

CORNELL Chronicle

Volume 23 Number 2 September 5, 1991

Poolside manner



Chris Hildreth

Senior Vice President James E. Morley Jr. (center) talks with student orientation counselors during an Aug. 30 reception at the home of President Frank H.T. Rhodes. The counselors help newly arriving freshmen adjust to campus life.

Freshmen wrestle with play's moral dilemmas

U-Hall 1's Sept. 1 discussion of "Miss Evers' Boys," a play based on the Tuskegee Study of Untreated Syphilis in the Male Negro that freshmen were encouraged to see during orientation, reflected anger and concern aroused by the show.

"To think that only one year before I was born this was still going on!" said Anna Molander, who was shocked to learn about the study that lay behind the play. "I would have thought that by 1972, after Martin Luther King and everything, this racial tension would have been gone."

These dozen freshmen, in discussions with professors Ari Van Tienhoven and Peter McClelland, wrestled with the moral dilemmas in the story of Eunice Evers, a

nurse in rural Alabama who looked after four tenant farmers who were part of the Tuskegee Study, a 40-year study of syphilis in men that was allowed to continue, even after penicillin became available to treat the disease in 1946.

The students knew the characters well and referred to them by name: Miss Evers, caught between her duties as a nurse and her feelings for the men in her care; Dr. Douglas, a white doctor from the North who insisted for the sake of science that the experiment be carried out until the point of death; Dr. Brodus, a black doctor from Tuskegee who cooperated with Douglas in part to be able to prove that the effects of syphilis are the same in whites and blacks; the

four tenant farmers who called themselves and their dance band "Miss Evers' Boys."

In all, 19 freshman discussion sections were scheduled for Sept. 1, 2 and 3. University officials hoped that "Miss Evers' Boys" would provide an educational resource for raising issues related to medical ethics, research and race. It did.

"I was confused by it," said Tannia Horodeczny. "I wanted to be angry at Miss Evers for letting the experiment go on; but she trusted the doctors, and I couldn't be angry at her for that. I wanted to be angry at the doctor; but he didn't see the men as valuable any more than today people see animals as important. If experimenting could mean helping thousands of others, then they were justified in their own eyes."

"Everybody thought they were doing the right thing. It made me sad this could happen and confused because I was angry, but I couldn't place the blame on anyone."

Some students analyzed the play in terms of right and wrong; others analyzed the circumstances that allowed it to happen.

"It would've been better if she had told the truth. If the men had known, maybe they would have volunteered. Outright lying was wrong," said Andy Brothers.

Tony Sotomayor was more perplexed, because "the doctors and the U.S. government all believed they were doing the right things to conduct the experiment to see the effects of the disease and that this was necessary to further medical science."

In defending the doctor from Tuskegee, Darrin Miles said, "Don't forget that one of the reasons for the experiment was to prove that there were no differences between blacks and whites as far as syphilis."

"The thing that struck me about the play was how far America has come in its history," Miles added, echoing a point raised by McClelland, an economic historian who opened the discussion by remarking on the

Akwe:kon opens

As drumbeats echoed off nearby dormitories, Cornell and Iroquois leaders accepted greetings from residents of Akwe:kon and spoke the words that dedicated the university's new home for the American Indian Program.

Cornell Life

5

"You really get to know people when you sleep under a tarp with them," said one freshman after he hiked four days in the Black Forest as part of a new-student orientation program. One group met up with a bear.

New law bans 'tampering' with animals

A new state law making it a crime to tamper with animal-based research protects the work of scientists and the public's long-range health interests as well as protecting the animals themselves, according to Cornell advocates of the measure.

Signed into law July 26 by Gov. Mario Cuomo and slated to take effect Nov. 1, the amendment to the New York State Agriculture and Markets Law makes tampering with animal-based research — including scientific data from animal experiments — a Class E felony. Offenders can be assessed fines, court costs, damages and the cost of duplicating experiments.

The same law also prohibits the release of farm animals that are used in food or fiber production, animals used in education and those that are infected with human-disease-causing organisms.

"This law should be a deterrent to those who would impede progress of biomedical research," said Dr. Fred W. Quimby, director of the Cornell Center for Research Animal Resources. "Tampering with research can destroy someone's lifelong work," said the veterinary scientist, whose center supervises the use of animals in teaching and research at the university. "Tampering also deprives society of the benefits of biomedical research — a better treatment for disease or an improved diagnostic procedure — and it is a waste of taxpayers' money, since most biomedical research is publicly funded," Quimby said. "Furthermore, disruption of research or the theft of data often means that animals have to go through the experiments all over again."

Until the bill was passed, trespassing was the most serious charge that could be brought against someone who broke into research laboratories.

"The replacement value of an animal in biomedical research is not 72 cents a pound; it can be tens of thousands of dollars," said Quimby. He pointed to a theft of two goats from a Cornell facility that started as a high-school-students' prank:

The youngsters probably didn't know that the seemingly ordinary animals were one of the few sources in the United States of a substance used in the diagnosis of human thyroid disease. The animals were not harmed, and they soon returned to their "job" of making the thyroid test material. The replacement value of the two goats would exceed \$100,000, Quimby said.

Noting that one animal-rights organization recently killed animals that it had "liberated" — because the organization could not provide proper care and facilities — Quimby said that animals involved in research in the United States are guaranteed humane care by federal and state laws.

Much of the animal-based research, particularly at veterinary colleges and in veterinary pharmaceutical laboratories, aims to benefit the animals themselves, said Quimby, one of the founding members of an organization that urged passage of the anti-tampering law. That organization, the Health, Safety and Research Alliance of New York State, asked that the bill, which would have applied only to farm animals, pertain to research animals, as well.

"At Cornell University we have witnessed stolen animals, stolen research data, defacing and physical damage to animal facilities and threats upon the lives of our investigators," Jack W. Lowe, director of the Cornell Office of Sponsored Programs, wrote to Cuomo, asking the governor to sign the anti-tampering law.

— Roger Segelken

Inside: a slightly different format

This week's Chronicle has a slightly different format. The Job Opportunities section of Cornell Employment News appears on the final three pages of the newspaper. In Employment News' usual place is a Cornell Chronicle Special Report on the university's efforts to promote diversity on the campus.

The special report highlights significant results of the annual report on the status of women and minorities, which Joycelyn Hart, associate vice president for human relations, prepared and presented last May to the Board of Trustees.

We also feature Provost Malden C. Nesheim's appointment of a new Human Resources Development Council and several articles on specific problems in the effort to broaden campus diversity.

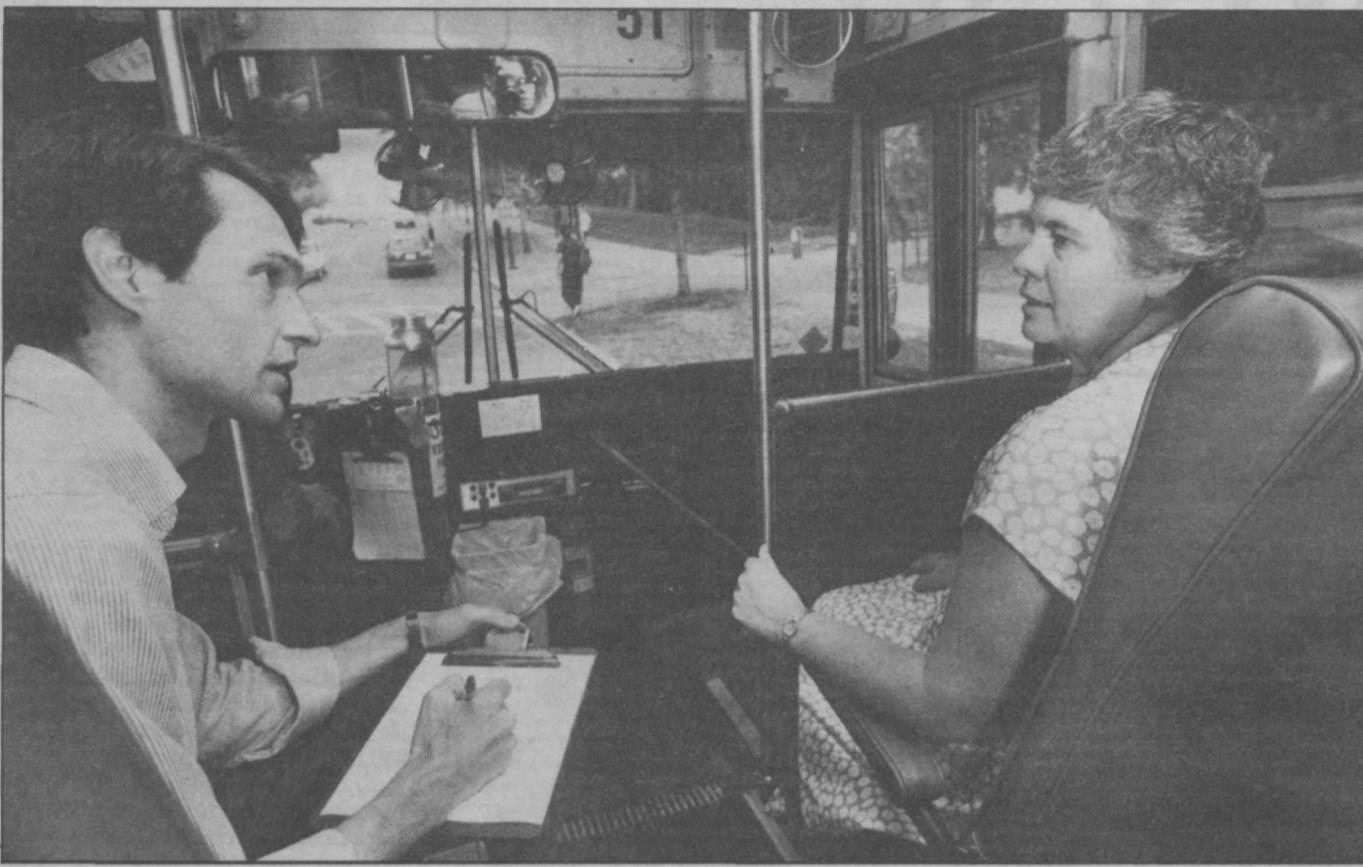
Over the coming weeks, we intend to experiment with a number of other techniques to improve the quality of our on-campus communications. Your suggestions and recommendations for such Chronicle changes are invited. Recognizing that space in a weekly publication of this type is extremely limited, we will nonetheless consider the inclusion of op-ed pieces by members of the university community, letters to the editor, point-counterpoint dialogues and other vehicles to promote the informed discussion of high-priority issues.

Please let us know your thoughts by sending a note to me at 305 Day Hall.

Henrik N. Dullea
Vice President for University Relations

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So, how's it going?



Peter Morenus

Brad Lane, a transportation planner with the Office of Transportation Services, interviews Patricia M. Dougherty, registrar for the College of Arts and Sciences, while riding the bus from B-Lot to Central Campus. Lane was questioning riders about the university's new transportation plan as part of a pilot survey that will be expanded into a larger survey effort in the weeks ahead.

BRIEFS

Employee Day: A chicken barbecue and an evening football game against Colgate will be featured during the 17th annual Employee/Family Day on Saturday, Sept. 28. The barbecue will be in Barton Hall from 4:30 to 6:30 p.m.; the Big Red's game against Colgate will begin at 7 p.m. at Schenckkopf Field. Combination football/barbecue tickets can be purchased for \$5 from Sept. 9 to 25; football-only tickets, at \$3 each, can be purchased from Sept. 9 to 27. Tickets will be sold at the Campus Store Service Center, the Cornell Recreation Club (165 Day Hall) and the Alberding Field House ticket office. The Employee/Family Day activities are sponsored by the Office of Human Resources, Employee Assembly, Department of Athletics and employee-elected trustee.

Student injured: Sophomore Michael L. Hill was injured while diving from a rock ledge about 25 feet high into a pool of water in Fall Creek gorge on Aug. 28 when he hit rocks below the water, according to the Department of Public Safety. At the time, Hill was one of as many as 200 people in Fall Creek below the suspension bridge, Public Safety officials said. Officials said that the area below the suspension bridge is off limits for swimming. Hill was treated at Tompkins Community Hospital for contusions to his lower back.

Leaders: Leadership Tompkins, an eight-month program of seminars and workshops presented by Tompkins County leaders to develop leadership skills in the community, is accepting applications for its fifth year, which begins in October. Members of the Cornell community who wish to apply should submit a letter of application of the Office of Community Relations, 110 Day Hall, by Sept. 11.

Nursery: The University Cooperative Nursery School in Room 227 of Robert Purcell Union, recently accredited by the National Academy of Early Childhood Programs, will be holding an open house and garage sale from 9 a.m. to noon on Sept. 7. The school serves children from ages 3 to 5.

Museum volunteers: The Herbert F. Johnson Museum of Art is seeking volunteers and docents. A variety of positions are available. Docents will learn about the museum's permanent collection and special exhibitions and be trained to give tours and workshops. Museum volunteers may choose to provide assistance in the education department or with the membership and travel programs, among other opportunities. An orientation session of potential volunteers and docents will be held at the museum Sept. 21 at 1 p.m.; registration is required by Sept. 13. To register, call 255-

6464; those interested in the membership and travel departments should ask for Linda Schwager.

Chimes concerts: Visitors are welcome at all chimes concerts in McGraw Tower. The tower opens approximately 10 to 15 minutes before each concert. The concert schedule is: weekdays, 7:45 a.m., 1:10 p.m. and 6 p.m.; Saturdays, 9:55 a.m., 1:10 p.m. and 6 p.m.; and Sundays, 10:45 a.m., noon and 6 p.m.

Legal notice: In compliance with the New York State Alcoholic Beverage Control Law, notice is hereby given that liquor license numbers OP-00299-252 and OP-00298-252 have been issued to Cornell University, DBA Keglers Pub, Helen Newman Hall, and to Cornell University, DBA Moakley House, Warren Road, respectively, to sell liquor under the Alcoholic Beverage Control Law for on-premises consumption.

