

# CORNELL Chronicle

Volume 22 Number 28 April 11, 1991

## Back to class for Barker after 8 years in Day Hall

During much of the year, Bob Barker leaves home in the dark for the two-and-one-quarter-mile walk that brings him to Day Hall in 30 or 35 minutes, "depending how the wind's blowing."

He used to commute in a pickup truck, which he needed for a family gardening habit that has produced up to 1,000 pounds of onions a year. But with work days of 12 to 15 hours, he had no exercise time and could consequently be sighted speed-walking between 10 p.m. and midnight along Triphammer Road and its byways.

So walking to work was a rational choice, which also let Barker support Cornell's effort to reduce parking on campus.

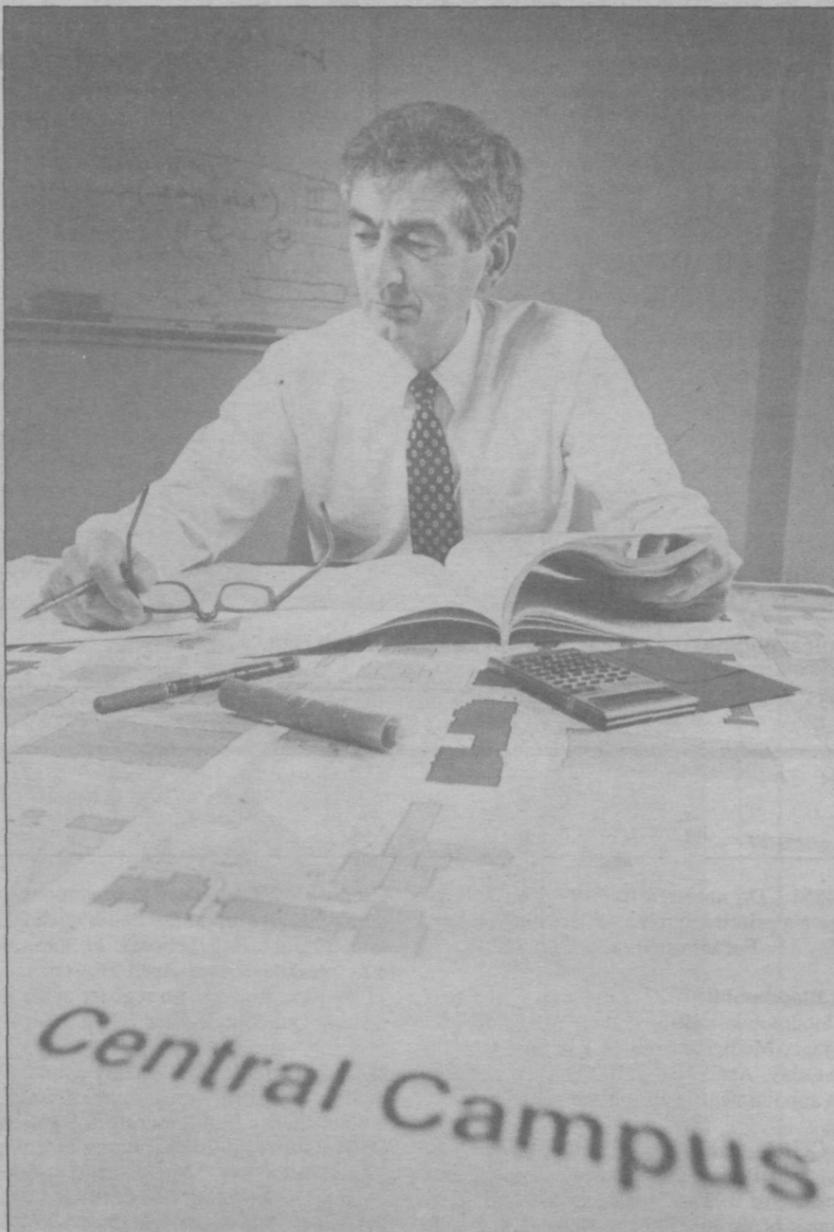
And Barker is nothing if not rational. Whether he is discussing Cornell's future with trustees, its budget with the faculty or its educational offerings with students, his tone is calm, his eye steady and his method sensible.

Yet, in seven years at the top of the administration, reason has never effaced whimsy.

In a November 1989 letter to faculty, for instance, after he had been elevated from provost to senior provost, he wrote of "having aged in reality as well as in title."

And in another faculty letter a year later, this time introducing the weighty question of budget-cutting, he began thus:

"Lewis Carroll, so far as I know, first described the 'boojum,' a variety of snark which, when encountered, causes the observer to 'softly and suddenly vanish away.' . . . I want to propose the creation of a Boojum of Bureaucracy . . . the observation of which would cause bureaucracy, when it is of the unproductive or postured kind, to softly and suddenly vanish."



Senior Provost Robert Barker plans the campus' future.

Chris Hildreth

After this term, Barker himself will vanish from the central administration and return to faculty life.

"I firmly believe there should be rotation," he says after 12 years in senior ad-

ministrative posts at Cornell. He won't try to reopen the highly productive biochemistry lab he closed in 1983 because, in so competitive a field, "I don't see it

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Employees Win  
\$2,200

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What's FABULOUS  
at the Hotel School?

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## Pheromones could reduce pesticide use in vineyards

A natural sex-attractant compound that confuses male grape berry moths could take the place of half the chemical insecticides sprayed over vineyards throughout the eastern United States and Canada.

The environmentally safe alternative to chemical insecticides has received government approval and will see its first commercial application over the next few months, according to scientists at the Agricultural Experiment Station at Geneva.

At a news conference April 4 at the station, the scientists who developed the treatment demonstrated how tiny amounts of the insect substance called pheromones are dispensed from hollow wire-and-plastic ties similar to those on bread wrappers.

Rather than killing the grape berry moth and the worms that eat grapes, an invisible plume of a synthetic version of the female moths' pheromones will waft through the vineyards, effectively preventing most male moths from finding females and mating.

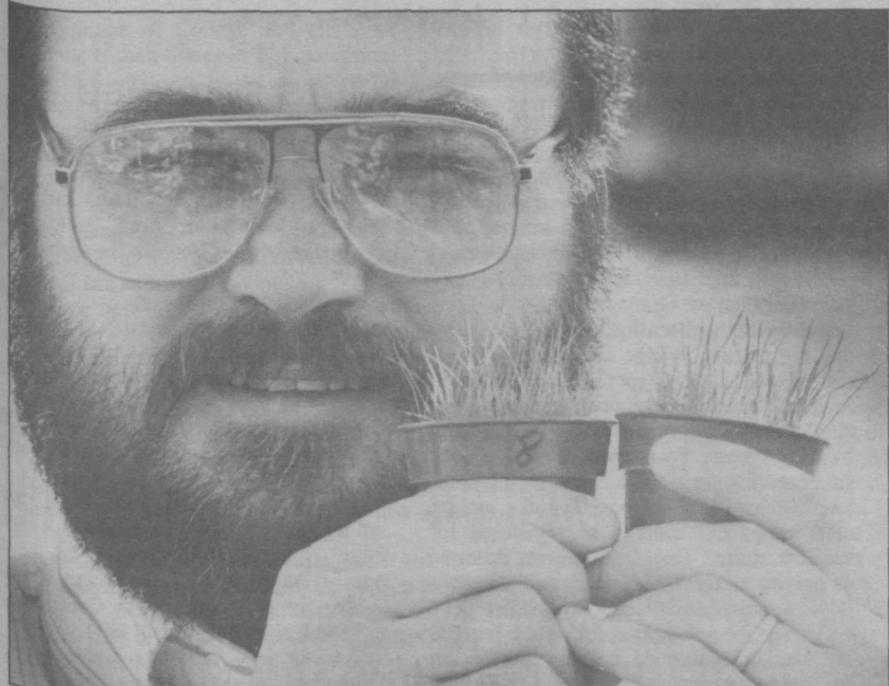
"This is an environmentally safe form of birth control," explained Wendell L. Roelofs, the Cornell entomologist who first isolated pheromones from the grape berry moth in 1970. "Mating disruption reduces the populations of this destructive pest to manageable levels. It doesn't harm the people who apply the treatment, and it doesn't leave a toxic residue on the grapes."

Currently, chemical insecticides used against the grape berry moth include carbaryl and the more toxic parathion. Parathion, one of the most widely used insecticides in U.S. agriculture, has been recommended for banning by the Environmental Protection Agency (EPA).

Following laboratory and field studies by Cornell scientists — and several years of scrutiny by the EPA — synthetic grape berry moth (GBM) pheromone was approved in 1990 as a safe pest control. It has also received certification from the New York State Department of Environmental Conservation (DEC).

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## Resist the temptation to fertilize this spring, lawn expert advises



Peter Morenus

Martin Petrovic holds turfgrass samples used in his research.

Although spring fever may drive homeowners to fertilize their lawns as early as possible, they should resist the temptation, says Cornell turfgrass expert Martin Petrovic.

Wait until late May to fertilize to ensure healthy, dense lawns, Petrovic advises. Better yet, he adds, fertilize in the early fall for optimal grass health and beauty.

However, Petrovic's research has uncovered an important exception: lawns along the sandy coastal plains, from Florida to New England, should never be fertilized in the late fall unless slow-release fertilizers are used. When fertilizers are applied in the late fall to sandy soils in mild climates, their nitrates contaminate the groundwater below, Petrovic has discovered.

Nitrates in water supplies have been shown to cause human health effects, such as "blue baby syndrome" or methemoglobinemia. The federal drinking water standard for nitrate-nitrogen is 10 milligrams or less per liter. Groundwater provides about 50 percent of the nation's drinking water overall and 95 percent in rural areas, said Petrovic, making preservation of groundwater quality a critical issue.

Although homeowners are eager to work

on their lawns in early spring, feeding grass too early makes it more vulnerable to dry summer conditions and diseases. Early-spring fertilizing may promote early color and excessive shoot growth, Petrovic says, but at the expense of a healthy and well-developed root system.

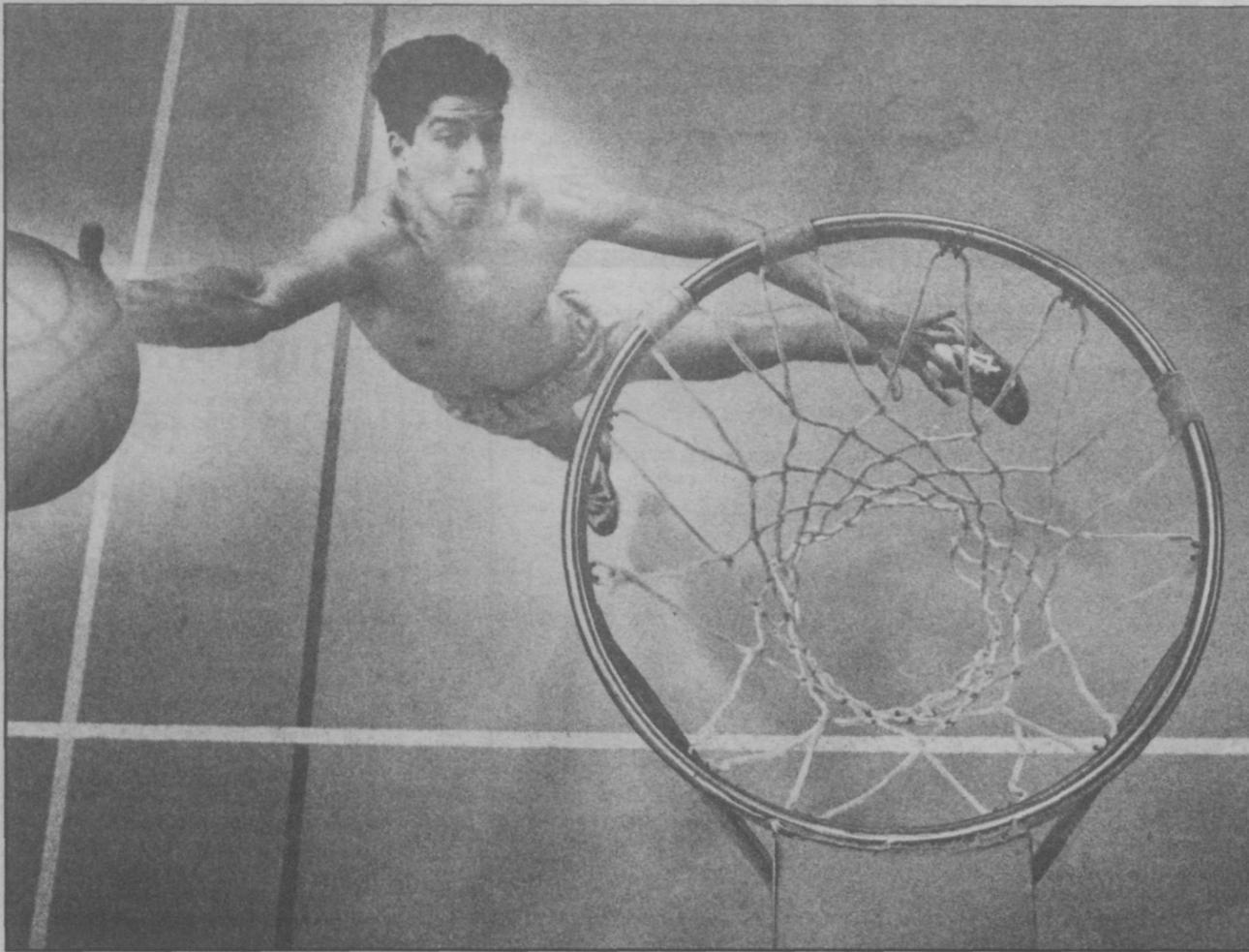
"By being patient and waiting until about a month after the first mowing — usually around Memorial Day — homeowners can obtain relatively good quality lawns," says Petrovic. He is an associate professor of turfgrass science in the Department of Floriculture and Ornamental Horticulture in the College of Agriculture and Life Sciences.

For optimal lawn health and beauty, however, fertilizing should be done in the early fall, says Petrovic, either with or without a light, late spring feeding. Fall fertilizing ensures important root growth and vibrant spring color. The late fall, around Thanksgiving, generally is also a better time to fertilize than is the early spring.

To understand the impact of lawn fertilizers on the environment, Petrovic has been studying different soil and weather conditions to determine under what circum-

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## Slam time



Kris Futschy, a junior majoring in mechanical engineering, takes it to the hoop in Barton Hall.

Peter Morenus

## Romania asks for help from ILR faculty

Romania wants experts in the School of Industrial and Labor Relations to help guide it from socialism into a free-market economy, Catalin B. Zamfir, Romania's minister of labor and social security, told a news conference here on April 9.

On a nationwide tour to meet with government, labor and academic specialists, Zamfir spent two days with ILR faculty.

"We have discussed making a formal proposal to the dean [David Lipsky] for cooperation between Romania and the ILR School," Zamfir told reporters. "We want experts to come to Romania to help our economy, and we want to send our experts to U.S. universities."

Zamfir said that he established cooperative arrangements last year with Stanford University and the Hoover Institute.

"I am trying to establish permanent relationships in the training of managers and in mediation and arbitration, because we are promoting collective bargaining and we need specialists," he said.

"Our economy is still decreasing, and we hope we will be able to stop this decline and stabilize our economy. We are promoting new incentives in our economy. We have cut relations between government and enterprises and are letting enterprises act in a free economy."

Zamfir said that under socialism "our policy was full employment. Enterprises were forced to hire people beyond necessity. Now we have to get enterprises to fire excess people."

—Albert E. Koff

## BRIEFS

■ **Orchards meetings:** Cornell has scheduled two community meetings to provide information to the public about the environmental-review process under way for the Orchards area and to hear public comment on long-range plans for potential development of that area. The meetings will be held Wednesday, April 17, at 7:30 p.m. in the community room at Ellis Hollow Road Apartments, and on Thursday, April 18, at 7:30 p.m. at a location to be determined. For more information, call the Community Relations office at 255-4908.

■ **Teleconference:** An animal-science teleconference from the University of Minnesota, "The Ethics of Humans Using Animals for Food and Fiber," will be held on April 18 from 11 a.m. to 4:30 p.m. in Room 125 of Martha Van Rensselaer Hall.

■ **Garden plots:** Garden plots are available for rent at the Mitchell Street plot (formerly Cornell Quarters); near East Hill Plaza; and at Warren Farm (Bluegrass Lane off Hanshaw Road). Single plots are \$6; double, \$10. Send a stamped, self-addressed envelope with phone number and desired location to Garden Plot, Box 871, Ithaca, N.Y.

14851. Do not send money. You will receive a priority number for distribution day, May 11. For information call 257-1281.

■ **Bloodmobile:** The American Red Cross Bloodmobile will visit the College of Veterinary Medicine from 11 a.m. to 5 p.m. on Tuesday, April 16. Call 273-1900 to make an appointment; walk-ins are welcome.

■ **CCPA grants:** The Council of the Creative and Performing Arts is accepting proposals for 1991-92 projects for individual grants of up to \$500 for students and staff and of up to \$1,000 for departments and organizations to sponsor visiting artists and arts programs. For more information, contact Director Anna Geske at 255-7161.

■ **Charity run:** A charity run to benefit a proposed public-service center at Cornell that would help coordinate the public-service and outreach efforts of faculty, staff and students will be held Saturday, April 27. Mobil Oil Corp. plans to contribute \$10 for every runner who registers for the 5- and 10-kilometer races. To register for the race, being co-sponsored by the American Institute of Chemical Engineers and the Cornell

Community Volunteer Associations, runners must sign up at the booth outside Willard Straight Hall between 11 a.m. and 1 p.m. weekdays until April 26. On the day of the race, runners can register at the Engineering Quadrangle after 7:30 a.m.

■ **Charity ball:** The Victory Club, a student-run philanthropic organization, will hold a charity ball featuring a legal casino on Friday, April 26, beginning at 8 p.m. at 777 Stewart Ave. Membership is \$35 per couple; group and department rates are available. All house winnings will be donated to charities to help promote literacy in Tompkins County. For tickets or more information, call 272-8944.

■ **Dalai Lama on TV:** The Dalai Lama's Cornell lecture will be shown on Cable Channel 13 on Friday, April 19, from 8 to 10 p.m., including the Tibetan flute prelude and the question-and-answer period.

■ **Named trustee:** Sidney Saltzman, professor of city and regional planning, has been appointed by Gov. Cuomo to the Tompkins Cortland Community College Board of Trustees.

## N.Y. Times writer to lecture April 16

Anthony Lewis, New York Times columnist and winner of two Pulitzer Prizes will give a public lecture titled "Make No Law: Free Speech and the First Amendment" on Tuesday, April 16, at 8 p.m. in the ground-floor conference room of the Biotechnology Building.

His talk will be the inaugural address in the Daniel W. Kops Visiting Fellowship Program on Freedom of the Press in American Society, established in the College of Arts and Sciences with a gift from Daniel W. Kops.

Kops, whose career in journalism spanned some 50 years, is a 1939 graduate of Cornell and founder of Kops-Monahan Communications, a nationwide network of more than 100 radio stations. He is a former president of the Associated Press Broadcasters Association.

In addition to a public address, each year's visiting fellow will speak to classes and meet informally with students and faculty during a visit of one or more days on campus to discuss "the role of the press in American politics, the way journalism interacts with American society and the place of freedom of the press on the public scene," according to Geoffrey V. Chester, dean of the College of Arts and Sciences.

## Slurs scrawled on buildings

Offensive graffiti was found early Tuesday, April 9, on three Cornell buildings and was removed by Grounds Department employees.

"Cornell deplors such acts of intolerance and will seek to identify those responsible for them," said President Frank H.T. Rhodes. "The university must continue to be a community based on respect, civility and trust. There is no place here for those who promote either prejudice or intolerance in any form."

The graffiti — slurring blacks, Hispanics and homosexuals — was discovered by university Public Safety officers on the east side of the Africana Studies and Research Center, the west side of the Campus Store and south side of Caldwell Hall.

Because the Africana Center, at 310 Triphammer Road, is in the village of Cayuga Heights, village police are joining campus officers in the continuing investigation.

## CORNELL Chronicle

EDITOR: Mark Eyerly

EDITORIAL ASSISTANT: Karen Walters

CALENDAR: Joanne Hanavan

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Cornell University is committed to assisting those persons with disabilities who have special needs. A brochure describing services for persons with disabilities 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 also be directed to that office.

## GRADUATE BULLETIN

**May degree:** May 17 is the deadline for completing requirements for a May degree. Professional master's candidates should check with their field, as that deadline may be earlier than the Graduate School's.

**Summer registration:** Forms for summer registration will be available May 6 at the Sage Graduate Center information desk. Students receiving summer support from the Graduate School must submit their form by May 20. Students must register if they are receiving financial aid during the summer; wish to use campus facilities; or are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School; student ID is required. Students who have been registered for a semester during the preceding academic year do not pay tuition for non-credit summer registration. Tuition must be paid for summer courses taken through the Division of Summer Session, Extramural Studies and Related Programs.

## Financial-aid spending is increased

Cornell has allocated an extra \$500,000 for financial aid next year to offset much of the aid cut resulting from the state fiscal crisis.

With acceptance letters and financial-aid offers mailed April 3 and 4 to next year's prospective freshmen, the university had to make calculations before the legislature had passed the 1992 state budget and before its own trustees had approved the university's financial plan.

According to the budget figures suggested by Gov. Mario M. Cuomo in January, some 3,400 Cornell students could lose more than \$900,000 in grants next year just from cuts in the Tuition Assistance Program (TAP) — the largest but not the only state aid program to be cut.

Cornell had planned that next year's budgeted financial aid would increase by 6.9 percent — equal to next year's tuition increase — over this year's figure of \$21 million.

"Adding \$500,000 to that," said Donald Saleh, director of financial aid and student employment, "will make it a 9.3 percent increase in aid from the general-purpose budget, up to a total of almost \$23 million."

