalities and at all academic, non-academic, and administrative levels. Excellent organizational skills. Knowledge of Cornell person-

nel policies and procedures and statutory and endowed accounting procedures. Familiarity with grant management. Supervisory ability. Word processing, Lotus 123. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR21 (C4505)**  
**Office of the University Registrar-Endowed**  
**Minimum Biweekly Salary: \$599.73**  
**Posting Date: 11/29/90**

Coordinate and provide services to students, alumni, staff and external organizations and agencies. Handle complex nonstandard problems and/or requests as need arises; coordinate the appropriate dissemination of publiclyavailable information on students, certify restricted student information at the student's request, and register students for the current semester.

**Requirements:** Associate's or equivalent. 2-3 years related experience preferably in an academic environment. Strong supervisory and customer service skills essential. Ability to use independent judgment and handle highly confidential information. Excellent communication, interpersonal and organizational skills. Experience with word processing and database management, preferably on Macintosh. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR22 (C4502)**  
**Controller's/Accounting-Endowed**  
**Minimum Biweekly Salary: \$625.24**  
**Posting Date: 11/29/90**

Prepare and maintain various computer generated reports. Assign and establish Sponsored Programs Accounts; review budget categories and prepare preliminary analysis for financial reports; follow up on over-drawn accounts and outstanding accounts receivables.

**Requirements:** Associate's in accounting or business. 3-4 years related experience in accounting. Cornell experience preferred. Grant and contract experience desirable. Experience with personal computers and Lotus 123. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

### Professional Part-time

**Building Attendant, GR17 (C4805)**  
**Access Services, Olin, CUL-Endowed**  
**Minimum full-time equivalent: \$517.65**  
**Posting Date: 12/20/90**

Under the direction of the senior evening supervisor, perform library security functions including working at stack control desk and closing building. Perform a variety of circulation & collection management duties assigned. **Requirements:** Experience with academic libraries preferred. HS diploma or equivalent. Strong interpersonal and communication skills. Exceptionally dependable; able to work with sudden increases of activity at exit/entrance points while maintaining consistent procedures. Experience with microcomputers. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

**Administrative Aide, GR19 (C4702)**  
**Operations Research and Industrial Engineering-Endowed**  
**Minimum full-time equivalent: \$551.86**  
**Posting Date: 12/20/90**

Provide administrative/clerical support for the Graduate Program and the School's Administrative Manager. Backup for technical typing using the EXP program. Other duties as assigned.

**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Good interpersonal skills. Knowledge of technical typing helpful. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Senior Night Supervisor, GR20 (C4806)**  
**Access Services, Olin Library, CUL-Endowed**  
**Minimum full-time equivalent: \$575.30**  
**Posting Date: 12/20/90**

Under the general direction of the Administrative Supervisor of Circulation, is responsible for the library during evening hours and weekends including overseeing the operation of the circulation desk and the book stacks. During these times is responsible for the security of the building. Wednesday-Thursday 4:30 to 12:00 a.m., Saturday 9:00 - 6:30, 24 hours weekly.

**Requirements:** Associate's or equivalent. 2 years related experience. Strong interpersonal, organizational and communication skills. Supervisory experience desirable. Public Services experience in an academic library. Experience with microcomputers desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Office Professionals Temporary

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

**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 and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Office Assistant (S4511)**  
**Asian Studies-Endowed**  
**Posting Date: 12/6/90**

### Cornell Employment News

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**Photography:** Susan Boedicker, Media Services, Photo Services, Publications  
**Telephone:** Office of Equal Opportunity (607) 255-3976  
Office of Human Resources (607) 255-3936

**EQUAL**  
Opportunity at Cornell

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, Monday-Friday, 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.

**Casual Animal Technician (S4611)**  
**Laboratory Animal Services-Statutory**  
**Posting Date: 12/13/90**

Provide weekend and holiday care of lab animals (feed, water, clean and monitor following strict protocols for sterile or disease control environment and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. Saturday-Sunday-Holidays, 16 hours per week.

**Requirements:** High School diploma or equivalent required. Associate's in Animal Science desired. Assistant Animal Certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required. Please send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

### Temporary Off-Campus

**Food Marketing Specialist (S4801)**  
**NYC Cooperative Extension-Statutory**  
**Posting Date: 12/20/90**

Plan, coordinate, develop and implement an educational marketing campaign and supportive educational resources directed to grocers in East Harlem and Bedford Stuyvesant with the objective of increasing the accessibility of low fat foods to local consumers.

**Requirements:** Bachelor's required. Bilingual (Eng/Spanish) oral and written skills. Knowledge of small business practices and marketing of food products. Minimum 2 years work experience. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Youth Development Program Assistant (S4803)**  
**NYC Cooperative Extension-Statutory**  
**Posting Date: 12/20/90**

Utilizing independent judgment and initiative, provide administrative support to the Senior Extension Associate for Youth Development. Primarily responsible for support to program development efforts & devising and implementing systems to reach long-term goals. 20 hrs pr week.

**Requirements:** Bachelor's required. 2-3 years administrative experience. Writing, researching and synthesizing skills. Flexible, detail oriented, able to work under pressure. Knowledge of urban communities. Word processing and database systems skills. Please send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

### General Service

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

### General Service-Temporary

**Greenhouse Worker, (B4701)**  
**Entomology-Statutory**  
**Hiring Rate: \$6.00**  
**Posting Date: 12/13/90**

Responsible for operation of an entomological greenhouse complex for use by faculty, staff, and graduate students. Anticipate and carry out necessary operations to maintain an optimum environment for plant growth and research needs. 3 months (possible extension). Monday-Friday 39 hours per week.

**Requirements:** Bachelor's in floriculture or related field where coursework included plant growth and greenhouse operations; DEC certified application license required. 2-3 years working experience in a well managed greenhouse operation; excellent knowledge of mechanical operations of a greenhouse. Send materials to Cynthia Smithbower, Staffing Services, 160 Day Hall.

### Academic

**Senior Research Associate I**  
**Department of Theoretical and Applied Mechanics**

Perform both theoretical and experimental original research in the area of composite materials and structures. Develop mathematical models and experimental procedures for the strength and lifetime in stress-rupture of advanced fiber reinforced composites. Plan and supervise a project to design and implement laboratory equipment of study stress-rupture in a graphite/epoxy composite. Interact with other faculty in interdisciplinary research and student advising, along with externally funded research. Development and teaching of a laboratory course in composite materials and structures for the Department of Theoretical and Applied Mechanics M. Eng. program, including supervision of student research projects.

**Requirements:** Ph.D. in Applied Mechanics or Structural Engineering. Strong theoretical background in the area of composites. Extensive experience in fabrication and test methods of advanced composites. Strong background in probability and statistics, familiar with statistical modeling and analysis techniques such as Weibull analysis as applied to strength and fatigue life data. Knowledge of finite element analysis and software packages for laminate analysis and composite structures. Teaching and student supervising experience. Good research record. Send cover letter and resume to S.L. Phoenix, Department of Theoretical and Applied Mechanics, 248 Carpenter Hall.

