

# CORNELL Chronicle

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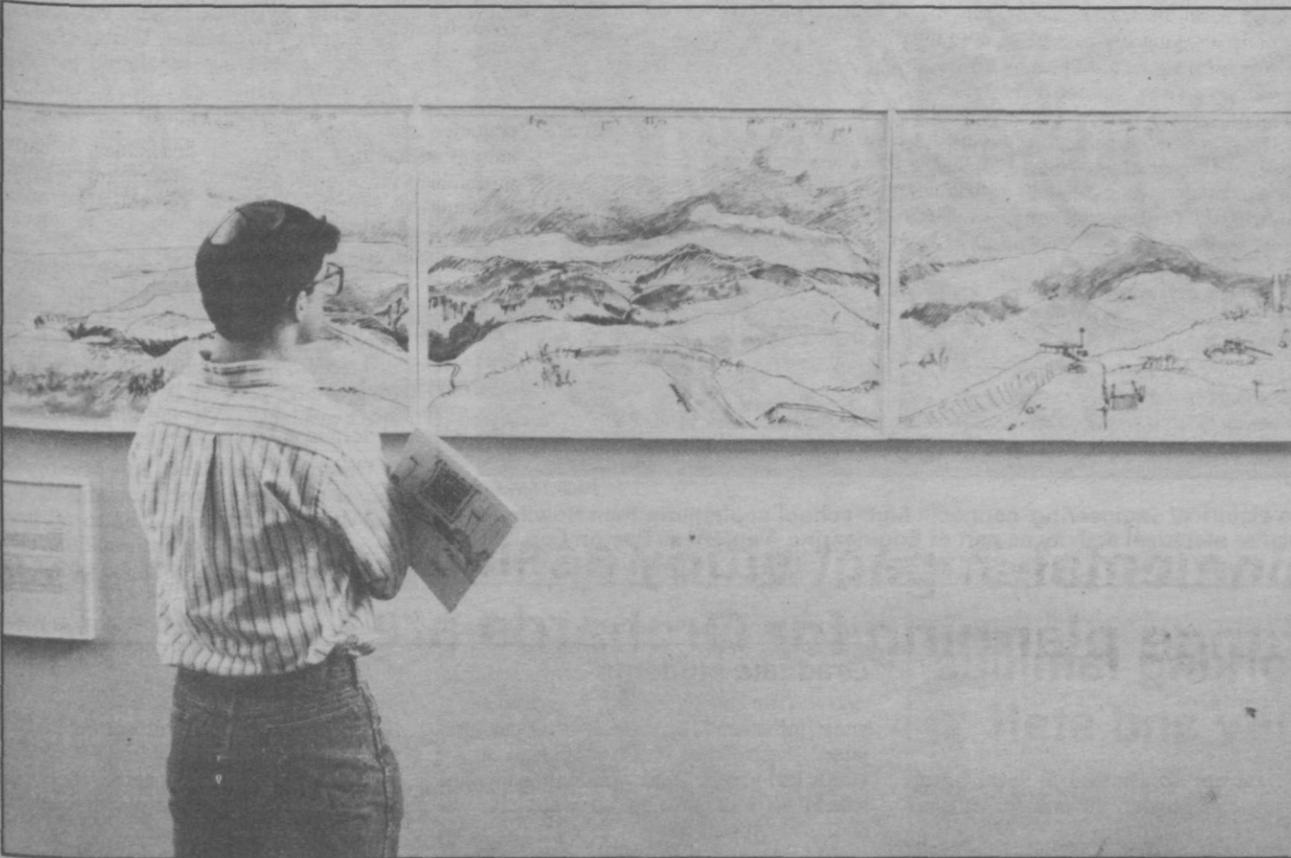
3

Faculty Oppose  
Traffic Plan

7

Campus  
Visitors

## 'Art and Action'



David Lynch-Benjamin

Freshman Shai Stahl admires one of the watercolor and ink drawings by Alex Singer '84 that are on view at the Jewish Living Center, 106 West Ave., in an exhibition titled "Art and Action." After graduating from Cornell, Singer moved to Israel and was drafted into the Israeli Army in 1985. He was killed in 1987 in a battle in Lebanon.

## Panel seeks more aid for grad students

The Committee on Graduate Student Life, in the second of three reports, has recommended greatly increased financial support for graduate students, though admittedly without a funding plan.

The faculty-and-student committee said Cornell should guarantee graduate students stipends that meet actual costs of living and should provide aid in multiyear packages — of two years for master's-degree candidates and at least three years for Ph.D. candidates — offered with acceptances to graduate programs.

The committee does not suggest where funds will come from for these and other recommendations, such as free health insurance and subsidized housing for graduate-student families. Lacking such funds, it says, Cornell could consider reducing the number of graduate students.

The report was submitted to Provost Malden Nesheim who, along with the Graduate School Dean Alison Casarett and the General Committee of the Graduate School, formed the eight-member committee last spring.

Nesheim began distributing the report last week to Casarett and the academic deans. He said it was premature for him to comment.

The committee's first report, submitted last October, dealt with recommendations on how graduate students might increase their role in university decision-making. Its third report will address graduate advisers, mentoring and special committees.

The Board of Trustees last month approved a 10 percent increase in the basic graduate-student stipend for 1991-92 — the third straight 10 percent increase despite tight budget constraints throughout the university. In 1989, Casarett initiated a cost-of-living survey for graduate students and has advocated both higher stipends and more attention to graduate-student life.

But the committee's chairman, nutritional sciences Professor Jere Haas, said in an interview that graduate-student stipends still will fall about \$1,260 below students' actual cost of living in 1991-92, assuming a 7 percent increase in the cost of living.

The basic, nine-month assistantship in endowed units in 1991-92 will be \$9,075 for first-year graduate students, \$9,225 for second-year students and \$9,375 for third-year students. These are minimum levels, and average stipends for these groups are higher because deans and departments have the option to exceed minimums.

Moreover, tuition — at \$16,170 in the private colleges and \$7,270 in the state-assisted colleges — is generally waived for graduate students and is paid by the university.

Haas said Cornell's current stipend level is about average, according to a 1989-90 nationwide survey conducted by the University of Nebraska. But he said that to remain competitive in an increasingly tight graduate-student market, Cornell must offer higher stipends.

The committee's recommendations come in the midst of university budget cutbacks and some layoffs that have been caused by significant state-revenue shortfalls and reduced federal support. In addition, President Frank H.T. Rhodes recently called on the university to trim an additional \$10 million, or 4 percent, from its general-purpose budget by July 1992, bringing Cornell's projected base-budget cuts to more than \$26 million from 1987 to 1992.

But the committee's recommendations  
*Continued on page 2*

## Akwe:kon

### Construction starts on American-Indian center

A traditional Iroquois tobacco-burning ceremony will be held Friday, March 1, at 2 p.m. at the corner of Triphammer and Jessup roads to mark the construction start of "Akwe:kon," the new American-Indian residence-program house.

Chiefs of several Indian nations, members of the statewide advisory council to the American Indian Program, and university officials, faculty and students will be on hand for the ceremony. The residence-program building, which will house 35 students plus faculty-in-residence and visiting scholars, is expected to open for the fall 1991 semester.

"The tobacco-burning is a form of blessing, a way of asking direction and bringing peaceful thoughts to an endeavor," explained Ron LaFrance, director of the American Indian Program. LaFrance, who is a Mohawk chief, will conduct the ceremony. He said the residence-program house will be dedicated to serving what is, in the American-Indian view, "the most sacred thing we have: our sons and daughters."

Akwe:kon (pronounced ah-GWAY-ghon) in the Mohawk language means "all of us," LaFrance said. "This house, built on historical Cayuga homelands, will be a supportive community for Native and non-Native students who are interested in American-Indian issues. This is where we will take classes together, where we will eat, live, work, play — and, maybe fight — together."

The residence-program house has been planned since 1983, when it was determined that renovating an earlier American-Indian house on Stewart Avenue to meet safety codes would be more costly than building a new one.

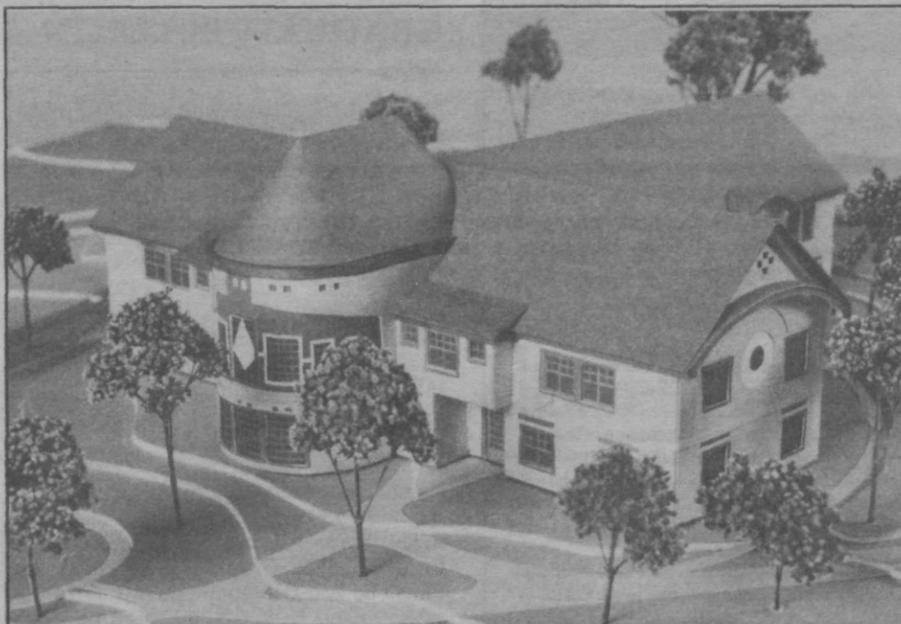
Akwe:kon will become one of the university's nine residence-program houses, which are administered by the Cornell Department of Residence Life. (Other such houses include the Jerome Holland International Living Center; Just About Music; Ecology House; Risley Residential College, for students interested in the performing arts; and Ujamaa Residential College, for students interested in African-American issues.)

In addition to its single and double rooms for students, faculty-in-residence apartments and guest rooms, Akwe:kon will

have kitchen and dining facilities, a community room, a library, computer facilities and office space for the American Indian Program. That multidisciplinary, intercollegiate program with approximately 20 affiliated faculty members offers history, anthropology and sociology courses to increase all students' awareness of American-Indian heritage.

The center also will be the headquarters for three student organizations: Native American Students at Cornell, the American Indian Science and Engineering Soci-

*Continued on page 8*



Jon Reis

A model of the new American-Indian center at Triphammer and Jessup roads.

## Well connected



Peter Morenus

Andrea Wolga (center), a graduate student in electrical engineering, connects high-school sophomore Pam Nowlin of Rochester to a device used to measure muscular electrical activity as part of Engineering Awareness Day on Feb. 23.

## BRIEFS

■ **Photo contest:** The Cornell Alumni News, the Campus Store's photography department and Eastman Kodak Co. are sponsoring a photography contest that is open to faculty, staff and students. The contest is to help commemorate Cornell's 125th anniversary. Winning photographs will be featured in the September issue of the Alumni News; all submitted photographs, which should be about Cornell, will be included in a 125th-anniversary album. For details, contact Alanna Downey at the Alumni News, 55 Brown Board, telephone 257-5133. Deadline for submissions is May 31.

■ **Cornell on TV:** Cornell's Hazardous Materials Response Team, researchers in the Equine Performance Testing Clinic and physicists studying subatomic particles at the Wilson Synchrotron are featured in the next "Community Report" television show, at 10:30 p.m. Tuesday, March 5, on Cable Channel 7. Also, ice-hockey All-American Dan Ratushny talks about hitting the boards and the books.

■ **Parking changes:** Because construction has begun on the new building for the American Indian Program (related story, Page 1), some parking in the CC lot will be displaced. Individuals with ND or R permits should park in A lot, if there is no space available in CC lot.

■ **Computer discount:** Sun Microsystems Inc. is offering Cornell departments a special discount program of up to 60 percent through June 31. For information, contact Sun's Joel Conklin at (315) 445-0390.

## Survey on needs of working families is mailed to 1,800 faculty and staff

A survey that asks about how the needs of children and dependent adults affect Cornell faculty and staff was mailed to some 1,800 people this week.

"The survey is meant to provide us with the information needed to assess the extent to which our benefit and support programs meet the family needs of all Cornell employees," said Joycelyn Hart, associate vice president for human relations.

Recipients are guaranteed confidentiality and asked to respond within one week.

Those without dependents are also encouraged to respond because the survey includes questions about other stresses on working life, such as finances, relationships and the health of others.

The Working Family Programs survey runs 29 pages, but only eight need be completed by people without dependents. Answering the full survey should take no more than 30 minutes, Hart said.

Organized by Hart's office and the Department of Human Development and Family Studies, the survey is a result of a report issued last year by the 16-member Task Force for Working Families that was led by Human Service Studies Professor John Ford.

"It was difficult to assess the extent of Cornell employee needs because most

people are not accustomed to speaking up on family-care issues," the task-force report stated.

In its recommendations, the task force suggested that Cornell establish the position of work-and-family-life coordinator to help provide access to information, help alleviate stress and demonstrate the university's interest in its employees.

Marilee Bell has been appointed to fill those functions as assistant to the associate vice president of human relations for working family programs. She is also coordinating the survey.

Other recommendations made by the task force will be considered after survey results have been analyzed, according to Hart.

Those recommendations include:

- Adopting a comprehensive definition of family — to include unrelated persons who share a common household and consider themselves family — to reflect changing laws and employment practices.

- Exploring and making available at-home work alternatives and alternative work schedules.

- Identifying more on-campus sites for day-care centers and outlying family day-care homes.

—Lisa Bennett

## Graduate students *continued from page 1*

were influenced by concerns about projected shortfalls of Ph.D. candidates in the 1990s and a belief that "graduate education should be accessible to all who have the skills," the report states.

The report says stipends should be indexed to the cost of living, adding that they had fallen 25 percent short, on average, from 1981 to 1989. It says the trend began to change in 1989-90.

The committee recommends that stipends be further supplemented to meet individual needs, such as child-care costs, international taxes, research and travel expenses not covered by faculty grants; that stipends for Ph.D. candidates be increased by 10 percent when they complete their second year and A-exams; and that stipends be adjusted when there is a sudden increase in student expenses, such as housing, health insurance or parking costs.

Among the committee's other recommendations were these:

- All health-insurance costs should be covered, or at least subsidized to a level comparable with insurance aid provided to undergraduates.

- The university should attempt to limit the number of terms that graduate students are required to teach to six but should find other sources of financial support for those who are required to teach more than six terms.

- Parking fees should not be increased, and students should be permitted to participate in the OmniRide program that is offering free bus passes to employees who don't drive to campus.

- Rhodes and other research-university presidents or their representatives should form a committee and announce a campaign to persuade government officials that higher education is in a state of national emergency.

- The Department of Residence Life should reconsider its market-value pricing policy and provide a substantial number of subsidized housing units to graduate-student families.

- Cornell should increase efforts to attract — and support — women, minorities and professionals willing to return to college.

The committee consists of seven faculty members, four graduate students and Joycelyn Hart, associate vice president for human relations.

—Lisa Bennett

**Please recycle this paper . . .**

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

## CORNELL Chronicle

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

## GRADUATE BULLETIN

**Health:** Effective with fall 1991 registration, holds will be placed on the registration of all students who have not complied with the new state immunization requirements. Because this is the first time this law applies to graduate students, Gannett Health Center will attempt to contact all students born after Dec. 31, 1956, whose file indicates that they need doses of mumps, rubella or measles vaccines. Note that two measles vaccinations are required. In addition, international students should have submitted results of a tuberculin skin test (PPD or Mantoux).

**Summer support:** Applications for summer assistantships, fellowships or summer tuition awards are available at graduate field offices. All financial documents must be filed in the Graduate Fellowships and Financial Aid Office by March 1 to be eligible. Each field sets deadlines for completed applications; applications are submitted by fields to the Graduate Fellowship Of-

fice by March 18.

**Tax workshops:** Income-tax workshops for international students will be conducted by a representative from the Internal Revenue Service on Thursday, March 7, from 1 to 2:45 p.m. and Thursday, April 4, from 8:30 to 10:15 a.m., Anabel Taylor Hall auditorium, second floor. If you have additional questions, contact the IRS toll-free at 1-800-829-1040.

**Elections:** Student trustee and Assembly elections voting will be March 5 and 6; all graduate students may vote at The Henry from noon to 5 p.m. or at other campus locations.

**Council meeting:** There will be a meeting of the Graduate Student Council Monday, March 4, at 5:15 p.m. in The Henry, Sage Hall.

**Course changes:** The last day for dropping courses and changing grade options is March 15. Courses may be dropped only through the last day of classes.

## Community science



Jim Cieri

Cornell luminaries helping the Sciencenter launch its fund-raising drive Feb. 23 to build a new facility were (from left): Hans Bethe, Dale Corson and (far right) Carl Sagan. They were joined by Charles Trautmann, Sciencenter director and a senior research associate in engineering.

## Faculty seek different parking-and-traffic plan

A bare quorum of Cornell's faculty voted unanimously last week to start all over again on the parking-and-traffic plan that the administration proposed last fall.

It was 17 minutes into the meeting before enough people had trickled in to make a quorum — 80 people, or 5 percent of the faculty of 1,600.

But once they arrived and sorted out whether seven "amendments" of Professor Keith Dennis were amendments or, more properly, a new motion, they quickly united in denouncing the administration plan.

They approved three resolutions:

- That any parking-fee increases "not exceed the average annual percentage increase in salaries and wages."

- That the administration plan — subsidizing bus commuting, promoting car pools and increasing parking fees to reduce demand for campus parking — "be abolished," and a new plan "be developed jointly" by the administration and the Committee on Transportation Services (COTS). A COTS proposal is already circulating.

- That parking spaces not be eliminated without "adequate replacements."

Paul Griffen, associate vice president for facilities planning and construction, said that he and William Wendi, director of Transportation Services, were aware of concerns raised by faculty and staff at four public meetings, and that they had begun new talks with COTS following those meetings.

"We don't have any problem with the resolutions," Griffen said, adding: "We have already said that everything is open for discussion as long as budget limits are respected and as long as we can still move toward reduction of demand."

Demand has continued to grow over the past decade; municipal restrictions make the building of new parking facilities almost impossible; the administration is committed, in any case, to keeping central-campus green space; and there are federal requirements to reduce campus traffic.

"We have always been willing to consider alternatives to meet our goals," Griffen said. "That is precisely why this plan was unveiled more than seven months before implementation."

Dwight Widger, the employee-elected trustee, and members of COTS — which has three faculty, three staff and three student members — have objected less to the general aims of the plan than to its details and to what they see as scant consultation.

They note, for instance, that many employees like the idea of free bus passes but fear that there won't be enough bus routes or frequent enough service, especially at odd hours. There is also opposition to the use of new or increased parking fees as a disincentive to drive to campus.

The next steps include a review of the COTS plan and an assessment of the costs of options, Griffen said.

## Susan Hubbard: technical-writing teacher spins tales by night

By day, Susan Hubbard teaches student engineers to write clear, well-executed letters, lab reports and proposals.

By night, or whenever she can find the time, Hubbard spins tales from the small, revealing details she observes in everyday life. Her arresting short stories won Hubbard the 1990 Associated Writing Programs' Award in Short Fiction and the publication of her first book, "Walking on Ice," by the University of Missouri Press.

Since its publication, Hubbard's collection of nine short stories has also been nominated for the Pen/Faulkner Prize, the Robert F. Kennedy Award, the Ernest Hemingway Foundation Award and the Janet Heidinger Kafka Prize. Recently, "Walking on Ice" was reviewed by the New York Times Book Review, which praised it as "minimalism O. Henrifed."

"I'm not big on ending stories with a fire or with a nun's decision to leave the

There's no enormous change, but because of that small movement, significant things occur."

In writing a story, Hubbard often works toward a particular scene in mind — "a cathartic scene, perhaps a scene of revelation." The stories that emerge are told through dialogue and the little details that color characters' lives, such as their kitchen, their cars, their curtains or even their fingernails. The details reveal the characters' vulnerabilities as they take risks and undergo shifts in their relationships.

"I suppose that putting together the details and pieces to form discrete wholes is a way of confirming my notion of reality — putting them in a story validates for me the reality I observe," Hubbard says.

After graduating from Syracuse University, Hubbard worked as a newspaper reporter. Covering business and investigating stories in New Haven, Conn., Binghamton and Syracuse taught Hubbard the power that her words could have.

Her articles on the state juvenile detention system in Connecticut shut down the system until a grand jury could investigate charges of corruption. In all, 107 reforms were ordered by the state governor as a result of Hubbard's probing.

"That experience taught me that words do not always speak more softly than actions. Words have a tremendous power," Hubbard says. "I must say that I enjoy that aspect of writing," says Hubbard.

After she married Jake Hubbard, a Syracuse University professor, she earned a master's degree in creative writing and literature. Her teachers at Syracuse included Tobias Wolff and the late Raymond Carver. She herself taught creative writing and technical writing there.

Although her teaching of technical communications in the College of Engineering is in sharp contrast to her fiction writing, both demand "avoiding ambiguity at all costs — unless, of course, ambiguity is used deliberately," says Hubbard. She says she enjoys working with engineering students, citing their talent for critical thinking and logic, and she enjoys helping them enhance their "awareness and fluency in developing a personal style."

"We offer them the coaching and practice they need in order to assure leadership in their profession," she says.

In whatever writing Hubbard pursues, whether technical or creative, she abides by Vladimir Nabokov's observation that good prose requires "the precision of poetry and the intuition of science."

"That phrase may seem contradictory or backwards, but it struck me as apt," she said. "It sums up the style that I try to achieve."

—Susan S. Lang



David Lynch-Benjamin

Susan Hubbard relaxes at home.

## Giving engineers communication skills

Engineers spend more than half their time at work writing or giving oral presentations, according to recent surveys. They must communicate complex technical concepts and innovations to colleagues as well as to the general public. Yet, until recently, the engineering curriculum offered engineering students little instruction and practice in these essential skills.

In 1987, the College of Engineering established its Engineering Communications Program to address this need. The program, directed by Professor Steven Youra, is one of only a few writing programs specifically for engineering students.

