

CORNELL Chronicle

Volume 22 Number 17 January 17, 1991

Home economics



Charles Harrington

Susan Blakney (far upper right) of West Lake Conservators directs the installation in Martha Van Rensselaer Auditorium of the 15-by-17-foot mural, "Home Economics," by Virginia True, who taught in the College of Home Economics, now the College of Human Ecology. The mural, which has been restored, was painted in 1937 and depicts Human Ecology's research, teaching and service.

Big Red Barn renovations

3

Transit-plan hearings

CU lays off 67 workers in state units

Because of cuts in state and other funding, Cornell is notifying 67 employees in the university's state-supported units that they will be laid off. Some layoffs will take effect by March 31, the end of the state's fiscal year; others will go into effect later in the calendar year.

The affected employees include custodians, professional staff and people supporting administrative, technical, field and farm operations, said Nathan Fawcett, Cornell's director of statutory college affairs. It is expected that a number of the employees given lay-off notices will be hired into positions elsewhere in the university, he added. That step was made possible by a universitywide hiring freeze that Cornell administrators imposed last November, in case layoffs became necessary.

Layoffs are needed because of cuts to all state agencies, including the State University of New York, as the state attempts to meet a \$1.5 billion revenue shortfall. State funding to Cornell's state-supported units — the College of Agriculture and Life Sciences, the College of Human Ecology, the School of Industrial and Labor Relations and the College of Veterinary Medicine — has been cut by \$5.6 million for the fiscal year ending March 31, including \$2.6 million in December. Budget pressures on other funding sources also will require layoffs. Of the total lay-off notices, 31 were expected to be sent to employees in state-funded positions and the remainder to em-

Continued on page 8

Leavitt to retire after 23 years at helm of Johnson Art Museum

Thomas W. Leavitt, director of the Herbert F. Johnson Museum of Art for nearly a quarter century, plans to retire June 30.

"All of us at Cornell are grateful to Tom Leavitt for his leadership in making the fine arts an important part of life on the campus and beyond," said President Frank H.T. Rhodes. "It was his leadership and discerning eye that helped us build an impressive permanent collection of Asian, African, American and European art."

"He will be sorely missed — and difficult to replace," added Larry I. Palmer, vice president for academic programs and campus affairs.

During Leavitt's tenure, the Johnson Museum gained renown for organizing traveling exhibitions of contemporary and historical art that toured the country.

The museum has some 20,000 art objects. Within its permanent collection, it is best known for its holdings of Asian art, American paintings and original prints, but it also has smaller collections of Tiffany glass, 18th-century British paintings and pre-Columbian pottery.

"The Johnson Museum is not just one of the best university museums in the country. It is really a top-notch professional institution," said Evan Turner, director of the Cleveland Museum of Art. "And Tom is one of few people who is loved as much as he is revered. His quiet, interested manner has helped many other museums through times of sorting things out."

"His contribution to the museum field is of inestimable importance. Working with Nancy Hanks at the National Endowment for the Arts, he set the standards for the federal commitment to funding the nation's museums."

Leavitt, 61, said his retirement was prompted in part by reflections following a heart operation in 1989.

"I began rethinking my assumptions about the future. I've been a museum director for 33 years — including 23 enjoyable and challenging years at Cornell — and now there are other things I would like to do," he said.

He plans to write about the role of museums in contemporary society and the 19th-century sculptor Bela Pratt. He also looks forward to sailing on Cayuga Lake on a new 26-foot cruising sloop and spending more time with his family.

In 1969, Leavitt gave 10 young artists their first group showing in a museum, helping to establish Earth art or envi-

ronmental art as a legitimate form and establishing the Johnson Museum as a place known for avant-garde exhibitions. It brought eight of the American and European artists to campus for three weeks, where they created works of art with dirt, coal, asbestos, rock salt, ice and other natural materials in and around the A.D. White House, then the location of Cornell's museum.

Leavitt still talks with enthusiasm about the artists' use of materials from everyday life, their rejection of the world of commercial art and the opportunity given to students to work with the artists in completing their pieces.

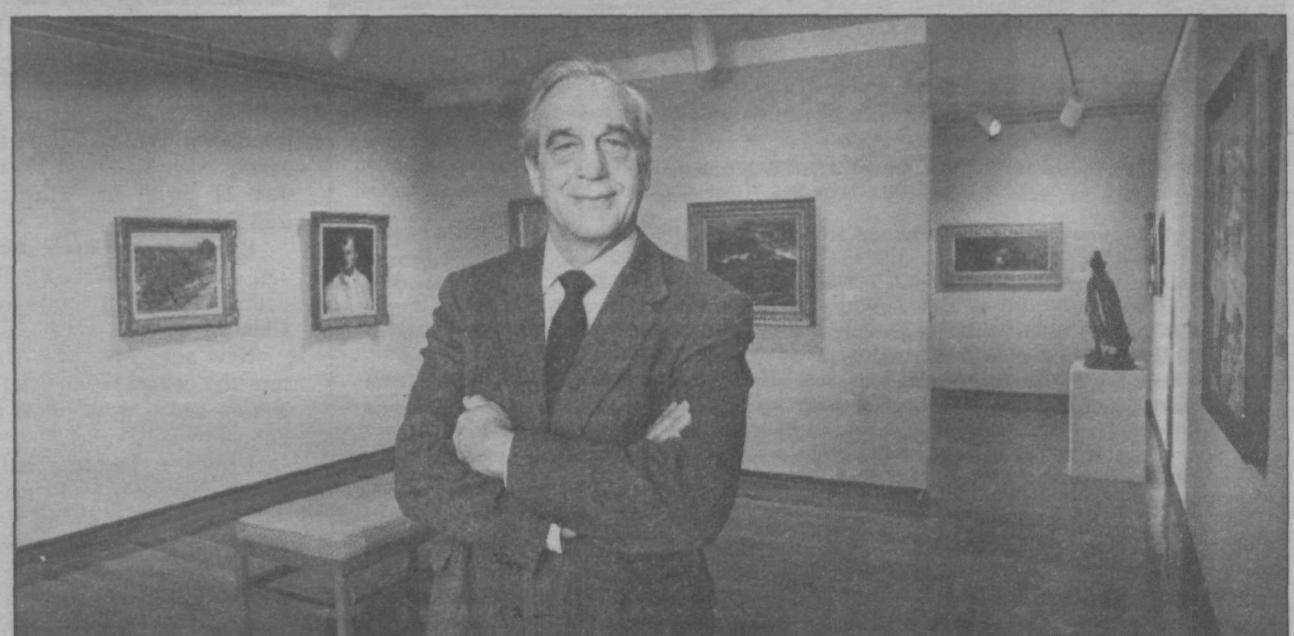
The 1981 "Painting Up Front" exhibition of abstract canvases by New York City artists was another important exhibition, Leavitt said. However, "it didn't get much attention because abstract painting had become unfashionable among art critics, but it was beautiful!" he added.

Another of his favorite exhibitions was the 1985 "Lagoon Cycle" by Helen Mayer Harrison and Newton Harrison. It began as a research project on the possibility of developing a crab from Sri Lanka into a world food source and grew into a large-scale artistic chronicle of the adventure. Although literally an ecology project, it also became "a metaphor for investigation of how we interact with our environment," Leavitt said.

"The most important talent a museum director can have is the ability to recognize an important work of art or art movement and to decide whether people need to see it at a given moment," Leavitt said.

Over the years, Leavitt said he received numerous opportunities for directorships at major public museums, including the Corcoran Gallery in Washington, D.C., the

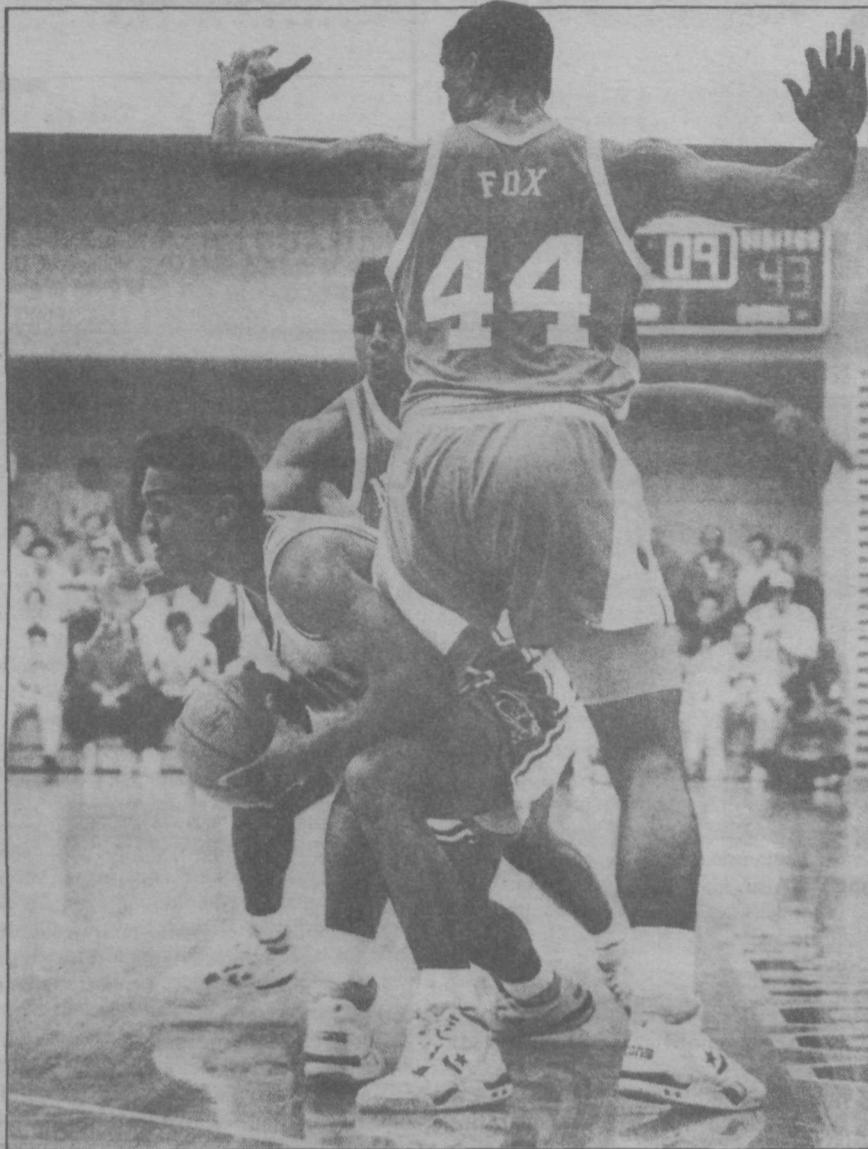
Continued on page 8



Thomas Leavitt in a gallery at the Johnson Museum, which he led for 23 years.

David Lynch-Benjamin

Playing among giants



Charles Harrington

Cornell guard Shawn Maharaj tries to dribble between North Carolina forward Rick Fox and a Tar Heel teammate during a game at Alberding Field House Jan. 3. North Carolina, a perennial college-basketball power, handed the Big Red a 108-64 defeat.

OBITUARY

Charles I. Sayles, professor emeritus of hotel engineering and a member of the Cornell faculty from 1931 until his retirement in 1970, died at his home in Cayuga Heights Jan. 9. He was 87.

Sayles was a pioneer in adapting the use of data processing and computers to hotels and was director of research and development in the School of Hotel Administration at the time of his retirement. In addition to his teaching responsibilities and work with computers, he directed the development of

equipment and management approaches for the hospitality industry. These projects varied from devising the equipment and methods for testing the quality of mattresses to developing a revolutionary approach to hotel dining based entirely on frozen foods.

Sayles was long active in local community affairs and continued his research and consulting activities until two years ago.

Born in Watertown, N.Y., Sayles attended Colgate University from 1921 to 1924 and the Alliance Francaise, Paris, in 1924. He earned a bachelor of science degree in hotel administration from Cornell in 1926 and received a master's degree in electrical engineering from Cornell in 1937.

Survivors include his wife, Janet E. Sayles, of Ithaca; one son; three stepsons; three grandchildren and two great-grandchildren.

Memorial donations may be made to the Tompkins County Chapter of the American Red Cross or the C.I. Sayles Memorial Fund, c/o Barlow Ware, 55 Brown Road, Ithaca.

CORRECTION

An article on federal research programs in the Dec. 13 Chronicle incorrectly reported the name of the agency that operates the Arecibo Observatory in Puerto Rico. It is the National Astronomy and Ionosphere Center.

CORNELL Chronicle

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

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

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

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

BRIEFS

■ **King holiday:** Dean of 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's birthday will be celebrated. Lynn suggests that students advise faculty in advance if they intend to be absent.

■ **CPR courses:** Faculty and staff may take CPR and first-aid training through courses to be given on campus by the Tompkins County Chapter of the American Red Cross. The first course will start Thursday, Jan. 24. The final course will start Thursday, May 23. The classes will be held in the first-floor lounge of Robert Purcell Union on Tuesdays and Thursdays from 8:30 a.m. to 12:30 p.m. Pre-registration for the courses is required at least three days before the first session, but based on past availability of openings, should be completed as soon as possible. Registration forms are available from departments, which pay the cost of the course, or the American Red Cross, 201 West Clinton St., telephone 273-1900.

■ **Bloodmobile:** The Red Cross Bloodmobile will be at Willard Straight Hall Wednesday, Jan. 23, from 10 a.m. to 3:45 p.m. Call 273-1900 to make an appointment or walk in at anytime.

■ **Extramural study:** Registration for spring courses available to employees and area residents through the Office of Extramural Study will be held Monday and Tuesday, Jan. 21 and 22, from 8:30 a.m. to 4:30 p.m. in the Conference Room of the Biotechnology Building. Applications, course details and information about waiver of tuition for employees are available in B-12 Ives Hall and at the Training Development Office, 107 Day Hall.

■ **Information:** Joe Wyatt, chancellor of Vanderbilt University, is gathering examples of the way undergraduate education has been enhanced by information technologies. Some 100 examples will be published in a study coordinated by EDUCOM, a non-profit consortium of more than 600 colleges and universities concerned with computing and communications issues in higher education. Submissions are due by Jan. 18. For details, contact Carrie Regenstein at Cornell Information Technologies, telephone 255-8967.

■ **Ag Society:** The 159th annual meeting of the New York State Agricultural Society was held here Jan. 3. Speakers included David L. Call, dean of the College of Agriculture and Life Sciences, who emphasized how educators are developing environmentally sound agricultural systems by understanding how soil and water conservation and pest control are interconnected, and Professor Daniel Sisler, who discussed how farmers' competitiveness will be affected by the 1989 Canada-U.S. Trade Agreement, the breakdown in the international General Agreement on Tariff and Trade (GATT), the 1990 federal farm bill and the economic health of developing countries.

■ **Cornell on TV:** The "Cornell Community Report" television show, scheduled for

10:30 p.m. Tuesday, Jan. 22, on cable Channel 7, will include features on Ithaca High School's supercomputing team testing its theories at Cornell's supercomputer; state Agriculture Commissioner Richard McGuire discussing environmental pressures facing farmers; and NCAA Executive Director Dick Schultz, a former director of athletics at Cornell, examining the issue of academic integrity in college athletics.

■ **Breakfast with Rhodes:** There are a limited number of openings available for Cornell students to have breakfast with President Frank H.T. Rhodes at various times to be scheduled throughout the spring term. To make a reservation, accepted on a first-come, first-served basis, call 255-5201. Those with reservations will be reminded by mail of the time and place of the breakfast a few days in advance.

■ **Outdoor Education classes:** Faculty and staff are welcome to sign up for 36 spring-term Cornell Outdoor Education classes in cross-country skiing, rock climbing, backpacking, canoeing and other activities. Registration is today and tomorrow, Jan. 17 and 18, from 8:30 to 11 a.m. and 1 to 4 p.m. in Teagle gym and throughout the semester if space is available. Brochures can be obtained outside the Outdoor Education office on the second floor of Teagle Hall, telephone 255-6415.