### Cornell Cooperative Extension

**#87 Extension Associate III, Regional Vegetable Specialist/Team Leader**

**Location: Genesee or Monroe County, Batavia or Rochester, NY**

Develop, implement and evaluate educational multi-county program for the commercial vegetable industry in Genesee, Monroe or Orleans Counties. Program will include cultural practices such as variety selection, insect/disease/weed control, soil management, post harvest handling/storage as well as marketing of commercial vegetable crops. Lead a two-person specialist team working in close cooperation with a regional vegetable program advisory committee and Cornell University faculty and staff at Ithaca and Geneva.

**Requirements:** Master's in Agriculture with a major in Vegetable Crops or closely related field and four years professional work in agribusiness, vegetable crop production, Cooperative Ext. or in developing informal educational programs. Salary: \$31,500, commensurate with qualifications. Apply by Jan. 17, 1991. Send materials to 365 Roberts Hall, Cornell University, Ithaca NY, 14853.

**#88 Extension Associate III, Regional Vegetable Specialist**  
**Location: Genesee or Monroe County, Batavia or Rochester, NY**

Develop, implement and evaluate educational multi-county program for the commercial vegetable industry in Genesee, Monroe or Orleans Counties. Program will include cultural practices such as variety selection, insect/disease/weed control, soil management, post harvest handling/storage as well as marketing of commercial vegetable crops. Member of a two-person specialist team working in close cooperation with a regional vegetable program advisory committee and Cornell University faculty and staff at Ithaca and Geneva.

**Minimum Qualification:** Master's in Agricultural with a major in vegetable Crops or closely related field and 3 years professional work in agribusiness, vegetable crop production, Cooperative Extension or in developing informal educational programs. Salary: \$30,000, commensurate with qualifications. Apply by January 17, 1991. Send materials to 365 Roberts Hall, Cornell University, Ithaca NY, 14853.

**Field Specialist, Industrial Technology Extension Service**

Works with Southern Tier New York manufacturing firms to assess productivity-related needs, and with educational institutions and others to identify appropriate resources. Initial employment as six month temporary by Cornell Cooperative Extension beginning January 2, 1991. Position will move to UniPEG (Southern Tier Technology Development Organization) July 1, 1991. **Requirements:** Bachelor's in engineering from an accredited institution and ten year's engineering and manufacturing related experience, or 6 years experience and a Master's degree in engineering or business. Salary: commensurate with qualifications. Send letter of intent, resume and transcript (s) to 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

### Weight Watchers at Work Program

A new eight week Weight Watchers at Work program will begin on Wednesday, January 2, 1991 from 12:00 noon to 12:45 at Anabel Taylor Hall auditorium. Late registration will be accepted on January 9th. All employees are invited to attend. For more information call Weight Watchers toll-free number at 1-800-234-8080.

### Attention All Employees: Is Your Campus Address Correct?

*If Not, It's Your Responsibility to Report Your New Address.*

If your campus address is not correct, please take the time to send the correct address along with the former address and your social security number to Operations, 130 Day Hall. When you change your campus address, it is your responsibility to inform Operations. The change does not happen automatically. Please allow approximately three weeks for changes to take effect.

# Networking

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

Volume 11, Number 9  
Thursday, December 20, 1990

## Reflections Upon Change

With the coming of the new year, we have an opportunity to reflect upon the year that has passed. For many it has been a good year, but for some, it has been a time of great change. Change, by definition alone, has the potential to create great fear within many of us. It is difficult, at best, to maintain a positive attitude for a productive new year when the Cornell community remains uncertain of job security; family, and friends, as well as the world, are confronted with controversy in the Persian Gulf; the economic future is gray; the homeless population continues to increase; and the list goes on.

They say we come from the Land of Plenty. We are a nation that can create change. We are reminded, as we look at the world through the eyes of our young children, that anything is possible. Much like children, we are faced with dilemmas each and every day. Dilemmas that are of no greater severity for a seven year old than they are for a 37-year old. If we do not use our ability to affect change, we will continue to face uncertainty. We are often reminded that when one door closes, another door opens. Now, as during other times in our history, the people of this community need to band together for support. If strength is in numbers, than there should be no group stronger.

The new year forces us to face reality. However, it also forces us to reflect upon the past. Time has a way of fading unpleasant memories, allowing pleasant memories to remain. As frightening as change can be, it will make us stronger. Short term affects have the potential to weaken our spirit, but that should only be temporary. It is when we are at our weakest moments that we begin to rejuvenate. Those of us who are less affected by the controversy of the world need to be the corner stones of this support. If all else fails, we can be there for one another. Sincerity comes from the heart. And true sincerity, when sent forth, will be returned ten-fold. Though it is difficult for some of us to express our feelings of support and comfort, it far out prices the most expensive gift in the world.

Change is frightening. It creates a level of uncertainty for the future. Uncertainty that appears insurmountable. However, it is the change of today that will lead us to tomorrow. Change is good and creates the ability to move ahead with life. The sun will rise tomorrow whether it is another day or the start of a new year. We need to face each day with the support and fellowship that we deserve as individuals. It is a fact that times are tough. It is also reality that times get better. The holiday season is a time of giving and a gift from the heart is impossible to buy.

To the people of the Cornell community, our thoughts are with you and we wish you the best for the New Year!

*Networking Board*



## DEDICATED SERVICE AWARD



### Valerie Sellers Kantrowitz

by Judy VanDermark



Photo by Doug Hicks

This month's Dedicated Service Award Recipient is Valerie Sellers Kantrowitz, known to many of us as "Mitzy". It is with great professional pride and personal excitement that the Networking Board is recognizing such an outstanding employee and that I am a part of this endeavor. You see, if Mitzy were older than I, I would tell you I wanted to be just like her when I grew up. That should tell you something, since my only other idol is Diana Ross! If Mitzy could sing like Diana Ross, her theme song would have to be "Ain't No Mountain High Enough." That's what comes to mind when I think of my colleague Mitzy Sellers Kantrowitz.

Mitzy began her Cornell career in 1978 as an Office Assistant in the Department of Unions and Activities.

She left Cornell after eighteen months to do a stint with the Ramada Inn. She returned to the University in February of 1980 which started her ten year career. January 3, 1991 she will end that ten year career and become a full-time graduate student. Before that happens we would like the Cornell community to know what a unique individual this young woman is.

The second tenure with the University began in 1980 when Mitzy became an Office Assistant for Extramural Studies, she remained in the Division of Summer Session and Extramural Studies and Related Programs but not as an Office Assistant. In 1982 she became the Division Registrar, 1987 Division Program Manager and in 1988 she was named Director of Administration for the

Division. For many professionals that would be enough achievement, but no, not yet.

In 1987 she received a Bachelor of Science degree from the School of Industrial Labor Relations at Cornell and in May 1992 she will receive her Master's degree in the Health Administration Program. Both degrees have been earned through the University Employee Degree Program. Enough accomplished? Not yet.

Mitzy has a tremendous commitment to the Cornell community, the employees she has supervised over the years, her department, her division and her colleagues. Her belief is that employee education should be a priority and that all employees should work in an environment that is supportive and fosters their professional and personal growth and development. She carries those thoughts with her in every capacity she touches at this University.

Mitzy developed and has taught a seminar/workshop on Returning to the Classroom. Her personal belief is that it is never to late to do anything. This workshop has been offered through Training and Development at Cornell as well as being offered in the Office Professional curriculum. In her spare time she has developed a new seminar/workshop entitled "Customer Service in a University Setting," to be offered in the Spring of 1991. You ask, "where does she get her energy?" There's more.