Part of the aid gap created by state cuts will be filled by families of students receiving aid, but there will be virtually no impact on families with greatest need, Saleh said.

For the past few years, families have been asked to increase their contribution to educational costs by an average of 7 percent a year, or about the increase in tuition. Next year, Saleh said, the increase will average 7.5 percent.

"Families with greatest need pay no contribution at all now and will pay none after this year's increase," Saleh said. "The rest will feel the increase according to family income. But even a family with income of, say, \$60,000," he added, "will pay only about \$100 a year more as a result of the difference between 7 and 7.5 percent."

"Considering the enormity of the fallout from the state's financial problems," said Susan Murphy, dean of admissions and financial aid, "it is our belief that this response, along with loan and work opportunities, should not prevent any student from continuing his or her Cornell education."

Murphy noted that, while the added savings and earnings that students will be expected to put toward educational costs will increase by 5 percent next year, so will wages paid to students.

"That Cornell is increasing financial aid by more than 9 percent during these times reflects the high priority the trustees and administration place on keeping a Cornell education accessible," said Provost Malden C. Nesheim.

### Bubbly



Peter Morenus

Cara Roberts blows a few bubbles at Cornell Plantations with David Andrews (far left) and Chris Foster.

## Employees' cost-saving ideas win \$2,200

Cornell has awarded \$2,200 in prize money for 11 ideas put into practice by various departments during 1990 that could result in annual savings of \$328,050 and an additional \$127,000 in a one-time savings.

Four of the ideas in the university's annual Cost Reduction Incentive Awards Program have been entered in a nationwide competition sponsored each year by the National Association of College and University Business Officers and the United States Steel Foundation.

The 11 winners in the university's competition were selected from among 27 entries, according to Senior Vice President James E. Morley Jr. He said the competition initiated in the late 1970s "has greatly benefitted the university in measurable cost savings and, perhaps more importantly, sustained a campuswide level of awareness of the need for savings."

The four entries forwarded to NACUBO, their cash prizes and estimated savings are:

- A new system for low-pressure testing of sanitary drains in a newly completed graduate-student housing complex, developed by James VanNordstrand and John Surine of Maintenance and Service Operations; one-time savings of \$127,000, a \$400 prize.
- A pamphlet distributed campuswide that contained 200 small-scale cost-savings ideas generated in response to a contest headed by Rebecca Vallely, budget director of the College of Arts and Sciences; annual savings of up to \$100,000, a \$300 prize.
- Automation of the calculations of the federal income-tax maximum exclusion allowance for more than 1,500 employees, developed by William Douglas and Bonnie M. Clark, who are benefits specialists in the Office of Human Resources; annual savings of \$13,500, a \$200 prize.
- Using biodegradable and inkless newspaper waste to replace non-biodegradable packaging materials for shipping books, developed by Charles Wheeler, an administrative

aid at Cornell University Press; annual savings of \$23,500, a \$200 prize.

The other winning ideas:

- Consolidation of several General Stores operations, developed by Jack Eckert, manager of General Stores, and Scott Russell, director of Materials Management and Campus Services; annual savings of \$70,675, a \$300 prize.
- Design and construction of a new evaporative cooling tower at Wilson Synchrotron, developed by Robert McCabe and Arthur Stiers of Facilities Engineering; annual savings of \$22,000, a \$200 prize.
- Installing a more efficient and balanced motoring system in eight raw-product storage rooms, development by mechanic Donald Johnson at the Geneva Agricultural Experiment Station; annual savings of \$38,800, a \$200 prize.
- Seasonal employment of handicapped workers, developed by Dennis Osika, superintendent of grounds, allowing year-round workers to perform other functions; annual savings of \$5,000, a \$100 prize.
- Use of a computer text-scanner to publish the Bulletin of the Cornell Society of Hotelmen and other items, developed by Marjorie Sharpsteen, secretary in the Properties Management Department in the School of Hotel Administration; annual savings of \$2,300, a \$100 prize.
- Developing a computer data-extract utility for Cornell University Distributed Accounting system, by Kevin D. Hufford, a consultant in Cornell Information Technologies; Patty Lalonde, a fiscal officer in Computer Science; and David Stull, a computer specialist with Cooperative Extension; annual savings of \$38,000, a \$100 prize.
- An electronic-publishing conversion and in-house production of Cornell University Courses of Study, developed by Ellen Bonn, Robin Werner, Laurie Eastman, Jeanne Estor and Kenna Snow-Tompkins of Media Services, annual savings of \$14,275; a \$100 prize.

—Martin B. Stiles

## CORNELL Life

### Playing black anger

Should I have been surprised when I stopped by the rehearsal of a student play about black identity last week and found the director, who was white, challenging the student actors, most of whom were black, to express more of the play's anger — more of the "black anger" he assumed they knew?

Or surprised when one student answered that she does not express anger and another later explained that he and his friends learned to mask anger so well in a competitive, overwhelmingly white environment that it was hard to change even in the theater, where wearing another's mask is supposed to let one express any feelings? Could social masking have such a lasting effect? Or was it just the inexperience of the actors?

"Echoes: Love Politics and a Sistah's Womb," written by Venice James, an Africana Studies graduate student and summa-cum-laude graduate of Temple University, was the first-place winner this year of the Heermans-McCalmon Playwriting Competition. The Theatre Arts contest is open to all students; it carries a \$300 prize, rehearsals with a guest director and a public reading, which was held April 7.

The action centers on Imani, a student union leader who is Afrocentric in thought, word and dress. She has a history of commitment, as she says, to the physical and spiritual liberation of black people. Another character, Nicole, only recently discovered her heritage and has the intensity and intolerance of a beginner. She is what some call "blacker than thou" or "too black." And Lashawn is uninterested in political arguments and prefers to focus on commonalities rather than differences, her motto being: "We're all human."

In the play's climax, it is revealed that Imani had a secret affair with her anthropology teaching assistant, a white man. They'd met for lunch, and there was instant attraction. When he later told her that he loved her, she ended the affair, saying that when a black is involved, it's political, and the relationship was subverting her politics.

Troubled, she confessed her confusion to Lashawn. It used to be so simple, she says: Whites were to be tolerated but not trusted. What happened?

Even easy-going Lashawn was angered by what appeared a betrayal of Imani's talk of "black priiide."

At this point in the rehearsal, director Gene Lesser of SUNY Binghamton, whose credits include Broadway and off-Broadway plays, interrupted, got up from his seat, stood face-to-face with the actors and loudly provoked them to express more of the anger, the black anger of the play.

"This stuff is real," he yelled. The play brings out powerful issues, he continued, the consequences of which are played out most fiercely in cities and ghettos, while the actors live in a privileged environment.

He might have been acting the good director, needling them for the sake of the performance. But he seemed so passionate, I thought he was getting angry at them for not getting angry enough.

Still, he went on: "I can't imagine being black in this society. What's it like being in this school? You have to wear a mask, don't you?"

Some of the student actors were put off by the "black anger" comment. Or put off by a white director coaching them about how to express it. One said Lesser couldn't understand that, for blacks to communicate anger to a comprehending audience, they don't have to use histrionics.

But they agreed about the mask. As playwright James put it, "We're used to masking our feelings because we have to get through this system where we're surrounded by white, rich, conservative people." Sometimes, many times, they are hurt by knowing or unknowing racist remarks. But they hold their tongues. That is the nature of the mask.

Why, then, given the chance to unmask, did they not express the feeling more passionately? Clearly, it may have been the inexperience of the actors. Or, it could have been as James Ealy, a psychology major and student actor, suggested:

"Most of us, if we have gotten this far, it's because we have practiced and mastered hiding our feelings," he said. "And we've been taught, think first and before you do anything, think three more times and figure out why it's wrong."

"I think a lot of the problem of bringing out the anger in the play is we've gotten so good at hiding it. It's hard to undo."

—Lisa Bennett

# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

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

Global Dancing, polka variations, April 16, 7:30 to 10 p.m., dance studio, Helen Newman Hall. For more information, 273-0707.

Balkan dance workshop with Dick Crum, April 12, 13 and 14. Get acquainted party, April 12 at 8 p.m., North Room, Willard Straight Hall; April 13: Registration, 9:30 a.m.; workshops 10 a.m. to noon and 2 to 4 p.m.; party 8 p.m., Biotechnology Building; April 14: Workshop 11 a.m. to 1 p.m., Biotechnology Building. Admission is \$22, \$6 per session, with discounts for students and members.

### 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.

"Masks and Other Facades," organized by the museum's student interns, will be on view through April 14.

"Made to Remember: American Commemorative Quilts," an exhibition featuring 29 quilts from public and private collections throughout the United States, will be on view through June 9. The exhibit pays homage to the American commemorative quilt in its many forms — bridal, freedom, friendship, genealogy, remembrance, fund-raising, wedding, historical and political. Most of the quilts were made between 1840 and 1900 and are inscribed with messages of personal or historical importance.

"Black Printmakers and the W.P.A.," an exhibition illuminating the aesthetic and technical contributions of black artists to the field of graphic arts, opens April 17 and will be on view through May 15. The exhibit includes works by artists Charles Alston, Robert Blackburn, Claude Clarke, William Henry Johnson and Charles L. Sallee Jr. The works demonstrate a wide array of graphic techniques and styles, ranging from modernist abstraction to social realism.

### Sibley Fine Arts Library

Books by Laurie Sieverts Snyder will be on display through May 3. Snyder teaches photography in the fine-arts department and a summer session course called "The Artist's Book."

### Soviet & East European Studies

"The Symbolic Politics of Transition: Hungarian Political Posters 1989-90," an exhibition of Hungarian election-campaign posters at various exhibit areas in Olin Library, through May 3. Co-sponsored by the Department of Manuscripts and University Archives, the exhibit will feature political posters representative of the struggle between the major political parties in Hungary.

### Unions & Activities

"Postmarks, Big Values and Such," paintings by Ron Keeney from April 15 to 26, in the Willard Straight Hall Gallery.

## FILMS

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

### Thursday, 4/11

"The Sheltering Sky" (1990), directed by Bernardo Bertolucci, with John Malkovich and Debra Winger, 7 p.m.

"The Countess" (1989), directed by Peter Popziatev, with Svetlana Yancheva and Itzhak Fintsi, co-sponsored by Pentangle, free, 7:30 p.m., Uris.

"Edward Scissorhands" (1990), directed by Tim Burton, with Johnny Depp, Winona Ryder and Dianne Wiest, 10 p.m.

### Friday, 4/12

"Cinema Paradiso" (1989), directed by Giuseppe Tonatore, with Salvatore Cascio and Philippe Noiret, 7 p.m., Uris.

"Edward Scissorhands," 7:15 p.m.

"Rock on TV: The Late Sixties," 9:45 p.m.

"The Sheltering Sky," 9:45 p.m., Uris.

### Saturday, 4/13

"Bambi" (1942), directed by David Henel, 2 p.m., Uris.

"Cinema Paradiso," 7 p.m., Uris.

Rare Dylan Videotapes, by David Peck, 7:30 p.m.

60s Soul and Motown on TV, by David Peck, 9:45 p.m. (Free with Rare Dylan)

"Edward Scissorhands," midnight.

### Sunday, 4/14

"Famous for Thirty Seconds: Artists in the Media," with visiting artist Carole Ann Klonarides, free, 2 p.m., Johnson Museum.

"The Sheltering Sky," 4:30 p.m.

"Edward Scissorhands," 8 p.m.

### Monday, 4/15

"Cinema Paradiso," 6:45 p.m.

"The Wild Party" (1929), directed by Dorothy Arzner, with Clara Bow and Fredric March, 9:30 p.m.

### Tuesday, 4/16

"The Last Tribes of Mindanao," Southeast Asia Program Film, 4:30 p.m., Room B, Uris Library.

"The Tigress" (1990), directed by Camillio Luzuriaga, with Lissette Cabrera and Rosanna Iturraide, 7:30 p.m.

"Edward Scissorhands," 9:35 p.m.

### Wednesday, 4/17

"Dry Kisses Only" (1990), directed by Jane Cotts and Kaucyia Brooke, 7:30 p.m.

"The Russia House" (1990), directed by Fred Schepisi, screenplay by Tom Stoppard, with Michelle Pfeiffer, Roy Scheider and Sean Connery, 9:30 p.m.

### Thursday, 4/18

"The Grifters" (1990), directed by Stephen Frears, with John Cusack, Anjelica Huston and Annette Bening, 7:15 p.m.

"Baroco" (1989), directed by Paul Leduc, with Francisco Rabal, Angela Molina and Ernesto Gomez, free, 7:30 p.m., Uris.

"The Russia House," 9:45 p.m.

## LECTURES

### Archaeology

"The 23rd Dynasty Chapel of Osiris-Ruler-of-Eternity at Karnak," Gerald Kadish, SUNY Binghamton, April 17, 8 p.m., 22 Goldwin Smith Hall.

### Classics

"The Chronicles of an Excavation: Platia Magoula Zarchou 1973-90," Kostas Gallis, Ephor for Antiquities at Larissa, April 12, 3:30 p.m., 124 Goldwin Smith Hall.

### Cornell Research Club

"Modern Evolutionary Biology in Historical Perspective," William Provine, ecology and systematics, April 11, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Gottschalk Lecture

"Macbeth Appalled," Stanley Cavell, the Walter M. Cabot Professor of Aesthetics and the General Theory of Value, Harvard University,

the 1991 Gottschalk Lecture, April 11, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. A scholar with wide-ranging interests in aesthetics, Shakespeare and film, Cavell has written numerous books. Two of his monographs on film are important contributions to film theory. He is an important figure in the American intellectual mindscape and has made contributions to the dialogue among philosophy, literature and film. The lecture honors the memory of Paul Gottschalk, Cornell professor of English, whose major work was on Shakespearean tragedy.

### Hillel

"The Synagogue," Topics in Jewish Tradition, April 15, 8 p.m., 314 Anabel Taylor Hall.

### Hotel Administration

Maxene Johnston, executive director, Weingart Center Association, Los Angeles, will speak on transitional shelters for homeless, April 11, 10 a.m., 465 Statler Hotel.

Marcy Meyer, Association of Community Organization for Reform Now (ACORN), Washington, D.C., will speak on grassroots organizations for community empowerment in the 1990s, April 18, 10 a.m., 465 Statler Hotel.

### Industrial & Labor Relations

"The Challenge of the Global Marketplace," Jack Sheinkman, president, Amalgamated Clothing and Textile Workers Union (AFL-CIO), April 11, 3 p.m., 105 ILR Conference Center.

### International Studies & Scholars

"U.S. Immigration Policy in the 90s," a panel discussion with Vernon Briggs, professor, industrial and labor relations; Demetrios Papademetriou, director, Division of Immigration Policy and Research, U.S. Department of Labor; Stephen Yale-Loehr, co-editor, "Interpreter Releases"; Jack Barcelo, moderator, professor and director, international legal studies, Law School, April 17, 7:30 p.m., 120 Ives Hall.

### Johnson Graduate School of Management

William J. Holstein, international-edition editor, Business Week, will speak on how power is wielded by corporations, the government bureaucracy and political parties in Japan, April 18, 7:30 p.m., Bache Auditorium, Malott Hall.

### Mathematical Sciences Institute

"Linear and Nonlinear Dispersive Waves," Jean-Claude Saut, Universite Paris-Sud, in a series of lectures at 214 MSI, 409 College Ave: April 11, 4:30 p.m.

### Operations Research & Industrial Engineering

"Congestion and Delay in Processing Networks: Why It Takes So Long To Get Things Done," J. Michael Harrison, Graduate School of Business, Stanford University, the D.R. Fulkerson Lecture Series, April 16, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Reflected Brownian Motion in a Polyhedral Domain," J. Michael Harrison, Stanford University, co-sponsored by Statistics Center, April 17, 100 Caldwell Hall; "Brownian Models of Complex Queueing Networks," April 18, 3:30 p.m., 111 Upson Hall.

### Society for the Humanities

"The Englishness of English Pop," Jon Savage, pop journalist, author of the forthcoming book, "England's Dreaming," April 11, 8 p.m., Guerlac Room, A.D. White House.

"The Good, The Bad and The Indifferent: Defending Popular Culture from the Populists," Simon Frith, senior fellow, Society for the Humanities; professor and director, John Logie Baird Centre, Universities of Strathclyde and Glasgow, April 17, 4:30 p.m., Guerlac Room, A.D. White House.

### University Lecture

"Evidence on Ozone Depletion and Global Warming — A Statisticians' Report," George Tiao, University of Chicago, April 11, 4 p.m., 100 Caldwell Hall.

### Women's Studies Program

"Policy Challenges for the Nineties," Maggie Kuhn, founder, Gray Panthers, visiting scholars series, April 11, 5 p.m., Lecture Room D, Goldwin Smith Hall.

## MUSIC

### Department of Music

Lenny Pickett & Borneo Homs and Craig Harris & Tailgater's Tales will perform as part of the New Jazz festival, April 11 at 8:15 p.m. in Barnes Hall. Pickett, once a member of the legendary Tower of Power, played with the Big Apple Circus Band and is currently a saxophone soloist and an arranger of Saturday Night Live on television. Baritone and alto saxophonists Steven Elson and Stan Harrison, and percussion-

ist Leroy Clouden are the accompanists. Pickett plays trombone and the djiridoo (an original log horn). He is joined by Newell Baker, drum; Kelvyn Bell, guitar; and Tom Dorsey, bass.

Don Cherry and Multikulti (Peter Apfelbaum, Bo Freeman and Joshua Jones), pioneer in free jazz and world music, will play a variety of wind and percussion instruments on April 12, 8:15 p.m. in Barnes Hall.

The Wisconsin Brass Quintet will begin this spring's Husa concert series on April 12, 8:15 p.m. in Barnes Hall. The quintet, consisting of John Aley and David Cooper, trumpet; Douglas Hill, horn; William Richardson, trombone; and John Stevens, tuba, will perform "Rounds and Dances for Brass Quintet," "Bach; and Karel Husa's 'Landscapes for Brass Quintet,'" and "Seasons for Brass Quintet," performing artist John Stevens.

Cornell Chamber Ensemble, under the direction of John Hsu, will perform on April 11 at 4 p.m. in Barnes Hall. The 16-member group will play W.F. Bach's Symphony No. 1 in A Major, F. 67; G.F. Handel's Concerto Grosso in A Major, op. 6, no. 11; and Joseph Haydn's Symphony No. 55 in E-flat Major.

A student piano recital will be performed by Monique Cho, with Martin Leroy, violin, and Tania Simoncelli, cello, on April 11, 8:15 p.m. in Barnes Hall. The program includes J.S. Bach's Prelude and Fugue in A Major, from WTC II; Rachmaninov's Variations Serieuses, op. 54; and Brahms' Trio in C Major for Piano, Violin and Cello.

Sun Ra and his 17 member "arkestra" will perform in another New Jazz festival concert on April 18 at 8:15 p.m. in Barnes Hall. The music includes offbeat explorations of bebop tunes, bebop scores, modal themes and atmospheric pieces featuring a full panoply of electronic and acoustic instruments.

## READINGS

### English Department

Fiction reading by James Still, co-sponsored by the Council for the Creative Writing Arts, as part of the creative-writing series, April 11 at 4:30 p.m. in The Herbarium Sage Hall.

Poetry reading by W.S. Di Piero, as part of the creative writing series, April 17, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

## RELIGION

### Sage Chapel

David Roskies, Jewish Theological Seminary, Yom Hashoah, Holocaust Memorial, April 14. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir under the direction of Donald R.M. Paterson. Sage Chapel is a non-sectarian chapel that fosters dialogue among the major faith traditions.

### Baha'i

Weekly meetings on campus. Call 7971 for information.

### Catholic

Masses: Saturdays, 5 p.m., Sundays, 8 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

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

### Jewish

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

Shabbat Services: Friday: Conservative, 6:00 p.m., Founders Room, Anabel Taylor Hall; Reform, 6:00 p.m., Anabel Taylor Chapel; Orthodox, Young Israel (call 272-5810 for time). Saturday: Orthodox, 9:15 a.m., World Room, Anabel Taylor Hall; Conservative, 10:00 a.m., Founders Room, Anabel Taylor Hall.

...ive/Egalitarian, 9:45 a.m., Founders Room.  
...Pesach Services: Thursday: Conservative/  
...Egalitarian, 6:30 p.m., Edwards Room; Friday,  
...Orthodox, 9 a.m., Edwards Room.

**Korean Church**  
Sundays, 1 p.m., Anabel Taylor Chapel.

**Muslim**  
Friday prayers, 1 p.m., Edwards Room,  
Anabel Taylor Hall; Friday discussion dinner,  
7:30 p.m., 218 Anabel Taylor Hall; Sunday  
Qur'an Study, 12:30 p.m., 218 Anabel Taylor  
Hall. The MECA office, 218 Anabel Taylor  
Hall, provides information, a library, halal  
meat and other services for all. For informa-  
tion, call Minhaj Arastu, 253-6848.

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

**Seventh-Day Adventist**  
Student association, Fridays, 7:15 p.m., 314  
Anabel Taylor Hall.

**Zen Buddhism**  
Zazen meditation every Tuesday at 7 p.m.  
and Thursday at 5:10 p.m. in Anabel Taylor  
Chapel. Beginner's instruction Thursdays at  
4:30 p.m. in the chapel. For more information  
call Jon Warland at 272-0235.

## SEMINARS

**Anthropology**  
"The Social Construction of an Invisible  
Event: Chernobyl Radioactive Fallout in the  
Scandinavian Sami (Lapp) Region," Sharon  
Stephens, University of Chicago, April 12, 3:30  
p.m., 366 McGraw Hall.

**Applied Mathematics**  
"Dynamics of Age-Structured Epidemic  
Models," Stavros Busenberg, Harvey Mudd  
College, Claremont, Calif., April 12, 4 p.m.,  
322 Sage Hall.