Guitar lessons: Guitar lessons for beginners (7 p.m.) and intermediates (8 p.m.) will be offered on Mondays, starting Sept. 9, in the North Room of Willard Straight Hall. The course, taught by Phil Shapiro, costs \$40, payable at the first lesson. Registration is at the first lesson. For more information, call Shapiro at 844-4535.

UK debaters to compete here Sept. 10

A national debate championship duo from Britain will argue that "The American Dream is a Nightmare" in a debate against Cornell students on Sept. 10.

The debate, open to the public, will begin at 8 p.m. in Alumni Auditorium, Kennedy Hall. The audience will be asked to determine the winner.

Representing Britain will be Kim Preston, who has won many of England's top trophies while debating for Birmingham University, and Helen Berry, a history student at Durham University.

Defending America's honor will be junior Jeremy Rosen, student director of Cornell's team, and senior Linda Cove, president of the Delta Sigma Rho/Tau Kappa Alpha Honor Society on campus.

Jewish Center offers Kosher meals

The Kosher Dining Hall of the Center for Jewish Living is again offering meals to the Cornell community, according to Larry I. Palmer, vice president for academic programs and campus affairs.

Palmer said in a brief statement that "regular meals are being provided at the center for students living there and for non-resident students, faculty and staff who agree in advance to take all their meals in the Kosher Dining Hall."

The Center for Jewish Living is not part of Cornell. The 40-person residence and adjacent dining hall were built and are operated by the National Council of Young Israel on property leased from Cornell at 106 West Ave., just below the Law School.

During periods since the dining hall's opening in the spring of 1989, Cornell Dining had helped operate the facility in response to requests by the National Council. There was no such request for this year, Palmer noted, and the dining plan will be operated independent of the university.

"Although we will not be directly involved," Palmer said, "we will continue to work with the National Council and any other appropriate groups or individuals, including alumni, to ensure that observant Jewish students are made to feel at home at Cornell."

Rape investigated; larceny charged

Cayuga Heights police are investigating an alleged acquaintance rape of an 18-year-old Cornell student Sept. 1 in a North Campus townhouse. The Tompkins County district attorney's office is reviewing evidence in the case.

Also, a Cornell sophomore, Andre E. Jackson, was charged by Tompkins County sheriff's investigators with third-degree grand larceny and second-degree forgery. He allegedly cashed almost \$10,000 in stolen checks at a local bank, officials report.

Play continued from page 1

progress both blacks and women have made in the last half century.

Van Tienhoven introduced insights from his work as a reproductive physiologist and experimental scientist who conducts research with animals.

"I couldn't help thinking that Dr. Douglas could be me, 20 years from now, defending the use of animals for experiments," he said, referring to the charges that research on animals is immoral. "It's important to remember not to judge 1932 by the norms of 1990," he added.

Van Tienhoven suggested contemporary parallels: the testing of new drugs on prisoners who consent to experimentation in exchange for reduced sentences; the CIA's experimentation with LSD on members of the armed forces without their consent; and the Army's instruction to soldiers in the Gulf War to take an anti-bacterial warfare vaccination even though it had not been approved by the Federal Drug Administration.

—Carole Stone

GRADUATE BULLETIN

Late registration: Bring student ID card to the Registrar's Office, 222 Day Hall.

Course enrollment: Continues through Sept. 20. Students who completed pre-course enrollment forms last spring do not need to complete a course enrollment form; if there is a change in their schedule, they should complete a drop-and-add form.

Writer's block: A workshop on dissertation writer's block starts Sept. 17 and continues on Tuesdays, 3:30 to 5 p.m. Register before Sept. 16 at the Dean of Students Office, 103 Barnes Hall, 255-3608.

Faculty meeting: There will be a graduate faculty meeting Friday, Sept. 6, 4 p.m., in Sage Graduate Center, to vote on August degrees.

TA workshop: A teaching assistant workshop will be held Saturday, Sept. 14; registration forms are available at graduate field offices or B41 Day Hall. Phone 255-8427 for information; there is no charge for students.

CORNELL Chronicle

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

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

Pageantry marks opening of American-Indian house

As American-Indian voices and drumbeats echoed off North Campus dormitories Sept. 2, Cornell and Iroquois leaders marched along a curving walkway, accepted greetings from the residents of Akwe:kon, and spoke the words that dedicated the university's new home for the American Indian Program.

Construction started March 1 on Akwe:kon, a T-shaped building with rounded roof lines that reflect the structures of the American Indians who occupied the Northeast. Across the front of the earth-colored, wood-shingled building, a blaze of purple and an array of windows replicate the Hiawatha Belt, the beaded wampum that is regarded as the founding document and constitution of the Iroquois Confederacy. That belt and two others, which were recently returned to the Iroquois by New York's State Museum and are the inspiration for decorative paintings on the building's exterior, were on display at the opening ceremonies.

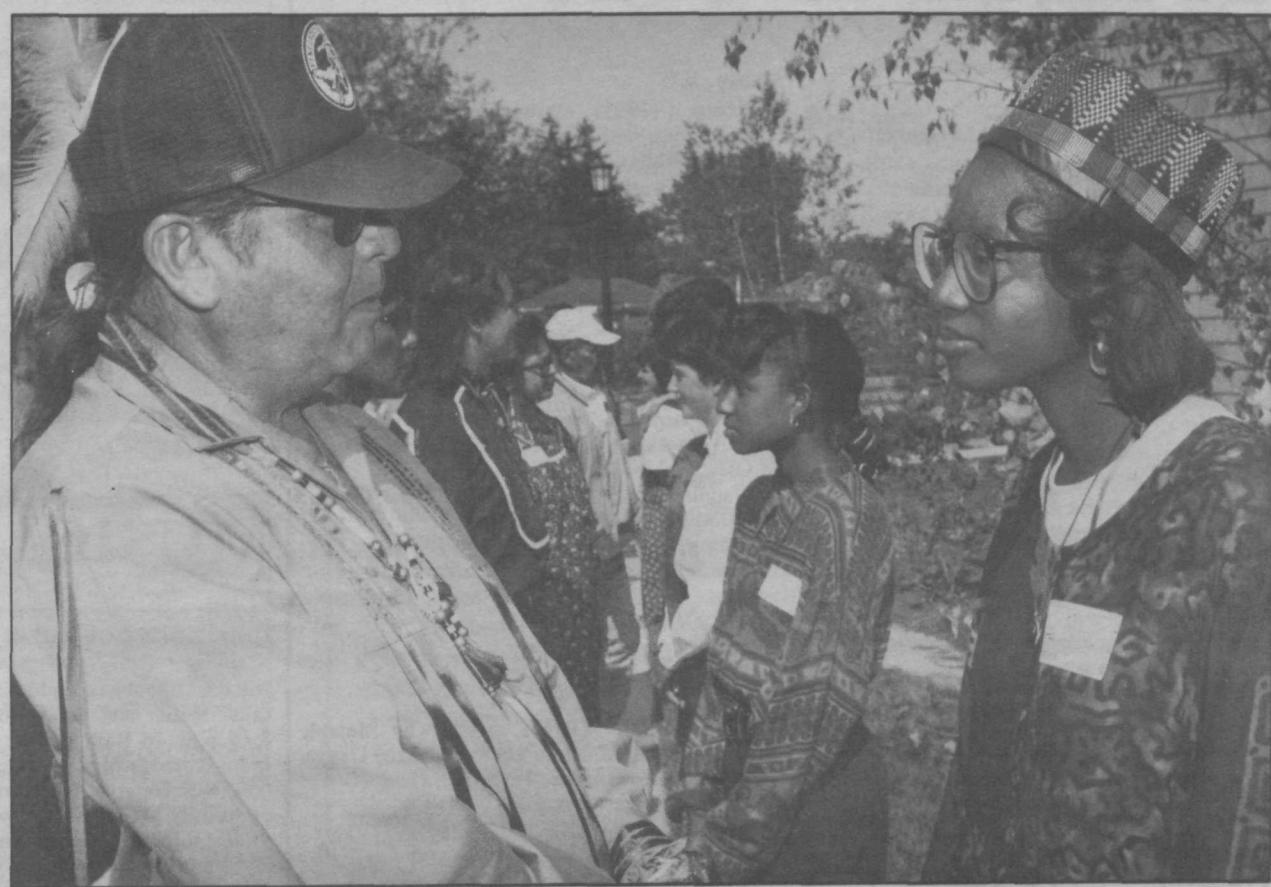
Akwe:kon, which was built and furnished at a cost of about \$2 million, contains rooms for 35 undergraduate students — about half of them non-Indian — as well as faculty-in-residence and guest quarters, a community/seminar room, a library and office space for the American Indian Program. The building, at the corner of Triphammer and Jessup roads, is located on lands of the Cayuga Nation, as Cayuga Chief Frank Bonamie, the first speaker in the dedication ceremonies, reminded the crowd.

Bonamie, a businessman and one of the few American Indians who was not costumed for the affair, traced the Cornell American Indian Program back to the 1970s, when then-President Dale Corson named an ad hoc committee that he headed, and then-Provost Keith Kennedy found a temporary Indian House. Barbara Abrams, now the university's senior assistant director of financial aid, was the one-person staff and advocate for American-Indian students at Cornell, Bonamie said, until Dean David R. Call of the College of Agriculture and Life Sciences created the American Indian Program in 1981.

Ten years later, Bonamie said, one result is "this fine and majestic building that embodies the spirit and meaning of our people." Akwe:kon is a Mohawk word meaning "all of us" and is pronounced "ah-GWAY-goh."

Irving Powless, an Onondaga chief and secretary of that Iroquois nation, took history even further back, to the 1600s, when his ancestors made a coexistence pact with the Dutch settlers.

"We said that we, the Haudenosaunee, will allow you to live with us on Turtle Island — our name for Mother Earth," Powless said. "We will travel through life, coexisting, and recognizing and respecting each other's differences, cultures, laws, governments and each other's ways. This is something that is attempted by a world that is unable to do so in 1991."



Chris Hildreth

Irving Powless (left), a chief of the Onondaga Nation in Central New York, is greeted by Cornell student Tiffany Herard before Sept. 3 dedication ceremonies for Akwe:kon, the new American Indian house. Most residents of the 35-student house, where about one-half the occupants are non-American Indian, dressed in traditional costume for the dedication.

President Frank H.T. Rhodes called Akwe:kon "an inspired combination of cultural tradition and all that is best in contemporary culture. In a period when university buildings are said to be bland and make no statement of context or content, I want to pay tribute to everyone who has taken part in the development and design of this outstanding building." Rhodes noted that the building's architects, Flynn and Battaglia, had three American Indians on their design team, "two of them Cornellians, I am proud to say."

Until Bonamie and Abrams created the forerunner of the American Indian Program, Rhodes observed, "a pathetically small number of Native American students found their way to campus. That trickle of numbers began to grow and now,

with the establishment of the American Indian Program, has reached a total of 80 students. This house will help to be supportive of that outstanding program."

A gift exchange concluded the dedication as Rhodes presented Chief Powless with a Steuben glass eagle. Powless said the university's gift "will remind our people of the commitment Cornell University has made to Native American people."

An Iroquois sweetgrass basket, which Powless presented to Rhodes, symbolizes "the young students we are sending to you, in search of education, so that they can expand their lives."

— Roger Segelken

Childhood stress can help women cope with depression as adults

Mild childhood traumas appear to help women cope with adult depression, if their childhood stresses were handled well and instilled a sense of resourcefulness and resiliency, according to researchers at Cornell and at Northern Illinois University.

Although researchers and practitioners in the field of mental health have long believed that childhood stresses can leave a person vulnerable to adult depression, "children may learn coping mechanisms from seeing a family work together to manage a crisis, and that gives them better coping skills for adulthood," according to Kay B. Forest, assistant professor of sociology at Northern Illinois and one of three authors of a paper delivered at the American Sociological Association meeting in Cincinnati.

The study by Forest; Phyllis Moen, associate professor of human development and family studies at Cornell; and Donna Dempster-McClain, a research associate in human

they cannot improve it or master it; they may develop an unconscious feeling that the situation is hopeless, and fall into depression.

But Forest and Moen found that women who experienced mildly stressful events during childhood were less likely to respond with depressive symptoms to distress-provoking situations faced as adults than were women who did not have stressful family backgrounds. Evidently, they learned more from the experiences than they lost.

The study's findings are based on a sample of adult daughters drawn from a population of the Cornell Women's Roles Project. Data for that project was first collected in 1956 in a medium-sized city in upstate New York. For this study, women who participated in the first survey were located and re-interviewed in 1986, and a random sample of their daughters was also interviewed. The study surveyed 205 women.

Depressive symptoms were measured using a modified version of the Center for Epidemiological Studies' depression scale.

Childhood stresses were defined as the death of a loved one, changes in family structure due to divorce or remarriage, and periods of strain such as major illness or accident to a family member, a father's prolonged absence due to business or military service, or parental unemployment. (Loss of a mother or primary caretaker was not a factor in this study, since the study surveyed living mothers and daughters.) Adult stresses included death of a spouse, divorce, separation or a major illness or accident.

The study found that as children, women from working-class and middle-class backgrounds experienced approximately the same types and frequency of traumas.

However, women who came from middle-class families appeared to learn better coping patterns than did women from working-class families, who tended to fall into depression later in life.

One exception to this was working-class women who gained middle-class status in adulthood.

The paper concludes that "milder childhood stressors stimulated a relatively uncomplicated adaptive family environment from which women were able to garner life-course coping strategies and later generalize them to their experiences as adults."

Forest added, "The idea of women as melancholy, mentally aberrant and prone to mental illness is not so. Social environments, when they are unsupportive, make women more vulnerable."

— Carole Stone

development and family studies here, investigates a range of childhood stresses that might be precursors to depression as a response to other stressful events later in life.

According to the researchers' model, which is called life-course analysis, children cope with stressful events through a variety of adaptive behaviors and may appear to cope with them successfully at the time; however, stressful later life events may trigger the earlier distress responses.

A child whose parents divorce, for example, may be upset at the time of the divorce but then appear to adjust; however, if as an adult she goes through a divorce of her own, the experience may re-stimulate old feelings from childhood that will affect her feelings about her own divorce.