To balance her career, her educational endeavors and her commitment to her fellow employees she wears many other hats to represent us all. Committees are her middle name. She is the Associate Chair of the Advisory Committee on the Status of Women, Chairperson for the University Summer Operations Committee, Unit Representative for Affirmative Action, Division Sexual Harassment Representative, a member of the University Personnel Support Group (PSG), Academic Records and Registration Committee, Management Development Program, Summer Employment Task Force, University Council Advisory Network and a member of the University AIDS Advisory Committee.

Over the years Mitzy has had the opportunity to work with and for administrators who have allowed her to take some risk and turned those risks into successes. Ideas that some may have said "It just won't work" but did that stop her? Of course not. In the summer of 1982 Mitzy's creation was the Summer Music Festival held on Libe Slope, featuring the Burns Sisters - entertainment for all. Not everyone thought this idea was all that great but what counted was that she believed in that idea and

so did Scott MacDougall, Dean of Summer Session. A man who believed in risk taking, rewarded people for their creative ideas and supported them. He was also there as a reality check but gave the go ahead and off she went with her idea. First year attendance for the Summer Music Festival was 500, by 1985 this event went from one live group to six live bands, mime artist, comedians, clowns and interpreters for the deaf. Another example of achievement for Mitzy.

Throughout the ten years that Mitzy has been with the University there seems to be a common thread through all that she has done. "If you think it can't be done, think again and try it." Although I know that Mitzy has not always gotten the answers she may have wanted the first time around, it is apparent that it never stopped her from trying again, and reaching for some pretty amazing professional and personal goals. This is a person that has certainly received a lot from the University, but has worked with all her beliefs, convictions and energy to give back so much to all her fellow employees.

Her next goal, and I have no doubt that this will be attained. After completing her Master's in Health Administration, she will work to establish Hospice's in communities for people who have AIDS. Eventually Mitzy will put her endless energy and talents into becoming a Lobbyist for the rights of people who have AIDS.

Successful career, earning an education, commitment not only to herself but to all Cornell employees and standing up for all her convictions. Well respected by her colleagues and last but not least, just a wonderful sense of humor and such a breath of fresh air.

There are employees and then there are employees. Mitzy, you are one of the rare employees. Your leaving will be such a loss to this University, but the loss we will feel will be replaced in the hearts of many knowing that AIDS Work will be gaining one dynamic and talented lady.

I know if you had known about this award and article you would have wanted to thank the many people that you have had the opportunity to learn from, been supportive of you in your endeavors and been there when you needed them. So, to those of you in Mitzy's life - and you will know who you are. Thank you.

The Networking Board along with many members of the Cornell Community would like to congratulate you on all your dedication and achievements over the past ten years. You certainly will be missed, but you will never be forgotten.

## Hanukkah: In The Spirit of Faith

by Sabrina Cuttler



The significance of the holiday of Hanukkah can be summed up in one word, its Hebrew meaning - "Rededication." In 165 BC, after a three-year struggle, Judah Maccabee and the Hebrews of Judea defeated the Syrians and reclaimed the Great Temple in Jerusalem. While cleaning the Temple to rededicate it to God, the Maccabees found only one small cruse of oil with which to light the holy lamps. Instead of lasting only one night, however, the oil miraculously lasted eight nights, giving the Hebrews time to get more. Thus Hanukkah, also called the Festival of Lights, was born.

While so many Christians at this time of year must stop for a moment and

question the true meaning of Christmas, Jews do not face this same issue with Hanukkah. Like all of our other holidays, the religious significance and tradition of this holiday has been carried up through all the generations. Each night, as another candle is added to the hanukkiyah (menorah or candelabra), prayers are said — prayers to God, so that we never forget **who** kept those holy lights burning for eight days so long ago.

The giving of "major" gifts — one each night, no less — began in America, and only recently, when Jewish children saw their Christian friends receiving gifts at Christmas time. My parents remember

getting only some money (gelt) and candy, certainly not the gifts they gave me or I give my children. But they also played dreidel (a kind of spinning-top game) and ate latkes (potato pancakes) just as we do today. Some things never change.

That's Hanukkah's meaning for me — through the generations, my people have kept strong their faith in God and held onto their traditions — and because of that, survived many great obstacles. May the lights of Hanukkah burn brightly for Jews everywhere, and at this season in these particularly trying times, may **freedom** be God's will for all.



## EMPLOYEE SPOTLIGHT

### Barbara Lok – Animal-Guardian Angel

by Kathy O'Brien



Ten years ago, Cornell hired this Employee Spotlight because of her expertise with and interest in animals. But her story really started after her children were all in school. Near her home in Massachusetts, there was a facility that studied all shapes and sizes of animals from around the world. The Museum of Comparative Zoology at Harvard did comparative studies of those animals. Part of her job was to help with the animals — developing diet, setting standards, etc. One of her charges was a lion named Charlie. That in itself might have been unusual - but I bet not many of our readers has a place in history on a NOVA program, filmed by a BBC crew interested in one aspect of the testing procedure the animals were put through. You see, the Employee Spotlight's job was to run ahead of an ostrich to get it to run on a tread mill. Now picture this - cameras are rolling, our Employee Spotlight running like crazy ahead of an ostrich, and the ostrich running like crazy trying to catch up! Oh fleeting fame!

May I introduce Barbara Lok, formerly an ostrich trainer, now guardian angel to the University's research animals. Barbara's function is to act as animal nurse under a clinical veterinarian's supervision. Their responsibility is the health and well-being of the research animals. When the animal becomes sick, she or the veterinarian is called in to care for it. Barbara becomes involved in the housing, lighting, temperature, space requirements, etc. — every health aspect. She makes sure the rules and regulations from the National Institute of Health, State of New York and the United States Department of Agriculture governing research animals are stringently observed. Barbara makes sure that the proper records are being maintained to adhere to the research protocol of that animal. Before an animal is brought in to any facility, its 'environment' has to be top notch. "The level of caring and concern for animals is very high here on campus," explained Bar-

bara. "The investigators are so aware of the need for healthy, well-adjusted animals that they are in tune with all the guidelines."

Barbara got her job, "because I love animals." She is certified by the American Association for Laboratory Animal Services and has a certificate from the State of New York to work in a clinic. "I had previous clinical experience at Tufts dealing with animals before I came here to Cornell," she said. "It helped because I already had a good background." Barbara further explained, "This has turned into more than 'just a job', it has turned into a career. I'll always be connected to animal welfare."

Barbara loves to work with animals. "I love to interact with the investigators, technicians, and students." She is very involved with the educational process at the University — in the workshops, seminars and wet laboratories. "Being around animals is a big thrill," she said. "But the most thrilling is when I go into a room with hundreds of animals the same size, color, etc. and the technician who works with them knows them as personalities, as a Joe or a Muffin, not as a body in a cage. They are seen as lots of animals in a room, not as a room full of animals."

Committed, compassionate, and caring - 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. **WE NEED YOUR SUGGESTIONS!** **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. **WE NEED YOUR SUGGESTIONS!**

Photo by Doug Hicks

## "Home" for the Holidays

by Kathee Shaff

Even though I have been on my own for ten years and have a family and house of my own, I still look forward to going "home" for the holidays. Home is the house where I spent the first twenty years of my life. Home is where I grew up.