■ **Sailing lessons:** Non-credit courses covering small boat, catamaran and wind-surf sailing offered by the Department of Physical Education this spring are open to faculty and staff. The fee for 16 hours of sailing time is \$165. Free bus transportation to Cayuga Lake will be provided. Registration is in Teagle Hall Jan. 17 and 18. Details are available by calling the physical education office at 255-4286.

■ **Family budgeting:** A three-session workshop on developing and maintaining a family budget will be held on consecutive Mondays, Jan. 28, Feb. 4 and Feb. 11, from 7 to 9 p.m. at the headquarters of Cornell Cooperative Extension of Tompkins County, 615 Willow Ave. There is a \$5 fee, but no one will be denied admission because of inability to pay, according to the co-sponsors, Cooperative Extension and Family and Children's Service. To pre-register, call 272-2292 by Friday, Jan. 25.

■ **Deductible increased:** The major-medical deductible for Empire Plan participants has been increased to \$161 from the previous figure of \$148 as of Jan. 1. Participants are asked to wait until their deductible is met before submitting claims for reimbursement in order to save on processing costs and time wasted on unnecessary claims.

■ **Bids sought:** The School of Hotel Administration is seeking bids for three of its vehicles — a 1984 4x4 Chevy S-10 truck with plow and 15,000 miles, a 1985 four-door, automatic, V-8 Buick La Sabre with 22,000 miles and a 1987 four-door Honda with 24,000 miles. Bids close Friday, Jan. 31. To see the vehicles, contact Gary Morrison, director of maintenance, telephone 254-2530.

GRADUATE BULLETIN

■ **Registration:** Spring registration will be conducted from 8:15 a.m. to 4 p.m. in The Henry Sage Hall, Jan. 17, 18 and 21. After Jan. 21, go to the Office of the Registrar, 222 Day Hall.

■ **Enrollment:** Course enrollment is from Jan. 17 through Feb. 8. Bring completed course enrollment forms to Sage Graduate Center.

■ **New students:** New students must return the completed Special Committee Selection and Change form to the Graduate School by Feb. 8.

■ **Deadline:** The \$200 active file fee will not be charged to Ph.D. candidates who are not registered for spring 1991 if they complete all degree requirements by Feb. 8.

■ **Faculty meeting:** There will be a graduate faculty meeting Jan. 25 at 4 p.m. in the General Committee Room, Sage Graduate Center, to vote on degrees.

■ **Fellowships:** Jacob K. Javits Fellowships are available for doctoral students in

the arts, humanities and social sciences who are U.S. citizens or permanent residents and have fewer than 20 credits. The deadline is early February. Applications are available in graduate field offices and in the Graduate Fellowship Office.

■ **Teaching assistants:** TA workshops will be held Jan. 26, from 9 a.m. to 4 p.m. For information and registration forms, inquire at B-41 Day Hall, 255-8427.

■ **Residence Life:** Residence Life will hold information sessions for those interested in being graduate community assistants or head residents 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, beginning Feb. 5 and continuing all semester on Tuesdays from 3 to 4:30 p.m. Registration starts Jan. 24 at Dean of Students Office, 103 Barnes Hall, 255-3608.

Vets help scholar who lost his arm in Vietnam War

When Ngo Xuan Binh was 11 years old, an American bomb tore off his left arm at the shoulder during an air raid over North Vietnam.

Now 34 and a visiting fellow with the Southeast Asia Program, Binh has received an artificial arm paid for last autumn by American veterans of the Vietnam War, the Korean War and World War II, and other contributors who live in the Cornell area.

And one product of his U.S. study will be a book intended to show Vietnamese that their negative views of America are caricatures.

"When I was a schoolboy, I was very much angry at the United States," Binh said in an office in the Southeast Asia Program, where he is conducting library research.

"Three of my cousins were killed in the same bombing attack that left my arm hanging only by a piece of flesh. One of my classmates who was with me when I was hit was killed in a later air raid."

"Today I never forget it, and I say, 'Why was my arm cut off?' But I was simply a victim of a war the same as many Vietnamese people. Maybe that was my fate. Twenty-three years ago, [President] Johnson took my arm. This summer I stood in front of the White House, and a friend took my picture. I visited inside the White House, and, of course, I remembered."

After Binh arrived at Cornell, a local organization called Veterans for Peace heard about the loss of his arm and started a fund drive for an artificial limb. In a few weeks, \$1,300 had been collected and the arm ordered.

"We made a very low-key approach without much publicity, and the money came in from Cornell faculty, war veterans, friends and the local Presbyterian church," reported Gill Ott, an operations director in the university's development office.

Ott, who served in the U.S. Army in Vietnam during the war, said the assistance to Binh "seemed like an appropriate and humanitarian gesture, a chance to address a small part of the wreckage from that war."

Binh has been conducting research in the John M. Echols Collection on Southeast Asia in Olin Library under a fellowship from the American Council of Learned Societies. He also spent five months last year in research at Georgetown University.

He started independent research on the U.S. economy in 1983 at the Institute of World Economy in Hanoi, an organization sponsored by Vietnam's Committee of Social Sciences. He also is a lecturer on the economic faculty at the University of Hanoi.

"At Cornell, I am exploring the features and trends of U.S. companies in Southeast Asian countries," he said. "When I return home, I plan to write a book in Vietnamese that I call 'A. B. C About the United States.' It will explain in simple terms for the ordinary reader about American history, culture, economy and foreign policy."

"Vietnamese people are not too well informed on the United States. Some of my people think that the black and white people in the United States are fighting each other all



Ngo Xuan Binh

Barry Delibero

the time. But I have spent nearly a year in the United States, and I've never seen a dispute between white people and black people."

Keith Taylor, an associate professor of Vietnamese studies at Cornell, will assist Binh in writing the A, B, C book.

Binh also plans a second book on the U.S. economy written for students and researchers, and he will visit what he calls the two important places in New York City — the Statue of Liberty and Wall Street.

When he returns to Hanoi next week, he expects to become involved in setting up a stock market in Ho Chi Minh City (Saigon).

Binh is the son of a Vietnamese soldier who fought with the Vietminh (Independence League) in the 1954 battle at Dienbienphu, lost by the French who then were forced to surrender the Indochina nation. In March 1967, young Binh was walking with two friends from his village to school when they saw airplanes approaching.

"I saw a lot of planes in the sky, and a big plane dived toward us," he recalled. "I had never seen a bomber plane before, and I did not know what to do. I squatted down on the ground, but now I know that I should have laid down flat. Suddenly I saw a lot of blood on my left arm, and it was hanging loose, held by just a strand of flesh."

His friends helped him reach the school, and he spent the next three months in a hospital recovering from the gaping hole in his shoulder. The air raid killed about 50 people and wounded some 30 others, Binh said. The two friends with him escaped injury, but three of his cousins walking on another path to the same school died in the raid.

Binh's wife, Le Thi Thanh Huong, is studying for a master's degree in philosophy in Moscow while their 9-year-old daughter lives with her grandmother in Hanoi.

— Albert E. Kaff

First steps



Roberto Malamute (left), a graduate student from Brazil who is visiting the United States for the first time, is given a helpful hand by junior Gabriel Able during a skate in Lynah Rink. Lynah's open-skating hours are Monday, Wednesday, Friday from 12:15 to 1:15 p.m.; Tuesday, Thursday from 1:30 to 3 p.m.; and Sunday from 7:45 to 9:15 p.m. Both hockey and figure skates are available to rent.

Big Red Barn renovations to begin in July

Cornell has allocated \$800,000 to renovate the century-old Big Red Barn into a social and cultural center, principally for the university's nearly 5,000 graduate and professional students.

The project is expected to be completed by the end of 1991, according to Provost Malden C. Nesheim, who emphasized that the renovation "will be faithful to the aesthetic relevance of the building," a stick and Queen Anne style structure.

During the 1950s, '60s and '70s, the barn served as a reunion site for alumni, particularly following football games. During the 1980s it provided a lunch service to the campus.

The barn was built in 1874 as the coach house and stables for Cornell's founding president, Andrew D. White, and stands at the northeast corner of formal gardens behind the A.D. White House, the official home of Cornell presidents until the early 1950s.

The final design will be completed in the next few months, with construction expected to start in July, Nesheim said. Renovations will include structural reinforcement and new plumbing, heating and food-service equipment. Extensive insulation will be added while still largely retaining the beam and barn-board interior appearance, the provost said.

In addition to its function as a center for graduate and professional students, the renovated facility will serve breakfast and lunch on a cash basis to faculty, staff and students. The inclusion of a food-and-beverage facility was made in response to suggestions from the University Assemblies and the Office of Human Resources. The seating capacity will be about 170 on the first floor and a balcony surrounding a central two-story loft.

Parts of the 4,025-square-foot center will be available for cultural, academic, alumni and entertainment functions, including seminars, concerts, receptions and "above all, for informal discussion so important to intellectual life," Nesheim said. Space will be available to graduate students free of charge; other groups will be able to rent the facility.

Hillary Ford, assistant dean of students for graduate-student programs, said the center will provide much needed expanded facilities to enhance the collegial lives of graduate students on campus. Since 1988, this need has been met with a lounge space known as The Henry in Sage Hall, which houses the offices of the Graduate School and several other university offices. The proposal to renovate the Big Red Barn was developed by graduate and professional students, led by The Henry Steering Committee.

Cornell, which ranked second behind The Massachusetts Institute of Technology in 1988-89 in federal research expenditures nationwide, offers 89 graduate fields in the sciences, liberal arts, fine arts and professions and awards some 500 doctorates annually. At least one-third of Cornell's graduate students come from more than 100 countries, another measure of the university's unusual intellectual, cultural and social diversity.

— Martin B. Stiles

Assemblies set January hearings on transit plan

The assemblies have scheduled a series of hearings to gather campus views on the university's plan to discourage single-occupant automobile commuting while encouraging the use of car pools, public transit, biking and walking.

The first hearing was held Jan. 14. Others are scheduled for today from 11:30 a.m. to 1 p.m. in Kaufmann Auditorium, Goldwin Smith Hall; Tuesday, Jan. 22, from 12:30 to 2 p.m. in Uris Hall Auditorium; and Tuesday, Jan. 29, from 4:30 to 6 p.m. in Alumni Auditorium, Kennedy Hall.

The general outline of the transit plan already provides free bus passes. The university's subsidy for parking and traffic has been fixed at \$900,000 for the year starting July 1. But the administration still welcomes suggestions about details of the plan, which is scheduled to go into effect in July, according to Senior Vice President James E. Morley Jr.

The free bus passes on local public-transit lines are for employees who turn in their parking permits or who walk or bike to work. Employees who join car pools can get reduced rates for parking or cash payments for ride sharing, depending on the number of people in a car pool.

Leaders of the University Assembly, Student Assembly and Employee Assembly are seeking comments on various details of the plan within administrative limits that include the university's subsidy and the total number of parking spaces available.

At the Jan. 14 meeting, concerns were raised about how the plan would affect employees who work irregular hours and, therefore, would not have car pools or buses as an available option.

Others pointed out that buses do not run in some areas of the county, while several people suggested that the proposed parking rates are not fair to people who work on central campus.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

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.

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 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, in 215 Olin Library, will run through February, Monday through Friday, 9:30 a.m. to 4:30 p.m.

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, 1/17

"Hair" (1979), directed by Milos Forman, with Treat Williams, John Savage and Beverly D'Angelo, 7 p.m.

"Ghost" (1990), directed by Jerry Zucker, with Patrick Swayze, Demi Moore and Whoopi Goldberg, 9:45 p.m.

Friday, 1/18

"Hair," 6:30 p.m.

"May Fools" (1990), directed by Louis Malle, with Michel Piccoli, Miou-Miou and Dominique Blanc, 7:15 p.m., Uris.

"Ghost," 9:10 p.m. and midnight.

"Henry and June" (1990), directed by Philip Kaufman, with Fred Ward, Uma Thurman and Maria de Medeiros, 9:45 p.m., Uris.

Saturday, 1/19

"Manhattan" (1979), directed by Woody Allen, with Woody Allen, Diane Keaton and Meryl Streep, 7 p.m.

"May Fools," 7:15 p.m., Uris.

"Ghost," 9:15 p.m.

"Henry and June," 9:45 p.m., Uris.

"Last Tango in Paris" (1973), directed by Bernardo Bertolucci, with Marlon Brando and Maria Schneider, midnight.

Sunday, 1/20

"Ghost," 4:30 p.m.

"Last Tango in Paris," 8 p.m.

Monday, 1/21

"Dressed To Kill" (1980), directed by Brian DePalma, with Michael Caine, Angie Dickinson and Nancy Allen, 7:15 p.m.

"Henry and June," 9:45 p.m.

Tuesday, 1/22

"Crimes of Passion" (1983), directed by Ken Russell, with Kathleen Turner, Anthony Perkins and John Laughlin, 7:15 p.m.

"Goodfellas" (1990), directed by Martin Scorsese, with Robert DeNiro, Ray Liotta and Joe Pesci, 9:40 p.m.

Wednesday, 1/23

"Blue Velvet" (1986), directed by David Lynch, with Kyle MacLachlan, Isabella Rossellini and Dennis Hopper, 7:15 p.m.

"Goodfellas," 9:50 p.m.

Thursday, 1/24

"The Maltese Falcon" (1941), directed by John Huston, with Humphrey Bogart, Mary Astor and Peter Lorre, 7:15 p.m.

"La Notte" (1962), directed by Michelangelo Antonioni, with Marcello Mastroianni, 7:30 p.m., Uris, Free.

"Sex, Lies and Videotape" (1989), directed by Steven Soderbergh, with James Spader and Andie MacDowell, 9:45 p.m.

MUSIC



Zvi Meniker

Department of Music

Zvi Meniker, who has performed in Austria, Switzerland, Holland, Germany and in South America, will play an all-Mozart program on Jan. 19 at 8:15 p.m. in Barnes Hall. The concert is free and open to all.

Meniker was born in the U.S.S.R. and emigrated with his family to Israel. After piano lessons as a child, he studied organ, harpsichord and Early Music performance practice at the Mozarteum in Salzburg, Austria, an institution from which he graduated with the highest honors. After a stay at the Conservatory of Music in Zurich, Meniker came to Cornell to pursue a doctorate in performance practice on the fortepiano with Malcolm Bilson.

Bound for Glory

John Kirk and Trish Miller, with fiddle and banjo playing and clogging mixed in with contemporary folk, will perform in three live sets Jan. 20 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Services will resume Jan. 27.

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.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

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

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

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

Seventh-Day Adventist

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

Zen Buddhism

Zazen practice Tuesdays at 6:45 p.m. and Thursdays at 4:30 p.m. in Anabel Taylor Chapel. For more information or to arrange beginner's instruction, call Jon Warland at 272-0235.

SEMINARS

Ceramics Program

"Ceramics Afternoon," the fifth event of the seminar series sponsored by the Cornell Ceramics Program, the Department of Materials Science and Engineering, and the Materials Science Center, will meet Jan. 18 at 1:25 p.m. at the main entrance of Bard Hall for a MSC Materials Preparation Facility visit. The theme is "Glass Ceramics." The Ceramics Afternoon sessions will be held in B-11 Kimball Hall. "Glass-Ceramics: Design and Applications," George Beall, Corning Inc., 2:25 p.m.; "Internal Friction in Glass-Ceramics," Vera Versteeg, materials science and engineering, 3:15 p.m.; "Structure and Permeability of Two-Phase, Amorphous-Crystalline Ceramics," David Kohlstedt, University of Minnesota, 3:55 p.m.; "Alternative Approaches to Internal Nucleation in Silicate Glasses," Reid Cooper, University of Wisconsin, 4:40 p.m.

Ecology & Systematics

"Changes in the Land: A 200-year Chronology in the Amount of Forest in Tompkins County," Dr. Peter L. Marks, ecology and systematics, Jan. 23, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Mathematical Sciences Institute

A workshop on "Mathematics of Computation in Partial Differential Equations," will be held on Jan. 25 through 27, in honor of James H. Bramble. Numerical methods for partial differential equations will be discussed. For more information, call John J. Chimenti, 255-8911.