Cornell's unusual program combines two different approaches. Its four writing faculty offer a course, Engineering Commu-

nications 350, and they also help engineering teachers to incorporate writing into traditional engineering classes.

The stand-alone class emphasizes writing but also includes oral and visual presentation. Assignments are often framed as case studies that include real-life engineering and management materials and that highlight social and ethical dimensions of professional practice. Students prepare memos, letters, technical explanations, proposals, progress reports, instruction manuals and feasibility studies.

In writing-intensive engineering classes, written assignments often require students to discuss laboratory experiments or to explain technical concepts to audiences with different levels of expertise.

CORNELL  
People

church," says Hubbard, who teaches technical communications in the College of Engineering. "What interests me are the small changes and details of everyday life that reveal so much about a person's character and culture, and about dissonance in culture."

Hubbard's stories usually depict an "ordinary" person at a pivotal time. In "The Sitter," called a "Gothic tour de force" by the New York Times, a mother feels uneasy about leaving her infant with a strange baby-sitter. Later, the mother sends the sitter home with a man she just met in a bar. The sitter's father calls to say the girl wasn't home yet. Does the sitter ever make it home?

"The House Guest" revolves around a woman who is taken for granted by her professor husband. She is nervous about receiving her best friend from childhood and then infuriated by the friend the moment she arrives. But by early morning of the next day, not only her relationship with her friend has totally changed but so has her relationship with her husband.

"I can be captivated by overheard fragments of conversations — what James Joyce called epiphanies, moments that suggest more, that evoke a totality," says the 39-year-old author. "Sometimes a story suggests a small movement that takes place just beyond a character's field of vision.

# 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.

Army in 1985 and killed in 1987 in a battle in Lebanon.

## Olin Library

"Children's Literature: From England . . . to America," through March 15, Monday through Friday, 8 a.m. to 5 p.m. English and American illustrated books for children from the late 18th through the early 20th centuries.

## Willard Straight Hall Art Gallery

Photographs by Victor Englebert, sponsored by the Colombian Student Association, will be on exhibit through March 1.

Form and Farbe painting and sculpture by Brigitte Haffler and Rosa Gislodottir, on exhibit March 4 through 8.

## 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, 2/28

"Lost Time" (1990), directed by Pura Darakshandeh, with Sanaz Sehati, Framarz Sedighi and Tania Johari, free, 4:30 p.m.

"Imitation of Life" (1934), directed by John Stahl, with Claudette Colbert, Louise Beavers and Hattie McDaniel, 7:10 p.m.

"Reassemblage/The Lion Hunters," by Trinh Minh-Ha and John Marshall, 7:30 p.m., free, Uris.

"Memphis Belle" (1990), directed by Michael Caton-Jones, with Matthew Modine and Eric Stoltz, 9:45 p.m.

### Friday, 3/1

"Memphis Belle," 7:15 p.m.  
"Belly of an Architect" (1987), directed by Peter Greenaway, with Brian Dennehy, 7:15 p.m., Uris.

"The Hot Spot" (1990), directed by Dennis Hopper, with Don Johnson, Virginia Madsen and Jennifer Connelly, 9:45 p.m., Uris.

"Graffiti Bridge" (1990), directed by Prince, with Prince and Morris Day, 9:45 p.m.

"Fantasia," (1940), directed by Walt Disney, midnight.

### Saturday, 3/2

"Sangam" (Rishi Kapoor, Jayaprada), sponsored by India Association and South Asia Program, 1:30 p.m., Media Room, Uris Library.

"Mike's Kiddie Show" (1991), directed by Michael Smith, with Michael Smith, Alison Mork and Doug Skinner, 2 p.m.

"Fantasia," 7 p.m.

"Jules and Jim" (1962), directed by Francois Truffaut, with Jeanne Moreau, Oskar Werner and Henri Serre, 7:15 p.m., Uris.

"Memphis Belle," 9:35 p.m.

"Belly of an Architect," 9:45 p.m., Uris.

"Graffiti Bridge," midnight.

### Sunday, 3/3

"Surname Viet Given Name Nam" (1989), with guest speaker Trinh Minh-ha, co-sponsored by CCPA, free, 2 p.m., Johnson Museum.

"Fantasia," 4:30 p.m.

"Fantasia," 8 p.m.

### Monday, 3/4

"Jules and Jim," 7 p.m.

"The Gang's All Here" (1943), directed by Busby Berkeley, with Alice Faye, Carmen Miranda and Benny Goodman, shown with "What's Cooking Doc?" 9:30 p.m.

### Tuesday, 3/5

"People Power: The Philippine Experience," sponsored by the Southeast Asia Program, 4:30 p.m., Room B, Uris Library.

"Everybody Wins" (1990), directed by Karel Reisz, with Debra Winger, 7:15 p.m.

"Fantasia," 9:40 p.m.

### Wednesday, 3/6

"Near Death" (1989), directed by Frederick Wiseman, 7 p.m.

"The Little Mermaid" (1989), directed by John Musker, with Jodi Benson, Pat Carroll and Samuel Wright, 9:45 p.m.

### Thursday, 3/7

"Arachnophobia" (1990), directed by Frank Marshall, with Jeff Daniels and John Goodman, 7:15 p.m.

"Welcome Home, Roxy Carmichael" (1990), directed by Jim Abrahams, with Winona Ryder and Jeff Daniels, 9:50 p.m.

## LECTURES

### Archaeology

"Metaponto: Archaeology of the Greek Countryside," Joseph Carter, University of Texas, March 7, 8 p.m., 22 Goldwin Smith Hall.

### Campus Club

"Liveable Landscape Architecture," Marvin Adelman, landscape architecture, floriculture and ornamental horticulture, March 7, 10 a.m., auditorium, Boyce Thompson Institute.

### Classics

"Art and Ideology," Erich S. Gruen, University of California, Berkeley, March 5, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is the fourth of the seven Townsend Lectures on "Culture and National Identity in Mid-Republican Rome."

### East Asia Program

"Martial Arts as Self-Development and The New Kashima School of Warrior Arts (Kashima Shinryu)," Karl Friday, University of Georgia, March 1, 4:30 p.m., Asian Studies Lounge, 374 Rockefeller Hall.

"Buddhism in Medieval Yunnan: Report on a Recent Research Visit," John McRae, Asian religions, March 5, 4:30 p.m., Asian Studies Lounge, 374 Rockefeller Hall.

### Hillel

"Time Cycles: The Jewish Calendar," Topics in Jewish Tradition, March 4, 8 p.m., 314 Anabel Taylor Hall.

### Hotel Administration

Joseph Holland, founder and director of Hark Homes, Harlem, will speak on his shelter for homeless men, March 7, 10 a.m., 465 Statler Hall.

### Hungarian Student Association

"The Evolution of Central European Folk Dances in the Context of European Folk Dance and Folk Music History," co-sponsored by departments of theatre arts and music, Soviet and Eastern European studies, and international students' program board, March 1, 7:30 p.m., Room D, Goldwin Smith Hall.

### Latin American Studies Program

"Industrial Planning in Venezuela," Omar Hernandez, city and regional planning, March 5, 12:15 p.m., 153 Uris Hall.

### Medieval Studies (Quodlibet)

"Women and the Holy in Early Christian Ireland: Celticism and the Irish Evidence," Catherine Peyroux, Princeton University, March 1, 4:30 p.m., 22 Goldwin Smith Hall.

"Palestinians and the Crisis in the Gulf: How They See It and How It Affects Them," Muhammad Hallaj, March 6, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Philosophy Graduate Student's Association

"Homophobia and Lesbian/Gay Pride," Claudia Card, University of Wisconsin, Madison, March 1, 4:30 p.m., 142 Goldwin Smith Hall.

"Imitation and Gender Insubordination," Judith Butler, Johns Hopkins University, March 5, 4:30 p.m., Guerlac Room, A.D. White House.

### Society for the Humanities

"Census, Map, Museum: The Colonial States' Contribution to 20th Century Nationalism," Society for the Humanities' Annual Invitational Lecture, Benedict Anderson, Aaron L. Binenkorb Professor of International Studies, Feb. 28, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

"The Book - 'Promiscuous Oedipal' or Verbal Real Estate? Reading in a Transitional Age, 1880-1930," Janice Radway, Duke University, March 1, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Southeast Asia Program

"Human Rights in Southeast Asia," Sidney Jones, Asiawatch, Feb. 28, 12:20 p.m., 102 West Ave. Ext.

"Some Character of Vietnamese Traditional Culture," Tran Quoc Vuong, University of Hanoi, March 7, 12:20 p.m., 102 West Ave. Ext.

### Theory Center

"Why Every Manufacturer Claims to Have the Supercomputer," Gordon Bell, Student Computer Corp., March 4, 1:30 p.m., 456 Engineering and Theory Center Building.

### Western Societies Program

"Socialist Parties and European Integration in the 1990s: Adaptation and Response," Kevin Featherstone, University of Bradford and New York University, March 1, 12:15 p.m., 153 Uris Hall.

"The Presidential Election and the Dilemmas of Transition in Poland," Jadwiga Staniszkis, University of Warsaw, March 4, 12:15 p.m., G-08 Uris Hall.

"The Emerging European Security System: The Achievement and Agenda of Conventional Arms Reduction Talks," Jonathan Dean, Union of Concerned Scientists, co-sponsored by Peace Studies Program, government department, German Academic Exchange, March 5, 4:30 p.m., 156 Goldwin Smith Hall.

"Too Much of a Good Thing? Crises of Glut in European and Caribbean Societies," Jay Wylie, Massachusetts Institute of Technology, March 7, 4:30 p.m., G-08 Uris Hall.

## MUSIC

### Department of Music

Sonatas and Cantatas by J.S. Bach and son Carl Philipp Emanuel Bach will be performed by Geoffrey Burgess, oboe; Andrea Folan, soprano; Zvi Meniker, harpsichord; John Hsu, viola da gamba; Laura Kramer, cello, on Feb. 28 at 8:15 p.m. in Barnes Hall.

Saxophonist John-Edward Kelly, will perform March 1 at 8:15 p.m. in Barnes Hall. The program consists of works by Karl Reiner, Anders Eliasson, Miklos Maros, Michael Denhoff, Otmar Macha and Hans Cox.

The Cornell Symphony Orchestra under the direction of Edward Murray, will perform March 2 at 8:15 p.m. in Bailey Hall. Anton Bruckner's Symphony No. 4 (Romantic) will be performed. John-Edward Kelly, saxophonist, will perform Karel Husa's work, "Elegie et Rondeau," and Frank Martin's "Ballade."

Cornell Symphonic Band & Wind Ensemble under the baton of Mark Scatterday will perform works by Shostakovich, Hindemith, Ginastera and Sousa on March 3 at 2 p.m. in Bailey Hall. Karel Husa will conduct his own work Divertimento for Brass and Percussion.

Cornell Contemporary Chamber Players, a group of Cornell and local artists directed by Mathew Kiroff and Christopher Morgan Loy, will perform music of this century on March 3 at 4 p.m. in Barnes Hall. Eugene O'Brien's "Black Fugatos"; Britten's "Lychrymae"; Stephan Wolpe's "Trumpet"; and Christopher Hopkin's "Double Arched Interiors" will be performed.

A trumpet recital will be held March 3 at 8:15 p.m. in Barnes Hall. Scott Jeneary, Therese Duane, Jason Moore and David Yonce will perform Hummel's Haydn's and Goedicke's Trumpet Concertos and Beethoven's Appassionata.

### Hillel

"A Celebration of Jewish Life," will conclude the subscription series with a concert of Klezmer music featuring Yale Strom and Friends, March 2 at 8 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Tickets are \$4 and \$3, available at G-34 Anabel Taylor Hall. For more information call 255-4227.

### Bound for Glory

Dan Duggan, hammered dulcimer player, with Henry Jankiewicz, fiddle player, will perform in three live sets March 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

Larry I. Palmer, vice president for academic programs and campus affairs, will deliver the sermon March 3. Service begins at 11 a.m. Music will be provided by Sage Chapel choir under the direction of Donald R.M. Paterson.

### Baha'i

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

### Catholic

Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m.,

## 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 all dances taught in February and request dancing, 7:30 to 10:30 p.m., March 3, North Room, Willard Straight Hall.

Global Dancing, sponsored by Cornell Wellness Program, March 5, 7:30 to 10 p.m., dance studio, Helen Newman. 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 and a sculpture constructed entirely of garbage.

In conjunction with the exhibit, a panel discussion with exhibition curator Leslie Schwartz and four artists from the exhibition and discussant Timothy Murray, English, will be held March 2 from 10 a.m. to noon in the lecture room. Among the issues to be addressed is the relationship of art and politics.

"Masks and Other Facades," organized by the museum's student interns, will be on view through April 14. The exhibition features a collection of bold and colorful Native American Indian masks, as well as collections of elaborately designed African and Guatemalan masks. Also on display are renderings of masks by more contemporary Western artists such as Giorgio DeChirico and Saul Steinberg.

In conjunction with the exhibit, a workshop for children ages 5 and 6 will be held March 9 and 16 from 10 a.m. to noon. The workshop will unlock the mystery behind masks from many cultures, why made, how they were made and by whom. A fee of \$11 will be charged for museum members and \$12 for non-members; register by March 1. For information, please contact the education department, 255-6464.

"The Art of Tibet," an exhibition featuring "thangka" paintings and sculpture from the museum's Asian collection and private lenders as well as 22 black-and-white photographs of Tibet by Kevin Bubriski, will be on view March 5 through March 31. Beginning March 8, a sand mandala will be constructed in the gallery by monks from the Dalai Lama's monastery in India and will be on view through March 30. The exhibition was organized in conjunction with Tibet House in New York City in response to the visit to Cornell of the Dalai Lama.

### 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 Ave., through March 15. After graduating from Cornell, Singer moved to Israel and was drafted into the Israeli

...ing for worship, Edwards Room, Anabel Taylor Hall.

**Jewish**  
 Morning Minyan at Young Israel, 106 West ... 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 ...). 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 Quran Study, 12:30 p.m., 218 Anabel Taylor Hall; Ramadhan prayers and fast-breaking be-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, 7:30 p.m., G-7 Anabel Taylor; Celebration, Fridays, 7:30 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.

**Buddhism**  
 Zen 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

**Applied Mathematics**  
 "On Long Step Path Following and SUMT Linear and Quadratic Programming," Kurt Reischer, Yale University, March 1, 4 p.m., Sage House.

"Compressible Aerodynamics, Hyperbolic Flows and Multigrad," David Caughey, co-sponsored by the Bill Sears Club, March 4, 4 p.m., 321 Sage Hall.  
 "Spin-Up Problems in Axial Dual-Spin Compressor," Chris Hall, theoretical and applied mechanics, March 6, 12:20 p.m., 421 Sage Hall.

**Biochemistry**  
 "Regulation of Transcription by an RNA Binding Protein in *E. coli*," Andrew Wright, Cornell Medical School, March 1, 4 p.m., Large Conference Room, Biotechnology Building.

**Boyce Thompson Institute**  
 "Induction of Arabidopsis Defense Genes by Virulent and Avirulent *Pseudomonas syringae* Strains and by a Cloned Avirulent Gene," Jian Dong, Massachusetts General Hospital, Feb. 28, 1 p.m., auditorium, BTL.  
 "Interactive Effects of CO<sub>2</sub> and Other Environmental Factors on Plants and Ecosystems," R. Strain, Duke University, March 6, 4 p.m., Boyce Thompson Institute.

**Ceramics Program**  
 "Ceramics Afternoon," the seventh event of a seminar series co-sponsored by the Department of Materials Science and Engineering and the Materials Science Center, will be held Friday, March 1, in B-11 Kimball Hall. The theme is "The Growth and Characterization of Ceramic Thin Films." "Ceramic Thin Films and Their Characterization by TEM," C. Barry Carter, materials science and engineering, 2:20 p.m.; "Electric Ceramic Thin Films: Processing-structure-Property Relationships," Anurag Kington, North Carolina State University, 4:15 p.m.; "Resonance Techniques in RBS and Application to the Study of Copper Oxide," James W. Mayer, Peter Revesz and Jian Dong, materials science and engineering, 4:10 p.m.; "The Nucleation and Growth of Ceramic Thin Films," Grant Norton, materials science and engineering, 4:55 p.m.

**Chemical Engineering**  
 "The Dynamics and Control of Polymerization Processes," W. Harmon Ray, chemical engineering, Feb. 28, 4:15 p.m., 245 Olin Hall.  
 "Plastic Packaging of Micro-electronic Devices," Louis T. Manzione, AT&T Bell Labs, March 5, 4:15 p.m., 245 Olin Hall.

**Chemistry**  
 "Second Moment Scaling and the Structure

of Covalent Materials," Stephen Lee, University of Michigan, Feb. 28, 4:40 p.m., 119 Baker Laboratory.

"Studies of Transition Metal Polyhydride Complexes," Mike Heinekey, Yale University, March 4, 4:40 p.m., 119 Baker Laboratory.

"Controlling Factors in Metal Film Morphology and Growth," Patricia Thiel, Iowa State University of Science & Technology, March 7, 4:40 p.m., 119 Baker Laboratory.

### CISER

"A Researcher's Guide to the 1990 Census: Summary Tables for Geographic Areas," Warren Brown, Institute for Social and Economic Research, Feb. 28, 12:20 p.m., 250 Caldwell Hall.

### Combustion & Thermal Sciences

"Simplifying Chemical Kinetics: Intrinsic Low Dimensional Manifolds in Composition Space," Ulrich Maas, University of Stuttgart, Feb. 28, noon, conference room, 178 Engineering Theory Center.

### COMEPP

"Effecting Change in Manufacturing and Service Environments," Gregory A. Rubin, Senn-Delaney Management Consultants, Feb. 28, 4:30 p.m., B-14 Hollister Hall.

### Ecology & Systematics

"Landscape Patterns in the Chemistry of Streams Draining Costa Rica's Atlantic Slope: Geothermal Processes and Ecological Response," Catherine M. Pringle, ecology and systematics, March 6, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Electrical Engineering

"Stability Regions of Nonlinear Systems: Theory and Applications," Hsiao-Dong Chiang, electrical engineering, March 5, 4:30 p.m., 219 Phillips Hall.

"IBM's Recent Technology Announcements: Packaging Technology for System 390/9000 Mainframe Computers," Rao Tummala, IBM fellow, IBM East, Fishkill, co-sponsored by mechanical and aerospace engineering and materials science and engineering, March 7, 4:30 p.m., 101 Phillips Hall.

### Environmental Toxicology

"Staphylococcal Enterotoxins as Superantigens: Proposed Pathogenesis in Bacterial Toxic Shock Syndromes," Michael Tokman, veterinary pathology, March 1, 12:20 p.m., 14 Femow Hall.

### Floriculture & Ornamental Horticulture

"Restoring the Historic Garden," M. Christine Doell, Doell & Doell, Feb. 28, 12:15 p.m., 404 Plant Science Building.

"Good Perennial Garden Plants," Elizabeth Sheldon, gardener and writer, March 7, 12:15 p.m., 404 Plant Science Building.

### Food Science & Technology

"Staphylococcal Enterotoxins: From Food Poisoning to Toxic Shock Syndrome to Superantigens," Raoul Reiser, veterinary medicine, March 5, 4:30 p.m., 204 Stocking Hall.

### Geological Sciences

Title to be announced, Eric Barron, Pennsylvania State University, March 5, 4:30 p.m., 1120 Sneec Hall.

### Hotel Administration

"An Analysis of Hospitality Feasibility Report Writing: The Importance and Role of Audience," Elizabeth Huettman, March 1, noon, 165 Statler Hall.

### Hillel

"Levinas on the Talmud," March 6, 8 p.m., Edwards Room, Anabel Taylor Hall.

### Human Ecology

"Community Enrichment: Literacy Programs," sponsored by the Association of Student Social Works, Ruth Bounous, CLASP, Dee White and John White, LVA, Orange County, March 1, 3:30 p.m., 114 Van Rensselaer Hall.

### International Nutrition

"Scientific Basis for Recommended Length of Exclusive Breast Feeding and Weaning Dilemma," Chessa Lutter, SUNY Buffalo, Feb. 28, 12:15 p.m., 200 Savage Hall.

### International Studies in Planning

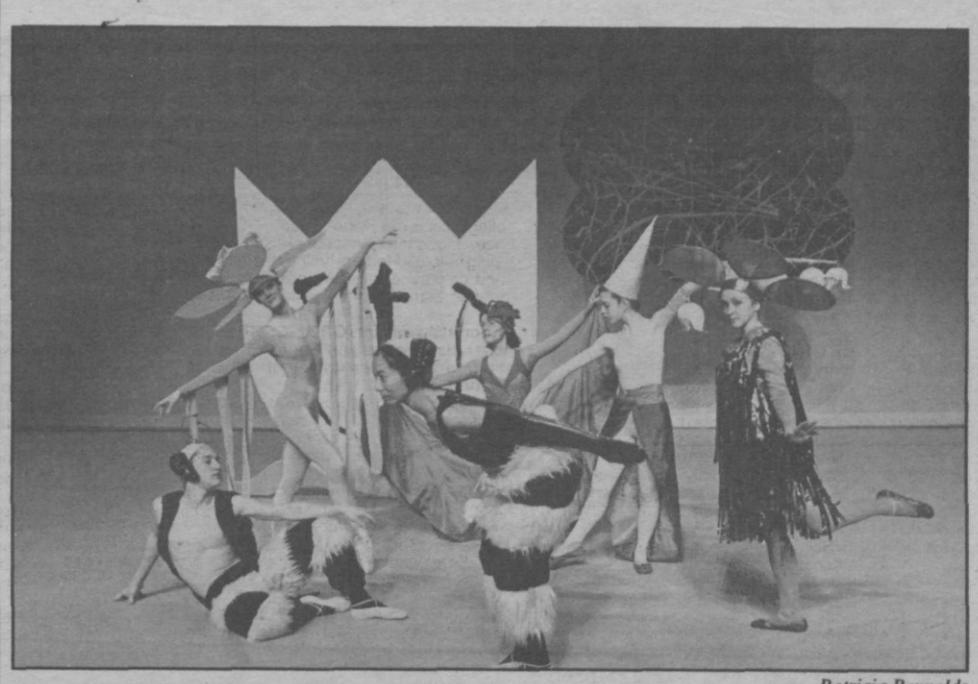
"The Silent Revolution in Africa: Debt, Development and Democracy," Fantu Cheru, American University, March 1, 12:15 p.m., 115 Tjaden Hall.