Getting ready for this year's holiday season brings back childhood memories that I cherish of Christmases gone by, of Christmases shared by our family - my father and mother, my two sisters and brother, and me.

For as long as I can remember, we had a family tradition at Christmas time that we followed every year. On Christmas Eve, we were allowed to open one gift that was already wrapped and under the Christmas tree. It was just something small and now I can't even remember any particular gift, but the idea of doing this year after year after year and carrying on a family tradition was what made it a special part of Christmas at "home."

Another sort of tradition at our house on Christmas Eve, (when we were very young) was to leave out a plate of home-baked cookies and a glass of milk for Santa Claus. We also made sure that we left some carrots for Rudolph and the other reindeer. On Christmas morning there would always be a note from Santa, thanking us for the cookies and milk, but saying the reindeer were full

from stopping at all the other houses, so they didn't eat the carrots. Getting this personal note from Santa made our Christmas a little more special.

I can remember going to bed on Christmas Eve and trying to stay awake in hopes of hearing the sound of reindeer hooves on the roof. Finally, sleep would overcome me. I can't remember if sugar plums danced in my head or not, but I do remember waking up on Christmas morning with certain feelings of excitement and anticipation. After all, it was Christmas, and Christmas for little kids meant all kinds of presents, especially toys.

I can remember sneaking downstairs with my brother and sisters while our parents were still asleep and looking to see if Santa had come yet. Of course, he always had. The first things we saw as we came down the stairs were all the presents under the Christmas tree. They were all wrapped in brightly colored Christmas paper with matching bows. We would snoop through them, spying ones with our names on them, and seeing who got the biggest present, which was usually hidden way in the back. Sometimes we dared to pick up a present, shake it, and try to guess what it was, or try to read through the wrapping paper.

After we explored everything under the tree, we would go and check out our

stockings, which were always hung by the chimney with care. Opening up our stockings marked the beginning of our Christmas Day ritual at "home." Our parents were up by now, awakened by our anxious whispers and our "ooing" and "aawing." In our stockings we found candy, small toys, games, nuts, and always a tangerine stuffed in the toe. Sometimes we even found a lump of coal.

Then the real excitement began - the opening of the presents under the tree. It all started when each of us four kids picked a spot on the floor. As our parents passed out gifts, we piled them all around us and started to open them. We would occasionally stop to see what someone else got, but our main goal was to get to the bottom of our pile and see if Santa brought us everything that was on our list. After all, we were good little boys and girls (weren't we?)

I can remember other things about Christmases past, things that were part of our family Christmas at "home." I can remember Christmas music playing in the background, drowned out by the chitter-chatter of four youngsters caught up in the excitement of the day. I can remember my father putting together toys that were "assembly required" and trying to find batteries for those that were "batteries not included." I can

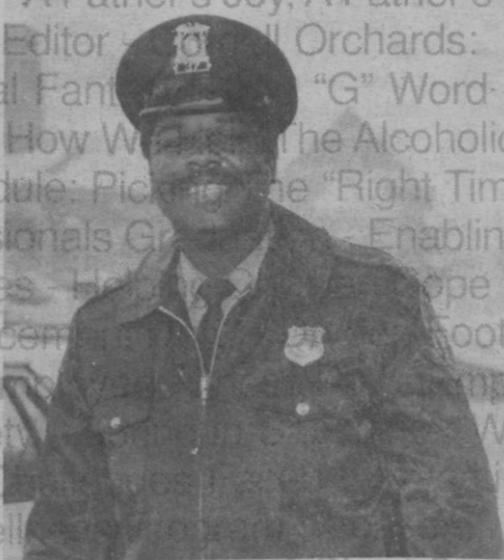
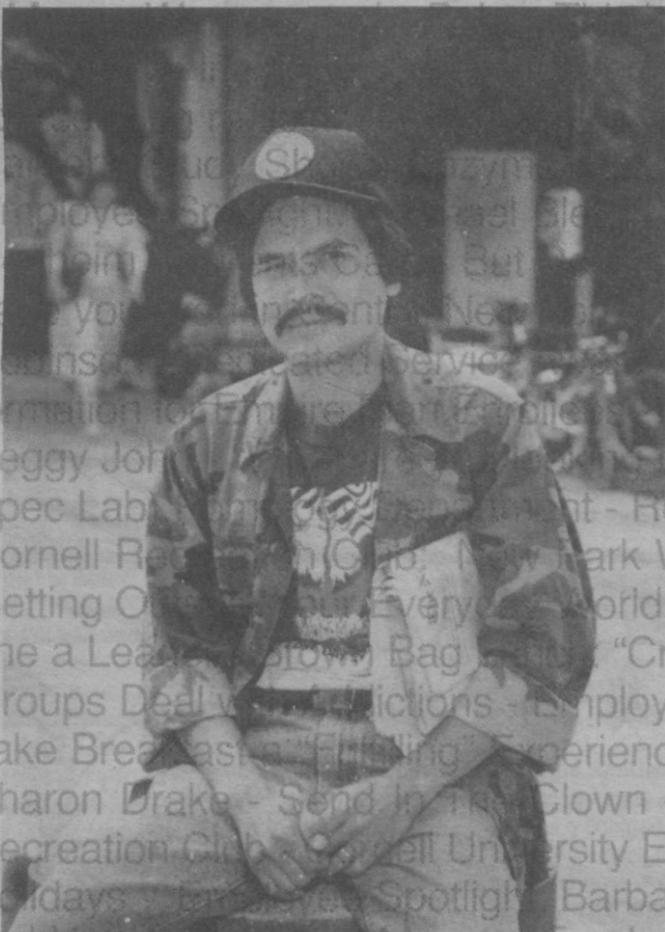
remember my mother busy in the kitchen, and the smell of a turkey roasting in the oven.

After sitting down to a big turkey dinner with all the trimmings and eating until we were stuffed, we would play with our new toys and games that Santa had brought. Later on, relatives bearing more gifts, would stop by and Mom would bring out a plate of her delicious kolochkis. These nut filled pastries were a once-a-year (and long-awaited) treat and were always scrumptious.

These little things that made our Christmases special are what I remember most, and reminiscing about them now is why I always like to go "home" for the holidays.

