

CORNELL Chronicle

Volume 22 Number 19 January 31, 1991

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Black History Month

7

Visiting Artists

Praying for peace



Chris Hildreth

About 200 people gathered outside Willard Straight Hall Jan. 28 to pray for peace in the Middle East. Among them (above, from left) were students Jennifer Murray, Sarah Litt, Karen Brewer and Cara Mendelow.

Asian studies enhanced by NEH grant

Cornell, which has one of the world's leading Southeast Asia library collections and other outstanding collections covering specific areas of Asia, is planning to create a consolidated Asian library, scheduled to open in the fall of 1992.

The university is also endowing two existing faculty positions in the Department of Asian Studies.

Both projects will be made possible by a matching grant from the National Endowment for the Humanities. The \$750,000 NEH grant requires that Cornell raise matching funds of \$3 million.

Cornell's Asian library will consolidate the John M. Echols Collection of Southeast Asian materials; the Charles W. Wason Collection on East Asia; and the South Asia Collection, which includes India and Pakistan. It will be housed in the three-story, underground Olin Library addition now under construction.

"Asian languages tend to be difficult to process and access in most American academic libraries," said Warren Tsuneishi, chief of the Asian Division of the U.S. Library of Congress.

"India is like Europe: It is a collection of countries and languages. The country's constitution recognizes 16 official languages. And in Southeast Asia there is Indonesian and Thai and Vietnamese — all these exotic languages. They're very difficult for Americans to deal with. So there is a rationale for bringing all these languages together under one administration."

"When you walk into the place, you will feel you are in an Asian environment," said Min-chih Chou, curator of the Wason Collection at Cornell.

Display cases for Asian materials and artifacts will line the passageway from Olin Library to the addition. Inside the library will be a periodical reading room with newspapers, journals and reference materials published in and about Asia; maps and manuscripts from antiquity to the present in all the languages of the region; and an electronic media center with state-of-the-art equipment for microfilm and microfiche, audio cassettes, videotapes and CD-ROM disks.

"It will have all the latest technology for storage and accessing of information in microform, and these will be used by

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Tuition to rise 6.9%; tight budgeting continues

The Board of Trustees has approved a 6.9 percent increase in next year's undergraduate tuition at the privately supported colleges — from \$15,120 to \$16,170.

The change, matching the second-lowest percentage increase here in 18 years, was one of several budget policies approved by the trustees during meetings Jan. 24 through 26 in New York City.

The board also approved a 10 percent increase in the nine-month stipend for beginning graduate-student assistantships — completing a three-year plan to raise the basic stipend by 30 percent — and agreed that 1991-92 Ithaca-campus enrollment should remain virtually unchanged for undergraduates (12,570), graduate students (4,250) and professional students (1,330).

This would be the fourth straight year of steady undergraduate enrollment — by design. Susan Murphy, dean of admissions and financial aid, reported that, despite a continuing decline in the number of 18-to-24-year-olds and sinking applications at many peer universities, the number of applications for next year's freshman class is likely to be the second-highest ever. The budget policies, presented to the board by Provost Malden C. Nesheim, were based on an assumption that consumer inflation would be about 5 percent; increases of about 5 percent were also approved for wages paid students and earnings expected of students who receive financial aid. The 1991-92 financial plan based on these budget policies will be approved by the board in May.

President Frank H.T. Rhodes has already said that, by July 1992, \$10 million, or about 4 percent, must be trimmed from the

general-purpose budget. That projection and the most recent \$3 million cut to the state-assisted colleges as a result of state revenue shortfalls mean that Cornell will have taken base-budget cuts of more than \$26 million from 1987 to 1992.

While Nesheim told the trustees that the adopted policies would "form the basis of a solid, balanced financial plan" and that long-term benefit could be expected from the recently announced \$1.25 billion capital campaign to build endowment, he added:

"In the meantime, we must balance the budget one year at a time and without any magical influx of new funds."

As a result, he said, areas of the university must "function next year on less funds than they would like or might have expected. Moreover, it now appears that the constrained financial growth in the university will continue well into 1992 or beyond. Therefore, we continue to examine all areas of the university with the objective of re-allocating resources to the highest priorities and reorganizing to obtain greater productivity."

Nesheim's presentation — following months of meetings with faculty committees and the Faculty Council of Representatives, with deans and with the university assemblies — also touched on the grim financial picture of New York state. But he withheld specific dollar estimates at least until Gov. Mario Cuomo offers his Executive Budget for the year starting April 1.

It has already been projected that state revenues will fall short of planned expenditures by at least \$6 billion. That would require sharp cuts in spending by state agencies, including the State University of New

York (SUNY), through which Cornell receives most of the approximately \$120 million it gets for its state-assisted units — the College of Agriculture and Life Sciences, the College of Human Ecology, the College of Veterinary Medicine and the School of Industrial and Labor Relations.

In mid-January, Cornell announced that those units were sending lay-off notices to 67 employees — resulting from the latest state cut of about \$3 million — and that the state's critical financial situation might require further layoffs.

In other action, the board:

- Approved its first written policy on recognizing — and withdrawing recognition of — fraternities and sororities. The more than 60 organizations, which enroll more than 4,000 students, must file papers on their rules and their commitment to cooperation within the Cornell and nearby communities; in return, Cornell extends the clubs the right to identify their chapters with the university and participate in Cornell organizations and activities. The plan has been discussed over a two-year period with students, staff and alumni.

- Stood in silence to honor emeritus trustees Joseph P. King and Edward A. Wolfson and approved memorial resolutions. King, who died Oct. 29, was cited as "an esteemed agricultural businessman, civic volunteer and supporter of higher education," who was president of the Class of 1936 and was known as "Mr. Cornell." Wolfson, who died Dec. 1, got three Cornell degrees after his World War II service — including a medical degree — and, after practicing privately, became the founding

Continued on page 8



David Lynch-Benjamin

Min-chih Chou

Barbecue basketball



John Pachai

Trustee emeritus George Peter serves barbecue chicken in Barton Hall to Ellen Dickinson, daughter of Toboggan Lodge audit manager Michael Dickinson, between the women's and men's basketball games Jan. 26 during Employee Night at the Court festivities. The women's team defeated Columbia, 54-49, and the men completed the sweep by beating the Lions, 74-65, at Alberding Field House.

BRIEFS

■ **Students in military:** Students who are called to active military duty will be entitled to return to the university when their active duty is completed and will have tuition and fees reimbursed or credited to their accounts, according to guidelines developed by the university. Students called to active military duty should present their call-up notification to their college registrar to initiate a military leave-of-absence. Questions should be directed to the Office of the Vice President for Academic Programs and Campus Affairs, 255-3383.

■ **Visiting professor:** W. Harmon Ray, the Steenbock Professor of Engineering at the University of Wisconsin and a specialist in chemical-reactor engineering, will be in residence during the spring term as the Mary Shepard B. Upson Visiting Professor in the School of Chemical Engineering.

■ **Peace fellowships:** Based on a five-year grant from the MacArthur Foundation, the Peace Studies Program is offering 1991-92 fellowships for tuition plus a stipend to graduate students who are writing their doctoral theses. For details, contact the Peace Studies Program at 180 Uris Hall, telephone 255-6484. Completed applications are due at the program's office by March 15.

■ **Freeman prize:** Senior students are being sought as nominees for the 1991 Harrop and Ruth Freeman Prize in Peace Studies, worth \$1,200 for continued work for education in peace studies. The deadline for students to submit nominating letters from faculty to the Peace Studies Program is March 15. Details are available at the program's office in 180 Uris Hall, telephone 255-6484.

■ **Research grants:** Graduate students and advanced undergraduates are eligible to apply for research grants of \$200 to \$300 from the Sigma Xi Grants-in-Aid of Research Program. The deadline for applications is Feb. 22. For more information, contact Professor R.W. Kay in the Department of Geological Sciences, Snee Hall, telephone 255-3461.

■ **Multimedia seminars:** Cornell Information Technologies will give a series of five seminars on developing, designing and using text, graphics, sound, film and pictures as computer-based multimedia instructional tools, beginning Feb. 8. There is no charge to members of the Cornell community. For information, visit the CIT Service Help-Desk in Room 121, Computing and Communications Center, 255-8990.

■ **English as second language:** A non-credit course is being offered for visiting academicians who seek improvement in basic English-language skills, particularly speaking and listening comprehension. Registration for this 10-week course, meeting on Monday and Wednesday evenings beginning Feb. 18, must be made by Feb. 14. The program fee is \$450. For more information, contact Donna Colonio, Programs in Professional Education, B-12 Ives Hall, telephone 255-7259.

■ **Recycled paper:** A number of questions concerning the use and performance of recycled paper in copiers will be addressed by a Xerox representative at an open presentation scheduled for Wednesday, Feb. 6, from 2 to 4 p.m. in the auditorium of Kennedy Hall, under the sponsorship of Cornell's Purchasing Department.

■ **Breakfast with Rhodes:** There are a limited number of openings available for 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.

NOTABLES

Three books published by the Cornell University Press have won awards. "News and Politics in the Age of Revolution: Jean Luzac's 'Gazette de Leyde,'" written by Jeremy D. Popkin, professor of history at the University of Kentucky, is co-winner of the 1989 Louis Gottschalk Prize awarded by the American Society for Eighteenth-Century Studies. The prize is given to an outstanding historical or critical study on the 18th century published during the preceding year. "Foxes and Lions: Machiavelli's Confidence Men," by Wayne A. Rebhorn, a professor of English at the University of Texas at Austin, is winner of the Modern Language Association's Howard R. Marraro Prize for 1988-90. The prize recognizes an outstanding book on Italian literature or comparative literature involving Italian and written by a member of the association. Also, "Be Fertile and Increase, Fill the Earth and Master It: The Ancient and Medieval Career of a Biblical Text," by Jeremy Cohen, the Melton Professor of Jewish History at Ohio State University, won the John Gilmary Shea Prize for 1990, awarded by the American Catholic Historical Association to a book by an American or Canadian author that has made the most original and significant contribution to knowledge of the history of the Catholic Church.

Billie Jean Isbell, an associate professor of anthropology and director of Latin American studies, has been elected to a three-year term as a member of the board of the Inter-American Foundation. An agency of the U.S. federal government, the foundation grants funds for doctoral dissertation research to U.S. applicants for study in Latin America and to Latin American candidates for study in the United States. The foundation also funds grass-roots development projects in Latin America.

Eva Tardos, assistant professor of operations research and industrial engineering, is the recipient of a David and Lucile Packard Foundation Fellowship in Science and Engineering worth \$500,000 over five years. She was one of 20 persons out of 98 nominations nationwide to receive the Packard fellowship. Tardos is an expert in computer algorithms used in optimization theory.

Physics Professor Donald R. Yennie has been selected for a Humboldt Research Award for senior U.S. scientists. The award, from the Alexander von Humboldt Foundation in Germany, will enable Yennie to spend six months as a research visitor at the Max Planck Institute for Nuclear Physics in Heidelberg. Yennie's research specialty is in precision calculations of quantum electrodynamics in atoms and high-energy particle interactions.

Please recycle this paper . . .

along with other newsprint, colored and white paper and computer print-outs.

CORNELL Chronicle

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

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

GRADUATE BULLETIN

Late registration: Go to the Office of the Registrar, 222 Day Hall.

Enrollment: Course enrollment is 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. For an entering student, the form must bear at least the signature of a temporary adviser.

Fee deadline: The \$200 active file fee for spring 1991 will not be charged to Ph.D. candidates who are not registered for spring 1991 if they complete all degree requirements by Feb. 8, including defense and submission of the final copies of the dissertation to the Graduate School.

Seminars: Dissertation and thesis seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, from noon to 1 p.m. on Tuesday, Feb. 19, for doctoral dissertations and Wednesday, Feb. 20, for

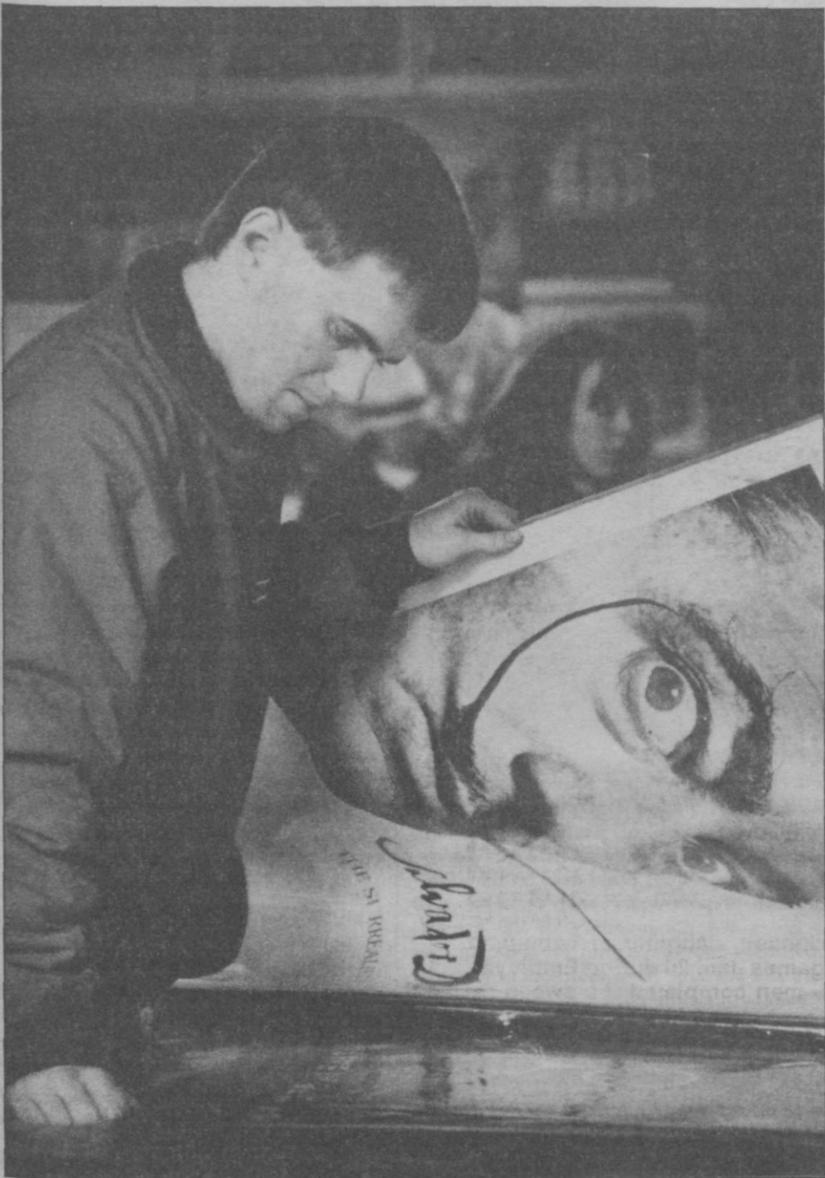
master's theses. The thesis adviser will discuss preparing and filing theses and dissertations; students, faculty and typists are encouraged to attend.

Council meeting: The Graduate Student Council will meet Monday, Feb. 4, at 5:15 p.m. in The Henry, Sage Hall.

Elections: Student-trustee and assembly election information is available from the Office of Assemblies, 165 Day Hall. Candidates' petitions are due Feb. 8.

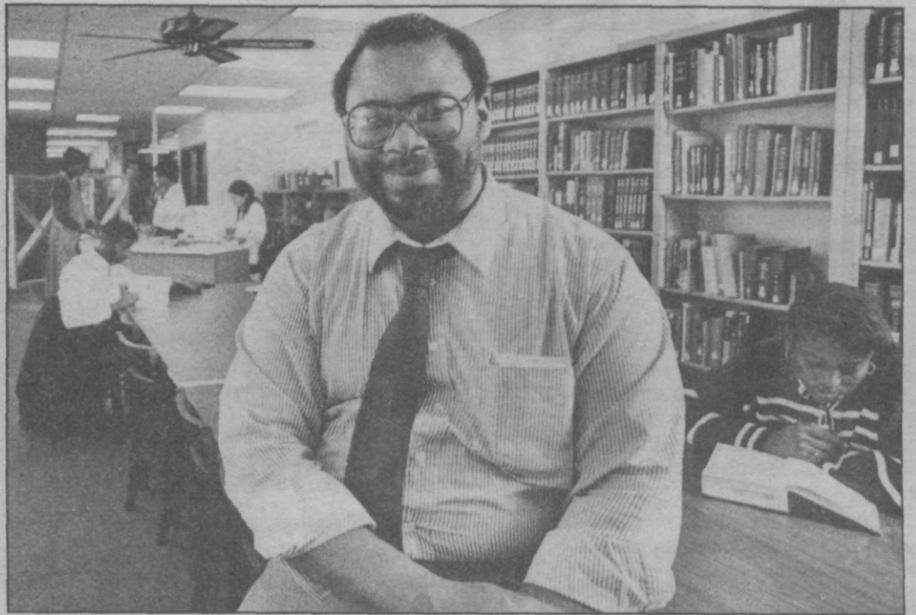
Dissertation writers: A weekly workshop will be held for graduate students at the dissertation writing stage who are blocked in writing their dissertations. The program is facilitated by Jerry Feist, director of Psychological Services, and is sponsored by the Dean of Students Office and Psychological Services. The workshop begins Feb. 5 and continues all semester on Tuesdays from 3 to 4:30 p.m. Register at the Dean of Students Office, 103 Barnes Hall, 255-3608.

Surreal



Jim Cieri

Freshman Scott Bush looks through posters on sale in Willard Straight Hall, under the watchful eyes of Salvador Dali.



David Lynch-Benjamin

Librarian Tom Weissinger sits in the renovated library at the Africana Studies and Research Center, which is sponsoring activities related to Black History Month.

CU celebrates black history

Films, services of worship and the annual Festival of Black Gospel will mark Black History Month on campus during February.

Some 150 voices in gospel choirs from throughout the state will give the traditional Festival of Black Gospel concert in Bailey Hall Saturday, Feb. 9, starting at 7 p.m. The singers will be under the direction of Alvin Freeland of the First Baptist Church of Brownsville in Brooklyn, N.Y.

As has been the practice since the mid-1970s, the mass choir will hold an open practice session in Bailey Hall from 11 a.m. to 3 p.m. on the day of the concert. There will be a collection taken during the Saturday night concert.

Several local groups also will sing at the Sage Chapel service Sunday, Feb. 10, beginning at 11 a.m. Professor Leroy Gainey of the Golden Gates Baptist Theological Seminary in Mill Valley, Calif., will give the sermon.

Under the sponsorship of Cornell's Africana Studies and Research Center and the Third World Programming Board, Cornell Cinema will show films on black life, history and art in Willard Straight Theatre and the Herbert F. Johnson Museum of Art throughout the month.

The showings range from a documentary in author James Baldwin's words to a sensuous exploration of the rhythm and ritual of life in six West African communities and an interracial sex comedy about a young soldier home on leave on Long Island.

One of the month's concluding events will be the second anniversary celebration of weekly interdenominational African-American worship services, in black gospel tradition, on Feb. 24 beginning at 6:30 p.m. in Anabel Taylor Hall.

The guest preacher at the anniversary service will be evangelist Sonya Hicks of the Christ Temple Church of Apostolic Faith in Ithaca.

Jan Olsen: An innovative leader in information technology

As a youngster in Adelaide, South Australia, Jan Kennedy Olsen was always a captain of sports teams and a leader of clubs — even if her playmates were older and, in the case of one basketball team, taller.

One season, her team was losing halfway through its first game, so she used her captain's authority to switch the taller girls to guard positions and the shorter, faster ones to forward positions.