"Very Dynamic Routing in Packet Commu-  
nication Networks," Bruce Hajek, University of  
Illinois, April 15, 4 p.m., 101 Phillips Hall;  
"Computation with Unreliable Components,"  
April 16, 10 a.m., 110 Hollister Hall.

"Load Balancing in a Random Graph,"  
April 16, 3:30 p.m., 101 Phillips Hall.

**Biochemistry**  
"The Extrachromosomal Karyoskeleton:  
Structure and Function," Paul Fisher, SUNY  
Brook, April 12, 4 p.m., Large Confer-  
ence Room, Biotechnology Building.

**Biotechnology Program**  
"Biotechnology, Development and Global  
Genetic Resources," Joel Cohen, April 17, 3  
p.m., G01 Biotechnology Building.

**Chemical Engineering**  
"Are There Local Thermodynamic Func-  
tions in Inhomogeneous Fluids," John S. Row-  
lin, Oxford University, April 15, 4 p.m., 245  
Olin Hall.

**Chemistry**  
"Ultrafast Holographic Grating Experi-  
ments: Probing Dynamics in Solids, Liquids  
and Gases," Michael Fayer, Stanford Univer-  
sity, April 11, 4:40 p.m., 119 Baker Labora-  
tory.

Title to be announced, Eric Heller, Univer-  
sity of Washington, April 18, 4:40 p.m., 119  
Baker Laboratory.

**Combustion & Thermal Sciences**  
Title to be announced, Razi Nalim, me-  
chanical and aerospace engineering, April 11,  
noon, 178 Engineering Theory Center.

**East Asia Program**  
"Policing in Japan and the United States:  
Some Comparative Lessons," David Bailey,  
SUNY Albany, co-sponsored by International  
Political Economy, April 15, 12:15 p.m., 420  
Olin Hall.

**Ecology & Systematics**  
"Induced Resistance in a Desert Shrub: Ef-  
fects on Herbivore Populations and Plant Fit-  
ness," Richard Karban, University of Califor-  
nia, Davis, April 17, 4:30 p.m., Morison Sem-  
inar Room, Corson/Mudd Hall.

**Electrical Engineering**  
"Neural Networks for Video Signal Process-  
ing: Real-Time Simulations of Impulse Noise  
Reduction," John Pearson, Samoff Labs, Prin-  
ceton, N.J., April 16, 4:30 p.m., 219 Phillips  
Hall.

**Epidemiology**  
"Pulmonary Function Among Pulp and Paper  
Workers," Paul Henneberger, Health Science  
Center, SUNY Syracuse, April 12, 12:20 p.m.,  
141 Plant Science Building.

**Floriculture & Ornamental Horticulture**  
"The Damage Threshold for Two-Spotted  
Spider Mites on Greenhouse Rose Foliage," Re-  
bekah Hintze Doane, graduate student, April 11,  
12:15 p.m., 404 Plant Science Building.

"Zeolite Use in Gold Greens," Arthur Huang,  
graduate student, April 18, 12:15 p.m., 404 Plant  
Science Building.

**Food Science & Technology**  
"Mechanisms By Which n-3 Fatty Acids Af-  
fect Plasma Lipoproteins," Marc Surette, food  
science, April 16, 4:30 p.m., 204 Stocking Hall.

**Fruit & Vegetable Science**  
"Establishment Practices for Tissue Culture  
'Heritage' Red Raspberry," Dave Trinka, fruit &  
vegetable science, April 11, 4:30 p.m., 404 Plant  
Science Building.

"Phytoalexins in Wine," L. Creasy & E.  
Siemann, fruit and vegetable science, April 18,  
4:30 p.m., 404 Plant Science Building.

**Genetics & Development**  
"Genes that Regulate Determination and Dif-  
ferentiation of Myogenic Cell Lineages," Charles  
Emerson, University of Virginia, April 15, 4  
p.m., Conference Room, Biotechnology Build-  
ing.

**Geological Sciences**  
"In-situ Stress Magnitude in Sedimentary Bas-  
ins," Richard Plumb, Schlumberger-Doll Re-  
search, April 16, 4:30 p.m., 1120 Sneek Hall.

**International Nutrition**  
"New Developments in the Control of Para-  
sitic Disease," David Crompton, WHO Collabo-  
rating Centre for Ascariasis, University of  
Glasgow, and nutritional sciences, April 11,  
12:15 p.m., 200 Savage Hall.

"Impact of Early Supplementary Feeding of  
Guatemalan Infants," Susan Burger, nutritional  
sciences, and "Iron Supplementation and Growth  
in Kenyan Children," Jeanne Lawless, nutritional  
sciences, April 18, 12:15 p.m., 200 Savage Hall.

**International Studies in Planning**  
"Is There a French Housing Policy Under the  
Socialists?" Pradeep Bandyopadhyay, Trent Un-  
iversity, April 12, 12:15 p.m., 115 Olive Tjaden  
Hall.

**Jugatae**  
"Competition Among Grazing Stream In-  
sects," Steve Kohler, Illinois Natural History  
Survey, April 11, 4 p.m., Morison Seminar  
Room.

"The Stability of Resistance of Wild Potato to  
the Colorado Potato Beetle," Felix Franca, ento-  
mology, April 15, 4 p.m., Morison Room, Cor-  
son/Mudd Hall.

"Molecular and Population Genetics of Diel-  
drin Resistance," Rick Roush, entomology, April  
18, 4 p.m., Morison Room, Corson/Mudd Hall.

**Materials Science & Engineering**  
"Transverse Layer Rigidity and Percolation in  
Pillared Clays," Jacob Klein, Weizmann Institute  
of Physics, April 11, 4:30 p.m., 140 Bard Hall.

**Mechanical & Aerospace Engineering**  
Manufacturing Seminar: "Environmental Is-  
sues and Their Impact on Manufacturing," Fred  
C. Hart, Hart Environmental Management, April  
11, 4:30 p.m., B-14 Hollister Hall.

"Combustion Chemistry of Alternate Fuels,"  
Vladimir Zamanskii, Institute of Chemical Phys-  
ics, Moscow, April 11, noon, 178 Engineering  
Theory Center.

"Modeling and Simulation of Propulsion Sys-  
tems," Tom Shih, Carnegie-Mellon University,  
April 16, 4:30 p.m., 107 Upson Hall.

**Microbiology**  
"Biosynthesis and Function of Seleno En-  
zymes and Seleno tRNA," Thressa C. Stadtman,  
National Heart, Lung & Blood Institute, NIH,  
April 11, 4 p.m., Conference Room, Biotechnol-  
ogy Building.

"Cell Cycle Regulation of the *fla* gene cas-  
cade in *Caulobacter*," Austin Newton, Princeton  
University, April 18, 4 p.m., Conference Room,  
Biotechnology Building.

**Natural Resources**  
"Evaluation of Hay-scented Fern Interference  
with Black Cherry," Steven Horsley, USDA For-  
est Service, Northeastern Forest Experiment Sta-  
tion, April 16, 12:20 p.m., 304 Fernow Hall.

**Neurobiology & Behavior**  
"Ergonomics and Parasites as Selective Fac-  
tors in Social Bees," Paul Schmid-Hempel, Zo-  
ologisches Institut der Universitat Basel, April  
11, 12:30 p.m., Morison Seminar Room, Corson/  
Mudd Hall.

"The Drosophila Thorax: A Model System for  
the Study of Neuromuscular Development,"  
Anne Schneiderman, neurobiology and behavior,  
April 18, 12:30 p.m., Morison Seminar Room,  
Corson/Mudd Hall.

**Ornithology**  
"Owls 'n Things," Dorothy Crumb, April 15,  
7:45 p.m., Laboratory of Ornithology, 159 Sap-  
sucker Woods Road.

**Peace Studies Program**  
"Deterrence Theory and Soviet Foreign Pol-  
icy," Ted Hopf, University of Michigan, April  
12, 12:15 p.m., G08 Uris Hall.

**Pharmacology**  
"Structure and Function of the Nicotinic Ace-  
tylcholine Receptor," John Dani, Baylor College  
of Medicine, April 15, 4:30 p.m., G-3 Vet Re-  
search Tower.

**Plant Biology**  
"The Dormancy Mechanism in Temperate  
Zone Woody Plants: Hormonal and Other As-  
pects," Loyd Powell, fruit & vegetable sciences,  
April 12, 11:15 a.m., 404 Plant Science Building.

**Plant Breeding & Biometry**  
"Prospects for Under-Utilized Plants," David  
Bates, botany, L.H. Bailey Hortorium, April 16,  
12:20 p.m., 135 Emerson Hall.

**Plant Pathology**  
"The Role of Fungicide Synergism in the  
Control of Botrytis Leaf Blight of Onion," Mi-  
chael DeMilia, April 16, 4:30 p.m., 404 Plant  
Science Building.

"Signal Transduction in Cell Differentiation  
of *Uromyces*," M.A. Stumpf, plant pathology,  
April 17, 3 p.m., 133 Barton Laboratory, Ge-  
neva.

**Psychology**  
"Construal of Social Concepts," David Dun-  
ning, April 12, 3:30 p.m., 202 Uris Hall.

**Science, Technology & Society**  
Title to be announced, Alison Power, ecology  
and systematics, April 15, 12:15 p.m., 609 Clark  
Hall.

**Social Analysis of Environmental Change**  
"The Problem of Naturalism: Social vs. Natu-  
ral Approaches to Human-Environment Rela-  
tions," Margaret Fitzsimmons, UCLA, April 19,  
3 p.m., 609 Clark Hall.

**South Asia Program**  
"The Concept of 'Indianization' and the Role  
of Religion in the Indian Constitution," Pradeep  
Bandyopadhyay, Trent University, April 12,  
12:15 p.m., 153 Uris Hall.

"Government and Politics in India: Recent  
Trends" S. Rai Chooudhuri, Presidency College,  
Calcutta, April 17, 12:15 p.m., 153 Uris Hall.

**Southeast Asia Program**  
"U.S.-Vietnam Relationship Between World  
War II and 1960," Mark Bradley, grad student,  
Harvard University, April 18, 12:30 p.m., 102  
West Avenue Ext.

**Soviet & East European Studies**  
"Will There Be Civil War in Russia?" Yuri  
Orlov, physics, April 15, 12:15 p.m., G08 Uris  
Hall.

**Stability, Transition & Turbulence**  
"Large-Scale Structures in Free Turbulent  
Shear Flows with Spanwise Confinement," Ger-  
hard Jirka, civil and environmental engineering,  
April 16, 12:30 p.m., 288 Grumman Hall.

**Statistics**  
"Reflected Brownian Motion in a Polyhedral  
Domain," J. Michael Harrison, Stanford Univer-  
sity, co-sponsored by ORIE, April 17, 3:30 p.m.,  
250 Caldwell Hall.

**Textiles & Apparel**  
"Novel Applications of Collagen Biomateri-  
als and Medical Devices," Shu-Tung Li, vice  
president, R/D, April 16, 1:25 p.m., N209  
Martha Van Rensselaer Hall.

**Theoretical & Applied Mechanics**  
"Behavioral Control: Are Materials Ready  
For This?" G. Koopmann, Penn State, April 17,  
4:30 p.m., 205 Thurston Hall.

**Toxicology**  
"Selection, Characterization and Growth  
Modeling of the Bacterial Strain *Pseudomonas*  
*cepacia* 17616," George A. Murgel, civil and en-  
vironmental engineering, April 12, 12:20 p.m.,  
14 Fernow Hall.

**Western Societies Program**  
"Les Dieux du Politique," Marcel Detienne,  
Johns Hopkins University, April 11, 12:15 p.m.,  
Guercia Room, A.D. White House.

"Is There a French Housing Policy Under  
the Socialists?" Pradeep Bandyopadhyay, Trent  
University, co-sponsored by international stud-  
ies in planning, April 12, 12:15 p.m., 115  
Tjaden Hall.

"Career Opportunities in the Federal Repub-  
lic of Germany: A Dynamic Approach to the  
Study of Life-course, Cohort and Period Ef-  
fects," Hans-Peter Blossfeld, European Univer-  
sity Institute and Mellon visiting scholar, April  
12, 3:30 p.m., 302 Uris Hall.

"The Environment as a Factor in Industrial  
History: The Case of French Forests," Denis  
Woronoff, EHESS, April 16, 4:30 p.m., G08  
Uris Hall.

"Labor Market Segmentation: Differences  
Between the Federal Republic of Germany and  
the U.S.," Hans-Peter Blossfeld, April 18, 3:30  
p.m., G08 Uris Hall.

## SPORTS

*Home contests only*

**Friday, 4/12**  
Women's Tennis, Yale, 2 p.m.

**Saturday, 4/13**  
Men's Heavy Crew, Rutgers  
Men's Lightweight Crew, Rutgers and Prin-  
ceton  
Women's Tennis, Brown, 11 a.m.  
Baseball, Navy (2), noon

**Sunday, 4/14**  
Men's Heavy Crew, Yale  
Men's Lightweight Crew, Yale  
Baseball, Pennsylvania (2), noon

**Tuesday, 4/16**  
Women's Tennis, Syracuse, 4 p.m.

## SYMPOSIUMS

**Institute for African Development**  
"Microcomputers for International Develop-  
ment: New Applications in Planning and Man-  
agement," April 11-13 in 135 Emerson Hall.  
"The Uncharted Future of Microcomputers in  
Developing Countries," Noel Berge, president,  
Thunder and Associates, 8 p.m., April 11. "Re-  
sponding to New Challenges"; "Expanding the  
Tool Kit"; and "Planning Rural Development";  
Supporting Teaching and Research," on April  
12. "Planning Large Scale Development";  
Supporting Policy Analysis and Program Man-  
agement"; "Agenda for the Future"; and "Ap-  
plication Demonstrations" on April 13. For  
further information, call 255-6849.

**Law School**  
"Minorities in the Law" will be the subject  
of a conference held on April 13 in G90 Myron  
Taylor Hall. "Private/Public Sector Dilemma,"  
with participants Debra James, Roosevelt Is-  
land Operation Corporation; Wilfredo Fernan-  
dez, Winthrop, Stimson, Putnam & Roberts;  
Aishja Abdur-Rahman, Skadden, Arps, Slate,  
Meagher & Flom; Christopher Chang, Doar,  
Devorkin, Riech; and Derril Jordan, Sacinaw  
Chippewa Indian Tribe, 10 a.m. "Minority  
Professors In The Law," Winnie Taylor, law  
school; Tracey M. MacLain, Boston University  
School of Law; Rockwell Chin, law school; and  
Luis Jorge De Graffe, CUNY Law School,  
Queens College, 2 p.m.

**Arthur S. Penn Photography Symposium**  
Lee Friedlander, internationally acclaimed  
photographer, will be the subject of the fifth  
Arthur S. Penn Photography Symposium on  
April 11, 4:30 to 6:30 p.m., in 115 Olive  
Tjaden Hall. Following Friedlander's slide  
presentation, Thomas W. Leavitt, director of  
the Johnson Museum, will moderate a panel  
discussion.

## MISC.

**Cornell Information Technologies**  
"The Universe of Multimedia: How to  
Avoid Getting Lost in Space," with instructor  
Tom Hughes, CIT, April 18, 12:30 p.m., 100  
Caldwell Hall. For information, contact CIT  
Service HelpDesk, 255-8990.

**Learning Skills Center**  
Exam-preparation workshop, April 15, 4:30  
p.m., 237 Sage Hall; exam-strategies work-  
shop, April 17, 4:30 p.m., 237 Sage Hall.  
Study survival-skills walk-in service; free help  
with study problems, Tuesday or Thursday, 3  
to 4:30 p.m., 235 Sage Hall.

## Grounds care includes 'least-toxic' chemical treatment

Some time this year, the university's Grounds Department workers may apply pesticides as one part of an overall maintenance program that has been praised by experts in the integrated pest management (IPM) field and criticized by opponents of landscaping chemicals.

"We're not trying to maintain golf-course, fairway-quality lawn standards on campus, so we do tolerate some insect and disease damage," said Dennis Osika, the university's superintendent of grounds maintenance. "We're just trying to maintain safe, attractive grounds."

Osika emphasized that grounds treatment is not merely cosmetic; it also aims at preventing erosion, preserving valuable trees and shrubs, and providing a safer surface for recreation.

"We employ IPM technicians to control landscape pests," Osika said. "This approach allows us to use the least-toxic treatment to resolve pest problems. It requires that a specific pest be identified, that the area inhabited by that pest be delineated and that a specific, focused pesticide be used to combat the problem."

The Grounds Department, with a staff of 42 that is responsible for the care of 310 acres of lawns and 79 acres of trees and shrubs, listed these landscape pest-control plans for 1991:

- Spot-spraying of some campus lawns with a selective

broadleaf herbicide against clover, dandelion, thistle, plantain and ground ivy.

- Spot treatment of campus trees and shrubs — as needed — with pesticides such as carbaryl or malathion for insect and arthropod pests, including forest caterpillars, saw flies, mealy bugs and mites.

- Some valuable, vulnerable trees, such as the oaks along Tower Road, may need to be sprayed with a natural bacterium, *bacillus thuringiensis* (or BT), to prevent defoliation by gypsy moths.

- Cracks in curbs, sidewalks and other paved areas as well as some fence lines are to be hand-sprayed — beginning in early spring and continuing, as needed, throughout the summer — with Roundup, a biodegradable herbicide.

One weed-control treatment that will be suspended this spring by the Grounds Department is the use of pre-emergence herbicide under the bark mulch that surrounds plantings.

Osika said that some weeding could be done by hand but, in view of the size of the campus, it is not possible to control all weeds solely with hand labor.

"It's getting harder and harder to find feasible improvements to Cornell's grounds program," said Gerard Ferrentino, extension associate with the New York State Integrated Pest Management Program and a member of a broad-

based campus panel that informally advises Osika on grounds maintenance. "Cornell's IPM program optimizes control and minimizes environmental effects. It's become a model for universities concerned about practical, environmentally sound pest management." Among the campuses that have adopted Cornell's pest-control program are Colgate University and Rochester Institute of Technology, Ferrentino said.

Not everyone agrees with the Grounds Department's balancing point between a relatively chemical-free environment and a fairly attractive campus. One environmentalist organization, Cornell Greens, has organized a letter-writing campaign in hopes that alumni and parents of enrolled students will demand a "complete ban of all lawn-care and other frivolous cosmetic pesticides."

Osika, who holds degrees in horticulture from Cornell and the University of Maryland, said his department's use of chemical pesticides is always a last resort and occurs only as needed, rather than a routine, calendar-based practice.

Defending the occasional use of herbicides on lawns to remove what some consider acceptable weeds, Osika said he is meeting the expectation of the majority of the campus community by providing a "safe and attractive surface for a variety of uses."

## Photo & textile exhibits, Philadelphia Orchestra to visit campus



Yuri Termirkanov

Photographer Lee Friedlander will visit today, April 11, for the fifth Arthur S. Penn Photography Symposium. He will present slides beginning at 4:30 p.m. in Room 115 of Olive Tjaden Hall, followed by a panel discussion.

His prints also will be featured in two exhibitions of street photography and portraits at the Herbert F. Johnson Museum of Art. Friedlander's work currently is being shown in a retrospective exhibition, "Like a One-Eyed Cat," and in a book of the same name.

Panelists for the April 11 symposium are Richard Benson, a photographer and adjunct professor of photography at Yale University; Maria Morris Hambourg, associate curator of prints and photography at the Metropolitan Museum of Art; Jean Locey, a photographer and associate professor of photography in the Department of Art at Cornell; and John Szarkowski, director of the Photography Department of the Museum of Modern Art. Thomas Leavitt, director of the Johnson Museum, will moderate.

■ ■ ■

The medieval-style Memorial Room of Willard Straight Hall will be the setting for an apparel-design show on April 14, when textile artist Janet Hazard VanZile presents "A Medieval Legend Woven with Contemporary Technology."

Live models will display men's and women's garments that VanZile designed after styles of the Middle Ages. Medieval refreshments, including braised lamb, potato rolls and mustard, and spring water from wooden barrels, will be served, and synthesized music will be played during the hour-long show, which will begin at 7 p.m.

VanZile, an assistant professor of textile design at

Syracuse University, lives in Virgil, N.Y., where she operates a computerized loom and knitting machine.

Her presentation is being sponsored by the Department of Textiles and Apparel in the College of Human Ecology, Cornell's Council of the Creative and Performing Arts and the College of Human Development at Syracuse University.

■ ■ ■

The Philadelphia Orchestra will return for the first time in 25 years Thursday, April 25, at 8:15 p.m. in Bailey Hall.

Yuri Temirkanov, music director of the Leningrad Philharmonic and a frequent guest conductor of the Philadelphia Orchestra, will lead the ensemble in the Overture to "Prince Igor" by Borodin, the Serenade in C Major for Strings, Op. 48 by Tchaikovsky and the Symphony No. 2 in D Major, Op. 43 by Sibelius.

This will be the final performance of the 1990-91 Great Soloist and Orchestra Series.

Russian conductor Temirkanov is principal guest conductor of the Royal Philharmonic in London and a regular guest conductor with the orchestras of Berlin, Vienna, Dresden and Paris. In 1986, he was invited by the New York Philharmonic to be the first Soviet conductor to appear in the United States since the renewal of the Soviet/American Cultural Exchange Agreement; since then he has been guest conductor with several major American orchestras.

Tickets for the concert are on sale at the Lincoln Hall ticket office, Monday to Friday, 9 a.m. to 1 p.m., 255-5144; and at the Dewitt Mall box office, Tuesday to Saturday, 11:45 a.m. to 4:30 p.m., 273-4497. Prices for the public are \$34.50 to \$55; student tickets are \$26 to \$41.