Physiology

"A Non-Linear Approach to Cardiac Arrhythmias," Dr. Robert F. Gilmour Jr., physiology, Jan. 22, 4:30 p.m., G-3 Veterinary Research Tower.

SPORTS

Home contests only

Friday, 1/18

Men's Swimming, Colgate, 3 p.m.
Women's Swimming, Colgate, 3 p.m.
Men's Polo, Yale, 7:30 p.m.

Saturday, 1/19

Men's Track, Penn State
Women's Polo, Yale, 8:15 p.m.

Sunday, 1/20

Men's Squash, Navy, noon

Monday, 1/21

Men's J.V. Basketball, Colgate, 3 p.m.
Women's Basketball, Colgate, 5:30 p.m.
Men's Basketball, Colgate, 8 p.m.

Wednesday, 1/23

Men's Gymnastics, Cortland, 7 p.m.
Women's Gymnastics, Cortland, 7 p.m.
Women's Basketball, Vermont, 7:30 p.m.
Men's J.V. Hockey, Elmira, 7:30 p.m.

MISC.

Cornell Ju-Jitsu Kai

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

CUSLR

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

Narcotics Anonymous

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

Olin Library Research Seminars

A two-hour seminar covering Olin's catalogs, COMPASS, subject search strategies, reference materials and interlibrary services for the social sciences and the humanities will be offered Jan. 18 at 1 p.m. (social sciences) and Jan. 24 at 3 p.m. (humanities). For registration and room information, stop by the Olin Reference Desk or call 255-4144.

Olin Library Tours

An introduction to Olin's services, facilities and resources. Tours last 30 minutes and begin in the lobby. Tours will be offered daily beginning Jan. 18 at 11 a.m. Check signs in Olin for next week's tour schedule.

Plantations Workshops

Register now for winter programs: Winter Tree Identification, beginning Jan. 17; Houseplant Workshop, Jan. 31; Winter Walks, Feb. 10; Culinary Herbs, Feb. 28; Everything You Need to Know About Soil, March 6; and Garden "Bones," March 7. Call 255-3020 for a brochure and information.

T'ai Chi Chuan

Ancient Chinese exercise for health, relaxation, meditation and self-defense starts Feb. 4, Mondays and Thursdays, from 5 to 6 p.m., Edwards Room, Anabel Taylor Hall. Wear loose, comfortable clothing and soft, flat shoes. Register at first class. Sponsored by CRESP. For more information, call Kati Hanna at 272-3972 or 255-6486.

Tae Kwon Do

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

Writing Workshop

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

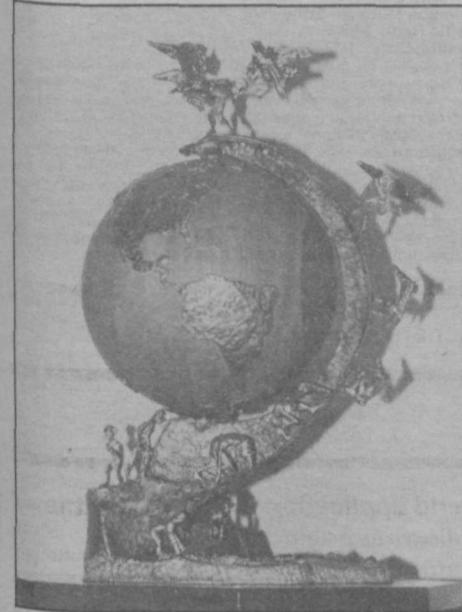
Johnson Museum delivers 'Message to the Future'

"Message to the Future," an exhibition of artwork by New York state artists concerned with environmental issues, is on display at the Johnson Museum of Art.

The show features paintings and photographs created in response to the 1989 Exxon Valdez oil spill, a quilt protesting nuclear-waste dump sites in New York, a sculpture constructed entirely of garbage and a handmade animated film about geologic time. The show presents 70 works by 21 artists.

"These are fresh and exciting works of art by artists who are for the most part unknown on a national scale, and the issues they raise are pertinent to local and global efforts to preserve the Earth," said Leslie Schwartz, the show's curator.

Concern about water and air pollution, nuclear waste, recycling, destruction of the rain forests and the damage caused by acid rain are among the themes expressed in the



"Evolution," of welded bronze and wood, by John Benjamin of Elmira.

work.

"This show brings together two long-standing traditions of the Johnson Museum: first, an abiding curatorial involvement with issues of art and our environment, and second, the continuation of the New York State Artists Series," said Thomas Leavitt, director of the Johnson Museum.

This is the ninth in a series of exhibitions organized by the Johnson Museum of upstate artists not affiliated with a New York City gallery. The series began in 1975 and has featured realist painting, textural painting, sculpture, prints, photography and video art. "Message to the Future" includes painting, drawing, sculpture, prints, textiles, photography and video art. It will be on display through March 17.

In conjunction with the exhibition, the museum has planned a variety of educational activities. Schwartz will conduct a tour of the exhibition Sunday, Jan. 27, at 2 p.m. The tour is free to members. \$2.50 to non-members. A reception will follow.

Schwartz also will conduct a half-hour presentation on the exhibition Thursday, Feb. 7, at noon. The program is free and open to the public, and participants may bring their lunch.

Children ages 7 to 10 are invited to register for "Eye Openers: Message to the Future." Offered Saturday, Feb. 2 and 9, this two-part workshop will explore the art and issues addressed in the exhibition; participants will also design and print T-shirts. A fee of \$11 for members and \$12 for non-members will be charged, and scholarships are available thanks to the Gannett Foundation. The registration deadline is Jan. 25.

On Saturday, Feb. 23, from 1 to 4 p.m., the museum will host a public program day. Entitled "Views from Planet Earth," the program features an afternoon of activities for all ages, and many of the artists in the exhibition will be present.

Finally, Saturday, March 2, from 10 a.m. to noon, the public is invited to a free panel discussion on issues raised in the exhibition.



On view in the "Message to the Future" exhibition at the Johnson Museum is this 1990 photograph, "A Dark Thought on Route 206," by Groton photographer Nicolai Klimaszewski.

PBS program reports CU research on rice

Cornell scientists have mounted new research efforts to map the rice genome and to help make the world's most important food crop even more available.

Their collaborative efforts with the International Rice Research Institute (IRRI) were highlighted in the INNOVATION program, "Seeds of Hope," a special one-hour Public Broadcasting Service documentary produced by Thirteen/WNET, that premiered Jan. 14.

Rice's relatively minor place in most Western countries' diets has discouraged extensive research. It was to compensate for that lack of research that the Ford and Rockefeller foundations set up IRRI in the Philippines in 1960.

With the world's population increasing by about 100 million annually and more of it in large urban centers, rice is more than ever the world's most important food crop, says Ronnie Coffman, a Cornell professor of plant breeding. For such populations, rice's thick protective hull and its ease of transport and storage make it preferable as a staple when compared to wheat, sorghum and root crops. Coffman says.

The Cornell-IRRI genome-mapping project, led by Cornell Associate Professor of Plant Breeding and Biometry Steven Tanksley, is expected to be far more efficient than traditional plant-breeding techniques for isolating and combining the most desirable genetic traits, such as resistance to drought and flooding.

"We believe we can actually map the locations on the rice chromosomes where economically important traits are controlled," Coffman explains, "and by the use of genetic markers we can determine the presence or absence of a trait in a particular plant."

Such markers, adds Tanksley, allow scientists to screen more efficiently for superior types that combine higher levels of productivity with yield-stabilizing traits such as pest resistance and tolerance of drought and flooding.

Cornell's cooperative research with IRRI has been close from the institute's beginning. Coffman himself spent 10

years there and returns regularly as a consultant.

Other IRRI veterans here include:

- Randolph Barker, professor of agricultural economics and director of the university's Southeast Asia Program and author of "The Rice Economy of Asia." He was head of economic research at IRRI for 11 years.

- Joseph Campbell, professor of agricultural and biological engineering and author of "Dibblesticks, Donkeys, and Diesels," a book about tools, machines and animals used in food production.

- David Bouldin, professor of soil, crop and atmospheric sciences. Bouldin will return to the Philippines in February to spend a sabbatical at IRRI studying how rice roots take up nutrients from flooded soils.

Better rice is pursued in many other ways on the Cornell campus. For example, Ray Wu, professor of biochemistry and molecular and cell biology, has

With the world's population increasing by about 100 million annually and more of it in large urban centers, rice is more than ever the world's most important food crop.

developed three separate methods for generating transgenic rice plants — those possessing genes of another species.

Visiting scholars this past semester have included a rice specialist from Colombia, Cesar Martinez, and M.S. Swaminathan, an Andrew D. White Professor-at-Large from India who was IRRI director from 1982 to 1988. In the plant breeding department there are students from every part of the world including China, Nigeria, Thailand and Chile, according to Coffman. One of his American students, Susan McCouch, who just

received her doctorate, is now the molecular geneticist at IRRI headquarters.

In addition to Cornell's efforts, researchers from the Boyce Thompson Institute for Plant Research, an independent institute located at Cornell, collaborate with IRRI in developing biological controls of rice-damaging insects.

Cornell's was the first foreign technical assistance program among American universities, beginning with Cornell plant breeders in China in the 1920s.

In a new effort to coordinate campuswide efforts to aid food production in all developing countries, the university recently announced the formation of the Cornell International Institute for Food, Agriculture and Development (CIIAD). The institute aims at supporting interdisciplinary, problem-focused projects in collaboration with scientists in Asian, African and Latin American countries, with special emphasis on recognition of the social, cultural and environmental contexts of development problems.

Since IRRI's inception, improvements in rice have included increased resistance to pests and diseases, shorter growth periods and ability to breed a shorter plant. During the height of the "Green Revolution," from roughly 1967 to 1980, new rice strains increased yields dramatically.

Unfortunately, each success has had progressively smaller impact in the absence of progress in population control, said Coffman. Moreover, pests eventually overcome new sources of resistance, requiring constant development of new ones. Current research continues to strive for higher yields with increased nutrition and resistance to environmental stresses, said Coffman.

"We know there's not a technological fix for the problems of development," Coffman says. Especially for this reason he welcomes the opportunity CIIAD represents to pursue appropriate technology and technology policy in conjunction with social scientists, to work for "improving the total well-being of people in the developing world."

—Kitty Mattes

ILR faculty, capitol staff hold seminars

In two off-the-record seminars held here, key congressional staff members have obtained a broad range of views from academic experts on labor and education.

These seminars so pleased both sides that Cornell now hopes to institutionalize the exchange of views in order to improve the law-making process.

In 1988 and 1990, staff members of congressional committees came to Cornell from Washington for two or three days of discussions with faculty from the School of Industrial and Labor Relations and other colleges.

"Given the success of the first two seminars, the Institute for Labor Market Policies plans to seek funding to conduct congressional seminars on a regular basis and to develop similar meetings for key New York state legislative and executive agency staff," said Ronald G. Ehrenberg, director of the institute, a research group in ILR.

Held in November, the 1990 seminar was attended by nine key Republican and Democratic staff members from the Senate Committee on Labor and Human Resources and the House Committee on Education and Labor.

Topics discussed in the November meeting included work-force preparedness, apprenticeship programs, forthcoming skill shortages, immigration law reforms, problems of agricultural workers, labor-force demographics, health-care costs, occupational safety and health policies, labor-law reform, advance notice for displaced workers and civil-rights legislation.

"The agenda was set by the congressional staff members," Ehrenberg said. "They told us what issues they wanted to discuss. This approach helps our faculty understand what is coming up in Washington so that we can shape our research and teaching accordingly. Just getting these Republicans and Democrats together to speak broadly on issues while they are away from the pressures of Washington is an achievement in itself."

—Albert E. Kaff

Cutting pesticide use is economically sound, study says

Food prices would rise less than 1 percent if alternative pest-control practices replaced half of the chemical pesticides now used in U.S. agriculture, a new Cornell study predicts.

While replacing some pesticides would cost farmers — and, ultimately, consumers — about \$1 billion a year, the study found, more would be saved through environmental and public-health benefits.

Environmental benefits would include decreased damage to fish, wildlife, crops, trees and water supplies; and public-health benefits would include a decrease in the hundreds of millions of dollars spent each year for victims of pesticide poisoning as well as enforcement of pesticide regulations.

The economic and environmental analysis combined data on crop yields and pesticide use from hundreds of researchers at university laboratories and government agencies. Covering 40 crops, from vegetables and citrus fruits to cotton, wheat and tobacco, the study examines the feasibility of using alternatives to widely used chemical pesticides — insecticides, herbicides and fungicides.

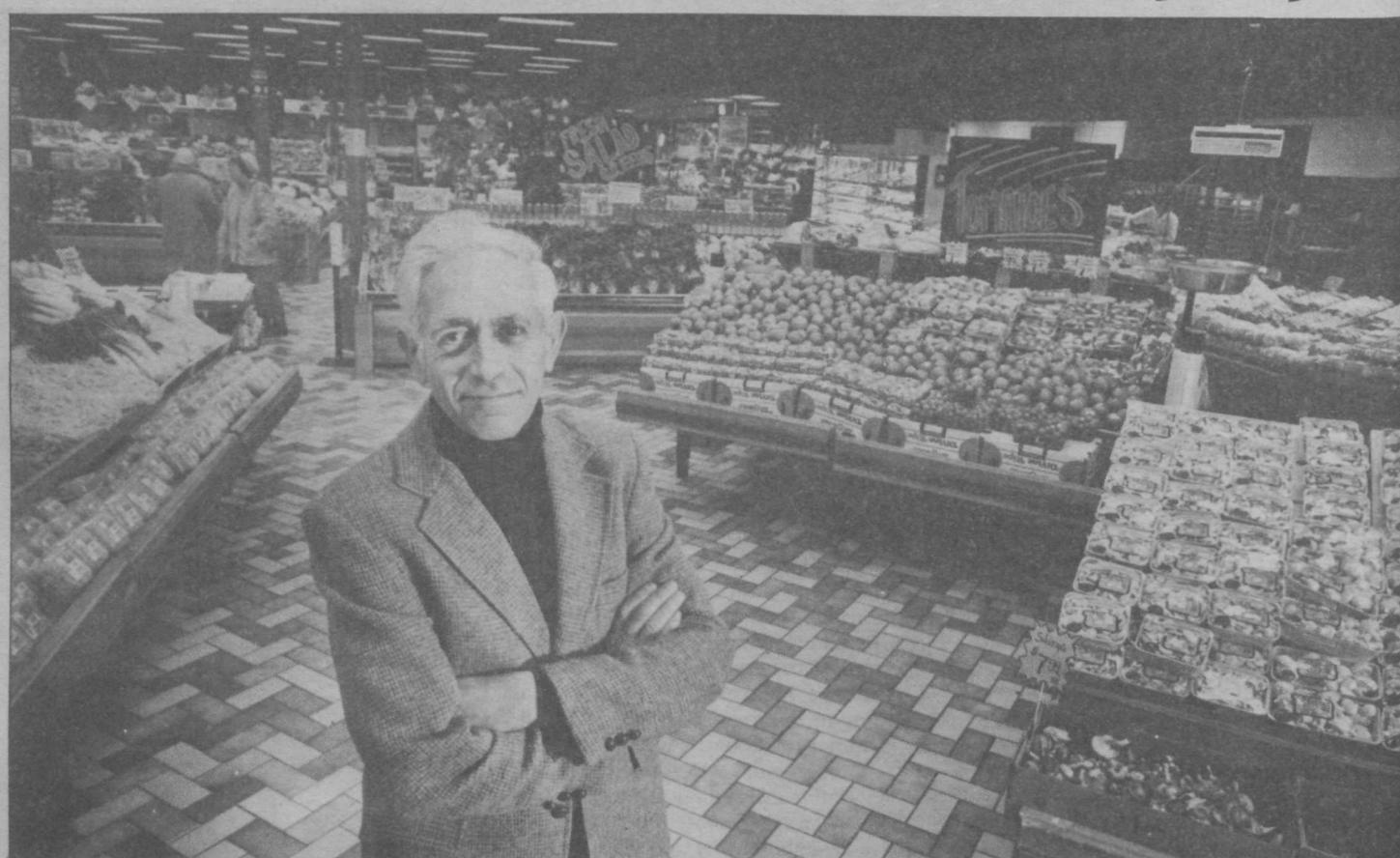
The study is summarized in a chapter, "Environmental and Economic Impacts of Reducing U.S. Agricultural Pesticide Use," in the second edition of the "Handbook on Pest Management in Agriculture," published this month by CRC Press Inc. of Boca Raton, Fla.