The team won. But afterward, the other players wouldn't speak to her. "Daddy, the other girls are being horrible to me," she cried to her father. He explained why: No one changes positions in the middle of a game; it's unheard of.

"But we won," she protested. So you did, and so you'll learn two lessons from this, her father said: organize to win and learn to accept criticism.

The director of Mann Library since 1982, Olsen is considered an outstanding library administrator for the way she motivates people and the way she keeps pace with advances

browsing in them. As a child she spent Saturdays visiting the university library near her home.

"I thought the librarians were so clever because they knew everything in the library. Of course, it turned out they didn't know everything, but they did know where to find it," she said.

While raising her own children, one now a lawyer, the other about to become a geophysicist, she worked in a library, enjoyed it and returned to school for a library-science degree. After moving to the United States with her husband, she worked in libraries again, earned another degree and for the next 20 years worked as an administrator in various university and government libraries, including at the U.S. Department of Agriculture.

At that library Olsen came up with an idea that has become a major project at Mann: identifying the world's most significant literature on food and agriculture so it can be shared with developing nations.

"I learned of the frustrations and limitations imposed on scientists in those countries, where there were such limited funds. This project grew out of my thinking about the best use of limited dollars in these countries," Olsen said.

The Rockefeller Foundation is supporting this project with a four-year, \$550,000 grant. When the literature has been identified — and it will be the equivalent of 10 million Encyclopedia Britannica pages — it will be made available to companies that can reproduce it on compact discs and distribute it to institutions throughout the world.

Olsen initiated another major project at the library: research in an experimental system that allows scholars to retrieve entire texts of journal articles from their laboratory and office computers. The Chemistry On-line Retrieval Experiment, or CORE, will provide 150 Cornell faculty members and staff with seven years' worth of 20 journals published by the American Chemical Society.

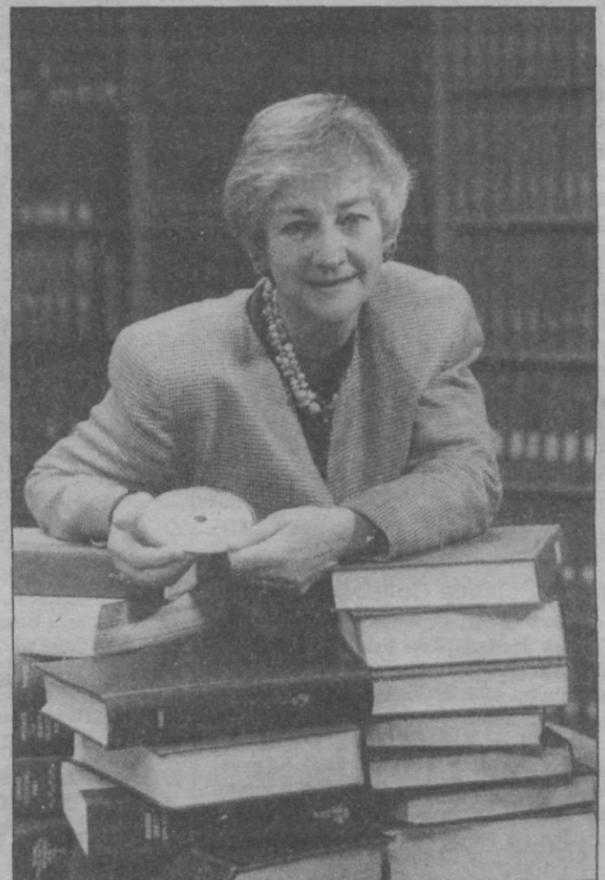
Besides these projects, Olsen has introduced a micro-computing center in the library and has developed ways to help undergraduates use the electronic library, such as assigning Mann librarians to serve on the curriculum committees of the College of Human Ecology and the College of Agriculture and Life Sciences. They also train some 4,000 students of the colleges that Mann serves.

"Over the past seven years, the librarians have gone from being followers to leaders in the college [of Agriculture and Life Sciences]," said Ralph Obendorf, professor and member of the faculty library board.

Olsen said she is "not in the least bit awed by change or the dimension of change," but instead finds it intellectually thrilling.

And she is not interested in technology at the expense of people, whether they are her staff or her clients.

"There are a lot of administrators who attempt to be



Chris Hildreth

Jan Olsen

innovative and cause absolute havoc. They just think about getting from A to B and to hell with the people. I want the people working with me to have as much fun as I do," Olsen said.

Sam Demas, director of Collection Development at Mann, said, "It's her ability to recruit people and then provide the most supportive environment that results in a very productive staff of 62 people."

"A good half of the people in the profession are gloomy and think the profession is on its way out," Olsen said. "But I think library science and the management of information is in its glory days. We have the technology to handle the explosion of information, if only we'll use it."

—Carole Stone

CORNELL
People

in information technology. She is also recognized for her concern with meeting the information needs of developing countries.

Last fall, the 53-year-old administrator was presented with the 1989-90 State University of New York Chancellor's Award for Excellence in Professional Services.

"Jan Olsen has a remarkable ability to look to the future and see her work in terms of information management for faculty and students, which is much broader than running a library," said David Call, dean of the College of Agriculture and Life Sciences. "She's on the cutting edge of high-powered computing ability."

Over the next three to five years, Olsen will oversee a \$20 million construction project to double the size of the Albert R. Mann Library. Working toward a Ph.D. in the design of a computerized information system for scholars, she also assigns high priority to making the electronic library "a marvelous reality to scholars." And she continues to raise funds for library projects. In 1981-82, Mann Library's budget from grants and contracts was \$6,640; this year it is \$550,000.

Before Olsen began administering libraries, she loved

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

Review of workshop dances, 6:30 p.m. to 7:30 p.m.; Beginner's night, 7:30 p.m. to 9:30 p.m.; request dancing, 9:30 p.m. to 10:30 p.m., Feb. 3, Memorial Room, Willard Straight Hall.

Global Dancing, co-sponsored by the Cornell Wellness Program, 7:30 p.m. to 10 p.m., Feb. 5, dance studio, Helen Newman Hall. For information, call 273-0707.

Israeli Folkdancing

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

EXHIBITS

Johnson Art Museum

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

"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 through March 17. 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.

Center for Jewish Living

"Art and Action," by Alex Singer '84, will be on display at the Gallery of Art, Center for Jewish Living, 106 West Avenue, through March 15. After graduating from Cornell, Singer moved to Israel and was drafted into the Israeli Army in 1985 and killed in 1987 in a battle in Lebanon.

History of Science Collections

"Medicine, Botany, Art: A Selection of 16th-Century Herbals," on exhibit in the History of Science Collections reading room, features herbals by such major botanists as Hieronymus Bock, Otto Brunfels and Leonhart Fuchs, as well as Konrad Gesner's notes (in facsimile) for the great botanical work he never published. The exhibit, in 215 Olin Library, will run through February, Monday through Friday, 9:30 a.m. to 4:30 p.m.

Willard Straight Hall Art Gallery

"Another Time," photographs from 1910 by Judith Whitmer, through Feb. 8, Willard Straight Hall Art Gallery.

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, 1/31

"Rain Man" (1988), directed by Barry Levinson, with Dustin Hoffman and Tom Cruise, 7 p.m.

"Canal Zone" (1978), directed by Fredric Wiseman, sponsored by Pentangle, 7:30 p.m., Uris, free.

"White Palace" (1990), directed by Luis Mandoki, with Susan Sarandon, James Spader and Eileen Brennan, 9:55 p.m.

Friday, 2/1

"Rain Main," 6:35 p.m.

"The Interrogation" (1982), directed by Ryszard Bugajski, with Krystyna Janda, 7 p.m., Uris.

"White Palace," 9:30 p.m.

"The Unbelievable Truth" (1989), directed by Hal Hartley, with Adrienne Shelly, Robert Burke and Christopher Cooke, 9:45 p.m., Uris.

"Highlander" (1986), directed by Russell Mulcahy, with Christopher Lambert and Sean Connery, midnight.

Saturday, 2/2

"Flights of Fantasy," the IthaKid Film Fest, featuring "The Red Balloon" and "A Kite Story," recommended for ages six and up, 2 p.m., \$2/\$1.50 under 12.

"Citizen Kane" (1941), directed by Orson Welles, with Orson Welles and Joseph Cotton, 6:45 p.m.

"The Interrogation," 7 p.m., Uris.

"White Palace," 9:30 p.m.

"The Imported Bridegroom" (1987), directed by Pamela Berger, with Eugene Troobnick, Avi Hoffman and Greta Cowan, 9:45 p.m., Uris.

"Highlander," midnight.

Sunday, 2/3

"Icononegro: The Black Aesthetic in Video Art," with guest video artist Philip Mallory Jones, co-sponsored by Alpha Phi Alpha and CCPA, part of the Black History Month Films, 2 p.m., free, Johnson Museum.

"Highlander," 4:30 p.m.

"The Unbelievable Truth," 8 p.m.

Monday, 2/4

"The Imported Bridegroom," 7:15 p.m.

"Nights of Cabiria" (1957), directed by Federico Fellini, with Giulietta Masina, Franco Perier and Franca Marzi, 9:30 p.m.

Tuesday, 2/5

"This Bloody Blundering Business" and "The Lure of Empire: America Debates Imperialism 1898-1901," sponsored by the Southeast Asia Program Film Series, 4:30 p.m., Room B, third floor, Uris Library.

"The Big Dis" shown with "Oreos with Attitude," directed by Gordon Eriksen and John O'Brien, with James Haig, Gordon Eriksen and Heather Johnston, part of the Black History Month Films, 7 p.m.

"Postcards From the Edge" (1990), directed by Mike Nichols, with Meryl Streep, Shirley MacLaine, Gene Hackman and Dennis Quaid, 9:40 p.m.

Wednesday, 2/6

"The Village" (Harakara) (1975), directed by Yoji Yamada, 4:30 p.m., free.

"Citizen's Band" (1977), directed by Jonathan Demme, with Paul Le Mat, Candy Clark and Roberts Blossom, 7:15 p.m.

"The Terminator" (1984), directed by James Cameron, with Arnold Schwarzenegger, Michael Biehn and Linda Hamilton, 9:40 p.m.

Thursday, 2/7

"Postcards From the Edge," 7:15 p.m.

"Tumbleweeds" (1925), directed by William S. Hart, with William S. Hart and Barbara Bedford, 7:30 p.m., free, Uris.

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

LECTURES

Astronomy/Physics

"The Topology of the Universe," Li Zhi Fang, Institute for Advanced Study, Princeton, N.J., Jan. 31, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.

Education

"The Moral Collapse of the University: Professionalism, Purity and Alienation," Bruce Wilshire, Rutgers University, Feb. 6, 4 p.m., 120 Ives Hall. The first in the lecture series on the improvement of undergraduate teaching, "The Mission and Practice of College Teaching," Larry Palmer, vice president for academic programs, will respond to Wilshire's comments.

Hillel

"Jewish Medical Ethics: Treating the Critically Ill," Topics in Jewish Tradition, Jan. 28, 8 p.m., 314 Anabel Taylor Hall.

"Identity in American Society," Julius Lester, University of Massachusetts, Amherst, Jan. 31, 8 p.m., Kaufmann Auditorium, Goldwin Smith Hall. This is the third event in the series, "A Celebration of Jewish Life." Tickets at \$4 (\$3 for students) are available at Hillel and at the door.

Mathematical Sciences Institute

"Porous Media Type Equations: How the Solutions Behave Locally and Asymptotically," E. DiBenedetto, Northwestern University, co-sponsored by the Center for Applied Mathematics, Feb. 1, 4 p.m., 321 Sage Hall.

"Dispersive Blow-Up of Nonlinear, Dispersive Wave Equations," Jerry L. Bona, Pennsylvania State University, Feb. 4, 4 p.m., 214 Mathematical Sciences Institute, 409 College Ave.

Society for the Humanities

"Believing in Fairies: The Author and the Homosexual," Richard Dyer, University of Warwick, England, Feb. 5, 4:30 p.m., Guerlac Room, A.D. White House.

Theory Center

"Numerical Simulations of Amorphous-Silicon Transistors," John Shaw, Xerox Corporation and Design Research Institute, Feb. 4, 4 p.m., 456 Engineering and Theory Center Building.

University Lectures

"Oral History and Video: Exploring the Theatre of Fashion," Stanley Garfinkel, Kent State University, Jan. 31, 7 p.m., Alumni Auditorium, Kennedy Hall. Garfinkel, who in 1983 discovered the 200 mannequin dolls used in the 1945-46 exhibition of post-war French fashions, will discuss his video documentary of the project, which includes interviews with French couturier designers and artisans, from sculptors to jewelers to shoemakers to milliners.

University Program Board

Benazir Bhutto, former prime minister of Pakistan, will speak Jan. 31 at 8 p.m. in Bailey Hall.

Western Societies Program

"The Role of the European Parliament in Shaping Europe's Future," Enrique Baron Crespo, president of the European Parliament, Feb. 6, 7 p.m., auditorium, Biotechnology Building.

MUSIC

Department of Music

The Cavani String Quartet will be presented Feb. 3 at 4 p.m. in Barnes Hall. The quartet, consisting of Annie Fullard and Susan Waterbury, violins; Erika Eckert, viola; and Merry Peckham, cello, will perform Erb's String Quartet No. 2; Karel Husa's String Quartet No. 3; and Bela Bartok's Fourth String Quartet. The quartet has been featured on NBC, CBS, ABC and PBS television and has been heard on various public radio programs in the United States, Canada and England.

Chamber Music Series

Paula Robison, flutist and Eliot Fisk, guitarist, Feb. 2, 8:15 p.m., Alumni Auditorium. For tickets and information, call 255-5144, 9 a.m. to 1 p.m.

Bound for Glory

Walt Campbell, an Ohio-based songwriter, will perform in three live sets on Feb. 3 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

Roger A. Badham, assistant director, University Ministries, will deliver the sermon on Feb. 3. Service begins at 11 a.m. and will be followed by Holy Communion (Book of Common Prayer). Music will be provided by the Sage Chapel choir under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue among the major faith traditions.

Baha'i

Weekly meetings on campus. Call 257-7971 for information.

Catholic

Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.

Cornell Cinema presents the Ithaca premiere of Poland's Ministry of Culture. Krystyna Janda becomes the victim of Stalin-era interrogations.

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

Friday Prayers, 1 p.m., Edwards Room, Anabel Taylor Hall; Friday discussion-dinner, 7:30 p.m., 218 Anabel Taylor Hall; Sunday Qur'an Study, 12:30 p.m., 218 Anabel Taylor Hall; Ramadhan prayers and fast-breaking begins around March 14; MECA office, 218 Anabel Taylor Hall, provides information, a library, halal meat, and other services for all. For information, call Minhaj Arastu, 253-6848.

Protestant Cooperative Ministry

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

Seventh-Day Adventist

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

Zen Buddhism

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

SEMINARS

Biochemistry

"Protein Stability and X-ray Crystal Structure of the Leucine Zipper," Tom Albers, University of Utah, Feb. 1, 4 p.m., Large Conference Room, Biotechnology Building.

"Transcriptional Regulation of the *ilv-leu* Operon of *Bacillus subtilis*," Jerry Grandoni,



...of "The Interrogation," the only Polish film ever produced without the approval of ... won the Cannes Best Actress award for her portrayal of a cabaret singer who ... Check the Films listing for dates and times.

biochemistry, molecular and cell biology, Feb. 12:20 p.m., Small Seminar Room, Biotechnology Building.

Biotechnology Program
"Transferring Technology to Medium & Small Companies in New York State," Mary Lee Noden, biotechnology program, Feb. 6, 3 p.m., G01 Biotechnology Seminar Room, Biotechnology Building.

Chemical Engineering
"VPI-5: The First Molecular Sieve with Pores Larger Than 10 Å," Mark Davis, Virginia Polytechnic Institute and State University, Feb. 1:30-4:45 p.m., 245 Olin Hall.

Ecology & Systematics
"Experimental Studies of an Ant-Aphid Mutualism: Implications for Community Structure," Seri G. Rudolph, Bowdoin College, Feb. 4:30 p.m., A106 Corson Hall.

Electrical Engineering
"Tetherless Personal Communications," Ronald C. Cox, Bellcore, Feb. 5, 4:30 p.m., 9 Phillips Hall.

Polish
Renaissance colloquium: "Explaining Titian's Mind: Bartolomeo Maranta on Titian the Painter," Luba Friedman, Society for the Humanities, visiting scholar, Feb. 5, 4:30 p.m., 22 Goldwin Smith Hall.
"In the First Place: Frederick Douglass and the Idea of an African-American Narrative Tradition," Deborah McDowell, University of Virginia, Feb. 7, 4:30 p.m., A.D. White House.

Genetics & Development
"Nitrate Regulation of Anaerobic Respiration in *E. coli*," Valley Stewart, microbiology, Feb. 4, 4 p.m., Conference Room, Biotechnology Building.

International Nutrition
"Growth Monitoring in South Indian Villages," Sabu George, Christian Medical College and Hospital, Vellore, India, and Cornell, Feb. 31, 12:15 p.m., 200 Savage Hall.

International Studies in Planning
"The Role of Informal Credit in Rural Markets: Evidence from India and Mexico," Madhavan Swaminathan, M.I.T., Feb. 1, 12:15 p.m., Tjaden Hall.

Ornithology
"Social Strategies at High Altitudes: Sweat Glands in the Rocky Mountains," George C. Plowright, entomology, Jan. 31, 4 p.m., Morrison Seminar Room, Corson/Mudd Hall.

Microbiology & Behavior
"The Insect Sodium Channel in Insecticide Resistance," Douglas C. Knipple, entomology, Geneva, Feb. 7, 12:30 p.m., Morrison Seminar Room, Corson/Mudd Hall.

Peace Studies Program
"A Personal Report on Perestroika's Demise," Sarah Mendelson and Wallace Sherlock, Feb. 31, 12:15 p.m., G-08 Uris Hall.

Pharmacology
"What the Acetylcholine Receptor Structure Tells Us About Function," Robert M. Stroud, University of California, San Francisco, Feb. 4, 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy
Title to be announced, G. Goldspink, Royal Veterinary College, University of London, Feb. 6, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology
"Ammonium and Methylammonium Uptake in Chara corallina: Accumulation, Regulation and Associated Ion Movements," Peter Ryan, USDA Plant, Soil & Nutrition Lab, Feb. 1, 11:15 a.m., 404 Plant Science Building.

Plant Pathology
"Effect of Coating Materials on Various Foliar Diseases," Oded Ziv, Feb. 5, 4:30 p.m., 404 Plant Science Building.

Program on Social Analysis of Environmental Change
"Household vs. Village Level Approaches to Natural Resource Development in the West African Sahel: Perspectives from a Private Voluntary Organization," Remko Vonk, Feb. 8, 12:15 p.m., Tjaden Hall.

Psychology
"Space, Time and Memory," Randy Gallistel, University of California, Los Angeles, Feb. 1, 3:30 p.m., 202 Uris Hall.

Society for the Humanities
"Lesbians, Gays and Weimar Cinema," Richard Dyer, University of Warwick, England, Feb. 4, 5 p.m., 201 A.D. White House.

South Asia Program
"Principles for Sustainable Development: Lessons from Ladakh," Helena Norberg-Hodge, The Ladakh Project, Berkeley, Feb. 7, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program
"They Can't See the Trees for the Wood: The Political Economy of Logging in Sarawak," Michael Leigh, University of Sydney, Jan. 31, 12:20 p.m., 102 West Ave. Extension.
"Public Monuments in the Philippines," B.R. Anderson, government, Feb. 7, 12:20 p.m., 102 West Ave. Extension.