### Barker *continued from page 1*

as a realistic or rational thing to do." He will keep teaching introductory biochemistry, which he has done continually, will spend more time in advising students and may get involved in teaching carbohydrate chemistry, his specialty.

Barker and Kaz, his wife of 36 years, have just built a retirement house beside the 11th fairway of a golf course, near a lake and marina in Bellingham, Wash. It is 30 miles from British Columbia, where Kaz has family and where they met at college 39 years ago. They will be visiting there and, while in Ithaca, probably will be playing more golf together than time has allowed in recent years, and doing more gardening, as well. Even here, their garden yields carrots, beans, potatoes, onions, berries, parsnips, annual mimosas for Japanese herbal tea as well as flowers that fill their house.

While in his own steady way Barker looks forward to a little more leisure, he obviously still enjoys his senior provost's duties of strategic planning for the Cornell of the future.

On a recent morning, for instance, before Barker was to review 30-year options with the Board of Trustees, he had covered his round conference table in his small, fourth-floor office with multicolored maps of the campus. He was trying to figure out what spots would best accommodate Cornell's future needs and, frequently refilling his styrofoam cup with black coffee, he was obviously enjoying discussing the rational challenge.

"Unfortunately, we're organized asymmetrically," he said, tapping a map to show that the Arts Quadrangle, "the heart of the university," lies on the western boundary of the campus. "We can't move the arts college up the hill, and we have to keep the

staff in touch with each other and the students."

He drops his 150-pound frame (his weight never varies) into a chair, raises sturdy shoes — emerging from pressed corduroy pants — onto the arm of an extra chair, and throws back his full head of gray hair.

"It's really quite interesting," he says, silencing the first "t" in interesting — one of the rare traces of the speech of the northern England he left 45 years ago, at the age of 18.

"Without a high-speed people-mover," he says nodding at the maps, "you can't have undergraduate programs out at the Orchards. So a major factor in planning growth is how far a mid-rate walker can go in 20 minutes, which is the maximum time you can plan between classes. We're 15 minutes now. By and large, we're confined between Central Avenue and Judd Falls Road and the two gorges.

"What we also have to consider," he says calmly, "is stopping overall growth almost entirely — maintaining our present state as a dynamic equilibrium. It's never been done by an institution like ours, but maybe it could be."

Barker has never abandoned his faith in reason and the will to use it. One of his planning papers raised lots of eyebrows by using the word "productivity" in discussing cost-cutting. On another occasion, he said faculty should be required — not requested — to offer introductory freshman seminars and said they should accept that as part of being a Cornell professor.

Barker's confidence in reason probably comes from his own success at fashioning his life.

In 1945, at 16, he left his poor mining

region of northern England to work full time on farms, in anticipation of college study to become a farm manager. He plowed behind horses, milked cows by hand, became an expert market-gardener; however, with a glut of returning World War II veterans, the English schools were too crowded. So, at 18, he took himself to British Columbia, worked two years as a logger and, at 21, started college studying physiology and biology.

As a senior, he got an instructorship and did his first research — on how nicotine and caffeine affected the blood pressure of rats.

"I started reading the literature and realizing people don't know all the answers. And I started thinking about how you go about getting answers."

While his early study of physiology tended to see animals themselves as the functional units, his interests drove him deeper, toward chemistry. He became interested in the most abundant chemical substances on Earth, carbohydrates, "and in their very fundamental properties, in why they behave as they do, particularly in solution."

He stayed in that field from his graduate-student days at the University of California at Berkeley and became a pioneer in the use of carbon-13 nuclear-magnetic-resonance spectroscopy to study carbohydrate conformation. He helped develop methods for visualizing molecules in a solution, which may facilitate applications in human beings without the need for intrusion by instruments.

Finn Wold, who was a graduate student with Barker, stood as his best man in 1955 and has been a good friend ever since, calls Barker "one of my real heroes" and says the

same qualities made him a fine scientist, administrator and person:

"He always projected great self-confidence," says Wold, now a chaired professor at the University of Texas medical school. "In the lab, talking politics, in personal matters, he would genuinely seek other viewpoints, but he was always able to reach a decision, to move on his own, at ease with himself and the world."

The sense of fun or self-deprecation was there 35 years ago, too, Wold recalls. In Barker's tiny Berkeley apartment, he and his two roommates had a pet white rat that would sit on a visitor's shoulder; they all enjoyed late-night talk with strong, chicory-dark coffee; and they indulged in their share of parties with even stronger drink. One Christmas time, as the future senior provost was about to get a very-early-morning train back for Vancouver to visit Kaz, he was reportedly spotted racing a herd of deer down the Berkeley Hills, trying to make a close connection between the end of the departmental Christmas party and his train's departure time.

As Barker prepares to shed some burdens and set out again, he reflects that the most important thing in life is "enjoying it, but — not wishing to be taken for a hedonist — he adds: "That's not always achieved by what may seem the most direct route."

That means that, when Barker leaves Day Hall, you probably won't catch him much at the Palm Beach Polo Club, the Carlisle or the Cote d'Azur. But he is likely to be doing more fine-woodworking, painting, gardening and golfing with Kaz. And he will almost certainly be seen walking at dawn into a modest office (or a laboratory) in the Biotechnology Building.

— Sam Segal

## Electronic cookbook gives chefs FABULOUS directions

A culinary scientist in the School of Hotel Administration is writing an electronic cookbook that selects recipes by their national origins and ingredients and flashes instant, illustrated directions on how to prepare them.

Want a Greek entree, baked and made with eggplant? Simple. Click the nationality button on the computer, locate the Greek flag from 106 flags (each captioned for instant recognition), ask the computer for baked dishes, scroll through the ingredients to vegetables, select eggplant — and onto the computer screen flashes a recipe for moussaka.

Along with words, color photographs appear on the screen to illustrate all equipment and every step required to prepare moussaka. Computerized color slides also show table arrangements in a restaurant and, as a warning, show a moussaka that failed, its layers sagging from poor preparation.

Since 1987, Thomas Neuhaus, a lecturer in the Hotel School, has been feeding recipes from around the world into a computer data base for students in his course, "Culinary Theory and Practice."

Students started using and contributing to the system last year. Each semester, Neuhaus asks his 90 to 100 students to visit a restaurant, interview the manager or chef, take photographs of the kitchen and dining room, and bring back menus and recipes.

One student contributed a menu and color slides from the Coldfoot Cafe, a truck stop that features a wide variety of pies. Located north of the Arctic Circle on the Trans-Alaskan Highway near Brooks Range, Coldfoot is said to be the northernmost restaurant on the North American con-

continent.

So far, Neuhaus and his students have put 300 recipes into the computer system, along with 13,000 color slides that illustrate every step in preparing, marketing and serving each dish.

"Cookbooks and textbooks are prose, and, if they are illustrated at all, it probably is with a few black-and-white photos or drawings," Neuhaus said. "But to really prepare food, you should see each step, preferably illustrated in full color."

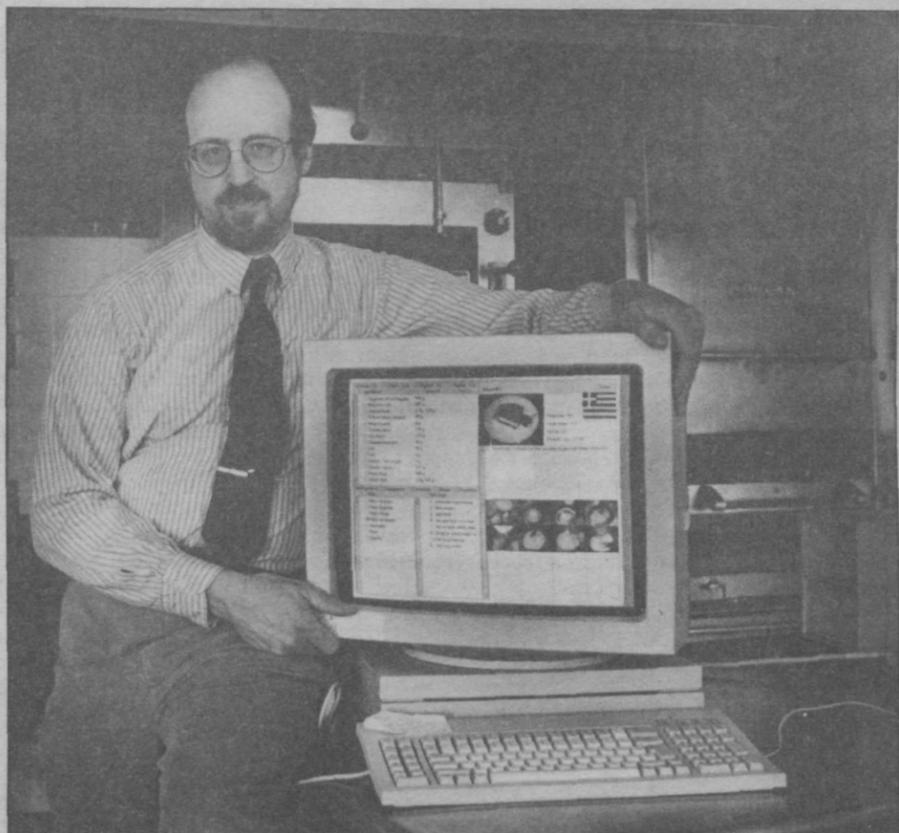
Several books, and long searches through them, would be required to hold all the recipes that spring from Neuhaus' data base with the click of a computer mouse.

In the culinary course that Neuhaus teaches along with lecturer Bonnie Richmond and teaching support specialist Shelly Gould, students prepare 130 dishes during the 14-week semester.

"About 20 to 30 pictures are required to adequately explain the preparation of each dish," Neuhaus said. "That means that at least 2,600 pictures are needed to illustrate the full course, and no reasonably priced textbook could contain that many pictures."

"I have not heard of anyone in the culinary field who is assembling a computer system like mine," added Neuhaus, a specialist in the chemical aspects of food preparation who earned his master of science degree at the University of Maryland in 1982.

"We are using it now as a teaching tool in the Hotel School, and it could be used in high schools, community colleges and other schools that train for the food-and-beverage industry. Culinary data bases also have future applications for research and development in the food industry, for training cooks



Peter Morenus

Thomas Neuhaus with his computer-based cookbook in a Statler Hall laboratory.

and bakers in hotels and restaurants, and for supermarkets as point-of-sale aids. They may even replace cookbooks at home."

Neuhaus named his electronic cookbook FABULOUS, which stands for "Food and Beverage Undergraduate Learning on a Unix System."

The FABULOUS computer system and its four workstations were set up with more than \$150,000 worth of hardware donated by Sun Microsystems Inc. of Mountain

View, Calif., and grants totaling more than \$150,000 from the Hotel School.

Neuhaus foresees the day when his electronic cookbook also will feature video and sound.

"What better way to show the full process of folding whipped cream into a mousse, and why not a little Greek background music while a Greek chef explains how to bake a moussaka?"

— Albert E. Kaff

## IBM-Cornell projects aim to make computers more useful . . .

### . . . In research

Using \$3.4 million in advanced workstations provided by IBM Corp., Cornell physical scientists, working through the Cornell Materials Science Center (MSC), will develop a unique, standardized set of powerful computer tools that will increase scientists' productivity and speed research.

Such a scientists' tool kit would include computerized "laboratory assistants" that operate experimental equipment and organize the masses of data from them; graphics programs that translate mounds of numbers into computer pictures; and standardized

mathematical tools that manipulate equations.

In developing these tools, the IBM Workstation Project at Cornell will allow far more effective utilization of scientific data, according to MSC Director John Silcox, a professor of applied and engineering physics.

"The data pouring out of scientific experiments, for example in the form of images, is often greater than researchers can store and analyze," said Silcox. "By providing a powerful, standardized computer environment for taking these data and organizing them, we should be able to make the data from scientific experiments far

more useful and manageable for scientists."

Said Frank Cummiskey, manager of research solutions at IBM's Academic Computing Information Systems, "IBM is pleased to support this effort by Cornell scientists to enhance their research capability. Such tools, when developed, should make it easier for many scientists to turn their ideas around more quickly."

According to project coordinator James Sethna, an associate professor of physics, the Cornell IBM Workstation Project aims at creating a coherent set of computer tools for scientists based on the powerful computer operating system AIX, a version of the widely used UNIX. IBM will provide 30 or more of its RS/6000 workstations as well as salary support for MSC computer staff, equipment and software to scientists in Cornell's Laboratory of Atomic and Solid State Physics (LASSP) through the Materials Science Center, which is supported by the National Science Foundation (NSF).

The NSF has also awarded a supplemental grant of \$67,000 to the MSC, allowing

MSC technical staff to aid undergraduate and graduate students working on early phases of the project. Direct student support is also being provided by Cornell, the LASSP and Corning Inc.

The workstations' high-performance graphics capabilities, large memory and disk capacity, and extensive networking capabilities will allow computerization of scientific projects to an extent impractical in the past, said Sethna.

"Researchers now go through a great deal of aggravation and work to get their computer to talk to their experiment — both controlling the experiment and reading and presenting the data that come out of it," he said. However, he said, the RS/6000's Microchannel Bus Architecture, a standard in the industry, will allow researchers to use the great number of existing, inexpensive computer cards for interfacing computers and scientific equipment. Also, enhancements to the AIX operating system should allow scientists to much more effectively control experiments.

— Dennis Meredith

### . . . In personnel management

Two human-resource researchers here are designing computer-based systems that will help make employment decisions more efficient and effective.

They foresee that the next generation of computer tools will:

- Assist employees in deciding which benefit options are best for them, which job assignment to accept or even whether to opt for early retirement.

- Assist managers in reorganizing their workforce and in managing costs.

Under a contract with IBM Corp., John W. Boudreau, an associate professor, and George T. Milkovich, the Catherwood Professor in the Center for Advanced Human Resource Studies in the School of Industrial and Labor Relations, will develop prototypes of personnel-decision models and study managerial and employee reaction.

They believe that the next generation of computer tools will change the way employees and managers deal with people-management issues. They compare the advances to the ways that computer tools have revolutionized other management fields.

For example, computer-aided design and manufacturing systems have transformed product design and development from

painstaking redrafting and re-work to a highly interactive process that uses three-dimensional computerized displays.

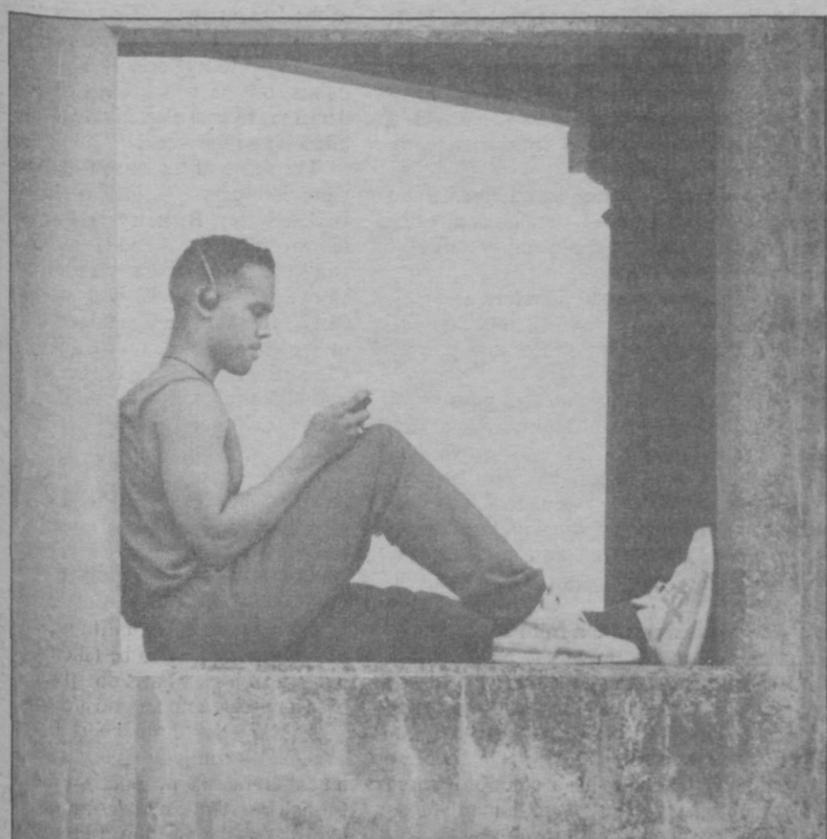
Boudreau and Milkovich point out that the same technology can be applied to personnel issues, and it is time for employees and managers to use this technology.

Their research forms the third phase of the ILR School-IBM Personal Computer Project. During the first two phases, from 1984 to 1990, IBM provided computer equipment and software to the ILR School and its Department of Human Resource Management. The project's first two phases enabled the ILR School to establish the first personal-computer laboratories dedicated to university education in human-resource management. This advance made the school the leader in integrating computer-based systems into human resource management education and research, Boudreau and Milkovich said.

Walton E. Burdick, senior vice president of personnel for IBM, commented: "We are pleased to continue our support for the center's research on how automated tools can be effectively used to aid managers, employees and students."

— Albert E. Kaff

### Music man



Peter Morenus

Hotel Administration sophomore David Tolentino listens to music on a pair of headphones while sitting in a window in the Crescent.

# IN RESPONSE

A profile of Helen Alvare, a graduate of the Law School who is the Roman Catholic bishops' spokeswoman on abortion, appeared in the winter issue of Cornell '91, a publication for alumni, and in the Feb. 21 Chronicle.

## Alvare uses a reasoned voice

After reading the alumni profile on Helen Alvare . . . I took the opportunity to hear her speak . . . at Washington University.

I was doubly impressed. First, by Cornell '91 and Lisa Bennett for the objective and informative article about Helen and the topic she addresses. Few publications or reporters would do so, since it does not re-

fect the views or interests of most in the media. . . .

Secondly, by Helen's succinct and informative address on the topic of abortion and feminism. The tone of her presentation was positive, and she addressed the topic from sociological, legal and theological bases in a manner that I have heard no one else able to do.

As our society continues to grapple with abortion, Helen's reasoned voice should be a major asset in providing an informed base from which an equitable solution can be reached. . . .

It was refreshing, and made me proud as an alumnus, to see Cornell University address this contentious issue by profiling the role of one of its own alumnae.

A.F. Kertz  
Ph.D. '74

## Supporting abortion rights

. . . Too bad some of those dollars [for the bishops' anti-abortion efforts] could not have been diverted for the care of the millions of neglected, abused and unwanted children who are already alive both here and abroad.

I have no quarrel with what Ms. Alvare and her co-religionists wish to believe and practice, but I DO object to their attempts to force their beliefs on those of their fellow citizens who do not share them.

I do not mean to imply that Ms. Alvare's denomination is the only church that strives to make its own moral code the law of the land. Down here in the Bible Belt, where I have lived for over half my life, various

fundamentalist groups among my fellow Protestants are continually attempting to do the same thing — often, although not always, with some success. And, of course, Mormon-controlled Utah is as close to a theocratic regime as the country has seen since 17th-century Massachusetts Bay Colony days.

Franklin M. Wright  
Class of 1948

Letters should respond to items that have appeared in the Chronicle. They should be no more than 400 words in length. Send submissions to the Chronicle, 840 Hanshaw Road.



Peter Morenus  
Charles Linn demonstrates the use of a pheromone tie at the Geneva Agricultural Experiment Station.

## Pheromones *continued from page 1*

GBM pheromone ties are manufactured in Japan and distributed by Pacific Biocontrol Corp. of Davis, Calif. Field trials of the pheromone ties were funded, in part, by the New York State Wine and Grape Foundation and the New York Production Grape Research Fund.

The grape berry moth (*Endopiza viteana Clemens*) is the most serious insect pest in grapes grown east of the Rocky Mountains in North America and is the target of more than 100 tons of chemical pesticides each year in New York state vineyards. Insect pheromones are naturally occurring chemicals that insects use to communicate with individuals of their own species, explained Timothy J. Dennehy, the Cornell associate professor of entomology who conducted field trials of the GBM pheromone ties between 1985 and 1990. Male moths use sensors on their antennae to detect and locate the source of minute amounts of the females' pheromone as it drifts in the air.

"Just as aircraft seek coded radio signals to guide them to the right airport, male moths sort through all the chemical signals in the air and home in on the females of the appropriate species when they are receptive to mating," Dennehy said. "When we release a cloud of pheromone throughout the vineyards, the male moths perceive the pheromone as coming from many directions and they become confused in their attempts to orient toward female moths."

The Cornell scientists tried several ways of dispensing the pheromones — including evaporators, microcapsules and hollow fibers — before settling on the twist-ties in 1984. Enough GBM pheromone to last 100 days is sealed inside each eight-inch-long polyethylene tube. Vineyard workers twist the ties on trellises that support vines in mid-May, before grape berry moth's mating season, which continues through early September. The pheromone is slowly released through the walls of the twist-ties.

Field tests by Cornell scientists in two of New York state's prime grape-growing areas, the Finger Lakes and the Lake Erie regions, determined that between 200 and 400 pheromone ties per acre were as effective as chemical insecticides on grape berry moths in most circumstances. For example, in Concord grapes where neither pheromones nor chemical insecticides were applied, the grape berry moth was damaging 18 percent of the crop; insecticide alone reduced the damage to 0.49 percent of the crop, and GBM pheromone alone held damage to 0.30 percent.

Based on his experience with field-testing GBM pheromones, Dennehy listed several advantages:

- Less than two-tenths of a pound of pheromone per acre takes the place of six to 12 pounds of chemical insecticide.
- Except for plastic gloves (to keep the harmless but pungent pheromone off their hands) vineyard workers require no special clothing, training or pesticide licenses to install pheromone ties.

• Installing the ties takes about 30 minutes per acre. The weather-proof devices are not affected by rain and do not need to be reapplied during the growing season.