### Mathematical Sciences Institute

Title to be announced, Philip Anselone, Oregon State University, an informal seminar in numerical analysis, March 6, 3:30 p.m., 214 MSI, 409 College Ave.

### Mechanical & Aerospace Engineering

"Compression Temperatures in a Cold Crank-



Patricia Reynolds

Members of the cast of Jim Self's "Beehive" rehearse for Dance Concert '91, opening tonight at 8 p.m. in the Center for Theatre Arts' Proscenium Theatre, with additional performances March 1 and 2 at 8 p.m. and March 3 at 2 p.m. The concert also features "Waiting and Listening" choreographed by Peggy Lawler, professor emeritus of the dance program.

ing Engine," Scott W. Jorgensen, General Motors Research Labs, March 5, 4:30 p.m., 107 Upson Hall.

### Microbiology

"Structure/Function Studies of Respiratory Chain Genes in *Bacillus subtilis*," Harry Taber, Albany Medical College, Feb. 28, 4 p.m., Conference Room, Biotechnology Building.

"Transduction of an Oxygen Signal in *Rhizobium meliloti* by a heme-Containing Histidine Protein Kinase," Marie Gilles-Gonzalez, University of California, San Diego, March 7, 4 p.m., Conference Room, Biotechnology Building.

### Neurobiology & Behavior

"Bat-Moth Interactions: How Clicks Can Foil Bats," Lee Miller, University of Odense, Denmark, Feb. 28, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Current Understanding of Central Pattern Generators," Allen Selverston, University of California, San Diego, March 7, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Ornithology

"The Roger Tory Peterson Institute: Nature Education for the Future," Bill Sharp, RTP Institute, March 4, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

### Pharmacology

"Communication Between the EGF Receptor and a Second Messenger Pathway," Graham Carpenter, Vanderbilt University, March 4, 4:30 p.m., G-3 Vet Research Tower.

### Physiology & Anatomy

"The Fetal Paraventricular Nucleus in Stress and Parturition," Thomas McDonald, physiology, March 5, 4:15 p.m., G-3 Vet Research Tower.

### Plant Breeding & Biometry

"Beyond Mendel's Garden: Biotechnology in the Service of World Agriculture," Gabrielle J. Persley, International Service for National Agricultural Research and World Bank, Feb. 28, 12:20 p.m., 135 Emerson Hall.

"Organellar Manipulations and Improved Male Sterility in Cauliflower," Tom Walters, grad student, plant breeding and biometry, March 5, 12:20 p.m., 135 Emerson Hall.

### Plant Pathology

"Population Genetics and Evolution of *Phytophthora infestans*," Steve Goodwin, March 5, 4:30 p.m., 404 Plant Science Building.

"Integrated Strategies of Grape Disease Control in California," W.D. Gubler, University of California, Davis, March 7, 133 Barton Lab., NYSAES, Geneva.

### Psychology

"Vision From the Bottom Up," Patrick Cavanaugh, Harvard University, March 1, 3:30 p.m., 202 Uris Hall.

### Textiles & Apparel

"Acid Dyes in Nylon: A New Phenomenon in Polymer Physics," Henry Kosba, E.I. du Pont, Feb. 28, 12:20 p.m., 317 Van Rensselaer Hall.

"Rayon in Aerospace Products," Robert F. Looney, North American Rayon, March 7, 317 Van Rensselaer Hall.

### Theoretical & Applied Mechanics

"Screw Statics: A Discussion of Instantaneous Mechanism Behavior Using the Representa-

tion of Velocity Twists and Force Wrenches," S. Landsberger, March 6, 4:30 p.m., 205 Thurston Hall.

## SPORTS

Home contests only

**Friday, 3/1**  
 Men's Basketball, Yale, 7:30 p.m.

**Saturday, 3/2**  
 Men's Basketball, Brown 7:30 p.m.  
 Women's Polo, Women coaches, 8:15 p.m.

## THEATER

### Department of Theatre Arts

Dance Concert '91 opens tonight (Feb. 28) at 8 p.m. in the Center for Theatre Arts' Proscenium Theatre, with additional performances March 1 and 2 at 8 p.m. and March 3 at 2 p.m. Tonight's performance will be followed by a panel discussion. The concert features "Beehive," by faculty members Jim Self and Frank Moore, using colorful costumes and scenery and is considered entertaining fare for younger audiences. The second work, "Waiting and Listening," is choreographed by Peggy Lawler, professor emeritus of the dance program, and receives design assistance from Kumi Korf, Margaret Fairlie Kennedy and Catherine Bebout. Student Chris Black is the third choreographer, offering "Jacks." Tickets for Dance Concert '91 are \$4 to \$7 and are available at the Center for Theatre Arts Box Office at 254-ARTS.

Ann Carlson, choreographer/performance artist, will perform on March 8 at 8 p.m. in the Proscenium Theatre, Center for Theatre Arts. Carlson will perform "Sarah," the haunting portrait of a woman that juxtaposes the accoutrements of being female with the grace and charm of a whale. Tickets are \$8 and \$10. For more information call the Center for Theatre Arts Box Office, 254-ARTS.

## 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.

**No Chronicle  
 March 21**

The Chronicle will not be published March 21 because of the spring recess. Calendar items that would have appeared in that issue will be included in the March 14 calendar if they are received by March 4. Enjoy your break.

## Group issues report on campus diversity

An eight-person visiting committee — invited by Provost Malden Nesheim to evaluate programs to recruit, retain and advance minority faculty and students — has given its report to Nesheim.

The group was led by President Kenneth Shaw of the University of Wisconsin System and included the president of Xavier University, an assistant provost at the University of Pennsylvania and Cornell professors Winnie Taylor and Robert Harris Jr.

Their findings and recommendations were based on interviews with 125 people, including deans, faculty, senior administrators, program directors and students.

Nesheim has distributed the report to deans, the executive staff and affirmative-action committees. He said he will await their responses before providing his own.

The percentage of minorities in the freshman class has increased from 17.5 percent in 1985 to 21.2 percent in 1989 (while the number of African-American males decreased), and minority faculty members rose from 6.3 percent of the faculty in 1985 to 8 percent in 1989, according to Cornell administrators.

The committee recommended that:

- The provost consider diversity achievements when evaluating deans and other top administrators for salary changes. Likewise, they recommended that the provost consider commitments to diversity when evaluating annual college reports and projected budgets.

- All minority-support programs be evaluated within the next three years, and then every five years.

- Minority tenure-track faculty receive clearly stated expectations and evaluations, and that they not be assigned excessive counseling or advising, unless it is rewarded in evaluations.

- Policies against racial and sexual harassment be reviewed to determine whether they should be strengthened.

- Diversity-enhancing projects be included in the capital campaign fund drive.

- A required ethnic-studies course for all undergraduates be considered.

- A joint campus/community task force be formed to suggest ways Cornell can encourage socioeconomic opportunities for minorities in Ithaca.

The committee also recommended that attention be given to a 1989 "Comprehensive Plan for Human Resource Development." Although this plan was designed to serve as a "thought piece" on developing gender, ethnic and socioeconomic equality, the committee found that more than 75 percent of the people interviewed were unaware of it. Among other things, the plan called for the creation of a standing Council on Human Resource Development, to be led by the provost.

Among the obstacles to achieving increased diversity cited by the committee:

- Cornell's decision to maintain investments in companies doing business in South Africa, which has led some people to believe that administrators are insincere in their efforts to increase diversity. Correspondingly, administrators seem reluctant to promote diversity because of concerns that they will be charged with camouflaging the divestment policy, the report said.

The group recommended that administrators forge ahead with promotion of diversity, despite potential criticism, or that they recommend to Cornell's Board of Trustees that the university divest. Even if trustees were to continue the current investment policy, such an effort would enhance the administration's credibility on the topic with people on campus, the report stated.

- The decentralized administration and conservative nature of some colleges, which permits a "hollow commitment and token activity."

- Lack of Asian-American staff members to provide special support services and activities for students.

- The perception that top minority students will make their first choice Harvard or Stanford universities or the Massachusetts Institute of Technology — a perception that dampens efforts to recruit them.

—Lisa Bennett

## Double take



Department of Manuscripts and University Archives

Lori Oscher (right), a senior in the Department of Textiles and Apparel, tests her garment designs via computer, while her predecessor (in the undated photograph at left) did her trial-and-error the old-fashioned way.

Peter Morenus

## 34 incidents of sexual harassment reported

There were 34 reports of sexual harassment on campus in 1989-90 — up a total of three from 1988-1989 and up 12 from the first statistics issued in 1986-87, according to a report by the university's Office of Equal Opportunity (OEO).

"Some people react to numbers like these and say that's not very many for a campus this size. But we should not have these incidents at all," said Joycelyn Hart, associate vice president for human relations, who received the report.

Sexual harassment is a violation of federal and state laws and of university policy.

Of the 34 complaints received, 12 were from staff, 10 from undergraduates, six from graduate students and six from groups of three or more, according to the report.

*'Some people react to numbers like these and say that's not very many for a campus this size. But we should not have these incidents at all.'*

— Joycelyn Hart

The number of groups reporting sexual harassment — five from student groups and one from a staff group — doubled since last year. But this may reflect a feeling of "comfort in numbers and a knowledge that increased numbers strengthen a case," said Carolyn McPherson, OEO's coordinator of women's services, who prepared the report and investigates complaints.

The behaviors most frequently reported included offensive jokes, face-to-face comments, notes and phone calls; unwanted touching, hugging and kissing; and repeated requests for dates.

Also complained of were adverse treatment after a consenting relationship ended, pornographic pictures, personal threats, public exposure, demands for relationships and sexual favors, and writing of a sexually and violently graphic story about women.

A complaint about offensive computer-mail messages, concerning the woman's appearance and the sender's attraction to her, was reported for the first time.

Men were named as perpetrators in 25 complaints, women in three and groups of men in three. In three other situations, the harassers could not be identified.

The complaints were made against 12 staff members, seven faculty, five undergraduates, four graduate students, one group of undergraduates, one group of employees and one fraternity group.

"Not knowing who is making anonymous phone calls or sending notes can be very upsetting. People wonder, 'Who is it?' and 'Why would anyone want to do this to me?'" said McPherson.

After OEO investigations into these complaints, a graduate student's teaching-assistant appointment was rescinded and he was required to attend a sexual-harassment workshop.

"Sexual harassment from a teacher," she noted, "makes it much harder for the complainant to trust again because their trust in an authority figure has been violated."

One staff person resigned before an investigation was completed.

Sexual harassment programs were given for two departments to which alleged offenders belonged. A fraternity, Theta Delta Chi, was placed on probation for eight months, ending last December. And a meeting about sexual harassment was held for students in a residence hall where more than one student complained of harassment.

Three student complaints of peer harassment, handled as violations of the Campus Code of Conduct, were resolved by University Hearing Board panels. One student was sentenced to a one-year suspension, mandatory counseling and probation upon his return to campus. On appeal, however, the University Review Board changed the one-year suspension to a one-year probation.

A second defendant, charged with sending obscene notes, was sentenced to one year of probation and 125 hours of community service, was banned from his residence hall and ordered to have no contact with the students who received the notes.

The third defendant was found not guilty because of lack of intent. After an appeal was filed, he took a leave of absence and agreed not to take a course in the department until the women involved graduated.

Twelve incidents were resolved through warnings that the behavior must stop.

Three complainants discussed their situations but chose not to proceed with investi-

gations at that time. One student changed faculty advisers. A staff member transferred to a different building. Two individuals were helped in writing letters that led to cessation of harassment.

One complainant later revealed the report was untrue. Sexual harassment laws and policies were reviewed in two situations where there was not clear evidence of sexual harassment.

"Sometimes perpetrators think of what they did as just a joke. But it is not funny to the women or men it has happened to," McPherson said. "Sexual harassment can interfere with a person's ability to work or study. The emotional impact is enormous in more serious offenses, and people often need to see a counselor to deal with it."

University officials, including President Frank H.T. Rhodes, have repeatedly urged persons who believe they are victims of sexual harassment to report incidents to the Office of Equal Opportunity, the Ombudsman's Office, the Office of Human Resources, department chairpersons, academic advisers or deans.

When the OEO receives a complaint, a staff member discusses it with the complainant and finds out what they want to do to resolve it.

If the complainant requests anonymity, the investigation is done without names of specific situations. Complainants are protected from retaliation. The person named in the complaint and his or her supervisor are then informed about the complaint. The dean or department head may also be told.

Staff from the OEO work with the department, the person named as the perpetrator and the complainant to stop the harassment. Complaints are handled with confidentiality, and fair treatment is ensured for all involved, said McPherson.

For more information about filing sexual harassment complaints, or for a copy of the brochure, "Sexual Harassment," contact OEO at 234 Day Hall, 255-3976.

—Lisa Bennett

## Sexual harassment defined

Cornell's policy states that unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is either explicitly or implicitly a term or condition of employment or academic status.

- Submission to, or rejection of, such conduct by a person is the basis for an employment decision or an academic decision affecting that person.

- Such conduct substantially interferes with a person's work or academic performance or creates an intimidating, hostile or offensive working or learning environment.

## Visiting critic Harvey Gantt has uncommon perspective

Architect Harvey Gantt, former mayor of Charlotte, N.C., and Sen. Jesse Helms' opponent in the 1990 race to represent North Carolina in the U.S. Senate, is making several visits to campus this semester as a visiting critic in the College of Architecture, Art and Planning.

Gantt is expected to bring students an uncommon perspective based on his experience as an architect, city planner and two-term mayor.

"Instead of bringing Harvey here for just a single lecture, we invited him to spend time with students in studios critiquing their individual projects," said William McMinn, dean of the college, who taught Gantt at Clemson University in the early 1960s.

"We invited Harvey Gantt to come here because we want students to learn about the realities of urban practice," said Val Warke, chairman of the Architecture Department.

Gantt will consult with faculty and students, especially third-year architecture students whose assignments include large-scale urban-design problems, and graduate students in the urban-design master's-degree program. He is also expected to give a public lecture in April.

"The problem with student designs,"

Gantt said, "is that so often students are given an assignment to design a house or a building or a school or whatever with no social or political context."

For example, students are sometimes told to build a low-income housing project without being asked to consider its place in the community, its site and whether it should be considered a permanent home to the people who live there, he said.

"Sociopolitical issues are just as important to the architect as the hardware questions of whether to use lumber or brick or stone," Gantt said.

Gantt earned his bachelor's degree in architecture from Clemson University in South Carolina, where he was the first black student. He earned a master's degree in city planning from the Massachusetts Institute of Technology. In 1971, he co-founded Gantt-Huberman Architects, a middle-sized company.

About 15 years ago, Gantt came to the public's attention in Charlotte when, as head of an architects' task force on planning and development, he wrote a report criticizing officials for being too lenient with developers. "It became a conversation piece," he said.

As a result of the report, he was asked to finish the term of a departed city council member. He found that his background in architecture and city planning had helped prepare him for political office.

"Politics, especially at the municipal level, is a lot of hardware. It's about cities and roads and garbage collection and zoning and water and sewer lines. For an architect and planner, it's a great place to be," he said.

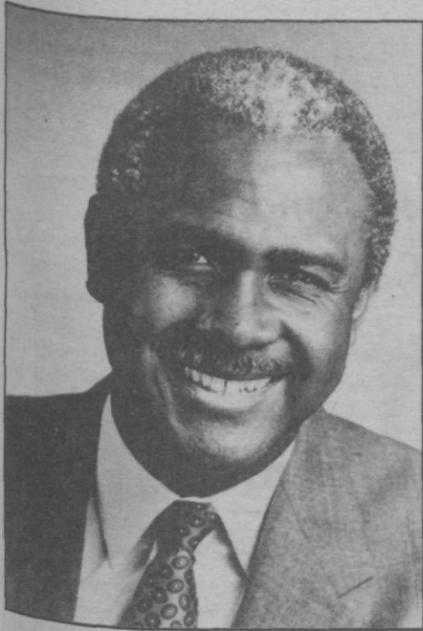
In 1975, Gantt ran for a council seat and won, serving in that position until 1979. Four years later, he ran for mayor and also won, serving until 1987.

Then, in 1990, he took on his biggest challenge, running for the U.S. Senate seat held by three-term incumbent Jesse Helms. He spent \$8 million on the campaign. Helms spent twice that.

"I knew this would be an epic struggle. But we did not think it was impossible or that we were tilting at windmills. And the results showed it," said Gantt.

Helms won by 100,000 votes, with 52.5 percent of the ballots cast.

—Carole Stone



Harvey Gantt

## Stardust melodies



Peter Morenus

Jules Goldspiel, a graduate student in astronomy, blows his trumpet in a Lincoln Hall practice room.

## Corporate executives, novelist Kingsolver coming to campus

### Kearns to give Hatfield talk

David T. Kearns, chairman of Xerox Corp. and a leader in public-education reforms, will spend three days here from Monday, March 4, through Wednesday, March 6, to deliver the annual Hatfield Lecture and to meet with students in classes, during office hours and at meals.

At a public lecture, he will speak on "Education for a Fair and Competitive Economy" March 6 at 4:30 p.m. in Schwartz Auditorium, Rockefeller Hall.

Kearns is co-author, with Denis P. Doyle, of the book, "Winning the Brain Race: A Bold Plan to Make Our Schools Competitive."

His proposals for restructuring public education include:

- Setting higher academic standards.
- Eliminating general and vocational tracks.
- Operating year-round magnet schools run by teachers and principals.
- Assigning a federal role in research on and aid to disadvantaged children.
- Establishing teacher accountability.

Explaining his commitment to education, Kearns said: "Education should not compete with national defense, the trade deficit, drugs or AIDS. Instead, think of it as a solution to those problems."

Kearns will be the 11th business leader to visit Cornell as a Hatfield Fellow since the program was inaugurated in 1981. He will meet with members of the Design Research Institute, a class on corporate finance in the Department of Agricultural Economics and a class in the School of Industrial and Labor Relations.

The Hatfield Fellowship was established by the Robert S. Hatfield Fund for Eco-



Bachrach

David T. Kearns

nomic Education at Cornell to honor Robert S. Hatfield, former chairman, president and chief executive office of Continental Group Inc., and a 1937 Cornell graduate.

During the two days before the Hatfield Lecture, Kearns will be a visiting executive in the Johnson Graduate School of Management. He will participate in several classes, be available for private meetings with M.B.A. students, join some of them for lunch and meet with faculty.

Kearns, 60, joined Xerox in 1971 and in 1985 became chairman and chief executive officer. He relinquished the CEO position last year.

—Albert E. Kaff

### Digital VP to discuss research

A Digital Equipment Corp. vice president, newly appointed as an "executive partner" to aid Cornell-Digital partnerships, is visiting campus for two days beginning today, Feb. 28, to explore the numerous projects sponsored here by Digital.

Digital Vice President Sharon Keillor will meet with researchers and administrators to discuss Digital's interests in the College of Engineering, the College of Arts and Sciences, the Johnson Graduate School of Management and other Cornell units.

By appointing a senior executive to work with the university, Digital is distinguishing Cornell as a "strategic account," because of the university's 18-year history of collaboration with the company, according to Cornell's Director of Corporate Relations Gregory Galvin. Over 450 Digital systems are installed at Cornell, and Digital has contributed more than \$13 million in equipment and funds to Cornell projects in research and education, noted Galvin.

Keillor is vice president of computer special systems and engineering manager of the Enterprise Integration Services Organization at Digital.

In a letter to President Rhodes announcing Keillor's appointment, Digital President Kenneth Olsen wrote: "Colleges and universities are important . . . because the academic community has been a key source of research and knowledge, productive joint ventures, consulting expertise, new employees, and a test bed for new ideas and products." Olsen wrote that he hoped that the executive partnership "will add a new dimension to our relationship and bring us closer together in productive ways."

—Dennis Meredith

### Writer to talk about heroines

Barbara Kingsolver, author of "Bean Trees" and the recent "Animal Dreams," will speak here Thursday, March 7, at 4:30 p.m. in the Hollis E. Cornell Auditorium of Goldwin Smith Hall.

Her talk is entitled "Ordinary Heroines: Women in Times of Crisis" and will focus on the role of women in social change.

In a two-day visit, Kingsolver will also meet with writing students; speak to classes on women and work in the School of Industrial and Labor Relations and on social policy in the College of Human Ecology; and hold a brown-bag lunch with students, faculty and staff on Wednesday, March 6, at 12:30 p.m. in the Faculty Commons of Martha Van Rensselaer Hall.

The 35-year-old novelist, journalist and human-rights advocate is here as a visiting scholar of the Women's Studies Program.

"Bean Trees" and "Animal Dreams" were two of 10 nominees for a new American Booksellers Association award for works that booksellers most enjoy sharing with customers. She was the only author represented by more than one title.

"I have a commitment to accessibility," Kingsolver told Publishers Weekly. "I believe in plot. I want an English professor to understand the symbolism while at the same time I want one of my relatives — who's never read anything but the Sears catalogue — to read my books."

Kingsolver has also written a book of short stories entitled "Homeland and Other Stories" and a non-fiction book, published by ILR Press at Cornell, called "Holding the Line: Women in the Arizona Mine Strike of 1983."

—Lisa Bennett

## IN RESPONSE

### On 'Black Athena'

The criticism of Martin Bernal's "Black Athena," as reported in the Cornell Chronicle for Feb. 14, centered on matters known only to experts. The level of Bernal's scholarship, however, can be easily estimated by anyone with a high-school education. . . .

Early on in the volume, Bernal is concerned to illustrate the context in which early Christianity was born and grew. He sets it against an astrological background, suggesting that the Christian symbol of fishes owed much to the fact that, at the time of the supposed birth of Christ, the earth was astrologically entering the Age of Pisces. This process, as is well known, is the result of the precession of the equinoxes. Here is Bernal's explanation of this phenomenon.

"The precession is the result of a wobble in the rotation of the solar system which results in the points fixed by that system changing in relation to the stars beyond." (Page 126.)

This is simple nonsense. Any member of the astronomy club at a local high school would be able to correct him. . . .