Textiles & Apparel
"War, Occupation and Liberation: the Revival of Haute Couture in France," Stanley Garfinkel, Kent State University, Jan. 31, 12:20 p.m., 317 Van Rensselaer Hall.

SPORTS

Home contests only

Friday, 2/1
Men's Hockey, Clarkson, 7:30 p.m.
Men's Polo, Shallowbrook, 7:30 p.m.

Saturday, 2/2
Men's Track, Cornell Invitational
Women's Track, Cornell Invitational
Men's Swimming, Brown, 1 p.m.
Men's Gymnastics, SUNY-Buffalo w/Pennsylvania, 1 p.m.
Men's JV Hockey, Wellington Dukes Jr. B, 2 p.m.
Women's Swimming, Brown, 3:30 p.m.
Women's Basketball, Yale, 6:30 p.m.
Men's Hockey, St. Lawrence, 7:30 p.m.
Women's Polo, Shallowbrook, 8:15 p.m.

Sunday, 2/3
Men's JV Hockey, Wellington Dukes Jr. B, 2 p.m.

Monday, 2/4
Men's JV Basketball, Elmira JV, 7:30 p.m.

THEATER

Department of Theatre Arts
The Department of Theatre Arts will present Caryl Churchill's play, "Vinegar Tom," Feb. 7, 8, 13, 14 and 15 at 8 p.m. and Feb. 9 and 16 at 5 and 9 p.m. in the Class of '56 Flexible Theatre at the Center for Theatre Arts. The production is directed by visiting artist Penny Metropulos. (See related story, Page 6.)

MISC.

Activities related to Gulf War
A crisis-support group for students will meet Wednesdays from 3:30 to 5 p.m. Call 255-5208 for further information and to join.

Cornell Potshop
Classes start the week of Feb. 9 in Willard Straight Hall. For more information, call 255-5170.

Personal Education Workshops
New series begins week of Feb. 4. Topics include assertiveness; building self-esteem;

building satisfying relationships; gay/bisexual, a men's 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. All groups are free and confidential. Sign up 9 a.m. to 4:30 p.m. in 103 Barnes Hall.

Plantations Workshop
Register now for winter programs: 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 free brochure and registration 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 more information, call Sandy at 255-7923 or 272-5766.

Transcendental Meditation Club
Learn how to gain better health and increased learning ability, 7:30 p.m., Feb. 5, 112 Ives Hall and 7:30 p.m., Feb. 6, 118 Ives Hall. For further information call 272-2646.

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.



Paula Robison and Eliot Fisk

Chamber-music concert set for Feb. 2

Flutist Paula Robison and guitarist Eliot Fisk will give the last concert in this season's chamber-music series Saturday, Feb. 2, at 8:15 p.m. in Alumni Auditorium of Kennedy Hall.

The duo will perform music by Haydn, Villa-Lobos, Giuliani, Kirchner and Piazzola, as well as a new work written for them by American composer George Rochberg. His "Muse of Fire" was commissioned by Carnegie Hall in honor of its centennial and will be presented in a world premiere performance on Feb. 1, one day before the concert in Ithaca.

Robison, a founding member of the Chamber Music Society of Lincoln Center, appears with orchestras and in recitals worldwide. Her current season includes a performance of Carl Nielsen's flute concerto with the Danish Radio orchestra broadcast live throughout Europe and the continuation of her sold-out Vivaldi series at New York City's Metropolitan Museum of Art. A champion of new music, she recently premiered Roy Harris' "Lyric Study" and Lowell Liebermann's "Sonata."

Fisk, who has been described by his mentor, the late Andre Segovia, as "one of the most brilliant, intelligent and gifted young artists of our time," started his career with a solo recital in Alice Tully Hall in 1976 and by winning first prize at the International Classical Guitar Competition in Italy in 1980. This season, Fisk will tour the United States in solo recitals and duo concerts with Robison. He will also perform in Vienna, Berlin, Munich, Bonn and London and plans to perform in the Soviet Union.

A limited number of tickets are on sale at the Lincoln Hall ticket office, Monday through Friday, 9 a.m. to 1 p.m., telephone 255-5144; and at the DeWitt Mall box office, Tuesday through Saturday, 11:45 a.m. to 4:30 p.m., telephone 273-4497. Tickets are \$12.50 for the general public and \$11 for students.

ILR conference to explore human-resource issues

In conducting international business, too many American corporations are failing to train and support managers in overseas employment, says a Cornell research unit that will conduct a briefing session on that subject for executives in New York City tomorrow.

Corporate and academic experts from the United States and abroad who specialize in international human resources will discuss the topic, "International Human Resources: Stretching our Expertise from the Domestic to the International Environment," from 8:30 a.m. to 3:15 p.m. at 153 E. 53rd St., 51st floor.

"American companies tend to emphasize finance and marketing when they go into international business," said Peter J. Dowling, a professor of management and associate director of the Graduate School of Management at Monash University in Melbourne, Australia. "But companies that want to compete successfully in international business also must have good people who understand the challenges of working in foreign environments."

Dowling, a visiting professor here, is co-author with Randall S. Schuler, a professor at New York University, of the book, "International Dimensions of Human Resource Management," one of the first books published on the topic.

"The research evidence to date indicates that U.S. expatriates tend to experience more adjustment problems and are recalled

home more frequently than their counterparts in other trading nations, such as Japan, England, France, Holland and Australia," Dowling said. "For economic reasons, some American companies are cutting down the number of their expatriate managers, replacing them with local people, but this trend can be counterproductive."

He mentioned several international human-resources problems faced by American companies:

- Spouses often have difficulty in adjusting to overseas assignments because of the problems associated with living abroad and visa restrictions on their being employed.

- Unlike the British, Americans do not have a tradition of boarding schools to which they can send children while parents live abroad.

- The average American assignment overseas, two to three years, often is too short for expatriate managers fully to adapt to a foreign market and become productive.

- In the U.S. corporate culture, a manager who works overseas sometimes becomes an outsider when he returns to the home office, where few executives have worked abroad. In contrast, many top executives in Japanese, British and European firms get their early training in international business while on foreign assignments.

Dowling will speak on the topic, "International and Domestic Human Resources Management: Similarities and Differences."

—Albert E. Kaff

Sage organ has historic merit

The Aeolian-Skinner organ in Sage Chapel has been cited by The Organ Historical Society as an instrument of "exceptional historic merit, worthy of preservation."

The instrument, known for its ability to handle a wide range of music, was designed by G. Donald Harrison in the "American Classic" style and installed in 1940.

"This organ is a pleasure to play because it does exceptionally well with a wide variety of literature from all periods: early music, Romantic music and contemporary music," said Donald Paterson, associate professor of music and university organist.

This year, Cornell celebrated the organ's semicentennial with special concerts. In 1989-1990 the organ's electrical sys-

tem was completely rebuilt. A restoration of the mechanical parts of the instrument, completed within recent years, was initiated by then-Cornell President Dale Corson.

"Designation as a historic instrument will call national attention to the organ and tend to confirm what we know about its value. And with this citation, coming generations are much less likely to consider altering it," Paterson said.

A plaque citing the organ's historic significance will be installed on or near the organ early in 1991.

The Organ Historical Society, based in Richmond, Va., is a non-profit educational organization devoted to the study of the heritage of organ-building in America.

—Carole Stone

Hotel School to meet prospective graduate students in Tokyo

Since its founding in 1922, the School of Hotel Administration has become one of the leading institutions for undergraduates preparing to enter the hospitality industry.

Today, the Hotel School has developed master's-degree studies that are so popular that twice as many inquiries about the program have been received from interested students for the coming academic year, compared to last year (2,400 vs. 1,200).

The number of people in other nations who have submitted applications to enroll

in the master's-degree program in August had reached 68 by mid-January compared with 56 for all of last year. Because of increased applications from Japan, the Hotel School for the first time in its history will send an administrator to Tokyo in February to meet prospective graduate students.

Last year, 114 persons from the United States and abroad applied to enter the Hotel School's master's-degree program. For classes starting this August, the school expects at least 200 applicants from this

year's 2,400 inquiries, said Sandra K. Boothe, director of the master's-degree program.

Traditionally in America, advanced degrees earned after four years of undergraduate work were sought largely by students who planned to go into research or university teaching. The M.B.A. degree, master of business administration, was developed for people seeking advancement in finance and management. Many M.B.A. graduates go to Wall Street or into financial, manufacturing and service industries. Now the thrust is for advanced studies for executive positions in hotels, restaurants, casinos, airlines and tourism.

Although he attended the Hotel School before the master's-degree program was developed, one of the world's leading hotel executives, Ichiro Inumaru, studied in the Hotel School from 1951 to 1953 after graduating from a four-year Japanese university.

Inumaru, president and general manager of Tokyo's Imperial Hotel, which last year observed the 100th anniversary of its founding as Japan's first hotel designed for foreign guests, attended the Hotel School after receiving his first degree at Tokyo's Keio University.

Today some Hotel School students in graduate studies come from outside the hospitality industry. Tadayuki Hara, an officer in the business development department of the Industrial Bank of Japan, entered the two-year master's-degree program last year.

"The Hotel School is very well known in Japan," said Hara, an expert in finance. "But many Japanese think of the school as a cooking school, which it definitely is not. It is a difficult graduate business school with an emphasis on the hospitality indus-

try, and the master's-degree curriculum is demanding and rigorous, as tough as any M.B.A. program."

The Hotel School offers the degree of M.P.S., master of professional studies in hotel administration. Currently, 64 students are enrolled in the M.P.S. program, about 25 percent of them from nations other than the United States, including Japan, Canada, Cyprus, Spain, Mexico, Finland, Brazil, Sweden, Taiwan and Egypt. Eight of the graduate students are from Japan.

M.P.S. Director Boothe will be in Tokyo from Feb. 20 to 28, staying at the Imperial Hotel, to interview Japanese applicants. "We interview every person who applies for graduate studies," said Boothe.

Boothe attributed the increased interest in advance hospitality studies to the growth of services and tourism. Her view was echoed by Thomas P. Cullen, an associate professor in the Hotel School who has worked in Tokyo as a maitre d' in the Imperial Hotel and in management in the New Otani Hotel and the Tokyo American Club.

"By the year 2000, tourism will be the largest industry in the world economy," Cullen said.

In its global outreach, the Hotel School also trains professionals from around the world. Two of these students who work for the Oberoi Hotel in Damman, Saudi Arabia, now are helping direct a program that provides fresh meals to allied troops in the Gulf War who are stationed near the hotel.

They are Shashi Khanna, hotel marketing director, and Anil Kaul, the hotel's food manager, both natives of India who participated in the Hotel School's 1984 Professional Development Program, a non-credit summer program for hospitality managers.

—Albert E. Kaff

Double take



Department of Manuscripts and University Archives



John Pachai

Women's basketball may have lacked varsity status in 1909, but the seven-member team from that year (top photo) looks ready to take on all challengers. Seven members of this year's team (lower photo) good-naturedly strike a turn-of-the-century pose for comparison. They are (from left): junior guard Angie Rodriguez from El Paso, Texas; sophomore guard Liz Caracciolo from Phoenix, Ariz.; sophomore forward Tara Leaman from Lancaster, Pa.; senior guard Karen Walker from West Nyack, N.Y.; senior forward Kate Sponaugle from Rye Beach, N.H.; senior forward Denise Hylton from New Rochelle, N.Y.; and sophomore center Cheryl Ames from Londonderry, N.H.

JGSM sets up a Japanese hot line

To handle an increasing number of Japanese applicants for M.B.A. studies, the Johnson Graduate School of Management this month set up a special telephone line to answer calls from Japan.

Two Japanese students in the Johnson School, Masahiko Oshima and Takashi Yaekura, are answering the hot line on Tuesday and Thursday evenings, when it is mid-morning in Japan. Applicants from Japan have been notified of the hours that they can telephone with questions about the M.B.A. program.

On the first three evenings, through Jan. 24, about 20 telephone calls were received from Japan.

More Japanese (356) applied to start M.B.A. studies at Cornell this year than did residents of New York City (328). By December, about 900 Japanese had asked the Johnson School for applica-

tions for 1991 entrance, said James Schmotter, the school's associate dean. The school accepts about 450 applicants each year. This year 36 Japanese students are enrolled at the Johnson School.

"Although Japanese M.B.A. applicants have studied English, making telephone calls in a foreign language produces sweaty palms," said Nancy Milne, the Johnson School's director of admissions. "Our goal is to be as welcoming and helpful as possible to all applicants, and for that reason we set up a telephone system in Japanese."

Schmotter added: "In today's environment, there will be those who say that since we teach in English, all our operations should be in English. But if we intend to be a global institution, we must consider how to serve our customers best."

—Albert E. Kaff

Painter and director share their talents with students

The departments of Art and Theatre Arts each have an artist-in-residence visiting for the next several weeks.

Alvin Loving, a New York City collage-maker who has brought several works-in-progress to Ithaca for his residency, will be on campus until Feb. 15 and will give a lecture about his work today at 5:15 p.m. in Room 115, Tjaden Hall.

Penny Metropulos, a free-lance director based in Ashland, Ore. (home of the Ashland Shakespeare Festival), is directing the Theatre Department's production of Caryl Churchill's play, "Vinegar Tom," opening Feb. 7. (See Calendar listing, Page 5.)

The artists' visits are co-sponsored by the Council on the Creative and Performing Arts.

Alvin Loving

In the mid-1970s Alvin Loving stopped using brushes and oils and started experimenting with corrugated cardboard and colored papers. From a geometric abstractionist in the style of Frank Stella, he became a collagist and colorist.

"My work is about the materials I use and the uses I put them to. I take conventional materials and processes and radicalize their use," Loving said.

For the past five years, Loving has worked with torn, painted and pasted paper and cardboard and made woven fabric constructions from painted, torn strips of canvas and handmade paper.

Last year, pieces from his "Life and Continued Growth" series, with his distinctive use of spirals in company with squares, were exhibited at the June Kelly Gallery in New York, the Albright Knox Museum in Buffalo and the Detroit Institute of Art.

The artist is also concerned with depicting space in ways that acknowledge the technological innovations of our time.

"Renaissance oil paintings and perspectives were about illustrating space, and much of the depiction of space was about ship travel," he said. "Now that we've sent

people to the moon and circled the planets, our perspective of space has changed. The weather map you see on nightly television is a view of the earth taken from 20,000 miles away, with no vanishing point and no horizon line. I am interested in how you translate that idea into art."

Trained at the universities of Illinois and Michigan, Loving has created works for the First Federal Bank of Michigan, the Empire State Plaza in Albany and J.F.K. International Airport in New York. His work is part of the collections of the Metropolitan Museum of Art and Whitney Museum of American Art in New York, the Detroit Institute of Art in Michigan and a dozen other museums throughout the country.

Loving said he has been looking forward to coming to Cornell to use the Art Department's printing press. He plans to make multiple, progressively lighter copies of monoprints, cut and paste them to make collages, and then use a window wiper to paint jells and glazes over the surfaces.

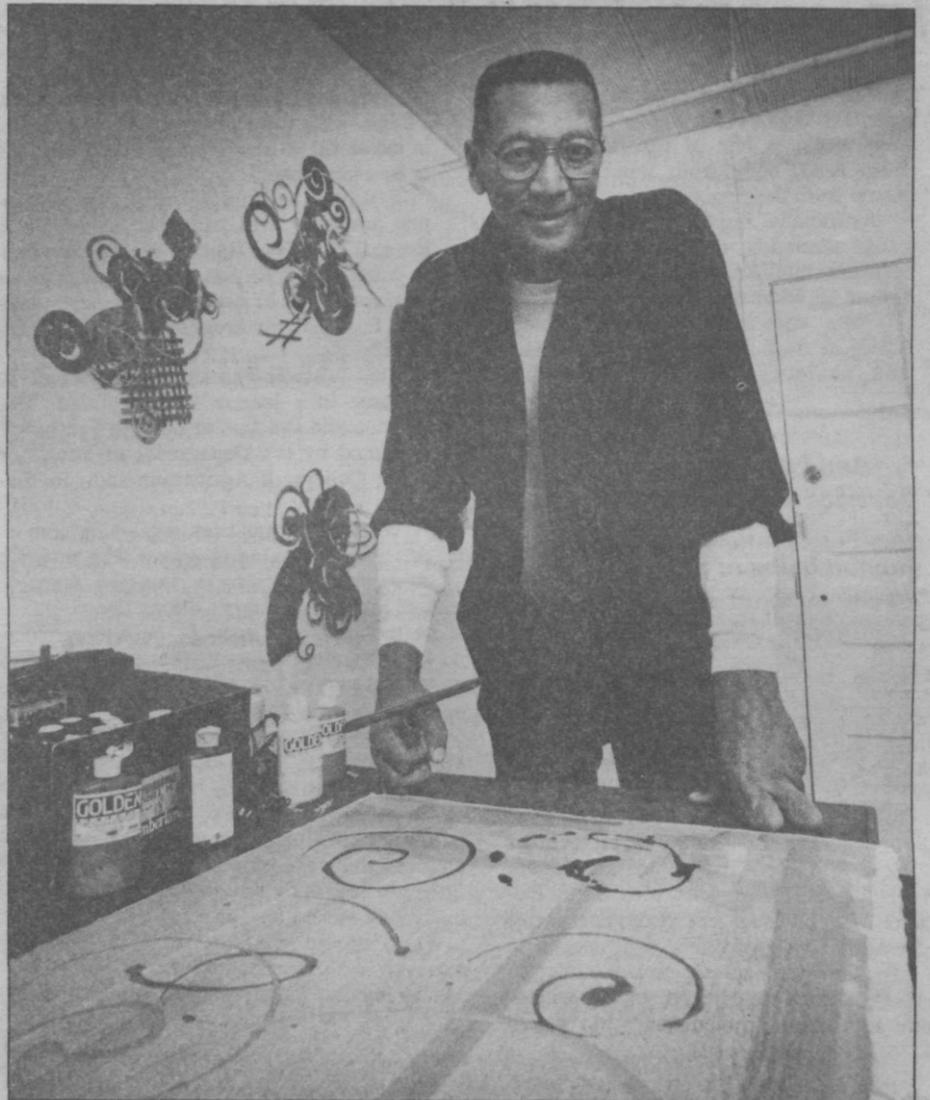
Students, faculty and staff interested in meeting the artist will find him in a studio on the second floor landing of Tjaden Hall.

Penny Metropulos

Caryl Churchill's play, "Vinegar Tom," is not like any other play about witches and witch trials; "it's certainly not 'The Crucible,'" said director Penny Metropulos, referring to the drama by American playwright Arthur Miller.

Churchill wrote "Vinegar Tom" during the mid-1970s, at the height of the feminist movement, and like all her plays it "tends to be didactic and to make a strong political impact," Metropulos said, adding that what saves the play is Churchill's gift for language, her musical quality and a playfulness that has her throwing in unexpected elements whenever she's in danger of becoming heavy-handed.

"Vinegar Tom," for instance, is the story of a 17th-century community where witches are suspected, but Churchill interrupts the story several times, leaping to the present time to bring in a chorus of singers. The time shifts and contemporary lyrics involve audiences in the story in a way that doesn't



David Lynch-Benjamin

Alvin Loving at work in Tjaden Hall.

let them see this as a piece of history that doesn't concern them, she said.

"What the play is about, I think, is the difficulty of accepting anyone who is different. Women and men fall victim to this. So while the story is about the persecution of women, it's also about man as a victim of society," she said.