However, Dennehy noted two "high-risk" circumstances in which GBM pheromone is not 100 percent effective: the outer edges of vineyards that are bordered by woodlands or small vineyards that are surrounded on four sides by wooded areas. That is because the larvae of the grape berry moth also feed on wild grapes in wooded areas, and some mated female moths travel from the woods to the vineyards.

The only other drawback is the cost, said Roelofs, the Liberty Hyde Bailey Professor of Insect Biochemistry. Until GBM pheromone is produced on a larger scale, the treatment will cost grape growers about twice what they are spending for mass-produced chemical insecticides.

—Roger Segelken

## Cornell University Academic Calendar 1991-92 — 1995-96

FALL TERM	1991-92	1992-93	1993-94	1994-95	1995-96
Registration/Course Exchange	Tu/W 8/27-28	Tu/W 8/25-26	Tu/W 8/24-25	Tu/W 8/23-24	Tu/W 8/29-30
Instruction Begins	Th 8/29	Th 8/27	Th 8/26	Th 8/25	Th 8/31
Labor Day, Classes in Session	M 9/2	M 9/7	M 9/6	M 9/5	M 9/4
Fall Break Begins, 1:10 p.m.	S 10/12	S 10/10	S 10/9	S 10/8	S 10/7
Instruction Resumes, 7:30 a.m.	W 10/16	W 10/14	W 10/13	W 10/12	W 10/11
Thanksgiving Recess Begins, 1:10 p.m.	W 11/27	W 11/25	W 11/24	W 11/23	W 11/22
Instruction Resumes, 7:30 a.m.	M 12/2	M 11/30	M 11/29	M 11/28	M 11/27
Last Day of Classes	S 12/7	S 12/5	S 12/4	S 12/3	S 12/9
Study Period	Su-W 12/8-11	Su-W 12/6-9	Su-W 12/5-8	Su-W 12/4-7	Su-W 12/10-13
First Days of Scheduled Exams	Th/F 12/12-13	Th/F 12/10-11	Th/F 12/9-10	Th/F 8-9	Th/F 12/14-15
Last Days of Scheduled Exams	M-F 12/16-20	M-F 12/14-18	M-F 12/13-17	M-F 12/12-16	M-F 12/18-22
Last Day of Exams (Conflicts Only)	S 12/21	S 12/19	S 12/18	S 12/17	S 12/23
Winter Session Period Begins	Th 12/26	M 12/28	M 12/27	M 12/26	Tu 12/26
3-Week Classes Begin	M 12/30	M 1/4	M 1/3	Tu 1/3	Tu 1/2
Winter Session Period Ends	F 1/17/92	F 1/22/93	F 1/21/94	F 1/20/95	F 1/19/96
<b>SPRING TERM</b>					
Registration/Course Exchange	Th/F 1/16-17	Th/F 1/21-22	Th/F 1/20-21	Th/F 1/19-20	Th/F 1/18-19
Instruction Begins	M 1/20	M 1/25	M 1/24	M 1/23	M 1/22
Spring Break Begins, 1:10 p.m.	S 3/14	S 3/20	S 3/19	S 3/18	S 3/16
Instruction Resumes, 7:30 a.m.	M 3/23	M 3/29	M 3/28	M 3/27	M 3/25
Last Day of Classes	S 5/2	S 5/8	S 5/7	S 5/6	S 5/4
Study Period	Su-W 5/3-6	Su-W 5/9-12	Su-W 5/8-11	Su-W 5/7-10	Su-W 5/5-8
First Days of Scheduled Exams	Th/F 5/7-8	Th/F 5/13-14	Th/F 5/12-13	Th/F 5/11-12	Th/F 5/9-10
Last Days of Scheduled Exams	M-F 5/11-15	M-F 5/17-21	M-F 5/16-20	M-F 5/15-19	M-F 5/13-17
Last Day of Exams (Conflicts Only)	S 5/16	S 5/22	S 5/21	S 5/20	S 5/18
Senior Week	Su-S 5/17-23	Su-S 5/23-29	Su-S 5/22-28	Su-S 5/21-27	Su-S 5/19-25
COMMENCEMENT	Su 5/24	Su 5/30	Su 5/29	Su 5/28	Su 5/26
<b>Summer Session:</b>					
3-Week Session Regist/Classes Begin	W 5/27	W 6/2	W 6/1	W 5/31	W 5/29
8-Week Session Regist/Classes Begin	M 6/8	M 6/14	M 6/13	M 6/12	M 6/10
3-Week Session Final Exams	F 6/19	F 6/25	F 6/24	F 6/23	F 6/21
6-Week Session Regist/Classes Begin	M 6/22	M 6/28	M 6/27	M 6/26	M 6/24
6- and 8-Week Sessions Final Exams	M/T 8/3-4	M/T 8/9-10	M/T 8/8-9	M/T 8/7-8	M/T 8/5-6

This Calendar may be subject to modification and is not legally binding.

Copies are available from the Office of the Dean of Faculty and the Information and Referral Center in Day Hall.

## Fertilize *continued from page 1*

stances nitrates are most apt to leach into groundwater. While environmentalists have feared that fertilizers seriously threatened groundwater quality in general, Petrovic's research found that fertilizers contaminate groundwater only when applied in the late fall in sandy, mild-weather areas.

Specifically, Petrovic analyzed highly fertilized lawn patches on Long Island, where the soil is sandy and the winters are mild, and in the Ithaca area, where the soil is also sandy but the winters are harsher. He compared the amount of leaching under different weather conditions.

The turf scientist found that under normal or drier-than-normal conditions on Long Island, very little leaching occurred. Under wetter than normal conditions, however, up to 17 percent of the nitrates leached into the water. When the worst possible conditions were combined — sandy soil, late-fall applications, wet and cool weather — from 25 to 50 percent of the nitrates from fertilizers ended up contaminating groundwater, Petrovic says. In Ithaca, on the other hand, very little leaching occurred under any conditions.

"Slow-release fertilizers may be used at any time, anywhere and are particularly recommended for sandy soils and other high-risk areas or in cases where a consumer of turfgrass superintendent wants a constant source of nitrogen with no environmental side effects," says Petrovic.

However, noted Petrovic, environmentally sound slow-release fertilizers cost up to three times more. Although that price difference may mean only a \$10 cost increase to a homeowner, it can represent an additional \$5,000 for a large turfgrass area such as a golf course.

—Susan S. Lantieri

# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 13

April 11, 1991

## The Employment Picture at Cornell

This is the first of a two-part series explaining the employment opportunities at Cornell and the ways in which those opportunities can most effectively be pursued. This week's article gives an overview of the current hiring situation and the types of positions generally open at Cornell; next week's article will cover the procedures for applying to these positions.

WHETHER YOU ARE a current Cornell employee interested in looking at other job opportunities at Cornell, or whether you are in the process of starting a job search at the university, you may have some questions about the current job market, the kinds of opportunities that usually arise, and the process involved in applying for these opportunities. The diversity of Cornell University, with eleven schools and colleges on the Ithaca campus, over 18,000 undergraduate and graduate students, and nearly 10,000 Ithaca-based faculty and staff, offers a challenge to the candidate trying to plan a job search. The following information should help answer some of the most commonly asked questions about employment at Cornell.

### I heard there is a job freeze. Should I still apply?

Although the New York State budget reductions have reduced position vacancies, we are still recruiting for those positions identified as essential to the operation of the university. They are posted in "Job Opportunities". "Job Opportunities" is part of *Cornell Employment News*, which you are reading now, and which focuses on work-related issues at Cornell. *Cornell Employment News* (CEN) is a weekly insert to the *Cornell Chronicle*, and is produced by the Office of Human Resources.

### Are the positions posted in "Job Opportunities" just for those individuals laid off?

Employees who have been laid off are given primary consideration for positions for which they are qualified. If there is not a qualified layoff candidate for the position, current employee and external applicants will be considered. Where all else is equal, of these last two, preference is being given to current Cornell employees at present, as their transfer opens up other opportunities for laid off employees.

### Are positions mainly filled by employees or external candidates?

Approximately one-third of all regular (not temporary) positions are filled by employees. Some types of positions, such as upper-level general service positions and office professional positions are more likely to be filled by employees because of the desirability for prior Cornell experience that is indicated by "Cornell experience preferred" in the job posting.

### How does Staffing Services recruit candidates for its many job vacancies?

As the largest employer in Tompkins county, we receive many unsolicited resumes and applications. Last year 6,285 external applicants applied for 1,690 job vacancies.

*Cornell Employment News* is sent to regional two- and four-year college placement offices, BOCES, community organizations and libraries, Department of Labor offices, and to selected New York State Urban Leagues.



Esther Smith, staffing specialist, office professional positions

Recruitment visits are made to BOCES and to local two-year colleges such as Tompkins Cortland Community College to recruit new graduates in the office professional and technical areas.

Advertisements of position vacancies are regularly placed in local and regional newspapers. Administrative/professional vacant positions are often advertised nationally, particularly in the *Chronicle of Higher Education* and *Black Issues in Higher Education*. Out-of-town candidates are able to keep up with job opportunities by subscribing to *Cornell Employment News*. Subscriptions are available for three, six, and twelve months.

### What kinds of positions are available at Cornell?

Recent vacant positions are announced each week in "Job Opportunities." Positions are posted at least once to announce their availability, but are not reposted continuously in "Job Opportunities" until filled. Therefore, if you have applied for a position and notice that it is no longer posted in "Job Opportunities," that does not mean that the job is filled. Listings of open professional and technical positions may be found in 160 Day Hall.

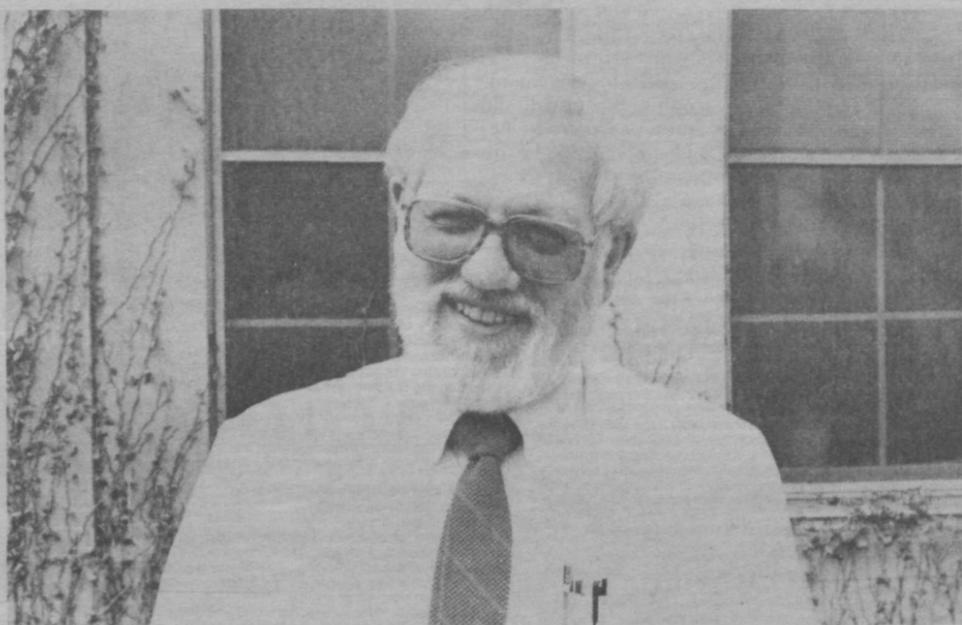
Office professional positions comprise approximately 40 percent of the job vacancies. The highest demand is for secretaries with experience and training in word pro-

cessing, data entry, and technical typing. A typing speed of at least 45 words per minute and excellent grammatical and communications skills are required. Contact: Esther Smith, East Hill Plaza Staffing Services, 255-7422.

**Technical positions**, which include technicians and specialists in research support and computer technology, account for 27 percent of job vacancies. Research support and technician positions are most frequently available for individuals with backgrounds in biochemistry, plant science, microbiology, and animal science. Related laboratory experience is frequently required. Animal health technicians possessing AALAS certification and medical laboratory technicians are also frequently needed. In the computer technology field, systems analysts, applications programmer/analysts and technical consultants are most frequently recruited. Key skills needed are expertise in UNIX, IBM VM/CMS, C and networking. Computer operators and electronic technicians are also frequently open; shift work is often required. Contact: Sam Weeks, 160 Day Hall, 255-6878.

**Administrative/professional positions** occur most frequently in financial services, academic and career counseling, communications, health care, and fund raising. These positions require a bachelor's degree in a related field (a master's degree is often a plus), and several years of directly related work experience. Health care positions often require a particular license. Contact: Cynthia Smithbower, 160 Day Hall, 255-5226.

**General Service positions** include food service, custodial, maintenance, grounds care, and dairy workers, and animal attendants. Some directly related work experience is usually required. Contact: Esther Smith, East Hill Plaza Staffing Services, 255-7422. For dairy worker, field assistants and grounds care, contact: Cynthia Smithbower, 160 Day Hall, 255-5226.



Sam Weeks, staffing specialist, technical positions

**Temporary opportunities** occur most frequently in positions that require office professional skills but also in the general service area. Temporary work offers the applicants the chance to gain on-the-job work experience and often helps the applicants in their search for regular positions. Contact: Karen Raponi or Linda Scaglione, East Hill Plaza Staffing Services, 255-2192.

## A Symposium for Office Professionals

A "Workplace Issues for Office Professionals" symposium will be presented on Secretary's Day, April 24, from 11:30 a.m. to 1:30 p.m. in the auditorium of the Biotechnology Building. The program, offered for Secretaries, Office Assistants, Accounts Assistants, Administrative Aides and other Office Professionals, is co-sponsored by ILR Extension and the Office of Human Resources.

Panelists will discuss workplace issues affecting office professionals, ways of getting involved at Cornell, ideas for increasing work satisfaction, opportunities for continuing education and training and ways of moving up through the ranks. The keynote speaker will be Alice H. Cook, ILR Professor Emerita, internationally-known expert

on women workers and longtime supporter of women's rights.

A box lunch will be provided at no cost to the participants. Preregistration is required to attend the seminar by either calling 5-4423 or by forwarding the preregistration form below to: Cathy Mooney, 101 ILR Conference Center, no later than April 22.

The co-sponsors are looking forward to providing this event in recognition of the contributions made by office professionals on this campus. Any questions concerning the program can be directed to members of the planning committee: Marge Swiercz Clark (5-6895) Jennie Farley (5-7111) Rahat Idress (5-1713) or Cathy Mooney (5-4423).

I will be attending "A Symposium: Workplace Issues for Office Professionals" on Wednesday, April 24, 1991. Please include my name as an attendee.

Name \_\_\_\_\_

Department \_\_\_\_\_

## To All Supervisors of Office Professionals:

Cornell's Office of Human Resources and the ILR Extension are jointly sponsoring a symposium for office professionals entitled: "Workplace Issues for Office Professionals." This symposium will be held on Wednesday, April 24, from 11:30 a.m. to 1:30 p.m. in the Biotechnology Building. You, as the supervisor, are strongly encouraged to support your staff members by informing them of the program and by providing them the opportunity to attend for the scheduled two hours. Lunch will be provided to the participants of the symposium. The office professionals should be allowed to consider part of the program as their normal lunch period and the remaining time is to be considered hours worked and should be so indicated on the time card. If there are any questions or concerns, please call Staff Relations and Development at 5-7206. Thank you for your support and for helping us recognize the many contributions made by the office professionals on this campus.

Lee M. Snyder  
Director, Office of Human Resources

## Select Benefits Claims Schedule

The cut-off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory Benefits Office no later than the dates shown below.

Reimbursement will be delayed until the next two week cycle is completed, if materials are not in our office by the cut-off date.

4/12	7/5	9/27
4/26	7/19	10/11
5/10	8/2	*11/21
*5/23	8/16	12/6
6/7	*8/29	12/18
6/21	9/13	

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

# JOB OPPORTUNITIES

April 11, 1991

Volume 3, Number 13

*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 equal-opportunity, affirmative-action educator and 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.

**Director Museum (PA6006) Unclassified Johnson Museum-Endowed**  
Posting Date: 4/4/91

Administrative responsibility for Museum including supervision of staff; supervision of curatorial function; planning and execution of development activities; representation of the museum in professional organizations; responsible for the preservation and care of the collections; and supervision of the museum's community efforts in education and cultural activities.

**Requirements:** Substantial museum experience, strong training in art history, distinguished record of professional/academic achievement, and excellent administrative and fund-raising skills. Ability to enhance and sustain program of acquisitions and exhibitions. Send cover letter and resume to Cynthia Smithbower.

**Computer Operations Manager III (PT5806) Level 37 Library Technology Department-Endowed**  
Posting Date: 3/21/91

Manage a large library NOTIS operation, an integrated management system for acquisitions, cataloging, accounting, circulation, and online public access (via 200 terminals) with a database of 15 million records and indexes. Administer daily operations including batch and online processes. Evaluate the system's operational performance. Direct installation of new system software and communications and computer equipment. Supervise staff and student assistants.

**Requirements:** Bachelor's or equivalent. Advanced degree in computer, library, or information science desirable. 5-8 years overall experience with at least 2 years of management, working with budget administration and system operation required. 2 years experience in a library or information center desirable. Technical background in mainframe computing, microcomputing and telecommunications with emphasis on the storage and retrieval of scholarly information preferred. Prior programming and working experience with NOTIS desirable. Send cover letter and resume to Sam Weeks.

**Applications Programmer Analyst III (PT6001) Level 34 CIT/IR-Endowed**  
Posting Date: 4/4/91

Design, develop, modify, maintain and document fairly complex applications software in support of a major administrative system. Analyze functional and performance requirements and develop software enhancements to usability and efficiency. Diagnose problems in production system software and make repairs. Write production procedures, JCL and user manuals. Assist users. Attend conferences, seminars, classes, etc., to expand knowledge of large scale systems.

**Requirements:** BS or equivalent with computer related courses. 3-5 years related experience. Knowledge of the following: applications for interactive administrative systems; database management systems; machine architecture; system utility programs; ADABAS; MVS; IMS; several languages, such as PL/1 and Natural; and payroll/personnel functions. Send cover letter and resume to Sam Weeks.

**LAN Consultant/Advisor (PT6008) Level 34 CIT/Network Resources-Endowed**  
Posting Date: 4/4/91

Provide consulting and advice on implementation of departmental and unit Local Area Networks (LAN). Analyze requirements; perform technology evaluations; assist in defining service and technology products; advise clients on implementation of LANs; and perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

**Requirements:** BS or equivalent with some computer science courses. 2-5 years experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced oral and written communication skills. Send cover letter and resume to Sam Weeks.

**Applications Programmer/Analyst II (PT6002) Level 33 CIT/IR-Endowed**  
Posting Date: 4/4/91

Design, develop, modify and document straight forward applications software in support of a major administrative system. Analyze functional and performance requirements and develop software enhancements to usability and efficiency. Diagnose problems in production system software and make repairs. Write production procedures, JCL and user manuals. Assist users. Maintain working knowledge of 2 major commercial programming languages. Attend appropriate seminars and classes.

**Requirements:** BS or equivalent with computer related courses. Knowledge of the following: applications for interactive administrative systems; database management systems; machine architecture; system utility programs; VM/CMS; ADABAS; MVS; IMS; several languages, such as PL/1 and Natural; and payroll/personnel functions. Send cover letter and resume to Sam Weeks.

**Business Manager (PA6102) HRII CIT/Networking Resources-Endowed**  
Posting Date: 4/11/91

Perform, supervise and direct work related to the business, personnel, and administrative operations of the department. Related activities include management analyses, information/data systems development and management, coordination of bidding and contracts, enterprise/appropriated and allocated budgeting/accounting, property/space/facilities management, rate and customer pricing development, and staff supervision. Plays pivotal role tying together the needs of various segments of the department.

**Requirements:** Bachelor's or equivalent; advanced degree preferred. 5-7 years administrative/accounting and supervisory experience in a technical environment. Data and voice communications skills required; fund accounting/budget experience required. Knowledge of Cornell accounting system preferred. Must possess experience with computerized accounting and database management techniques. Send cover letter & resume to Cynthia Smithbower.

**Assistant Director for Operations (PA6106) HRII Laboratory of Ornithology-Endowed**  
Posting Date: 4/11/91

Responsible for managing lab personnel, finances, and facilities. This includes the day to day management of the Lab of Ornithology, including the building and sanctuary.

**Requirements:** Bachelor's in accounting or business management, Master's preferred. Knowledge of Cornell accounting and personnel systems essential. Excellent communication skills necessary. Demonstrated management and supervisory skills required. Send cover letter and resume to Cynthia Smithbower.

**Training and Development Coordinator (PA6108) HRII Residence Life-Endowed**  
Posting Date: 4/11/91

Responsible for developing the overall plan for training and development in conjunction with the Associate Director for Residential Education and staff planning, coordinate and administer the recruitment/selection processes for undergraduate and graduate student staff members.

**Requirements:** Master's is necessary. Significant experience in training and development, student services in higher education, counseling and residence hall program development is required. Considerable understanding of human development and learning in an educational setting is essential. Strong organizational and communication skills necessary. Send cover letter and resume to Cynthia Smithbower.

**Associate Director for Alumni Programs (PA6105) HRII Career Center-Statutory**  
Posting Date: 4/11/91

Coordinates Cornell Connection and Alumni Career Advisory Network. Organize alumni career fairs for seniors to take place in Washington, D.C., and New York City over spring break. Work with alumni chairpersons to plan fairs; recruit alumni participants, publicize events, administer budget, and advise students about fairs and how to network with alumni. Coordinate follow up survey of participants in 4 winter break and 3 spring break career fairs. Oversee computerized job listing service and Alumni Career Advisory Network. Supervise 2 administrative aides and work study students.