According to the model, children develop negative coping patterns just as easily as they develop positive ones. They may, for example, reject criticism instead of learning from it. They may come away from a situation believing

Meeting explores microchip failures

Scientists from leading computer companies and universities will meet Sept. 11 to 13 on campus for the first international workshop on a problem threatening the next generation of computer chips.

The difficulty faced by chip manufacturers concerns still-experimental chips planned for commercial release later in the '90s, according to Che-Yu Li, a materials-science professor who co-organized the workshop with Paul Totta of IBM.

The purpose of the workshop, he added, is to explore the scientific basis for this problem, which is not yet fully understood, and to examine approaches to possible solutions.

The conference is sponsored by the Materials Science Center and the National Nanofabrication Facility at Cornell as well as IBM Corp. and the American Vacuum Society.

"All of the major companies are doing extensive research on this problem," said Li. In 1988 he was the first person to advance a theory, based on fundamental metallurgical mechanisms, to explain the phenomenon, which involves the fracturing of ultrathin metal lines on the chips.

Workshop speakers will come from companies such as IBM, Matsushita Electronics Corp., Fujitsu Ltd., Intel and NEC, as well as from government and universities. Li said the attendance is significant because competitive pressures have made manufacturers reluctant to discuss the problem publicly. Fracture of the metal-alloy lines begins with the cooling that follows fabrication of the chips. The resultant tiny voids that can exist between grains of metal can grow while the chip is just sitting on a shelf until eventually a fracture occurs.

"The thinner the wire, the greater is the chance of failure," he said.

The one-megabit commercial chips most widely used today contain wires that are a micron wide (a micron is a millionth of a meter) and are not particularly vulnerable to fracturing. Failure will be a problem, Li said, in more advanced chips not yet available commercially, such as the 64 megabit chip that uses lines 0.3 microns in diameter.

— William Holder

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

Beginner's Night, with special teaching all night, 7:30 to 10:30 p.m., Sept. 8, Memorial Room, Willard Straight Hall.

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.

"Cathedral Paintings," an exhibit by Michael Boyd, a professor in the Department of Design and Environmental Analysis, through Sept. 8. A professional artist, Boyd has shown his work throughout the United States. His cathedral series features five acrylic paintings as well as drawings related to French cathedrals from the Early Gothic period through the High Gothic style.

"And I Walk on a Loose Rope to the End of My Dreams," a selection of recent photography by Jean Locey, an associate professor in the Art Department. The exhibition will feature six "grids" Ektacolor RA prints, 72-by-72 inches, created with funds received from a Guggenheim Fellowship, through Sept. 8.

Center for Jewish Living

"Transitions," by Shari Silvey, will be on display at the Gallery of Art, Center for Jewish Living, 106 West Ave., through Oct. 11.

Sibley Fine Arts Library

"One-of-a-Kind Artist's Books," an exhibit by three Cornell employees, Jane Axamethy, geology; Jean Frank, Boyce Thompson Institute; and Catherine Kuhl, electrical engineering, through Sept. 15. The artists were enrolled in the Artist's Book Summer Session course taught by Laurie Sieverts Snyder.

Willard Straight Hall

Willard Straight Hall's Art Gallery presents "Cigar Box Series," new oil paintings, collages and drawings by Ithaca artist Tim Merrick, Sept. 9 through Sept. 20.

FILMS

Films listed 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, 9/5

"Truth or Dare" (1991), directed by Alex Keshishian, with Madonna, 7:25 p.m.

"Say Anything..." (1989), directed by Cameron Crowe, with John Cusack, Ione Skye and John Mahoney, 10 p.m.

Friday, 9/6

"Eating" (1991), written and directed by Henry Jaglom, with Lisa Richards, Mary Crosby and Gwen Welles, 7 p.m., Uris.

"Chronicle of the Years of Embers" (1976), directed by Mohamed Lakhdar-Hamina, with Jorgo Voyagis, Mohamed Lakdar-Hamina and Larbi Zekkal, 7:30 p.m.

"Truth or Dare," 9:25 p.m., Uris.
"Say Anything..." 11 p.m.
"Truth or Dare," midnight, Uris.

Saturday, 9/7

"My Twentieth Century" (1990), written and directed by Ildiko Enyedi with Dorotha Segda and Oleg Jankowski, 7:15 p.m., Uris.

"Napoleon" (1927), directed by Abel Gance, with Albert Dieudonne, 7:30 p.m.
"Eating," 9:30 p.m., Uris.
"Truth or Dare," midnight, Uris.

Sunday, 9/8

"Films of Yoko Ono," 2 p.m., Johnson Museum (free).

"Napoleon," 2 p.m.
"Omar Gatlato" (1976), directed by Merzak Allouache, with Boualem Bannani, Aziz Deggaa and Farida Guennaneche, 7:30 p.m., Uris.
"Truth or Dare," 8 p.m.

Monday, 9/9

"Learning to Dance in Bali," "Trance and Dance in Bali," "Bali Today," "Dances of Bali: Barong" and "A Recital of Music and Dancing," sponsored by the Southeast Asia Program, 4 p.m., Willard Straight Theatre.

"Eating," 7:05 p.m.
"Ugetsu" (1953), directed by Kenji Mizoguchi, with Machiko Kyo, Masayuki Mori and Kinuyo Tanaka, 9:30 p.m.

Tuesday, 9/10

"My Twentieth Century," 7:45 p.m.
"Truth or Dare," 10 p.m.

Wednesday, 9/11

"Babette's Feast" (1987), directed by Gabriel Axel, with Stephane Audran, Birgitte Federspiel and Bodil Kjer, 7:40 p.m.

"Field of Dreams" (1989), directed by Phil Alden Robinson with Kevin Costner, Amy Madigan, Ray Liotta and James Earl Jones, 10 p.m.

Thursday, 9/12

"A Wife For My Son" (1982), directed by Ali Ghaleh, with Keltoum, Samia Bega and Rahim Lalloui, 4:30 p.m. (free).

"Impromptu" (1991), directed by James Lapine, with Judy Davis, Hugh Grant and Julian Sands, 7:30 p.m.

"Sleeping With The Enemy" (1991), directed by Joseph Ruben, with Julia Roberts, Patrick Bergin and Kevin Anderson, 10 p.m.

LECTURES

A.D. White Professors-at-Large

"Nature, Nurture and Psychopathology: A New Look at an Old Topic," Michael L. Rutter, Institute of Psychiatry, University of London, Oxford University and A.D. White Professor-at-Large, Sept. 5, 4:30 p.m., Alumni Auditorium, Kennedy Hall.

"Beheading, Bagging, Veiling and Mutilating Women in Myths of Masquerade," Wendy O'Flaherty Doniger, the Mircea Eliade Professor of the History of Religions, University of Chicago, and an A.D. White Professor-at-Large, Sept. 9, 4:30 p.m., Alumni Auditorium, Kennedy Hall.

Communication

"Video Games — Effects and Implications," Steven B. Silvern, Auburn University, Sept. 6, 2:30 p.m., Alumni Auditorium, Kennedy Hall. A panel discussion by faculty members and a question-and-answer period will follow.

East Asia Program

Hu Shih Professorship
"Reflections on Modern Chinese Thought," Yu Ying-shih, Hu Shih Professor of Chinese Studies at Cornell and the Michael Henry Strater University Professor, Princeton, will be giving three lectures: "Hu Shih and Intellectual Breakthroughs in 20th-Century China," Sept. 5, 4:30 p.m., 230 Rockefeller Hall; "Radicalism vs. Conservatism in Modern Chinese Thought," Sept. 10, 4:30 p.m., 230 Rockefeller Hall; "History and the Crisis of National Identity in Modern China," Sept. 12, 4:30 p.m., 230 Rockefeller Hall.

Mathematical Sciences Institute

"Algorithms in Intersection Theory," W.

Vogel, University of Halle, Germany, Sept. 9, 3:30 p.m., 328 White Hall.

"A Converse to Bezout's Theorem," W. Vogel, University of Halle, Germany, Sept. 10, 4:30 p.m., 328 White Hall.

Religious Studies

"Are Structural and Historical Approaches to Myth Incompatible? Reflections on Translating Bonnefoy's 'Mythologies,'" Wendy O'Flaherty Doniger, the Mircea Eliade Professor of the History of Religions, University of Chicago, and an A.D. White Professor-at-Large, Sept. 10, 4:30 p.m., 134 Goldwin Smith Hall.

South Asia Program

"Bharata Natyam: The Tanjore Court Style," lecture/demonstration by Kay Poursine, co-sponsored by the Indian Students Association, Sept. 5, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

MUSIC

Department of Music

Mozart Festival: The Apollo Ensemble with soloists Elizabeth Field, Zvi Menker and Andrew Willis and conductor John Hsu, Sept. 7, 8:15 p.m. in Bailey Hall. The all-Mozart program includes Mozart's Concerto in F Major, K. 459, with fortepiano soloist Andrew Willis; Concerto in A Major, K. 219, with Elizabeth Field as violin soloist; Concerto in B-flat, K. 450, with Zvi Menker playing the fortepiano. The Apollo Ensemble is a group devoted to the performance on period instruments of chamber symphonies and concertos of Haydn, Mozart and their contemporaries. A preconcert talk at 7:30 p.m. will be given by David Rosen, associate professor of music.

Bound for Glory

Cathy Barton and Dave Para, a duo from Missouri, will perform in three live sets Sept. 8 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeeshop in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Cornell Plantations

The Class of 1940 Concert Series will be held Sept. 6 from 3 to 4 p.m. at Beebe Lake, below Helen Newman Hall. Jazz music will be provided by the Christopher Wiotach Quartet: Christopher Wiotach, guitar; Fred Hiscock, tenor sax; Peter Chwazick, drums; and John Funkhouser, electric bass. Admission is free. Seating under a tent will be provided. In the event of heavy rain, the concert will be canceled.

RELIGION

Sage Chapel

W. Jack Lewis, director emeritus, Cornell United Religious Work, will deliver the sermon Sept. 8. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

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

Christian Science

Testimony meeting on Thursdays, 7:45 p.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays at 10:30 a.m., Hector Friends Meeting House, Perry City Road. Rides leave Anabel Taylor parking lot at 10 a.m. Call 255-4212 for information.

Jewish

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

Shabbat Services: Friday: Conservative/Egalitarian, 7:30 p.m., Founders Room, Anabel Taylor Hall; Orthodox, Young Israel (call 272-5810 for time). Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

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

Muslim

Friday prayers, 1 p.m., Edwards Room, Anabel Taylor Hall.

Seventh-Day Adventist

Worship, 9:30 a.m., Seventh Day Adventist Church, 1219 Trumansburg Road.

Zen Buddhism

Zazen meditation every Thursday at 4 p.m. in Anabel Taylor Chapel.

SEMINARS

Agricultural Economics

"How Diversified is Your State's Agriculture?" Loren W. Tauer, Sept. 11, 4 p.m., Warren Hall.

Ceramics Program

"Ceramics Afternoon," the first event of seminar series co-sponsored by the Department of Materials Science and Engineering and Materials Science Center, will be held Sept. 14, 10 a.m., 140 Bard Hall. The theme is "Ceramic Synthesis I." Opening remarks by Emma Giannelis, materials science and engineering, 2:20 p.m.; "Synthesis and Properties of Nanoscale Nitride Materials," Frank DiSalvo, chemistry, 2:25 p.m.; "Sol-Gel Processing of Ferroelectric and Electro-optic Thin Films," Dennis Eichorst, Eastman Kodak Co., 3 p.m.; "Chemical and Microstructural Study of Sol-Gel Oxide and Nitride Thin Films," sept. L. Keddie, materials science and engineering, 3:45 p.m.

Chemical Engineering

"Alternative Length Scales for Polycrystalline Materials," Carol S. Nichols, materials science and engineering, Sept. 10, 4:15 p.m., 165 Olin Hall.

Chemistry

"Structure and Dynamics of Quantum Clusters: HeN and (H2)N," Birgitta Whaley, University of California, Berkeley, Sept. 5, 4 p.m., 119 Baker Laboratory.

Ecology & Systematics

"A Comparison of the Impacts of Leaf Sap Feeding Insects on Goldenrod," Gretchen A. Meyer, ecology and systematics, Sept. 4, 4:30 p.m., Morison Seminar Room.

Electrical Engineering

"Recent Advances in High Power Semiconductor Laser Diodes," David F. Welch, research manager, Spectra Diode Laboratories, San Jose, Calif., Sept. 9, 4:30 p.m., 219 Phillips Hall.

Energy Engineering

"Energy: Personal Pleasures and Public Policies," Richard E. Schuler, civil and environmental engineering, Sept. 5, 12:20 p.m., 1 Upson Hall.

"Nuclear Power, Present and Future," Bingham Cady, nuclear science and engineering, associate dean, engineering, Sept. 12:20 p.m., 111 Upson Hall.

Entomology

"Expression of an Insecticide Resistance-Related Cytochrome P-450 in House Fly," Ibra Nero, entomology, Sept. 5, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

"The Association Between the Karner Blue Butterfly and Attendant Ants," Dolores Saganano, Alliance Technologies, Boston, Sept. 12, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Food Science & Technology

"Measurements of Taste Changes Over Time: Curiosity or Necessity?" Bruce Halpern, psychology and neurobiological behavior, Sept. 10, 4:30 p.m., 204 Stocking Hall.

Geological Sciences

"Uses of 36Cl Dating in Geology," Parimal Sharma, University of Rochester, Sept. 5, 4 p.m., 1120 Snee Hall.

"Oblique Convergence and the Tectonics of Sumatra," Robert McCaffrey, Rensselaer Institute, Sept. 9, 4:30 p.m., 1120 Snee Hall.

International Nutrition



Dorothy Segda stars in "My Twentieth Century," winner of the Camera D'Or prize at the 1989 Cannes Film Festival. Check the Films listing for dates and times.

Mechanical & Aerospace Engineering

Manufacturing Seminar, "Innovation in the Small Business," Kenneth E. Ackley, Innovation Packaging, Sept. 5, 4:30 p.m., 111 Upson Hall.