For the first 20 years of her theater career, Metropulos was a jazz singer and actress. Trained at the Dallas Theatre Center Academy and the London Academy of Music and Dramatic Art, she worked "from Canada to Arizona," playing "everything from Shakespeare, Shaw and Chekov to musicals" in regional theaters.

She worked with the Oregon Shakespeare Festival for three years and the Arizona Theatre Company for six years.

Three years ago, Metropulos was given an opportunity to direct and found it more challenging than acting. "I found I enjoyed rehearsals more than the performances,"

she said. "The stage was humdrum compared with the excitement of spending two or three days engaged in talking about a play and rehearsing. That has to be one of the most revealing, warm, intelligent ways you can spend time with people."

Metropulos has directed 14 productions, including "A Shayna Maidel" for the Portland Repertory Theatre, "The Philadelphia Story" for the Pacific Conservatory for the Performing Arts (PCPA Theatrefest) and "Shooting Stars" for the Sacramento Theatre Company. After she leaves Cornell, she will direct Caryl Churchill's "Serious Money" at the Cornish Institute in Seattle.

Metropulos would be happy to meet with anyone interested in talking about acting, directing and the theater, but will be available only in the mornings and early afternoons; evenings are reserved for rehearsals. She may be contacted through the Theatre Arts office.

—Carole Stone



Penny Metropulos

Theatre Arts actors stage plays on diversity for Xerox managers

The Xerox Corp. has asked the Department of Theatre Arts to present an interactive-theater training program on managing a diverse workforce.

Like plays in which actors ask the audience to suggest an ending, Cornell actors will dramatize conflicts that occur in the workplace and ask the audience of Xerox managers to suggest solutions. A Cornell training specialist will further engage managers in an examination of the causes and repercussions of the conflicts.

The program, entitled "Managing Diversity," will focus on multiracial, gender, age and affirmative-action issues by attempting to bring to light the assumptions made about people from varied backgrounds and how those assumptions restrict workers from reaching their potential.

Some 1,500 managers are expected to participate. The program will begin Feb. 25 at Xerox headquarters in Rochester, N.Y., and later travel to Xerox offices in Sunnyvale, Calif., and El Segundo, Calif.

"It is extremely unusual for a university theater department to be going to a corporation to present something like this," said Janet Salmons-Rue, who wrote and directed "Managing Diversity" and is director of Cornell's Theatre Outreach Program.

Formed in 1985 to bring the emotional power of theater to educational projects, the outreach effort has dramatized human-relations issues such as child abuse, sexism and

date rape.

This first corporate contract developed after Deborah Smith, vice president of personnel and support services and a Cornell graduate, observed an interactive-theater pilot presentation at the Center for Advanced Human Resource Studies in the School of Industrial and Labor Relations.

One scenario in the Xerox presentation deals with factors that sometimes prevent women from being promoted to high-level positions. Another deals with people's assumptions and feelings about how an affirmative-action program influenced the promotion of a Hispanic manager.

As a training technique, interactive drama marks a recent development in the human resources field, said Salmons-Rue.

"Interactive theater deals not only with the cognitive policy dimension of a situation, but also the emotional dimension. In sensitive issues, people's values and feelings play a significant role in influencing the way they see a situation and the way they respond to it. Yet most other training formats don't deal with it," she said.

"Managing Diversity" will be facilitated by Sandra Carrington, a training specialist with Cornell's Office of Human Resources, and presented by Cornell actors-in-residence Denise Balthrop, Chiffonye Cobb, Tony Freeman, Ruben Castro Ilizaliturri, Judy Levitt and Sarah Richardson.

—Lisa Bennett

Cloudy crystal



David Lynch-Benjamin

Wolfgang Fuchs (third from left) gazes into the future, as four mathematics professors satirically re-enact the first meeting of the Oliver Club, held 100 years ago. A colleague, Clifford J. Earle (far right), said that "we may not be as close to the cultured world as Harvard or Hopkins, but isolation has its advantages. We shall always be able to ride to the department and park our carriages nearby." They were joined by Moss Sweedler (far left) and Philip J. Holmes (second from left).

Feb. 6 lecture: universities are morally bankrupt

The problem with modern research universities, says a critic who will visit Cornell next week, is one of separation: of field from field, body from mind, the professional from the personal.

Artificially imposed, these separations cause alienation, cynicism, malaise, mindlessness, nihilism, restricted learning and a failure to address the real needs of people — "the knowledge that can orient and shield us from at least some of the dangers and anxieties of living," says Bruce

'Amidst all our stunning discoveries we have forgotten, I think, what it means to be a human being in the world — also of course what it means to be a good one.'

— Bruce Wilshire

Wilshire, author of "The Moral Collapse of the University: Professionalism, Purity and Alienation."

In short, Wilshire argues in his book:

"I believe that education is a moral enterprise and that the contemporary research university lacks moral direction. Amidst all

our stunning discoveries we have forgotten, I think, what it means to be a human being in the world — also of course what it means to be a good one."

Wilshire, a Rutgers University philosophy professor, will lecture on this topic in Room 120 of Ives Hall on Wednesday, Feb. 6, from 4 to 5:30 p.m. Responding to his comments will be Larry Palmer, vice president for academic programs and campus affairs.

The Wilshire-Palmer exchange will be the first in a lecture series entitled "The Mission and Practice of College Teaching," presented by the Department of Education in the College of Agriculture and Life Sciences.

While there has been a growing conviction that something is wrong with research universities, Wilshire writes, the systemic and historical causes — and the extent — of the problems need to be better understood to allow effective restructuring. This is the focus of his study, published in 1990 by the State University of New York Press.

The university's problems stem from the fact that its design was influenced by 17th-century physics and, particularly, Cartesian thinking, Wilshire writes, expounding upon A.N. Whitehead. That thinking presupposes "the self as a self-sufficient individual and as ego, self as master manipulator of objects."

Professors and administrators treat themselves and students abstractly, Wilshire writes, as if there were a mind-body split. "The administration takes the body — it houses, feeds, shuttles bodies about — the faculty takes the minds. . ." Values and other matters about how to live are left in a vacuum.

This structure precludes the formation of relationships between professors and students that help to develop one's sense of identity and self-awareness, Wilshire writes. It does so by preventing the professor from exemplifying what "being human involves . . . what self-knowledge and goodness are." It fails to make use of the fact that "the ultimate educating force is who I am," he added.

With a focus on mind instead of the whole self, there is an attempt to "divide the professional level of self from the personal," Wilshire writes. The personal is largely ignored. The professional is evaluated through activity reports that "promise a measurement of 'productivity' but are disengaged from the actual life of meaning-making and ethical commitment which ought to be occurring every instant in every teacher," he continues.

The result is an overemphasis — or "fierce, narrow focusing" — on professional productivity, through publications. This, too, discourages relationships with

students. It also can consume a professor's life, he writes, by discouraging him or her from taking the time to participate in civil and civilizing activities and to think about findings in other fields that could contribute to an understanding of the world as it is directly lived — not in boxes "but as one, vast supremely great whole," he writes.

What should be done?

"The only antidote to moral collapse is moral construction," Wilshire writes. "We must rethink what it means to be a human being."

Among his immediate recommendations:

- The university must be honest about itself, acknowledging, for example, that there tends to be a mix of talents as follows: one-third of faculty show strength as teachers, another as researchers, and a final are equally strong in teaching and research.

- The undergraduate university should be divided into many colleges, with the faculty in arts and sciences that is strong in teaching given responsibility for administration and teaching within them.

- A high-level interdisciplinary think-tank should be incorporated into the university to gradually develop a shared vocabulary for considering the world's problems and eventually put pressure on departmental boundaries.

— Lisa Bennett

Parliament chief to visit Feb. 6

Enrique Baron Crespo, president of the European Parliament, will deliver a public lecture Wednesday, Feb. 6, at 7 p.m. in the auditorium of the Biotechnology Building.

He will speak on the topic, "The Role of the European Parliament in Shaping Europe's Future."

A Spanish socialist and a former minister in the Spanish government, Baron, 46, has been president of the parliament since 1989. He advocates a stronger role for the body in the European Community.

The 518 members of the parliament de-

bate legislation proposed by the EC Commission but have no power to legislate.

As the European Community moves toward creation of a unified economy in 1992, members of the parliament argue that economic and political union is unrealistic so long as their elected forum remains little more than a debating club.

Before entering European politics, Baron was a member of the Spanish Parliament from 1977 to 1987 and minister for transport, tourism and communications from 1982 to 1985.

Lynn leads NRC disaster panel; forms group to evaluate tenure

Dean of the University Faculty Walter Lynn has been named chairman of the National Research Council's Committee for the Decade of Natural Disaster Reduction. Lynn will serve for two years as the head of the committee, formed at the request of the federal government to identify ways to reduce the effects of the wide range of natural hazards, including earthquakes, floods, hurricanes, insect infestations, droughts and wildfires that affect the United States and other countries.

"The role of our committee is to be a non-governmental organization that can bring together the science community to begin to examine what scientific and technological issues need to be addressed, to call attention to these issues and identify targets of opportunity for advancing the state of the art and science," said Lynn.

The National Resource Council Committee on Natural Disaster Reduction is one of the U.S. responses to the United Nations'

International Decade for Natural Disaster Reduction, which began in 1990.

The NRC, part of the National Academy of Sciences and the National Academy of Engineering, is an independent body that provides advice to the government on science and engineering matters.

Lynn, a professor of civil and environmental engineering, is also chairman of a National Academy of Sciences Committee on Water Resources Research and of the New York State Water Resources Planning Council.

At Cornell, Lynn also recently formed a faculty committee to evaluate how teaching is taken into account in tenure decisions. The committee will review the policies of Cornell's schools and colleges for including teaching in tenure decisions, as well as determine how Cornell's peer institutions make such evaluations, said Lynn.

Finally, the committee will devise and recommend procedures and guidelines by which a tenure candidate's proficiency and competence as a teacher can be assessed.

"The future of a research university is largely determined by the character and quality of the tenure decisions it makes," Lynn wrote in announcing the committee. "Many faculty believe that the most troublesome and difficult aspect of [tenure] evaluation involves assessing a candidate's qualifications as a teacher. . . ."

"Without exception [a tenure candidate's] dossier contains some information and comments about the candidate's teaching, but the character and quality of the information collected are highly variable and rarely contain sufficient data or information that enables the faculty, the various ad hoc committees, the dean or the provost to make an informed judgment about the faculty member's capabilities as a teacher.

"Clearly it is appropriate and timely for the Cornell University faculty to re-examine how it evaluates and assesses the character and quality of teaching skills in recommending an individual for tenure," wrote Lynn.

— Dennis Meredith

Shires resigns as medical dean

At an emotional trustees' meeting at the Medical College last week, President Frank H.T. Rhodes accepted, "with great reluctance," the resignation of the college's dean and provost, Dr. G. Tom Shires, who will become head of surgery at Texas Tech University's medical school.

Shires said he loves Cornell and considers Rhodes probably the best university president who has ever served anywhere but said he wants to "go back to being a doctor and schoolteacher in a much smaller realm."

He said he will stay on until a successor is found.

Rhodes called Shires a "valued colleague and great friend who has served Cornell superbly." Besides being dean and provost for three-and-one-half years, Shires chaired the Department of Surgery for 15 years and, as Rhodes said, "has held every major office there is in the world of surgery." Shires was ranked by his peers as the leading surgeon in the country in 1985.

Among several trustees praising Shires' skills, integrity and leadership was Harvey Sampson, who said: "The heart and soul of this place is its physicians. For three-and-a-half years, they have had great leadership from Tom Shires."

When the discussion ended, the trustees rose spontaneously from their chairs, faced Shires and applauded.

Trustee meeting *continued from page 1*

dean of the Upstate Medical Center's clinical campus in Binghamton. As a Cornell trustee, he sought to help create "an atmosphere of joy for learning and discovery," the resolution said.

• Heard from Larry I. Palmer, vice president for academic programs and campus affairs, that he would form a committee to design a test program for better integrating undergraduate academic programs with dining and residence life.

Asian library *continued from page 1*

the university community and also by the researchers who come from all over the world to use these collections," said David Corson, director of Olin Library.

"One advantage in this is that all the books on a particular subject will be shelved together," said Richard Truitt, a development officer for Olin Library. For example, everything on Buddhism in Asia will be in the same place, with books about Japanese Buddhism shelved beside Chinese and Indian Buddhism. "Instead of being spread throughout the library, the books will be together for those serendipitous moments in research when you're not really sure what you're looking for."

The two positions in Asian studies that are being endowed are a professorship of pre-modern Chinese literature and a professorship of pre-modern Japanese literature.

In the last two years, the number of faculty positions in Asian studies has grown 125 percent, from five permanent positions to 12 positions, said Edward Gunn, professor of Chinese literature and chairman of the Asian Studies Department. The NEH grant will endow two of those 12 positions.

"Over the past seven to 10 years, there has been an exponential growth in students

The committee, with student, faculty and staff representatives, will recommend a model that could begin in West Campus halls in fall 1992. Goals will include strongly increasing faculty involvement with residence halls, offering an array of student services there and creating a comfortable place on campus to which upperclassmen would feel welcome to return even after they move off campus.

— Sam Segal

enrolled in Asian studies courses and related courses such as languages," Gunn said. Enrollment in introductory courses on China, Japan and Korea increased by 135 percent in five years, from 211 students in 1984-85 to 485 students 1989-90.

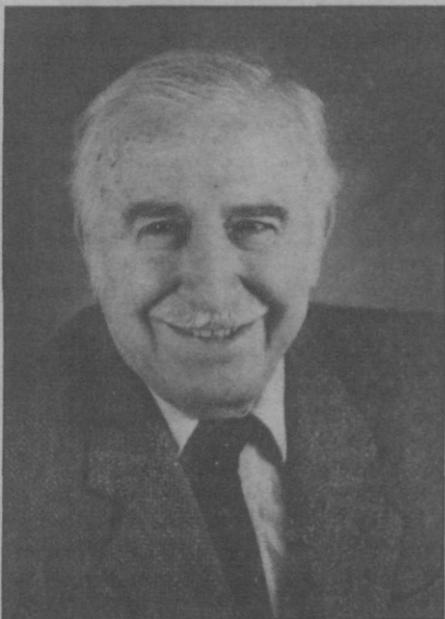
Many students outside the College of Arts and Sciences elect Asian studies courses, including students in the College of Engineering, the School of Hotel Administration and the School of Industrial and Labor Relations, Gunn said, adding that the Johnson Graduate School of Management is well known for its program offering a master's degree in Asian studies in combination with a master's degree in business administration.

Also, the faculty of the College of Arts and Sciences decided last April to broaden requirements for non-Western and historical studies, and it is anticipated that this will increase enrollment still more.

Cornell was one of 36 educational and cultural institutions that received challenge grants from the NEH totaling \$13.8 million.

The Henry Luce Foundation has also contributed \$1 million toward the Asian reading room.

— Carole Stone



Walter Lynn

David Lynch-Benjamin

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 3

January 31, 1991



Disability Notebook

Sign Language Interpreters - Facilitators of Communication Between Deaf and Hearing People

by Cheryl Hoffman

Cheryl Hoffman has worked for the past five-and-a-half years as an interpreter for deaf students at Cornell. In addition, she teaches three sign language classes per semester at Ithaca College.

To master her interpreting skills, she has attended summer sessions at Galludet College for thirteen years and has participated in workshops and training sessions throughout New York State.

A sign language interpreter facilitates communication between deaf and hearing people. Many people labor under the misconception that the interpreter works only for the deaf person. Since communication requires an interchange of information, when one thinks about it, it becomes obvious that the interpreter is working for both members of the communication partnership. All utterances by the hearing person are signed (and perhaps mouthed) by the interpreter. Depending upon the preferences of the deaf individual, he or she might speak for him/herself, using the interpreter only to clarify what the hearing person might not understand, or if the deaf person does not use his or her voice, the interpreter will voice everything the deaf person signs.

Most hearing people have never been in the company of a deaf person, so they have not had occasion to use the services of an interpreter. It is important to understand the role of the interpreter in order to feel more comfortable with the interpreting process. In order to maintain proper pacing and accurate translation, the interpreter will intentionally lag at least a phrase and perhaps a full sentence behind the speaker. The interpreter will place him/herself alongside and slightly behind the speaker. The speaker should ignore the presence of the interpreter (the interpreter is a passive, not an active part of the conversation)

and use a normal speaking speed and volume, speaking directly to the deaf person without exaggerating mouth movements or covering the mouth. The deaf person will look at the speaker and the interpreter simultaneously, occasionally glancing from one to the other.

Sign language interpreters are trained professionals. Before any training in interpreting can begin, the aspiring interpreter must be completely fluent in sign language and have comprehensive command of the English language as well. If the interpreter intends to work in any specialized areas, such as the law, medical specialties, mathematics, engineering or the sciences, he or she must have a good working knowledge and understanding of the technical vocabulary and concepts involved in those fields. Successful completion of college or graduate level courses in interpreting are just the beginning. Continuing education and consistent work in the field is a necessity to keep skills current. While it is helpful to have hearing people who have the ability to sign, it is important for them as well as for the deaf and hearing public to realize that there are enormous differences between signers and interpreters. Even a fluent signer is not an interpreter and should not attempt to function as one. When that happens, the communication process is severely compromised, as are the rights of the deaf individual. Those rights are clearly spelled out in the Code of Ethics (promulgated by the National Registry of Interpreters for the Deaf), about which most signers have no knowledge.

The following list of suggestions is intended to impart some basic information to raise the comfort level and knowledge of hearing people who might have occasion to communicate with a deaf person:

Tips for Successful Interaction with Deaf People

1. Talk directly to the deaf person, not to the interpreter. Do not refer to the deaf individual in the third person.
2. Speak clearly without covering your mouth, but do not exaggerate your mouth movements or raise your voice. Face and look at the deaf person while you are speaking to him or her.
3. Do not ask the interpreter for information about the deaf person. The interpreter is a professional and is bound by a Code of Ethics which insures the privacy of the deaf individual. If you want information of any kind, ask the deaf person personally; the interpreter will be more than willing to facilitate communication.
4. During a lecture or discussion it may sometimes become necessary for a signed exchange to take place between the interpreter and the deaf person for purposes of clarification.
5. An interpreter conveys everything that the speaker says, including emotion and intonation, by means of facial expressions and body movements as appropriate to sign language. In addition, the interpreter relays all aural occurrences within hearing, such as barking dogs, airplanes, sirens, as well as any and all verbal interactions.
6. It may be helpful to know that English is a second language for people who are born profoundly deaf. Their native language is American Sign Language, which has its own totally distinct lexicon and syntax.

Proof of Incurred Expenses Must Accompany a Select Benefits Medical Claim

Employees participating in a Select Benefits medical reimbursement account for 1991 must include proof of incurred expenses. Federal regulations require documentation as proof that an expense has not previously been reimbursed.

Expenses that are not reimbursed in full by your medical or dental insurance can be submitted to your Select Benefits medical care account. You may also receive reimbursement for expenses that are not eligible for coverage under your health or dental plan, as long as the expenses are recognized by the IRS (see IRS publication 502) as medical expenditures.

How to obtain the necessary documentation for Select Benefits claims submission:

First submit expenses eligible for reimbursement under a medical or dental plan to your insurance carrier. You will then receive an "explanation of benefits" statement telling how much has been reimbursed for each submitted expense or which expenses are not covered. This "explanation of benefits" is your documentation and a copy should be attached when submitting claims to a Select Benefits medical reimbursement account.