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

**Director of Career Services (PA6101) HRII Johnson Graduate School of Management-Endowed**  
Posting Date: 4/11/91

Responsible for all aspects of career planning and placement for the

School's MBA candidates. Includes initiation and maintenance of long-term relationships with corporations and other organizations that employ (both full-time and summer internships) our MBA graduates and alumni, domestically and internationally. In addition, is responsible for counseling students, helping them develop job-search strategies (both on and off-campus) and skills, supervising on-campus recruiting activities, monitoring the progress of students to achieve employment and directing the activities of the Career Services Office staff. Will also support in a variety of ways the Johnson School and University in fulfilling their educational missions.

**Requirements:** Master's required. 3-5 years experience in career services or business-university relations. An understanding of graduate management education and a graduate degree are preferred; other relevant experience will be considered. Extensive travel and development of relationships with relevant organizations are important aspects of this position. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director/Residential Education (PA6109) HRII Residence Life-Endowed**  
Posting Date: 4/11/91

Coordinate and administer the faculty program and integrate faculty within the overall residential educational effort. General administration within Residential Education. Planning and program development with the Associate Director, other staff and residents.

**Requirements:** Minimum of Master's preferred. Significant and diverse experience (4-6 years) working with student services in higher education is required. Previous experience in working with faculty and coordinating faculty programs in a residential setting is very important. Send cover letter and resume to Cynthia Smithbower.

**Director of Student Activities (PA5901) HRII Unions and Activities/CAC/Campus Activities Ctr-Endowed**  
Posting Date: 3/28/91

Direct the Campus Activities Center which is responsible for all aspects of campus event planning, including scheduling, funding, advising, planning and training. Some nights and weekends.

**Requirements:** Master's in Student Development or related field preferred. 3-5 years in student activities programming or related experience preferred. Send cover letter and resume to Cynthia Smithbower.

**Area Program Director (PA6002) HRII Residence Life-Endowed**  
Posting Date: 4/4/91

Responsible for supervision of professional RHDs; implementation of staff training, ensuring program development and implementation including the integration of faculty within all program efforts; coordinating the management of policies; and procedures and communication in a residential area of between 1600 and 2000 students.

**Requirements:** Master's Degree or equivalent combination of education and experience is necessary. Experience in student services in higher education, including supervision, administration, residence hall program development, residence hall staff selection, training and development and counseling required. Understanding of human development and learning in an educational setting essential. Send cover letter and resume to Cynthia Smithbower.

**Associate Director Cornell Abroad (PA6009) HRII Cornell Abroad/CIS-Endowed**  
Posting Date: 4/4/91

The Associate Director will work closely with the Director in the planning, development and evaluation of international academic programs. Serves as liaison between Cornell Abroad and its university/college/departments partners, providing essential support in academic and administrative matters. Will manage the Cornell Abroad office in the absence of the Director. May be responsible for undergraduate instruction.

**Requirements:** Ph.D. required, field of specialization open. Relevant international experience; knowledge of at least one foreign language; experience as a teacher at the college or university level; administrative experience in academic and student related fields. Knowledge of and experience at Cornell a plus. Strong interpersonal and communication skills essential. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist (PT6103) HRII Chemistry-Endowed**  
Posting Date: 4/11/91

Determine, in conjunction with client, the mass spectrometric method of choice, and subsequently carry out the analysis of research samples submitted to the Mass Spectrometry Facility. Day-to-day responsibility for the operation of the Facility.

**Requirements:** Bachelor's in Chemistry, Master's preferred. Minimum 1-2 years experience with operation of mass spec instrumentation highly desirable. Able to work with guidelines and use chemical knowledge/judgement in locating and selecting the most appro-

appropriate procedures for application. Send cover letter and resume to Sam Weeks.

**Assistant Director for Program and Development (PA2301) HRII Unions and Activities/RPU-Endowed**  
Posting Date: 6/14/90

Advise Program Board and supervise the Craft Studio, coordinate training for student employees, volunteers and full-time staff. Budget and supervisory responsibilities for Craft Studio, Wendy Purcell Lounge, Graphics and A.V. service. Ideal candidate will be innovative, creative and have an unbridled enthusiasm for programming.

**Requirements:** Bachelor's or equivalent required. 3 years experience in related field of program advising and training preferred. Candidate must have experience in working with minority students. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director of Student Activities (PA2302) HRII Unions and Activities/Campus Activities Center-Endowed**  
Posting Date: 6/14/90

Student Activities generalist. Advise student organizations. Special responsibility for activities funding, major programs, and popular concerts. Conduct training and development for student organizations advisors. Interpret policies related to activities on campus.

**Requirements:** Bachelor's or equivalent required. Master's preferred. 1-3 years experience in student development and programming. Send cover letter and resume to Cynthia Smithbower.

**Administrative Supervisor II (PA6107) HRII Food Science-Statutory**  
Posting Date: 4/11/91

Manage department business office. Coordination of the non-academic personnel function. Additional duties related to facilities, academic personnel, budget preparation, equipment inventory, and supervision of department support staff.

**Requirements:** Bachelor's or equivalent in business and management accounting. 2-3 years related experience. Strong supervisory skills required. Demonstrate good communication (oral and written), microcomputer, and analytical skills. Excellent interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist II (PT6111) HRII Division of Nutritional Sciences/CFNPP-Statutory**  
Posting Date: 4/11/91

Perform cleaning, management, documentation and analysis of a very large household survey data set from eastern Africa. Work with health and nutrition survey data following established procedures using the latest releases, SPSS and DBase. Perform management functions including creation of new variables and data files; use of look-up tables; and merging files. Perform statistical analysis of data with attention to examining the biological causes of child malnutrition and its consequences for survival. Provide documentation of workdone.

**Requirements:** Master's in nutrition or equivalent. 2-3 years related experience with maternal and child nutritional problems in developing countries strongly preferred. Demonstrated knowledge of basic statistics and ability to comprehend and apply more advanced statistics essential. Experience with management and analysis of large complex data sets using a variety of appropriate software and techniques required. Familiarity with nuances of household surveys, especially in Africa preferred. Demonstrated ability for self-direction and careful attention to detail. Send cover letter & resume to Sam Weeks.

**Residence Administrator II (PA6003) HRII Residence Life-Endowed**  
Posting Date: 4/4/91

Assume primary program development and related administrative responsibility for Risley Residential College for the Fine and Performing Arts. Responsible for selection, training, and evaluation of 4 resident advisors and a part-time program assistant, in addition to managing several program budgets, a small theater, several studios and shops.

**Requirements:** Master's Degree or the equivalent combination of education and experience is necessary. Degree in Student Personnel Administration, or other closely related field desirable. Reasonable experience in student housing administration and/or programming is necessary. Experience in art beyond the appreciation level and art and facilities management is critical. Send cover letter and resume to Cynthia Smithbower.

**Asst/Associate Coordinator of Admissions (PA6008) HRII Office of Academic Programs, CALS-Statutory**  
Posting Date: 4/4/91

Perform all admissions activities, including planning and participating in recruitment travel, interviewing and advising prospective students, evaluating applications, making admissions decisions, and interacting with all segments of the college and university.

Recruitment includes working with representatives, both on campus and off campus. Some travel involved also. Limited evening and weekend commitments.

**Requirements:** Master's Degree, or equivalent combination of related fields, with training and experience in admissions or related fields. Title and salary commensurate with experience. Strong interpersonal and organizational skills required. Must be able to make independent decisions, organize events and projects, make public presentations, and incorporate creativity and sensitivity into work. Computer skills and experience in writing and preparing publications highly desirable. Send cover letter and resume to Cynthia Smithbower.

#### Project Coordinator (PT6009) HRI Utilities-Endowed

**Posting Date:** 4/4/91  
Coordinate and schedule energy management and other related projects from planning through implementation or construction. Interact and coordinate projects with project and staff engineers; contracts management; the Utilities Department; other designated on-campus departments and colleges; and outside contractors, architects, engineers, and consultants. Handle public relations regarding energy management issues.

**Requirements:** Associate's in construction, electrical or mechanical technology, valid driver's license. Experience in reading, understanding, and interpreting utility and building mechanical and electrical systems plans; must be self-directed, have strong organizational, interpersonal, and communication skills; and be able to access confined and sometimes remote work spaces.

#### Research Support Specialist II (PT5902) HRI Poultry & Avian Sciences-Statutory

**Posting Date:** 3/28/91  
Coordinate the functions of a biochemical lab, including the development and conduct of analytical work on specimens generated from several large ongoing studies. Coordinate sample shipments; archiving blood specimens; computer entry of inventory and analytical records; and transmittal of records. Supervise computer use of drawings and bibliographic data archiving and retrieval. Occasional requirements: BS or equivalent in training and experience in analytical chemistry and data management, MS desired. Experience with instrumental analysis, HPLC, and atomic absorption spectrophotometry desirable. Send cover letter and resume to Sam Weeks.

#### Editor II (PC5901) HRI College of Engineering-Endowed

**Posting Date:** 3/28/91  
Write, edit, design and produce a variety of publications by means of which the College of Engineering communicates with the public at large. Assume primary responsibility for planning and production of an alumni newspaper, from meeting with an advisory group to editing and proofing content. Through writing, editing and creating camera-ready copy.

**Requirements:** Bachelor's degree, extensive writing and editing experience, knowledge of publishing and printing production methods, experience with computer software used in copy preparation and graphic design. Must be able to edit technical material for substance and style. A background in science and technology experience in newspaper writing and production would be helpful. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

#### Custodial Services Manager HRI, (PC5613) Statutory PC5002) Endowed, (PC6003) Term Appointment 1-2 years

**Posting Date:** 3/7/91  
Responsible for custodial maintenance of a large complex of buildings on campus. Supervises a staff of 30 or more custodians in a variety of work environment. Develops and maintains excellent working relationships with faculty, staff, and other departments. Manages an extensive equipment and supply inventory.

**Requirements:** Associate's in human relations, business administration, or substantial equivalent experience in a related field. Extensive supervisory management experience (3-5 years) in a similar organization is required. Strong interpersonal/organizational skills, and excellent communication skills (both written and oral) are essential. Must be able to work under pressure managing multiple priorities. Excellent physical stamina is required as position involves walking several miles per day, climbing, and lifting. Pre-employment physical will be given. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services. External applicants send cover letter and resume to Esther Smith, Staffing Services, Day Hall.

#### Teaching Support Specialist II (PT6004) HRI Plant Breeding and Biometry-Statutory

**Posting Date:** 4/4/91  
Assist in teaching large courses in Statistics and Biometry. Organize and supervise teaching assistants; prepare exams and course materials; lecture when necessary; provide computing support; and develop computing instructional materials. Serve as a consultant for statistical computing on the mainframes and micro computers. Perform research in statistics or applications of statistics, and publish research articles.

**Requirements:** MS or equivalent in statistics or biometry. Statistical computing experience on mainframes and microcomputers, and teaching and research experience. Send cover letter and resume to Sam Weeks.

#### Residence Hall Director/Holland International Living Center (PA6004) HRI

**Posting Date:** 4/4/91  
A twelve-month live-in position with responsibilities in the area of programming, administration, management and counseling. The position is a special program residence hall housing 144 international and American students, comprised of both men and women, undergraduate and graduate students.

**Requirements:** Master's degree or an equivalent combination of education and experience is necessary. Degree in student personnel administration, counseling or closely related field is preferred. Experience in group living, preferably in a residence hall setting is desirable. Experience overseas or in foreign student affairs is highly desirable. Send cover letter and resume to Cynthia Smithbower.

#### Assistant Dean of Freshmen (PA6001) HRI Ass Dean's Office, Academic Advising-Endowed

**Posting Date:** 4/4/91  
Responsible for academic advising and orientation of freshmen in the College. Is the colleague and peer of four other assistant deans in the Academic Advising Ctr of the College.

**Requirements:** Advanced degree required or other relevant academic and sciences experience. Ph D in one of the disciplines of liberal arts and sciences is preferred. Send cover letter and resume to Cynthia Smithbower.

#### Professional Part-Time

##### Executive Staff Assistant (PC6101) HRI Human Service Studies-Statutory

**Posting Date:** 4/11/91  
Manage the administrative and financial details of the Empowerment and Family Support Project. Responsibilities include fiscal accountability of the project; monitor the project's account, develop and maintain postaward monitoring system; approve accounting transactions (vouchers and PO's) provide computer generated financial reports; reconcile monthly statements; develop budgets.

**Requirements:** Bachelor's or equivalent combination of education and experience is necessary. Reasonable experience in managing a program. Familiarity with accounting and knowledge of computers. Knowledge of word perfect, LOTUS, EXCEL, Word, and other accounting statements. Familiarity with grants and indirect costs. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

#### 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 providing technical information on five supported platforms (IBM, Macintosh, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a wide range of hardware and software applications. Direct clients to appropriate services within Cornell Information Technologies and facilitate back-up and individual contacts. Maximum 20 hours per week.

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

##### Financial Management Corporation Financial Service Manager

Responsible to manage corporate and client financial operations. Responsibilities include production to financial statements, tax returns, computer systems.

**Requirements:** Associate's in accounting with a minimum of 3

years experience in a business operation. Preferred qualifications: Bachelor's degree with emphasis in accounting program. Knowledgeable of Macintosh computer systems and accounting software. Experience with financial statement and tax reports preparation. Send cover letter and resume to Jane Krumm-Schwan, Executive Director, Box #3, Willard Straight Hall, CU, Ithaca, NY 14853.

##### Administrative Coordinator The Learning Web-CRESP

**Salary: \$18,000 to \$22,600 FTE**  
Develop and administer annual budget. Monitor income and expenditures. Negotiate contracts. Oversee grant writing and fund raising. Facilitate activities of the advisory board and liaison with CRESP and its board of directors. Coordinate mailings and other office work. Participate in planning, development and evaluation of programs. Coordinate development activities; public relations; newsletter writing, editing and production; and contacts with supporters. 25-30 hours/week.

**Requirements:** Demonstrated competence in the areas of human services, budgets and fund raising administration and management. Excellent organizational and communications skills. Ability to articulate effectively the needs to the young people in our community and to convey the vision of our work to diverse community constituencies. Experience working with schools, social agencies, business people and community leaders. Deadline for applying is April 15. Submit a short statement expressing views on youth and experiential education. Send application materials to Cornell University, 316 Anabel Taylor Hall, Ithaca NY, 14850.

## 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, GR19 (T5808) Veterinary Pathology-Statutory

**Minimum Biweekly Salary: \$551.86**  
**Posting Date:** 3/21/91

Assist principal investigator in carrying out various experiments using molecular, biochemical and cell biological methods. Participate in daily operation and maintenance of lab.

**Requirements:** Bachelor's and minimum of 1 year experience in Biology, Biochemistry, chemistry or related field preferred. Associate's or equivalent required. Lab experience desired but not essential as on-the-job training is provided by the principal investigator. Send cover letter and resume to Sam Weeks.

##### Laboratory Technician, GR19 (T5305) Food Science-Statutory

**Minimum Biweekly Salary: \$551.86**  
**Posting Date:** 2/14/91

Perform a variety of microbiological techniques on raw and processed milk and dairy products. Assist in pre-incubation research as well as pathogen studies. Willingness to assist in chemical and organoleptic analysis when needed. Prepare stock solutions, media, and maintain laboratory environment.

**Requirements:** Bachelor's desirable in microbiology or related field with emphasis in microbiology. 1-2 years experience, preferably in dairy science. Familiarity with bacterial purification and identification, spectrophotometry, fluorimetry, and titration techniques. Must have ability to keep accurate records and procedures. Be able to function independently after training. Basic computer knowledge helpful. Send cover letter and resume to Sam Weeks.

##### Anesthesia Technician, GR20 (T6105) Veterinary Medical Teaching Hospital-Statutory

**Minimum Biweekly Salary: \$575.30**  
**Posting Date:** 4/11/91

Assist with induction, monitoring and recovery of animals under anesthesia. Preparation and maintenance of anesthetic equipment. Assisting with the education of the senior students assigned to anesthesia. Maintain records and inventory of supplies. Schedule mail include some on-call, holiday and overtime as needed.

**Requirements:** Associate's in Animal Health Technology, NYS License or eligible. Anesthesia experience desirable. Experience working with Small Animals preferred. Send cover letter and resume to Sam Weeks.

##### Computer Operator, GR20 (T5702) Lab of Nuclear Studies-Endowed

**Minimum Biweekly Salary: \$590.45**  
**Posting Date:** 3/14/91

Operate the computer batch stream at a large research center computer facility. Manage system backup library. Mount and dismount magnetic tapes as required. Clean and perform minor maintenance on tape drives, line printers, computer terminals and peripheral equipment. Update documentation with vendor or staff supplied material, mount forms in line printer, and check trouble logs. Third shift, 12 a.m. - 9 a.m.

**Requirements:** Associate's in computer related field or equivalent experience. At least 6 months computer batch experience. Knowledge of VMS and UNIX operating systems. Send cover letter and resume to Sam Weeks.

##### Technician, GR20 (T5605) Plant Breeding and Biometry-Statutory

**Minimum Biweekly Salary: \$575.30**  
**Posting Date:** 3/7/91

Perform biochemical and genetic analysis of tomato tissue. Performance of standard molecular techniques including preparation, electrophoresis and hybridization of nucleic acids. Operation of general lab equipment, maintenance of lab supplies; supervision of radiation work area.

**Requirements:** Bachelor's in a lab-oriented biological area plus experience. Master's desirable. Previous related lab experience and demonstrated ability to work independently desirable. Send cover letter and resume to Sam Weeks.

##### Electronics Technician, GR21 (T6101) Telecommunications-Endowed

**Minimum Biweekly Salary: \$615.42**  
**Posting Date:** 4/11/91

Coordinate the ordering of supplies, preparing bids, maintaining inventory, and delivery of supplies to job site. Assist technicians in the field with running communications wire and installing voice and data connections, while enhancing your skills and telecommunications knowledge.

**Requirements:** HS diploma or equivalent. Advanced technical training in technical school or college desired. 2-3 years experience and familiarity with basic communication technology, specifically cable, wire and splicing hardware/tools. Ability to read building and underground prints. Must maintain valid NYS driver's license and have personal car available. Send cover letter and resume to Sam Weeks.

##### Technician, GR22 (T6102) Psychology-Endowed

**Minimum Biweekly Salary: \$641.92**  
**Posting Date:** 4/11/91

Operate and supervise a newborn infant research project. Participate in planning and evaluation of studies involving premature infants, full-term newborns and older infants. Work with parents and medical staff. Coordinate and conduct experiments at 3 medical facilities. Compile and analyze data. Maintain computerized database. Supervise at least 3 student research assistants. Order and maintain supplies.

**Requirements:** Bachelors or equivalent. Good supervisory, interpersonal and organizational skills essential. Must like working with infants. Computer skills required for database and data analysis. Must be able to work independently. Send cover letter and resume to Sam Weeks.

##### Technician, GR24 (T6107) Floriculture and Ornamental Horticultural-Statutory

**Minimum Biweekly Salary: \$701.22**  
**Posting Date:** 4/11/91

Serve as chief experimental assistant to the Turfgrass Research Program Leader, 3-5 grad students, and the manager of the Turfgrass Water Quality Research Facility. Perform basic and applied research in lab, greenhouse and field conditions. Field sites are located in Ithaca and throughout the state. Organize; implement; collect and statistically analyze data; perform literature searches; and write research reports. Assist in experimental design; establish plots; manage the plot seeding, fertilization, pest control and irrigation; and apply treatment variables. Design and fabricate specialized instrumentation. Supervise 1-3 temporary workers in the summer.

**Requirements:** Bachelor's in agricultural science or equivalent. Bachelors in turfgrass science desired. 2 years experience in turfgrass management practices and specialized equipment. Knowledge of computers, statistical design and data analysis. NYS driver's license and Pesticide Applicator's Certificate required. Send cover letter and resume to Sam Weeks.

##### Accelerator Operator, GR24 (T6106) Lab of Nuclear Studies-Endowed

**Minimum Biweekly Salary: \$701.22**  
**Posting Date:** 4/11/91

Operate a computer controlled accelerator system to provide high energy electron and positron beams for utilization by experimental groups. Investigate faults and take remedial action. Maintain accel-

erator log book documenting any modifications to the system, operating characteristics, or procedures. Carry out special projects to maintain and improve components of the system. Work alternating shifts, including holidays and weekends.

**Requirements:** Associate's in electronics or equivalent training and experience. Bachelor's in physics preferred. 2-3 years experience in a lab or shop. Send cover letter and resume to Sam Weeks.

##### Technical Accelerator, GR24 (T6110) Lab of Nuclear Studies-Statutory

**Minimum Biweekly Salary: \$701.22**  
**Posting Date:** 4/11/91

Perform highly skilled work to maintain and improve the various components of accelerator ultra high vacuum systems consisting of a linear accelerator, an electron synchrotron, and storage ring. Use techniques appropriate to various vacuum systems, particularly those for ultra high vacuum systems. Work with physicists to design, construct, and install new devices. Provide maintenance, handle malfunctions, and take corrective actions. Provide detailed documentation for the accelerator's master drawings and operating manuals.

**Requirements:** HS diploma or equivalent plus at least 2 years formal training in ultra high vacuum technology. Work experience on such equipment with the demonstrated ability to assume responsibility for its maintenance. Ability to supervise other technicians. Send cover letter & resume to Sam Weeks.

##### Technician, GR24 (T5601) Veterinary Administration/Center for Advanced Imaging Technology-Statutory

**Minimum Biweekly Salary: \$682.77**  
**Posting Date:** 3/7/91

Assist in operation and maintenance of CAIT. Train, supervise and assist faculty, staff, students and visitors in techniques of scanning and transmission electron microscopy, specimen preparation including ultramicrotomy and preparation of high quality electron micrographs; assist in lab record keeping.