"This investigation confirms that pesticide use could be reduced in the nation by 50 percent without any reduction in crop yields," said David Pimentel, the Cornell professor of entomology and agricultural sciences who led the study and edited the three-volume, 2,300-page handbook. "This reduction could be achieved with only an estimated 0.6 percent increase in food cost."

The study is based on data from more than 300 agricultural scientists and economists. Although most of the information was available in the scientific literature, Pimentel said, no one had tried such a comprehensive cost-benefit analysis until he organized a 10-member team of Cornell students to gather and analyze the data.

Some potential results of reducing pesticide use, the researchers said, include:

- Tomatoes, on which most U.S. farmers spend an average of \$64 per hectare each year for spraying, would thrive on a bio-



David Lynch-Benjamin

Professor David Pimentel, the leader of a study on how a cut in pesticide use would affect food prices, in the produce section at Wegmans.

logical approach to pest control, which would reduce chemical use by 80 percent while resulting in a similar yield per acre and similar price for the tomatoes.

- Soybeans, the second largest user of herbicides, after corn, would benefit from a more efficient technique of chemical application, the Cornell researchers said. One alternative to open-air spraying, the rope-wick applicator, reduces herbicide use by 90 percent and increases soybean yields 51 percent.

The Cornell researchers do not argue for a total ban on chemical pesticides, noting that such pesticidal controls produce "significant economic benefits through increased crop yields" by returning between \$3 and \$5 for every \$1 spent on pesticides. The judicious use of chemicals probably will continue to be the only way to control

some pests, they acknowledge.

However, the economic and environmental costs of pesticide use in the U.S. are enormous, the Cornell study found:

- Farmers spend approximately \$4.1 billion a year to apply about a billion pounds of pesticides — 69 percent in herbicides against weeds, 19 percent in insecticides and 12 percent in fungicides against plant diseases.

- Increased pesticide use has not resulted in a corresponding reduction in pests — today, about 37 percent of U.S. crops are lost to pests, versus about 31-percent crop losses in the 1940s.

- The annual environmental and social costs of pesticides in the nation are estimated to range between \$4 billion and \$10 billion, according to the study. For example, the study reported that 20,000 cases

of human poisonings occur each year in the United States while 35 fatalities and 10,000 cases of cancer are attributed to handling of pesticides by workers and others in direct contact with the chemicals.

- Enforcing government pesticide-pollution regulations costs taxpayers at least \$150 million a year.

Cornell undergraduate and graduate students also who participated in the 1989 study were Lori McLaughlin, Andrew Zepp, Benjamin Lakitan, Tamara Kraus, Peter Kleinman, Fabius Vancini, W. John Roach, Ellen Graap, William S. Keeton and Gabe Selig.

The study was supported in part by a grant from the William and Flora Hewlett Foundation to the Cornell Center for Environmental Research.

— Roger Segelken

Computers make a map of state's soil

While some maps depict roads, towns and points of interest, a computerized mapping system at Cornell quite literally goes much deeper into New York state.

In a new computer graphics laboratory completed last fall, Cornell researchers are using computerized soil-survey maps and other geographic features and natural-resource data to help farmers avoid pesticide-runoff problems, help homeowners site septic systems, help developers locate new housing and industrial sites, and help planners site landfills.

Cornell is among only half a dozen land-grant universities around the country using the computerized soil maps for environmental assessment and land-use decision-making.

Using the Geographic Information System (GIS), researchers can study the distribution of soils on the landscapes of New York and the compatibility of their properties with proposed land use.

Cornell is among only half a dozen land-grant universities around the country using the computerized soil maps for environmental assessment and land-use decision-making.

With the GIS, "you can integrate all kinds of natural-resource data to come up with entirely new kinds of information," says Bill Waltman, who directs the program. Waltman is a specialist in soil interpretation and land-use planning in the Department of Soil, Crop and Atmospheric Sciences, where the laboratory is based.

To gather data for the system, Cornell researchers analyze soil samples taken from test pits six feet deep to produce surveys and maps identifying soil properties, and interpret how these properties affect a particular land use. After the data are entered into the computer, "we can look at all the patterns of these properties across the landscape, in a far more complex juxtaposition than before," Waltman explains.

For example, separate maps depicting soil properties

— including depth to bedrock, seasonal water tables and permeability — can be combined to reveal how they interact. Students, professionals and local governments use this information to help decide the best location for a new development, septic system or landfill. The GIS also can spatially track changes in the soil, such as erosion and sedimentation, or the movement of pesticides, nitrates and heavy metals.

Waltman's group has finished an environmental assessment for the proposed Iroquois gas pipeline, evaluating the route selected in relation to prime agricultural lands, wetlands, depth of bedrock and soil corrosivity.

In learning how to digitize, analyze and interpret the maps, the students are training for a variety of future careers, including soil survey, geology, natural-resource management, landscape architecture, city and regional planning, and agricultural economics. County soil and water conservation staffs are using this technology to learn how to evaluate non-point sources of pollution in relation to agricultural practices.

One study of the Genesee River Basin used GIS "maps of vulnerability" to predict where herbicides from corn fields would leach into ground water. Once alerted to the problem, the county extension agent could work with the area farmers to reduce the chemical inputs and identify alternative weed-control methods.

GIS programs are on the increase for other purposes, such as erosion control, aquifer protection, utility right-of-way planning and public transportation. The systems could combine separate layers of data such as location of a medical emergency in relation to traffic patterns; electricity repairs in relation to equipment inventories; or bus routes in relation to zoning regulations.

The laboratory's 14 classroom work stations and two server computers worth \$425,000 were donated by AT&T; the USDA Soil Conservation Service (SCS) provides the software, called Geographic Resources Analysis Support System (GRASS), free of charge. Visualizing how different resources are linked is vital to wise land-use planning, Waltman points out, adding that "with GRASS we can link seemingly unrelated natural-resource data with soil-survey maps and see patterns that we didn't recognize before."

— Kitty Mattes

Optoelectronics team launched by 4 research universities

A consortium of four universities led by Cornell that will provide U.S. industries the materials, devices and circuit technologies for future advanced optoelectronics systems was formally launched Dec. 11 with a meeting of participating scientists and advisory board members at the University of California at Santa Barbara.

The consortium is funded by a \$6-million contract from the Defense Advanced Research Projects Agency (DARPA) and also includes the University of California at San Diego and Rensselaer Polytechnic Institute.

The director of the consortium is Chung L. Tang, the Spencer T. Olin Professor of Engineering in Cornell's School of Electrical Engineering.

"Optoelectronics is an area of critical national importance for our future competitiveness," said Tang. "We're particularly gratified that DARPA has recognized this importance and committed itself to supporting this work."

Some 40 researchers from the four institutions will perform research on high-speed optoelectronics and integrated photonics technology. They will focus on materials growth and processing for optoelectronic integrated circuits and components, high-speed devices and measurement techniques and optoelectronic computing.

To aid the research, the universities are constructing several new research facilities. For example, at Cornell the School of Electrical Engineering is constructing a \$4-million facility called the OMVPE Laboratory, for Organometallic Vapor-Phase Epitaxy. That laboratory will include special reactors in which minuscule streams of metal vapors will be used to grow crystalline lasers and transistors with control of their structure at atomic dimensions. The facility will be among the largest at any university.

Optoelectronics is the technology that combines optics and electronics for applications such as using light to carry information. Optical transmission systems can carry far more information and are cheaper than conventional electrical transmission systems. Such high-capacity links are needed for high-definition television, sophisticated remote-sensing systems and other applications where high data-transmission rates are necessary.

— Dennis Meredith

Electric current writes below silicon chip's surface

By using an electric current to inscribe letters on a silicon surface buried beneath a layer of gold, Cornell scientists have demonstrated a new method of probing the depths of materials and of creating buried structures.

The scientists inscribed "CU" for Cornell University and "NNF" for National Nanofabrication Facility in letters a few thousandths as big as the thickness of a human hair.

According to the researchers, the microscopic technique they developed will allow them to understand more about the critical interface regions between different materials in microelectronic devices, improving the devices' performance.

The researchers reported their new technique in the Dec. 24 issue of *Applied Physics Letters*. The scientists are graduate students Hans Hallen, Andres Fernandez and Tony Huang, Professor and Director of Applied and Engineering Physics Robert Buhrman and John Silcox, who is a professor of applied and engineering physics and director of Cornell's Materials Science Center.

The Cornell researchers based their work on a technique known as a Ballistic Electron Emission Microscopy (BEEM) developed by L. Douglas Bell and William Kaiser of the Jet Propulsion Laboratory of the California Institute of Technology.

The BEEM is based on scanning tunneling microscopy, in which a tiny metal tip is scanned over a surface. In the BEEM technique, the sample is a semiconductor coated

with metal — for example silicon coated with gold. An electric current through the tip injects electrons into the surface. Some electrons reach the interface without scattering, and measurement of their reflection from the interface between the metal and the semiconductor in the sample can tell scientists about the properties of the material and of the interface. BEEM is an extremely useful tool for understanding such interfaces, which are found in a wide variety of microelectronic devices.

The Cornell scientists discovered, however, that when BEEM is used to inject electrons at a high enough voltage, the electrons modify the subsurface interface between materials — in effect "writing" on the buried silicon — without significantly altering the gold surface.

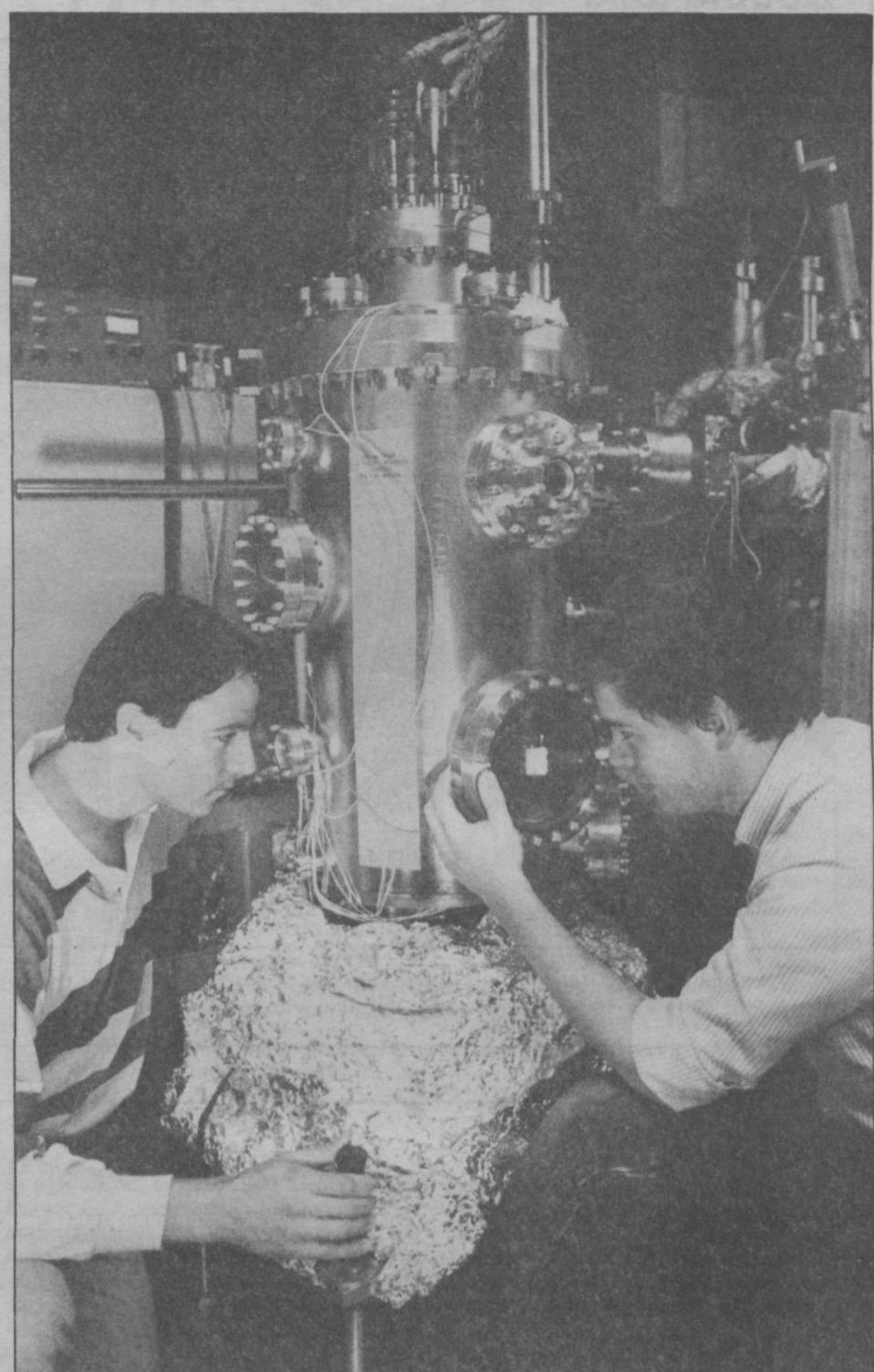
"With this technique we can better understand the properties of such interfaces and how they change and deteriorate under electrical stress," said Buhrman. "Since the nature of the interface determines the properties of the materials and of the devices made from them, such a better understanding could be highly beneficial," he said. According to Buhrman, the technique could also yield new electronic devices.

The Cornell work was supported mainly by the National Nanofabrication Facility and the Materials Science Center, both of which are supported by the National Science Foundation. Support was also received from the Office of Naval Research and the Semiconductor Research Corp.

— Dennis Meredith



A Ballistic Electron Emission Microscope (BEEM) image of the silicon subsurface of a gold-coated silicon chip, showing the letters "CU" and "NNF" written on the silicon, without altering the gold surface.



David Lynch-Benjamin

Graduate students Andres Fernandez (left) and Hans Hallen load a sample of gold-coated silicon chip into the Ballistic Electron Emission Microscope (BEEM) mounted inside an ultrahigh vacuum chamber.

Theory Center reaches out to colleges, high schools

Cornell, SUNY sign partnership

A new partnership between the Theory Center and the State University of New York will offer new paths to supercomputing power for faculty at the SUNY campuses statewide.

The partnership was launched with a two-day, hands-on training workshop for SUNY faculty at the SUNY Training Center in Syracuse, beginning Jan. 14.

Theory Center experts taught workshop participants the basics of using the supercomputers, as well as such advanced topics as supercomputer graphics and parallel processing. A high-speed communication link has been set up for training purposes between Cornell's supercomputers and the SUNY Training Center.

"New York state's research universities and colleges have long used the Theory Center's supercomputers for advanced studies," said project coordinator Helen Doerr. "Now, we can extend supercomputing power to the other SUNY colleges. As a result, SUNY researchers will gain significant experience in supercomputing, a critical technology for all areas of science and engineering."

The Cornell-SUNY partnership is part of SUNY's Faculty Access to Computer Technology (FACT) initiative to give SUNY faculty the access to computing needed for continued educational leadership in service to the citizens and institutions of New York state.

"This partnership aligns with SUNY's commitment to its faculty for maximum access to computing," said SUNY Training Center Director Sharon Gallagher. "An expanded supercomputing community within SUNY will enhance both faculty research and academic programs."

"SUNY is fortunate to have a national supercomputing facility located in the heart of New York state, and we appreciate the support Cornell is providing through this partnership," said Gallagher.

— Dennis Meredith

1991 high-school contest announced

SuperQuest 1991, the only supercomputing competition for high-school students in the United States, has been announced by the Theory Center.

Now in its third year of sponsorship by Cornell, the contest invites high schools to enter teams of three or four students, who submit science projects that require supercomputing for their solution. Also on each team is a teacher-coach, who guides the students and provides the high school with a permanent supercomputing resource.