"A Non-venting Cooling System for Space Environment Extravehicular Activity," Stephen C. Bayes, Hamilton Standard, Sept. 10, 4:30 p.m., 111 Upson Hall.

Neurobiology & Behavior

"Sex and the Single Snail: An Examination of the Concept of Arousal within an Invertebrate Context," Shelley Adamo, neurobiology and behavior, Sept. 5, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Proximate and Evolutionary Bases of Polymorphism in an Anuran Tadpole," David Pfennig, neurobiology and behavior, Sept. 12, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Ornithology

"Growing Up in an Avian Nest: Parents, Siblings and Development," Anne Clark, SUNY-Binghamton, Sept. 9, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Global Arms Trade in Advanced Military Technology and Weapons," William Keller, U.S. Congress Office of Technology Assessment, Sept. 5, 12:15 p.m., G-08 Uris Hall.

"Science and the Military in the 20th Century," David Edgerton, University of Manchester, Sept. 12, 12:15 p.m., G-08 Uris Hall.

Pharmacology

"From Transcription to Translation: Analysis of Gene Expression in Limited Amounts of Tissue," James Eberwine, University of Pennsylvania, Sept. 9, 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy

"Heterogeneity Within the Ventricular Wall: Electrophysiology and Pharmacology of Epicardium, Endocardium and the M Cell," Charles Antzelevitch, director, Masonic Medical Research Laboratory, Sept. 10, 4:15 p.m., G-3 Vet Research Tower.

Plant Biology

"Selectivity of Ionic Currents: Permeability vs. Enzyme Kinetics," Dietrich Grämann, Planzenphysiologisches Institut und Botanischer Garten, Universität Göttingen, Germany, Sept. 6, 11:15 a.m., 404 Plant Science Building.

South Asia Program

"Law and Myth in India: Manu and the Epics," Wendy O'Flaherty Doniger, the Mircea Eliade Professor of the History of Religions, University of Chicago, and an A.D. White Professor-at-Large, Sept. 11, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

"Agricultural Transformation and Environmental Degradation in Southeast Asia: Some Emerging Issues," Randolph Barker, agricultural economics and director, Southeast Asia Program, Sept. 5, 12:20 p.m., 102 West Ave. Extension.

"Crisis on the Periphery: The Rift Between

Kuala Lumpur and Sabah," Audrey R. Kahn, managing editor, SEAP Publications, Sept. 12, 12:20 p.m., 102 West Ave. Extension.

Theoretical & Applied Mechanics

"Patterns in Flowing Sand: Scaling and Time-Dependence," R.P. Behringer, Duke University, Sept. 11, 4 p.m., 205 Thurston Hall.

Toxicology

"Hazard Communication," Robin A. Goodloe, environmental hygienist, Sept. 6, 12:20 p.m., 135 Emerson Hall.

MISC.

Campus Club

The Campus Club will hold an annual fall tea to welcome newcomers and sign up for activity groups on Sept. 12, 1 to 3 p.m., in the lounge, Robert Purcell Union, North Campus. All Cornell women employees and graduate students as well as wives of employees and graduate students are welcome. Free babysitting provided; call 277-0013 to reserve a place for your child.

Learning Skills Center

Textbook Mastery Workshop, Sept. 11, 4:30 p.m., 237 Sage Hall. Study Survival Skills walk-in service: free help with study problems, Tuesday or Thursday from 3 to 4:30 p.m., 235 Sage Hall.

Macintosh Users Group

The September general meeting of MUGWUMP will be held today, Sept. 5, at 4:30 p.m. in 100 Caldwell Hall. Topic will be integrated software. The Desktop Publishing SIG will meet on Sept. 11 at 7:30 p.m. in 100 Caldwell Hall. Topic will be clip art. For more information call Mark Anbinder, 257-3480.

Personal Education Workshops

New series begins the week of Sept. 16. Topics include: assertiveness; building self-esteem; building satisfying relationships, gay/bisexual, a men's support group; stress management; women, food and self-esteem; lesbian/bisexual, a women's support group; life planning and self-concept; issues of sexual identity; therapy group for lesbian, gay and bisexual persons; overcoming writer's block (for grad students); graduate student support group; learning disabilities support group; and chronic fatigue syndrome support group. All groups are free and confidential. Sign-ups began Sept. 4. For more information or to sign up, call or stop by 103 Barnes Hall, Monday through Friday, 9 a.m. to 4:30 p.m.

T'ai Chi Chuan

Ancient Chinese exercise for health, relaxation, meditation and self-defense classes with Kati Hanna will be held Mondays and Thursdays, beginning Sept. 5, in the Edwards Room, Anabel Taylor Hall. New beginners class, 5 to 6 p.m.; advanced class, 6 to 7 p.m. Register at first class. Call 272-3972 for more information.

Yoga Class

Yoga classes for faculty and staff will be held Sept. 17 through Dec. 12, Tuesdays and Thursdays, 12:10 to 12:55 p.m., with instructor L. Freedman. Cost is \$48. Sign up at Teagle Hall, Physical Education Office.

CORNELL Life

Getting to know you

If you don't mind strong winds, drenching rains, insect bites, sore muscles and dirt that cakes under your fingernails; or dirty hair, smelly clothes and the frustration of trying to catch up on the news when you come out of the woods and hear there's been a coup in the Soviet Union; what better way for you, as a freshman, to meet fellow freshmen than by hiking, cycling or paddling on a weeklong backpacking trip before Orientation?

"I wanted to meet other freshmen and have some kind of crunchy-granola bonding experience with them, and that's how it turned out," James Haberson of Watertown, N.Y., said after a six-day bicycling trip to Lake Ontario.

"You really get to know people when you sleep under a tarp with them; it's not like when you just smile at someone you happen to see," Gur Berman of Miami said after four days of backpacking in the Black Forest of Pennsylvania. "We got to know everyone really well, staying up till 1:30 in the morning around the campfire, singing songs and telling jokes."

Haberson and Berman were among some 160 freshmen who ventured out on trips organized by Wilderness Reflections, a student-run group active since 1972. This year there were 20 trips, ranging from a four-day backpacking excursion in the Finger Lakes to an eight-day canoeing course in Algonquin Provincial Park in Ontario. The cost to students was between \$120 and \$300.

Hurricane Bob brought every group bad weather.

One group met up with a bear, getting up in the middle of the night to clang pots and pans to scare the animal away.

Another group found its bonding experience in the saying: "Misery loves company."

"It rained on us for five days out of six," said Brent Alspach of Atlanta. "We set up tarps, and the tarps leaked. We came to a trailhead, and looked for our van; the van wasn't there. We moaned because the rice was undercooked at the same time it was burned. If any of us had been alone we would have been cursing to ourselves, but since we were all in the same way, it did no good to complain."

Some groups talked about Cornell; others hardly spoke of the place at all.

"The guides, who were upperclassmen, told us about places to go," said Chris Ormond of New Hartford, N.Y., who was on a rock-climbing and backpacking trip in the Adirondacks. "They told us about teachers, co-ops, signing up for classes, what to take and what not to take. They explained about the chaos of orientation and to balance studies and fun."

The trip was "an insider's guide to Cornell," Haberson said.

On the Canadian canoeing trip, conversation turned to high school more than college and to wildlife the paddlers saw: moose, loons, great blue herons and that bear.

"It's nice to have a little time in the woods between home and the start of school to think about what's to come," said Brian Collins, a co-leader of the trip. "You can't help thinking about that when you're paddling; your mind just turns over and over. I heard these kids talking a lot about their high schools and that made me think about my own high-school experiences, too. A trip like this is a great opportunity to learn about yourself, especially at a time when your life is about to change."

Berman, who is living at the Jewish Living Center this year, kept kosher during his trip, and he was pleased that the trip leaders were willing to buy him kosher food and that fellow hikers made him feel comfortable about his beliefs.

"Of course, it was a bit of a pain keeping kosher on a camping trip, but then it's something I'm used to," he said with a smile. "At least I know people at Cornell accept you for what you want to do."

If there was anyone among the group of Wilderness Reflections trippers gathered in a field off Hanshaw Road on the last night of their journeys who hadn't enjoyed his or her adventure, he or she wasn't saying.

"I'm completely sold on wilderness experiences for orientation," said Martha Fisher, a co-leader in Canada. "I remember my own college orientation and how a wilderness course made the transition easier. I remember sitting in the lounge at school and watching the rest of the freshmen come in. They held themselves very stiff and they still had their parents tagging along beside them while we were talking to each other like old friends. We were relaxed. We had this core of friends already. So it gave us a head start, a boost on the whole orientation."

—Carole Stone

Professors-at-Large visits set for fall

The following visits of A.D. White Professors-at-Large have been scheduled for the fall semester. The professors-at-large, the dates of their visits and information about their public lectures follows. All lectures will be in Alumni Auditorium of Kennedy Hall at 4:30 p.m. on the dates listed.

• Claude J. Allegre, geological scientist, Aug. 28 to Sept. 6.

• Michael Rutter, child psychiatrist, Aug. 31 to Sept. 7. He will lecture on "Nature, Nurture and Psychopathology: A New Look at an Old Topic" on Sept. 5.

• Wendy Doniger, historian of religions, Sept. 9 to 22. She will lecture on "Beheading, Bagging, Veiling and Mutilating of Women in Myths Masquerade" on Sept. 9.

• Rudiger Wehner, zoologist and behavioral neurophysiologist, Sept. 21 to Oct. 5. He will lecture on "Navigational Maps in Animal Minds?" on Sept. 23.

• Peter Biggs, veterinary scientist, Sept. 26

to Oct. 13. He will lecture on "Vaccines and Vaccination — Ancient and Modern" on Oct. 3.

• Norman Myers, ecologist, Oct. 19 to Nov. 2. He will lecture on "Population, Environment and Development: The Emergent Synthesis" on Oct. 24.

• Raphael Levine, chemical physicist, Nov. 2 to 10. He will lecture on "Order vs. Chaos: Some Lessons from Molecules" on Nov. 7.

Two emeritus professors-at-large also will visit campus this fall but are not now scheduled to give public lectures. They are photographer John Szarkowski, Sept. 11 to 25, and physicist Richard Garwin, Oct. 6 to 18.

The professors-at-large program was founded in 1965 to give the university's intellectual and creative community direct access to scholars from all parts of the world. Professors-at-large are appointed for six-year terms, during which time they periodically visit Cornell to give lectures and hold seminars.

CORNELL EMPLOYMENT NEWS

September 5, 1991

Volume 3, Number 34

JOB OPPORTUNITIES

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

- 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.

East Hill Plaza: (607) 255-7422

- 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.

Technical Support Assistant (PT6706) Level 32

CIT/Support Services-Endowed

Posting Date: 5/23/91-Report

Support and maintain workstation hardware, software and vendocard system. Provide on site evaluation of problems. Take training on existing and when possible on new technologies.

Requirements: Associate's, Bachelor's preferred, or equivalent experience. Knowledge of computing, particularly on workstations and microcomputers. Familiarity with Mac or IBM PC (or compatibles) a must. Some knowledge of computer projection helpful. Excellent interpersonal and communication skills. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Applications Programmer/Analyst II (PT8005) Level 33

Facilities Engineering-Endowed

Posting Date: 8/29/91

Design, code, install, maintain and document a wide variety of real-time computer system software on mainframe, mini, and microcomputer platforms. Develop, implement and maintain new applications software in the areas of energy management, direct digital control, computer-to-computer communications, and computer graphics. Analyze the function and performance of various microcomputer software alternatives to promote the efficient use of computer resources. Diagnose and correct problems in energy management and control systems (EMCS) software and associated databases. Provide on-call assistance to EMCS operational personnel. Assist other computer personnel in identifying and resolving complex hardware/software problems.

Requirements: BS or equivalent in computer science. Experience with programming methods and languages as implemented on VAX computers including: C, PASCAL, VAX 11 Assembler, FORTRAN, SCAN, VMS and Macintosh operating systems, utility programs used to maintain them, and VMS system services and Run-time Library Routines. Familiar with data communication fundamentals including the AppleTalk, DECnet, and TCP/IP protocol suites. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Applications Programmer/Analyst II (PT7408) Level 33

Alumni Systems and Gift Services-Endowed

Posting Date: 7/18/91-Report

Design, develop, modify, maintain and document straightforward applications software in support of a major administrative system. Analyze functional and performance requirements and develop software to increase usability and efficiency. Diagnose problems in production system software and make emergency repairs. Write production procedure, JCL, and user manuals. Assist users.

Requirements: Bachelor's or equivalent with computer related courses. 2-3 yrs. related experience. Knowledge of applications for interactive and batch administrative systems; database management systems; machine architecture; systems utility programs; and VM/CMS. Knowledge of at least 2 languages: PL/I, Natural, COBOL. Send cover letter to Sam Weeks, Staffing Services, 160 Day Hall.

Administrative Manager II (PA8103) HRII

Clinical Sciences-Statutory

Posting Date: 9/5/91

Under general administrative direction, to perform, supervise and direct programs related to the personnel, business and facilities aspects of the largest department in the College of Veterinary Medicine. Anticipated activities include program/project management, contract/grant administration, staff supervision, management analysis, facilities management and information/data systems management.

Requirements: Bachelor's degree or equivalent. General and specific knowledge of administrative and business management principles and methods. At least 3 yrs. (preferable 5 yrs.) administrative and managerial experience. Knowledge of finance and accounting policies and procedures. Computer experience. Excellent communication, supervisory and human relations skills. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Operations Manager (PA8004) HRII

Statler Hotel-Endowed

Posting Date: 8/29/91

Under general direction provides managerial support for all food production, beverage, stewarding vending and dining room operations. Nights and Weekends.

Requirements: A bachelor's degree in hotel management, 4-5 yrs. experience in hotel management. Demonstrated communication and supervisory skills; ability to assume responsibility, and use good financial management and planning skills. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Assistant Director, Corporate Relations (PA8002) HRII

University Development-Endowed

Posting Date: 8/29/91

Assist the director in the development and stewardship of the University's relationship with corporations. Coordinate initiatives with staff, faculty, alumni and corporate officers designed to increase support for the University. Assist in the overall coordination of a broad range of non-individual fund raising programs.