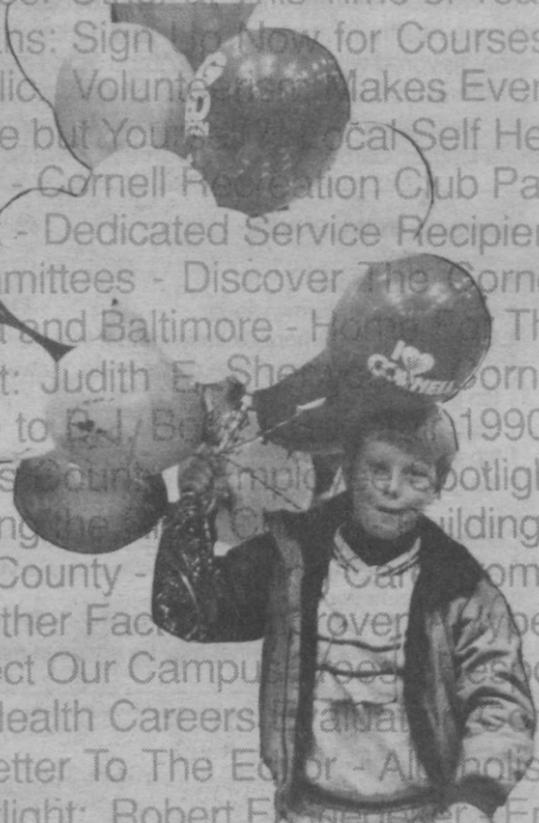
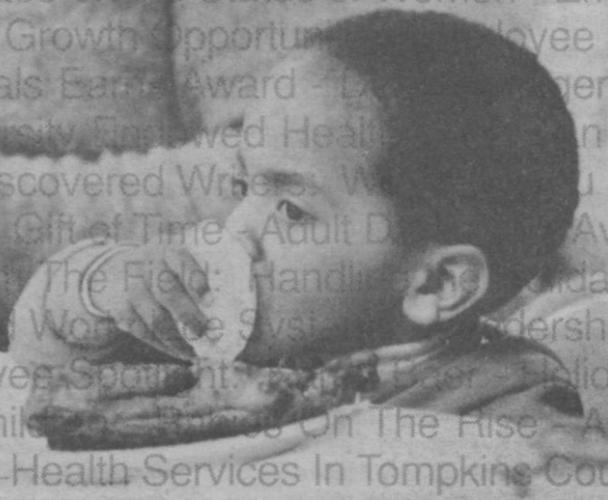


# Networking's 1990 In Review - Let Us Share With You Now What



Mirror Image - Living Up To The Harm In Homophobia - Cornell Families Celebrate Health and Fitness  
 16th Annual... Family Day - Employee... Day: It Doesn't Come From Heaven - Pr  
 mural... Department of Human Resources Training & Development Offer E... Employee  
 and... Employees On The Move... and Promotions - Hiring of Cha  
 Cornell... Program Update - A Lesson From The Civil War - Employee Assembly  
 Rosemary A. Saltsman - What's Your Bloodpressure - Meals With Morley - Hats Off To The College of  
 Dream Employee Spotlight: Lynn Abbott - Petsitting: The Booming Pet Business of the 90's - Coping With  
 Distance: My Parents Live 800 Miles Away? How Can I Help Them? - Cornell Recreation Club Travel  
 tension: Lower Your Blood Pressure Without Drugs - A Father's Joy, A Father's Pain - No Experience? The  
 sible Drinking - The Holidays From The Editor - All Orchards: Growing Sunshine In A L  
 mitte... Footlighters - Present A Musical Fantasy - "G" Word - Guilt - Thank You - Volun  
 Council... Gathering - Enabling - How We... The Alcoholic Drink - Women's Informa  
 ployee After Hours - Lynn Baker - Exercise Schedule: Picking the "Right Time" To Work  
 Cornell After... 733: Day... 712... 713... Professionals Grow - Enabling - How We  
 Own? - Margaret Mary... Summer 1990 Series - Help... cope With Stress  
 Fitness Day - What is your contribution To Commencement... Footlighters to  
 8 - 11 - Employee Spotlight: Lisa Smith - National Employee Fitness Day - Employee Referenda Results  
 Home - A Safe Haven or A Place of Fear and Anxiety - Spring in Sapsucker Woods - Voting - It Can Ma  
 News - A Labor of Love: Sources of Support and Caregivers - Working Caregivers - Getting to  
 A Man, a Woman, and a Baby - This is Equality? Well... Power of Positive Insanity  
 Assembly - Intimacy and Connectedness as Problem Prevention - A Short Course in Human  
 you seeking reelection?" - Cornell Travel Department: "Dedication and Hard Work - Dedicated Service"

# We Have Shared With You All Year!



Roberts, A Dedicated Employee - Henry Devries, Elected Chairperson Employee Assembly -  
 Committee on the Status of Women - Employee Spotlight: Judith Sherwood - Cornell Intra-  
 Professional Growth Opportunity Employee Spotlight: Donna Vantine - Department of Pomology  
 Industries Individuals Earns Award - ...Thanks - A Tribute to B. Bortz - Benefair 1990 -  
 On University Endowed Health Care Plan - Elderly In Tompkins County - Employee Spotlight:  
 - Undiscovered Writers: We Need You - Holiday Pets: Making the Night - Building A  
 Giving the Gift of Time - Adult Day Care: Available In Tompkins County - From A  
 Geneva - Tips From The Field: Handling the - Hypertension: Other Factors of Hypertension  
 Again - Family and Workplace Systems - Leadership Leads - Help Protect Our Campus - Respon-  
 Package - Employee Spotlight: Karen Bae - Holiday Dinner Dance - Health Careers - Som-  
 teers! - Anger and Children - Rabies On The Rise - Addiction: An Open Letter To The Editor - Alcoholism  
 On News - Mental Health Services In Tompkins County - Employee Spotlight: Robert F. Schneider - Em-  
 Assembly In The News - Personal Education Workshop - Employee Spotlight on VanDavis "Grad Dad" -  
 holic Drink - Alcoholism Checklist & Resource Information - Working Wives of Alcoholics - What Denials Do I  
 Baby Do - Wanted: One Real Hero - Suggestion to Reduce the Waste Stream - National Employee Health &  
 Own" - Full Day Recreation Program Offered at Belle Sherman School - Day Sports Camp For Children Ages  
 - Summertime Dining: This is What's Happening - Chemically Dependent Women: Struggle for Recovery -  
 ke A Difference - Operation Campus Watch Reports Increase in Office Thefts - Employee Elected Trustee  
 Know Cornell At Geneva - Winter's Here...Time to Feed the Birds - Employee Spotlight: Patricia Baker -  
 MAP Committee: Grass-roots Group of Administrative Professionals Working Together - Grads Propose New  
 been the most significant accomplishment you have achieved for the employees you serve? Are  
 Award: Jean Coonrad - Employee Spotlight: Dona Soper - Bad Things, Good People - Booze Hits Women  
 have you worked at Cornell - How many different  
 Letter To All Cornell Employees from: Sen  
 Progress is Made by Pushing - 4th Annual Em  
 Addicted - Training and Development Spo  
 Maintaining Family Connectedness - Weight watchers Offered On Campus - Important In  
 Holiday Greeting - Cornell Administration - Safe Winter Travel - Cornell After Hours:  
 Amural Study - Giving Hints - Nutrient Analysis Laboratory (Alias The  
 Travel Checklist - In the Cornell Travel Office - Remember Other at This Time of Year -  
 - Poster of Final Exam Review Available - Technicians: Sign Up Now for Courses -  
 member of the Cornell community - I am also a recovering alcoholic. Volunteer! Makes Every-  
 energy - what is Co-Dependency? "Do You Take Care of Everyone but Yourself?" Local Self Help  
 Happening this Summer - Not Just a Man's Sport - Cornell Recreation Club Pan-  
 Days gone by...but days to come - Specialties Cookbook - Dedicated Service Recipient:  
 Advisory Committee on the Status of Women (ACSW) Working Committees - Discover The Cornell  
 Program Calls for New Applicants - Lancaster, Pennsylvania and Baltimore - Home on The  
 Recreation Club In The News - Diverse Staff: Spotlight: Judith E. Sherwood - Cornell  
 Industries Individuals Earns Award - ...Thanks - A Tribute to B. J. Bortz - Benefair 1990 -  
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# Home For The Holidays



by Bernadine Aldwinckle

'Twas 6 months before Christmas and all through the house all the Abbotts were stirring, including a mouse!