Much more serious, because it reveals an astonishing ignorance of one of the central aspects of Western Civilization, is his description of the Last Supper or Eucharist. . . . Bernal, in his eagerness to bring in as-

trology and fish to his account, states that fish are central to the Eucharist. Anyone who has read the Gospel according to Mark knows that it was bread and wine that Jesus offered to the apostles as his body and blood. Where are the fish? Bernal refers his readers to John 21:1-14. The passage . . . describes a scene, after Jesus has been crucified, when he appeared to Peter and some of the disciples who were casting their net in the Sea of Tiberias. Jesus tells the fishermen, who had caught nothing, to cast their net to the other side of the boat, and the net immediately was filled. When they landed with their catch, Jesus was sitting by a fire upon which some fish were cooking, and Jesus said, "Come and have breakfast," which consisted of bread and fish. This, of course, has absolutely nothing to do with the Eucharist. What has escaped the notice of theologians for almost 2,000 years, and what Bernal seems to have discovered, is the Last Breakfast!

These examples . . . illustrate what happens when a self-confessed "outsider" tries to write a scholarly work intended to support trendy politically correct presuppositions. . . . Much more serious is the fact that texts are warped to fit his thesis. This practice, if accepted, is the end of scholarship.

L. Pearce Williams  
John Stambaugh Professor of  
the History of Science

### On pesticide use

It was with dismay that I read David Pimentel's statements about pesticides in the Jan. 17 Chronicle. . . .

Perhaps the most startling example of inadequate references concerns Pimentel's data on deaths, poisonings, cancers and costs of caring for victims of pesticides. His statistics are hundreds of times greater than those from such sources as the Department of Health and Human Services, Centers for Disease Control, Environmental Protection Agency. . . .

It appears that Pimentel accepts the general pesticide statistics that herbicides account for nearly 70 percent of the total pesticide load. . . . Most people agree that corn receives a heavy load of herbicides. . . . Obviously, then, no major reduction in total pesticide use can be achieved unless substantial reductions occur with herbicides, particularly those used on corn. There are hundreds of references on the subject of weeds in corn. . . . Yet Pimentel does not draw on this information. . . .

A major omission is [the] failure to describe the large nationwide effort . . . into Integrated Pest Management. . . . Important successes have been achieved with reducing insecticides on certain crops. Fewer reductions have been had with fungicides, and those for herbicides have been least of all. Since IPM principles are solidly sup-

ported by scientists . . . I conclude that the lack of more substantial reductions is due to the lack of appropriate technology.

Readers are once again misled when biological controls are mentioned. Although biologicals have . . . good success on certain insects, numerous additional kinds are unaffected. Even fewer biologicals are available for crop diseases and none at all are available for annual weeds — the types that receive the bulk of herbicides.

Statements by Pimentel regarding application equipment indicate that weeds in soybeans can be controlled with 90 percent less herbicides if growers would use the "rope-wick" applicator instead of conventional sprayers. He fails to inform his readers that these specialized applicators have been extensively field tested. . . . There is a consensus that they work only as "rescue" operations, i.e., when weeds have escaped earlier controls and now tower over the crop. Typically this destructive situation occurs in about 5 percent or less of the soybean fields each season. . . .

I would like to close . . . on a more positive note. If anyone . . . has a suggestion as to how herbicide use in New York crops can be reduced, please let me know. Field testing of ideas can be arranged in 1991.

Robert D. Sweet  
Professor Emeritus of  
Fruit and Vegetable Science

## Environmental-impact study assists long-range planning for Orchards area

Cornell is developing long-range plans for the potential development of the southeast area of its campus. The area, bounded by Route 366, Game Farm Road and Cascadilla Creek in the town of Ithaca, already includes agricultural, farm-service, library, life-safety and storage facilities, including Cornell Orchards.

Although specific construction plans are not likely to be developed for at least several years, Cornell and town officials are already breaking new ground in town-gown cooperation.

The university and the town are turning to a little-used article of the state's Environmental Conservation Law that seeks to balance protection and enhancement of the environment with social and economic considerations.

The State Environmental Quality Review Act of 1976 encourages the use of a Generic Environmental Impact Statement (GEIS), which provides a long-term view of a series of actions, rather than individual projects.

As the university begins thinking about the potential of the southeast campus sector and the town moves ahead with its comprehensive planning effort, a GEIS makes sense to Tompkins County Planning Commissioner James W. Hanson Jr., who calls it "an innovative approach that has not been used in the county previously."

In fact, in the 15 years since the act was passed, the GEIS has not been used widely, especially by private developers, according to an official with the New York Land Institute, an Albany-based public-policy educational organization. Even the state has conducted such long-range environmental studies for only a few of its own projects, she said.

Such environmental reviews consider the public needs for potential projects; long-term and short-term environmental consequences of the projects, including adverse environmental effects that cannot be avoided; mitigation efforts; and possible alternatives.

The area now being studied is known as Precinct 7 in Cornell's campus plan, a guideline for long-range development concepts over the next 30 years that divides university land into 14 planning areas, or precincts. The university shared its preliminary plan with the town of Ithaca and other municipal officials at various stages during the past three years.

"When detailed planning begins, all parties, on and off campus, will be able to understand how development might occur," said Cornell Senior Provost Robert Barker. "The southeast area of campus (Precinct 7) appears to be the most likely candidate for construction activities to relieve the pressures on central campus," he said. "We need to identify existing or future facilities that don't need to be in central campus."

Barker said the goal is to preserve central campus for educational activities and to maintain a "pedestrian-oriented campus."

It is anticipated that current uses will remain after some of the vacant land in the 215-acre site is developed for new uses.

For example, Cornell Orchards, including the sales area, will continue to be maintained for teaching and research purposes for at least another 20 years, according to Kenneth E. Wing, associate dean in the College of Agriculture and Life Sciences.

Paul M. Griffen, Cornell's associate vice president for facilities planning and construction, emphasized that there

is no established time frame for new construction in the southeast precinct.

But, he said, "We are beginning to address the possible impact of any proposed new development."

Enclosed building space on campus has grown at the rate of approximately 1 percent per year since Cornell's founding in 1865, and future growth might continue at the same pace, Griffen said.

"This growth is stimulated by the need to accommodate new technology, or simply to modernize facilities that are now inadequate."

Coordination with local municipalities is key to the planning effort.

"We are working closely with the town of Ithaca so that both Cornell and the town understand one another's long-term goals," Griffen said.

The opportunity to evaluate the environmental impact of Cornell's anticipated development dovetails with the town's planning effort, according to Shirley Raffensperger, town of Ithaca supervisor.

"The results of the GEIS process — which includes a long, hard look at the university's plans — will be a clear understanding for both Cornell and the town regarding future development and its impacts, as well as mitigation measures needed for the responsible planning of our community," she said.

Raffensperger also said the town is discussing the development of a GEIS with Ithaca College in connection with its plans for the South Hill campus.

The Cornell study also will evaluate potential impacts of development on the area south of Precinct 7, bounded roughly by Judd Falls and Pine Tree roads, Snyder Hill Road and Game Farm Road.

The process will take 10 to 12 months, beginning when Cornell submits a full Environmental Assessment Form to the town, probably in March.

Public participation will take place as early as April to help identify relevant environmental issues, the range of alternatives to be discussed and mitigation measures that might be needed. Public-information meetings will help Cornell and its consultants gain a better understanding of the community's concerns.

Under procedures in the State Environmental Quality Review Act, the town will conduct a public hearing and a formal finding must be made by the town within 45 days of the hearing. Individual projects will still require review by the town of Ithaca.

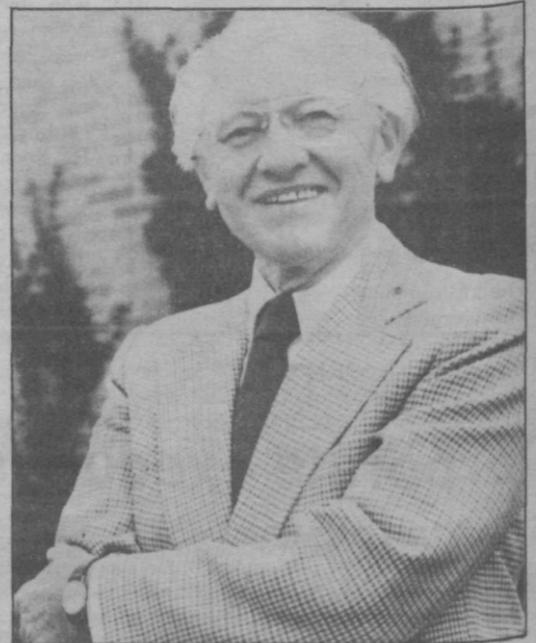
### American-Indian house *continued from page 1*

ety, and American Indian Graduate and Professional Students. Currently, there are 74 American-Indian graduate and undergraduate students enrolled at the university.

Noting that one-half of the center's residential rooms will be reserved for non-Indian students, LaFrance said that the Akwe:kon program will allow students to experience intercultural learning as part of an extended family. House residents will work together to promote American-Indian culture by organizing activities for the house and the surrounding community, he said.

Exterior portions of the building, facing in four compass directions, will be decorated with symbolic details from fa-

## Husa to conduct 'Music for Prague'



Karel Husa

Four vocal soloists and the Syracuse Symphony Orchestra will join the Cornell Chorus and Glee Club on Sunday, March 10, when Karel Husa conducts his "Music for Prague 1968" and Beethoven's Mass in D Major, Op. 123, "Missa Solemnis," at 8:15 p.m. in Bailey Hall.

Husa's "Music for Prague," composed after the liberal regime of Alexander Dubcek was forced out by an invasion of Soviet tanks in 1968, has received more than 7,000 performances worldwide.

Tickets for the March 10 concert range from \$8 to \$12.50 for the general public and \$7 to \$10.50 for students. They are on sale at the Lincoln Hall ticket office (telephone 255-5144) and at the DeWitt Mall Box office (telephone 273-4497). If available, seats will be sold at Bailey the night of the show.

mous Iroquois wampum belts to represent the oral history of the five Native American nations (Mohawk, Oneida, Onondaga, Cayuga and Seneca) in what is now upstate New York and adjacent Ontario and Quebec. The pathway leading to the building's main entrance will be patterned after another historic design, the Two Row Wampum Belt, with which the Iroquois welcomed different peoples to their land.

The two-story, wood-frame building was designed by the architectural firm of Flynn & Battaglia and will be built by John J. Pausley Inc.

—Roger Segelken

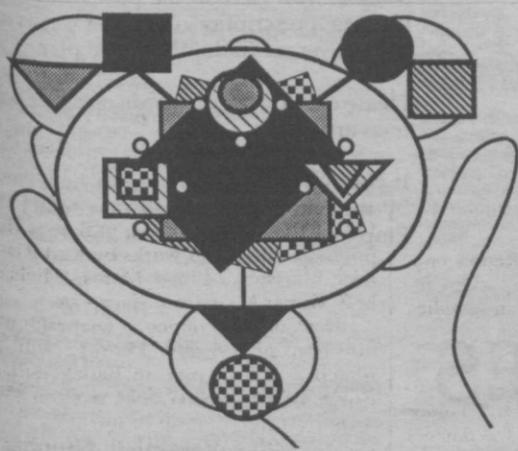
# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 7

February 28, 1991

## Juggling Work and Family Responsibilities Your Chance to Respond



Graphic by Valerie Humnicky

A SURVEY ON WORK AND FAMILY ISSUES will be sent to approximately 2,000 randomly selected faculty and staff in late February. The survey is an outgrowth of the efforts of the Task Force for Working Families.

Developed by Marilee B. Bell, assistant to the associate vice president for working family programs, and Karl A. Pillemer, assistant professor in the Department of Human Development and Family Studies, the survey will provide data for Cornell to use in addressing work and family concerns. Sections on transportation, juggling work and

other responsibilities, child care, personal health, and caregiving for a disabled child or dependent adult will be included.

The survey also explores the specific responsibilities related to the care of children, persons with disabilities, and elderly adults and will address the extent to which these caregiving responsibilities shape the working environment of Cornell faculty and staff and their co-workers.

The information from this survey will be used to tailor programs to better meet the work-related needs of Cornell faculty and staff. Individual responses will be kept confidential. Study findings will be reported in the form of summaries so that no answers can be linked with any one individual. Similar surveys have been conducted at other universities; this survey should allow Cornell University to assess how national trends are reflected locally.

Faculty and staff who receive a survey should fill out the applicable sections and return by campus mail to Marilee B. Bell, Working Family Programs, Sage House. Because not all Cornell faculty and staff will receive the survey, it is important for those who do receive it to participate in the study. All responses, even the information given by those who feel that the issues are not relevant to them now, are valuable and an important part of the survey.

Cornell faculty and staff members who do not receive a survey by March 8 and would like to share their concerns about work and family issues should call 277-2401. A survey will be sent. The information will be helpful in making recommendations on work and family issues.

## How to File a Select Benefits Medical Reimbursement Claim

You've gone to your doctor/dentist and have charges for medical/dental/vision care. Some of the expenses are covered by your medical or dental plan, but you're responsible for the rest. You're participating in a Select Benefits Medical Reimbursement account for 1991 to help with these "out-of-pocket" expenses. How do you file a claim?

First you'll need a claim form. You can get a claim form by calling or stopping into your Employee Benefits Office. Each time you submit a claim for reimbursement, you will receive a claim form with your reimbursement check.

Eligible expenses under your medical or dental plan must first be submitted to your insurance carrier. You will receive an "explanation of benefits" statement telling how much has been reimbursed for each submitted expense or which expenses are not covered. Attach a copy of the "explanation of benefits" statement to a pink Select Benefits Medical Reimbursement Claim Form and send or drop off the packet at Employee Benefits, 130 Day Hall (endowed employees) or Statutory Employee Benefits, B-22 Mann Library (statutory employees). You do not need to include itemized copies of the bills if the "explanation of benefits" statement is submitted.

For expenses not eligible under your health plan (such as

*Continued on page 2*

## Putting Your Best Foot Forward: Interviewing for the Job You Want

### What is the purpose of a job interview?

The job interview gives the employer the opportunity to know you, the job candidate, in order to evaluate you as a possible employee. If you are asked for an interview, it means that someone has already read your resume or application, and thinks you might be qualified for the job. The interview allows the employer to ask for further clarification or explanation of your qualifications and to get a sense of your suitability for the position in question. It also gives you a chance to learn more about what you may be getting into—the job, the supervisor, the work environment, and the people with whom you would be working. Then, if you are offered the job, you will know whether you really want to accept it.

### How should I prepare for a job interview?

In a job interview, you will want to appear competent, confident, and relaxed. You will most likely project these traits if you are fully prepared with the information an employer will want to know—and if you know exactly what you want out of the job. Before you go for your job interview, do a little "background checking"—find out what the interviewing department does. Also, prepare yourself mentally with answers to the following, commonly asked questions:

- Why are you interested in the job?
- How are you qualified?
- What are your strengths? Weaknesses?
- What are your future goals?
- Can you describe your special skills and abilities?

The question "Would you please tell me about yourself?" is a common interview question designed to evoke a brief rundown of your job history, education, or the career moves you have made. This is your chance to present yourself as you wish to be seen. (There are a number of questions on race, religion, national origin, marital status, age, disability, prior arrest record, and other matters that the interviewer may not legally ask. A future issue of *Cornell Employment News* will review these unlawful interviewing questions.)

Know what you enjoy doing and what kind of job you want before you interview. You should present complete answers to an interviewer's questions in order to give an accurate and positive image of yourself.

### Is there a set format to the interview?

While no two interviews are the same, there are generally three major parts to the interviewing process:

**1. Greeting:** A general introduction during which the interviewer usually makes light conversation. However, be aware that your appearance, poise, and friendliness are being evaluated.

**2. Review of your background:** You will be asked to provide information on your previous jobs, education, and future goals. There usually are open-ended questions such as: "Can you tell me about . . ." or "What was it like . . .?"

The interviewer will be trying to determine your skills, what you do well, what kind of work assignments you have had and how you handled them. At the same time, your communication skills, self-confidence and compatibility with the employees already in the workgroup are being evaluated.

**3. Wrap-Up:** The interviewer will ask if you have any questions. A few thoughtful, job-related questions are advisable (Is this a new position, or will I be replacing someone? Why did he or she leave? What responsibilities do the people with whom I would work have?) Do not initiate questions on salary or benefits at this time. The interviewer will generally close the interview by telling you when you should expect to hear from the department. If the interviewer does not volunteer this information, it is a good idea to ask.

### Who will interview me?

Depending on the level of the position, you may be interviewed by the immediate supervisor, the department head and immediate supervisor, or the administrative manager and, perhaps, the department head and the immediate supervisor.

For professional level jobs at Cornell, you may receive a half-day or all-day interview schedule in which you would meet with those who would be your coworkers. (This sometimes happens during the first interview; sometimes the first interview is held with the immediate supervisor, and interviewing with the coworkers is conducted at the second interview phase.)

If your first interview is successful, you will probably be invited back for a second. The second interview will be geared toward getting more specific information about your skills, as well as what kinds of work assignments you like or dislike.

It helps to remember that all of the candidates being interviewed probably are qualified to do the job, but that the interviewing phase gives you the opportunity to demonstrate that you are the one who is "right for the job"—that you are the one who is best qualified for this particular

job and that you are the one who will work best in the department.

### Are there any special hints I should remember?

Although you may have excellent work skills, you won't be able to demonstrate them in the interview. If you really want the job, you must communicate your competence effectively in the interview.

- Be on time.
- Be friendly, but business-like.
- Dress professionally. Look your best.
- Be enthusiastic.
- Answer questions thoughtfully and concisely. Beware of overselling yourself or sounding overconfident.
- Be sure to make eye contact.
- Let the interviewer set the pace. Don't change the course of the interview unless you are following his or her lead.
- Do not chew gum or smoke during the interview, even if you are invited to do so.
- Avoid remarks critical of previous employers.
- Thank the interviewer at the end of the interview and shake hands firmly.
- If, after the interview, you are still interested in the position, write a note to thank the interviewer and to reaffirm your interest.
- If, after the interview, you are not interested or have received another job offer, write a letter withdrawing your application.

You want to leave a positive impression with the interviewer, whether or not you are offered or accept the job in question. It may be that the interviewer does not think you are the best candidate for this particular job, but would be interested in considering you for another job, sometime in the future, or that you might find yourself applying for another job with this employer at a later date.

### Is there any place on campus I can go to get advice on interviewing?

Cornell employees who are interested in receiving advice on interviewing are welcome to contact Staffing Services at 5-5226. In addition, the Office of Equal Opportunity offers job search assistance, resume critiques, and practice interview sessions for older adults, minorities, women, persons with disabilities, Vietnam-era veterans, and disabled veterans. Contact OEO at 5-3976.

## Select Benefits (continued)

eyeglasses and routine eye exams), submit a copy of the itemized bill as proof of payment with your Select Benefits claim form. This procedure can also be used for dental expenses not covered by your health or dental plan. However, if you have dental charges that are eligible under your health or dental plan, these expenses must be submitted to your insurance carrier first. (For example, endowed employees should submit charges for the removal of impacted unerupted wisdom teeth to the 80/20 Health Care Plan.) When you receive your explanation of benefits statement from the insurance carrier, you can then submit it with a pink Select Benefits Medical Reimbursement Claim Form.

Claims are processed every two weeks, and cutoff dates for submitting a claim are shown in the schedule listed below.

03/01/91  
03/15/91  
03/29/91  
04/12/91  
04/26/91

You should receive your Select Benefits reimbursement check at your home address approximately two weeks from the last cutoff date, providing we have received your claim form in time to meet the deadline.

When filing a Select Benefits claim, keep in mind that federal regulations require docu-

mentation as proof that an expense has not previously been reimbursed.

If you have any questions about Select Benefits claim filing, please contact Donna Bugliari or Pat Cooke in the Endowed Benefits Office at 255-3936, or Midge Kelsey in the Statutory Benefits Office at 255-4455.

## New Aetna ID Cards

Within the next few weeks, all Endowed Health Care Plan participants should receive new Aetna ID cards. Whether you have single or family coverage, you will be sent two identical cards. Additional cards are available through Employee Benefits upon request.

The new Aetna cards look slightly different than the old ones. (For example, there are fewer numbers in the Group Policy Number.) However, use the new card the same as you have in the past when purchasing prescription drugs or verifying your coverage under the 80/20 plan.

Please destroy the old cards once the new ones arrive.

If you have not received your new cards by the end of March, please contact the Employee Benefits Office at 255-3936.

# JOB OPPORTUNITIES

February 28, 1991

Volume 3, Number 7

*THE UNIVERSITY, IN RESPONSE TO THE NEW YORK STATE BUDGET REDUCTIONS, is recruiting only for those vacant positions considered to be essential to the operation of the university. We continue to encourage, accept, and refer applications from Cornell employees and from external applicants for these positions unless noted otherwise in the individual listing. When qualified laid off employees are available for a particular vacancy, they will be given first consideration for that position.*

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 Project Leader (PT5501) Level 38 CIT/IR-Endowed

Posting Date: 2/28/91

CIT/Information Resources (IR) helps to determine the direction for Cornell's strategic technologies. Serve as primary consultant to CIT/IR in the development and implementation to systems development and implementation of methodologies and technologies for substantial modification to systems development methods and procedures. Plan and direct development of modifications. Research, develop distributed computing technologies. Work closely with vendors in the development, evaluation and introduction of new technologies. Provide project management working with senior programmer/analyst, vendor and outside consultants. Assist in formulating project objectives. Coordinate the introduction of methodologies and tools and develop the required training and documentation. Perform analyses and evaluation of software.

**Requirements:** Bachelor's or equivalent, preferably in computer science, accounting, mathematics, statistics, business administration or engineering. Minimum of 9 years experience, 2 of which must have been as project leader with supervisory responsibilities. Systems design and analysis; and programming experience using formal methodologies are required. Some database design and management experience using formal methodologies are required. Some database design and management experience is preferred plus knowledge of mini-microcomputers. Excellent written and oral communications and interpersonal skills. Send cover letter and resume to Sam Weeks.

### Technical Consultant III (PT5406) Level 34 National Engineering Education Coalition-Endowed

Posting Date: 2/21/91

Serve as technical advisor to the Chair of the Coalition Subcommittee on Technical Communications and when needed to all Coalition schools. Evaluate and assess the Coalition's communication needs for the purposes of conferencing, coordinated teaching and exchange of computer-based information. Develop a 5 year coordinated, staged development plan resulting in a comprehensive communications system. Install, test and maintain the system and provide user training.