Requirements: Bachelor's degree or equivalent required. 3 yrs. related experience. Knowledge of corporations or other fundraising experience. Excellent communication skills. Knowledge of Cornell or a comparable major research university. Travel required. A demonstrated commitment to institutional advancement in higher education. Some knowledge of computerized record keeping and word processing. Send

cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Staff Engineer (PA7901) HRII

Buildings and Properties, Geneva-Statutory

Posting Date: 8/22/91

The basic job function of this position is to assist the Director of physical plant with a major emphasis in Design Engineering, special fund projects, research special projects, building code enforcement, inspections, energy management systems coordination, preventive maintenance, inventory control. Will act as back up for the Director of physical plant in his absence.

Requirements: BS degree in Engineering and certification as building code coordinator, within one year. Design engineering experience in mechanical, electrical equipment systems and facilities. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Production Editor (PC8101)

C.U. Press-Endowed

Posting Date: 9/5/91

Coordinate and supervise work on manuscripts that are assigned by the Managing Editor. Act as a liaison among freelance copyeditor, Press staff, and authors. Serves as project manager from a manuscript's arrival in the department through its bound books.

Requirements: B.A. or equivalent. Several years experience in the editing department of a scholarly scientific, or trade publisher. Send cover letter, resume and salary expectation to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Coordinator, Pilot Program (PA8101)

Residence Life-Endowed

Posting Date: 9/5/91

Responsible for facilitating the interaction between diverse group of students, staff, faculty in order to conduct a university pilot project. Providing students with access to campus internet/associated technologies from their room. Work to ensure the delivery of these services/experiences and record our experience with them in order to guide future expansion of this service. 1 yr. appointment; possible renewal.

Requirements: B.S. degree or commensurate experience in technology and related issues. Training experience preferred. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Research Support Specialist I (PT8111)

Food Science-Statutory

Posting Date: 9/5/91

Responsible for the routine operation of a food chemistry lab involved in studying lipid peroxidation in pork and pork products. Design, plan and carry out related research. Analyze data, write progress reports and prepare manuscripts for publication. Supervise technicians and students.

Requirements: BS/MS or equivalent in biochemistry, chemistry, or food science. 2-3 yrs. biochemical lab experience and experience in HPLC and gel electrophoresis desirable. Excellent communication skill required. Send cover letter and resume to Sam Weeks.

Assistant Crew Coach (PA8105) HRI

Athletics-Endowed

Posting Date: 9/5/91

Assist the Lightweight Crew Coach in the development coordination and administration of the Lightweight Crew Program.

Requirements: BA degree preferred. 1 yr. experience with intercollegiate rowing. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Administrative Supervisor (PA8102) HRI

Anthropology-Endowed

Posting Date: 9/5/91

Supervise and coordinate non-academic administrative activities in the department; manage departmental budget and accounts; hire and supervise non-academic staff; serve as liaison with College and University offices.

Requirements: Bachelor's degree or equivalent. 2-3 yrs. related experience. Excellent written & oral communication skills; experience in finance, budgets and accounting; familiarity with and academic environment. Send cover letter and resume to Cynthia Smithbower, Staffing Svcs, 160 Day Hall.

Senior Science Editor (PC7509)

News Service/University Relations-Endowed

Posting Date: 7/25/91

To cover Cornell science, assisted by two other science writers, with the aim of gaining mass-media publicity and informing internal audiences. To edit all News Service Science writing.

Requirements: Bachelor's required, Master's preferred. Demonstrated excellence in writing lucidly about science and editing the writing of others. Well-established contacts in science writing profession. Combination of education and experience in science and journalism to suggest ability to relate to world-renowned researchers and make their work accessible to press and public. Send cover letter, resume to Esther Smith, EHP, employees should include an employee transfer application.

Banquet Chef (PG8007) HRI

Statler Hotel-Endowed

Posting Date: 8/29/91

Responsible for overseeing the production of banquet food for the Hotel and Conference Center. Flexible nights and wknds.

Requirements: An AAS degree in culinary arts preferred. A minimum of 2-3 yrs. similar experience. Familiar with proper preparation and presentation of international and domestic dishes. Proven Supervisory experience. Regular Cornell employees send employee transfer application, cover letter, and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Bioengineer (PT8002) HRI

Clinical Sciences-Statutory

Posting Date: 8/29/91

Provide technical assistance in the Equine Performance Testing Lab. Develop and maintain hardware and software for data acquisition, analysis and display. Develop and validate reliable techniques for measurement of cardiovascular and respiratory function for use with the treadmill and associated facilities on moving, standing and anesthetized horses. Maintain complete documentation of equipment and software.

Provide training for faculty and technicians.

Requirements: BS or equivalent in bioengineering, mechanical or electrical engineering, or physics. 1 yr. or more experience in whole animal respiratory/cardiovascular physiology or fluid mechanics. Computer programming in machine language or FORTRAN and a high level interactive language, ASYST preferred. Ability to interact productively with faculty, veterinarians, staff and students. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Development Assistant (PA8001) HRI

College of Arts and Sciences, Public Affairs-Endowed

Posting Date: 8/29/91

Assist with coordination and implementation of various fundraising and Public Affairs initiatives for the College of Arts and Sciences. Work closely with the Director, Associate Director, Assistant Director and other staff, faculty and volunteers in creatively carrying out assigned projects and responsibilities in support of the college.

Requirements: Bachelor's degree or equivalent work experience. 1-2 yrs. related work experience. Excellent written and oral communication skills. Strong interpersonal skills.

Requirements: Bachelor's degree or equivalent work experience. 1-2 yrs. related work experience. Excellent written and oral communication skills. Strong interpersonal skills. Some management and organization skills. Ability to work with diverse individuals and groups. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Staff Writer II (PC7813) HRI

University Development-Endowed

Posting Date: 8/15/91

Write brochures, proposals, articles, and other promotional material. Draft letters to be signed by university executive staff, alumni leadership, faculty, etc. Coordinate with designers and editors the production of printed pieces. Produce or co-produce development office newsletter, Communiqué.

Requirements: Bachelor's degree or equivalent. 2-3 yrs. writing/editing experience preferably in fund raising, higher education, or advertising. Demonstrated ability to write creatively in a variety of styles: promotional, formal, academic, and journalistic. Excellent command of verbal and written English. Ability to work creatively under pressure. Good interpersonal skills. Send resume and cover letter to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Research Support Specialist (PT6607) HRI

Soil, Crop and Atmospheric Sciences-Statutory

Posting Date: 5/16/91

To provide technical support for the research program in low temperature biology, with primary responsibility for a) the isolation, purification and analysis of membrane lipids and b) studies related to the cryopreservation of both plant and insect germplasm. In addition, the individual will oversee and manage the day to day operations of the low temperature biology laboratories including the operation and maintenance of sophisticated analytical instruments and procurement of materials and supplies.

Requirements: Bachelor's or Master's in biochemistry or chemistry. Experience in the operation and maintenance of gas chromatograph/mass spectrometer, HPLC equipment and ultracentrifuges. A minimum of 5 years laboratory experience with a background in either plant or insect physiology/biochemistry. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT5607) HRI

Division Nutritional Science-Washington, DC-Statutory

Posting Date: 9/5/91

Provide administrative assistance to the senior research staff of an international food policy research program, particularly in the areas of manuscript preparation and tracking. Provide training to research and administrative staff in manuscript production techniques. 1 yr. term, continuation contingent upon funding.

Requirements: BA/B.S degree and/or 2-3 yrs. previous office experience. Proven ability to work independently, take initiative and handle many assignments simultaneously. Experience using microcomputers required, experience with WordPerfect preferred. Familiarity with international work and a basic understanding of African geography strongly preferred. Fluency in a foreign language useful. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Research Support Specialist II (PT5810) HRI

Division Nutritional Science/CNPP/Washington D.C.-Statutory

Posting Date: 3/21/91

To provide general research-related assistance to assess the impact of macro-economic adjustment policies on the poor in Africa. Activities will include providing assistance in micro-level analysis of factor and product markets, and consumer and producer behavior, as well as the development of macroeconomic models. 1 yr. appointment. Continuation contingent upon funding.

Requirements: Master's or equivalent required. Minimum 2 yrs. related experience. Skills in micro/macroeconomics necessary; demonstrated skills in economic and statistical analysis including regression analysis. Experience with SAS and SPSS desirable. Previous experience in a developing country, particularly in Africa helpful. Send cover letter and resume to Sam Weeks.

Senior Research Support Specialist (PT7607)

Equine Drug Testing-Statutory</p

specimens. Perform pre-accession data entry on computer. Assist clients.

Requirements: HS diploma. AAS in animal science preferred. Accuracy and attention to detail a must. Valid NYS driver's license. Data entry skills helpful. Rabies vaccination and sample required. Send cover letter and resume to Sam Weeks.

Research Aide GR18 (T4007)
Entomology-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/5/91-Report

Assist in veterinary entomology research on dairy farms, involving year-round field work on cattle pests. Assist with laboratory experiments. Maintain insect colonies, sort and process field samples, mount and identify insects, collect data, obtain supplies.

Requirements: Associates in Entomology or Animal Science. Minimum 1 yr. experience in handling large animals. Entomological experience helpful. Pesticide applicator's certification desirable. NYS driver's license required. Send cover letter and resume to Sam Weeks.

Technician GR19 (T7206)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 9/5/91-Report

Provide technical support for activities in a flow cytometry lab including cell cultures and protein and nucleic acid analysis. Perform experiments on the effect of oncogenes and chromosomal alterations on cell differentiation. Order supplies, maintain lab order, keep records and perform library searches.

Requirements: Associates in a biological or physical science or equivalent. Minimum 1 yr. related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8110)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/5/91

Carry on lab research in molecular and cell biology on the effect of oncogenes on cultured cells. Preparing pure plasmids containing specific genes and transfect cultured cells with them. Assay for the production of various enzymes and proteins. Use basic techniques in recombinant DNA, cell culture, microscopic examination of stained cells and biochemical assays for enzymes and proteins. Keep complete and accurate records of experiments. Maintain the cell culture facility.

Requirements: BS or equivalent in biology with background in biochemistry and cell biology or cell physiology. 1-2 yrs. lab experience using recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8101)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/5/91

Assist in basic science and clinical research involving large animals (horses, cattle, sheep, goats and pigs). Assist with instrumentation of experimental animals: intravenous catheters, gastric and esophageal balloon catheters, and bipolar muscle electrodes attachment to physiological amplifiers, recorders, etc. Help with sample collection; blood, urine and post-mortem tissues. Assist with data collection, entry and analysis. Perform computerized data manipulations. Perform word processing, literature searches, photocopying and filing.

Requirements: BS degree or equivalent in one of the biological sciences preferred. Must be comfortable working with large animals. Knowledge of physiological signal measurement and processing technology (in the areas of cardiopulmonary, exercise physiology and electromyography) is desirable. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8003)
Physiology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 8/29/91

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

Requirements: BS or equivalent in biology or chemistry. 1-2 yrs. related lab experience, including general lab procedures. Experience handling small animals from mice to dogs. Experience with electrophysiology of cardiac tissues helpful. Pre-employment physical and rabies immunization required. Send cover letter and resume to Sam Weeks.

Animal Health Technician GR20 (T8001)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 8/29/91

Provide research assistance to faculty and supervise the teaching labs in Large Animal Surgery. Assist in experimental surgeries and take samples. Provide daily care for experimental animals. Maintain equipment and research records. Analyze data. Manage courses in large animal surgery. Order and maintain supplies. Maintain course budget. Provide instruction for students.

Requirements: AAS degree in Animal Health Technology. Equine experience required. Computer skill desirable. Pre-exposure rabies vaccination and pre-employment physical required. Send cover letter and resume to Sam Weeks.

Copy Preparation Specialist GR20 (T5302)
Campus Services/Electronic Computing-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 2/14/91-Report

Create photo-ready copy by operating Linotronic 300 and related equipment to set type and merge graphics and text. Work with customers regarding design techniques, typesetting, job progress, delivery dates, etc. Design simple page layouts using Macintosh. Assist in training new employees.

Requirements: HS diploma. Associate's in commercial arts or design desired. Must have type setting experience. 2 yrs. related experience with Macintosh and traditional paste-up.

Send cover letter and resume to Sam Weeks.

Technician GR21 (T8104)
Genetics and Development-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 9/5/91

Assist in research on genes and proteins that function in Drosophila reproduction by performing molecular and genetic experiments. Perform molecular biological techniques; grow bacteria and bacteriophages; prepare of RNA and proteins; prepare recombinant plasmid and bacteriophage DNA's; in vitro labeling of DNA's and RNA's; hybridization experiments; and electrophoretic analysis. Maintain Drosophila populations and stocks. Supervise undergrad lab assistants. Maintain inventory and keep records.

Requirements: BS in biological science of chemistry. Specific training in molecular biological, biochemical and genetic lab methods required. A minimum of 1-2 yrs. of prior experience as a technician in the molecular genetics lab is highly desirable. Send cover letter and resume to Sam Weeks.

Technician GR21 (T7904)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/22/91

As a member of the bacteriology section, perform microbiological and immunological tests on specimens with emphasis on Salmonella species. Isolate and identify fungi, bacteria and protozoa from clinical specimens. Isolate and identify mycoplasma and ureaplasma. Determine antibody levels of leptospirosis and Campylobacter fetus using agglutination techniques. Use fluorescent microscopy to detect C. fetus antigens. Evaluate specimen case histories to determine the appropriate media to use for processing. Perform water analysis. Produce bacterins and wart vaccines. Prepare media and reagents. Some weekend and evening hours.

Requirements: BS or equivalent in clinical microbiology or related field. 1-2 yrs. experience. Basic lab skills with emphasis on clinical microbiology and some immunology. Send cover letter and resume to Sam Weeks.

Technician GR21 (T7807)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/15/91

Prepare high quality microscopic slides for both diagnostic and research purposes. Perform routine embedding, sectioning and staining of animal tissue. Perform large volume of special staining procedures on rotating basis. Assist in

development of contemporary histopathology procedures within the laboratory.