If your medical expenses are not eligible under your health or dental plan (eye glasses for example, fall under this category), you need to attach a copy of the itemized bill to your claim form.

If you have any questions, contact Pat Cooke or Donna Bugliari in Endowed Employee Benefits at 255-3936 or Midge Kelsey in Statutory Benefits at 255-4455.

Select BENEFITS

Claims Schedule

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

02/01	03/15	04/26	06/07	07/19	*08/29	10/11	*11/21
02/15	03/29	05/10	06/21	08/02	09/13	10/25	12/06
03/01	04/12	*05/23	07/05	08/16	09/27	11/08	12/18

*Early deadlines due to Memorial Day, Labor Day, Thanksgiving and winter holidays.

Just a Sampling...

Most of the time, *Cornell Employment News* highlights the services that are available on-campus for Cornell employees. But there are also many fine organizations and services available off-campus for individuals and families who would like financial or professional information, or personal guidance and support. Here's just a few:

Employee Assistance Program (EAP): 273-1129. Personal counseling, financial guidance, and referral for eligible Cornell employees and their families.

The Career Connection: Women's Community Building, 100 West Seneca Street, 272-1247. For men and women.

Women's Information Network (WIN): Women's Community Building, 100 West Seneca Street, 272-1247.

Displaced Homemakers Center of Tompkins County: 301 S. Geneva Street, 272-1588.

New York State Department of Labor: Center Ithaca, 171 East State Street, 272-7570. J. Courtney Fletcher, the New York State Job Service representative for Cornell, can be reached through Staffing Services, 255-7044.

Additional services and agencies can be found by looking under "Social and Human Services" in the yellow pages of the Ithaca phone directory.

As always, of course, if you have any questions about whom you should contact, either on- or off-campus, for health, financial, career, employment, or support services, you may want to start with those services on-campus that work most closely with Cornell-employee related issues: the Office of Equal Opportunity (5-3976); Employee Benefits (5-3936) or Statutory Benefits (5-4455) for health-related and other benefits issues; Staffing Services (5-5226) for career and employment issues; Employee Relations (5-7206) for employment or personal-professional issues.

AD&D Rates' Change To Be Reflected in Nonexempt and Exempt Paychecks

We have just learned that, due to computer programming problems, the AD&D rates did not change with the exempt paychecks distributed on January 24. The correct deduction will be taken on the next exempt paycheck, though new coverage levels are already in effect. Nonexempt paychecks have not been affected.

JOB OPPORTUNITIES

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.

Senior Technical Advisor (PT5102) Level 40

CIT/Network Resources-Endowed

Posting Date: 1/31/91

As the lead network programmer/analyst and highest level technical expert, define requirements, objectives, goals and projects. Design, write, enhance modify, document, and support packet network protocol, driver, and routing software. Analyze problems and needs, and then devise and implement strategies for testing router code and measuring network performance. Supervise programming staff as assigned. **Requirements:** Bachelor's or equivalent in computer science or related field with concentration in computer courses. Demonstrated expertise at the highest technical level based on 10 or more years of broad experience in systems-level programming with extensive experience in real-time asynchronous processes, such as device drivers. Send cover letter and resume to Sam Weeks.

Specialist Network Programmer/Analyst (PT5105) Lvl 38

CIT/Network Resources-Endowed

Posting Date: 1/31/91

Analyze requirements, define projects, design, write, enhance, modify, document, & support packet network protocol, driver and routing software for micro and mainframe computers. Measure and analyze network performance. Keep current on appropriate technologies. Supervise staff as required. **Requirements:** Bachelor's or equivalent in computer science or related field with concentration in computer courses. 7 or more years of broad experience in systems level programming with substantial experience in real-time asynchronous processes such as device drivers or other low level facilities. Good communication skills. Send cover letter and resume to Sam Weeks.

Project Leader I (PT4306) 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 CU operating systems preferred. Send cover letter and 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

CU 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.

Area Supervisor (PT5006) Level 33

CIT/Network Resources-Endowed

Posting Date: 1/24/91

Supervise the Network Operations center which is open 24 hours/day and 7 days/week. Advise on technical and procedural matters. Provide documentation on policies and procedures. Coordinate operational and maintenance activities within CIT and with CU departments and regional, national and international network facilities.

Requirements: Associate's in associated field or equivalent experience and/or relevant course work. Bachelor's preferred. 2-3 years with networks and network software with emphasis on TCP/IP and UNIX environments. Supervisory experience and understanding of network architecture, protocols, operations, and management issues are highly desired. Send cover letter and resume to Sam Weeks.

Applications Programmer/Analyst Trainee (PT5104) Level 31

CIT/Resource Services-Endowed

Posting Date: 1/31/91

Provide programming support for the computer accounting and billing system. Consult with faculty, staff and students concerning availability, appropriate use of multi-user systems. Ensure appropriate delivery of front line accounting services. Assist with design, development and delivery of monthly accounting reports. Training will be provided on the specialized CU application of ADABAS/Natural.

Requirements: Associate's or equivalent with related computer courses, bachelor's desirable. 1-2 years of computing service delivery or related client support services. 1 year of programming and any experience with ADABAS/Natural useful. Send cover letter and resume to Sam Weeks.

Associate Director (PA4901) HRII

University Development/Major Gifts-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.

Director of Parents and Graduate Education Funds

(PA5102) HRII

University Development/Public Affairs-Endowed

Posting Date: 1/31/91

The Director will perform tasks in the identification, cultivation, solicitation, and stewardship of parents of CU students who have the capacity to give between \$25,000 - \$1,000,000 to the University.

Requirements: Bachelor's or equivalent. At least 3 years development experience and work with the volunteer group organizations. Ability to communicate effectively and persuasively. Established writing skills. Successful gift solicitation experience and prospect management expertise are highly recommended. Basic knowledge of Planned Giving and mechanisms available at CU for making a gift of this nature to the university. Send cover letter and resume to Cynthia Smithbower.

Senior Science Writer (PC4706) HRII

University Relations/News Service-Endowed

Posting Date: 1/24/91

To cover and write about the full range of work and life of the college of Agriculture and Life Sciences. Write for national press, campus and alumni publications. Keep abreast of research, undergraduate education and the life of the college of Agriculture and Life Sciences.

Requirements: Bachelor's or equivalent. Demonstrated excellence in explaining science clearly. 4-5 years related experience in science and journalism to suggest ability to work with researchers and make their work accessible to press and public. CU employees send employee transfer application, cover letter, resume, and writing sample to Esther Smith, Staffing Services, EHP. External applicants send cover letter, resume and writing sample to Esther Smith, Staffing Services, 160 Day Hall.

Psychotherapist (PA5001) HRII

University Health Services-Endowed

Posting Date: 1/24/91

Provide crisis intervention and short-term therapy to students in emotional distress, couple and family counseling, lead group therapy sessions, consult with campus personnel, including Dean of Students, Residence Life, etc. Provide consultation for faculty and students including after-hours emergency service. This is a 10 month position.

Requirements: An A.C.S.W. or S.W. degree. If Psychologist, a Ph.D. in Clinical or Counseling Psychology from an APA approved program. APA approved interns preferred. 1-2 years experience in crisis intervention, knowledge of personality theory, psychopathology and short-term crisis intervention with experience in teaching or outreach. Send cover letter and resume to Cynthia Smithbower.

Assistant Director, Planned Giving (PA5003) HRII

University Development-Endowed

Posting Date: 1/24/91

Perform full range of planned giving activities working with alumni and friends of CU. The major focus of the job is external working with individuals and groups discussing planned giving concepts. Responsible for creating planned giving programs as appropriate to University Development fundraising goals.

Requirements: Bachelor's or equivalent work experience. An appropriate graduate or professional degree is desirable. Thorough knowledge of planned giving instruments, some familiarity with estate planning concepts and tax law. General knowledge of institutional fundraising. Experience in individuals giving programs. Analytical ability and financial skills. Excellent interpersonal skills. Considerable travel is required. Send cover letter and resume to Cynthia Smithbower.

Structural Engineer (PA4402) HRII

Facilities Engineering-Endowed

Posting Date: 11/8/90

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

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

Mechanical Engineer (PA4403) HRII

Facilities Engineering-Endowed

Posting Date: 11/8/90

Manage design and construction of maintenance, repair, and alteration projects that relate to mechanical systems.

Requirements: Bachelor's in Mechanical Engineering or equivalent. Professional Engineer's license desirable. 3-5 years experience as a mechanical engineer, demonstrated record of problem solving and innovations. Must be able to access physically restrictive areas. Send cover letter and resume to Cynthia Smithbower.

Associate Dir, Minority Student Affairs (PA3406) HRII

ILR-Student Services-Statutory

Posting Date: 8/30/90

Responsible for student personnel services to minority students including recruitment, counseling, academic support services, student organizations advisor. Coordinate college-level activity with the university-wide programs for minority students. Student clientele not limited to minority group members.

Requirements: Degree in counseling, student personnel or related field or equivalent experience; Master's preferred. Minimum of 3 yrs experience in higher education as advisor/counselor for minority and nonminority students. Send resume & letter of application listing salary expectations and names & phone numbers of 2 references to Cynthia Smithbower. Applications will be accepted until position is filled.

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 CU 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.

Assistant Director (PA5101) HRII

Career Center/Engineering Placement-Endowed

Posting Date: 1/31/91

Assist the Director in the operation of all aspects of the office with emphasis on coordination and staff supervision for a large-scale corporate recruiting program. Counsel students and conduct career/placement workshops; develop/revise publications; maintain library collection; generate statistical reports; work with computerized scheduling program; interact daily with students, employers, faculty and staff.

Requirements: Bachelor's required; Master's in Counseling, Education, Psychology, or related fields preferred. Experience in college student services or corporate recruiting functions with emphasis on counseling and detailed administrative functions. Requires excellent interpersonal, organiza-

tional, and communications skills. Detail oriented with ability to see the big picture. Interest and curiosity in technical areas is more important than engineering related experience. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager I (PA5002) HRII

Vet Microbiology, Immunol Parasit-Statutory

Posting Date: 1/24/91

Provide administrative support to department chairman by directing and monitoring the financial, personnel and physical facets of an academic department. Prepare department budget; manage fiscal and personnel matters, supervise clerical staff. Good oral and written skills.

Requirements: Bachelor's in Business Administration. Computer literacy. 3-5 years administrative experience with CU's accounting and personnel policies. Solid background in data base management programs. Excellent interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist (PT4904) HRII

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.

Research Support Specialist I (PT4906) HRII

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) HRII

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 to 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.

Professional Part-Time

Computer Operations Supervisor I (PT5007)

Rural Sociology-Statutory

Posting Date: 1/24/91

Provide computer training and assistance for grad students. Conduct regular workshops to train new grad students in statistical procedures, data analysis and manipulation; word processing; and bibliographic procedures using both micro and mainframe computers. Provide support with statistical, spreadsheet, word processing and bibliographic software. Serve as consultant to grad students and post-docs with computing problems. Install software and upgrades. Maintain equipment. 20 hours/week, flexible.

Requirements: Bachelor's in computer science, related field, or equivalent experience. 2 or more years in computer consulting field or programming experience in a social science environment. Excellent oral and written communication skills. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

Associate Regional Director (PA5009) HRII

Public Affairs Metro/NY Regional Office-Endowed

Posting Date: 1/24/91

Assist the director and assist in the implementation of the university's public affairs programs and college public affairs & departmental programs. Supervise professional staff of 5.

Requirements: Bachelor's or equivalent required from CU is desirable. 3-5 yrs proven experience in public affairs related activities such as recruitment & training of volunteers is desirable. Send cover letter and resume to Cynthia Smithbower.

Associate Regional Director (PA5008) HRII

Public Affairs Western Regional Office/Solana Beach CA-Endowed

Posting Date: 1/24/91

Assist director and assist in implementation of the university's public affairs programs and college public affairs and departmental programs. Supervise professional staff of 4.

Requirements: Bachelor's or equivalent required. Degree from CU is desirable. 3-5 years proven experience in public affairs related activities such as recruitment and training of volunteers is desirable. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist II (PT5106) HRII

Food Science and Technology-Statutory

Posting Date: 1/31/91

Assist in a program to reduce costs in food processing, especially apples. Perform separation and analysis of carbohydrate polymers and other chemical constituents of fruits and vegetables using gas and high pressure liquid chromatography; atomic absorption; UV and IR spectrophotometers; rheometers and gel electrophoresis. Review literature on food processing technologies.

Requirements: Bachelor's in chemistry, Master's preferred. Facility in operating complex lab instrumentation, performing chemical separations and analyses, and in using a computer to analyze and tabulate results. Ability to research and adapt analysis techniques from published sources. Send cover letter and resume to Sam Weeks.

Applications Programmer II (PT5103) HRII

Integrated Pest Management-Statutory

Posting Date: 1/31/91

Design, develop, modify, maintain and document straight for-

ward applications software for the Integrated Pest Management (IPM) Program using micro and mini computer systems. Assist in developing and constructing computer-based models, expert systems, and information retrieval programs. Use database and other software to develop data entry and report generation applications for IPM staff.

Requirements: Bachelor's in computer science or Associate's with equivalent experience in programming and operations. 2-3 years related experience. Some knowledge of mainframe, micro, and mini computer hardware, software (graphics, statistics, and database) systems and performance characteristics. Send cover letter and resume to Sam Weeks.

Public Affairs Assistant (PA5010) HRII

Public Affairs Metro/NY Regional Office-Endowed

Posting Date: 1/24/91

Assist in and support the planning, organization, and implementation of a comprehensive regional public affairs program which represents the university in its alumni affairs, development, admissions and public relations activities. Assist director in managing an alumni volunteer network in coordination with university's central public affairs and college programs. **Requirements:** Bachelor's required. Excellent oral and written communication skills. Experience in public affairs and volunteer program management and ability to manage computer data base, electronic mail and word processing. Send cover letter and resume to Cynthia Smithbower.

Technical

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

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

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

Assistant Foreman (T5003)

M & SO/Refrigeration Shop-Endowed

Posting Date: 1/24/91

Assist the shop foreman in supervising the Air Conditioning and Refrigeration Shop. This includes electricians, plumbers and apprentices. Install, trouble shoot and repair all refrigeration systems. Assign, schedule and coordinate jobs. Inspect work making sure it was done in a timely, safe and satisfactory manner. Process shop paperwork.

Requirements: Must have completed an apprentice program and have a minimum of 5 years experience in refrigeration field. Must maintain valid NYS driver's license and be willing to join the union within 30 days. 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 veterinarian. 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 mares. 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. Oversee 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.

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 microscopy, 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: \$590.45

Posting Date: 1/17/90

Provide support for research in biochemical analysis of specific mRNAs, 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.

Utilities/CADD Drafter, GR21 (T4923)

Facilities Engineering-Endowed

Minimum Biweekly Salary: \$615.42

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.

requested by users. Set up special forms on printers as needed. Consult with vendor customer engineers and department support staff. Maintain records for operational reports. Maintain on-going technical knowledge by attending job related courses and seminars.

Requirements: Associate's or equivalent combination of education and experience in large data processing facilities. Computer operating experience required. Knowledge of computer hardware, software operating systems, and programming languages. Data communications experience helpful. Send cover letter and resume to Sam Weeks.

Electronics Technician, GR22 (T5002)
CIT/Network Resources-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 1/24/91

Assemble, test, install and service terminal, microcomputer, network and data communications equipment. Assemble and install variety of specialized cables. Perform first-level diagnostics & repairs. Diagnose backbone and local area network problems. Provide routine preventive maintenance. Maintain inventories of supplies. Wed-Sat, 11pm-9am, 3rd shift.

Requirements: Associate's in electronics or equivalent experience and/or coursework. 1-3 years in an electronics hardware environment. Understanding of data communications networks and hardware highly desirable. Experience diagnosing problems in a networking environment, especially TCP/IP, helpful. Strong interpersonal skill desirable. Send cover letter and resume to Sam Weeks.

Technician, GR22 (T4922)
Psychology-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 1/17/91

Assume operation and supervision of Infant Research Center. Plan, conduct, and analyze data from experiments on perception and cognition. Supervise 10 or more undergrads. Explain the research to parents. Assist in recording data. Order and maintain supplies and equipment.

Requirements: Bachelor's or equivalent with strong interest in psychology. Good supervisory, organizational and interpersonal skills essential. Must like working with infants and be good at dealing with parents. Research experience desirable. Send cover letter and resume to Sam Weeks.

Electronics Technician, GR24 (T4914)
Telecommunications Services-Endowed
Minimum Biweekly Salary: \$701.22
Posting Date: 1/17/91

Provide technical support for the campus telecommunications system through the assembly, installation, testing and maintenance of the telecommunication system. Make connections to ancillary hardware and coordinate the process as needed.

Requirements: Bachelor's or equivalent in electronics or related field. Minimum 5 years related experience in installation and maintenance of telecommunication equipment including PBX. Considerable electronic testing skills including a variety of equipment, transmission test set. Ability to read building and undergraduate prints. Must provide own hand tools. Must maintain valid NYS drivers license and have personal car available. Send cov letter & resume to Sam Weeks.

Technical Temporary

Technician (T4907)
Vet Micro, Immunol and Parasit-Statutory
Posting Date: 1/17/91

Harvest and purify bacterial antigens. Perform SDS-PAGE, ELISA, immunoblotting and other immunological procedures related to research on equine streptococcal disease.

Requirements: Courses and lab experience in some or all of the following: microbiology, immunology, biochemistry, and chemistry. Send cover letter and resume to Sam Weeks.

Technical Off-Campus

Lab Technician, GR18 (T5101)
Entomology/Geneva-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 1/31/91

Assist in conducting lab research on spider mites including bioassays, behavior and resistance dynamics. Provide bioassay set up and collect data. Mix solutions and treat plants. Maintain spider mite colonies and provide greenhouse plant production. Repair cages.

Requirements: Associate's or equivalent. Coursework in biology preferred. 1 year minimum experience with acaricide bioassays, pesticide safety, and spider mites. Experience with greenhouse plant production; and computer graphics and spreadsheet preferred. Send cover letter and resume to Sam Weeks.

Research Aide, GR18 (T4902, T4903)
Natural Resources-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 1/17/91

Conduct nutritional experiments on fish and perform chemical analyses of phosphorus in fish, feed, water, and sludge. Maintain records. Assist in summarization and computer analyses of data. Assist in other nutrition studies as needed. Take college courses to enhance skills.

Requirements: Associate's or equivalent with college coursework in chemistry. Work experience in chemistry or nutrition lab. Demonstrated computer expertise on PC's or Mac. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Telephone Operator, GR17 (C5002)
Telecommunications Services-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 1/31/91

Provide caller related assistance when university is open. Operate Telex when required. Answer approximately 500-600 calls per day. Mon - Fri 5:30pm - 2am

Requirements: HS diploma or equivalent required ability to work independently. Spelling, listening, reading, CRT and keyboard skills required. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR17 (C4910)
Plantations-Statutory
Minimum Biweekly Salary: \$517.65
Posting Date: 1/17/91

Provide secretarial and organizational support to the Director, the Development officer, and the Public Affairs Assistant at CU Plantations.

Requirements: HS diploma required. Some college coursework preferred. 1 year secretarial experience required including use of PC's with WordPerfect and dbase III+. Knowledge of CU's Public Affairs Information System helpful. Demonstrated ability to work with donors and confidential information. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR17 (C3310)
Conference Services-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 8/23/90

Maintain a hospitable atmosphere for greeting and working with several hundred members of the CU community and

conferences and international guests of the university; provide secretarial support for professional staff members; general office professional tasks including answering telephone; filing; running errands; inventory and re-order departmental supplies. No vacation between May and August.