**Requirements:** Bachelor's in engineering or computer science or equivalent. Minimum of 3 years related experience. Knowledge of wide range of hardware, software, and communication and multimedia technologies desired (including computer networking, FAX, audio/video conferencing, satellite up/down link, etc.). Experience in education/training. Good communication skills. Send cover letter and resume to Sam Weeks.

### Application Programmer/Analyst II (PT5502) Level 33 Financial Systems Development-Endowed

Posting Date: 2/28/91

Design, develop, modify and document straight forward applications systems software supporting a major administrative system. Analyze functional and performance requirements and develop software improvements in usability and efficiency. Diagnose problems in production system software and make emergency repairs. Write production procedure, JCL and user manuals. Provide users with conceptual and technical help. Maintain a working knowledge of two major commercial programming languages.

**Requirements:** Bachelor's or equivalent with computer courses. Knowledge of at least 2 languages: PL/1, NATURAL, COBOL. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, and VM/CMS. Send cover letter and resume to Sam Weeks.

### Applications Programmer Analyst II (PT5405) Level 33 Campus Life Computing-Endowed

Posting Date: 2/21/91

Work with University Health Services half-time to develop, maintain, and document MUMPS applications. The remaining time, work with other Campus Life and Student Services departments to design, develop, install, modify, maintain and document approved applications on micros, minis and the mainframe computers. Diagnose hardware/software problems. Repair or arrange for repairs for equipment. Apply fixes and upgrades to software. Assist users with conceptual and technical information. Write production procedure, JCL, and user manuals. Maintain a working knowledge of two major commercial programming languages.

**Requirements:** Bachelor's or equivalent with computer related courses. 1-3 years related experience. Working knowledge of applications for batch and/or interactive systems; operating systems and software for PC and Mac computers. At least two programming languages: PL/1, Natural, COBOL, PASCAL, BASIC. MUMPS experience helpful. 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 Cornell 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 II (PT3809) Level 33 Mathematics-Endowed

Posting Date: 9/27/90

Provide advanced Macintosh programming to a mathematics software development project in order to debug, enhance, and complete an existing interactive graphics program for dynamical systems (systems of differential equations) and to being a similar package for vector calculus.

**Requirements:** Bachelor's in mathematically-oriented discipline. 2-3 years experience in advanced programming on the Macintosh including object-oriented programming. Extensive background in Pascal. Send cover letter and resume to Sam Weeks.

### 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. Cornell employees send employee transfer application, cover letter, resume, and writing sample to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter, resume and writing sample to Esther Smith, Staffing Services, 160 Day Hall.

### Acquisition Editor (PC5507) U000 University Press-Endowed

Posting Date: 2/28/91

To acquire and develop a list of books in the social sciences, cultural studies, and/or the humanities.

**Requirements:** Bachelor's or equivalent. At least 2 years experience in publishing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter, resume to Esther Smith, Staffing Services, 160 Day Hall.

### Accountant I (PC5502) HRI Statler Hotel-Endowed

Posting Date: 2/28/91

Serve as the primary representative of Statler Club's management to the membership; responsible for the financial reporting and maintenance of all Statler Club records. Assist in development of future Statler Club goals and programs through analysis of historical and current trends. Flexible nights and weekends.

**Requirements:** Associate's in accounting or business administration; a minimum of 3 years experience in financial management, preferably in service operation. Excellent communication (oral and written), computer and analytical skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

### Public Affairs Assistant (PA5501) HRI Library Public Affairs and Development-Endowed

Posting Date: 2/28/91

Coordinate mailings to Library friends, donors and university officials. Serve as primary liaison with CU publications staff, central development support services, and human relations. Prepare diverse gift correspondence. Assist in the planning and execution of events, publications and mailings, proposal and grant writing. Monitor events and initiatives of Library's leadership gift candidates. Some evening or weekend work required.

**Requirements:** Bachelor's or the equivalent. Strong writing, editing and proofreading skills. Excellent interpersonal and verbal communication skills. Macintosh software including database, spreadsheet and word processing programs. Knowledge of academic research libraries and experience with the Cornell community helpful. Prior experience in public affairs, community affairs or development work preferred. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist I (PT5404) HRI Microbiology, Immunology and Parasitology-Statutory

Posting Date: 2/21/91

Perform independent research on the murine model system of brucellosis by designing protocols, doing experiments and evaluating data. Use such techniques as protein purifications; lymphocyte and microphage cell cultures; and lymphokine assays. Prepare and characterize bacteria antigens using pressure cell; ultra-centrifuge; gel filtration and ion exchange chromatography; and gel electrophoresis. Generate and maintain cell lines and clones. Perform data entry and analysis. Read and review literature.

**Requirements:** Bachelor's in microbiology or a related field such as biochemistry or cell biology or the equivalent. Master's desirable. 2-3 years relevant research lab experience. Well versed in cell culture techniques; protein fractionation techniques including gel electrophoresis; radioisotope use; and general bacteriology and immunology lab techniques. Send cover letter and resume to Sam Weeks.

### Research Support Specialist (PT4301) HRI Food Science-Statutory

Posting Date: 11/1/90

Provide specialized engineering support of research projects on processing of biomaterials in high pressure, supercritical fluid extraction systems. Optimize processes for the reduction of cholesterol and the fractionation of milk and fats. Duties include design and operation of the pilot plant; maintenance of equipment; data analysis; assistance to

grad students in using the system; and preparation of reports and papers.

**Requirements:** Bachelor's in chemical/mechanical engineering (Master's desired) with 2-3 years experience. Send cover letter and resume to Sam Weeks.

## Professional Temporary

### Technical Consultant I (PT5303) Cornell Information Technologies-Endowed

Posting Date: 2/14/91

Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Information Technologies and facilitate back line consulting services. Provide support via service on the HelpDesk, group and individual contacts. Maximum 20 hours per week.

**Requirements:** Bachelor's or equivalent. Course work in computer science, business, education preferred. 1-3 years of computing service delivery (consulting, instruction, or related client support services). Outstanding oral and written communication skills. Send cover letter and resume to Sam Weeks.

## Professional Off-Campus

### Assistant Regional Director (PA5301) HRI Public Affairs Regional Office/Metro New York Regional Office-Endowed

Posting Date: 2/14/91

Assist the Director and Associate Director in implementation of the university's development, alumni affairs, college/unit, and other programs that involve university alumni and friends.

**Requirements:** Bachelor's or equivalent required. 1-3 years experience in public affairs, development, and/or alumni relations in higher education or a closely related field. Send cover letter and resume to Cynthia Smithbower.

## Boyce Thompson Institute

### Post Doctoral Associate

Position available immediately to study the molecular genetics of baculoviruses. Research opportunities in regulation of gene expression, baculovirus expression vector system and construction of genetically-engineered viral pesticides.

**Requirements:** Ph.D. in entomology, microbiology, biochemistry, or field. Experience in recombinant DNA techniques required, previous experience in insect or virus research not necessary. Send curriculum vitae and names of three references to: Dr. H. Alan Wood, Boyce Thompson Institute at Cornell University, Tower Road, Ithaca, NY, 14853.

## Cornell Alumni News

### Editor

Oversee publication of Cornell Alumni News, including editorial, design and production, and revitalization of its editorial content and direction. Plan editorial content, assign coverage to staff and free-lancers, and supervise manuscript flow. The editor reports to the publishers. The Cornell Alumni News currently is published 10 times a year for 25,000 paid alumni subscribers. Each issue has approximately 80 pages of advertising and are published each year. A staff of 10, plus free-lancers, provides editorial, production, circulation, and advertising functions. The annual budget is now at a level of \$750,000. The Cornell Alumni News is an independent publication. This is not a Cornell University position.

**Requirements:** The position requires creativity, vision, and imagination; the management skills and drive to work independently; superb journalistic skills; the enthusiasm and ability to motivate staff in taking a new look at the

magazine and making changes where necessary. The person filling the editor position must have 5-10 years of directly related work experience in the same or a closely related field. A Cornell graduate or someone who is intimately acquainted with the Cornell community preferred. Send Cover letter and resume to Jack Krieger, Publisher, 245 Day Hall, Cornell University, Ithaca, NY 14853.

## Technical

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

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

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

**Technician, GR18 (T4506)**  
**Chemistry-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 11/29/90**

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

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

**Technician, GR20 (T5401)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 2/21/91**

Participate in electrophysiological studies in isolated preparations of cardiac tissue. Handle research animals and obtain tissues. Prepare solutions, make electrodes, and perform pretest procedures. Operate electronic equipment: oscilloscope, amplifiers, stimulus isolators, thermoarray recorder. Perform general lab and equipment maintenance. Maintain supplies. Keep experimental records.

**Requirements:** Bachelor's in biology or chemistry or equivalent. 1-2 years related lab experience, including general lab procedures. Experience handling small animals from mice to dogs. Experience with electrophysiology of cardiac tissues 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 a variety of specialized cables. Perform first-level diagnostics and 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.

## Technical Temporary

**Technician, (T5304)**  
**Microbiology, Immunology and Parasitology-Statutory**  
**Hiring Rate: \$7.00**  
**Posting Date: 2/14/91**

Assist in general duties in a microbiology lab. Prepare buffers, reagents, and media. Provide clean glassware using dishwasher. Provide sterile glassware and equipment using autoclave. Maintain supplies.

**Requirements:** High School diploma. Experience in a microbiology lab with familiarity with basic lab equipment and sterile technique. Ability to read and follow directions. Send cover letter and resume to Sam Weeks.

**Service Technician, (T5301)**  
**Entomology-Statutory**  
**Hiring Rate: \$5.50-\$6.00**  
**Posting Date: 2/14/91**

Assist in research involving insect pest management of greenhouse and field crops. Count insects on plant material. Weigh specimens. Assist with experimental set up, data collection, and data entry. Duties to be split between two researchers.

**Requirements:** Bachelor's in a biological science, entomology, horticulture, agronomy or related areas (or equivalent). Some experience with Macintosh computers desirable. Send cover letter and resume to sam Weeks.

**Computer Electronics Technician, (T5204)**  
**Modern Languages and Linguistics-Endowed**  
**Posting Date: 2/7/91**

Install and maintain computers and other electronics equipment. Working with a staff of student technicians, oversee the basic maintenance of all phonetics lab equipment including Sun, Mac, and IBM computers and speech analysis devices. Participate in equipment purchase decision. Maintain inventories. Assist staff and student users. 20 hours per week, \$8-10.00 an hour.

**Requirements:** Knowledge of computer repair and electronics essential. Must be familiar with UNIX and DOS operating systems and be able to install and maintain related software and hardware. Should be familiar with serial and parallel data transmission, digital signal processing, A/D-D/A hardware, networking, and recording equipment. Send cover letter and resume to Sam Weeks.

## Office Professionals

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

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

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified.

Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office. 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.

**Secretary, GR18 (C5505)**  
**ILR/Human Resource Studies-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 2/28/91**

Provide secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda,

budgets, vouchers, etc. Make travel arrangements and appointments; process correspondence and handle mail; telephone contacts.

**Requirements:** High School diploma or equivalent, some college coursework preferred. 1-2 years office experience. PC experience, familiarity with wordprocessing software, graphic software and spreadsheets. Medium typing. Regular Cornell employees only. Send employees transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR18 (C5506)**  
**Controllor's/Accounting-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 2/28/91**

Provide assistance in maintaining account records and generating payments; responsible for financial data entry into the accounting system; responsible for accurate inputting of large, continuous volume of data from a variety of input forms. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. Data entry certificate highly desirable. Experience with Cornell accounting procedures preferred. Able to work well with a variety of individuals. Pay attention to detail, work accurately while meeting a variety of deadlines. 1-2 years data entry experience. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Word Processing Operator, GR18 (C5509)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 2/28/91**

Provide word processing to produce mass mailings for the Development Office and Public Affairs. Utilize PC Wordperfect 5.1 primarily for merged letters and keyboard letters and other projects to carry out the functions of the Development Office and the University Campaign efforts.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years wordprocessing experience. Knowledge of DOS and Wordperfect highly desirable. Computer network knowledge helpful. Ability to work under pressure and juggle priorities. Accuracy and proofreading skills desired. Heavy typing. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Office Assistant, GR18 (C5501)**  
**Center for International Studies-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 2/28/91**

Represents CIS to the public by greeting people who visit CIS and by answering questions both in person and on the phone, schedule meetings, handle the calendars of both the Director and the Executive Director.

**Requirements:** High School diploma or equivalent education. 1 year experience and secretarial skills required. Must be able to operate IBM personal computer using software packages for word processing, mail system and calendar system. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Office Assistant, GR18 (C5503)**  
**Dining Services-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 2/28/91**

Provide office assistance and functional supervision for catering and Dining Services.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Exceptional interpersonal and communication skills. Computer and catering experience preferred. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Government Documents Assistant, GR18 (C5410)**  
**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 2/21/91**

Process all government documents and participate in monograph acquisition. Government document activities include maintaining the records of the US Federal Depository Program, the receipt, processing of, and claiming of government documents; monograph acquisition includes inputting orders for and receiving monographs, and processing invoices; limited cataloging for monographs is also carried out; the position provides a wide variety of tasks and requires a high degree of accuracy and attention to detail.

**Requirements:** Associate's plus 1-2 years of previous experience in library records management required. Additional experience in a library of office setting may be substituted for formal degree. Ability to use microcomputer and some applications software. Ability to prioritize, and in interest in handling detail work. Strong interpersonal and communication skills. Additional skills which are desirable include knowledge of government publishing, NOTIS and RLIN library management systems, and foreign languages. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Office Assistant, GR18 (C5408)**  
**Human Ecology Student Services-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 2/21/91**

Provide secretarial and reception support. Handles the office record keeping functions.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related office experience. Experience with micro computers; knowledge of WordPerfect or MicroSoft Word and spreadsheets. Knowledge of college and university academic policies, procedures, and schedules desirable. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR18 (C5302)**  
**Section of Physiology-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
**Posting Date: 2/14/91**

Assist in the accounting and purchasing functions of the department/section utilizing an annual budget of more than 4 million. Assist in the management of funds from state, college, endowed and sponsored programs sources.

**Requirements:** High School diploma or equivalent. Additional education and/or experience in accounting/bookkeeping. Minimum 1 year experience. Excellent organizational, interpersonal and communication skills. Knowledge of computers. Medium typing. Regular Cornell employees only. Send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR18 (C3704)**  
**Engineering Advising-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 9/20/90**

Maintain student databases on FoxBase+ and use to generate lists, reports, and letters. Responsible for maintaining and organizing confidential files of academic action letters and petitions; will act as receptionist in advising office, providing secretarial support to professional staff. Other duties as assigned. Monday-Friday, 8-4:30, occasional weekends.

**Requirements:** High School diploma or equivalent, some college coursework preferred. Knowledge of Microsoft Word and FoxBase for the Macintosh. Good interpersonal and organizational skills. Able to work independently, set priorities and meet deadlines. Knowledge of Cornell a plus. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**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:** High School 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 Macintosh computer and Microsoft Word, Pagemaker and Filemaker Plus software helpful. Valid NYS driver's license. Able to lift up to 40 pounds. Medium typing. Cornell employees Send employee transfer application, cover letter, resume, and 2 (short) writing samples to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter, resume and short writing samples to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR18 (C5102)**  
**Unions and Activities/Cornell 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:** High School diploma or equivalent required. Some college coursework preferred. 1-2 years related accounting experience. Familiar with Cornell accounting procedures preferred. Work processing, general office skills required. Experience with DBase III Plus desired. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**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. Monday - Friday 8:42 a.m. - 5:00 p.m.

**Requirements:** High School diploma required. Associate's or equivalent preferred. 1-2 years prior experience with book publishing helpful. Familiarity with IBM PC's. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Personnel Assistant, GR19 (C5512)**  
**Office of Human Resources-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 2/28/91**

Assist the Senior Benefits Analyst in administration of central employee registration and academic benefit enrollments, data input and maintenance of computerized databases connected with university benefit program enrollments.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 years related experience. Prior experience dealing with the public and working with databases required. Good verbal and telephone skills. Ability to deal with public in a positive customer oriented manner. Ability to explain complicated information in a concise and easily understood manner. Familiarity with desktop computers, databases and report generation. Medium typing. Cornell employees only. Send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR19 (C5404)**  
**Human Development Family Studies-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
**Posting Date: 2/21/91**

Assists department Administrative Manager and Administrative Supervisor in the management of fiscal transactions and maintenance of financial records in a large department. Provides backup for secretary/receptionist in the chair's office.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 years related experience. Knowledge of University Accounting/Business Systems required. Computer competency including knowledge of LOTUS 123 and Word Perfect software desirable. Strong interpersonal and organizational skills a must. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR19 (C4304)**  
**Telecommunications-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 11/1/90**

Provide administrative support for department management; back-up service representatives and receptionist.

**Requirements:** High School diploma required. Some college coursework preferred. 1-2 years related experience. Working knowledge of PC's and terminals required. Excellent interpersonal communication skills (written and oral) required. Telecommunications experience desired. Ability to maintain confidentiality. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR20 (C5407)**  
**Summer Session, Extramural Study, and Related Programs-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 2/21/91**

Maintain accurate accounting records, process payables, journal vouchers, and reconcile accounts utilizing CUDA. Provide financial support. Some typing and filing.

**Requirements:** Associate's or equivalent. 2-3 years accounting experience, with Cornell account preferred. Knowledge of IBM PC, Lotus 123, DBase III, and WordPerfect required. Good communication and organizational skills essential. Light typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR20 (C5403)**  
**Chemistry-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 2/21/91**

Provide administrative and secretarial support for one professor and his research group. Prepare manuscripts, correspondence, reports and reviews; coordinate up-to-date appointment calendar; make travel arrangements; research and photocopy journal articles in libraries; maintain filing system; manage accounts and budgets.

**Requirements:** Associate's or equivalent. Minimum 2 years experience with scientific wordprocessing using a Macintosh computer; high degree of proficiency in carrying out complex scientific/technical typing. Knowledge of Chemdraw preferred. Ability to meet deadlines under pressure and handle confidential material appropriately. Excellent phone and communication skills. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR20 (C5205)**  
**Unions and Activities/CAC-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 2/7/91**

Provide administrative support to the Activities Center unit's professional staff. Serve as office manager; oversee/review office policies and procedures; some filing; assist in the day to day operation of the Activities Center units; some accounting.

**Requirements:** Associate's in Secretarial Science or equivalent preferred. 2 years related experience in a senior level office position with supervisory responsibilities and significant public interaction. Bookkeeping/accounting background and excellent grammar skills essential. Experience with word processors required. Office management skills preferred. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Telecommunicator, GR21 (C5511)**  
**Public Safety-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 2/28/91**

Responsible for operating centrally located communications center for department. Monitor incoming telephone lines, radio traffic and blue light emergency phones. Monitor and operate NYS Police Information Network Computer Terminal. Shift Work.

**Requirements:** High School diploma or equivalent. College degree preferred. Radio communication skills preferred. 2-3 years related experience. Ability to qualify for certification in NYS Police Information Network System. Strong communication (written and oral) skills. Ability to pass background investigation with no record of convictions excluding minor traffic infractions. Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Deadline for applications is March 12, 1991. Women and minorities are encouraged to apply.

**Administrative Aide, GR21 (C5206)**  
**Unions and Activities/CAC-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 2/7/91**

Provide full secretarial support for the Director of Student Activities. Assist in planning and implementation of various student-oriented programs; provide accounting support for 20 operating/appropriated accounts; supervision of student office assistant.

**Requirements:** Associate's preferred. 2 years of secretarial experience. Cornell endowed accounting experience. Knowledge of IBM PC with working knowledge of WordPerfect and Lotus desired. Good communication, organizational and interpersonal skills required. Ability to work independently. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**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 Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**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 Cornell accounting system a plus. Strong interpersonal skills. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Assistant Costume Shop Manager, GR23 (C5109)**  
**Theatre Arts-Endowed**  
**Minimum Biweekly Salary: \$669.23**  
**Posting Date: 2/14/91**

Assist Costume Shop Manager in all phases of shop operations in constructing costumes for theatre productions. Purchase supplies and materials; monitor budgets and inventory; draft and drape patterns, construct costumes; assist with supervision of student personnel. Monday-Friday 9:00-5:00; some evenings and weekends.

**Requirements:** Associate's required. 3-4 years professional theatre experience. Theatrical costume construction, patterning skills, costume crafts-dyeing, millinery, tailoring, etc; experience operating costume shop equipment. Budgeting skills. Supervisory experience. Good interpersonal skills. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## 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:** High School diploma required. Minimum 1 year successful office experience. Excellent typing and telephone skills. Knowledge of computer and word processing software helpful. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume Esther Smith, Staffing Services, 160 Day Hall.

**Special Collection Assistant, GR18 (C5510)**  
**Icelandic Collection-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 2/28/91**

Provide support for the Icelandic Collection including bibliographic searching and reference, reshelving and stack maintenance of rare materials; secretarial support for the department and for the publication Islandica. Provide on-site management of all aspects of the Collection in the absence of the Curator. Monday-Friday, 20 hours per week. Position until 6/1/92.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. Ability to independently perform detailed work with a high degree of accuracy. Excellent communication and interpersonal skills. 1-2 years previous work experience in an academic library preferred. Scandinavian or Icelandic language required. Medium typing. Send Cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C4003)**  
**Office of Human Resources-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 10/11/90**

Under general supervision, provide clerical assistants to Administrative Aide and Directors of the Office of Human Resources. Assist in scheduling and organizing appointments, meetings and conferences; assist in preparing

correspondence, reports, and other documents using Digital All-in-One word processing equipment; act as receptionist; answer and route telephone calls and visitors; open and organize incoming and outgoing mail.  
**Requirements:** High School diploma education or equivalent. 1-2 years of secretarial experience. Knowledge of personnel policies/procedures helpful. Excellent (verbal and written) communication skills. Knowledge of word processing equipment (Digital, Macintosh essential). Experience working in confidential setting preferable. Dictaphone a plus. Monday-Friday, 10:00 a.m.-2:00 p.m. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR18 (C5203)**  
**University Health Services-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 2/7/91**

Provide billing services for UHS to include: receive payments from patients for services rendered, daily deposits and balancing; complete insurance forms and compensation reports; Bursar charges and communications; prepare patient and insurance correspondence relating to specific accounts and billing procedures. Monday-Friday, 24 hours per week.