Requirements: BS or equivalent, with experience and coursework in histopathological techniques. HT(ASCP) certification or eligibility desired. 1-2 yrs. experience as histology technician in a hospital or research laboratory desired. Experience in variety of special staining techniques and immunoperoxidase technique desired. Send cover letter and resume to Sam Weeks.

Technician GR21 (T7703)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/08/91

Conduct new serological assays on automated and semiautomated equipment. Perform routine experiments, reduce and summarize data, and prepare reports to supervisor. Run computer programs including data input; editing of files; reduction of data using statistical programs, and review and report results. Order supplies and reagents. Clean lab and glassware.

Requirements: B.S. microbiology/immunology or equivalent. 1-2 years related experience. Previous use of aseptic techniques; general lab equipment and protocols, and training and previous experience with computers are highly desirable. Knowledge of statistics is desirable. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T7501)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 7/25/91

Implement biochemical and serological procedures for the speciation of Mycoplasma isolation from clinical samples. Identify pathogenic strains of E. coli using pre-established DNA probe techniques. Isolate mycobacterial DNA for development of a rapid Johns test. Maintain the lab. Keep records and provide reports. Prepare reagents and media.

Requirements: Bachelor's in microbiology with a molecular biology background or equivalent. Minimum 3 years relevant experience. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T7412, T7413)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 7/18/91

Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Certify animals for exportation as required by international regulations.

Requirements: Bachelor's or equivalent in clinical microbiology. ASCP or MLT license desirable. Basic lab skills with emphasis on clinical microbiology and some immunology. Minimum of 1 year experience in a clinical lab performing diagnostic procedures in bacteriology and immunology. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T7411)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 7/18/91

Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Certify animals for exportation as required by international regulations.

Requirements: Bachelor's or equivalent in clinical microbiology. ASCP or MLT license desirable. Basic lab skills with emphasis on clinical microbiology and some immunology. Minimum of 1 year experience in a clinical lab performing diagnostic procedures in bacteriology and immunology. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T7410)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 7/18/91

Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, complement fixation, and hemagglutination inhibition. Perform virus isolation and fluorescent antibody procedures on clinical specimens. Prepare buffers, media and other reagents.

Requirements: Bachelor's or equivalent in microbiology, biology or related field. 2 yrs work experience in virology and tissue culture. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T7410)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 7/18/91

Perform viral and chlamydial isolation procedures on clinical specimens. Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, and hemagglutination inhibition. Perform fluorescent antibody procedures, tissue culture, and reagent preparation.

Requirements: Bachelor's or equivalent in microbiology or biology required. 2 years work experience. Good sterile and basic microbiological techniques required. Send cover letter and resume to Sam Weeks.

Network Management Center Operator GR22 (T7801)
CIT/Network Resources-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 8/15/91-Report

Provide technical expertise in support of the Network Management Center. Diagnose data communication problems and support other operational needs of the center, its campus clients and Cornell's connections to regional, national and international networks. Provide telephone operations and caller related assistance. Second shift hours.

Requirements: AAS in data processing or related field or equivalent experience. 1-3 yrs. experience monitoring and manipulating both hardware and software in a large system environment. Knowledge of computer hardware, software and programming languages. Send cover letter and resume to Sam Weeks.

Lead Production Controller GR24 (T4103)
Finance and Business Services-Statutory
Minimum Biweekly Salary: \$682.77
Posting Date: 10/18/90-Report

Responsible for processing administrative production applications through the central computer system. Prepare, submit, monitor, and verify the results of jobs processed. Perform tape/disk file management and security and make corrections. Maintain operational documentation. Provide training for production staff. Work scheduled shift changes to meet payroll, month-end and year-end deadlines. Responsible for covering a rotating shift. Attend job related courses, seminars, and classes.

Requirements: Bachelor's in computer science or equivalent. 3-4 yrs. in production control or related experience. Thorough knowledge of administrative systems. Detailed and thorough knowledge/experience with MVS/JCL AND VM/CMS. Send cover letter and resume to Sam Weeks.

Technician GR24 (T7704)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$701.22
Posting Date: 8/08/91

Assist with management of Automated Serology Section. Train and schedule technicians. Direct, evaluate and trouble shoot routine tests. Develop new tests and conduct assays. Perform data reduction and critical evaluation of results using computerized graphics and statistical software. Assist with evaluation of literature and writing of publications. Rotate into DL sections when needed.

Requirements: B.S. degree or equivalent. Masters preferred. Minimal of 5 yrs. in developing/conducting enzyme immuno assays. Experience with kinetics ELISA systems highly desirable. Send cover letter and resume to Sam Weeks.

Technician GR24 (T7704)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$701.22
Posting Date: 8/08/91

Assist with management of Automated Serology Section. Train and schedule technicians. Direct, evaluate and trouble shoot routine tests. Develop new tests and conduct assays. Perform data reduction and critical evaluation of results using computerized graphics and statistical software. Assist with evaluation of literature and writing of publications. Rotate into DL sections when needed.

Requirements: B.S. degree or equivalent. Masters preferred. Minimal of 5 yrs. in developing/conducting enzyme immuno assays. Experience with kinetics ELISA systems highly desirable. Send cover letter and resume to Sam Weeks.

Technician GR24 (T7704)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$701.22
Posting Date: 8/08/91

Rack slaughter house samples for testing. Apply labels and tags to insure accurate identification of samples and their sources. Assist in management of supply, storage and shipping functions. Assist the receiving section with centrifuging and separating serum. Open, label and sort specimens. Deliver specimens to labs. Perform data entry on computer. Assist clients.

Requirements: High school diploma. AAS in animal science preferred. Accuracy and attention to detail a must. Valid NYS driver's license. Data entry experience helpful. Rabies vaccination and serum sample required. Send cover letter and resume to Sam Weeks.

Technician GR21 (T7803)
Anatomy-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/15/91

Prepare muscle samples and process for routine histological, immunocytochemical and biochemical analysis. Data analysis will involve microscope and darkroom techniques.

Requirements: Bachelors or equivalent in biology or a related field. 1-2 yrs. related experience preferred in histological, immunocytochemical, or biochemical techniques. Darkroom skills will be helpful. Send cover letter and resume to Sam Weeks.

Technician GR21 (T7803)
Anatomy-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/15/91

Prepare high quality microscopic slides for both diagnostic and research purposes. Perform routine embedding, sectioning and staining of animal tissue. Perform large volume of special staining procedures on rotating basis. Assist in

Technical Part-Time

Technician GR18 (T8109)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 9/5/91

Rack slaughter house samples for testing. Apply labels and tags to insure accurate identification of samples and their sources. Assist in management of supply, storage and shipping functions. Assist the receiving section with centrifuging and separating serum. Open, label and sort specimens. Deliver specimens to labs. Perform data entry on computer. Assist clients.

Requirements: High school diploma. AAS in animal science preferred. Accuracy and attention to detail a must. Valid NYS driver's license. Data entry experience helpful. Rabies vaccination and serum sample required. Send cover letter and resume to Sam Weeks.

Administrative Aide GR19 (C8111)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 9/5/91

Acts as the secretary and sales assistant for the Assistant Director of Executive Education, and for other staff needs.

Requirements: HS diploma or equivalent. Some college coursework preferred. Good knowledge of office practice essential. Prior experience as sales assistant, administrative aide or secretary highly desirable. Excellent interpersonal and organizational skills. Ability to use computer and word processing equipment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR19 (C8113)
College of Agriculture and Life Sciences-Public Affairs-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 9/5/91

Assistant Donor Records Manager and Administrative Aide with donor acknowledgments. Coordinate undergraduate and graduate financial aid records and related fund development;

coordinate corporate and foundation gift acknowledgments and records, and maintain files; assist the Assistant Director with Annual Fund and Reunion Campaign and acknowledgments; assist with special projects and other tasks as assigned by the Director of Development and Assistant Dean

and other projects as needed.

Requirements: HS diploma or equivalent. Some college coursework preferred. 2 yrs. of secretarial experience with a good working knowledge of Wordperfect 5.1, familiarity with database management systems, accurate, timely, and confidential processing of data information. Experience in dictaphone/transcriber use and the ability to handle confidential information. Gracious handling of requests from alumni and friends is required. Must be able to plan and prioritize work. Ability to work with public college, and university administrators essential. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8112)
AAP, Career and Minority Education Affairs-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 9/5/91

Provide administrative and organizational support to two staff persons and two separate student service offices. Assist with written communications, student referrals and public relations

for career placement, peer counseling, orientation, minority recruitment, admissions and retention; direct supervision of 2 student employees in Career office; supervision of up to 3 student employees in absence of Director of Minority Education Affairs.

Requirements: HS diploma or equivalent combination of training and experience. Some college coursework preferred. 1-2 yrs. related experience. Strong interpersonal and organizational skills. Able to work independently and maintain confidentiality. Must be able to work effectively with students from diverse ethnic and cultural backgrounds. Skill with personal computer word processing and spreadsheets, Macintosh preferred. Minimum 2 yrs. related work experience. Knowledge of Cornell helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Binding Assistant I GR17 (C8105)
Preservation-Library-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 9/5/91

Perform paper and book conservation treatment. Also perform book repair and enclosure construction.

Requirements: Good manual dexterity. Ability to handle a high volume of materials. Good interpersonal and communication skills. Previous book repair, conservation or craft experience. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2

cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Administrative Aide GR20 (C8003) JGSM-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 8/29/91

Provide administrative and secretarial support for Career Services. Key responsibility from start to finish handling block of recruiting and all presentation events.

Requirements: A.A.S. degree in relevant field or equivalent work experience BA desirable. Strong interpersonal and organizational skills. Ability to deal with sensitive situations and confidential material. Familiar with Macintosh computers, programming beneficial. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8017) Division of Nutritional Science/CFNPP-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 8/29/91

Provide administrative and accounting assistance to international food policy research program in the area of grants and contracts administration. In addition, assist with personnel administrative activities. 1 yr. term appointment continuation contingent upon funding.

Requirements: AAS or equivalent. At least 3 yrs. progressively responsible work experience. Able to work under pressure and handle multiple assignments simultaneously. Experience with grants and contracts, microcomputers, and/or international work helpful. Foreign language helpful. Familiarity with Cornell personnel procedures and policies helpful. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8010)

School of Hotel Administration-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 8/29/91

Provide administrative and secretarial support to the Banfi Vintners Professor of Wine Education and Management, who is also area coordinator, one full-time faculty member, and one visiting lecturer. High level of confidentiality essential, requiring independent judgment and decision making. Ability to manage and work with up to 15 student employees is required.

Requirements: Associates degree or equivalent required. 2-3 yrs. experience. Word processing skills required. Good communication and interpersonal skills. Work independently. Excellent organization skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Assistant to Director Information & Referral GR20 (C7922) Information and Referral-University Relations-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 8/22/91

Assist director with management of Information and Referral Center. Provide functional supervision and coordination of 25-30 student employees, update databases, and serve as primary information coordinator. Assist director with other functions such as campus tour planning. Other special projects as assigned. 1 yr. appointment until 9/30/92.

Requirements: Associates degree or equivalent. Developed analytical skills with 2-3 yrs. related experience in customer service and managing large quantities of information. Outstanding written and interpersonal communication skills essential. Familiarity with Macintosh computers. Knowledge of Cornell community. Word processing ability helpful. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C7710)

Cornell University Council-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 8/08/91

Provide secretarial/administrative support to Director and Assistant Director of Office of Councils for all activities and responsibilities resulting from the organization of Council's annual meeting, administrative board meetings, various committee meetings. Also, secretarial support for other special events and programs as assigned, to include President's Council for Cornell Women, Entrepreneur of the Year Program, etc.

Requirements: Associate degree in Secretarial or business school. 3 years of experience. Excellent editorial/proofreading skills, spelling, grammar. Proficient in word processing (Macintosh preferred). Some experience with university accounting helpful. Ability to work independently and maintain quality work under pressure. Excellent interpersonal and organizational skills. Attention to detail. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include Employee Transfer Application.

Administrative Aide GR22 (C7405)

Administration-Cornell University Library-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 7/18/91

Provide executive secretarial and administrative support for the University Librarian and the Assistant University Librarian. Assist with the secretarial support services provided by the Library Administrative Office for the Cornell Library System.

Requirements: Associate's or equivalent experience. Minimum 3-4 yrs. of appropriate professional experience. Outstanding interpersonal skills with ability to interact with a wide variety of visitors, trustees, faculty, and staff essential. Excellent verbal and written communication skills required. Mature judgment and ability to handle confidential and sensitive information. Computer experience with familiarity with word processing highly desirable. Heavy typing. Send cover letter, resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Office Professional Part-Time

Office Assistant GR16 (C8115)

Lab of Ornithology-Endowed

Minimum Full-time Equivalent: \$511.68

Posting Date: 9/5/91

Assist in warehouse/mailroom and bookshop operations to include possible coverage of the bookshop on weekdays and for Monday night seminars. 0-30 hrs per week, to be arranged.

Requirements: Some typing and computer skills necessary. Valid NYS drivers license. Able to lift 50 lbs. and work effectively in a hectic environment. Previous sales experience desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employee should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C8001)

ILR School-Catherwood Library-Statutory

Minimum Full-time Equivalent: \$542.89

Posting Date: 8/29/91

Responsible for setting up and maintaining the reserve collection and assisting in overall management of circulation/reserve unit. Monday-Thursday, 2-6pm, Friday, 1-5pm.

Requirements: HS diploma with some college or business school education or equivalent experience preferred. At least one year library experience desirable, or comparable public service experience. Excellent organizational and interpersonal skills necessary. IBM PC experience necessary. Aptitude for detailed work. Strong communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Senior Interlibrary Services Assistant GR18 (C8011)

Access Services/Olin Library-Endowed

Minimum Full-time Equivalent: \$542.89

Posting Date: 8/29/91

Under the direction of the Administrative Supervisor for lending, is responsible for preparing materials for photocopying including locating article(s) and verifying bibliographic information when article is not found as cited; process completed photocopy materials as requested; responsible for maintaining photocopy files compiling stats and paging materials from special collections for loan approval. Also responsible for searching local and national databases to verify, identify and locate requested materials. Term appointment, one year.