Every Christmas for the past eight years, Jim Abbot, a carpenter in Buildings and Properties at the Agricultural Experiment Station, Geneva Campus, builds a house - a small one.

Jim and his wife, Peg, and their four children, Nathan, Emmas, Jennifer, and Benjamin, live in a house in Oaks Corners, near Geneva, that they designed and built "with a little help from

their friends." In 1983, Jim made a small-scale model of the house as a Christmas ornament. These ornaments became the Abbotts' unique way of thanking their friends for their help and a visual reminder of what they helped build.

This tradition has continued. Now, every year at Christmas time, Jim with the help of a few friends, produces another in a line of tiny structures, known as IBIS collectibles. "We got our name," says Jim and Peg "from a wood

ibis, a type of stork native to the deep south, who visited our pond for two months in the summer of 1982. Its presence in New York state is very rare. We were honored by its stay with us and accepted it as a good omen, hence our name."

The first IBIS collectible, in 1984, was a colonial two-story with a walnut chimney. Since then, there is been a salt box house, a general store, a train station, a church, a barn, a schoolhouse, and this year an inn. Jim's personal favorites are the general store and the train station.

The creative latitude is what Jim enjoys the most, then deciding which structure to do next and, of course, the

challenge of producing it. After all, there are limitations to what you can do with a little block of wood. They try to keep the general theme of Americana-structures common to this country's past. With this in mind, Peg does most of the research, usually by looking through architectural and American Inn books.

Two graphic artists are also involved in the design and printing phase of the houses. Elaine Gotham who works in Communications Services at Geneva and Neil Young, a private graphic artist in Geneva. "The artistic input from these two gifted people," says Jim, "has been invaluable to our endeavor."

Approximately 1,000 collectibles are produced each year. Basswood is used for the main part of the building, and various hardwoods, such as black walnut and redwood, are used for the chimneys and roofs. The Abbotts hand cut and sand the blocks, then they are

silk screened ink color, with as much detail as possible. Finally the roofs and chimneys are added. Each ornament comes with a brief description of its origin and purpose.

"From the beginning, the response from people has been positive," says Jim. "We began selling them by mail order, through Yankee magazine. Now we have customers from New England to California, and every year we send two to France and one to Mexico. What started out as a Christmas present to these people has turned into a collection." The collectibles are also sold in many retail stores in the local area including: Geneva, Waterloo, Penn Yan, Canandaigua, Victor, and Phelps but unfortunately, not yet in Ithaca. We are not sure about the North Pole - better ask Santa.

Photos by Dick Schading



## Recipes For The Holidays

by Kathee Shaff

Holidays are a time to celebrate with family and friends. Holidays are a time for good food and drinks. These are two of my holiday recipes that are favorites in my family. They are real quick and easy to make.

The Wassail is a greeting on a special occasion, offering a beverage and drinking a health. In medieval times and earlier, a bowl was prepared with ale or wine, flavored with sugar, spices, and fruit, like the modern punch. Groups of people went from house to house on Christmas and Twelfth Night, singing carols, and were offered the Wassail bowl at each stop. This is the origin of the old English carol - "Here We Come A - Wassailing."

### WASSAIL BOWL PUNCH

- 1 gallon apple cider
- 1 cup light or dark brown sugar
- 1 6 oz can frozen lemonade concentrate, thawed
- 1 6 oz can frozen orange juice concentrate, thawed
- 1 tsp ground cloves
- 1 tsp ground allspice
- 1 tsp ground nutmeg
- 1 tsp ground cinnamon

Combine cider, sugar, undiluted lemonade and orange juice in a large kettle. Add spices. Simmer, covered for 20 minutes. Serve hot. Can be served in mugs with cinnamon sticks.

\*Alcohol (rum, vodka, or wine) may be added to make a "spiked" punch.



### PISTACHIO SALAD

- 1 large cool whip (11 oz)
- 1 small package instant pistachio pudding
- 1 small cottage cheese (16 oz)
- 1 can crushed pineapple, drained
- 1 small can mandarin oranges, drained
- 1 cup mini-marshmallows
- 1 small jar maraschino cherries, drained (optional)

Mix cool whip and pudding powder until light green. (May add a drop or two of food coloring for darker color). Fold in cottage cheese, pineapple, oranges, and marshmallows. Chill until ready to serve.

\*For Christmas, I cut red maraschino cherries in half and arrange on top of salad in a tree pattern.



## EMPLOYEE ASSISTANCE PROGRAM

### Characteristics of a Strong Family

The strength of a family is based on the quality of the one-to-one relationships that exist. To evaluate the one-to-one relationships in a family, pay attention to the way you and your mate relate to each other, the way each of you connects to each child and how each of your children relates to the other. Added together, these relationships make a strong family unit. If even one of these individual relationships becomes stressed, all the other relationships are affected.

There are four components to a good one-to-one relationship: mutual respect; commitment; enjoyment; and communication. Depending on the type of relationship, the priorities of these components will vary.

#### Examples of mutual respect are:

1. You can have different opinions.
2. You do not protect the other person from responsibility or blame when it is deserved.
3. You encourage each other's individual interests.

#### Examples of commitment are:

1. When you make a promise, you keep it.
2. When one of you makes a mistake the other is supportive.

#### Examples of enjoyment are:

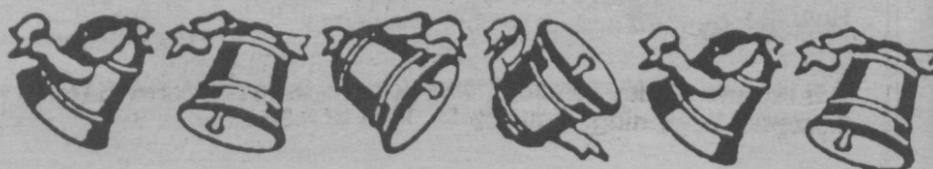
1. You like to spend time alone together.
2. You have mutual interests, activities, and friends.

#### Examples of communication are:

1. You can criticize the other's behavior without attacking the whole person.
2. When you make a mistake you can admit it.

Sometimes families emphasize group activities to such an extent that some of the one-to-one bonds do not develop. It is important for a couple to spend time alone together. It is also important for each parent to spend time alone with each child so that each individual's strengths, opinions and preferences are known and mutual interests can develop. Parents can help their children develop strong sibling relationships by encouraging the children to spend time together, sharing activities and hobbies as well as problems. In the process, each one-to-one relationship will contribute characteristics to the family as a whole while maintaining its own uniqueness.

If you would like help in improving your relationships or have other concerns about work or home, the Employee Assistance Program is available to provide free, confidential problem assessment, brief counseling, and referral services for Cornell employees, their spouses, and dependent children. Call us at 273-1129.



# Wellness Program Calls For New Applicants

by Toni McBride, director, Wellness Program



Left to Right-Rick Delsoto, Graduate Student Intern for Wellness Program and John Lauber Vet Administration Dept.