Requirements: HS diploma or equivalent. 1 year of previous secretarial experience desired. Must enjoy diversity in the workplace; exceptional interpersonal, communication (written and oral), organizational skills. Work processing, preferably Wordperfect (5.0). Ability to prioritize work load during the day to handle constant interruptions and inquiries. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR17 (C9214)
OHR/Staffing Services-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 1/31/91

Perform receptionist/telephone operator duties as well as data entry of all job applications, employee transfer requests, and employee requisitions for Staffing services.

Requirements: HS diploma or equivalent. Minimum 1 year office experience preferred. Excellent communication and interpersonal skills. Good organizational skills. Familiarity with use of electronic multi-line telephone board helpful. Data entry experience essential. Must be able to work in a fast paced, complex environment with frequent interruptions. Medium typing. Send cover letter -nd resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Interlibrary Loan Assistant, GR18 (C4407)
Access Service/Olin-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 11/8/90

Under the direction of the Administrative Supervisor of Interlibrary Borrowing, is responsible for preparing all non-NYSILL and non-RLIN borrowing requests, by inputting requests in departmental computer database or typing them. The preparation of borrowing material received on loan, and the processing of RLG and NYSILL photocopy for CU patrons. 20 hrs pr wk, Mon-Fri.

Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Ability to work under pressure while maintaining accuracy. Must be dependable and have the aptitude for detailed work. Ability to work with foreign languages. Experience with microcomputers highly desirable. Organizational skills. Light typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR18 (C3808)
Summer Session-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 9/27/90

Provide administrative and secretarial support for the media services department of the division. Assist in producing and distributing marketing and publicity materials and keeping records of media department efforts and of their effectiveness. Provide secretarial support to the media manager and media assistant.

Requirements: HS diploma or equivalent. 1-2 years related experience. Excellent organizational and communication skills required. Ability to work under pressure and to meet deadlines. Familiar with advertising, publicity, and graphic design helpful. Knowledge of Mac computer and Microsoft Word, Pagemaker and Filemaker Plus software helpful. Valid NYS driver's license. Able to lift up to 40lbs. Medium typing. Regular CU employees only. Send employee transfer application, cover letter, resume, and 2 (short) writing samples to Esther Smith, Staffing Services, EHP.

Senior Circulation/Reserve Assistant, GR18 (C5105)
Access Services-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 1/31/91

Under the general direction of the Administrative Supervisor of Circulation, responsible for processing book replacement and fine bills; prepare and send bills and credits to the Bursar and CU Collections; also works at the circulation desk. Uses the NOTIS circulation system or other computer applications for billing process. Mon-Thur 10am-7pm, Sun 1pm-9pm. Schedule may change during the academic calendar.

Requirements: HS diploma required. Some college coursework preferred. Ability to work well with a variety of people in a public service setting. Organizational ability and an aptitude for detailed work. Strong interpersonal and communication skills. Experience with microcomputers. Some background with business math desirable. Light typing. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

Secretary, GR18 (C5115)
Architecture-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/31/91

Act as main receptionist and academic secretary for the Architecture Department. Schedule Chairman's appointments; refer students, faculty, and visitors.; sort and forward mail; answer telephone; post notices coordinate room schedules; update faculty notices; type course programs and other documents (general correspondence, letter of reference, minutes, etc.)

Requirements: HS diploma or equivalent. Minimum 1-2 years secretarial experience, and ability to type accurately as well as fast. Work with Mac SE/30 competently. Previous experience in dealing with the public essential. Heavy typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Accounts Assistant, GR18 (C5102)
Unions and Activities/CU Cinema-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/31/91

Process all billings and maintain financial records for Cinema. Data entry; order materials; prepare mailings; type; file; receptionist support; make arrangements for visiting filmmakers, and oversee shipping of films.

Requirements: HS diploma or equivalent required. Some college coursework preferred. 1-2 years related accounting experience. Familiar with CU accounting procedures preferred. Work processing, general office skills required. Experience with DBase III Plus desired. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Department Secretary, GR18 (C5107)
CIS/CU Abroad-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/31/91

Serve as information source for department, staff and visitors; provide secretarial and clerical support to the Director and Assistant Director; screen calls; greet visitors; schedule appointments; give handouts; arrange meetings; type and proofread correspondence.

Requirements: HS diploma or equivalent. Some College coursework preferred. Minimum 1-2 years of related experience. Excellent communication skills. Attention to detail. Ability to work independently. Computer experience. Able to set priorities and interact well with the public. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR18 (C5113)
University Development-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/31/91

Provide administrative and secretarial support for Associate Director and Development Assistant in the CU Fund. Assist in the coordination of the national and student phonathon programs; assist in preparation and coordination of mass mailings; prepare computer reports and coordinate distribution; make travel arrangements; maintain files.

Requirements: HS diploma or equivalent. Some college coursework preferred. Minimum 1 year related experience. Excellent organizational and interpersonal skills. Very good typing skills, proficiency on Mac hardware and software preferred. Excellent communication (written and oral) skills. Knowledge of CU preferred. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR18 (C3808)
Summer Session-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 9/27/90

Provide administrative and secretarial support for the media services department of the Division. Assist in producing and distribution marketing and publicity materials and keeping records of media department efforts and of their effective-

ness. Provide secretarial support to the media manager and media assistant. Medium typing.

Requirements: HS diploma or equivalent. 1-2 years related experience. Excellent organizational and communication skills required. Ability to work under pressure and to meet deadlines. Familiar with advertising, publicity, and graphic design helpful. Knowledge of Mac computer and Microsoft Word, Pagemaker and Filemaker Plus software helpful. Valid FNYS driver's license. Able to lift up to 40lbs. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume and 2 (short) writing samples to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C5005)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 1/24/91

Provide secretarial support for 4-6 faculty in a large department, type classwork, reports, manuscripts, correspondence and vouchers; answer telephone; distribute mail; arrange travel, library reserve lists; conferences and meetings; order text books; make copies; run campus errands; keep faculty files & calendars and other duties as assigned. Heavy typing. **Requirements:** HS diploma or equivalent education/experience. Business or secretarial school highly desirable. 1-2 years previous secretarial experience; experience on IBM PC or Macintosh computers; knowledge of word perfect or Micro Soft Word highly desirable. Ability to work under pressure. Interpersonal and organizational skills. Machine/manual transcription skills. Regular employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Secretary, GR18 (C4912)
Johnson Museum-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/17/91

Responsible for coordination of gift procedure. Coordinate and process annual report. Process accession cards for permanent collection records, type grant applications. Act as back-up lobby receptionist and provide support for director's assistant and curatorial administrative aide. Mon-Fri, 8:30-5. **Requirements:** HS diploma required. Some college coursework and interest in art preferred. 1-2 years experience in administrative setting. Experience with CU Gift Records Helpful. Working knowledge of word processing. Good communication skills and ability to edit and proofread required. CU 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. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

Collection Representative, GR18 (C4918)
Controller's/Accounting-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/17/91

Telephone collection of past due receivable accounts placed with CU collections from various CU departments. Follow-up and update collection records. Mon - Tue 12pm - 8:30pm, Wednesday, Thur, Fri 8 - 4:30pm Light typing.

Requirements: HS diploma required. Associate's or equivalent preferred. 1-2 years related experience. Collection experience preferred, good oral communication skills a must. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

Office Assistant, GR18 (C4917)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/17/90

Operate front desk computer and telephone switchboard. Checks guests in and out of the hotel. Post guest and club account charges and payments. Assist with reservations, concierge and serve as main information source for hotel. Medium typing. Flexible hours including nights & weekends.

Requirements: HS diploma required. Some college coursework preferred. 1-2 years related experience. Accounting, switchboard and computer experience required; 6-12 months front office experience preferred. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Editorial Assistant, GR18 (C4913)
University Press-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 1/17/91

Act as assistant to acquisitions editors. Responsible for acquisition, development and maintenance of several lists of scholarly books. Perform routine office duties. Extensive phone contact with authors, readers, and other departments of the Press. Mon - Fri 8:42am - 5pm

Requirements: HS diploma required. Associate's or equivalent preferred. 1-2 years prior experience with book publishing helpful. Familiarity with IBM PC's. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Secretary, GR18 (C4803)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 12/20/90

Provide secretarial/clerical support to the assistant director, Alumni Programs and the business manager, Alumni Affairs; assist with all aspects of Alumni Programs and business operations.

Requirements: 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 Mac computer software preferred. Flexibility. Medium typing. Regular CU 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: \$542.89
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 orientated 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 CU employees only. Send employee transfer application, resume and cover letter to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C5110)
JGSM-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 1/31/91

Provide secretarial and administrative support to the Director of Business Operations and the School's Business Manager. **Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 years related office experience. Working knowledge of Mac computer. Excellent organizational, interpersonal and communication (written and oral) skills. Heavy typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C5006)
Ecology and Systematics-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 1/24/91

Provide broad range of administrative/secretarial services to Chairman, Administrative Manager, and Building Manager. Type and edit correspondence, reports, minutes, class materials, statistical tables and charts, etc., draft routine correspondence; arrange meetings; prepare student appointments; answer telephones; act as receptionist; handle key distribution and records. Heavy typing.

Requirements: HS diploma or equivalent. Some college coursework in Secretarial Science preferred. 2 years secretarial/administrative experience, with experience at CU preferred. Mac or PC computer experience essential. Strong organizational, communication, and interpersonal skills. Ability to work independently, under pressure, and to coordinate multiple projects. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C5008)
Johnson Graduate School of Management-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 1/24/91

Provide clerical and secretarial support to the Dean's office. Type; answer telephones; assist in the preparation of reports and projects. Heavy typing.

Requirements: HS diploma or equivalent. Some college coursework in Secretarial Science preferred. 2 years of office experience required. Familiar with higher education and/or business management preferred. Excellent organizational and oral skills. Ability to communicate and articulate with public, as well as academicians. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C5007)
Public Affairs/Library-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 1/24/91

During 75 million dollar campaign, complete routine secretarial duties for Library Public Affairs staff. Communicate daily with library staff, development officers and donors via telephone conversations and written correspondence. Heavy typing.

Requirements: HS diploma or equivalent. 1-2 years experience in office environment with similar duties. Good interpersonal and communication (written and oral) skills. Regular CU employees only. Send employee transfer application, cover letter & resume to Esther Smith, Staffing Svcs, 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 and dBase desired. Confidentiality required. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

Administrative Aide, GR19 (C4703)
University Development/Public Affairs-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 12/20/90

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

Requirements: 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 CU 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. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Senior Department Assistant, GR20 (C4412)
Catalog Management/Olin/CUL-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/8/90

Responsible for completing the work associated with the barcoding project and clean-up for Olin, Uris and the Endowed Unit Libraries. This individual exercises considerable judgement in technical procedures for the Barcodex Cleanup Group. Responsibilities include: performing the work of the Group, supervising student assistants serving as a quality control specialist, 39 hrs pr wk, Mon-Fri.

Requirements: Associate's required, or the equivalent combination of work experience and education. Minimum of 1 year relevant technical Services experience. Demonstrated ability to work independently and exercise judgement. Ability to work well with details. Good interpersonal communications, (verbal and written) skills. Must be dependable and work well under pressure. Previous supervisory experience desirable. Light typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Library Aide, GR20 (C4207)
Mann Library-Statutory
Minimum Biweekly Salary: \$75.30
Posting Date: 10/25/90

Resolves complex problems for a large online serials/periodicals file of approximately 10,000 titles. Performs database maintenance activities for bibliographic, volume holdings, item and order/pay/receipt records. Completes pre-catalog searching for new titles and makes final revision of bibliographic records relating to cancellations, cessations, and inactive serial titles. Participates in serial check-in, claiming, and replacement activities and organizes mail sorting for the building.

Requirements: Bachelor's or several years of technical services experience in a research library setting. Experience may include problem solving, searching, cataloging, or serial check-in. Strong organizational skills and ability to prioritize. Fluent English language speaking and writing skills. Medium typing/data input (40-60 wpm.). Ability to use microcomputer applications software. Some foreign language skills preferred. Regular CU employees only. Send employee transfer

application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Accounts Assistant, GR20 (C4012)
Food Science-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 10/11/90

Responsible for the flow of payments through the Department Business Operation. Working with IBM-PC to monitor and reconcile departmental accounts utilizing CUDA and preparation of needed internal reports.

Requirements: Associate's in Business related program or equivalent experience. Knowledge of Lotus 123 preferred. Minimum 2 years business office experience. Light typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR20 (C5112)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/31/91

Provide secretarial and administrative assistance for the Director of Major Gifts. Coordinate flow and oversee completion of work within office; type, edit and proofread correspondence and reports; make appointments and coordinate travel arrangements; conduct research for special projects and carry out special assignments as may be requested by Director. **Requirements:** Associate's or the equivalent in education, experience and training. Minimum 2 years related experience. Excellent organizational, communications (written and oral) and interpersonal skills. Ability to handle confidential information and prioritize assignments and work under pressure. Proficiency on Mac computer. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR20 (C5111)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/31/91

Assist the Associate Director of the CU Fund by providing administrative support to the functioning of the CU Fund. He/she has primary responsibility for coordinating operational logistics between the regional, college, public affairs and central annual fund offices.

Requirements: Associate's or the equivalent in education, experience and training. Minimum 2 years related experience in office, human resource, budget management and computers. Excellent organizational, communication (written and oral) and interpersonal skills. Ability to handle confidential information, prioritize assignments and work under pressure. Knowledge of CU desirable. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Library Aide, GR20 (C4207)
Mann Library-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 10/25/90

Resolves complex problems for a large online serials/periodicals file of approximately 10,000 titles. Performs database maintenance activities for bibliographic, volume holdings, item and order/pay/receipt records. Completes pre-cataloging searching for new titles and makes final revision of bibliographic records relating to cancellations, cessations, and inactive serial titles. Participates in serial check-in, claiming, and replacement activities and organizes mail sorting for the building.

Requirements: Bachelor's or several years of technical services experience in a research library setting. Experience may include problem solving, searching, cataloging, or serial check-in. Strong organizational skills and ability to prioritize. Fluent English language speaking and writing skills. Medium typing/data input (40-60 wpm). Ability to use microcomputer applications software. Some foreign language skills preferred. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Assistant, GR20 (C4104)
Electrical Engineering-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/18/90

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

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

Administrative Aide, GR21 (C5114)
CHESS-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 1/31/91

Coordinate operations between the outside scientific community and the CHESS staff. Receive and process proposals submitted to CHESS; schedule beamtime; organize and prepare correspondence with the user community; prepare statistical information; answer telephone on a very busy system; prepares mailings; major responsibilities in each area.

Requirements: Associate's or equivalent experience. Working knowledge of Macintosh. 2-3 years related experience. Working knowledge of Macintosh. Strong organizational and communication skills. Medium typing. Regular CU 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: \$615.42
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 CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR22 (C3501)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$625.24
Posting Date: 9/6/90

Provide administrative staff assistance to the overall management of the department; including coordination of appointments, supervision of clerical staff (6); fiscal management; office management; and coordination of department information, space and special programs. Medium typing.

Requirements: Associate's or equivalent. 3-4 years related experience. Prior experience required in personnel, supervision, fiscal management and office management. Knowledge of IBM computers and systems management desirable (Wordperfect, Lotus 123, Dbase). Knowledge of budgeting and CU accounting system a plus. Strong interpersonal skills. CU employees 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: \$641.92
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 CU 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: \$701.22
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 CU policy and procedures. Full time, regular. Mon - Fri 8:30 a.m. - 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. CU employees only. Send employee trans-

fer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professional Part-time

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. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR16 (C4919)
Computer Science-Endowed

Minimum full-time equivalent: \$511.68
Posting Date: 1/17/91

Assist with printing and distribution of technical reports. Provide clerical and administrative support to faculty as needed; typing, travel, etc. Light typing. Flexibl. 20 hrs per wk.

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, EHP.

Office Assistant, 17 (C3802)
Center for Environmental Research-Endowed

Minimum full-time equivalent: \$530.38
Posting Date: 9/27/90

Assist Waste Management Institute administrative support staff with routine word processing in Macintosh; filing and mailing responsibilities; arrange meetings and travel schedules. Other general office duties.

Requirements: HS diploma or equivalent. Some related experience (6 months-1 year). Macintosh experience essential. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR18 (C5101)
Vet Micro, Immunol and Parasit-Statutory

Minimum full-time equivalent: \$529.35
Posting Date: 1/31/91

Type research grants, teaching material and correspondence; prepare and send out weekly seminar notices, pick up mail; answer telephone; and prepare notices of proposed travel. Mon-Fri, 4 hours per day, flexible hours.

Requirements: HS diploma required. Some college coursework preferred. 1-2 years secretarial experience. Proficient with Word Perfect, good interpersonal and communication (written and oral) skills. Heavy typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR18 (C4907)
Community and Rural Development Institute-Statutory

Minimum full-time equivalent: \$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, preferably at CU. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

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 hrs pr wk.

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

Administrative Aide, GR19 (C4702)
Operations Research and Industrial Engineering-Endowed

Minimum full-time equivalent: \$566.28
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 CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR21 (C5106)
Center for Applied Mathematics-Endowed

Minimum full-time equivalent: \$615.42
Posting Date: 1/31/91

Provide administrative support for Center. Assist in word processing; answer telephones; accounting, purchasing, and inventory. Other duties as assigned. 20 hrs pr wk.

Requirements: Associate's or equivalent. 2-3 years related experience. Knowledge or willingness to learn MS-DOS and UNIX operating systems and the following software programs: LaTeX, Wordperfect, Lotus 123. Excellent interpersonal and communication (written and oral) skills. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professionals Off-Campus

Secretary, GR18 (C5104)
Public Affairs Western Regional Office/Solana Beach, CA-Endowed

Minimum Biweekly Salary: \$542.89
Posting Date: 1/31/91

Type correspondence, forms, vouchers, and other materials; schedule appointments; maintain event calendar; assist in meeting arrangements; assist at public affairs events occasionally; interaction with alumni by phone and in person.

Requirements: HS diploma or equivalent. Some college coursework preferred. Minimum 1-2 years secretarial experience. Excellent communication skills. Experience with Mac, IBM or equivalent. Ability to work in a complex, active environment. Medium typing. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Cornell Employment News

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 Office of Human Resources (607) 255-3936

EQUAL
 Opportunity at Cornell

Administrative Aide, GR21 (C3601)
Entomology/Geneva-Statutory
Minimum Biweekly Salary: \$599.73
Posting Date: 1/17/91

Provide personnel services for more than 90 regular and temporary department employees; provide secretarial support to the chairman and to 15 faculty members.

Requirements: Associate's or equivalent. 3 years related experience. Excellent administrative experience essential. Able to maintain confidentiality, work independently and set priorities. Accuracy in typing and clerking for keeping payroll and time/attendance records. Medium typing. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professionals Temporary

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

Poultry Worker (S5101)
Poultry Science-Statutory

Hiring Rate: \$5.50

Feed poultry and maintain cleanliness of poultry barns. Must have valid NYS drivers license. Casual appointment: Sat and Sun; approximately four hours each day. Please contact Karen Raponi, Staffing Services, 255-2192.

Casual Animal Technician (S4611)
Lab Animal Services-Statutory

Posting Date: 12/13/90

Provide weekend and holiday care of lab animals (feed, water, clean and monitor following strict protocols for sterile or disease control environment and regulations for animal welfare. Maintain animal records. May include assisting vets in treating & vaccinating animals. Wknds/Holidays, 16 hrs wk.