Entries will be judged on scientific content, effectiveness of computational approach, creativity and clarity.

The four winning teams will be brought to Cornell this summer for a three-week institute to learn supercomputing on Cornell's twin IBM ES/3090 600J supercomputers and to launch their projects. They will also receive work stations for their schools and will be given an allocation of time on the CNSF supercomputer for one year and will be assisted in establishing a data-communication link to the facility.

Members of the winning teams will attend professional scientific meetings during the school year to present the results of their research. The schools will also be encouraged to use their donated computing equipment in establishing advanced courses in computation.

Last year's winning projects included supercomputer studies of the fastest way to drive a race course, the possibility of life-bearing planets around double star systems, using mathematics to make money in commodities markets and the nature of cardiac arrhythmias.

The Theory Center has been joined by "SuperQuest Partners" in seven states — Arizona, California, Florida, Kentucky, Michigan, North Carolina and Utah. They are major universities and state supercomputer centers.

— Dennis Meredith

Building funds nearly complete

As faculty, staff and students from the College of Engineering moved into the new Engineering/Theory Center Building last fall, Cornell's corporate and foundation relations office reported several new gifts to support construction of the \$35.2-million building.

The Hewlett-Packard Co. Foundation has given a \$1 million gift and The Pew Charitable Trusts, a \$1.5 million gift.

The Kresge Foundation has announced a \$900,000 "challenge grant" as an incentive to complete fund raising for the building.

The challenge grant is contingent on the raising of the final \$5.1 million toward the completion of the Engineering/Theory Center Building.

Also, AT&T awarded Cornell \$1.16 million to be used for computer equipment at the Medical Center in New York City and for eight science and engineering awards in the Department of Soil, Crop and Atmospheric Sciences and to help fund the construction of the new building.

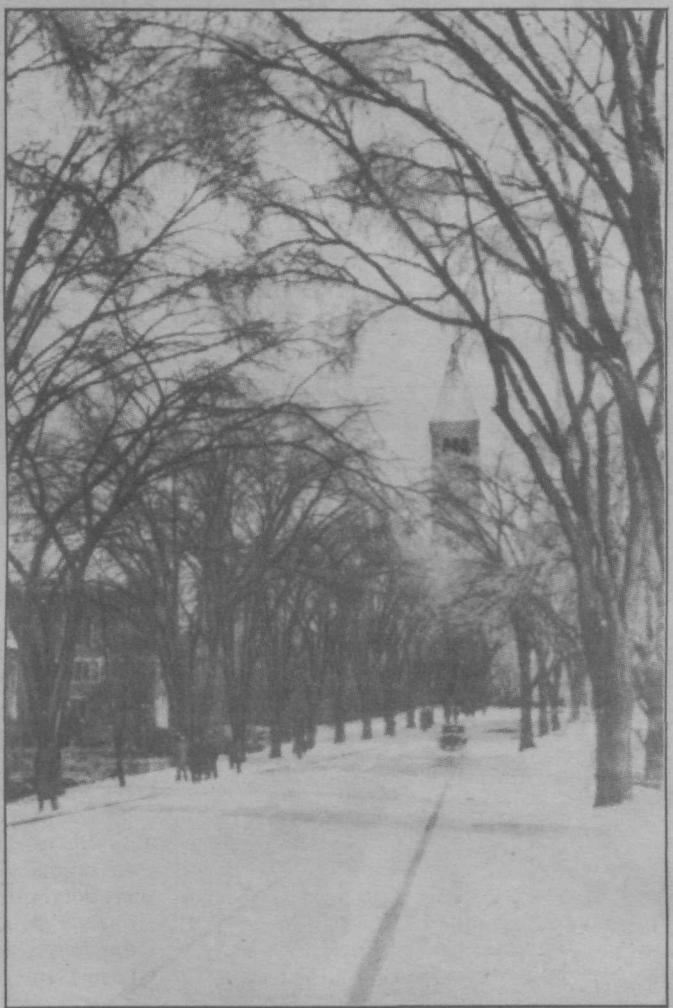
Besides the corporate gifts, several large private donations have been received, said development officers, and the building construction was also supported by \$10 million in grants and loans from the New York State Urban Development Corp.

Faculty, staff and students from the School of Electrical Engineering, the School of Operations Research and Industrial Engineering and the Sibley School of Mechanical and Aerospace Engineering have moved into the bottom four floors of the building.

The top four floors are occupied by the Center for Theory and Simulation in Science and Engineering and the Program of Computer Graphics.

Formal dedication of the facility is slated for June 5.

— Dennis Meredith

Double take

1932 Cornellian



David Lynch-Benjamin

Central Avenue looks today (right) much as it did in 1932 (at left), with the exception of Elm trees that were ravaged by a blight. Snow in Ithaca in the winter remains a constant, though.

Layoffs *continued from page 1*

ployees whose positions are funded by other sources.

"We have resisted layoffs by a variety of means and enormous effort, including holding open vacant positions and using unanticipated savings from lower utility bills," Fawcett said.

"We understand layoffs to be a last resort after other planning options have been exhausted," he said. "No one wants to impose layoffs, and no one likes the consequences. Layoffs cause interruptions in the lives of valued employees as well as in institutional services and programs."

In addition to the layoffs, the university:

- Is eliminating or freezing, rather than filling, approximately 78 additional positions in state-supported units that became vacant through normal attrition. (Still further positions were lost through cuts in prior fiscal years.)

"Our college's ability to serve its many constituencies throughout the state will show the effects of these permanent cuts."

said David L. Call, dean of the College of Agriculture and Life Sciences. Call pointed out that, in addition to the current position cuts and layoffs, the number of state-funded positions in the Agriculture College in Ithaca has dropped from 976 positions in the 1978-79 fiscal year to 821 positions currently.

- Is increasing undergraduate- and graduate-student tuition in the state-supported units by \$50 for the spring semester as part of a SUNY-wide tuition increase to help close the budget deficit.

- Is participating in the state's lag-payroll plan, which went into effect Dec. 27. Under the plan, one day's pay is being deducted from each of five consecutive paychecks for state employees and will be repaid to employees on their termination of employment, at whatever pay rate they are earning at that time.

This action will save \$1.5 million in this fiscal year and prevent hundreds of additional layoffs. The four state-supported col-

leges, however, will have to achieve the \$1.5 million in permanent savings beginning next year, and that makes necessary some of the lay-off notices that are being sent now.

- Is participating in the state's early-retirement plan that makes some employees in specified positions eligible for early retirement. Employees at Cornell who meet the program's eligibility requirements have received letters describing the program.

The university's Office of Human Resources is setting up a loan fund for employees for whom the lag-payroll will impose extraordinary hardship. Details of how the loan fund will work are still being worked out.

University officials expect the next fiscal year to be even more difficult for New York state and state-related units than the current year. "We are watching the state budget process with real concern," said Fawcett.

—Mark Eyerly

Leavitt *continued from page 1*

Brooklyn Museum and the San Francisco Museum of Modern Art.

"I thought about each of them seriously but eventually realized that I didn't care if I could have been the director of the Metropolitan Museum of Art — as long as I was doing something I care about. I was able to do that here," he said.

Leavitt preferred heading Cornell's museum because of its moderate size and greater freedom from the social and political demands of a public museum. As director of 25 full-time staff members and 20 galleries, he was able to stay more in touch with the art collections and exhibitions.

The son of a painter and grandson of a sculptor, Leavitt was born in Boston in 1930. He received a bachelor's degree in American literature at Middlebury College in 1951, a master's degree in art history at Boston University in 1952 and a doctorate in American painting and sculpture at Harvard University in 1958.

Leavitt entered the museum field in 1954 when he completed a museum training course and was invited by the director of the Fogg Museum at Harvard to become an assistant. Three years later he was appointed executive director of the Fine Arts Committee of President Eisenhower's People-to-People Program. Later that year he became director of the Pasadena Art

Museum in California. In 1963, Leavitt was appointed director of the Santa Barbara Museum of Art.

He came to Cornell in 1968 as a professor of art history and director of the university's museum, then called the Andrew Dickson White Museum of Art.

Leavitt served on the planning committee for the Herbert F. Johnson Museum of Art, although his preference for a low-lying building contoured to Libe Slope was overruled when the committee specified a tall building to take full advantage of the spectacular views from the site. When I.M. Pei's six-story geometric building was completed in 1973, Leavitt became the first director of the new museum.

Although primarily a teaching museum for the university, it serves as an art museum for the entire Finger Lakes area.

In addition to his work as a museum director, writer and art historian and professor of courses on American art and issues in museum work, Leavitt also is a nationally respected leader in the museum field.

"The national museum field has benefited immeasurably from Tom's knowledge, skills and tireless advocacy on behalf of museums and artists' rights," said Palmer.

Leavitt was the first director of the museum program at the National Endowment for the Arts from 1971-72, contributing to

the development of the federal funding for museum programs.

He also has served as president of several art organizations, including the Association of Art Museum Directors, a 150-member organization of leaders from the nation's top art museums, and the American Association of Museums, a 10,000-member association. He was a founding member and later president of the Williamstown Regional Art Conservation Laboratory, which serves 35 museums in the Northeast. And he was a member of the organizing committee and initial board of Independent Sector, a lobbying group for not-for-profit organizations.

He was a founding member of the Tompkins County Arts Council and is a member of the board of directors of the Community Arts Partnership, which recently replaced it.

Leavitt has written numerous magazine articles and exhibition catalogs, including "George Loring Brown," "American Portraits in California Collections," "Seymour Lipton, Sculpture" and "One Man's Nature: Works on Paper by Steven Barash."

Currently he is working on a major retrospective exhibition on contemporary artist Agnes Denes, which will open at the Johnson Museum next year.

—Carole Stone

Town/gown panel drafts report due next month

Members of the Cornell-City Relations Study Commission appointed by Ithaca Mayor Benjamin Nichols are drafting a report following about two dozen meetings, including three public hearings and several committee meetings.

During December and January, four commission meetings have been devoted to writing the report that the panel's chairwoman, Mary Jo Dudley, expects will be issued in February.

At its Nov. 27 meeting, the 11-member commission heard from John F. Burness, then Cornell's vice president for university relations who now is senior vice president for public affairs at Duke University. It was his second appearance before the commission, which has been meeting for nine months.

In a three-page letter and 17 pages of responses, Burness answered some two dozen questions on the university's employment practices, the environment, housing, local business and regional economic issues, and municipal services.

Burness pointed out that about half of the questions he was asked to respond to had previously been answered by the university in June and July.

Some commission members and Burness disagreed when it came to the university's response to questions about Cornell's Business and Technology Park, which is located near Tompkins County Airport in the village of Lansing, not inside the city of Ithaca.

Burness said Cornell would not provide detail beyond the information it gave the commission in July, when the commission said it would look at other tax-exempt institutions "in order to make appropriate recommendations."

Burness said that until the university has evidence "that the commission and/or the city are following through on the commitment to expand the scope of the study to include institutions located outside the city's limits, there is no further reason" to provide additional information on Cornell programs and activities located beyond the city's borders.

On the issue of intermunicipal planning, Burness and commission members appeared to be on a similar wavelength.

"The single most difficult issue in Cornell's planning process is the different rules and policies in the several municipalities in which the campus is located," Burness told the commission.

"The planning mode at Cornell involves the sharing of university plans with the off-campus community, but that points up shortcomings because there is no coordinated, integrated thinking and planning locally," he added.

"Without an integrated plan, there is no context in which to evaluate proposals, whether they are from the university or others."

Following Burness' written and oral responses in late November, commission member Jack Goldman said the commission might have raised more questions than it could possibly answer.

"If the commission concludes that its work is unfinished," he added, "perhaps a new commission could be established with the full cooperation of the university in the creation of its mandate and composition."

Burness responded that he did not feel "the commission had been well-served by the manner in which it was appointed by the mayor. It may be time to get together a small group to examine our common problems, and I don't think you would have any trouble at all getting the university to participate."

Burness also told the commission that given the numerous voluntary contributions Cornell already makes to the city and the need for the university to protect jobs, financial aid and academic programs in the face of severe budget cuts, "there is virtually no likelihood that Cornell will significantly increase its voluntary contributions to the community in the near future."

The commission's next meeting is set for Monday, Jan. 28, at 7 p.m. in City Hall, 108 E. Green St.

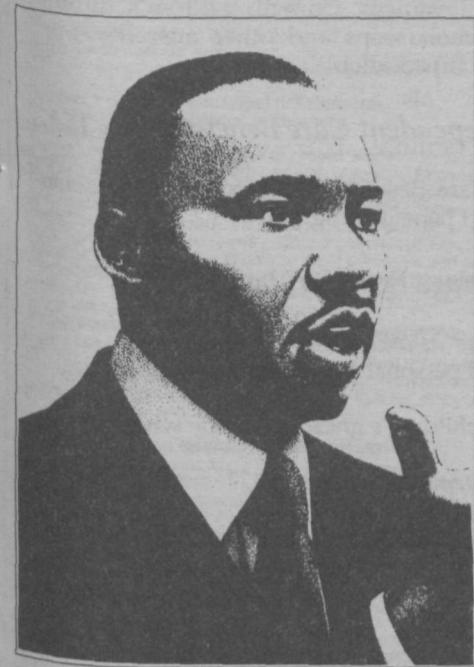
CORNELL EMPLOYMENT NEWS

Including Job Opportunities

January 17, 1991

Volume 3, Number 1

Remembering Martin Luther King, Jr.



Dr. Martin Luther King Jr.
January 15, 1929 - April 4, 1968

IN THIS PARTICULAR YEAR, there is the necessity of re-affirming the wisdom of setting aside a day for our nation to honor Dr.

King. Doubts have been raised and at least one state, Arizona, has refused to observe the national holiday.

The doubts come from several sources. Ralph Abernathy's memoir dealt with aspects of King's personal life that some would see as tarnishing his reputation. More recently, King scholars have drawn attention to the fact that King may have "plagiarized" material from other scholars in his dissertation.

It is best to acknowledge these corrosive doubts head-on. We live in a culture that loves to "de-bunk" our heroes, and King, if he was of the stature of a national hero, can endure serious criticism.

For instance, two of my heroes are Paul Tillich and John F. Kennedy. They immeasurably enriched our national life—and yet, their personal behaviors were not always exemplary. Their contributions stand above such faults.

In the same manner, the charge of plagiarism against King has to be carefully weighed. I knew the scholar (Jack Boozer of Emory) whose work was reputedly pla-

giarized. He knew of these charges against King for years before his death and was content to respect the acknowledgement King gave in the introduction to his dissertation.

All of these questions but push us to reaffirm King's contribution to American life. That contribution was not as a scholar or saint—but as a leader who brought us as a nation through a period in which racial conflict threatened to disrupt the fabric of the civic community. Blacks were led into a significantly enlarged participation in the political and economic life of America. Whites were delivered from myths rooted in guilt and fear that blinded them to the plight of the Black community. In that sense, King and his Gandhian strategy acted as a redemptive force in our national life.

I heard King speak several times when I lived in North Carolina and I had lunch with him one day in the mid-sixties. He was a small man, clearly weary from his work but with a great sense of humor, canny political judgments and, above all, a man of genuine faith in the redemptive power of God.

From all we know, he was a reluctant prophet when history forced him on a larger stage with the Montgomery boycotts. He could easily have chosen a more comfortable path. Instead, he became the voice crying for justice and compassion, and this white Southerner still recalls the impact of King's quiet assertion to us: "We will wear you down by our capacity to suffer."

I want my children to remember this man and his contribution to making this nation a kinder and more just society. His reputation will endure. His way is still before us.

— Robert L. Johnson, director
Cornell United Religious Work

Support for Employees Affected by the Persian Gulf Crisis

Some people have expressed interest in forming a support group for employees who have family or close friends serving in the military in the Middle East. Such a group might provide an opportunity for people to share information and concerns, to give support to each other, and to learn of resources available for counseling, financial advising and so forth. If you are interested in such a support group, call Carolyn McPherson, 255-3976, or Regina Wharton, 255-6887.