"You have nothing to lose except calories, stress, inches, and anxiety. Come see what it's all about!" says Toni McBride, director of Cornell's Wellness Program. "Pursuing wellness is a good direction in which to head, with endless benefits—psychologically, spiritually, and emotionally," she continues.

The Wellness Program was established in the fall of 1989, and has been a tremendous success. A waiting list had to be implemented to accommodate all those who enrolled. Many of these employees have since been placed in the program, and the Wellness Program now seeks to enlist new members to participate in its activities. You may enroll beginning January 14, 1991, by returning the registration form in person to Room 305, Helen Newman Hall (a copy of the registration form is reprinted with this article, for your convenience). All regular full and part-time employees are eligible to participate. We have 100 spaces still available for next year. The remainder will be placed on a waiting list, on a first-come, first-served basis.

The Wellness Program is not just a temporary fitness program to help firm up a few muscles or take off a few pounds (though chances are that participating in the program will do that, too), but designs a series of physical activities and educational opportunities for each individual participant to help build a

healthy and rewarding life-style through increased awareness, enhanced self-esteem, and positive behavioral change.

What happens when you, the employee, sign up for the Wellness Program? First, when you begin the program, you will participate in an extensive individual screening and testing phase, a personal computerized health risk appraisal, and consultation meetings. You then have access to all facilities in Helen Newman, Barton, Teagle, and Schoellkopf Halls, and you will have the opportunity to participate in supervised exercise sessions, aerobics

and swimming classes, separate group activities, and educational programs. These include, at Helen Newman Hall:

- ❖ a fitness room (stationary cycles, stepping machines, rowing ergometers, Nordic skier, treadmills, and universal weight training equipment),
- ❖ the swimming pool and sauna (separate classes and free swimming available),
- ❖ the gymnasium (basketball, volleyball, badminton, aerobics, and other activities available)
- ❖ a dance studio (group exercise sessions for the fun of it).
- ❖ the lounge overlooking Beebe Lake (health education classes), and
- ❖ the bowling alley.

The Cornell University Wellness Program has been endorsed by Cornell's Administration. "We hope that all interested employees will take advantage of this tremendous program and will make that important commitment to pursue optimal health and well being," notes Laing Kennedy, director of Athletics. Lee M. Snyder, director of the Office of Human Resources, concurs: "We encourage faculty and staff to take advantage of the opportunity being provided," he says. Cornell administra-

tors recommend that all participants be given three hours per week of flextime or release time from their work duties to participate in the program, but the final decision will rest with your individual supervisor or department chair.

If you participate in the program, you will undergo the following screening procedures:

- ❖ coronary blood profile to assess total cholesterol, HDL, LDL, triglyceride and glucose levels;
- ❖ resting cardiogram to assess the electrical competency of the heart with a cardiologist viewing and interpreting the results;
- ❖ health-risk appraisal—a questionnaire-type profile to assess life style and health-risk behavior; and
- ❖ a physical examination/exercise screen from our affiliate, Tompkins Community Hospital, Convenient Care Center, to assess a participant's ability to safely enter an exercise program.

Once you have medical clearance from these screening procedures, you will receive: cardiovascular assessment; body fat analysis; flexibility assessment; pulmonary analysis; resting blood pressure and heart rate testing; and muscle strength and endurance testing.

Upon completion of all testing, you will receive consultation that will: explain the screening and testing results; develop an individualized exercise program; provide you with short and long-term goal setting; help you learn how to monitor your target heart rate during exercise sessions; and instruct you on the correct use and techniques for all fitness equipment.

You will also be encouraged to pursue relevant wellness activities, such as 1. getting regular exercise for cardiovascular

fitness, flexibility, strength and muscular endurance, 2. making dietary changes for weight control and the reduction of risk factors associated with hypertension, obesity, diabetes, cancer, heart disease and other chronic illnesses, 3. learning stress reduction methods through educational programs and practical techniques, 4. reducing addictive behaviors such as smoking, chewing tobacco, alcohol/drug use, and eating disorders, 5. understanding and begin actions that will contribute to your having a healthy back, and 6. developing an awareness of your body's functioning needs and recognizing limits and warning signs.

The Wellness Program is offered through a sliding fee scale ranging from \$50 to \$250 and will be determined according to an individual's salary level, as of the summer you enter the program. Salary information will be kept completely confidential and will be assessed by the Office of Human Resources using a coding system. The wellness staff will bill according to this assessment. (Note: Depending on your health insurance policy, some of the laboratory and medical fees are deductible. You should check with your health insurance company for details.)

So, if you want to feel better about yourself-physically, emotionally, and psychologically—look into the Wellness Program. A registration form is printed below, or you may contact Toni McBride at 255-5133 for more information.



Toni McBride working with Debbie Gatch in a consultation session  
Photos by Doug Hicks

## Cornell University Wellness Program

### Registration Form

To register, complete and return this form to room 305 Helen Newman Hall: Attention Toni McBride. For more information on the Cornell University, Wellness Program call 255-5133. All regular full-time and part-time faculty and staff are welcome to apply.

Name \_\_\_\_\_

Age \_\_\_\_\_ Sex \_\_\_\_\_

Department \_\_\_\_\_

Title \_\_\_\_\_

Staff \_\_\_\_\_ Faculty \_\_\_\_\_ Full-time \_\_\_\_\_ Part-time \_\_\_\_\_

Campus Address \_\_\_\_\_ Telephone # \_\_\_\_\_

Summer Address \_\_\_\_\_

Have you had a heart attack or stroke? If yes, when? \_\_\_\_\_

Best time of day to participate? \_\_\_\_\_

How did you find out about this program? \_\_\_\_\_

It is recommended to hand carry your registration form to Helen Newman Hall, since space is limited. Registration forms will be accepted beginning, January 14, 1991 at 8:00 a.m.

## UNCLASSIFIED ADS

## For Sale

**Cherry Upright Piano**, refinished and beautiful - U-haul, \$500. Please call 272-6726 evenings.

**Hupfeld Upright Piano**, black ebony finish, modern (continental) styling. \$2500 firm. Please call 255-5274 (days) or 539-7632 (evenings).

**CRX 250 Motorcycle**, 1987, Mint condition. Please call 255-5274 (days) or 657-2773 (evenings).

**1981 Monte Carlo**, 6 cylinder, rebuilt engine, new exhaust system. Excellent condition. Please call Pat at 255-9867 (days) or 273-8544 (evenings).

**IBM #50Z Personal System/2 Color Display #8512.**, IBM Personal System/2 Display Stand, IBM Keyboard, IBM Model 50 Disc Drive - Used one year, excellent condition. \$1,500. or best offer.

Please call 254-2722, 8:00 a.m. - 4:30 p.m. - Monday through Friday.

**Honda Accord Hatchback**, dx 1988. Air condition, AM-FM Cassette, 5 speed 35K, \$8,049. Please call Keith 257-6933.

**Skies**, Hexcel Firelite, 160cm; Salomon S444 bindings, and size 13 Lange boots. \$125. Please call 564-7006 after 5:30 p.m.

**Queen-Size Waterbed**, with waveless mattress and attractive mirrored headboard; dresser with mirror; and chest of drawers. \$450. Please call 255-4952 days.

**Two 13 Inch Wheels**, for Honda Accord, with very good tires. Also 2 wheels for Subaru Brat; 15 cu.ft. Chest Freezer (will deliver). Make an offer. 255-5447 days or 257-2282 evenings.