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

Temporary Off-Campus

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 hrs pr wk.

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 Linda Nessel, 15 East 26th Street, New York, NY 10010.

Program Assistant (S5018)
NYC Cooperative Extension-Statutory

Posting Date: 1/24/91

Provide program assistant to the Expanded Food and Nutrition Education Program (EFNEP) Site Leader. Coordinate efforts of Nutrition Teaching Assistants, conduct in-service training sessions, prepare reports, review and monitor NTA logs, the records and reporting and data entry systems. Attend conferences, workshops, etc. Wed - Fri, 9am - 5pm

Requirements: Bachelor's in food/nutrition/community health. 3 yrs work experience in foods/nutrition/health. Good communication skills, supervisory experience. Bilingual preferred but not required (English/Spanish). Send Cover letter and resume to Gloria Roman, 15 East 26th Street, New York, NY 10010.

General Service

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

Dispatcher, S006 (G4305)
Customer Service Center-Endowed

Hiring Rate: \$7.52
Posting Date: 11/1/90

Receive any trouble calls, relay messages and coordinate and dispatch appropriate tradespeople and material delivery personnel, or courier/cab service as requested. The customer service center is the focal point of requests for repairs, maintenance & alterations and information about physical plant.

Requirements: HS diploma or equivalent. 2 years related experience. Working knowledge/experience with mainframe and personal computers highly desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal and communication skills. Ability to work under pressure and strong decision making abilities. Knowledge of CU campus helpful. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP.

Shift and Maintenance Mechanic, S009 (G4006, G4007)
M and SO/Mechanical Shop-Endowed

Hiring Rate: \$8.66
Posting Date: 11/8/90

Perform preventive maintenance on boilers, burners and other mechanical HVAC equipment found in commercial, industrial, residential and research institutions. Monitor equipment, building and utility systems. Inspect and lubricate all mechanical equipment. Read electric, water and steam meters. Shift will vary according to shift duty.

Requirements: HS diploma or equivalent. Knowledge of HVAC, utilities, controls and other support systems in an high technology environment. Minimum 3 years experience maintaining mechanical equipment. Experience with boilers and burners. Valid NYS drivers license required. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities are particularly encouraged to apply.

Maintenance Mechanic, S008 (G5001)
Residence Life-Endowed

Hiring Rate: \$8.27
Posting Date: 1/24/91

General Service-Part Time
 Responsible for general maintenance of assigned residence areas including physical plant facilities and department equipment. Mon-Fri, 8am - 4:30pm

Requirements: HS diploma or equivalent. 3-5 years experience in maintenance mechanic or building and maintenance field required; 2 years experience in a trade. General knowledge of others. Able to work in a student oriented environment. Good communication, interpersonal and organizational skills. Able to make immediate on-site decisions. NYS class 3 driver's license preferred. Must be in good physical condition and able to perform heavy lifting. Regular CU employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Custodian, S002 (G4901, G4902, G5003, G5004)
Residence Life-Endowed

Hiring Rate: \$6.27
Posting Date: 1/24/91

Provide general custodial care of buildings and grounds in assigned area. Mon-Fri 39 hrs pr wk.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50lbs and climb an 8 foot ladder. Daily contact with students. Regular CU employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Custodian, S002 (G5002)
Unions and Activities/Noyes Center-Endowed

Posting Date: 1/24/91

Perform custodial care of assigned areas to include mopping, dusting and vacuuming. Must be able to follow instructions and work effectively for extended periods without supervision.

Requirements: HS education or equivalent. Must be able to read and write. Some experience in custodial work with commercial cleaning equipment. Must be able to lift 50lbs, climb an 8 foot ladder and be in good physical condition.

Security Guard, GR1 (G4903)
Johnson Museum-Endowed

Hiring Rate: \$6.44
Posting Date: 1/17/91

Responsible for guarding all works of art in the building following security and safety procedures. Available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum. Days vary, approximately 24 hours including evening hours.

Requirements: HS diploma or equivalent. Ability to work with schedules and in a group situation. Background in the security area helpful. Dependable in reporting and attentive to detail necessary. Good communication skills. Ability to communicate well with public. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

General Service Part-Time

Waitperson, S001 (G5101)
Statler Hotel-Endowed

Posting Date: 1/31/91

Maintain supplies of trays, silver, napkins and condiments during service. Clear used dishware and cleans tables during service; help with set-up for Club Coffee Hour and Line service when directed by supervisor; delivers guest room food and beverage orders. 20 hrs pr wk, flexible nights and weekends.

Requirements: HS diploma or equivalent. Basic reading and writing skills. Previous food service experience desirable. Ability to work with little direction. Ability to work with a variety of people. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

General Service

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

Print Machine Operator, S007 (B4901)
Agricultural and Biological Engineering-Statutory

Hiring Rate: \$7.89
Posting Date: 1/17/91

Responsible for operation and daily maintenance of the AM TCS 4 System, as well as duplication material for all program areas. Order inventory control of office supplies. **Requirements:** HS diploma; technical training desirable. 2-3 yrs printing experience. Accuracy attention to detail including offset printing, essential processes. Must have good organizational skills, be able to meet deadlines and work under pressure. Send application materials to Cynthia Smithbower.

General Service Off-Campus

Groundworker, GR18 (B4002)
Fredonia Vineyard Lab-Statutory

Minimum Biweekly Salary: \$529.35
Posting Date: 10/11/90

Carry out responsibilities relating to maintenance of experimental vineyards, buildings and grounds maintenance, experimental treatment applications and field data collection. Position is in Fredonia NY.

Requirements: HS diploma or equivalent. Valid driver's license, valid pesticide applicator's certificate. 1-2 years of vineyard maintenance experience. Experience in operation and repair of equipment. Send cover letter and resume to Cynthia Smithbower.

Academic

Research Associate II
Nutritional Sciences

Provide assistance in the total research process to a professor. Participate in NIH funded research on the effects of early childhood malnutrition on adolescent physical performance.

Requirements: Ph.D. or equivalent. Experience in human nutrition and/or exercise physiology research publication or pending publication in the scientific literature, or evidence of creative or scholarly work is necessary. Good knowledge of epidemiological and/or statistical methods. Submit cover letter, vita, and 3 references to: Dr. Jere Haas, Professor, Division of Nutritional Sciences, 211 Savage Hall, CU, Ithaca, NY 14853.

Networking

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

CORNELL AFTER HOURS... Bonita E. Sautter

by Kathy O'Brien



potato? Well folks, this month's Cornell After Hours employee is not doing aerobic exercise - she's the 'jockey' in a sulkie behind a pacer race horse!

Bonita (Bonnie) E. Sautter works as an Assistant II, in the Public Affairs Records department on Brown Road. She records and matches company gifts that come in from donors to the University. Her 'office' is not decorated with spread sheets or financial reports, she has her favorite subjects on the walls. Bonnie trains and races pace horses. Now if you don't know what a pacer is - just go to Moravia some night. For those of you who are still confused, there are two

what kind of horse I watched one time at a race track but the horse I had bet on was in the lead and it broke into a gallop the last few yards down the straight-away. It was the last \$2 I ever bet on trotting horses.

Bonnie explained that the horses used with sulkies stand approx. 51 inches at the withers. They are 1/2 - 3/4 standard bred horses with the rest Welch or Shetland pony. "The horses weigh in at between 550 and 600 pounds," she said. "Usually the track we race on is dirt with a stone dust on top - similar to a track & field running surface." And yes, they do race in mud. And no, there is no splatter screen between jockey and horse. Think about that for a minute.....

Most of us think that all you have to do is put the bit in the horses mouth and presto - they run. "Every horse is different," Bonnie illustrated. "Some horses need blinders. When they don't see side to side all they do is hear something coming, they want to go faster." What about all the other stuff you see festooning some of the horses? "Shadow rolls are used across the nose to keep them from looking down and mistaking a shadow for a solid object. When you are in back of the horse and they suddenly want to 'jump' over the shadow, all you can do is hang on." Now, about the hauling back as described in the first paragraph. "With the feet up [in the stirrups] you get more leverage, you brace your legs, and use your whole body to pull against the horse. A hard hold helps keep the horse balanced." Bonnie has even been able to pull a

horse back up on its feet with the use of the bridle after it has gone to its knees.

Bonnie not only races, but sews the racing silks she wears. There is a two-color scheme used in racing for identification purposes. All jockeys have to wear white pants (either jeans or Spandex). During the winter break this year, Bonnie and her husband, Albert, went to Bermuda to visit some horses they had helped to sell. She also had the chance to race one of the horses. "People think costs here are going up, but in Bermuda a bale of hay sells for \$15 and 100 pounds of feed \$30." Costs here are \$3 for hay and \$13 for feed.

Bonnie's 11-year old daughter, Corinne, has started racing. As Bonnie remarked, "There is no age limit to sulkie racing. Corinne races out on the track with everyone else. There is even one man who is more than 80-years old." Bonnie has been involved in the sport for around 19 years, and husband Al for 10. Al was the High Point Driver for 1990 for the Eastern States Trottingbred Circuit Association, and his horse, Hawke's Flight, received an award for being High Point Horse.

How does it go - a family that plays together (or should it be races together?) stays together!

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 **Box 3, Robert Purcell Union, ATTN: Networking** and include your name and phone number.

Photo by Doug Hicks

Picture this aerobic exercise in your mind - find a somewhat long coffee table, place your feet at each leg (length wise), grasp a jump rope end in each hand, have a friend start hauling away with all their might at the other end, and you try and stop them from pulling. No way you say? I'd rather be a couch

types of 'trotting' race horses. There is the trotter - the horse moves the opposite leg at the same time (i.e. left front and right rear), and the pacer - the horse, in a structure called a hobble, moves the same side legs at the same time (i.e. left front and left rear). Pacers are faster than trotters. I don't know

AIDS: Get The Facts!

What Is AIDS?

Acquired It is a disease you get from exposure to a virus; it is not genetic.

Immune It damages your immune system, the body's internal defense against disease.

Deficiency The deficiency in the immune system produces susceptibility to certain diseases.

Syndrome AIDS involves a spectrum of symptoms, disorders, and other diseases.

What causes AIDS?

The virus that causes AIDS and AIDS-related conditions is called Human Immunodeficiency Virus, HIV. It is extremely fragile and does not survive long outside the body. It is present in the blood, semen, vaginal secretions, and perhaps breast milk of people who have been infected, whether or not they have symptoms. Once infected, one is infected for life, although it is impossible to say whether or when HIV-related symptoms or AIDS, the end stage of HIV Disease, will develop.

How many people are infected?

(as of October, 1990)

People with AIDS in the U.S.:
154,917 (87,644 have died)

People with AIDS in New York State:
33,541

People with HIV infection:
estimated at (at least) 1.5 million
in the U.S.

45% of people diagnosed with AIDS were diagnosed in their 20s and early 30s (probably became infected in their teens and early 20s)

What is the situation here at Cornell?

There is HIV infection here at Cornell, but is impossible to know how many members of our community are affected: some people are unaware that they are infected; some people are tested and treated off campus or out of Ithaca; HIV antibody testing at Cornell is completely anonymous; and treatment of every patient is always confidential. However, an American College Health Association study released in November 1990 surveyed 19 campuses across the

country and found that two or three in every one thousand college students may be infected with HIV. That means that, here at Cornell, close to fifty students may already be infected. Given our proximity to New York City, an epicenter of HIV infection, the true number of infected students—and faculty and staff—is likely to be even higher. We also know that at least one in ten Cornell students have other STDs (sexually transmissible diseases), and HIV infection is spread in some of the same ways that those diseases are spread.

How is the virus transmitted?

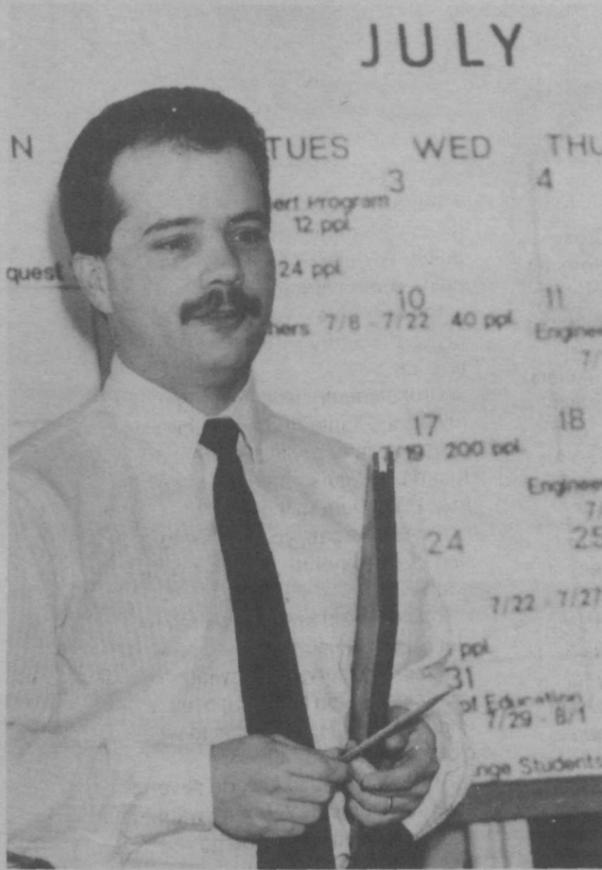
AIDS is not an easy disease to get. HIV is a very fragile virus. There is no evidence that HIV can be transmitted by casual contact of any kind (touching, sharing bathrooms, utensils, clothes, etc.) HIV is only transmitted when the infected blood, semen, vaginal fluid, or perhaps breast milk of one person enters the body of another person. The following are the three most common means of transmission:

1. Injection of contaminated blood or blood products. Since March 1985, the risk of getting AIDS from a blood transfusion is no longer a significant danger. Sharing hypodermic needles to inject drugs is an extremely high risk behavior.

2. Sexual contact with an infected person involving exchange of semen, vaginal secretions, or blood. Intercourse (vaginal or anal) without use of a condom and spermicide is especially high risk. Oral-genital sex on a male (fellatio) is also risky, but risk is reduced if it is done with a condom or stopped before ejaculation. Oral sex on a female (cunnilingus) may be more risky during menstruations. (Although HIV is occasionally present in small amounts in the saliva of people with AIDS, there is no evidence that saliva can transmit the virus.)

continued on page 2

DISCRIMINATION: Attitudes - Where Have They Gone?



Kevin Sharp

Superstition has taught us that the number "13" is an unlucky omen in our lives. Though many of us believe this to be the case, for me the number represents an opportunity to reflect upon the changes that have taken place not only in my life, but also in the lives of many individuals at the University.

As a "male" department secretary at

the Laboratory of Nuclear Studies I was, by virtue of my sex, a rare commodity at the University. For those who recall the days of the department secretary and the A grade level structure, you too can appreciate from where we have progressed. I was young, not yet 20 years old. I was hired at Cornell in the fall of 1977, after "13" interviews, as a department secretary A-13 at a salary of \$6,300 per year. This was indeed an improvement over past employment outside the University and created a new sense of excitement and exuberance in me. Though it was difficult overcoming the dozen rejections it took me to secure employment at the University, this thirteenth interview proved to be a charm. Those were the days

when computers and word processors were still in the future. Days when you typed a paper and cut and paste meant scissors and rubber cement and you were lucky to finish a project without at least one page of the paper being a quarter inch thick. Those were the days when you relied upon the copy machine

to make each page look like an original.

In the early Spring of 1978 I had plans for my wedding in the works and my career did not exist. For many A-13 secretaries, mine was a job and not a career. During this time I was contacted by *The Ithaca Journal* who had received my name from the Personnel Office, then located in B-12 Ives Hall. As it was explained to me, National Secretaries Day was fast approaching and they would like to write an article on the event, but approach it from a different angle and they would like to send a reporter to the office. I was thrilled. After facing the continual rejections, I was finally going to get the recognition that I felt I deserved. On April 27, 1978, National Secretaries Day, my picture and subsequent article was on the front page of *The Ithaca Journal*. I recall reading the article and how proud it made me feel. I recently pulled the article from my personal archives and can honestly reflect upon my then unknown career and the road that many office professionals should follow.

A lot has taken place in those 13 years. I am now the Assistant Director of Cornell University Conference Services but have made many stops on my way here. I managed to climb the ladder of success as I went from secretary to executive secretary to administrative aide to assistant director. I look back on the secretaries day article and cringe at the thoughts and perceptions of people. My former supervisor

was quoted in the article as saying, "My friends kid me about it: 'Can he type? What are his legs like?' I kid about it too. I tell them 'He has a great chest.'" She went on to say, "It seemed strange. The personnel department told me they had a male, would I be willing to interview him. I wondered what kind of guy he was, why he wanted to be a secretary. But then I met him, and it seemed normal." My former supervisor was not the only person to reflect the attitudes of the time. I too was guilty when referring to previous employment I said, "I worked at IBM with seven girls. The job has its benefits." Today, those remarks border on sexual harassment, sexual discrimination and homophobia.

The university has come a long way since 1978. Each person must take the responsibility to overcome innuendos

and remarks. Each person, especially those in a managerial role, must maintain the knowledge necessary to keep the doors of success open to all individuals.

Thirteen is indeed a lucky number for me. I keep the article because it is a reflection of where we have been and I share the thoughts and attitudes of our recent past with my children. We must learn from history and move forward to creating an atmosphere conducive for all.

Photo by Doug Hicks

*"Twelve interviews.
Twelve rejections.
Was it because
I was male?"*

AIDS: Get The Facts!

continued from page 1

3. Pregnancy or birth, from an infected mother to her fetus or newborn infant. HIV can be transmitted from infected women to their fetuses during pregnancy, labor, or deliver. Infected women can also pass the virus to their babies through breast-feeding.

How can I protect myself?

- 1. Don't share needles** for any drugs, including steroids. If you must share, clean your works (needle and syringe) with bleach, rinse with water.
- 2. Make careful choices about sexual activity.** Consider all options: abstinence, masturbation, monogamy (one sexual partner), knowledge of the sexual history of your partner(s), and safer sex.
- 3. If you decide to be sexually active, practice safer sex:** use condoms and spermicides during vaginal intercourse and anal intercourse; use condoms for oral sex on a man and dental dams or split condoms for oral sex on a woman and oral-anal contact (rimming); mutual masturbating without exchange of blood, semen, or vaginal fluid is safe; touching, hugging, and fantasy are safe. **Be creative!**
- 4. Don't mix alcohol or other drugs with sexual encounters:** they may cloud your judgment (and your partner's) and lead you to do things you would not do with a clearer head.

If I think I may have been exposed to HIV, what should I do?

You may want to consider taking the HIV Antibody Test (sometimes incorrectly referred to as the "AIDS Test"). In most cases of infection with HIV, the body produces antibodies within six months. The HIV Antibody Test detects the presence of these antibodies; it is not a test for AIDS. It is suggested, in

most situations, that you get an anonymous test, one in which you never give your name and there is no record of your having had the test.

For anonymous HIV Antibody Testing at Gannett Health Center:

1. Call 255-3978 or 255-6958.
2. Request an anonymous appointment.
3. Give first name only or make up a name.
4. You will be given an appointment with a trained counselor
5. At your first appointment, you will: receive information and counseling; have a blood sample drawn; receive a code number (as your only identification); schedule a follow-up appointment.
6. At your second appointment (usually three weeks later), you will: receive your test results (given only in person); receive counseling and referral, as needed.

For anonymous HIV Antibody Testing through the NYState Testing Center, call 1-800-562-9423.