**Requirements:** Bachelor's or Associate's in Biological or Physical Sciences, technical/vocation school degree in light and electron microscopy. 5-10 years experience in optics, light and electron microscopy, photography and graphics, regular computer usage. Effective communication and management skills, excellent eye/hand coordination. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

##### Laboratory Technician, GR19 (T5709) Veterinary Microbiology-Statutory

**Minimum full-time equivalent: \$551.86**  
**Posting Date:** 3/14/91

Provide assistance to faculty carrying out lab experiments in reproductive biology. Prepare culture media and do extensive tissue and cell culture work. Provide general lab and surgical area maintenance. Collect specimens from mice, rabbits and cattle. Schedule experiments, keep records, and compile data. Monitor radioactive waste and arrange for safe disposal.

**Requirements:** Associate's or equivalent required. Additional coursework preferred. 1 year related experience in tissue culture, biochemistry and animal handling. Send cover letter and resume to Sam Weeks.

## Technical Temporary

##### Assistant Technician, (T5901) Fruit and Vegetable Science-Statutory

**Hiring Rate: \$7.00**  
**Posting Date:** 3/28/91

Assist in weed control field research in vegetable crops. Establish & maintain small research plots. Apply herbicides & collect data. Through 10/30/91 depending on funding & work.

**Requirements:** AAS in horticulture or equivalent. NYS drivers license. Experience operating farm machinery. Certified pesticide applicators license desirable but will train. Send cover letter and resume to Sam Weeks.

##### Research Aide, (T6007) Entomology-Endowed

**Hiring Rate: \$6.25-\$6.75**  
**Posting Date:** 4/4/91

Assist in veterinary entomology research on dairy farms, involving year around field work on cattle pests. Assist with lab experiments. Maintain insect colonies. Sort and process field samples. Mount & identify insects. Collect data. Obtain supplies.

**Requirements:** AAS or equivalent in entomology or animal science, BS preferred. 1 year experience in handling large animals. Entomological experience helpful. Pesticide applicator's license desirable. NYS driver's license required. Send cover letter and resume to Sam Weeks.

## Technical Off-Campus

##### Technical Assistant, GR17 (T6108, T6109) 2 positions Natural Resources/Cornell Biological Field Station/Bridgeport NY-Statutory

**Minimum Biweekly Salary: \$517.65**  
**Posting Date:** 4/11/91

Assist in weekly limnological field collections, analyzing biological samples, assist in lab and field experiments. Summarize and enter data into microcomputer.

**Requirements:** HS diploma or equivalent required. Associate's in biology or natural resources, or related field preferred. Limnology course with lab desired. Computer experience necessary. Send cover letter and resume to Sam Weeks.

## Office Professionals

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

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

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

##### Office Assistant, GR17 (C6107) Controller's/Accounting-Endowed

**Minimum Biweekly Salary: \$530.38**  
**Posting Date:** 4/11/91

Perform miscellaneous duties and act as receptionist for Controller's Office at EHP. Responsibilities include sorting mail; filing; reconciliations; answering phones; assisting in data entry. Other duties as assigned.

**Requirements:** HS diploma or equivalent. Business and secretary training desired. Able to interact well with all levels of personnel in and outside the University. Demonstrated organizational and communication (oral) skills. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

##### Accounts Assistant, GR18 (C6102) Residence Life-Endowed

**Minimum Biweekly Salary: \$542.89**  
**Posting Date:** 4/11/91

Prepare all accounts payable vouchers, maintain files, process summer conference billings, assist Accounts Coordinator in preparation of reports and financial statements for a department with a \$22 million operating budget. Input bursar billing and perform general office duties as assigned.

**Requirements:** HS diploma with major in business administration. Some post-secondary business courses preferred. 1-2 years related experience. Good organizational and interpersonal skills required. Basic concepts of data base management applications required. Knowledge of Excel and main frame. Experience with Cornell Accounting System. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

##### Secretary, GR18 (C6005) School of Hotel Administration-Endowed

**Minimum Biweekly Salary: \$542.89**  
**Posting Date:** 4/4/91

Provide data processing and clerical support to the director of alumni affairs and the administrative aide. On-going updating alumni data base, frequent contact with students and faculty. Other duties as assigned.

**Requirements:** HS diploma or equivalent. 1 year related experience. Knowledge of computers. Good communication (written and verbal) skills. Accuracy and attention to detail. Ability to work independently. Handle pressure, meet deadlines, and maintain a high level of confidentiality. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

##### Secretary, GR18 (C6005) School of Hotel Administration-Endowed

**Minimum Biweekly Salary: \$542.89**  
**Posting Date:** 4/4/91

Provide data processing and clerical support to the director of alumni affairs and the administrative aide. On-going updating alumni data base, frequent contact with students and faculty. Other duties as assigned.

**Requirements:** HS diploma or equivalent. 1 year related experience. Knowledge of computers. Good communication (written and verbal) skills. Accuracy and attention to detail. Ability to work independently. Handle pressure, meet deadlines, and maintain a high level of confidentiality. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

##### 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:** HS 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 send transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP.

##### Office Assistant, GR18 (C3808) Summer Session-Endowed

**Minimum Biweekly Salary: \$542.89**  
**Posting Date:** 9/27/90

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

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

##### Secretary, GR19 (C6105) University Career Center-Endowed

**Minimum Biweekly Salary: \$566.28**  
**Posting Date:** 4/11/91

Provide all administrative and secretarial support for three career advisors in the area of Arts and Sciences and preprofessional advising, including job-hunting workshops; alumni programs; Graduate School Days; booklets and other publications.

**Requirements:** HS diploma or equivalent. Minimum 2 years office experience. Some college coursework preferred. Excellent organizational skills and attention to detail. Familiarity with Macintosh and word processing; other programs, including Excel preferred. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

##### Accounts Assistant, GR19 (C5905) Division of Nutritional Sciences-Statutory

**Minimum Biweekly Salary: \$551.86**  
**Posting Date:** 3/28/91

Under direction of Administrative Manager assist in daily operations of Division of Nutritional Sciences Business Office. Responsibilities include account reconciliation; preparation of journal entries; coordination/verification of various monthly campus billings; preparation of deposits; maintenance of division's local accounting system (OASIS) and internal report generation for the Division's 300+ accounts (statutory and endowed). The Division has an annual operation budget of \$10-12 million.

**Requirements:** HS diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Familiarity with Cornell's accounting system preferred; knowledge of statutory accounting procedures helpful. Previous computer experience (mainframe and PC compatible) required; competency in word processing (Word Perfect), database management (dBase or PC-File) and spreadsheets (LOTUS) preferred. Experience in account reconciliation strongly preferred. Excellent interpersonal, organizational and communications skills essential. Attention to detail; ability to work under pressure and meet deadlines required. Light typing. Regular Cornell employees. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Requirements:** HS diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Familiarity with Cornell's accounting system preferred; knowledge of statutory accounting procedures helpful. Previous computer experience (mainframe and PC compatible) required; competency in word processing (Word Perfect), database management (dBase or PC-File) and spreadsheets (LOTUS) preferred. Experience in account reconciliation strongly preferred. Excellent interpersonal, organizational and communications skills essential. Attention to detail; ability to work under pressure and meet deadlines required. Light typing. Regular Cornell employees. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Requirements:** HS diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Familiarity with Cornell's accounting system preferred; knowledge of statutory accounting procedures helpful. Previous computer experience (mainframe and PC compatible) required; competency in word processing (Word Perfect), database management (dBase or PC-File) and spreadsheets (LOTUS) preferred. Experience in account reconciliation strongly preferred. Excellent interpersonal, organizational and communications skills essential. Attention to detail; ability to work under pressure and meet deadlines required. Light typing. Regular Cornell employees. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Requirements:** HS diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Familiarity with Cornell's accounting system preferred; knowledge of statutory accounting procedures helpful. Previous computer experience (mainframe and PC compatible) required; competency in word processing (Word Perfect), database management (dBase or PC-File) and spreadsheets (LOTUS) preferred. Experience in account reconciliation strongly preferred. Excellent interpersonal, organizational and communications skills essential. Attention to detail; ability to work under pressure and meet deadlines required. Light typing. Regular Cornell employees. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

department section of Physiology. Responsible for all personnel and payroll functions; assist in preparation of annual budget and the compilation of various teaching and research oriented reports.

**Requirements:** Associate's or equivalent. Minimum 2 years related experience. Ability to work well under constant pressure with diverse personalities and at all academic, non-academic, and administrative levels. Excellent organizational skills. Knowledge of Cornell personnel policies and procedures and statutory and endowed accounting procedures. Familiarity with grant management. Supervisory ability. Word processing, Lotus 123. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

### Office Professional Part-time

**Secretary, GR16 (C6001)**  
Office of the Assemblies-Endowed  
Minimum full-time equivalent: \$511.68  
Posting Date: 4/4/91  
Provide secretarial/clerical support. Type, answer phone, arrange meetings, & maintain file system. Other duties assigned. 10 month appointment, Mon-Fri, 4 hours/day, mornings.  
**Requirements:** HS or equivalent. Some clerical experience desirable. Able to do word processing (IBM PC- Word Perfect). Good organizational, interpersonal and communication skills. Attention to detail. Medium typing. Regular Cornell Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR16 (C6007)**  
Center for Research Animal Resources-Statutory  
Minimum Full-time equivalent: \$489.93  
Posting Date: 4/4/91  
Provide various support services in busy office exercising some independent judgment. Extensive wordprocessing, answer telephones, and handle mail. Other duties as assigned. Monday-Friday, 20 hours/week.  
**Requirements:** HS diploma or equivalent. Some secretarial courses. Solid word processing skills (IBM preferred). Scientific typing. Good knowledge of English. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Records Assistant, GR18 (C6004)**  
School of Hotel Administration-Endowed  
Minimum full-time equivalent: \$542.89  
Posting date: 4/4/91  
Assist the Senior Department Assistant in acquiring monographic material for the SHA Library. Collect and prepare SHA serials for binding. Perform work consisting of duties that involve related steps, processes, or methods according to his/her own judgment, requesting supervisory assistance when necessary; has responsibility for accuracy in the performance of routine work, but work is subject to verification by others when completed. Medium typing. Flexible, 4 hours/day, Monday-Friday, 20 hours/weeks, negotiable.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Some experience with use of a library required. Ability to perform related activities with a high degree of accuracy required. Good (written and verbal) communication skills required. Ability to use a variety of microcomputer applications software required. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C6108)**  
Materials Science and Engineering-Endowed  
Minimum full-time equivalent: \$566.28  
Posting Date: 4/11/91  
Monitor accounts; typing including word processing (work Perfect) on IBM/compatible computer; filing; data base work; general office duties. Monday-Friday, 7:30-5 (flexible), 25 hours per week.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. Knowledge of Quatro, Paradox and Shorthand. Good accounting, organizational, and interpersonal skills. Some German language knowledge helpful. Word Perfect (5.0) required. 1-2 years related experience. Ability to work independently. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter & resume to Esther Smith, Staffing Svcs, 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:** HS 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 send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

**Administrative Aide, GR21 (C5904)**  
ILR-Admissions-Statutory  
Minimum full-time equivalent: \$599.73  
Posting Date: 4/11/91  
Administrative and technical support for all functions involved in recruitment, selection and admission of students in undergraduate program. Designs, programs if necessary, runs statistical reports and analysis; conduct informational interviews by phone for candidates/parents; provide information on undergraduate degree and program requirements; coordinate flow of applicants to undergrad admissions committee and central admissions. Correspond with applicants and students. 30 hours per week. Position for 8 months, September-April.  
**Requirements:** Associate's in business or related field. Equivalent education and experience will be considered. 2-3 years experience in student personnel or records. Good judgement in dealing with sensitive material. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP.

### Office Professionals Temporary

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

**Temporary Assistant Education Coordinator (S6101)**  
Cornell Plantations-Endowed  
Hiring Rate: \$7.00  
Posting Date: 4/11/91  
Responsible for assisting with the organizing, coordinating, staffing and the presentation of all educational programs of the Cornell Plantations. This includes the tour program, volunteer program, special events, classes, and workshops. Part time position averaging 25 hours each week including evenings and weekends. 6 month temporary position with probable extension contingent on funding.  
**Requirements:** Bachelor's degree in Natural Science, Horticulture, Education, or equivalent is required. Good organizational, interpersonal, and communication skills essential. Send cover letter and resume to Linda Scaglione, Staffing Services, 160 Day Hall.

**Casual Receptionist (S5905, S5906, S5907) 3 positions**  
Computer and Communication Center-Endowed  
Hiring Rate: \$6.00  
Posting Date: 3/28/91  
Responsible for greeting all visitors of Computer and Communication Center. Provide general information, answer reception phone. Maintain, organize and distribute CIT publications. Assist computer accounting with account validation and other remedial access functions. Act as an agent for Operations staff in dealing with tape librarian functions.  
**Requirements:** HS diploma or equivalent. Higher education preferred. Receptionist experience preferred. Experience with automated office systems. Familiarity with software or programming helpful. Must have excellent interpersonal and communication skills. Send cover letter and resume to Linda Scaglione, 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 EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

**Food Service Worker, S003 (G3803)**  
Unions and Activities/Noyes Center-Endowed  
Hiring Rate: \$6.56  
Posting Date: 9/27/90  
Operate electronic cash register, handle cash credit sales, prepare and sell food items; stock and monitor inventory levels; maintain clean work area and adhere to all health department sanitation codes. 10 month position. Mon-Fri, 4 p.m.-12 p.m.  
**Requirements:** HS diploma or equivalent. At least 1 year experience in food service operation required. Must relate well with people (excellent customer service skills) and work independently at a rapid pace. Previous experience with electronic registers and kitchen equipment required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

**Patrol Officer, GR03 (G5801)**  
Public Safety-Statutory  
Hiring Rate: \$9.01  
Posting Date: 3/28/91  
Prevent, detect and stop criminal behavior, protect life and property, preserve peace and respond to required police services within the Campus area.  
**Requirements:** HS education or equivalent. College degree preferred. Must obtain, maintain and satisfactorily complete all licensures and training requirements as designated by the Director of Public Safety and the laws of New York State. Must possess valid New York State Drivers license and New York State Pistol Permit. Strong interpersonal communication skills (written and oral). Must satisfactorily complete the probationary period of Public Safety for Patrol Officer. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply. Deadline for applications is April 30, 1991.

**Cook, S006 (G6102)**  
Statler Hotel-Endowed  
Hiring Rate: \$7.52  
Posting Date: 4/11/91  
Works with cook to provide a high standard of hot food service. Flexible nights and weekends.  
**Requirements:** A HS diploma or equivalent. Basic reading and writing skills. A minimum of one years experience in quality food preparation in a high-volume operation. Regular Cornell employees only. Send employee transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP.

**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, EHP. External applicants send cover letter & resume to Esther Smith, Staffing Services, 160 Day Hall. Women & minorities are particularly encouraged to apply.

### General Service Part-Time

**Food Service Worker, S002 (G6101)**  
Dining Services-Endowed  
Hiring Rate: \$6.27  
Posting Date: 4/11/91  
Prepare, present and serve food items for co-op, cash, catering or special events. Shift subject to change. 32 hours per week.  
**Requirements:** HS diploma or equivalent. 1 year related experi-

ence. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills. Regular Cornell employee only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

### General Service

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

**Animal Attendant, S005 (B6104)**  
Biochemical Molecular and Cell Biology-Statutory  
Hiring Rate: \$7.19  
Posting Date: 4/11/91  
Maintain mouse housing facilities and animal care, provide backup and assistance to Building Coordinator, do minor maintenance repair, run errands, fill in for co-workers as needed. Provide services for 3 departments within the building.  
**Requirements:** HS certification with AALAS or ability to be certified as assistant animal technician level. NYS drivers license. 3-5 years experience as lab animal caretaker, basic carpenter and maintenance skills. Pre-employment physical required. Send application materials to Cynthia Smithbower.

**Attendant, S005 (B6001)**  
Poultry and Avian Sciences-Statutory  
Hiring Rate: \$7.19  
Posting Date: 4/4/91  
In-line supervisor at Poultry Farm, responsible for health welfare (daily care) of research laboratory animals being raised and maintained in support of genetics, physiology, nutrition, food science and extension research programs/projects. Also, animal facilities and equipment maintenance/care. Collection and recording of experimental data (as required for each individual research project). 7:30-4 Mon-Thurs, 7:30-3 Fri and/or weekends and holidays as needed.  
**Requirements:** Associates degree preferred- animal science or equivalent experience. Minimum of 1-2 years related experience. Certified Assistant Animal Technician (AALAS) or ability to obtain certification within a reasonable period of time, assuming the courses are offered. Drivers license, ability to lift 100 pounds on a regular basis. Working in a dusty environment. Send application materials to Cynthia Smithbower, Staffing Services, 160 Day Hall.

**Orchard Worker, S007 (B6103)**  
Fruit and Vegetable Science-Statutory  
Hiring Rate: \$7.89  
Posting Date: 4/11/91  
Member of orchard crew to grow, harvest, store and sell fruit grown in research plots. Supervises temporary help when needed. Directly works with researchers to maintain plots and record progress. Operates farm and harvest equipment and fork lifts. Mon-Fri, some weekends 7am-3:30pm. Schedules change dependent on season.  
**Requirements:** HS diploma or equivalent. Must have or be able to obtain NYS pesticide applicators license. Commercial truck operators license may be needed in future. Minimum 4 years orchard experience and training, extensive experience with farm equipment operation and maintenance. Fork lift experience helpful. Interest in learning; excellent interpersonal and public relations skills necessary. 75% work done outside. Send application materials to Cynthia Smithbower.

## Workshops and Seminars Offered by Staff Relations and Development

### Human Relations Workshop to be Held April 19

Staff Relations and Development will present a workshop on Diversity in the Workplace on April 19 from 9:00 a.m. - 4:00 p.m. This human relations workshop is designed to enable participants to identify workplace behaviors and climates that, if left unattended, make it difficult to accomplish what is expected of them. It will explore the importance of racial and gender diversity and provide

the insight, skills and resources necessary to bring about positive interactions within diverse work groups. The program will also focus on how to assess behaviors and handle situations related to race/gender issues that may arise on the job. This is a one-session program with lunch provided. There is a \$25 charge to the department. To register for this workshop, please call Staff Relations and Development at 5-7170 no later than April 17 and then complete the registration form below and forward it to 130 Day Hall.

### Program Registration Form

The following information is required to process your registration. Please type or print clearly and return this completed form to Staff Relations & Development, 130 Day Hall.

Program name: \_\_\_\_\_

Date and time: \_\_\_\_\_ Cost: \_\_\_\_\_

Account number to be charged: \_\_\_\_\_

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

Cornell ID# \_\_\_\_\_

Department: \_\_\_\_\_ Campus address: \_\_\_\_\_ Telephone: \_\_\_\_\_

Supervisor name: \_\_\_\_\_

Supervisor signature: \_\_\_\_\_

Supervisor campus address: \_\_\_\_\_

Department head name: \_\_\_\_\_

Department head (or designee) signature: \_\_\_\_\_

### Cornell Employment News

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

Mail subscriptions available US delivery third class mail at: \$12.00 for 3 months; \$24.00 for 6 months; or \$48.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, NY 14853.

Editors: Nancy Doolittle, Carolyn McPherson  
Page Layout: Cheryl Seland  
Photography: University Photography, Susan Boedicker  
Telephone: Office of Human Resources (607) 255-3936

**EQUAL**  
Opportunity at Cornell

### Academic

**Extension Associate**  
**NE Dairy Food Research Center (NEDFRC)**  
Cornell University/University of Vermont  
Work closely with the NEDFRC director to carry out a technology transfer program for the NEDFRC. Design and present educational programs, provide materials and advisory services, participate in and facilitate applied research projects that involve both faculty and industry personnel based at Cornell. Salary is competitive.  
**Requirements:** Ph.D. in Food Science. Practical knowledge of dairy product manufacturing and some experience in dairy product research. Excellent oral and written communication skills. Minority individuals are encouraged to apply. Send curriculum vita and three letters of recommendation by September 1, 1991 to: Dr. David M. Barbano-NEDFRC Director, Department of Food Science, Cornell University, 118 Stocking Hall, Ithaca, NY, 14853.

**Lecturer**  
**Modern Greek Classics**  
Lecturer in academic year. To teach four courses at the beginning and intermediate level of Modern Greek Language and literature. 2 year appointment which may be renewed in future years, contingent upon the availability of funds.  
**Requirements:** Ph.D. and teaching experience. Send curriculum vitae and letters of recommendation by May 15, 1991 to: Pietro Pucci, Acting Chairman, Departments of Classics, 120 Goldwin Smith Hall, CU, Ithaca, NY 14853-3201.

**Research Associate II (2 positions)**  
**Human Development and Family Studies-Statutory**  
To conduct structured clinical interviews with human subjects in order to assess DSM-III-R Axis I and Axis II conditions as well as administer normative personality inventories and psychological state measures. 1 year appt; continuation possible.  
**Requirements:** Ph.D. in clinical psychology from an APA-approved doctoral training program. Completion of an APA-approved Internship Training program in clinical psychology. Documented clinical diagnostic experience with DSM-III-R nomenclature. To apply, send cover letter, current curriculum vita and three letters of reference to Dr. Mark Lenzenweger (Project Principal Investigator), Department of Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853.

## Weight Watchers at Work Program

A new eight week Weight Watchers at Work program will begin on Wednesday, April 24, from 12:00 noon to 12:45 at Anabel Taylor Hall auditorium. All employees are invited to join. For pre-registration or additional information come to the informational meeting on April 17 or call Weight Watchers toll-free number 1-800-234-8080.

# Networking

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

## Dedicated Service Award Recipient: Donna Vose

by Dot Messenger

The Cornell Recreation Committee Board of Directors is excited to have Donna Vose, one of our committed members be nominated and receive such an award.