Individual counseling and support relating to concerns over the Persian Gulf crisis or other matters is available through the Employee Assistance Program, 273-1129, and Cornell United Religious Work, 255-4214. Assistance is also available through Employee Relations, 255-7206.

Cornell Extramural Study Registration January 21 & 22

Cornell employees and area residents may register for a Cornell course offered during the 1991 spring term through the Office of Extramural Study. Registration will take place on Monday, January 21, and Tuesday, January 22, in the Conference Room of the Biotechnology Building.

The Office of Extramural Study makes available the extensive university course listing to people who are interested in taking a course to assist in their career development, personal development, and job performance and who are not already enrolled in a Cornell degree program.

With approval from your department, regular full-time and regular part-time nonacademic employees are eligible to enroll in on-campus courses and have tuition waived for up to four credits per semester. Employees on layoff status and Cornell retirees are also eligible for extramural study and may register for six credit hours per semester. Admission to courses depends upon space availability. Courses may be audited or taken for credit.

Application forms must be completed prior to course registration. The course instructor, employee's supervisor, and department

head must sign the form. Some colleges have additional requirements for registering in their courses. Employees are encouraged to pick up the application form (available in the Office of Extramural Study, B12 Ives Hall, and in the Training and Development Office, 107 Day Hall) as early as possible to allow time to complete these steps. For more information, come to the Office of Extramural Study, B12 Ives Hall, or call 255-4987.

Attention Administrative Aides and Executive Staff Assistants: Office Professionals Training, Phase II, to Be Offered

The Training and Development Office is pleased to announce that Phase II of the Office Professionals Curriculum is to be offered in February, 1991. Ten (10) openings are currently available for office professionals. The program takes four months to complete and costs \$200 per enrollee.

Phase II is designed to assist administrative aides and executive staff assistants and/or those who have one or more years of work experience at the university and would like to enhance their writing, accounting, and computer skills. There are also elective courses that will be relevant to professionals development.

If you would like to register for Phase II of the curriculum, please fill out the registration form below and mail it back to the Office of Training and Development, 107 Day Hall, no later than January 25, 1991. For more information about the program contact Training and Development, 5-7170.

Registration Form for Office Professionals Curriculum: Phase II

Name: _____

Job Title: _____ Telephone: _____

Cornell ID#: _____

Campus Address: _____

Department: _____ Acct. #: _____

Supervisor's Name: _____

Supervisor's Signature: _____

Important Information for Empire Plan Participants

The New York State Department of Civil Service recently announced that effective January 1, 1991 the Major Medical deductible for Empire Plan participants increased to \$161 per enrollee, \$161 per spouse, and \$161 per all dependent children combined.

As a cost containment measure Empire Plan participants are being asked to wait until their deductible is met before submitting claims for reimbursement. Unnecessary claims processing increases costs which are then passed on to participants in the form of increased premiums.

Reminder: Metropolitan claims for 1990 services and Equicor/PAID prescription drug claims for 1990 must be submitted by March 31, 1991.



Understanding Your W-2 Form

Employer's name, address, and ZIP code		6 Deceased pension plan		Deferred compensation	
		<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>	
7 Allocated tips		8 Advance EIC payment			
9 Federal income tax withheld		10 Wages, tips, other compensation			
11 Social security tax withheld		12 Social security wages			
13 Social security tips		14 Nonqualified plans			
15 Dependent care benefits		16 Fringe benefits incl. in Box 10			
17 Code description on back of Employee copy C		18 Other			
20	21	22	23		
24 State income tax	25 State wages, tips, etc.	26 Name of state	27 Local income tax	28 Local wages, tips, etc.	29 Name of locality

W-2 Wage and Tax Statement 1990

The 1990 W-2 form, being sent to you for income tax purposes, has a new look. Boxes have been relocated and new ones have been added to provide additional reporting information. To assist you understanding the information contained on your W-2 Form we have prepared the following questions and answers:

What is "Pension Plan" box 6?

The "Pension Plan" box will be checked if you are eligible to participate in one of the retirement plans offered by the university.

What is "Deferred Compensation" box 6?

The "Deferred Compensation" box will be checked if contributions were made to a deferred retirement plan covered under IRS section 403 (b) or 401 (k). The 403 (b) plans include Tax Deferred Retirement plans under TIAA-CREF, Equitable, Fidelity, Unum, and Dreyfus. The 401 (k) plan is the Tax Deferred Savings Plan for Extension employees.

How is "Wages, Tips and Other Compensation" box 10 determined?

"Wages, Tips and Other Compensation" reflects Year-to-date wages from the last 1990 paycheck
 LESS . . . Tax deferred retirement deductions
 LESS . . . Select benefit deductions (i.e. before tax health, dependent care reimbursement and medical reimbursement)
 LESS . . . NY State tax deferred retirement
 PLUS . . . Other taxable payments (i.e. personal use of university autos, unsubstantiated auto allowances, Cornell children's tuition scholarships and other miscellaneous compensation)

What is "Dependent Care Benefits" box 15?

"Dependent Care Benefits" is a before tax deduction under the select benefits program.

What is "Fringe Benefits" box 16?

"Fringe Benefits" is the sum of two items:
 1) Declared personal usage of university vehicles and
 2) Cornell children's graduate tuition scholarships

What are the items shown in box 17?

The internal Revenue Service developed a coding system to report a variety of information in box 17. These codes are explained below and also listed on the back of the W-2 Form.

Code D = Retirement plan reductions (see box 6)

Code E = Retirement plan reductions (see box 6)

Code J = For employees paying only the 1.45% Medicare portion of Social Security. The amount shown represents the Medicare wages.

What is "OTHER" box 18?

Tier 3 and 4 New York State Retirement deductions under IRS Section 414 (h).

Hopefully, the remaining boxes are self-explanatory but if you have other questions regarding your W-2 Form direct them to the Payroll Office, 5-5194.

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

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

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/I, IMS, ADABAS, or NATURAL. Knowledge of Cornell operating systems preferred. Send cov ltr & resume to Sam Weeks.

Systems Programmer Analyst III (PT4913) Level 34 Computer Science-Endowed

Posting Date: 1/17/91

Working with the ISIS group, develop a new version of ISIS over the Mach kernel. This will include the specification, design, implementation, documentation and maintenance of this new systems software. Provide some programming support; Mach system administration; performance evaluation

and tuning; and debugging.
Requirements: Bachelor's in computer science, mathematics, or equivalent combination of education and experience. Extensive experience involving 3-5 years work with network programming under UNIX and experience with Mach system. Send cover letter and resume to Sam Weeks.

Area Supervisor (PT4916) Level 34 Cornell Information Technologies-Endowed

Posting Date: 1/17/91

Manage and supervise all aspects of the Consumer Services Resale Operations. This includes the demonstration facility and order processing area as well as order processing function with the software contracts program. Serve as marketing contact for inventory management, special orders, and vendor concerns and problems.

Requirements: Bachelor's or equivalent experience with emphasis in supervision or area management. Experience with computer technology helpful. Excellent communications, interpersonal, problem solving, and writing skills. Ability to determine and set priorities. Minority candidates are particularly encouraged to apply. Send cover letter and resume to Sam Weeks.

Application Programmer Analyst II (PT4701) Level 33 CHESS-Endowed

Posting Date: 12/13/90

Serve as consultant for the CHESS 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 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 VMS/CMS. Knowledge of at least two of the following languages: PL/I, Natural, COBOL. Send cover letter and resume to Sam Weeks.

Associate Director (PA4901) HRIII University Development/Public Affairs-Endowed

Posting Date: 1/17/91

Responsible for the management, coordination and execution of major gift fund raising initiatives, oriented toward individuals who have the capacity to give \$1 million or more.

Requirements: Bachelor's required. Minimum of 3 years experience in capital fund raising, institutional advancement in higher education or professional volunteer management. Strong management, interpersonal, and writing skills necessary. Send cover letter and resume to Cynthia Smithbower.

Senior Research Support Specialist (PT4912) HRII Lab of Nuclear Studies-Endowed

Posting Date: 1/17/91

Supervise operation, maintenance, and upgrading of the 1 MW 500 MHz Cornell Electron Storage Ring (CESR) Radio Frequency (RF) systems. Participate in R & D of superconducting RF cavities for application to high current storage rings. Provide advice on use and adaptation of RF equipment in specialized uses. Train technicians, grad students and researchers. Prepare reports, maintain records, and supervise maintenance of inventories of supplies.

Requirements: Master's in physics or engineering. At least 2 years of experience in RF, accelerator physics, or accelerator technology. Work with RF cavities and accelerator measurements; VMS and UNIX computer operating systems experience; and supervisory experience desirable. Send cover letter and resume to Sam Weeks.

Director of Law School Annual Fund (PA4603) HRII

Posting Date: 1/17/91

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

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

Research Support Specialist (PT4904) HRI Genetics and Development-Statutory

Posting Date: 1/17/91

Participate in planning, designing and performing research on the regulation of plant mitochondrial gene expression and genome structure. Keep abreast of current literature. Help analyze data and prepare results for publication or presentation. Supervise lab operations and undergrad assistants. Train grads and undergrads in research methods. Maintain supply inventories and equipment. Maintain stocks of seeds, cell and bacteria cultures. Maintain records.

Requirements: Bachelor's in biological sciences or chemistry or equivalent. Master's preferred. At least 2 years independent research experience in molecular biology or biochemistry. Send cover letter and resume to Sam Weeks.

Development Assistant (PA4907) HRI
Public Affairs/Johnson Museum-Endowed

Posting Date: 1/17/91
Assist the Development Officer at the Johnson Museum with all aspects of Public Affairs. Coordinate Museum related events on and off campus. Help with fundraising activities and provide stewardship to museum donors.

Requirements: Bachelor's degree. At least 2 years experience in development or public affairs at a university or related experience. Experience with Apple Macintosh and IBM software (Microsoft Word and WordPerfect) and the Public Affairs Records system is essential. Send cover letter and resume to Cynthia Smithbower.

Public Affairs Assistant (PA4906) HRI

Public Affairs/Olin Library-Endowed

Posting Date: 1/17/91
During 75 million dollar campaign, coordinate design and production of Library Development newsletter, annual report, brochures, bookmarks and plates, and prepare slide shows and other presentations.

Requirements: Bachelor's or equivalent experience. Minimum 2 years related experience. Proven writing experience. Demonstrated ability to design, edit, and oversee production of newsletter, annual reports, etc. Familiarity with presentation resources. Send cov ltr & resume to Cynthia Smithbower.

Research Support Specialist I (PT4906) HRI

Plant Breeding and Biometry-Statutory

Posting Date: 1/17/91
Provide managerial assistance to project leader with all aspects of a vegetable breeding research program. Supervise overall field operations including field layouts, land preparation, and applications of pesticides and fertilizers. Supervise greenhouse and growth chamber operations. Maintain pathogen and insect cultures. Coordinate record keeping and data processing. Contribute to grant proposals and oral presentations. Maintain inventories and order necessary materials. Supervise employees and grad students. Occasional work outside normal hours.

Requirements: Bachelor's in plant breeding/science or equivalent experience. Several years of related work. Experience with operation and maintenance of farm equipment. Good oral and written communication skills. NY pesticide applicator certification and NYS driver's license required. Send cover letter and resume to Sam Weeks.

Extension Support Specialist II (PT4901) HRI

Soil, Crop and Atmospheric Sciences-Statutory

Posting Date: 1/17/91
Provide systems administration for computer lab, including system maintenance, testing new software, and teaching basic UNIX. Assist in development of UNIX applications in soils, crops and climatology. Coordinate and maintain soil databases. Assist faculty and staff. Work with USDA/Soil Conservation Service staff in conducting UNIX, system administration, and GRASS (software) training courses. Work on materials enhance computer lab outreach.

Requirements: Bachelor's in natural resources, soils, geography or agriculture related area. Master's preferred. 1-2 years experience in geographic information systems. Ability to coordinate and maintain a computer lab required. Work with UNIX and GRASS software desirable. Knowledgeable about other geographic information systems such as ERDAS and ArcInfo. Send cover letter and resume to Sam Weeks.

Student Development Specialist II (PA4903) HRI

School of Hotel Administration-Endowed

Posting Date: 1/17/91
Provide assistance to the Director of Management Intern Program in the administration of the program, to include interviewing prospective interns, reviewing academic and job related qualifications, suggesting assignments, and confirming recommendations with appropriate properties. Coordinate and assist in grading of management reports and learning journals. Compute final grades.

Requirements: Bachelor's required. Master's helpful. Hospitality industry experience and/or education highly desirable. Excellent organizational, interpersonal & oral/written communication skills. Send cov ltr & resume to Cynthia Smithbower.

Manager of Building Operations (PA4904) HRI

Residence Life-Endowed

Posting Date: 1/17/91
Responsible for the implementation of all physical plant maintenance in the West Residence Life Area for housing for 300+ students in a manner which fulfills the departmental physical plant standards. Recruiting, training, supervision, and quality assurance are also included.

Requirements: Associate's or equivalent combination of education and experience is required. Work experience in building trades and strong supervisory skills are necessary. Maintenance and operations in residence facilities desirable. Computer literacy essential. 24 hour on-call availability. Send cover letter and resume to Cynthia Smithbower.

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 wknd 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 CHESS-Statutory

Posting Date: 11/29/90
Supervise and manage the operation of the X-ray processing facility. Train users in the use of the laser scanner and the image processing software. Act as consultant/assistant in some experiments. Convert data acquisition hardware and software from DEC system to Macintosh.

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

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 Services, 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 Societies 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 Sam Weeks, Staffing Services, 160 Day Hall.

Undergraduate Advisor (PA4910) HRI

Government-Endowed

Posting Date: 1/17/91
Act as substitute and supplementary advisor for undergraduate students in the Department of Government. Provide relief to faculty members in the areas of advising and counseling students with respect to their studies at Cornell. Provide back-up and assistance to the undergraduate coordinator. 20 hours per week.

Requirements: Bachelor's required. 2 years experience in advising in an academic setting. Familiarity with department-

tal and college requirements for undergraduate students. Proficiency in computer support and database management. Send cover letter and resume to Cynthia Smithbower.

Staff Nurse (PA4908) HRI

University Health Services-Endowed

Posting Date: 1/17/91

Provide nursing care for ambulatory and inpatients at Gannett Health Center. To assist Nursing Supervisor with clinic flow. To act as patient advocate. 9 month position. 20 hours per week, 4 p.m.-12pm.

Requirements: Graduation from an accredited school of nursing - BSN degree preferred. Current NYS license with minimum of 2 years recent experience in an ambulatory or acute care setting. CPR-BLS level certification required within 1 year of employment. Send cover letter and resume to Cynthia Smithbower.

Staff Nurse (PA4909) HRI

University Health Services-Endowed

Posting Date: 1/17/91

To provide nursing care for ambulatory and inpatients at Gannett Health Center. Assist Nursing Supervisor with clinic flow. To act as patient advocate. 9 month position. Mon-Fri, 20 hours per week.

Requirements: Graduate from an accredited school of nursing - BSN degree preferred. Current NYS license with minimum of 2 years recent experience in an ambulatory or acute care setting. CPR-BLS level certification required within 1 year of employment. Send cover letter and resume to Cynthia Smithbower.

Professional Temporary

Associate Director for Alumni Programs/SDS IV (PA4301) HRII

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 yrs experience of significant administrative responsibilities, preferably with alumni or students. Excellent writing, organizational, and interpersonal skills. Knowledge of basic word processing skills on Mac. Send cover letter & resume to Cynthia Smithbower.

Boyce Thompson Institute

Research Assistant (available Feb 1, 1991)

To work in a project aimed at the bioassay guided isolation and identification of novel insect toxins from entomopathogenic fungi. Duties involve culturing and maintenance of fungal isolates, liquid-liquid extractions and fractionation, and preparation of samples for insect toxicity bioassays. Purification of active components from the crude extracts involves techniques such as open column chromatography, thin layer chromatography, gel permeation and high pressure liquid chromatography. Experience with equipment such as high pressure liquid chromatograph, UV spectrophotometer, diode array detector, and gas chromatograph desirable. 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 lab related positions.