**Requirements:** High School diploma or equivalent. Some medical experience, accounting and computers preferred. Ability to work independently, be self directed, and have strong interpersonal skills. Must be able to work flexible hours. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**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. Monday-Friday, 4 hours per day, flexible hours.

**Requirements:** High School 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 Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C5508)**  
**Architecture-Endowed**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 2/28/91**

Act as administrative aide for the Preston Thomas Memorial lecture series as well as the Department of Architecture Lectures and Exhibitions assistant. Schedule and coordinate related events including room reservations, meeting and reception arrangements, travel and hotel accommodations etc.; coordinate materials for Thomas Lectures; transcribe former lectures, research permissions, etc. Hours to be arranged, (between 8-5, 25 hours per week).

**Requirements:** High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Able to use word processing programs on Macintosh SE/30 competently. Ability to work independently, should have some accounting skills, and be able to work with public. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR19 (C5406)**  
**Placement-Endowed**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 2/21/91**

Provide assistance and resume referral support services for experienced engineering alumni seeking new professional career opportunities. Extensive contact, both phone and written with alumni and hiring organizations. Maintain and update records for database and resume referral as needed. 1 year position with possible extension.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Strong business, organizational and clerical skills. Keen mind for detail work and name recognition. Communication skills are essential. Must have ability to work with relational (Foxbase) databases and computerized word processing systems on Macintosh SE. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**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:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Good interpersonal skills. Knowledge of technical typing helpful. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Editorial Assistant, GR20 (C5401)**  
**Materials Science and Engineering-Endowed**  
**Minimum full-time equivalent: \$590.45**  
**Posting Date: 2/21/91**

Develop and prepare newsworthy material and brochures for dissemination to Cornell's internal and external publics. Edit manuscripts for publication in professional journals. May involve rewriting original compositions. Position until January, 1992.

**Requirements:** Bachelor's or equivalent preferred. Although experience in technical writing is not required, an ability to comprehend complex technical subject areas is essential. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**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 hours per week.

**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 Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

## Office Professional Off-Campus

**Secretary, GR19 (C5409)**  
**Cornell-in-Washington-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 2/21/91**

Provide a full range of administrative/secretarial support for the Cornell-in-Washington program, including academic and housing functions. Primary duties are maintaining academic and housing records, word processing, filing and clerical assistance.

**Requirements:** High School diploma or equivalent required. Associate's or equivalent combination of education and experience preferred. 2 years previous office experience; good language/communication skills required. Word processing (especially Macintosh) preferred. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

## Office Professionals Temporary

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

## Temporary Part-Time

**Building Attendant (\$5204)**  
**Uris Library-Endowed**  
**Posting Date: 2/14/91**

Under the direction of the Administrative Supervisor, assist in the daily reshuffling of materials of materials returned from circulation, and work at the Security Desk inspecting knapsacks, briefcases, etc. of exiting patrons when the security alarm sounds. Part-time, 20 hours per week, Monday-Friday; morning hours. Position open March 15-June 30.

**Requirements:** High School diploma or the equivalent. Must be able to lift 50 pounds. Public relations skills are essential. Please send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

## 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 East Hill Plaza 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.

**Food Service Worker, S001 (G5501)**  
**Dining Services-Endowed**  
**Hiring Rate: \$6.01**  
**Posting Date: 2/28/91**

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.

**Requirements:** Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Cornell employees send employee transfer applications to Esther Smith, Staffing Services, East Hill Plaza.

**Senior Mechanic, T007 (G5201)**  
**Utilities-Endowed**  
**Posting Date: 2/14/91**

Responsible for the uninterrupted and efficient daily operation and maintenance of the chilled Water Plants and Hydro-electric Plant. To operate and maintain Central Plant equipment including electric driven chillers, pumps, cooling towers, vacuum and compressed air systems, water turbines and generators, water treatment equipment and instrumentation. Operation of the Central Utility Plants shall include use of the Campus microprocessor-based central control systems.

**Requirements:** Associate's in Mechanical/Electrical Technology. 1-3 years experience in refrigeration, operation and maintenance of Central Utility Plants desirable. 1-3 years experience in electric and solid state electronic controls and their application in control and monitoring. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, East Hill Plaza. 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**

Responsible for general maintenance of assigned residence areas including physical plant facilities and department equipment. Monday-Friday, 8 a.m. - 4:30 p.m.

**Requirements:** High School 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 Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza.

## General Service

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

**Gardener, S004 (B5401,B5402,B5404,B5405,B5406) 5 positions**  
**Plantations-Statutory**  
**Hiring Rate: \$6.88**  
**Posting Date: 2/21/91**

Assist gardening staff in the installation of new gardens and in the maintenance of existing gardens. Duties include garden cleanup, planting, fertilizing, mulching, watering, raking, and related tasks as plant labels, plant records, greenhouse care, and nursery maintenance. Monday-Thursday, 7:00-3:30, Friday 7:00-2:30. Position until 10/31/91.

**Requirements:** High School diploma or equivalent. Valid drivers license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Send application materials to Cynthia Smithbower, 160 Day Hall.

## Cornell Employment News

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

**EQUAL**  
 Opportunity at Cornell

**Groundworker, S004 (B5407,B5408,B5409,B5410,B5411,B5412,B5413) 7 positions**  
**Plantations-Statutory**  
**Hiring Rate: \$6.88**  
**Posting Date: 2/21/91**

Assist grounds maintenance staff in landscape maintenance, and construction to include planting, mowing, weeding, mulching, watering, fertilizing, pruning, polishing of grounds, maintenance of equipment, and maintenance of walls, steps, and fences. Monday-Thursday, 7:30-4:00, Friday 7:30-3:00. Position until 10/31/91.

**Requirements:** High School diploma or equivalent. Valid drivers license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture and landscape construction required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Send application materials to Cynthia Smithbower, 160 Day Hall.

**Print Machine Operator, S009 (B4103)**  
**Campus Services/Print Shop-Endowed**  
**Hiring Rate: \$8.66**  
**Posting Date: 10/18/90**

Operate a variety of offset printing and related production equipment, producing printed product according to the specifications of job tickets and to the standards of the Print Shop. Perform commonplace and routine cleaning, adjustment and repair of the same equipment. Monday-Friday 8:00-4:30.

**Requirements:** High School diploma. 2 years of job experience in a Graphic Arts production facility with extensive hands-on experience with offset printing presses. Must have excellent attendance record and the ability to work well with others. Send cover letter and resume to Cynthia Smithbower.

## General Service Part-Time

**Gardener, S004 (B5403)**  
**Plantations-Statutory**  
**Hiring Rate: \$6.88**  
**Posting Date: 2/21/91**

Assist gardening staff in the installation of new gardens and in the maintenance of existing gardens. Duties include garden cleanup, planting, fertilizing, mulching, watering, raking, and related tasks as plant labels, plant records, greenhouse care, and nursery maintenance. 3 days per week to be arranged. Position until 10/30/91.

**Requirements:** High School diploma or equivalent. Valid drivers license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Send application materials to Cynthia Smithbower, 160 Day Hall.

## Academic

**National Astronomy and Ionosphere Center (NAIC)**  
**Arecibo Observatory, Puerto Rico**

Experienced radio astronomers for positions as Staff Astronomers and Head of the Radio Astronomy Group. An NSF funded national observatory for research in radio and radar astronomy and in atmospheric sciences. Research areas include the properties of distant galaxies and our own, the interstellar medium, pulsars, flare stars and solar system objects.

**Head, Radio Astronomy Group:** should be an active astronomer with a proven record of accomplishment in one of the major topics of interest at the Observatory. Project management experience required.

**Staff Astronomers:** recent Ph.D.'s or active astronomers with successful record of accomplishment in one of the major topics of interest at the Observatory. Closing date for application is June 1, 1991. To apply, send a cover letter, resume and list of references to: Dr. T. Hagfors, Director NAIC, Space Sciences Building, Cornell University, Ithaca, NY 14853.

**Research Associate III**  
**Entomology-Geneva**

To assume primary responsibility for ongoing research involving characterization of biosynthetic pathways in moths and research on the neuroendocrine control of pheromone production.

**Qualifications:** Ph.D. in Entomology or Biochemistry. Experience in insect biochemistry, organ cultures, electroantennogram assays, capillary GLC, mass spectrometry, radio and stable isotope labelling experiments, microchemical reactions, microsurgery on insects, and liquid scintillation counting. To apply send cover letter, resume, publication, and names of 3 references to: Dr. Wendell Roelofs, Professor of Insect Biochemistry, Department of Entomology, NYS Agricultural Experiment Station, Geneva, NY 14456.

# CLASSIFICATION REVIEW STUDY

You haven't heard anything about the Classification Review Study in a while and you wonder what's going on?

Both the exempt and the nonexempt questionnaire evaluation processes are proceeding as planned. The work that is presently being done is systematic and

methodological, and over the next few months we will be providing updates as each stage of the evaluation of exempt and nonexempt positions is reached, describing the project's process and the roles of those who are involved. Watch for future articles under this logo.

# Networking

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

## Networking Salutes Black History Month

by Susan E. H. Hollern

When the month of February comes upon each and everyone of us, what comes to mind first? Lincoln's Birthday, Valentine's Day, Washington's Birthday? What about Black History Month? It's true! The month of February has been designated Black History Month.



Joycelyn Hart, Associate Vice President for Human Relations

I took some time to speak with two Cornell employees about Black History Month. Joycelyn Hart, Associate Vice President for Human Relations and Dr. Robert Harris, the Director of Africana Studies and Research Center.

When I spoke with Joycelyn Hart, I wanted to hear and understand her perception of how the last 10 years at the University were compared to today, and what she expects the future will bring for Blacks living and working at Cornell University.

"Ten years ago, we focused our efforts on increasing the numbers of Black undergraduate and graduate students by an intensive recruitment program. We promoted the notion of inclusiveness and judged our progress by reviewing the numbers. We still do that but we go even further now by devoting attention to the recruitment of faculty and staff and having procedures that are better understood and helpful to Colleges.

When I asked Joycelyn about attitudes from 10 years ago her reply was that "there was not the same understanding of the broader human relations issues and its importance to a great university. Despite all the structural changes that are in-place, however, we really haven't made the University-wide progress in actual numbers like we would like."

Have there been challenges and additional opportunities? "Yes. A lot of challenges and program opportunities

and as I have said, disappointments as well. In another 10 years, we will evaluate the changes that have occurred and be able to see, hopefully, that we are on the right track. I am very optimistic and hopeful about the prospects of moving ahead. There is a lot of work to be done

yet, but still, a lot of positive change is already in place and I am very happy and pleased about that." When I spoke with Professor Robert Harris, of the Africana Center, I asked

him to give me his perceptions of where the Black History month will be 10 years from now, as well as to educate me about Black History Month and how it all evolved.

"Black History Month started from Negro History Week which began in 1926. In 1976 it was expanded to Black History Month. Started and promoted by the Association for the Study of Afro-American Life and History which was organized in 1915. (Editors note: They just recently celebrated in Chicago the 75th anniversary meeting at which Dr. Harris was elected President!)

Are people understanding Black History Month more than they were 10 years ago? "There has certainly been a greater acknowledgment of Black History Month throughout the country. In Washington, DC on February 2, there was a Black History Month banquet and Eleanor Holmes Norton, who had recently been elected the DC Delegate to Congress, addressed the banquet. This was one of the largest kick-off banquets that we have had. There were about 600 people at the banquet. There is evidence across the country, given the observances that are taking place, given the number of proclamations that are being issued by the mayors of cities, by governors of the states, and the media exposure, that people are understanding black history. Upsurge of interest, especially on the part of black students at secondary schools and college level, who are getting interested

in their heritage and their history. Many of these students are a generation removed from the Civil Rights movement and they hear about Martin Luther King and they are curious—'what did that all mean'. For many students, they ask questions of 'why was the Civil Rights Movement necessary, what were people protesting about?' The Martin Luther King Jr. Holiday has generated more interest in the African-American History.

Do you feel that the education on the secondary education level up to college level is more prevalent now than it was 10 years ago? "Most definitely. The student population of most major cities is 50% or more black. So there is greater attention to the heritage and background of the students. Many of the school districts have adopted, as part of their curriculum, African-American history into their Social Studies programs. Some schools have re-written their Social Studies curriculum.

"The black population is not seen as being 'that significant.' Much of this is due to the result of the legacy of slavery that hangs over many peoples minds. 10-12% of the population was concentrated primarily in the South where the bulk of the black population in this country lived until the 20th century. In fact 90% of the black population in 1900 was still in the South. So, in many ways the black population was ignored and the history was neglected and omitted from the textbooks—or distorted where it

to the development of the United States as well as to make black youngsters aware of their heritage as a means of stimulating them towards greater achievement."

Where do you see Black History Month going 10 years from now? "Hopefully, Black History will be incorporated in the Social Studies Curriculum at the elementary and secondary school level. It will be infused throughout the curriculum so that students will not avoid confronting the black experience in their courses. Also, so that students will come to a University better informed. So many of our students here at Cornell say "I didn't know that." "I didn't hear about that." In many respects, they feel cheated in their secondary school education. They feel they should have learned about these key topics and key events in American History classes. For many of them, they are confronting this information for the first time."

The festival of Black Gospel is growing and people are coming to expect it as well as look forward to it each year during the month of February. It is a part of the activities that take place for Black History Month. This is an encouraging development. Students here on campus organize this event and they usually bring in a stellar gospel performer. They also have their gospel choir here at Cornell as well as inviting other college gospel choirs to come and perform. They have a mass gospel choir performance at the end of the program which



Dr. Robert Harris

was included in the textbooks. We have had to (The Association for the Study of Afro-American Life and History) set the records straight, to bring to the attention of the country as a whole the contributions that African-Americans have made

is a major event on campus as well as in the community.

"The United States can ill-afford to ignore any segment of its population and this is why Black History month is important for the country as a whole."

Photos by Doug Hicks

## "Cross Your Heart and Hope To Die"

By Theresa Vander Horn

Appearing on almost any list of dysfunctional family characteristics are the words "secrets" and "secret-keeping." What is secret-keeping and how does it differ from privacy? What is the harm of secrets if they are well kept?

Starting at a very young age, all people develop a sense of privacy. Healthy privacy comes from a sense of self; it is not born of shame or guilt or fear of rejection. Privacy enables communication of the self. When privacy limits must be drawn, healthy privacy uses an open and honest means of communication to define itself. Secrets are different. Secret-keeping is the opposite of open and honest communication. Secretive behavior rejects free expression for the pressure it can bring to bear. Secret-keeping often involves issues which have profound effects on the family. Family "shame" such as illness or abuse are often at the

heart of secretive behavior patterns.

Unlike normal privacy, secret-keeping requires



elaborate alterations in one's method of communication. Secret-keeping relies on denial, silence, and anger in order to keep inquiries at bay. Quite possibly an entire segment of one's life may have to be "deleted" from one's references. It is

not possible to contain this perversion of communication. The need to feed a secret changes the way one relates to people in a broader context, pushing others away instead of inviting them near. The emotional distance which is integral in secret-keeping is especially painful when directed at children.

Covering up secrets usually involves deceit, by commission or by omission. Secretive people might not lie openly; they may allow others to draw the desired conclusion by giving vague or misleading responses to honest questions. The secretive person may withdraw when challenged, using sympathy or pity as a cloak; or the person may lash out with anger to chase the challenger away. Neither response is helpful in coping with pain. When the secret-keeping takes place within a family over a long period of time, the damage can be quite devastating.

Young children will not understand their families' avoidance or anger, but they will feel its affects. A child may come to believe that all exploration or expression is unacceptable, not just that which surrounds the secret. Inevitably the children will become confused about what is normal communication and what is repressed communication.

### No Spilled Beans

People don't control secrets, secrets control people. The distorted communication that is necessary to maintain secrets becomes a philosophy of coping; it is like a filter through which one looks

at life. The behavior that is intended only for the secret ends up being applied to every activity of daily life. Denial and repression of pain, conflict, or controversy are applied to all areas in which pain, conflict or controversy might arise. The secret may not be exposed, but the damage is spread.

Children who grow up in households where secret-keeping replaces communication, learn dysfunctional methods of coping. Children see that pain or conflicts are not discussed, but rather are silenced and repressed. This is a lesson in not coping, and it is a lesson that can be fatal.

Without lessons and demonstration in how to cope with pain or conflict, growing children will attempt to ease their pain with the same dysfunctional behavior they have witnessed. They will not share their pain with their families; they have been taught to not do that. Even if they do try to express their pain, family denial is likely to prevent the pain from being seen and accepted.

Instead, the children will attempt to deal with their pain as they have seen their family deal with pain: through silence, denial, withdrawal, anger or rage. It won't work; the pain won't go away. Depression, anger, antisocial behavior, or confusion may result. This will pose particular dangers when the children become young adults and are confronted with the difficult issues of sex, drugs, and emotional involvement.

As young adults, the children of dysfunctional families can end up desperate for any ease to their pain.

Unfortunately, dysfunctional family systems often leave children with few outside contacts who

*One person's secret becomes a family affair*

can intervene. Relations with friends, relatives or siblings are not encouraged or are undermined; other adults are not welcomed inside the family unit.

If left without corrective guidance from some caring adult, children of dysfunctional families grow up to have dysfunctional families of their own. Their base line of normal vs. repressed communication has been altered; left uncorrected it will be repeated.

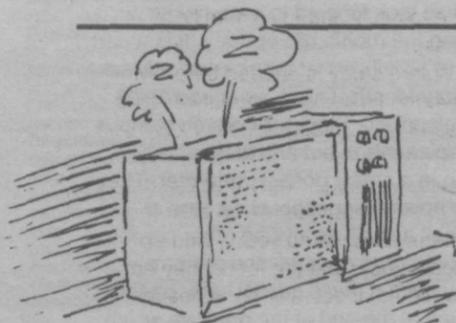
Adult children of dysfunctional families may have no idea that their communication is unhealthy; they may have no idea that the anger or confusion in their new family is abnormal. That which some would regard as chaotic comes to be regarded as normal. This is how dysfunction is passed from one family to the next. One person's secret becomes a family affair.

There is help. Counseling and guidance can help children and adults find alternative, more satisfying ways of managing pain and conflict. Through self-acceptance, one can begin to look at the truth. And the truth about "well kept" family secrets is: there are none.

*Secrets are a hallmark of dysfunctional families*

## The Cable's Out!

by Patty DeViva



At the time, it seemed to be a perfectly normal Friday. I arrived home after picking up the kids from daycare, loaded down with backpacks, a pocketbook, and groceries for the weekend. I exploded through the front door, the kids arguing behind me, our dog barking uncontrollably (like she'd never seen us before), and dropped everything on the kitchen table. Immediately I sensed something was wrong — after the commotion died down, I noticed the house was eerily silent, except for a strange crackling noise coming from the

living room. I tiptoed toward the odd sound and peeked into the room. My husband was sitting on the couch, a vacant look in his eye, with the TV remote control in his hand pointed at the set. I glanced up and saw the black and white blizzard raging on the screen.

He noticed me, then said pathetically, "The cable's out."

"Oh?" I answered.

His eyes opened a little wider, "Don't you know what that means?"

"Uh. . . I think it means that we won't be watching TV for a while, dear." I started to worry.

"Don't you know what's on tonight?"

He said, almost pleading.

"Um, professional wrestling?"

I answered with a shrug.

"NO, NO, Noooo! That Mike Tyson fight I have been waiting for is on

tonight! What am I going to do if the cable's out?"

"Well," I answered optimistically, "you won't be missing much. One or two rounds tops. Besides, you can look it up in the sports section tomorrow."

He looked at me then like I had just arrived from Mars, then returned his gaze to the blizzard, still clicking away on the useless remote control.

I started to prepare dinner when my older daughter came into the kitchen.

"Mommy, what's wrong with Daddy?" She asked, her head tilted to one side.

"Oh, he's had a temporary lapse of sanity, dear."

"Huh?"

"Never mind," I said as I walked back into the living room. I went up to my husband and preyed the remote control out of his hands.

"What did ya do that for?" He asked.

"Read a book!" I turned around and shut the blizzard off.

We ate dinner that night and had a lively family discussion, and instead of bolting from the dinner table as soon as everyone was finished eating, we lingered and talked for a while. After dinner, my husband got his paperback and started reading. I sat down on the couch with a daughter on each side of me and read them each a story that they had picked out. After I had put them both to bed, my husband and I read in silence, occasionally hearing the kids giggling and singing from their bedroom. I sat back and really listened to what a beautiful sound that was. Would I have heard that through the cheering and commotion of the Mike Tyson fight?

The cable was out for the rest of the weekend, and I savored every minute of it. Now, I take every opportunity to shut the tube off and enjoy my family.

## EMPLOYEE ASSISTANCE PROGRAM

### Characteristics of a Strong Family

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

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

#### Examples of mutual respect are:

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

#### Examples of commitment are:

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

#### Examples of enjoyment are:

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

#### Examples of communication are:

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

Sometimes families emphasize group activities to such an extent that some of the one-to-one bonds do not develop. It is important for a couple to spend time alone together. It is also important for each parent to spend time alone with

continued on page 8

# The Power of Positive Insanity Returns

by **Toni McBride**  
Director of CU Wellness



Sandy Queen

using your banana nose glasses over this past year? Well we are back with another positively insane program. Don't miss this most unique session!

This year our presenter is Ms. Sandy Queen. Sandy is the founder and director of Lifeworks, Inc., a training/consulting firm in Columbia, Maryland. She specializes in helping people take a better look at their lives through humor, laughter and play. Sandy has developed many innovated programs in the area of stress reduction, humor, children's well-ness and self

esteem. She is known throughout the U.S. and Canada as a dynamic lecturer and educator with a special focus on

children and those who educate the children, but most important, a focus on the child within each of us. Sandy speaks inspiringly and with humor. Her philosophy - **LIGHTEN UP! THIS IS THE ONLY LIFE YOU HAVE!** The foundation of her work is that if we take the opportunity to re-apprentice ourselves to our lives and our inner child, we are better able to withstand the pressures and accompanying negativity that are often part of today's hectic world.