Requirements: HS diploma or equivalent. Some college coursework preferred. Ability to work with foreign languages. Aptitude for detailed work. Experience with keyboards and microcomputers. Ability to work under pressure while maintaining accuracy. Experience in an academic library desir-

able. Good interpersonal, organizational, and communication skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Assistant GR18 (C7910)

Human Service Studies-Statutory

Minimum Full-time Equivalent: \$542.89

Posting Date: 8/22/91

Provide secretarial support for DSS project. Type training materials and reports for staff trainers and administrators; file, answer telephones. Other duties as assigned. 20 hrs/week, varies.

Requirements: HS diploma; business or secretarial school desirable. Good interpersonal, telephone and transcription skills. Ability to work under pressure. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Assistant GR18 (C7914)

Statler Hotel-Endowed

Minimum Full-time Equivalent: 542.89

Posting Date: 8/22/91

Under general supervision, perform clerical duties, exercising some independent judgment and decision making. Moderate level of confidentiality required. 30hrs./week, hours flex.

Requirements: HS diploma or equivalent. 1-2 yrs. experience. Typing 40-50 wpm. Lotus and Database computer skills helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR19 (C7404)

Office of Public Affairs-Statutory

Minimum Full-time equivalent: \$566.28

Posting Date: 9/5/91

Provide administrative support for the Director of Special and Planned Giving, including establishing a communication system for special and planned giving prospects; drafting and typing planned giving and life income arrangement letters, setting appointments with prospective donors; developing, analyzing and acting upon matters pertaining to the public affairs records system, organizing and coordinating donor events and meetings related to special or planned gift prospects or donors. Develop and maintain prospect records and files for the director. Regular, part-time position 20-25 hrs, Monday-Friday.

Requirements: HS diploma or equivalent. Some college course work. 2 yrs. of secretarial experience with a good working knowledge of Wordperfect 5.1, familiarity with database management systems, accurate, timely, and confidential processing of data information. Experience in Dictaphone/Transcriber use, and the ability to handle confidential information. Gracious handling of requests from alumni and friends is required. Experience with planned giving and trust agreements desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8012)

Division of Nutritional Sciences-Statutory

Minimum Full-time Equivalent: \$590.45

Posting Date: 8/29/91

Provide secretarial/administrative support for a multinational research group. Assist in the overall management of office; compose correspondence; type and edit manuscripts and grants; order supplies; prepare purchase orders, standard and travel vouchers; other duties as assigned. 25 hours/week; schedule to be arranged.

Requirements: AAS or equivalent. At least 3 yrs. office experience. Experience on the MAC a must. Ability to work independently, prioritize multiple tasks and confidentiality. Strong organizational, communication and interpersonal skills. Familiarity with Cornell helpful. Medium Typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Custodian SO03 (G8101,G8102,G8103,G8104)

Residence Life-Endowed

Hiring Rate: \$6.83

Posting Date: 9/5/91

Serves as regular SO02 housekeeping staff member when needed due to absenteeism. When not fulfilling a regular schedule as above, will be assigned to projects that require and extended time commitment and may require use of departmental vehicles and/or the moving of furniture or equipment to other buildings.

Requirements: HS diploma or equivalent. Ability to lift 50-75 lbs. and climb 6' ladder. Demonstrated knowledge of all types of carpet/floor care and ability to operate related power equipment. Willingness to work with students. NYS drivers license (class 5) in good standing. 2-3 yrs. significant housekeeping experience. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Cook SO06 (G8105)

Residence Life-Endowed

Hiring Rate: \$7.17

Posting Date: 9/5/91

Fulfill departmental objectives by providing leadership for 5-15 housekeeping staff members in several assigned buildings. This function accounts for 50% of the Group Leader's time, with the remaining time spent on routine cleaning. This position does not supervise any staff or serve as a supervisor in the absence of area supervisor. Participation in a rotating schedule including weekends will be expected.

Requirements: HS diploma or Equivalent. Ability to lift 50 lbs. and climb a 6' ladder. Demonstrated ability to operate related power equipment. Willingness to work with students. Must possess effective communication skills (written and verbal).

Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Maintenance Mechanic SO08 (G8106)

Buildings Care-Endowed

Hiring Rate: \$8.73

Posting Date: 9/5/91

Technical position responsible for the service and preventative maintenance of mechanized equipment utilized by 280 custodians to clean and care for 130 university buildings.

Responsibilities: Services, repairs, and performs preventative maintenance on a large variety of heavy duty, industrial rated cleaning equipment manufactured by a number of different companies, ie: Vacuum cleaners-upright and canister, wet vacs-water pickup units, floor scrubbers, high speed burnishers, carpet shampoo/extractor machines, automatic floor machines, high pressure power washers, window washing equipment, and snow blowers-electric and gas powered. Interfaces heavily with Buildings Care employees including supervisors. Maintain equipment/inventory records and repair requisitions related paperwork. Work with local vendors. Assist other trades in repair, operation, and adjustment of any equipment on campus. Performs other duties and responsibilities as assigned. Must have a proven background in the comprehensive repair and maintenance of heavy-duty electrically operated cleaning equipment. This includes the technical and mechanical skills to effectively service a wide variety of equipment.

Requirements: HS diploma or equivalent. Minimum of 3 yrs. experience in repairing and maintaining modern industrial type cleaning equipment. Ability to communicate effectively and maintain good rapport with department personnel, as well as the public. Read and interpret written instructions, schematics, diagrams, and use low voltage test equipment. Must possess a valid NY State Driver's license and be able to use own vehicle on the job. (Vehicle Allowance) Must be able to lift 100 pounds. Climb and work from ladders. Must be able to work independently with minimal supervision. Send cover letter, resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Food Service Worker SO01 (G8115, G8116)

Dining-Endowed

Hiring Rate: \$6.28

Posting Date: 9/5/91

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

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Food Service Worker SO01 (G8113,G8114,G8116)

Dining-Endowed

Hiring Rate: \$6.28

Posting Date: 9/5/91

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

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic

reading and computational skills required. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Dish Machine Operator SO02 (G8109, G8110, G8112)

Hiring Rate: \$6.55

Posting Date: 9/5/91

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.

Requirements: Ability to learn proper use of dishwashing equipment and cleaning agents. Ability to lift 35 pounds. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Food Service Worker SO02 (G8111)

Dining-Endowed

Hiring Rate: \$6.55

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

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Bellperson SO02 (G8002)

Statler Hotel-Endowed

Hiring Rate: \$6.55

Posting Date: 8/29/91

Provide pickup and delivery service. Offer information to help the guest. Work closely with the Sales Department and Front Desk during group functions. Flexible nights

CORNELL Chronicle – SPECIAL REPORT

A Cornell Chronicle supplement on university efforts to promote diversity.

September 5, 1991

Provost names council to advise him on affirmative action

Nesheim: There is still 'a long way to go'

Provost Malden C. Nesheim has appointed and convened a new Human Resources Development Council, charged with reviewing Cornell's many separate affirmative-action efforts and advising Nesheim "on the development, utilization, evaluation and priorities of programs."

"We have been able to modestly increase our minority faculty representation over the last few years," Nesheim said, "but there is still a long way to go."

He said the same is true for women and added: "But the central administration can't succeed alone. In every academic and non-academic unit, people have got to take ownership of this effort."

The "effort" is now widely dispersed. There are affirmative-action committees in each college and in the Faculty Council of Representatives, 35 affirmative-action representatives from colleges and other units, five professionals imparting information and training on problems faced by women and minorities, and other committees of faculty, staff and alumni.

A universitywide council, Nesheim says, "will help me get a better perspective on what the college committees and similar campus groups are up to."

While decisive action such as hiring must be taken mostly at the unit level, he said, the council will help him generate campuswide goals and procedures and central action where it is appropriate.

"They can also examine some of the constraints on making progress at the university level," he added.

The 19-member council represents faculty and students, ethnic programs, the assemblies, academic deans and the central administration, the Office of Human Resources and the campus at large. It is chaired by Nesheim, ex officio, and includes three other ex-officio members: Joycelyn Hart, associate vice president for human relations; May Hines, director of the Office of Minority Educational Affairs; and Bill Thompson, director of the Office of Equal Opportunity and a special assistant to the provost.

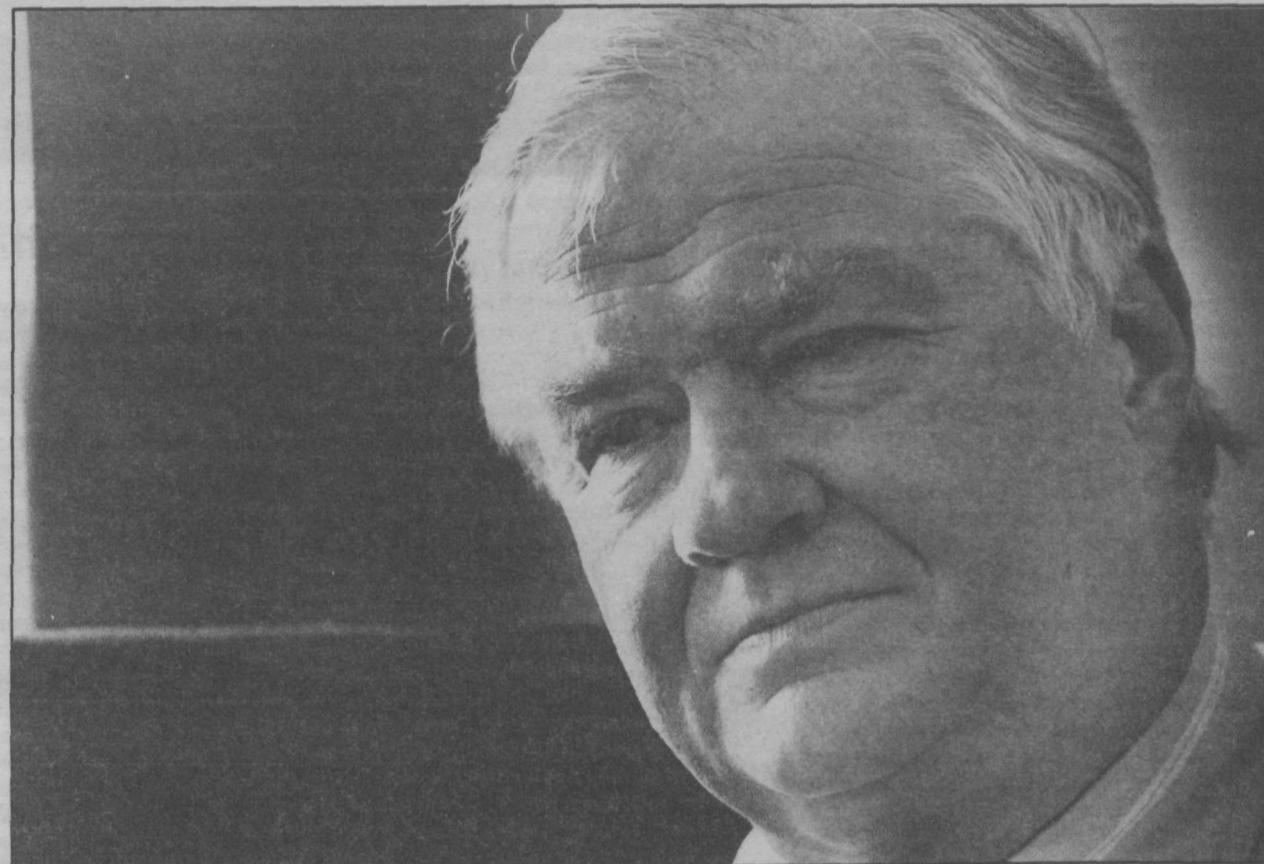
Forming the council was a recommendation of a visiting committee invited by Nesheim to review Cornell's efforts at building a more diverse community. The idea originated in a paper, by former Senior Provost Robert Barker, looking broadly at human-resources issues on campus.

The council is specifically charged to review all affirmative-action reports and meet annually with college liaisons and other advisory groups in order to come up with advice for the provost.

The group's formation, as Nesheim noted, comes amid modest but fairly steady increases in the numbers of women and minority-group members on campus.

The new freshman class, for instance, has 876 minority students, up from 26.8 percent of last year's class to 29 percent of this year's. According to unofficial figures, the class has 16.5 percent Asian Americans, 6.5 percent Hispanic Americans, 5 percent African Americans and 0.4 percent American Indians — slight increases across the board when compared to percentages of last year's undergraduate body.

There is also a net gain this fall of four faculty members from underrepresented minority groups. This unofficial figure does not include two other black professors — one on a visiting appointment and the other, Ali Mazrui, a senior scholar at the Africana Studies and Research Center while remaining on the faculty at the State University of New York at Binghamton. In May of 1988, the Faculty Council



Peter Morenus

Provost Malden C. Nesheim discusses his newly appointed Human Resources Development Council.

of Representatives voted for an unbinding, informal target of raising total minority faculty positions from 97 to 137 by the fall of 1994. This fall's increase, if confirmed, would put Cornell within two positions of that goal, three years ahead of schedule.

One of the council's duties is to recommend the "optimal use of resources" among possible programs to promote diversity. That is a reminder of the budgetary strictures binding the whole university in the last several years, but especially the state-assisted colleges. While promoting diversity does remain a high priority and while Nesheim has striven to find funds to support the hiring of excellent minority and female candidates, still progress is made even harder because of tight budgets.

When Hart started her job as Cornell's affirmative-action officer four years ago, she notes, new faculty appointments numbered about 125 a year. The figure had dropped to about 75 last year and, she says, was down to about 30 for this fall.

"Under these circumstances," she says, "to make even modest gains in minority hiring is really an accomplishment."

In its coordinating role, the new council will monitor efforts not only at hiring but also at providing the services and support that create a positive campus climate for female and minority students, faculty and staff.