Technician, GR18 (T4506) Chemistry-Endowed

Minimum Biweekly Salary: \$529.35

Posting Date: 11/29/90

Synthesize & 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, & 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 (T4905) Equine Drug Testing-Statutory

Minimum Biweekly Salary: \$529.35

Posting Date: 1/17/91

Care for horses. Provide food and water, groom and treat cuts and abrasions, collect blood and urine samples, administer drugs and antibiotics under direction of vet. Clean stalls and equipment. Follow strict protocols for animal welfare. Keep records. Perform chores of mowing, fence repair, etc.

Requirements: HS diploma or equivalent. 1-2 years related experience. Ability to use vacutainer for blood collection. Ability to catheterize mare. Knowledge of grooming. Send cover letter and resume to Sam Weeks.

Technician, GR18 (T4920) Genetics and Development-Statutory

Minimum Biweekly Salary: \$529.35

Posting Date: 1/17/91

Perform molecular genetics experiments. Provide general lab assistance. Maintain bacteria cultures. Oversees the maintenance of glassware and preparation of culture media and solutions. Order supplies, maintain inventories, oversee equipment maintenance, and arrange for repairs. Assist in training new lab personnel.

Requirements: Associate's or equivalent preferably in natural sciences, Bachelors desired. 1 year lab experience preferred, especially in molecular genetics techniques. Send cover letter and resume to Sam Weeks.

Animal Technician, GR18 (T4707, T4708, T4709, T4711) Lab 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: HS diploma or equivalent. Associate's in animal science desired. AALAS certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 yr experience. Ability to lift 50 lbs. 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, & 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 & wash glassware.

Requirements: Associate's in chemical technology (Bachelor's preferred) with training in analytical methods. Research experience; demonstrated aptitude for inorganic

analyses and instrumental methods; familiarity with ICP emission spectrometry, ICP mass spectrometry, and ion chromatography; experience with Lotus and SAS is desirable. Send cover and resume to Sam Weeks.

Technician, GR19 (T4921) Genetics and Development-Statutory

Minimum Biweekly Salary: \$551.86

Posting Date: 1/17/91

Provide technical and administrative support for the operation of a genetics lab. Participate in genetics research on soil nematodes. Participate in cell biological research using an immunofluorescence microscope, SDS gel electrophoresis and western blotting. Maintain nematode stains by use of agar plates or liquid nitrogen. Maintain records of all strains. Maintain and order lab supplies.

Requirements: Bachelor's with course work in genetics. Minimum 1 year lab experience. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T4910) SCAS-Endowed

Minimum Biweekly Salary: \$575.30

Posting Date: 1/17/90

Provide support for research in biochemical analysis of specific mRNA's, activities of enzymes, and amounts of storage proteins in plant tissues. Duties include culturing bacteria containing cDNA plasmids; and performing hybridization assays. Read pertinent literature. Order supplies.

Requirements: Bachelor's in biology, biochemistry, or chemistry (or equivalent). 1 year related experience with basic lab equipment. Must have the ability and desire to learn new techniques and procedures. Must be able to function independently and to communicate work-related ideas effectively. Must have good organizational skills. Send cover letter 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 & resume to Sam Weeks.

Utilities/CADD Drafter, GR21 (T4923) Facilities Engineering-Endowed

Minimum Biweekly Salary: \$599.73

Posting Date: 1/17/91

Maintain utility maps, files, and records; and update maps and files using both manual and CADD techniques. Collect and verify field information. Conduct field inspections. Assist survey party as needed.

Requirements: Associate's or equivalent. 3 years drafting and CADD experience, preferably with a large firm. Must have a valid NYS driver's license. Must have ability to remove/replace various types of utility structures (e.g. manhole covers, etc.) and be able to access restricted spaces. Send cover letter and resume to Sam Weeks.

Lab Technician, GR21 (T4911) Vet Microbiology-Statutory

Requirements: HS 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. Mon-Fri, 8-4:30, 1 yr appointment. Requirements: HS 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 HS 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. Mon-Fri. Requirements: HS 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 Secretary, GR18 (C4901)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 1/17/91

Provide secretarial/administrative support to associate director and assistant director of club programs. Assist with speaker program, club membership assistance program and other service oriented programs; Federation Weekend and other aspects of club programs relative to communications with alumni.

Requirements: HS diploma required. Some college coursework preferred. 1 year related experience. Excellent interpersonal and communication skills. Must be well organized and have ability to work independently. Prefer computer experience. Regular Cornell employees only. Send employee transfer application, resume and cover letter to Esther Smith, Staffing Services, EHP.

Receptionist/Information Secretary, GR19 (C4914)
Graduate School Records-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 1/17/91

Enter data on IBM computer. Process forms related to graduate students records. Answer phones and basic inquiries from students, faculty and other offices. Assist in course enrollment and at reception desk. Process application letters. Medium typing. Full time, regular.

Requirements: HS diploma required. Some college coursework preferred. 1-2 years related experience. Knowledge of college structure. Ability to work and organize independently. Communication skills important. Familiarity with word processing & dBase desired. Confidentiality required. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

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

Provides 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: HS diploma or equivalent. Some college coursework preferred. 2 years related experience. Knowledge of word-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 equiv. 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: HS 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 compacts. 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 and 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 a part of a team. Experience using Lotus 123 on IBM PC. 1-2 years Cornell 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 Services, 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 personnel 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 publicly available information on students, certify restricted student information at student's request, & register students for 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 Mac. 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 overdrawn accounts and outstanding accounts receivables.

Requirements: Associate's in accounting or business. 3-4 years related experience in accounting. CU 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.

Accounts Coordinator, GR24 (C4911)

Finance and Business Services-Statutory

Minimum Biweekly Salary: \$682.77

Posting Date: 1/17/91

Financial post-award administration of Statutory grants and contracts. Prepare financial reports and billings in accordance with terms and conditions of the award document, Generally Accepted Accounting Practices, and Cornell policy and procedures. Full time, regular. Mon-Fri 8:30-5pm

Requirements: Associate's in accounting or related field or equivalent combination of experience, training and education. 5 years related experience. Bachelor's preferred. Working knowledge of electronic spreadsheets (Lotus, Symphony, etc.) required. Familiarity with mainframe computer programs desirable. Excellent organizational skills, accuracy with numbers, is essential. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR16 (C4915)

Athletics-Endowed

Minimum full-time equivalent: \$511.68

Posting Date: 1/17/91

Provide secretarial and clerical assistance in the operation of the Athletic Business Office. Primary responsibility for telephone coverage and receptionist duties. Medium typing.

Requirements: HS diploma required. Minimum 1 year successful office experience. Excellent typing and telephone skills. Knowledge of computer and word processing software helpful. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR16 (C4919)

Computer Science-Endowed

Minimum Biweekly Salary: \$511.68

Posting Date: 1/17/91

Assist with printing and distribution of departmental technical reports. Provide clerical and administrative support to faculty as needed; typing, travel, etc. Light typing. Flexible, 20 hours per week.

Requirements: HS diploma. Experience with microcomputers and large photocopiers. Must be flexible, able to work under time constraints. Excellent communication and interpersonal skills and ability to prioritize a must. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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, performs library security functions including working at stack control desk and closing building. Perform a variety of circulation and 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 Services, 160 Day Hall.

Secretary, GR18 (C4907)

Community and Rural Development Institute-Statutory

Minimum Biweekly Salary: \$529.35

Posting Date: 1/17/91

Perform various secretarial functions for institute director and associate director. Maintain Institute database of all rural development programs on campus. 20 hrs pr wk, flexible.

Requirements: HS diploma required. Some college coursework preferred. Excellent secretarial skills, with knowledge of computers and 1-2 years experience in professional office, preferable at Cornell. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C4906)

Agricultural Economics-Statutory

Minimum full-time equivalent: \$529.35

Posting Date: 1/17/91

Provide secretarial support for one faculty member. Heavy typing for research and teaching activities; computer knowledge essential. Position until 9/1/91. 20 hours per week.

Requirements: HS diploma or equivalent. Some college experience preferred. Experience with computer/work processor preferred. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR19 (C4909)

Public Affairs/Engineering-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 1/17/91

Provide general secretarial assistance. Maintain gift acknowledgement system for the College of Engineering. Provide administrative support to the Director of Development, and the Director of Leadership Gifts. Act as primary receptionist for the Engineering Public Affairs office. Mon-Fri 8:30-5.

Requirements: HS diploma required. Associate's preferred. 1-2 years related experience. Solid secretarial skills and ability to work well with others is important. Excellent organizational and communication skills (both oral and written) necessary. Attention to detail, discretion, and ability to handle confidential material. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Administrative Aide, GR19 (C4702)

Operations Research & 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, 160 Day Hall.

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 and devising and implementing systems to reach long-term goals. 20 hours per 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-Part Time

Security Guard, GR1 (G4903

Networking

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

Food Can Be An Addiction!

by a member of the Cornell Community

With the holidays behind us, many of us can begin to concentrate on just "saying no" to anything that even looks as though it might add extra pounds on us. We have blamed our over-eating the past few months on holidays, whether it was preparing for them or celebrating them. Now it is time to face the facts.

The past few years I have gained a little more weight than I care to think about - much less admit. I used to be one of those people who was never affected by bulging seams or loss of energy. There was no slim skirt too slim for me - and my running 30 miles a week proved it! I would

watch people eating food in quantities I vowed would never pass my lips. Many times I wondered why they just did

not resist those temptations to overeat. How could I have known that I was just a few steps away from becoming that over-eater- that person emotionally dependent on food to get me through a day?

My eating patterns did not change overnight when my personal life began falling apart, but I still did not see the correlation. A few extra cookies here, another dish of ice cream there, just appeared to be due to real hunger. While I resorted to shopping for clothing in the next larger size, I never ques-

tioned my emotions when I reached for food I knew my body did not need. I seemed to be able to find a reason for each and every larger size clothing - whether it was lack of energy, the aging process, etc. I was able to look around at other women my age who were not over-weight and find excuses for their trim figures. I blamed my over-eating on job stress, parental duties and personal tragedies - but never once

sought the real truth behind my new-found eating patterns.

It wasn't until this past summer when I was sitting in my backyard that I found myself analyzing my food intake and my emotional state at the time of my over-indulging. It was scary to say the least. I discovered that my emotions had a direct impact on the amount of food I was eating. I also discovered that food had become more than just a piece of chocolate cake or an extra dish of ice cream. Food was all of the love and caring that I was missing in my own life. Food was that special someone putting their arms around me; it was the companion when there was no one to talk to. It took up the lonely hours when my children were off having fun and I had no one to have fun with. It was my emotional crutch! I went out at

strange times to get that extra candy bar. I played games with myself by making bets that I could go through the grocery line without buying a Mars bar. Sometimes it worked; sometimes it didn't.

One thing that reaching this realization did for me

- it put me in the category of being addicted. I am emotionally addicted to food like people are to drinking, gambling, shopping, etc. Food fills my needs like alcohol fills the needs of an alcoholic. It gives me the same momentary high that placing a bet or charging a blouse does for some people.

I have tried every diet known to mankind and I do not know that there is one better than the other. It all depends on where you are emotionally. It is too easy to say that we like food and that is why we eat. I really believe that people who over-eat are hiding behind emotions they are too fearful to face. I can not say that I am able to face my emotions completely, but I do know that I am working at it a little harder. Facing up to loneliness and rejection is very difficult, but it can be

done. I think that the first step is coming to terms with why we over-eat. The reasons may not be very pretty to us, but if they are genuine it is a start in the right direction.

I have not made any New Year's resolutions about my eating. I take it on a day-to-day basis. I am not going to make promises for tomorrow. It took me a while to be able to come to terms with my emotions so I know that there will not be quick solutions. What I need to remind myself each and every time I reach for food is "why am I eating?" I have good days and I have bad days. Some days I deal straightforward with my emotions and recognize each and every move I make. Other days I struggle and make excuses because the

emotional pain is too strong and I allow it to win. But it is getting better. There is an old saying "the truth hurts." Unfortunately,

nately, I have to agree in my case. No one wants to admit to being lonely or afraid but it is a fact of life for some. I need to work on ways to channel my emotions besides into food. I need to change my perspective from "living to eat" to "eating to live." I can do it - and I am going to start now!



"Food fills my needs like alcohol fills the needs of an alcoholic."

"I need to change my perspective from "living to eat" to "eating to live."

"I blamed my over-eating on job stress, parental duties and personal tragedies."

CRC Holiday: Members Dancing The Night Away

by Susan Hollern



What were you doing the evening of Friday, December 14? If you didn't say that you were at the CRC Holiday Dinner Dance, then you missed a very, very good time!

Over 350 people attended the Cornell Recreation Club Holiday Dinner Dance that was held at the Statler Hotel. We were treated to exceptional service by the staff of the Statler, a fabulous dinner prepared by the Statler's well-diverse chefs and dancing by Dick Watkins (Cornell Vending employee) and his music machine. For some attendees, it was a "first time" visit to the Statler. The location of our party was in the beautiful and elegant ballroom—a treat to many who have not seen the "new" Statler.

Dot Messenger, the CRC Board President, did a

wonderful job as our Emcee for the evening. We had updates on upcoming trips and activities from Marlene Reitz, chair of the Recreation Committee, a membership update and overview from yours truly, Susan Hollern, and a surprise birthday greeting for CRC member and Cornell "new retiree," Fleet Morse.

Many people were able to catch up on the lives of each other as well as revel in the atmosphere that the holiday mood brought to each person there. Candlelight on the tables encompassed a feeling of warmth and



relaxation among all the folks that were present that evening. Everyone there enjoyed themselves and are all looking forward to the next Holiday Dinner Dance.

Photos by Doug Hicks

EMPLOYEE SPOTLIGHT

Deena Wickstrom

by Kathy O'Brien



Photo by Doug Hicks

This issue's Employee Spotlight cheerfully describes herself as an 'oddball'. She designed her B.A. degree in Planned Studies, from Ithaca College, with an eye toward the future in graphics and communication. Right now, her favorite task on the SuperMac on her desk is topography. That's right, the white spaces, the letter placement and the various and numerous fonts that can be called up to make a document look professional and eye-catching.

Deena Wickstrom is her name, and topography is her game. Deena has been at Cornell University, in the Office of Publications

Services, for 12 years and in the same position for that length of time. But don't think that the job, itself, hasn't changed. I

am sure that most of us remember an electric typewriter? Well, Deena's dinosaur is the old hand-drawn methods for doing graphic design and layouts. Now, with the aid of the computer on her desk, she can design, layout, and even do some pre-press work (outputs the product to film which printers were only able to do) faster than she could accomplish the task using her hands. Deena admits that 'learning is an ongoing task'. "With new software, design facilities, and hardware you are continuously training," Deena explained. Her department has training sessions twice weekly to go over new programs that come in. This training session keeps everyone up to date as a team. "We share the problems that come up and discover solutions to them as a unit," she shared. "We are very fortunate that we have a department manager who has the foresight to see the need to keep up to date."

Deena's first Macintosh job ever won her the 1986 Craftsman Award (Honorable Mention) with the printer who submitted it, Cayuga Press. In 1990, the Gallery of Superb Printing awarded her (and the print shop of Fingerlakes Press, Inc.) an International Silver trophy for the design and work done on the Center for Performing Arts Dedication Program. Other awards: for "An Opportunity", a fund raising piece, she won a Council for the Advancement and Support of Education (C.A.S.E.) Gold Award; for a piece for the Plantations (a

ring-bound reference book for the herb garden), she received a Bronze award from C.A.S.E.; the National Museum Society awarded her an Honorable Mention for another piece she designed.

Deena likes to design publications. "That is why I work where I do," she says. "I love the books, paper, the progression the piece undergoes." Deena stated, "This group has been here a long time. They have evolved into a high energy and capable group of people." Cornell has also been a big part of her life. She knows a lot of people at Cornell, and that makes retrieving needed information easier.