**COMPAQ Desk Top Computer**. IBM-XT compatible. Dual floppy. Excellent condition. Fine holiday gift for a member of your family. \$350. Please call Chris evenings 277-4551.

**Senith SZ-100**, data disks are IBM compatible. Monochrome amber monitor, two 5.25 inch floppy drives, Okidata 92 printer, all the technical manuals, some software. \$400. Please call Paul at 255-2835.

**English Saddle**, good condition, \$100 firm. Call 257-8532.

**Wedding Gown**, size 9; white, full length gown with sweetheart neckline, lace sleeves, very pretty. \$500 new - asking \$125. Please call 257-8532.

**Television**, Oldie but goodie, Black and White 18" screen. Excellent picture. \$15. Desk Chair, swivels/casters/height adjustable, \$50., Desk, nice simulated oak grain, two drawers, matching hutch with shelves, doors, room for computer printer. Would look great in your living room \$150. Please call 257-5567.

## For Rent

**Little House**, for rent ten miles east of Cornell, available December 15, 1990. House is very private, has beautiful skating pond and ski trails, furnished two bedroom with furnace and wood stove, washer and dryer. \$250 per month - please call Bryan at 277-2228.

## Need A "Fresh Start"?

Thinking about quitting smoking? We can help you! The American Cancer Society's "Fresh Start" program gives individuals the information and strategies they need to STOP SMOKING.

Smoking is the largest preventable cause of death in this country. Quit smoking now and your risk for heart disease and lung cancer will be reduced immediately. With time, the ill effects of smoking can be completely reversed. Why wait? Take advantage of the "Fresh Start" opportunity.

The program consists of four-one hour group sessions to take place once a week over a four week period. The first session will begin on Tuesday, January 15, 1991 from 12:15 to 1:15 p.m. in the

Helen Newman Hall Lounge. The next three sessions will be held on January 22, 29, and February 5th at the same time and location.

We have 25 spots to fill on a first come first serve basis. The program cost is \$25.00 and the proceeds will be donated to our local chapter of the American Cancer Society. Complete the registration form below and send it to the Cornell University Wellness Program, 303 Helen Newman Hall.

Take a "Fresh Start" for the new year and dramatically improve your health! Go for it... if you try you will have succeeded!

Name: \_\_\_\_\_

Campus Phone Number: \_\_\_\_\_

Home Phone Number: \_\_\_\_\_

## LEADERSHIP LEADS

## George McGovern Speaks to Press Club

by George Peter

Former Senator George McGovern spoke to the Ithaca Press Club on Tues., Nov. 20 at a Luncheon held at the Sheraton Inn. He had just completed his last lecture for a course he has been teaching at Cornell University. His course is entitled, "A History of the Development of U.S. Foreign Policy since World War II".

Senator McGovern has been teaching at different Universities across the country for the last ten years. He teaches one day per week, one semester per year. In addition, he has visited and lectured at over 1000 campuses in the last ten years.

His message is still the same as it was when he ran unsuccessfully for President. He believes that his plea for peaceful negotiations is becoming more popular and that an anti-war movement is more acceptable today than it was ten years ago.

The former Senator agreed with President Bush's reactions to the invasion of Kuwait but he parted company with him when additional troops were sent to Saudi Arabia. McGovern wants to give the sanctions time to work.

This writer predicts that there is a good chance George McGovern will run for the office of President again in 1992. You can say you read it in *Networking* first.

*Writer's Note: I have discovered how difficult it is to write about political people without seeming to editorialize. It's amazing how people with similar experiences come up with different perspectives. George McGovern was a bomber pilot in World War II. I was in the service also. I remember the number of lives needlessly lost because we were not properly prepared for Pearl Harbor and its aftermath. I remember that we court marshalled General Billy Mitchell because he tried to warn Congress. McGovern believes that World War II was the last one which should have been fought. Perhaps 100 years from now it will be easier to determine the correct course to have taken today and yesterday.*

## CAMPUS CRITERS

## TURTLES!

by Richanna Patrick

If your children are crazy over Teenage Mutant Ninja Turtles and a live turtle arrives unexpected this year under your Christmas tree, don't panic. Turtles make wonderful pets, if properly cared for.

For starters, don't allow misinformed people to advise you about what to feed your turtle. Turtles don't live on lettuce or meal worms. Using either as a turtle's main diet will result in turtles starving to death. My box turtles dined on a variety of things—bananas, raw hamburger, cottage cheese, earth worms, strawberries, chopped steak, kiwi fruit, melon, hot dogs, dinner rolls with butter and yes, pizza—if it had lots of mozzarella.

Do not feed turtles raw chicken, it can carry salmonella. In fact if you even handle chicken, wash your hands before touching your turtle (many people have infected turtles with this disease, as turtles have infected people). Some people have fed their turtles canned dog food, which is very nutritious—sometimes too nutritious, causing shell deformities, so use it sparingly. All food should be chopped up bite size. Turtles that eat in the same water they live in must have the water changed. It's unhealthy for the food to dissolve and remain to pollute the water.

Your next concern is what kind of

turtle you have so you can provide proper housing. There are water lovers and land rovers. Water turtles should have water areas and some dry land with a rock and a light bulb (not too close) for warmth. Box turtles don't need a flooded area. Mine lived in a 3' x 2' glass sided homemade box with a shelf paper lined bottom for easy cleaning. I kept a bath towel in one side which they loved to burrow into and hide, and a small lamp on the other. I watered mine daily by cupping my hand under a running faucet and allowing the turtle to dunk its head into the small pool and drink (they never wanted to drink from a container). Or let them play around in a tub of room temperature water giving them time to dunk their heads, drink, and get clean.

If turtles get sluggish in the winter and are reluctant to eat (esp. the land rovers), you can put them in a pan of warm (not hot) water to swim around in for awhile and get their system up and running again. This sometimes stimulates them to eat. I lost my first and

favorite turtle by not realizing that this strange



semi-hibernation doesn't work. They get cooled enough to not have the energy to move around, but not cool enough to shut down metabolism, and they starve to death.

The above tips are just a start. I'm more familiar with box turtles than the other species, but these tips are a step in the right direction with any turtle. If you have a question you can call me at 5-8899, but the best thing to do is get your child a membership in the New York State Turtle and Tortoise Society, where all questions can be answered by experts. Send a \$15.00 check payable to New York State Turtle and Tortoise Society NYTTS c/o Allen Foust, Turtle Back Zoo, 560 Northfield Ave., West Orange,

## Holiday Wishes

by Kathee Shaff



Alas, the holidays are here again,  
Heartfelt wishes to our loved ones, we send.  
Wishes of love, happiness, and peace among men  
Are sincerely sent to all, whether foe or friend.

The time spent together and the love that we share  
At this time of year shows that we really do care.  
Memories are created that sometimes are rare  
With each passing moment, we are glad to be there.

Visiting with family and friends so dear,  
Help us in spreading joy and holiday cheer.  
Sending greetings to those both far or near  
To enjoy the holiday and coming year.

Happy Holidays to all of you  
And a very Happy New Year, too.  
May your problems and troubles be few.  
May all your wishes and dreams come true.

NJ 07052. The membership also includes two newsletters full of interest facts. These helpful people saved my second turtle from meeting the same fate my first one did.