It seems that today we are dealing with a lot more stress with the state of our economy and the unrest in the middle east and our world. Stress can be very debilitating and is related to many of the diseases and conditions we Americans typically battle with; cancer, ulcers, diarrhea and other digestive disorders to name a few. When the body is under stress it can respond with the following:

*Muscle tension  
(neck and back pain)*  
*Cardiovascular system constricts  
(cold hands, cold feet)*  
*Breathing becomes shallow*  
*Stomach acid increases*  
*Pain is experienced more profoundly*

The good news is that there are a number of **FUN** ways to combat these

effects. I am talking about laughing and playing! The body responds by:

*Muscles relaxing*  
*Cardiovascular system dilating*  
*Breathing deepening*  
*T-Cell production increasing  
(this boosts the immune system)*  
*Endorphins are releasing  
(chemical substances which produce  
a "natural high" in the body. This  
chemical is stronger than morphine)*  
*Blood pressure and pulse dropping  
slightly*

Laughing and playing is so healthy for all of us. It could kill you if you don't. We invite all of you to experience some of these great stress reduction responses, **FREE OF CHARGE!** On March 13th we will be conducting the second annual "Power of Positive Insanity" Program. Our employee focus presentation will be held in the Statler Auditorium from 4:45 - 6:15 pm.

Managing the stress in our personal lives as well as in the work environment can only serve to enhance self esteem, self confidence and productivity. This program is for all of us. The benefits certainly will out weigh the hour and a half time commitment. Hope to see you all there!

## TIPS FROM THE FIELD

### Teenagers' Typical Diets May Set Stage for Osteoporosis

borrowed from the *Mayo Clinic Nutrition Letter*

Teenagers who forgo milk for soda may face a higher risk of osteoporosis as adults.

A new Mayo study found that typical diets of young women - low in calcium and high in phosphorus from consuming soft drinks and processed foods - may shortchange the amount of bone they lay down.

"The smaller the peak bone mass, or amount of bone present by around age 35, the greater the chance of osteoporosis later in life," says Dr. Mona Calvo, who led the research at Mayo Clinic. She adds, "Genetics is the main factor governing our bone mass potential. But diet and exercise can influence whether or not we reach full potential.

This is particularly true for teens and young adults who are still building bone. In this study, we wanted to find out whether the types of foods that young women typically eat influences this process."

Calvo and two other Mayo researchers compared hormone and mineral levels in healthy women, 18 to 25 years old, who ate two different diets. The first diet contained recommended daily amounts of calcium and phosphorus. The second diet contained half the calcium and more than twice the phosphorus of the recommended dietary allowances, levels that more closely match teens' typical diets. Researchers planned the low-calcium, high-phospho-

rus diet with foods processed with phosphorus-containing food additives. They made subtle substitutions such as processed cheese for natural cheese and instant pudding for cooked pudding.

After participants spent four weeks on the low-calcium, high-phosphorus diet, researchers noted persistent changes in hormone and mineral metabolism. When calcium intake is too low, your body normally compensates for the shortage by triggering mechanisms that conserve calcium and boost calcium absorption. These actions work to bring blood calcium levels back into balance. But this study shows that some of the normal regulating mechanisms failed to kick in, suggesting long-

term consequences that are unfavorable to achieving maximum bone mass.

"More study is needed before we have the final answer about whether these eating habits actually cause less bone to form," says Dr. Hunter Health III, another Mayo researcher.

In the meantime, Calvo offer this advice, "Teens and young women should know that the foods they eat now could affect their bone health. They should really try to eat more unprocessed foods that are rich in calcium such as low-fat milk and naturally aged cheese because it may make a difference in the quality of their lives later."

## Who Has A Disability?

While definitions vary somewhat under different laws, generally, people are considered to have a disability if they:

1. have a physical or mental impairment which limits one or more life activity, such as walking, talking, seeing, hearing, self-care, learning, working; or
2. have a record of having had an impairment, such as a history of cancer, past mental illness; or
3. are regarded by others as having an impairment (for example, because of a facial scar, limp or positive HIV test).

Laws, particularly those relating to employment, frequently limit protection to those considered "qualified". To be "qualified", a person with a disability must be able to perform essential job

functions (at least with reasonable accommodations by the employer). What accommodations are reasonable generally depends on the circumstances of each situation. This issue will be discussed in greater detail below.

### Contagious Diseases

People with AIDS, ARC, tuberculosis and other infectious conditions are considered to have a disability and are protected to the extent that their infectiousness does not pose a significant risk of hazard to others. 29 U.S.C. Sec. 706(8)(B); School Board of Nassau County v. Arline, 480 U.S. 273 (1987) (teacher with tuberculosis); Chalk v. U.S. District Court for the Central District of California, 840 F.2d 701 (9th Cir. 1988) (teacher with AIDS). In Arline and Chalk the teachers were not actually contagious, but others thought that they

were (perceived disability); contagiousness, or the perception of it, was found to be a disability. Whether a person who is contagious is protected against discrimination depends on whether the person's contagiousness makes him or her not otherwise qualified to hold a job or enjoy a right. An individual "who poses a serious risk or communicating a contagious disease to others in the workplace will not be otherwise qualified for his or her job if reasonable accommodation will not eliminate that risk." Arline, 480 U.S. at 287, n. 16. Where the risk of contagiousness could be virtually eliminated by reasonable accommodation in the job or location sought, offering the person alternative employment or an alternative site to enjoy a public accommodation, for example, would be unlawful. Thus segregating school children from their classmates because the

children are HIV-positive would be unlawful unless there was a substantial risk (not present in the usual classroom environment) that their presence in class would lead to the infection of their classmates. See also the September 27, 1988, United States Justice Department Office of Legal Counsel memorandum, prepared by Acting Assistant Attorney General Douglas Kmiec, discussing coverage of people carrying the AIDS virus under Sec. 504 of the Federal Rehabilitation Act.

For more information contact the Office of Equal Opportunity, 234 Day Hall, 255-3976 or AIDS Education, Gannett Health Center (3rd floor), 255-4782.

# History: Employee Assembly At Work

The Employee Assembly is comprised of 13 elected members from the exempt and non-exempt statuses throughout the University. Cornell University, its Board of Trustees and the administration, through the formation and support of the Assemblies' system, recognizes the diversity of the campus population, yet the need for unity and the need for a mechanism is which to voice and discuss issues of interest and concern to the administration. Administrative support is both financial and encouraged by allowing employees to take part of their workday to attend meetings to deal with Assembly business.

You may ask, what is Assembly business? The Employee Assembly has the responsibility of attending to their constituents' needs by examining the University's personnel policies and other policies affecting the employment environment at Cornell and then making recommendations to the appropriate bodies and University Administrators. The Employee Assembly has a working partnership with the University's decision makers. President Rhodes, Sr. Vice President Morley and Human Resources' Director Lee Snyder meet with Assembly members regularly to listen to concerns and recommendations and to update the members as to the progress being made.

The system is effective, but community support is vital to this effectiveness and to the Employee Assembly's functioning. Participation in campus governance begins with a basic awareness of governance activities, bring your concerns to the Assembly or one of its committees, and voting for representatives to the Employee Assembly. Elec-

tions are held in the Spring. Petitioning begins in early February.

More active participation is encouraged through membership on Assembly committees. The Employee Assembly, the University Assembly, and the Student Assembly each have committees that have as a necessary component for input and deliberative purposes, employee members. Each committee addresses a charge that an Assembly delivers to it. The effectiveness of the Assembly system as governing bodies is primarily dependent on the accomplishment of its committees.

To expedite the Assemblies' work, each committee needs to prepare its business thoroughly for the Assemblies' deliberation. It does so by surveying needs, establishing priorities and assessing implications of any recommendations on other parts of the University.

Above all, the Assemblies need accurate information and succinct analysis, and committees can provide this function. They are the "workhorses" of the Assemblies.

## Committees with Employee Involvement

### Employee Assembly Committees:

**Personnel Policy Committee** examines, reviews and comments upon personnel policies of the University. The committee brings all questions regarding personnel policy before the Assembly for discussion.

**Communications Committee** was established to promote higher visibility for employees as community members, provide a sense of a unified employee body and help create an increased sense of community among all members of the Cornell community.

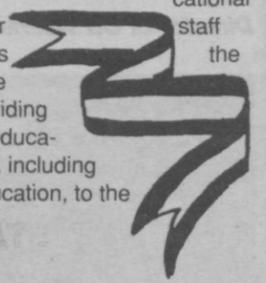
### Internal Operations Committee

facilitates the nomination and selection of employee members to both elective and appointive positions administered by the Employee Assembly. The committee will also ensure the recruitment, selection and seating of a full cross-section of the Cornell employee population.

**Employee Education Committee** serves to publicize and promote the

various educational opportunities for and also studies the feasibility of the University providing an expanded educational program, including extramural education, to the community.

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## Employee Assembly In The News

by Colleen Fabrizi

I would like to update everyone on the status of the Proposed Traffic changes for our campus. The Employee Assembly in conjunction with COTS sponsored information gathering sessions that were open to the campus community. On behalf of everyone we would like to thank each of you that took the time to voice your concerns and ideas. We were able to gather a great deal of helpful information.

The following are a few of the highlights of the information gathered:

**\*Due to work schedules several people are not able to take advantage of the other transportation options, i.e. Research Aides, Graduate Students and employees that work for operations where "summer" is their business.**

**\*People depending on day-care and others caring for elderly or handicapped adults are restricted to needing private transportation.**

**\*Individuals that are living far from the campus feel that they should not be "paying-the-burden" for those living in the immediate vicinity.**

**\*The possibility of "Free Parking" being totally removed from the list of parking options is a deep concern for many.**

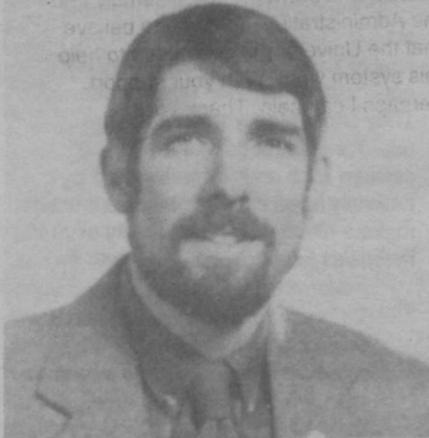
The Employee Assembly is in the process of putting together a proposal with other alternatives that may be more feasible for everyone effected. If anyone has more concerns or suggestions please share those ideas in writing. Send your ideas to Henry DeVries, Assemblies, 165 Day Hall.

Again, we appreciate everyone's input and we look forward to working on the behalf of the Cornell Community toward a Transportation Policy that will be a cooperative effort.

## EMPLOYEE ASSEMBLY

### The Mission Statement of the Employee Assembly is:

*"To seek out and voice effectively the concerns of University employees to the administration in regards to University personnel policies and other policies affecting the employment environment so as to offer employees a vehicle for the continuous involvement of exempt and non-exempt staff members in the governance of non-academic affairs and in the life of the University."*

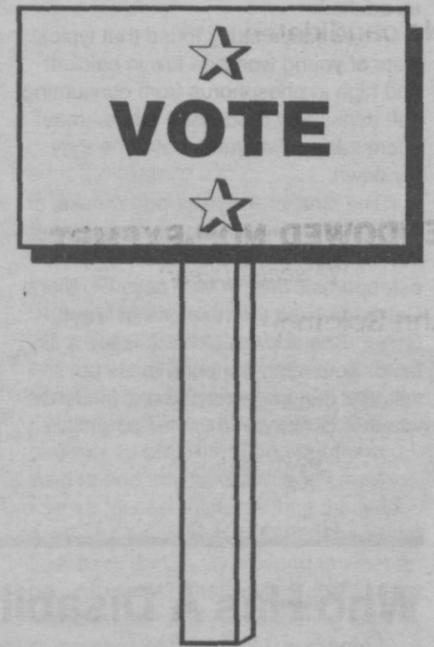


Henry E. DeVries, II

The Employee Assembly can only be effective with the involvement and participation of committed employees who are willing to work to make this mission statement a reality. There are currently seven employees who are seeking six available seats on next year's Employee Assembly. To help you as you vote, personal statements from each employee are provided on the next page.

The elections for seats on the 1991-1992 Employee Assembly will begin on March 4, 1991 when ballots are mailed to the campus address of each employee. We hope that you will take the time to complete your ballot and return it by March 15, 1991. If you have any questions, please contact the Office of the Assemblies at 165 Day Hall.

Henry E. DeVries, II  
Chair, Employee Assembly



## VOTING – You Can Make A Difference

by Judy VanDermark

In just a few days the employees of Cornell University will be asked to vote for their choice in the Employee Assembly race of 1991-92. This is not just your right it is also your responsibility! The Employee Assembly is your line of communication to the University Administration. What the administrators hear and who they hear it from is essential. As you cast your vote (and please cast your vote) think of the candidates background and commitment to being the voice of our community.

This governing body can be taken seriously if the right candidates are elected. This election does not have to be a popularity contest or an election where everyone is seated because not enough candidates ran, so your seated by default. There are many Cornell employees that our administration would have to take seriously, candidates that know the issues that the employees of the 1991's are facing. General employment concerns, layoffs, comparable

worth, child care, elder care, dual career, advancement in the current work environment, retirement plans, older employees in the work force, drugs and addictions in the work place, middle management and office professional's continued training, wellness and its effectiveness, transportation, to name a few. It is our responsibility as a community to pay attention to who is representing us all as a community.

If you do not have the time or the commitment to be a part of our govern-

ing body, then you must take the time to invest and make a sound decision on those candidates that are seeking election. Our governing body is one of the most important tools we as a community have. It is going to be taken as seriously as we want it to be! If the Cornell community does not take it seriously then why should we expect the administration to take it seriously?

Take your responsibility in hand and please vote.

SPRING 1991

# Employee Assembly Elections Candidates' Statements

## STATUTORY NON-EXEMPT

(2 seats—2 years)

Randy W. Norman



I, Randy Norman, have been employed by Cornell University for the past fourteen years. I have also been active with the UAW for ten years on issues for the university. I work well and speak well with the public. I feel I could work well with the issues at the university with all the background experience I have.

I would be honored to accept this position.

Marian L. Hartill



I have worked at Cornell University for the last 20 years — starting out in the Natural Resources Department and moving on to the Department of Entomology as secretary to the Chair. I have found my work at the University to be most challenging and never dull. I also worked in Geneva, Switzerland for one year for the World Council of Churches in the refugee department and at the University of Florence in Italy.

Currently, I am a member of the CAC (Conservation Advisory Committee) for the Village of Lansing. In my spare time I enjoy hiking, cross-country skiing, and walking my very wild Irish setter.

I care very much about the University and want to become involved in the Employee Assembly. I believe that collectively we can all make a difference in how our voices are heard.

## ENDOWED EXEMPT

(1 seat—2 years)

Mick Ellis



I have eleven years of experience as an employee representative in the campus governance system. Currently, I serve as an employee member of the University Review Board and the University's AIDS Advisory Committee. Over the years, I have been a member of numerous committees and several task forces including the Human Relations Task Force and the Advanced Benefits Planning Task Force. I have been employed at Cornell for the past fifteen years, working in both the Departments of Residence Life and Unions and Activities.

As a member of the Employee Assembly, I will focus my energies on the employee as a working parent/spouse/child who is balancing the obligations of family with the responsibility of job/career; and promoting the Assembly and its committees to encourage greater involvement by other employees in the governance process.

## STATUTORY EXEMPT

(1 seat—2 years)

H. Donald Hinman



Over the 27 years that I have been with the Veterinary College at Cornell, many changes have taken place. My wife Barbara and I were busy raising three children and trying to restore our 140 year old home on South Hill, so time to get involved with University concerns were almost impossible until a short time ago.

Last year, because of the Hudson Street project on South Hill, we became involved in the South Hill Civic Association and found that we could indeed help. That involvement peaked my interest to become more involved in the decision making process at the University. The Employee Assembly seems to be the way to do that. I have noted other candidates have mentioned areas in which they have specific ideas and interests, but I prefer to try to maintain an open mind and act more as an advocate for ideas and interests of those which this position represents. Recent interactions between the Assembly and the Administration leads me to believe that the University is committed to help this system work. With your support, perhaps I can help. Thank you.

## GENEVA AT-LARGE

(1 seat—2 years)

No candidates

## ENDOWED NON-EXEMPT

(1 seat—1 year)

Ann Solomon



Ann Solomon has been with the School of Hotel Administration for 19 1/2 years; 5 years in the Personnel Office. Two sons graduated from the Hotel School and one daughter is attending the University of Las Vegas, Nevada.

My supervisor is encouraging me in the training and development growth of a successful career as a primary concern to reach out and help others. This is my goal in the Employee Assembly to become a vehicle of involvement to other employees, to strengthen their goals and to broaden their horizons and encourage them to do the same thing in the life of C.U. and their careers.

## ENDOWED NON-EXEMPT

(1 seat—2 years)

Christopher L. Watson



Formerly of the greater Boston area, in Massachusetts, I have recently moved to Ithaca to further my education and find a change for the 'busy city' lifestyle.

In Mass., I was co-owner, and acting president, of a cable harness assembly house during its 14 month existence. Prior to that, I had worked at the family owned business of sheet metal fabrication and industrial finishing in numerous positions with varying responsibilities.

As my first year in Ithaca comes to a close, I'm now trying to take a more active role in campus decisions which may have an effect on my employment, as well as co-workers and students, by joining the Employee Assembly.

Thank you.

Mary Beth Lombard



I would like to be considered for the Endowed, Non-Exempt (1 - 2 year) seat on the Employee Assembly. I have been at the University since 1985, specifically Conference Services as the Conference Coordinator since October, 1990. I have served on the Assembly as well as the Personnel Policy committee for the past year, and feel that the Employee Assembly is a vital link between university employees and the top administration. After serving on the Assembly, I feel that I've become more familiar with the process which will enable me to become even more of an "active" member of both the Assembly and the Personnel Policy Committee. Therefore, I would like to continue to support the employees and their issues through the Employee Assembly.

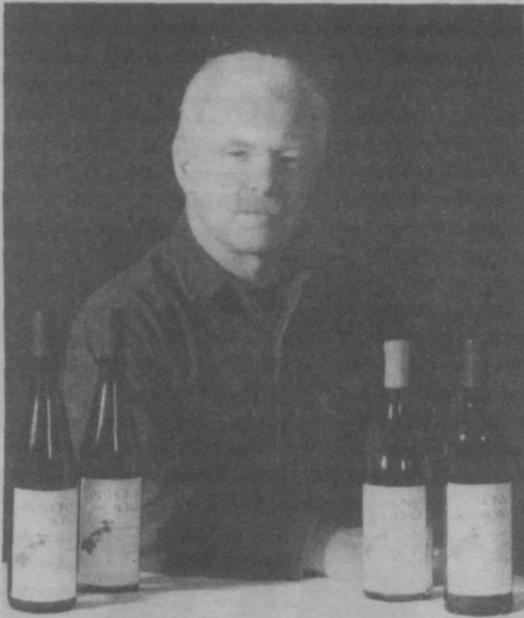
I am married and an adoptive mother of a (beautiful) 2 year old girl (pictures available upon request...), and live in Big Flats. Issues such as family health care, time away from work, and the lack of adoptive parent benefits along with the new parking fees 'compensated' by OmniRide, etc., are a few of the issues I am concerned with. I feel that I am true to the representation of the "Morale" of the employees, especially with all the changes that have been, and will continue to take place at Cornell during 1991. My desire is to become more active in trying to communicate, alleviate, or change issues that tend to cause such poor attitudes among Cornell employees. The Employee Assembly is the finest means of doing so.

Thank you for your consideration.

## EMPLOYEES AFTER HOURS

### John Martini: I LOVE NEW YORK WINE

by Bernadine Aldwinckle



John Martini

I do not like winter. I would say there are even times when I hate it, and it is during this dreary season that my thoughts drift to better times.

Once a year, in the fall, our little group of wine lovers sets off along one of the wine trails. On the 1990 fall excursion, our group dropped in at the Anthony Road Winery of John and Ann Martini. John, the IR-4 Northeast Field Coordinator, in the Department of Food Science and Technology, Geneva, was there, as well as Donna and Derek Wilbers, the other two principals involved in this venture. Donna was

pouring the wine, and Derek, a Cornell viticulture grad, was handling the winemaking chores. Derek has been a winemaker for several wineries, and most recently was responsible for varietal wines at Widmer Wine Cellars in Naples. Ann Martini takes care of the vineyard. John says, "all of us do what is necessary to make this wine venture fly". Other members of the group are Dana, the Wilber's adorable 6-month-old son, who smiles at the customers, and Hobbes, the Martinis' lovable dog, who sits on the customers' feet and helps keep them warm.

John and Ann began growing grapes in 1973 on their Yates County farm overlooking Seneca Lake. The original goal — establishing a winery was finally accomplished during the 1989 crush, and Anthony Road Wine Company, Inc. was officially opened to the public in the fall of 1990.

The winery and tasting room is housed in a renovated barn on the farm, located just off Route 14, about 12 miles south of Geneva. Production and storage facilities occupy the major portion of the building, where stainless steel and glass-lined tanks provide over 10,000 gallons of cooperage. Approximately 30 tons of grapes were pressed this past fall, and the '89 and '90 crushes produced roughly 5,000 gallons or 2,200

cases each year. We tasted four very good varietal wines — Chardonnay, Seyval Blanc, Riesling and Vignoles. When conditions warrant, a late-harvest Vignoles is also produced in limited quantities. This wine was my favorite.

The Seyval and Vignoles grapes are supplied by Martini Vineyards, and the Chardonnay and Riesling grapes are from a vineyard owned by a stockbroker and managed by Ann Martini. Martini Vineyards originally consisted of 35 acres of grapes grown for the Taylor Wine Company. During the past decade the red varieties were pulled out. The white varieties from the remaining 20 acres are sold to wineries from Long Island to Chataqua County, in addition to those that go to Anthony Road Winery.