When asked about the future, Deena was very specific. "Given the computer system that I would like to have, I would want to be not only a designer, but a sharer of information to other departments on campus." "A really good design quickly gives information to people who need it." Deena explained. "If it doesn't communicate to the people who need to know, it doesn't do the job."

Dedicated, enthusiastic, and eager to learn new things — 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!**

PARENT'S CORNER

Changing Times

by Theresa Vander Horn

When my son was nearly three, I moved him from the day care center in which he had been enrolled since birth to family/home care. Just when so many other mothers were moving their family care children IN to centers and nursery schools, I was moving in reverse - or so it felt. I made this move because I felt the pace of life was simply too fast for little feet. But I worried a great deal over whether or not I could find family care that I could accept.

I was first shocked to find that my real challenge was not in accepting a family careprovider, but in getting one to accept my son - a "center child." This is something for which I was not prepared! Over and over family care providers expressed concern over taking in "center children." "Too aggressive";

careproviders only deepened my resolve for immediate change.

At the same time, I was very offended by the concerns raised, even though I largely shared them. We "center parents" liked to believe that day care centers develop better social and classroom skills. In retrospect, I see that this was akin to imagining that big cities create healthier social dynamics than small towns - a myth no doubt created by city dwellers. And we were city dwellers.

Eventually I found a careprovider who expressed the interest, experience, and caring concern that I sought. I decided to make the change and braced for a long transition. I'd seen children take weeks or months adjusting to the day care center and I anticipated an equally bumpy road. But from the first day my son spent in his careprovider's small and simple living room, he was sold! He bubbled with stories of their activities and his interactions with his new playmate.

To my surprise, he never wanted to go back nor even visit his former center. When we finally did visit, he was slugged within fifteen minutes. But for the first time it really stunned him (us); he used to take it in stride and slug back without so much as a thought, as if this was "normal." Looking on, I felt guilt as I realized that at one time for him, it was the norm.

I didn't want him thinking that the dynamics that exist in large groups are the "norm" for social relationships.

In the days since then, he has benefited enormously from having an adult available to help him "work it out," learning the

very complex skills of negotiation and friendly compromise. It has meant a great deal to my son to not have to compete so much for attention, especially since he tends to compete through aggression. Perhaps now he will have a chance to find himself before he has to prove himself.

When at the center, I benefited greatly from the parenting education I received from the trained careproviders and from the support of the other mothers. Equally so, I am benefiting from the ease and perspective of our family care-provider, that which comes only with age and experience. The wisdom that comes from a good and experienced mother is what the text books can only attempt to communicate. This is a group of women to whom we give little credit. Our loss.

For our family, the move toward simplicity has meant the world. Time to think and focus, a sensible pace, oppor-

tunity to explore feelings rather than fight them, flexibility and individualization

- these are the things my son never had. I did not realize how much diversity simplicity can offer. I should have known.

When I was living in New York City and contemplating a move to Ithaca, I thought I would miss all of the stimulation and excitement; now I wonder how I fended off the stress. I thought I would

miss all of the choices a city offered, but now I understand why I found it so difficult to focus.

Most of all, I thought I would miss all of the people. And now I know that I couldn't even see them amidst the blur.



"Just when so many other mothers were moving their family care children into centers and nursery schools, I was moving in reverse - or so it felt."

about the difficulty center children have in the early school years. I'd read about poor social skills (aggression being prominently listed), uncooperative with instructors, and most concerning to me, "second grade burnout." The experiences as related to me by the home

EMPLOYEES AFTER HOURS

Richie Patrick

by Kathy O'Brien



"Let's not talk about what I do here," the Employee After Hours said, "I want to talk about horses!"

Well, needless to say, this article will be about horses, but first let me tell you a little about the employee. Cornell has seen her around campus for 10 years.

The Office of Publications Services has become her home for the past 3 years. Her official title in the office is Electronic Publishing Specialist (also graphic designer). This employee has also won an award for her graphic design. The Gallery of Superb Printing has awarded a 1990 International Silver for her piece she did for the 1990 Summer Session Catalog (with Crest Litho). Just take a look at the front of *Networking* - she redesigned the look and style recently. She is particularly proud of her design for the logo of Cornell University's 125th anniversary. It will be used on many different pieces, some sent around the world. But as she said

before, "let's not talk about that, I want to talk about horses!"

Richie Patrick loves Charles Schultz. In fact she loves his work so much that she has 100 books about his cartoons. His cartoons got her to thinking that there ought to be a cartoon or two that

the 'horsey set' could relate to and enjoy. It would be on a level that the riding instructor or a person who showed horses could relate to. Voilà! Along came Silver Spurs. *Horse Bits* magazine publishes her cartoon characterizing peoples experiences around horses.

Richie trains and shows horses, and gives riding lessons. "Some horses are so fast you can literally feel the wind whistling by your ears!", she excitedly shared. "Riding is my addiction," Richie explained. "I get home after work and head right for the barn until 9:00 p.m." She explained that when showing a horse, the rider's position on the animal is just as important as the horse's style of jumping. Richie teaches people how to jump with the horse, where on the horse to be when going over the fences, etc. "The angle or position the rider is in in relation to the horse dictates how effective they will be with the horse when jumping a course." When asked about dressage (shades of Lippizan stallions), Richie admitted that it isn't life threatening enough. "A horse can be an out of control roller-coaster ride," she said. "If a rider isn't at the correct point of balance (just above the withers or shoulder), some people have found themselves thrown over the head of the horse." Richie explained that the goal is to lighten the front end of the horse and get it to drive from the hind quarters.

Get out the Guinness Book - Richie has a pony that is 25 years old and is still winning! Tweedledee (or "D" for short) is 1/2 Quarterhorse and 1/2 Arabian. At 23, "D" won the 1989 Elmira Charity Show Short Stirrup Championship with 9 year old Kate Goldwyn riding. The pony

has won over 100 assorted championships. At her job at Demar Farms, Kinney Gulf Road, Cortland, Richie instructs from 5 to 12 students (depending upon the season) in the fine art of riding. "Riding with skill is not based on age but on how much you've ridden and who you have had the opportunity to train with," she said. Richie has also ridden with the Asbury Hill (Ithaca) and Hurricane Hill (Auburn) stables.

"I use the skills I learned in the classes for my B.A. in Secondary Art Education and B.F.A. in Graphic Design," Richie said. "I really make use of the psychology courses, and riding is a very visual sport." Kids, she explained, are fearless; whereas adults have a more ingrained sense of self preservation that they have to overcome. "If you know the right words to convey what something feels like, it is easier to teach." Riding is all feel and Richie works to teach people to recognize the correct feel of a particular movement so that they know that movement not only looks right but is correctly accomplished.

So if its horses you want to learn about, and if you can catch that galloping streak, corral Richie → but be prepared to be educated as well as entertained!

Cornell After Hours needs your suggestions! 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 and include your name and phone number.

Photo by Doug Hicks

Community Dispute Resolution Center: Call For Mediators

The Community Dispute Resolution Center will be holding a training in Mediation Skills this January. This will be a diverse group of trainees, including some people who will be volunteer mediators with CDRC and some who will be paying for the training and not making a commitment to the agency.

Volunteer mediators are asked to make a two year commitment to CDRC, being available to mediate two sessions a month (of about 3 hours each) and attend quarterly in-service trainings. The initial 28 hours of training detailed above will be followed by a sixth session scheduled for Thursday, February 14 from 7:30 to 9:30 and an additional 8-12 hours of role play groups. At the completion of this training, volunteers will enter their apprenticeship phase, working with experienced mediators.

If you are interested in training to be a volunteer mediator, please call me at 273-9347 to set up a time for an interview. We have more people interested

in becoming mediators than we will be able to train. The selection process involves more than just screening for suitability and willingness. Since CDRC is committed to providing Tompkins County with mediators who reflect the diversity of our community in terms of age, ethnicity, sex and geographic location, we will be taking this information into consideration in choosing participants for this session.

For those not interested in becoming volunteer mediators, the fee for the training is \$200. These slots are also limited and will be filled on a first come, first served basis. A slot will be held for you when CDRC receives the full fee or a deposit of \$50.

If you cannot attend this training but are interested in future trainings, either as a volunteer or for a fee, please call with that information. If we do not hear from you, we will assume you are no longer interested.

❖ MEDIATIONS ❖

The Key To Effective Conflict Resolution Through
Managing Negotiations
Shaping Lasting Agreements
Addressing Power Issues

A Training in Cooperative Conflict Resolution Skills

A Five-Part Workshop to Be Held on:

Thursday, January 24, 1991, 6:00 p.m. - 10:00 p.m.
Saturday, January 26, 1991, 9:00 a.m. - 5:00 p.m.
Sunday, January 27, 1991, 5:00 p.m. - 9:00 p.m.
Thursday, January 31, 1991, 6:00 p.m. - 10:00 p.m., and
Saturday, February 2, 1991, 9:00 a.m. - 5:00 p.m.

To be presented at the ILR Conference Center, Cornell University - Fee \$200
Presented by Community Dispute Resolution Center, 124 The Commons, Ithaca,
New York 14850. For more information please call 273-9347.

Personal Education Workshops

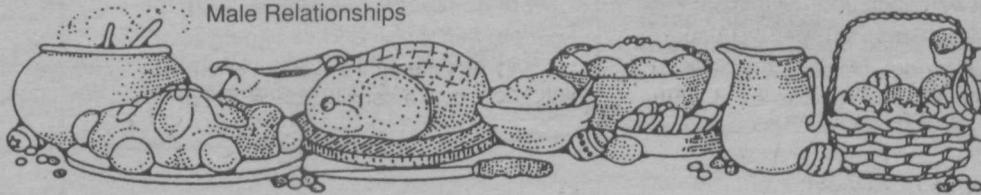
The following Personal Education Workshops are being offered through the Dean of Students Office.

- * Assertiveness
- * Building Self-Esteem
- * Building Satisfying Relationships
- * Gay/Bisexual:
A Mens' Support Group
- * Stress Management
- * Women, Food and Self-Esteem

- * Lesbian/Bisexual:
A Women's Support Group
- * Life Planning and Self Concept
- * Support Group for Issues of Sexual Identity
- * Support Group for Gay Male Relationships

- * Chronic Fatigue Syndrome Support Group
- * Issue of Race Among Hispanics
- * Therapy Group for Lesbian, Gay, and Bisexual Persons
- * Issue of Race Among Hispanics

This new series of personal education workshops begin the week of February 4, 1991. All groups are free and confidential and open to the Cornell community. Sign-ups begin Thursday, January 24. For more information or to sign up, stop by the Dean of Students Office at 103 Barnes Hall between 9:00 a.m. and 4:30 p.m. or call 255-3608.





Employee/Family Night at the Court

Saturday, January 26

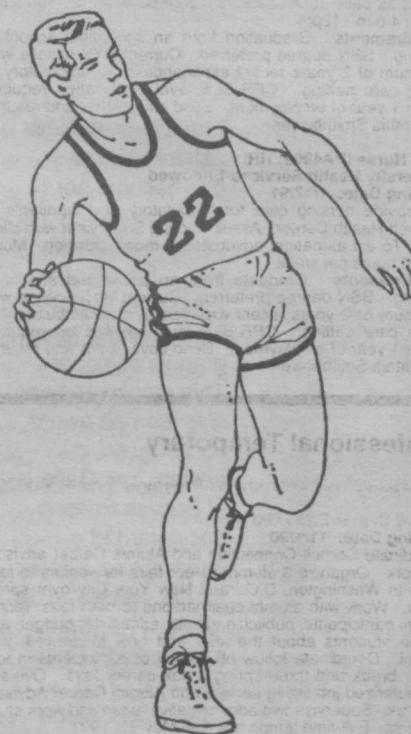
Big Red takes on Columbia in both women's and men's basketball on Saturday, January 26. Be there to cheer them on, share the company of other Cornell employees, and enjoy the chicken barbecue—all part of the fifth annual Employee/Family Night at the Court!

The basketball games will take place in the Alberding Field House. The Women's Game begins at 5:00 p.m. and the Men's at 7:30 p.m. Basketball tickets are \$2.00. Chicken barbecue dinners will be served in Barton Hall from 4:30 to

7:00 p.m. Tickets for the barbecue and the games combined will cost \$4.00. (Tickets for the barbecue alone will not be sold.)

Employee/Family Night at the Court participants will have the opportunity to register for a door prize drawing that will take place the week after the game. (Winners will be notified through the mail.)

You can purchase tickets at the Alberding Field House Ticket Office weekdays, 10:00 a.m.-2:00 p.m.; the Cornell Recreation Club in 165 Day Hall, 10:00 a.m.-4:00 p.m.; and the Campus Store Service Center, 8:30 a.m.-5:30 p.m. Combination barbecue and game tickets can be purchased through January 23 (they will not be sold at the door); tickets for the basketball games can be purchased until January 25.



Blood Pressure Clinics

The Tompkins County Health Department and Cornell University are offering free Blood Pressure Clinics in the following locations. These clinics are open to the members of the Cornell community. Take a minute stop by and have your blood pressure checked. You owe it to yourself, your family and to your friends.

January

- 17** Mann/Warren - Room 32
10:00 a.m. - 1:00 p.m.
- 22** Research Park - 33 Thornwood
Suite 300 Conference Room
9:30 a.m. - 11:30 a.m.
- 23** Wilson Laboratory
Lg. Conference Room
1:00 p.m. - 3:00 p.m.
- 24** Myron Taylor Hall/Room 273
9:30 a.m. - 1:00 p.m.
2:00 p.m. - 4:30 p.m.

Start out the New Year caring about the most important person in the world...You!

Attention Cornell Community!

CU Wellness Program Sponsors:-

"IT WON'T HAPPEN TO ME" . . . IN SELF-DEFENSE!

(Part 1)

Tuesday, February 5, 1991 ♦ 4:30 - 5:30 pm
Schoellkopf Hall, Hall of Fame Room

Did you know that every 6 minutes a woman is raped in the United States? Rape is the fastest growing crime in America. Come learn more about this topic and what you can do to better prepare and protect yourself. Men are welcome as this issue effects all of us! We have brought together a panel of experts in our area to present and discuss this issue.

Ithaca Rape Crisis Center ♦ Kathy Seibe
Public Safety - Crime Prevention ♦ Lt. Ted Pless

Sexual Assault Educator for CU ♦ Nina Cummings
Local Self-Defense Instructor ♦ Adam Crown

A PRACTICAL, HANDS-ON EXPERIENCE IN SELF-DEFENSE

(Part 2)

Wednesday, February 13, 1991 ♦ 4:30 - 6:00 pm
Helen Newman Hall, Dance Studio

This session will be for women only. Our instructor will be Kathleen Garrity, a local self-defense instructor.

Cornell Retirees Association

by George Peter

Cornell Retirees are not retirees—if anyone believes that once people retire from Cornell they are put out to pasture, please be advised—it is not true. What really happens is that we change what we do. (An incidental factor is that we no longer are paid for what we do.)

Active members of the Cornell Retirees Association (CRA) are dedicated and concerned citizens of the Cornell Community and the greater area within commutable distance. Various committees function to serve area communities. The most notable group is the visitation committee chaired by the Rev. Jack Lewis. The next report of CRA activities will feature a story about Jack Lewis and his committee. Suffice to say for now, Jack can always use more people to serve on his visitation team. Give him a call.

President, Margaret Seacord recently hosted a committee chairpersons meeting at her home. A roster of committee members will be reported soon. The important news is that any retiree may now receive the Cornell Chronicle, with, of course, the Networking insert. Send \$5.00 to June Franklin, Office of Human Resources, 130 Day Hall, Cornell University, Ithaca, New York 14853 for your year's subscription. The balance is being subsidized by the University.

CRA news will be a featured column in Networking. News may be funneled through Rose Sanford, Rose Zakour, Chuck Hurlbut, John Munschauer or George Peter.

Anyone planning to retire soon should contact Marge Carey Murphy to assure being included on the CRA roster. This should be done in addition to contacting the Office of Human Resources.

Ask a retired person about time and the most common answer will be, "I had more spare time when I was working than I have now." It's a myth that there is nothing to do. Get involved in the CRA.

Networking

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

Networking board members:

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

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