Donna has been a member of the Cornell Recreation Club for many years and was President of the Board of Directors for two years. She has been a conscientious hard working person, showed enthusiasm in everything she did, and spent many untold hours volunteering for various tasks. Volunteering could be in the capacity of being a trip leader or just helping out at a pancake breakfast. Although the CRC consists of many diversified people willing to volunteer at almost every function, it is impossible sometimes to give credit where credit is due. This is our way of telling Donna that we appreciate all the effort and hours she has given to the club.

Donna has also served on the Employee Assembly with the same enthusiasm and dedication that she gives to

everything she does. It would be a revelation to calculate the number of hours Donna has volunteered to Cornell University. It has been said that you can determine a person's character by the causes which that person supports. She supports good causes and does it with her whole being. The causes she has supported are all in the best interests of Cornell and Cornell employees. Donna is a "doer". While others discuss, debate and analyze, she is planning, organizing and facilitating.

Denny Ferguson, Associate Professor, Hotel Administration, adds: "Donna's knowledge of the workings of our department and our school enable her to be so effective and efficient in her work that we sometimes fail to realize how productive and valuable she is. It is on days when she is not here that we really find out how much she is needed".

One of the members of the CRC Board sums it up by saying, "Nothing great is ever achieved without enthusiasm. The reason great things are

achieved by Donna Vose is because she is enthusiastic about whatever she does". I know you will join us as we all wish Donna the best of luck in everything she does.



Photo by  
Cornell  
University  
Photo  
Services

## Cornell Recreation Club: Come On Along!

by Janet Beebe

Spring is here and, oh, what great trips and events CRC has planned. Everyone is welcome to join the CRC gang in any of our trips or events. It's easy to join CRC. Call 255-7565 and ask for a membership application. Do it today! CRC is a great group.

### ATLANTIC CITY: MAY 2-3

Experience the spotlight that only Atlantic City can shine! Situated on the Atlantic Ocean and the famous Boardwalk, enjoy your choice of exciting entertainment. Casino gambling! Superstar entertainment! Luxurious accommodations! Fine dining! You won't want to miss a second. Our group leaves Cornell's "A" lot on Thursday morning at 7:00 am, a breakfast stop along the way (own expense) and arrival in Atlantic City approximately 2:30 pm. Our group will be staying at Merv Griffin's International Resort on the Boardwalk. You will have the remainder of the time to spend as you please. The bus departs Atlantic City at 3:00 pm on Friday. Included in this delightful package is your deluxe motorcoach transportation, lodging, a \$5.00 food coupon and \$10.00 in coins. The price is only \$118.00 per person, double occupancy. A \$25.00 deposit is required upon making reservations. Final date for signing up and for final payment is April 19, 1991. Marlene Reitz is your group leader on this trip. Call 255-7565 to sign up today.

### VERNON DOWNS: MAY 11

And they're off! Don't miss the exciting action that is always found at Vernon Downs. Our bus leaves from Cornell's "B" lot at 4:00 pm. This year you'll be treated to that wonderful "Miracle Mile Buffet" which includes carved sirloin, crisp salads, fresh bread and rolls, coffee or tea and that wonderful dessert

table. A \$15.00 deposit is required upon signing up, with final payment due on Friday, May 3. The price is only \$32.00 per Club member. Included is your transportation, Miracle Mile Buffet, Clubhouse admission and a "bounce back" ticket. So come along and join the fun with Frank Sutfin and gang. A great way to spend a Saturday in May!

### PANCAKE BREAKFAST: MAY 19

Here's a great way to start off your day! Good food and good friends abound at our own CRC Park on Monkey Run Road. Join us for pancakes, eggs, sausage, potatoes, applesauce, coffee and orange juice. Our terrific CRC chefs will be serving breakfast from 8:00 am until 11:00 am on Sunday, May 19, 1991. Tell your friends! The more the merrier! The price is only \$3.00 for adults and \$2.50 for children 12 and under. Tickets are available at the CRC office and will be available at the door.

### FLEA MARKET: JUNE 1

Antiques, collectibles, crafts and more! CRC is holding a Flea Market and Auction on Saturday, June 1, 1991, at Lynah Rink from 9:00 am until 5:00 pm. We would love to have you participate in this event. You may rent a 10' by 10' space for only \$15.00. CRC is accepting auction items (no clothes please) for consignment, or we'll gladly accept donations. There will be food, fun and excitement. Keep your calendars open for this great CRC event at Lynah Rink.

### ANNUAL JUNE PICNIC: JUNE 15

One of CRC's favorite events is the annual June Picnic. This is the place to see old friends, make new friends and enjoy the CRC Park. There is always plenty of food and beverage. Members may get their free tickets at the CRC office in 165 Day Hall.

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

Have you ever wanted to visit Ellis Island? Maybe some of your relatives stopped there first on the way to a new life. Now is your chance to see Ellis Island and to shop at South Street Seaport. Forget the hassles of driving, just sit back, relax, and leave everything to us. This trip will cost \$45.00 per person, this includes your bus transportation, admission and boat ride to Ellis Island. CRC needs a \$15.00 deposit to hold your reservation. Final payment is due on June 28. We must have 30 people sign up to go on this trip.

### LONDON, ENGLAND: NOVEMBER 4-12

What a memorable trip we have planned for you! This is the one trip you won't want to miss. What a fantastic itinerary! Our group will visit London's famed West End, enjoy a Beefeater Medieval Banquet, tour the Windsor/Eaton Court area, view a performance of the London Theatre, visit Hampton Court, Stratford on Avon, Oxford, Blenheim Palace grounds, enjoy a performance of the Royal Shakespeare Theatre, see Bath, Coventry, the Cotswolds and Bristol, Stonehenge, Salisbury and Winchester! WHEW! This is one exciting trip! The price is \$1520.00 per person, double occupancy. \$100.00 is needed when making reservations, \$250.00 is due on August 2, and the final payment is due no later than September 6. You may make payments to the CRC office, or charge your trip at the AAA Travel Agency on Meadow Street. Please call 255-7565 for a copy of the itinerary and all of the details. Don't delay!

Stay tune! Don't miss the next issue for more exciting trip and event news!

## A Benefit For AIDSWORK

by Mick Ellis

On April 28 at 3:00 p.m. at the State Theater, several Cornell employees, along with other members of the community, will be mounting a one-of-a-kind extravaganza you will not want to miss.

To benefit AIDSWORK, an afternoon of music and hilarity, entitled I'm With The Band, will include Peggy Haine and the Lowdown Alligator Jazz Band, the Joe Salzano Big Band, and George Carvell and the Ithaca Ageless Jazz Band. The show will be MC'd by chanteuse and former Ithaca Festival director Perri LoPinto, with special guest, Hangar Theater star Diane Ouckama. But that is only part of the story.

Prospective Sinatra's Peggy Lee's and Mel Torme's can bid on one of six feature spots with our bands. Highest bidders will receive a makeover, vintage tuxedo use from Costumes and Puppets, etc., vocal and boa coaching by Peggy Haine, and a chance to bask in the spotlight.

Most important, we would like you to reserve Sunday afternoon, April 28 on your calendar now, so you don't schedule yourself out of this super event. Tickets are \$12 and are available at Rebob Records, Smedley's, Micky Roof Designer Goldsmith and 15 Steps, or at the door for \$15. You can make a larger donation (for which you will have reserved front-section seating and an opportunity to mingle with the stars at a pre-concert gala reception), by purchasing Friends of the Cause tickets at \$50 each. Please send

continued on page 4

# ANNOUNCING THE 1991-92 EMPLOYEE ASSEMBLY

Term to begin June 1, 1991

## Congratulations To The Newly Elected and Continuing 1991-92 Employee Assembly Members

### Mick Ellis

Endowed Exempt  
re-elected  
1991-93  
Unions & Activities  
218 RPU  
255-6220

### Jon Austin

Endowed Exempt  
continuing  
1990-92  
Unions & Activities  
407 WSH  
255-3571

### Mary Beth Lombard

Endowed Non-Exempt  
re-elected  
1991-93  
Conference Services  
RPU  
255-6290

### Ann Solomon

Endowed Non-Exempt  
newly-elected  
1991-92  
Personnel Office  
Hotel Administration  
255-8344

### Debra Gulini

Endowed Non-Exempt  
continuing  
1990-92  
Cornell Tradition  
101 Day Hall  
255-8598

### Michael Aug

Endowed At-Large  
continuing  
1990-92  
Carpenter Shop  
Service Building  
255-4841

### H. Donald Hinman

Statutory Exempt  
newly-elected  
1991-93  
Biomed Electronics  
621 VRT  
253-3600

### Henry DeVries

Statutory Exempt  
continuing  
1990-92  
Cooperative Ext.  
B-15 Wing Hall  
255-8127

### Randy Norman

Statutory Non-Exempt  
newly-elected  
1991-93  
Buildings Care  
104 Maple Avenue  
255-5174

### Marian L. Hartill

Statutory Non-Exempt  
newly-elected  
1991-93  
Entomology  
2130 Comstock Hall  
255-8579

### Coleen Fabrizi

Statutory Non-Exempt  
continuing  
1990-92  
Sales Office  
Statler Hotel  
254-2604

### Mark Varvayanis

Statutory At-Large  
continuing  
1990-92  
Vet Pathology  
210 VRT  
253-3326

### Voter Turnout - 21%

It will be the mission of elected members of the 1991-92 Employee Assembly to seek out and voice effectively the interests and 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.

Employee Assembly meetings are generally held the first and third Wednesdays of each month in the Day Hall Third Floor Conference Room and are open to the Cornell community. An open forum session begins each meeting and is an opportunity for employees to speak before the elected members of the Employee Assembly. To confirm the meeting time and location and for information about becoming an at-large employee representative to the University Assembly, call the Office of the Assemblies, 255-3715, 165 Day Hall.

## TIPS FROM THE FIELD

### Calcium and Osteoporosis

borrowed from the Mayo Clinic Health Letter - February 1991

Osteoporosis is a complex condition that causes your bones to become thin, fragile and prone to fracture. How to slow down the rate of bone loss, which occurs earlier and more often in women, is a topic about which experts often disagree.

Most studies indicate that a low intake of calcium can increase bone loss. Healthy women, who are more than five years beyond the onset of menopause, do not need more than the recommended dietary allowance (RDA) for calcium-800 milligrams - to protect themselves against bone loss that is due to calcium deficiency. Most women, however, take in only 550 milligrams daily and one-third take in less than 400 milligrams per day. Women can improve their chances of keeping their bones healthy simply by increasing calcium in their diets.

#### A risk factor you can improve . . .

In addition to a lifelong history of an inadequate calcium intake, experts link age, estrogen deficiency, low body weight, heredity, gender, extreme physical inactivity, cigarette smoking and excessive use of alcohol to increase risk of osteoporosis. Because osteoporosis has many causes, meeting the RDA for calcium cannot guarantee strong bones or prevent fractures. Yet some researchers are particularly interested in the relationship of dietary calcium to bone loss. In contrast to most factors for bone loss, a low intake of calcium is relatively easy to improve.

#### RDA is all you need . . .

Among women who were menopausal for at least six years, calcium supplements did slow or prevent bone loss in the group whose usual intake was less than 400 milligrams daily. The most important finding in a recent study is that

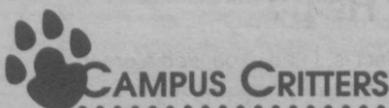
adequate calcium-800 milligrams-is all these women needed to realize calcium benefits. Some studies suggest 1,000 to 1,500 milligrams of calcium daily to prevent bone loss. But there is no proof that more calcium than the RDA will help after menopause.

#### Choose these foods for calcium

A cup of skim or low-fat milk is your best source of calcium. But if you can't or won't drink milk, you have alternatives.

Each of the following foods contains approximately 300 milligrams of calcium. Choose two or three servings of these foods, every day, as a part of a varied diet, to get 800 milligrams of calcium. This is the recommended dietary allowance (RDA) for women 25 years and older, who are neither pregnant or nursing. The same (RDA) applies to men.

- 1 cup skim or low fat milk
- 1 cup buttermilk
- 1 cup low-fat chocolate milk
- 1 cup calcium-fortified orange juice
- 2 cups low-fat cottage cheese
- 1 1/2 ounces cheddar cheese
- 1 ounce swiss cheese
- 1 1/2 ounces part-skim mozzarella cheese
- 3/4 cup plain, low-fat yogurt
- 1 cup fruited low-fat yogurt
- 1 cup frozen yogurt
- 1 3/4 cups ice milk (or light ice cream)
- 1 cup soft-serve ice cream
- 3 cups sherbet
- 3 cups frozen, chopped, cooked broccoli
- 1 cup frozen, chopped, cooked collard greens
- 5 1/2 ounces pink salmon, including bones
- 2 1/2 ounces sardines, including bones
- 1 1/4 cups raw, firm tofu.



## Readers' Survey

by Sabrina Cuttler

### To All "Campus Critters" Fans:

Thanks for hanging in there while "Campus Critters" was "on hiatus." We're back, and we have decided to reward our loyal readers. We are going to give you all a chance to let us know what you want from the column.

The purpose of this questionnaire is two-fold. One, as I mentioned above, is for us to learn what you want written for the column; the other is a kind of statistical survey, to find out a little bit more about readers and their pets — who is crazy enough to own more than one cat, what breeds of dogs are most popular, who has unusual pets — just a kind of fun thing for you, but informative for me. We want to do the best we can for all the pet lovers out there at Cornell.

Just take a few minutes and fill out the survey. We really want to hear from everyone! Send completed surveys back to: Sabrina Cuttler, Cornell University Press, 124 Roberts (via campus mail). We look forward to hearing from you!

### Part I

Do you have pets? If not, why not? If so, what kind?  
(Please include how many of each breed or pedigree).

Do you and your family consider the pets part of the family?

What prompted you to obtain these pets?

How do your pets interact with you? Your children? Friends? Strangers?

Where did you get your pets?

If you have unusual pets, tell us more about them:

Does the whole family take part in their care?

Tell us the funniest thing that ever happened with you and your pets:

### Part II

Please tell us what kinds of articles you would like to see in "Campus Critters." Don't hesitate — we are open to any and all ideas: *Thanks for your help!*

## EMPLOYEE SPOTLIGHT

### Valerie Hayes

by Susan E. H. Hollern



Valerie Hayes

Photo by Doug Hicks

Many times, we are not fully aware of what services and assistance are available to Cornell employees. The Office of Equal opportunity provides consultation on issues involving equality of opportunity, affirmative action, and discrimination, as well as job search assistance through its practice interview program. The office also offers workshops, resources, and training sessions on such topics as preventing sexual and racial harassment in the workplace and understanding issues relevant to employees with disabilities. One individual that works in this office is this week's employee spotlight, Valerie Hayes.

Valerie is one of several outstanding employees in an office that deals with these issues every day of the work week. As the associate director, she oversees the operations of the office, provides assistance to office staff and department personnel on resolving

employee conflicts, and develops office procedures for handling discrimination complaints and monitoring the university's affirmative action efforts. She participates in office conducted workshops that focus primarily on helping supervisors to create and foster a positive work environment. She works closely with William Thompson, director and special assistant to the Provost, on projects that continue to enhance the university's community outreach and partnership efforts.

In September 1989, Valerie moved from Connecticut to upstate New York to work at Cornell. She has achieved many accomplishments while living,

learning, and working in Connecticut. After graduating from New London High School, she earned a Bachelor's degree with a major in Sociology from the University of Connecticut. From there, she went on to earn a Master's degree in Social Work, with a concentration in community organization, from the same institution. During the course of her studies there, she was assigned a field practicum in affirmative action with the State Department of Consumer Protection. "This was my first introduction to affirmative action plans and program implementation, with not much direction or guidance at all."

For the next five and a half years, she worked for the Urban League of Greater New Haven as an employment specialist. In this position, she encouraged many private employers to work with the Urban League by placing their employment notices with the agency and by

hiring the people she counseled who were looking for jobs. "I felt such a sense of achievement each time I was able to make that job connection for an unemployed person. The people I saw and placed ranged from welfare recipients who were placed into employment and job training or readiness programs to Yale graduates who were placed into engineering positions. I even placed one client into a faculty position at one of the state universities. That was really unique for us, since people with these qualifications rarely sought out a social service agency for employment assistance."

From there, she took a position as senior affirmative action officer with the State Department of Mental Health. She prepared affirmative action plans, investigated patient complaints and employee concerns, as well as assisted in the coordination of that agency's Merit Promotion program. After three years there, she took a promotional transfer to the State Department of Human Resources where she reported directly to the Commissioner on all agency affirmative action and equal opportunity matters.

During her tenure with the state, she earned a law degree by attending school in the evening. "It was really a mentally and physically draining time for me then. I spent anywhere from ten to thirteen hours on the road each work week just commuting to and from work, school and home. My children saw very little of me during the week, but I always tried to spend quality time with them on the weekends and during school breaks. Somehow throughout it all, my two daughters managed to see me as a role model. I am grateful that I had the support of family, friends and work associates during that hectic time."

During her first year in law school, she earned second place in a national brief writing competition sponsored by the Washington, DC based National Association of Black Women Attorneys. The competition topic was based upon the first sexual harassment case to reach

the U.S. Supreme Court, *Meritor Savings Bank v. Vinson*. In her second year, she was selected for Law Review. In her third year, she earned the coveted distinction of having her law review comment published in the University of Bridgeport Law Review. The article is entitled Connecticut's Primary Election Law: *Tashjian v. Republican Party* Revisited.

Valerie plans to continue her involvement in affirmative action issues beyond Cornell. She was recently appointed by the Tompkins County Board of Representatives to serve on the Community Affirmative Action Committee. As an unpaid county official, Valerie is one of five voting committee members who advise the Board of Representatives and the Personnel Commissioner/Affirmative Action Officer on the Tompkins County affirmative action plan and program.

"Coming to Cornell was a welcomed change of pace. I enjoy working here and the Finger Lakes region is so beautiful. Also, my daughters are exposed to a variety of people from different backgrounds and cultures." The first birthday invitation her nine year old daughter, Angelene, received was from a girlfriend who moved back to Kuwait last June. "Angelene worries about her friend and hopes she is safe from harm's way." Valerie's teenage daughter, Makisha, was recently accepted into Cornell's Exploring Careers in Information Technology. "I think having the opportunity to apply for this program gave her a goal to strive toward. She worked hard to raise her grades and improve her classroom attendance. It all paid off for her," Valerie says with a smile.

Valerie Hayes is one of many exceptional people who are attracted to Cornell for the opportunity to grow and develop professionally and for the educational and culturally rich environment it offers. Employee spotlight light salutes you, Valerie!

## Help for The Working Caregiver

borrowed from Consumer Notes . . . From The Life & Health Insurance Industry

The over-85 age group is America's fastest growing population. By the year 2025, the proportion of people over 85 will increase from one percent to five percent of the total population.

The increased longevity of our population means that more and more older Americans will require some form of care in their later years.

Most of this care is being provided today by family members—particularly by daughters and daughters-in-law with careers and, often times, young children of their own. The numbers of the "sandwich generation"—older children caring for their own children as well as for their aging parents—are rapidly increasing.

Meeting the demands of two generations simultaneously is bound to cause stress. Caregivers are torn between two worlds: wanting to help their aging parent or parents maintain their health and independence in their home and wanting to be there for their own children as they grow up. Resentment may be felt by all parties: from the older parent who is frightened by his or her dependency; from the caregivers' children who want more time with their parents and from caregivers who are ignoring personal needs to meet those of parents and children.

The pressures of keeping a job add even more stress to an already difficult situation. The National Long-term Care Survey conducted in 1982 by the Department of Health and Human Services revealed that 39.1 percent of the family caregivers were employed full-time. Of these caregivers, 30 percent had to rearrange their work schedules and 19 percent took time off without pay to care for an aging parent.

### Coping Within the Family

Psychologists recommend the first best step in handling these dual stresses is to talk about them.

Telling your parents and children that you love them and sharing with them your feelings of frustration, fear and hope will help break down communications barriers that fuel family tensions.

**You Might Also Try These Steps:**  
**Schedule** separate time for your parents and your children so each knows which time is theirs. For out-of-town parents, for example, you might spend one week out of every month with them, depending on the seriousness of their illness.

**Schedule** a telephone hour at work, perhaps during lunch, when your parents, children or physicians may call you.

## EMPLOYEE ASSISTANCE PROGRAM

### Why Is It So Hard To Ask For Help?

People who make use of EAP sometimes feel that coming for counseling indicates personal failure. They may present very difficult and complex problems to us in the EAP and then imply that the fact that they are here indicates some personal weakness. Many feel that if only they were a little smarter, or more skilled or less thin-skinned, they could solve their problems on their own.

Often when this happens, I think of my efforts at learning to use all the resources of a library. Now, I am a fairly intelligent person and I have used libraries for years. Like many, I learned how to use libraries in grade school. Naturally, since I had been taught how to do so and I considered myself reasonably competent, I spent years hunting through libraries on my own, trying to find what I needed with a minimum of assistance.

The truth is that I was generally successful. It was not until I began searching for different kinds of information, from unfamiliar resources, that I came to appreciate the helpfulness the reference librarians can offer, and I became able to ask for their assistance without chagrin.

The fact is, I had expended a great deal of energy trying to solve problems on my own because I thought I should already know how to do it. Oftentimes, I was able to get exactly what I needed through hard work and determination. Other times I succeeded only after a failure. Occasionally, I found myself walking away muttering under my breath about the complexity of the problem and the hopelessness of the situation.

Today I ask for the help I need without embarrassment and I do not expend massive amounts of needless energy trying to solve problems by myself that I can more easily solve by utilizing the talents and training of those willing to help.

If you have been spending a lot of time and energy trying to figure out a personal or work-related problem and seem not to be getting anywhere, remember that EAP is a resource available to you. The EAP has professionally trained counselors available to help, and the service is completely confidential. Give us a call at 273-1129.

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