FOR MORE INFORMATION ON AIDS OR OTHER STDs, OR TO REQUEST A PROGRAM IN YOUR DIVISION, DEPARTMENT OR UNIT: Contact Sharon Dittman, Health Education Services, 3rd Floor, Gannett Health Center, 255-4782

Editors Note: Networking takes pride and responsibility in assisting to educate the Cornell community on issues that sometimes are difficult for people to face, or issues that are uncomfortable for people to talk about. The AIDS epidemic is a reality! Our purpose and goal with the assistance of Sharon Dittman, the Cornell University Sexuality/AIDS Educator and the Cornell AIDS Advisory Committee is to run a series of articles on AIDS. The unknown can sometimes be very frightening - we are hoping that are facts and information sheets will educate us all and that we all take our share of responsibility in this serious health problem. The disease of AIDS does not discriminate!

January 31, 1991

Dear Fellow Employees,

The arrival of the new year brings with it a host of issues that concern all of us, many of which have an impact on our daily lives. I am struck by the fact that the last few months have been tough for many of us but am hopeful that, as colleagues and friends, we can continue to lend support to one another in the future.

In the face of the problems that impact Cornell employees and the employee environment, members of the Employee Assembly have been volunteering many hours trying to represent the interests of fellow employees to the University Administration. The Employee Assembly is the only body on the campus which represents the concerns and interests of all employees. In response to our recent suggestions from the Task Force on Working families, the University has employed a coordinator for Working Family Programs. The establishment of the Medical Hardship Grant/Loan Fund is the result of yet another Assembly action. We are currently attempting to develop a response to the transportation plan which adequately addresses employee needs and concerns.

If you are interested in working with us as we continue to try to find solutions to the issues facing employees in the Cornell community, I would like you to consider running for election for one of the 6 seats on the Assembly which will be available this spring. You may be interested, instead, in serving as an employee representative on University or Assembly committees. If you would like more information, please contact the Office of Assemblies in 165 Day Hall.

Sincerely,

Henry DeVries
Chair, 1990-91
Employee Assembly

**PARTICIPATE IN THE
DECISION-MAKING PROCESS**
Get Involved In Employee Issues
Help Effect Positive Change

Join the 1991-92
EMPLOYEE ASSEMBLY

Sponsor an Employee Advisory Referendum
Join an Assembly Committee

INTERESTED?

PETITIONS AVAILABLE

**Petitions due Friday
February 15, 165 Day Hall**

Contact
Office of the Assemblies
165 Day Hall, 255-3715

TIPS FROM THE FIELD

CROSS-COUNTRY SKIING

The Fitness Sport Almost Anyone Can Enjoy!

borrowed from the January 1991 Mayo Clinic Health Letter

This winter, don't let your commitment to fitness go into hibernation. If the next few months find you in snow country, take heart. There is an outdoor winter sport that is good for your cardiovascular system. In fact, it may be among the best all-around exercises - but so easy that almost anyone can enjoy it.

Cross-country skiing combines the advantages of skiing and hiking. Here is why we recommend it:

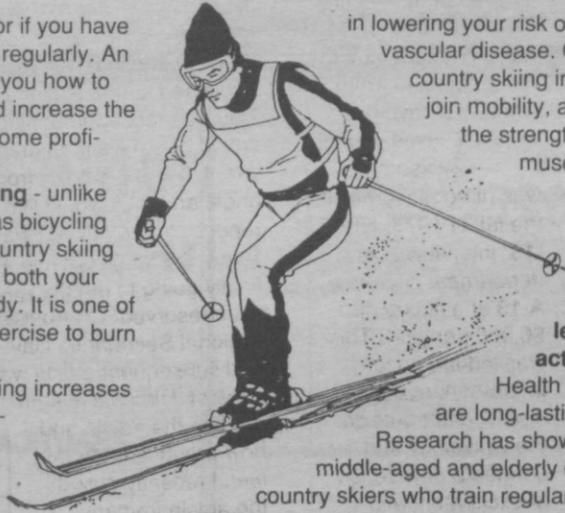
***Easy to learn** - Even if you have never been on skis, a few lessons and practice sessions are enough to get started. You may be tempted to use the skis like snow shoes and "tramp" across the field, holding the poles for balance. But to get the best - and most pleasant - workout, learn the simple rhythm of kicks, glides and poling motions. Look for lessons at your local YMCA or community adult education programs.

Because cross-country skiing is a vigorous sport, check with your doctor if you have a heart problem or other

chronic conditions, or if you have not been exercising regularly. An instructor can show you how to start moderately and increase the intensity as you become proficient.

***Total conditioning** - Unlike many sports, such as bicycling or walking, cross-country skiing makes demands on both your upper and lower body. It is one of the best forms of exercise to burn calories.

Cross-country skiing increases your aerobic power - the ability to take in, transport and use oxygen, as well as your muscles' ability to produce energy efficiently. Beneficial effects on your cardiovascular system include lowering your low-density lipoprotein (LDL) cholesterol (the "bad" kind), raising your high-density lipoprotein (HDL, "good" cholesterol, and help



in lowering your risk of cardiovascular disease. Cross-country skiing improves joint mobility, and also the strength of your musculo-skeletal system. An "age-less" activity - Health benefits are long-lasting.

Research has shown that middle-aged and elderly cross-country skiers who train regularly for decades have the same freedom from heart disease as the most fit of men their age who do not ski.

Psychological benefits - Cross-country skiing frees you from the "cooped-up" or "cabin-fever" feelings of winter. Woodland trails put you in touch

with nature. Staying in good condition gives you an overall sense of well-being. Regular, moderate exercise helps control stress.

Inexpensive - You can get a fine pair of cross country skis and boots for \$200 to \$300.

Cross-country skis are longer, narrower and lighter than downhill skis. Cross-country boots are light and resemble regular shoes; a tab at the toes clips them to the skis.

In many areas, you can ski for free and close to home, at a park or golf course.

Knickers and knee socks are the classic cross-country skiing style, but you can find serviceable winter wear in your closet. Don't forget gloves, a hat and sweater. It is essential to wear clothes that "breathe."

And be careful to include several layers of clothing. You may want to add or remove clothes as you go.

Weight Loss Tips To Last A Lifetime

borrowed from the December 1990 Mayo Clinic Nutrition Letter

There is only one way to lose weight. And if you do it right you will never have to do it again. To lose a moderate amount of weight - 25 pounds or less - you have to eat more of some foods and less of others, and you must commit to a regular program of physical activity. Live by these rules and you will control your weight, and you will feel good.

1. Eat regular meals.
2. Plan snacks
3. Choose foods that are low in fat and high in complex carbohydrates.
4. Limit lean meat or meat alternatives to five to seven ounces a day.
5. Exercise aerobically at least every other day.

***Set realistic goals** - Establish specific, attainable goals. Say, "I will eat two bran muffins at breakfast instead of skipping breakfast and having a donut at mid-morning."

***Keep it fun** - The best intentions won't help you attain goals that you

perceive to be drudgery. If you don't like to jog, for example, take up social dancing instead.

***Focus on your feelings** - Work on developing a sense of satisfaction that comes from feelings of accomplishment, self-esteem and control of your own behavior. This type of internal reward can help you make a long term commitment to any lifestyle change.

***Keep a journal** - Keeping a record of what you eat and when you exercise helps you mark your progress in meeting your goals.

***Lapse but don't collapse** - Don't let occasional setbacks - and there will be some - weaken your commitment to lose weight. Do not expect to be perfect. Take as much time as you need to develop a healthier way to live.

***Maintain moderation** - Does weight control mean you can never eat your favorite foods again? Not at all. But do set reasonable limits.

Is Food Causing a Problem in Your Life?

Do you eat when you are not hungry?

Do you go on eating binges for no apparent reason?

Do you have feelings of guilt and remorse after overeating?

Do you give too much time and thought to food?

Do you look forward with pleasure and anticipation to the moments when you can eat alone?

Do you plan these secret binges ahead of time?

Do you eat sensibly before others and make up for it alone?

Is your weight affecting the way you live your life?

Have you tried to diet for a week (or longer), only to fall short of your goal?

Do you resent others telling you to "use a little willpower" to stop overeating?

Despite evidence to the contrary, have you continued to assert that you can diet "on your own" whenever you wish?

Do you crave to eat at a definite time, day or night, other than mealtime?

Do you eat to escape from worries or trouble?

Have you ever been treated for obesity or a food related condition?

Does your eating behavior make you or others unhappy?

If you have answered yes to some of these questions, maybe Overeaters Anonymous can help. Overeaters Anonymous is a fellowship of men and women who, through shared experience and mutual support, are recovering from compulsive overeating. OA is not a diet club.

Meetings are held on Wednesdays, Noon-12:45 p.m. at Anabel Taylor Hall, Room G-18. Saturdays, 11:00 a.m. - 12:30 p.m., Red Cross Building Basement (via back door), 201 W. Clinton Street

Physical Activity Classes - Available Spring 1991

Open to all Cornell Employees through the Cornell University Wellness Program.

Low-impact Aerobics: 6:30 - 7:30 a.m., MWF, Dance Studio HNH

This class emphasizes body sculpturing and fat burning through movement. This is for our early birders! Men are encouraged to attend. Any level of skill will be accommodated. Start your morning out with a bang. Classes began January 21st and will finish May 24th.

Low-impact Aerobics: 5:00 - 6:00 p.m., W, Dance Studio HNH

This class emphasizes low-impact and fat burning. It is exclusively open to wellness members only. This is our only afternoon aerobics class offered. Once again men come on in! This class began Jan 16th and finishes June 12th for the Spring term.

Toner-cise: 12:25 - 1:10 p.m., T-R, HNH Gym

This class emphasizes the strengthening, toning and flexibility of the upper and lower body. This is a great complimentary class to your aerobic workout sessions.

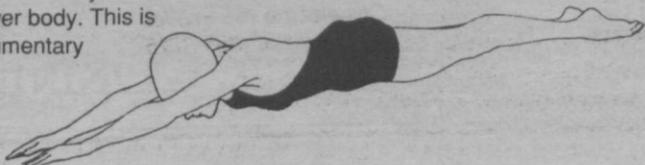
This class has been affectionately named, "the moan and groan class". Come see what it's all about.

Water Aerobics: 7:00 - 7:45 a.m., T-R, HNH Pool

This class is an interesting option to the land aerobics. Exercising in the water is so refreshing and very easy on the joints. No prior experience is needed. Come try our new class! Class began on January 15th and will finish June 13th.

Open Lap Swimming: T-R, 10:00 - 11:15 p.m., M-W-F, 12:15 - 1:30 p.m., M-T-W-R, 2:15 - 2:45 p.m.

If interested in any of these classes come for a complimentary class. To register contact the Wellness office at 255-5133. Course fees are \$2.00 per class. Fees are due when you begin the course and will be prorated as to the number of classes remaining in the semester.



REMINDER: For those employees still interested in joining the 1991-92 Wellness Program new applications are being accepted at this time. Contact the Wellness Program at 255-5133 for more information or complete the attached registration form.

Cornell University Wellness Program

Registration Form

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

Name _____

Age _____ Sex _____ Department _____

Title _____

Staff _____ Faculty _____ Full-time _____ Part-time _____

Campus Address _____

Telephone # _____

Summer Address _____

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

Best time of day to participate? _____

How did you find out about this program? _____

It is recommended to hand carry your registration form to Helen Newman Hall, since space is limited. Registration forms have been accepted since, January 14, 1991.

UNCLASSIFIED ADS

For Sale

Double-Wide Mobil Home. 1987 model Skyline, 24x48 with slate blue siding. Upgraded hardware on cabinets, natural gas, W/D, refrig., stove, outside faucets and electric outlets, 2 full baths, 2 bedrooms, den, intrepid woodstove, awning over entry, 8'x6' steel storage building, lots of storage space. In Varna. One mile from Vet school, on bus routes. Asking \$35,000. Must sell - moving! Please call Kathy at 255-5439 or 272-0103.

Computer - Turbo XT system with Phoenix BIOS ROM 2.27, 640K, 20mg harddrive, XTRON monitor, Star NX-10 dot matrix printer with ribbons; 5-shelf bookshelf; TV cart; Beta VCR; DYN turntable, AM/FM radio, huge speakers; 36" round dining room table and chairs; 50" wood coffee table; hide-a-bed- queen size 72" couch; 2 lamps/shades; 2 end tables; bedroom set (dbl. bed, springs, mattress, night stand, chest of drawers); 5-drawer vanity with round mirror, chair 41" collapsible balled table (old); Please call Kathy at 255-5439 or 272-0103. Must sell moving!

Nintendo Entertainment System (NES). Includes base unit, 2 control pads, light gun, joystick and four game modules. \$120. Please call 255-0493.

1986 Toyota 4x4 Long Bed Pickup - Excellent condition - 82K miles. Asking \$5,500. Please call Shirley at 255-0558 (days) or 687-5226 (evenings).

Sharp Carousel II Microwave Oven - with turntable. \$125. Please call Pat at 255-9867 or 273-8544.

Exercise

Employee Noon Hour Aerobics - Instructor: Amy Brill, classes began January 7, 1991 and will run through May 3, 1991. M-W-F, 12:20 to 1:10 p.m., Helen Newman Gymnasium, \$2.00 per class. Please call Debbie Gatch at 255-5133 to sign-up.

Cornell Recreation Club News

The Cornell Recreation Club is planning many exciting trips and some great events for this coming year. Now is the time to join CRC! It is so easy, just call the CRC office at 255-7565 and ask for your membership application.

LANCASTER, PA: March 15-17 - Here is one great way to beat those winter blahs—spend the three days at Willow Valley Resort! Your group leader Susan Hollern plans on keeping you busy and on the move. The group will leave from Cornell's "B" lot at 8:00 am sharp. You will have a few hours to relax and get acclimated to your new surroundings before meeting the group to leave for some shopping at Rockvale Square. You will be back at the hotel in plenty of time to take advantage of the wonderful dinner buffet. After a sumptuous breakfast, the group will experience a 3-hour ride through Amish country. Lunch is on your own. More shopping! Saturday evening is yours to do as you please. Dinner is included. On Sunday after the beautiful Sunday Brunch, we will sadly bid adieu to Willow Valley and

head back to Ithaca. All this can be yours for only \$145.00 per member. A \$45.00 deposit is required upon signing up. Final payment is due no later than February 22, 1991. We must have at least 30 people signed up for this trip by February 15, or we will have to cancel the trip. Reserve your place today.

BALTIMORE, MD: April 18-21 - Enjoy the spring at the beautiful Baltimore Harbor. The group will be staying at the luxurious Hyatt Regency overlooking the Harbor. Included in this tour is a dinner cruise on the Harbor, a city tour of Baltimore, a day trip to Annapolis and three continental breakfasts. Donna Vose has planned this trip for you and will be your hostess for the four days. The cost of this trip is only \$255.00 per member. A \$55.00 deposit is required upon sign up. Final payment is due on March 22. We must have at least 30 people signed up for this trip by March 15, 1991 or the trip will have to be canceled. Don't miss this trip!

Transfers and Promotions Employees on the Move

EMPLOYEE	NEW DEPARTMENT	EMPLOYEE	NEW DEPARTMENT
S A Addy	Entomology	Denise Mahaney	Natural Resources
Hana Barker	Biotechnology Program	Janet Mathews	Natural Resources
Karen Bartlett	Residence Life	James Mazza	Alumni Affairs
Ann Bell	Customer Service	Susan McNamara	Equal Opportunity Office
William Brangan	Nuclear Studies	R D Neiss	Veterinary College
Lisa Bryson	Biochemistry	Nadine O'Brien	Telecommunications
Michele Buddle	Physiology	Deborah Overslaugh	Government
Steve Buschini	Hotel Administration	Douglas Parsons	Building Care
Patricia Cain	Communications	Michael Patten	CIT
Sally Campbell	CIT	Melora Pedersen	Nutritional Sciences
Nada Carruthers	Entomology	Lloyd Quick	Animal Science
Connie Cook	Unions & Activities	Andrea Ray	Public Safety
Sabrina Cuttler	University Press	K R Roneker	Animal Science
Tony Damiani	Hotel Administration	C J Roth	Veterinary
Chris Day	SCAS	C Santiago Maya	Microbiology
Debra DeCamillo	Engineering	Kevin Sharp	Customer Service
Sidney Doan	Education	Michael Skvarla	Conference Services
M Eames-Sheavly	Fruit & Veg Science	Janice Slattery	Nat'l Nanofab Facility
Judi Eastburn	SCAS	Darin Smith	Facilities
J. Fenstermacher	JGSM	Dawn Smith	Facilities
Mary Ann George	Engineering	Rebecca Smith	Plant Pathology
Christopher Gilman	JGSM	Elaine Spirawk	University
Penny Given	Government Affairs	William Stearns	Development
Bonnie Hart	Food Science	Susan Stephens	Education
Jeffrey Hetzel	Statler Hotel	Carrol Stevens	Chemistry
Silvia Hoisie	CIT	Juliet Tang	University
Steven Hotovy	Theory Center	Kathryn Tholen	Development
R. Huislander	Education	Monica Thomas	University Libraries
Ellen Ingersoll	University Libraries	Michael Tolomeo	Entomology
Mark Johnson	Athletics	Francesca Verdier	Auditor's Office
R. Anne Keville	University Libraries	David Wakoff	JGSM
Helen Klausner	Human Ecology	Donna Whiting	Communications
Donna Kowalski	Entomology	Veronica Zielinski	Theory Center
Betty J. Leete	Veterinary College		Finance & Business Svcs
R. Leibensperger	Theory Center		Nutritional Science
Kathy Lynch	Cornell Abroad		University Libraries

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 affects 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
Sexual Assault Educator for CU ♦ Nina Cummings
Public Safety - Crime Prevention ♦ Lt. Ted Pless
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.

LEADERSHIP LEADS

Don't plow with mules— by George Peter

We recently were privileged to participate in a retreat at Wells College. It was a part of *Leadership Cayuga*, which is a six month leadership development program sponsored by the County Chamber of Commerce. Senior Extension Associates, Don Tobias and Clarence Reed, of Cornell Cooperative Extension, were the facilitators. It's a thrill to be a part of Cornell when we can witness such excellent presentations as these two men made.

When any modern expert on leadership talks or writes on the subject, there seems to be common accepted concepts of effective leadership. The old way was to treat them like a mushroom—keep them in the dark and feed them manure. Messrs. Tobias and Reed emphasized what we have been saying for a long time in this column. Effective leadership is the ability to communicate in multi-directional ways and to involve the people in planning and organizing. Success comes from helping people sense that they are a part of the team.

What amazes me is that we see so many places where this just doesn't happen. A CEO of Sony was asked, "How come the Japanese have such a

successful management style as compared to Us?" His answer was, "You treat your people like machines, we treat ours as human beings". That sums it all up in a nut shell.

In the old days farmers plowed their fields with horses or mules. I've spent more than a few days behind a team of horses plowing one furrow at a time. Modern tractors plow eight, ten, twelve or more furrows at a time and at much faster speeds. The farmer can sit in an air conditioned cab with a stereo player and the works.

Things have changed for the better. Trying to manage people instead of leading them is something like trying to plow with a team of horses or mules. We ought to get up to date in leadership skills. We'll get much more done in a shorter time. And it will be much more pleasant for all concerned.

Networking

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CORRECTION

Please note: In last week's Employee Spotlight, there was some confusion between topography, the graphic delineation of terrain, and Deena Wickstrom's real interest, typography, which deals with the style, arrangement or appearance of type on printed matter. She would not presume to have any knowledge or expertise with maps, which takes specialized training she does not have. The *Networking* Editorial Board apologizes for this error.