"Deciding on a name for the winery was more difficult than any of us had anticipated," says John. "Many ideas were suggested by friends and relatives. Most were rejected because they evoked images of malls or housing developments." I personally conducted my own survey on the word 'Martini'. In addition to John Martini's name, I got answers such as "olives", "cocktails", "Martini and Rossi", and the "Louis Martini Winery". So, as John knew, using the not so uncommon name of Martini was going to be difficult. In order to start the licensing process, John incorporated the business as Anthony Road Wine Company, Inc. because the farm is located on Anthony Road. As the name selection dragged on, friends

started asking how things were going at Anthony Road, and their brand name essentially selected itself.

"The label was the next process and required the collaboration and collective judgement of four different individuals plus an artist," says John. "Debbie Moloshok, whose husband Tom works with Harvey Hoch in Plant Pathology at Geneva, was extremely patient and perceptive as she listened to two people who wanted a 'graphic symbol' and two others who wanted a 'floral' design. The final product (the sun above a hill and grapevine) has been admired by everyone."

The Anthony Road tasting room is open from May to December. Fall, the harvest time, is the busiest season both in terms of work (picking, pressing, and fermenting) and the increased number of visitors. The crush of the grapes is an exciting event and is really the best time to visit a winery. That is the time of year when many things are happening, and visitors get to taste grapes and juice fresh out of the press. During the rest of the year wine ages quietly in tanks and bottles. I knew there had to be something good about winter!

Visitors come from all over the Northeast and beyond, and many come from Canada. John, Ann, Donna, Derek, Dana, and Hobbes look forward, each in their own way, to welcoming anyone interested in wine and the grape growing and winemaking processes. Visit Anthony Road and Uncork New York!

Photo by Dick Schading

## EMPLOYEE SPOTLIGHT

### Mike Simkin

by Susan Hollern

It is so refreshing to speak with a fellow Cornell employee who enjoys helping others out. When someone needs a piece of equipment to be able to continue on with research, in steps Mike Simkin.

Mike has worked the last 20 years in Morrison Hall. One of his duties is overseeing a rabbit colony which houses 200-300 dutch belted rabbits as well as overseeing the small animal facility which is located in Morrison Hall.

Why a colony of rabbits? As Mike puts it "it provides a research model for understanding biological functions that

can be applied to the dairy industry. I enjoy the surgery part of this job. This job requires a wide variety of activities so I never get bored when I come to work."

Surgery usually involves collecting and/or transferring embryos so others in the group can split or do other research with them. This is a procedure common in Mike's life at Morrison Hall. "I am interested in helping undergraduate and graduate students achieve the maximum results with their research projects. If they are in need of a certain piece of equipment that will make life easier,

then I will do my best to provide that for them. I enjoy working with mechanical things and have built equipment to help others out in their research.

There was a point in time with specific project, where they wanted to find out if there was an optimal freezing rate for bovine semen. So Mike, being the do-er that he is, built a freezer for this particular project. It worked beautifully, but they were unable to identify any optimal freezing rate. Bull semen seems to tolerate a wide range of acceptable freezing rates.

Mike is a very modest person who enjoys explaining to others, like myself,

the intricacies of embryo transplants, what is entailed with surgical procedures, as well as explaining the ways the semen and embryos from rabbits, mice, cows and goats are stored for future use and research projects in liquid nitrogen tanks. The liquid nitrogen Mike works with is only -196 degrees Celsius! And we thought that our January cold snap was cold!

Mike grew up in Venice Center, obtained his degree at Cornell University, went to Kenya for two years, then came back to



Mike Simkin

Cornell working with Professor Foote. Professor Foote's interest in male and female physiology has produced techniques to improve dairy industry. He has trained Mike in this area and has remained an important part of the department for over 30 years!

It is very exciting to be able to have employees as dedicated and caring as Mike Simkin. Mike is a big plus to the graduate and undergrad students that work in the area of reproductive Physiology at Morrison Hall.

With folks like him, their research projects and growth toward that degree will be simpler knowing that he will be there to help them when they need it most.

Photo by Doug Hicks

## Wishes For Our Troops

by Kathee Shaff

To those who bravely went to the Middle East,  
We pray for you, and the fighting to cease.  
We would like to accomplish worldwide peace  
And that is true, to say the very least.

We are proud of all our women and men,  
Who are serving our country once again.  
Our wishes of hope, faith, and love we send,  
To let you know we think of you often.

We can't imagine what you're going through.  
Not knowing where you are or what you do,  
All we hope for, are the days to be few.  
Closer to the time when we can see you.

We hope and pray for your safe return,  
And it is peace that we truly yearn.  
It is you, who are our main concern.  
Bravery and courage from you we learn.

As you march upon the desert sand,  
Think of us here, in another land.

Soon you will be back, as it was planned,  
Knowing God will lend a guiding hand.

For all of you who are over there,  
We want you to know we really care.  
A piece of our hearts, with you we share,  
Hoping that peace will soon fill the air.

We send letters and boxes of cheer,  
To unknown soldiers, we hold so dear.  
We think of the courage, not the fear  
That you display, and we shed a tear.

Our eyes mist like the morning dew,  
Glistening like snow, fallen new.  
We send our heartfelt wishes, too  
And say, "We all love and miss you!"

Dedicated to Spc. Sheila Shaff,  
stationed in Saudi Arabia.

## How About A Trip To . . .

The Cornell Recreation Club is planning new and exciting trips for this year, as well as including some of our old favorites. Why not join us on one of our Spring trips? Here's our schedule:

**BALTIMORE, MD: APRIL 18-21:** Don't miss your chance to visit the beautiful, revitalized Inner Harbor at Baltimore. Our group will be staying at the lovely Hyatt Regency right on the Harbor front. On Friday the group will have a morning tour of Baltimore, including the Peabody Library, restored neighborhoods and a stop at Fort McHenry where Francis Scott Key wrote the national anthem. The afternoon will be free for you to explore on your own. The group will meet this evening for dinner aboard the "Bay Lady" while cruising the Harbor. Saturday you'll visit Annapolis. After brunch on Sunday, the group will head for home. Included in this trip is 3 continental breakfasts, one dinner, admissions, transportation and lodging at the Hyatt Regency. The price

per Club member is \$255.00 per person, double occupancy. We must have 35 people signed up for this trip by March 15. A \$55.00 deposit is required, with final payment due on March 22. Donna Vose leads this great trip.

**ATLANTIC CITY: MAY 2-3:** Here's a fun trip you won't want to miss. Who knows, there may be a fortune waiting for you in Atlantic City!! Our group will leave from Cornell early Thursday morning and arrive in Atlantic City by 3:00 pm. We'll be staying at Merv Griffin's International Resort on the Boardwalk. You will have the day to yourself to gamble, shop or sightsee. The group leaves Atlantic City at 3:00 pm on Friday, arriving in Ithaca around 10:00 pm. Included in this package is your lodging, your deluxe motorcoach transportation, a \$5.00 food coupon and \$10.00 in coins. The price for Club members is \$118.00 per double occupancy. A \$25.00 deposit is required upon making reservations. Thirty people

must be signed up by Friday, April 12 for this trip to go. Final payment is due on April 19, 1991.

**VERNON DOWNS: MAY 11:** One of CRC's favorite trips each Spring is the trip to Vernon Downs. Your host is Frank Sutfin. We'll have a final price for you in March. So plan on spending this Saturday night at the races! Great food, great fun, great company!

**PANCAKE BREAKFAST AT THE PARK: MAY 19:**

Here's a great way to start your day! Those terrific CRC chefs will be on hand to cook your eggs just the way you like them! So, mark your calendars for a fun morning at our own CRC Park.

**FLEA MARKET AT LYNNAH RINK: JUNE 1:**

Plans are getting underway for another CRC Flea Market in June. We'll have more details soon.

**ANNUAL CRC JUNE PICNIC: JUNE 15:**

Here is one of the great CRC events of

the year. This is your chance to see most of CRC's members, there are hot dogs, hamburgers, and hot sausage galore, not to mention soda and beer! For lunch, Al Reed and his gang cook barbecued chicken and roast beef. A great time at the CRC park.

**ELLIS ISLAND/SOUTH STREET SEAPORT: JULY 13:**

Details are being finalized now for this day trip to New York City. Joan Heffernan leads this trip to Ellis Island and South Street Seaport. A fun day in New York. Stay tuned for more details.

**DISNEY TRAVELERS!!** CRC has discounts for Magic Kingdom, Epcot, MGM Studios, Universal Studios, Seaworld, Cypress Gardens and Busch Gardens. Just stop by the office or call at 255-7565. You don't have to belong to CRC to take advantage of these great deals!

## CIT Invites You to Attend Its Brown Bag Seminar Series

Cornell Information Technologies (CIT) Training and Education Services cordially invites you to attend their *Brown Bag Seminar Series*, which is offered to all members of the Cornell community at no charge. Covering a wide variety of topics in the area of information technologies, lunchtime courses in the series this semester are being presented in room 100 of Caldwell Hall and in the MVR Faculty Lounge (see individual listings).

If you're interested in participating in one or more of the seminars described here, **please register by calling CIT at 255-8000**. Be sure to mention the appropriate course number(s) listed when you register.

If you wish, you may also ask CIT to send you a copy of the *Spring 1991 Workshop Schedule*, which provides dates, times, locations, and complete descriptions for all the courses CIT is offering throughout the spring semester. The upcoming *Brown Bag Seminar Series* courses are listed here in chronological order.

### Math and Data Analysis

Learn about the new generation of data analysis and mathematical tools available for the Macintosh—tools that offer new levels of interaction with data and unprecedented ease of use.

Professors will demonstrate solutions ranging from symbolic algebra processors and statistics applications to sophisticated three-dimensional visualization packages.

**Course Number: 100AD3**  
**Date: Thursday, March 21**  
**Time: 4:00 to 5:00 pm**  
**Room: MVR Faculty Lounge**  
**Limit: 50**

### Office Automation on the Macintosh

This seminar is designed for the office professional and you'll learn about how the Macintosh technology provides an environment for more productivity. You learn how to integrate the information in Microsoft Word, Excel, Claris FileMaker, and Silicon Beach SuperPaint files and how to share your information across an office network. Also you'll learn about accessing network resources such as file servers and remote printers.

**Course Number: 100BB5**  
**Date: Thursday, March 28**  
**Time: 12:30 to 2:00 pm**  
**Room: 100 Caldwell Hall**  
**Limit: 100**

### The Care and Feeding of Your Macintosh

For those of you who want to become better parents to your Macintosh

computer, we're offering you our "Basic Child Care" seminar on the Mac. Our goal: to help you become a more informed computer owner, particularly about the maintenance of your new (or even heavily used) Macintosh. During the seminar, we'll talk about the differences between system memory (i.e., RAM) and storage capacity (i.e., a floppy or hard disk), what you really ought to know about a "byte," how you can (and why you should) backup and optimize your hard disk, and why and how you should use other utilities, such as screen savers and virus checkers.

Prerequisite: *Introduction to the Macintosh* or some Macintosh experience.

**Course Number: 100AC**  
**Date: Monday, April 22**  
**Time: 12:30 to 2:00 pm**  
**Room: 100 Caldwell Hall**  
**Limit: 100**

### HyperCard 2.0

HyperCard 2.0 greatly extends the potential of the original version of HyperCard, giving Apple customers new tools and functions for using and creating custom Macintosh software. At this presentation you will see HyperCard 2.0 in action. Included will be demonstrations of:

- Variable card sizes
- Multiple windows
- Text styles and options in fields
- Hot text (Hypertext in fields)
- Enhanced printing capabilities
- Faster, more powerful HyperTalk
- Powerful scripting and "debugging" environment

**Course Number: 100BB6**  
**Date: Tuesday, April 23**  
**Time: 12:30 to 2:00 pm**  
**Room: 100 Caldwell Hall**  
**Limit: 100**

### Multimedia 201: Beyond the Basics

How can you integrate multimedia into your curriculum? Watch Multimedia 201, and get a close look at the tools now available. Learn about multimedia design, prototyping, testing, and delivery. And learn about successful organizational strategies for implementing multimedia.

**Course Number: 100AD4**  
**Date: Thursday, April 25**  
**Time: 4:00 to 5:00 pm**  
**Room: MVR Faculty Lounge**  
**Limit: 50**

## Employee Cost Savings Column

by Rebecca Valley

Do you have an idea that could save the university money?

The College of Arts & Sciences sponsored a Cost Savings Program and contest in October. **WE WERE OVERWHELMED AT THE RESPONSE!** More than 200 ideas were submitted by the college's non-academic employees.

These ideas were summarized in a booklet and distributed to college and university administrators, Arts & Sciences departments, contributors and sponsors. A limited number of copies are still available. If you would like one for your department, please call 5-7507.

If you have a cost savings idea, big or small, that has been implemented in your department, or that you feel should be seriously considered, tell us about it and if it has not already been submitted,

we will make sure that it is shared with the rest of the campus. Mail it to: Employee Cost Savings Column, 201 Lincoln Hall. Be sure to include your name, address and campus phone number. We will publish all reasonable suggestions, with the name of the contributor.

We should mention that the ideas presented in the Arts & Sciences Cost Savings Booklet, were for the most part, printed as submitted. The intention was to generate as many ideas as possible, large and small that should be considered. As was recently pointed out to us, it is important to realize that some of the suggestions mentioned may require tradeoffs. For example, one idea was to have laser cartridges for computer printers refilled at a savings of nearly

\$40 per cartridge. However, in some cases using recycled laser cartridges may cause the warranty on the printer to become void. Not every idea will work for everyone. Cornell employees are very resourceful, and many ideas will have already been implemented, however, we hope you will find at least one idea each week to help you make your departments resources go further.

**Two suggestions recently forwarded by Donna Tatro, of CIT USER SERVICES, are listed below:**

**Cost Savings TIP #1 Group Training** Did you know that Cornell Information Technologies (CIT) offers group training in the use of information technologies? And at discounted rates? We do and that can mean substantial cost-savings

for your department or work group. If you have a group of ten or more, group training is the ideal way to save costs and have a training program tailored to your office needs. Call CIT Training at 255-5720 to find out more—we are happy to work with you to get the most out of the computing power on your desktop.

### Cost Savings TIP #2 OnSite Consulting

Maybe you are a group of one, two or three. Group training is not the answer, but you sure could use one or two hours of specific consulting help—not an entire workshop. And you'd like to bring your computer system along so that everything is familiar. Don't unplug a thing!

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## UNCLASSIFIED ADS

### For Sale

**Three Bedroom House** - in Tburg village: sunporch, pantry, attached garage, storage shed, remodeled, insulated new windows. Large private year with stream on quiet street, walking distance to stores and businesses. \$66,000. Please call Pat at 564-7927 evenings or weekends.

**1978 Chevy Suburban** - runs great, perfect for hauling and towing. 350-V8. 77,000 miles. \$800 or BO. Please call Fred at 255-5093 or 277-5172.

**Computer** - Turbo XT system with Phoenix BIOS ROM 2.27 (very fast), 640K, 20mg harddrive, 4 expansion slots, 18 - KM41256-15 and 18 - KM41648-15 chips, 2 floppy drives; IBM keyboard; WP4.0; XTRON monitor; Star NX-10 dot matrix printer with additional ribbons; Hercules graphics card. \$500. Please call Kathy at 255-5439 (days) or 272-0103 (nights).

**Snow Tires** - Two Goodyear Eagle GT tires. P215/60R14. Used on a Chevy Cavalier Z-24. \$150. (\$112.26 each new). Please call 255-0962.

**Obermeyer Ski Suit** - ladies size 10. One piece - color - eucalyptus - New. Paid \$180 asking \$90. Call Carl at 255-4432 after 3:00 p.m.

**1984 Xerox Computer** - some software. A real collector's item! \$150.00 OBO please call Jane at 255-3855 days or 844-9970 (6-10 p.m.).

**Men's 10 Speed Bicycle** - Panasonic Sport 27 inch. Used very little and in excellent condition. Stored indoors. Asking \$175.00. Please call Jean at 253-3301 M-T-W and F, 8:00 a.m. to 3:00 p.m.

**Wedding Set**; Art Crest 14 Kg mans size 7 1/2, ladies size 6 weeding bands and diamond engagement ring size 6 - 6 1/2 with 15 point diamond - appraised for \$450, asking \$250. Please call Kathy at 255-5439.

**Mobile Home** - 1987 Double Wide Skyline, 24x48 with slate blue siding. Upgraded hardware on cabinets, natural gas, W/D, refrig., stove, outside faucets and elec. outlets, 2 full baths, 2 bedrooms, den, Intrepid woodstove, awning over entry, 8'x6' steel storage building, lots of storage space. In Varna. 1 mile from Vet school, on bus routes.

asking \$35,000. Please call Kathy at 255-5439 or 272-0103. Must sell - moving!

**CYN Model Record Player**, with AM/FM radio, and huge speakers (\$50); 36" round dining room table with leaf and chairs, all wood (\$100); 2 lamps/shades (\$15 ea.); 2 end tables (\$15 & 10 one needs gluing); 5-drawer vanity with round mirror, brass-looking chair and pillow (\$40). Please call Kathy at 255-5439 or 272-0103. Must sell - moving!

**Floor Lamp**, 56 inches high, black metal base (10 inch diameter) and stem, white linen shade, 3-way bulb socket, modern design, excellent condition, \$35. Please call 272-0568 or 255-5265.

**Tires** - Pair of 185-70 SR14 Dunlop S.P. Steel Snows on 82 Toyota Celica Rims - Very good condition asking \$75.00. Four hercules L60-5 on chrome 5 x 5 center chevy truck rims \$150. Please call Keith at 5-3362.

### For Rent

**Beautiful 4 Bedroom** - furnished house in the country. Fireplace, woodstove, washer, dryer, dishwasher, microwave, 2 car garage, deck, large yard, private setting five minutes from Cornell. Family, graduate students or adult employees preferred. \$750 plus utilities. Available June or September 1991. Please call 277-2228.

### Wanted

**Typing** - Paper Crunch Typing - Papers, Applications, Resumes, Letters...etc. Fast and Reliable, 24-hour collegetown drop-off. Please call 277-2583.

**Adult Volunteers** needed to co-lead Clubs. Camp Fire is looking for adults who want to spend one to two hours a week with kids sharing new experiences and having fun. Training provided. Call Lynne at 273-3223. A United Way Agency.

**Microwave Oven** and dual cassette player. Please call Karen at 257-0255.

### Employee's Cost Savings

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CIT offers OnSite Consulting, a fee-based consulting service in your office. It's informal—you ask the questions specific to your office computing problem and a CIT consultant works with you to uncover the solutions. We have provided applications troubleshooting (including printing problems), software

installation help, and quick orientations to new software applications. An investment of a few hours can result in a tremendous jump in productivity. Call Jose Orench, Consulting Coordinator, at 255-8958 for more information about CIT OnSite Consulting services.

### "The INSULAR Tradition IONA and It's Relations"

presenting

**Dr. Douglas MacLean, University of Delaware**

Monday, March 4, 1991, 4:30 p.m.  
Goldwin Smith Hall, Room 222  
Cornell University

This lecture is sponsored by the Cornell University English Department, Medieval Studies Department, College of Arts and Sciences, University Lecture Committee, Society for the Humanities, and Vice President for Research.

For further information please contact  
Dr. Robert Farrell or Marcia Delanty at 255-7434.

### Free Blood Pressure Clinics

The Tompkins County Health Department and Cornell University are offering the following free Blood Pressure Clinics. Please take the time to join us. It will only take a few minutes and you may be saving the most important thing in life - yourself!

February 28, 1991	Laboratory of Ornithology Fuertes Room	9:30 am. - 11:00 a.m.
February 28, 1991	East Hill Plaza Conference Room	1:30 p.m. - 4:00 p.m.
March 5, 1991	Riley Robb Room 307	9:00 a.m. - 1:00 p.m.
March 7, 1991	Performing Arts Reading Room 124	1:00 p.m. - 3:00 p.m.
March 14, 1991	Plantations Conference Room	1:00 p.m. - 3:00 p.m.

Philosophy Graduate Student's Association

SPRING 1991

### SPEAKER SERIES

#### Sex: A Philosophical Bent

#### Homophobia and Lesbian/Gay Pride

**Claudia Card**, University of Wisconsin, Madison  
Friday, March 1, 1991, 4:30 p.m.  
Goldwin Smith Hall 142.

#### Imitation and Gender Insubordination

**Judith Butler**, Johns Hopkins University  
Tuesday, March 5, 1991, 4:30 p.m.  
Guerlac Room, A.D. White House.

#### Gay Equality: Minority Standing and Legal Rights

**Richard Mohr**, University of Illinois, Urbana  
Friday, April 5, 1991, 4:30 p.m.  
Guerlac Room, A.D. White House.

A reception will follow each lecture. This lecture series is sponsored by The Rose Goldsen Fund, Sage School of Philosophy, Ethics and Public Life Program, The Society for the Humanities and the Graduate Student Activities Funding Commission. All Are Welcome.

### Characteristics of a Strong Family

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each child so that each individual's strengths, opinions and preferences are known and mutual interest can develop. Parents can help their children develop strong sibling relationships by encouraging the children to spend time together, sharing activities and hobbies as well as problems. In the process, each one-to-one relationship will contribute characteristics to the family as a whole while maintaining its own uniqueness.

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

### LEADERSHIP LEADS

by George Peter

What is Leadership? Leadership is the ability to motivate others to achieve agreed upon goals and objectives of the organization. A leader should be intelligent, fair, enthusiastic and willing to accept suggestions. He or she should have the ability to convey thoughts and be a team player.

Leaders are made, not born. They should know what is expected of them and seek additional knowledge when necessary. They must know that they are part of the team working with people. Their strength comes from the people. It is not a case of people working for them.

#### A Leader Must Not:

1. Do everything him or herself
2. Assign jobs that are not understood
3. Correct someone in front of others
4. Take undue credit for work done by someone else
5. Infringe on an area of another's responsibility
6. Give an unfair assignment
7. Overload a willing worker
8. Assign one's own work to someone else to do - with no credit given
9. Dominate meetings
10. Ridicule or disregard an idea.

## Networking

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

#### Networking board members:

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

CORNELL  
UNIVERSITY

### Women's Information Networking

#### Ithaca Women Speak: Multicultural Women

Free Brown Bag Lunch Discussion  
Tuesdays, Noon ♦ 1:00 p.m.  
Women's Community Building

March 5, 1991  
**Ida Wolff, Asian American**

March 12, 1991  
**Nimat Hafez Barazangi,  
Muslim American**

March 19, 1991  
**Kathryn Lomax, African American**