While Cornell sought to attract women and minority-group students from the time of its founding — including enrolling the first black student of architecture — good intentions sometimes proved inadequate. The earliest women students often felt alienated. And, while Cornell pioneered in recruiting large numbers of black students in the mid-1960s, inadequate consideration for questions of climate is

often considered a cause for subsequent unrest among those students.

"In spite of our institutionalized efforts at making sure we have systems to encourage the most open access and most receptive climate," Nesheim says, "it takes a great deal of continuing attention and work by everyone involved."

"I believe," he concluded, "that the council will help keep us working together for the goals we all share."

— Sam Segal

Deans, FCR, Assemblies represented on council

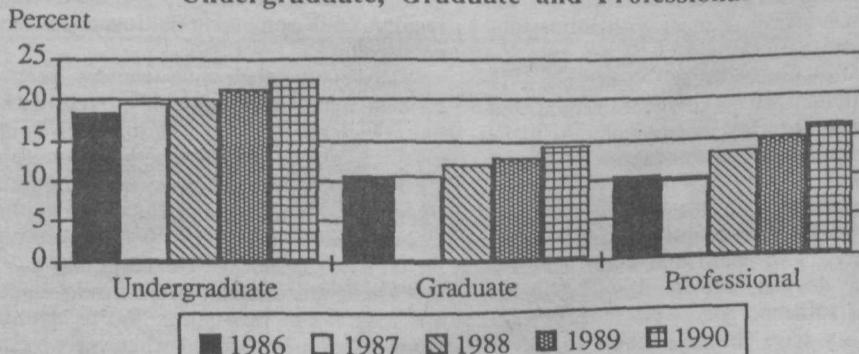
The members of the Human Resources Development Council include representatives of the deans, the Faculty Council of Representatives, American Ethnic Studies, the University Assemblies and graduate students, as well as at-large and ex-officio members.

The members are:

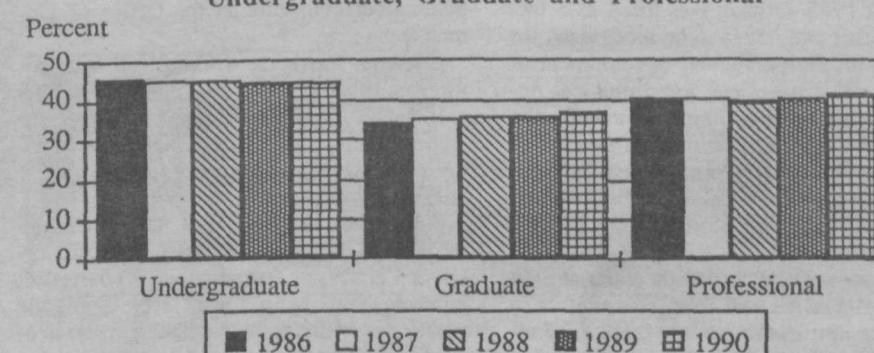
- Larry I. Palmer, vice president for academic programs.
- Henrik N. Dullea, vice president for university relations.
- Allan Lentini, acting director of Human Resources.
- David L. Call, dean of the College of Agriculture and Life Sciences.
- David Dittman, dean of the School of Hotel Administration.
- Anne Adams, assistant professor, Africana Studies and

Continued on page 4a

Minorities as a Percent of Enrollment
Undergraduate, Graduate and Professional



Women as a Percent of Enrollment
Undergraduate, Graduate and Professional



Recent studies cite progress, call on Cornell to do more

Cohen/Gates report

In April 1987, two professors called on Cornell to create a campuswide affirmative-action committee and recommended that the university embark on a 30-year affirmative-action program that would result in one-fourth of the university's faculty positions being held by members of minority groups.

They called for special fund-raising efforts directed at alumni and foundations to add at least one minority faculty position a year for the next 30 years and proposed "mortgages" that would allow departments to finance a minority faculty position even if no budget line was vacant. They could "borrow" against a line of someone expected to retire, with the understanding that the minority member would then take that line.

"Cornell faces a serious crisis in the recruitment and retention of minority faculty, a crisis that can be overcome only through an aggressive, long-term affirmative-action policy," Walter I. Cohen and Henry Louis Gates Jr. wrote in their 58-page report. Cohen is an associate professor of comparative literature here; Gates, who in 1987 was a professor of English and of Africana studies here, now is on the faculty at Harvard University.

In 1987, Cohen and Gates reported that 6.3 percent of Cornell's faculty were from minority groups but that 9.7 percent of the doctorates awarded in the United States from 1973 to 1983 were obtained by minorities. They added that Cornell's 6.3 percent figure was misleading, because it included non-Americans relatively unaffected by historical discrimination in the United States, and because it included visiting scholars and part-time positions.

They added that, in 1987, for every three minority scholars hired by Cornell, two left the university at the same time.

In discussions about the report, then-Provost Robert Baker said: "We could, and need to, do much better. The only way we can succeed is collaboratively, with greater administrative and faculty enthusiasm" for recruiting minority faculty.

Cohen said: "I'm persuaded that any significant change is possible only if faculty and administrators, in large numbers, are genuinely engaged in the process."

Using the Cohen/Gates report as the basis for its recommendations, the Faculty Council of Representatives in May 1988 voted 39-4 to seek a 40 percent increase in minority-group faculty representation over the next five years.

The FCR called for raising minority-group faculty positions from 97 to 137 by the fall of 1994, and it endorsed using "mortgages" to borrow against the lines of professors expected to retire soon.

The committee, in its report, said:

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

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

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

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

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

The committee also recommended that attention be given to a 1989 "Comprehensive Plan for Human Resource Development," written by Barker.

Although this plan was designed to serve as a "thought piece" on developing gender, ethnic and socio-economic equality, the committee found that more than 75 percent of the people interviewed were unaware of it. The plan contained Barker's suggestion for the new Provost's council.

The visiting committee said the following were conditions that discouraged the achievement of greater diversity:

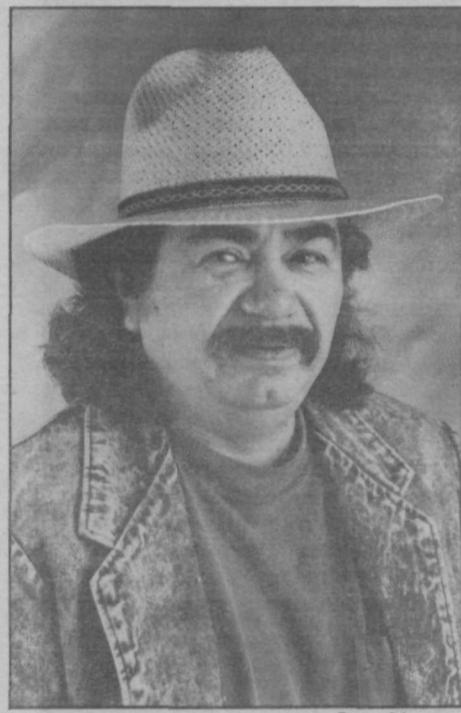
- Cornell's decision to maintain investments in companies doing business in South Africa, which has led some people to believe that administrators are insincere in their efforts to increase diversity.

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

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

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

- Bleak financial conditions.



Peter Morenus

'I'm appreciative that the provost had the foresight and insight to look to us folks in the trenches; we're on the front lines in working with students, faculty and staff. We don't want to do just another report; the statistics and numbers are in. It's time to roll up our sleeves and get to work. This issue has been on everyone's minds [at Cornell], but separately. This council is going to bring the concerns to the top, universitywide.'

— Ron LaFrance
Director, American Indian Program

Visiting committee

An eight-person visiting committee, invited to evaluate Cornell's recruitment, retention and advancement of minority faculty and students, recommended in February 1991 that the provost's evaluation of deans and other top administrators consider their successes at achieving greater diversity.

It also suggested that Cornell consider requiring all undergraduates to take an ethnic-studies course, and it recommended forming the universitywide Human Resources Development Council that has just been organized.

The group was led by President Kenneth Shaw of the University of Wisconsin System and included the president of Xavier University, an assistant provost at the University of Pennsylvania and Cornell professors Winnie Taylor and Robert Harris Jr. Its invitation followed upon the recommendation of Senior Provost Robert Barker.

Situation's improved but still difficult for dual-career couples

When Nobel Prize winner Kenneth Wilson left Cornell in 1988 to accompany his wife, Alison Brown, to Ohio State University, where she became associate director of the Ohio Supercomputer Center, he cited his wife's career opportunity as the reason:

"The opportunity . . . is a unique one for Alison, one she could not turn down," his resignation letter said.

When Henry Louis Gates Jr., the W.E.B. DuBois Professor of Literature, left in 1989 for Duke University so that his wife, Sharon, could accept a teaching offer there, he said: "This opportunity is one Sharon simply could not turn down."

Over the years, Cornell has lost — or failed to hire — several prominent scholars who listed their spouses' career needs as a key reason for their decisions.

Of course, spouse-employment prospects are brighter today than they were in 1949, when now-Professor Emeritus Eleanor Gibson came to Ithaca with her professor husband. She was not given a faculty appointment because of Cornell's anti-nepotism guidelines. She arrived with a Ph.D. from Yale University and 16 years of teaching experience at Smith College, but the university's policy of not permitting relatives to be hired by the same department meant that for the next 16 years, while her husband, James, was a professor in the Psychology Department, she could work there only as a senior research associate.

Almost as soon as Cornell changed its policy in 1965, Gibson was hired as a faculty member and began to be recognized for her work in the perceptual development of children. The American Psychological Association gave her its highest award; she was elected to the National Academy of Sciences, one of only nine women to hold that honor; and she became the first woman to hold an endowed professorship at Cornell.

Now, wives and husbands teach and do research down the hall from one another in several departments. Among them are Sandra Bem and Daryl Bem, both professors of psychology; David Holmgren and Kathryn March, both associate professors of anthro-

Women as a Percent of the Faculty by Rank

Fall	Women	Total	% Women
1986-87	219	1,562	14.0%
1987-88	231	1,598	14.5
1988-89	250	1,618	15.5
1989-90	253	1,630	15.5
1990-91	258	1,617	16.0

Women as a Percent of Tenure Appointments and Promotions

Year	Women	Total	% Women
1986-87	15	67	22.4%
1987-88	4	56	7.1
1988-89	15	61	24.6
1989-90	15	54	27.8
1990-91*	19	62	30.6

* partial figures through April 2, 1991

Women as a Percent of Faculty Departures

Year	Women	Total	% Women
1986-87	15	95	15.8%
1987-88	24	103	23.3
1988-89	14	81	17.3
1989-90	14	91	15.4
1990-91*	5	37	13.5

* partial figures through April 2, 1991

pology; Professor Peter Katzenstein and Associate Professor Mary Katzenstein in the Government Department; and Susan and David Williams, who both teach in the Law School.

Dual-career couples of all sorts — whether one is an academic, both are academics or both happen to be in the same field — arrive in Ithaca and do not necessarily find two suitable jobs waiting for them; but at least they do not face resistance from the university. In fact, they get positive assistance.

"Cornell's policy is that if someone must interrupt a job to accompany a spouse to Ithaca to accept a job at the university, whether administrative or faculty, then assistance will be given in job and career placement," said J. Courtney Fletcher, a dual-career counselor in the Office of Human Resources.

Fletcher has been working full time for the past three years to help spouses of Cornell faculty, administrative staff and, to some extent, graduate students find positions within the university or at nearby businesses and schools.

Joycelyn Hart, associate vice president for human relations, serves as the university's academic dual-career counselor, working with people who seek academic positions, while Fletcher handles non-academic positions.

There are a great number of university faculty and staff married to other members

of the faculty and staff, but Fletcher's job-placement work is not limited to the Cornell community. She assists "trailing spouses" in finding work throughout the region.

The Southern Tier Dual-Career Network, a compendium of universities and industries within commuting distance of Cornell, includes Cornell, the State University of New York at Cortland and Binghamton, Elmira College, Hobart College, William Smith College, Syracuse University, National Cash Register, International Business Machines Corp., Corning Inc. and many others.

When, for instance, Cornell's admissions offices could not offer a job to a young woman from Villanova University who had come to Ithaca with her husband, a counselor in the School of Industrial and Labor Relations, Fletcher arranged for the admissions officer to meet with admissions officers at Ithaca College.

Cornell's Dual-Career Counseling Program will help job seekers identify potential employers, redesign resumes and schedule interviews; but it cannot create a job for someone.

"It is unfortunate that we're not able to make positions for people coming into the university. I've heard that other universities may do that, but we don't," Fletcher said. "If someone gets a job here, it's because they have the credentials to fill an opening."

Looking for two academic positions can

be extremely frustrating to a dual-career couple, Fletcher said, because "academic skills are not particularly flexible. Academics can't transfer their skills the way a computer programmer or administrative manager can."

For example, Fletcher is currently looking for a position for an anthropologist whose husband has been offered a position teaching Romance languages. Although Cornell's Anthropology Department had an opening for someone specialized in Asian studies, this woman's subspecialty was African studies, and she did not qualify for the position.

Fletcher also is trying to find a place for a man who is both a civil engineer and an attorney. He has a job he enjoys in California, and his wife won't leave the University of California at Berkeley to join the Cornell faculty until something is found for her spouse.

"There are distinctive choices people have to make, and they can be very difficult," Fletcher said. "If a husband gives up a job for a wife then maybe he gives up a successful position he's worked a long time to get. On the other hand, if she is about to make a career move that will be her big break, how can he say, 'No, don't take it?'

"These are difficult decisions to make, and they can be frustrating. We're here, in Human Resources, to do whatever we can to help."

— Carole Stone

'Climate' is focus of Cornell's chief human-relations officer

Joycelyn Hart's office is a few steps from 300 Day Hall — seat of the provost and president — and overlooks the library tower, a symbol and major crossroads of Cornell life.

That positioning itself is symbolic of the centrality of Hart's role as Cornell's chief officer for affirmative action and human relations. She has regular access to the provost and president and regular involvement in virtually every aspect of Cornell life — less because of federal law than of Cornell's own commitment.

Hart assumed the new position of associate vice president for human relations four years ago. As conceived by President Frank H.T. Rhodes, the job was intended to do more than simply meet legal requirements ensuring that minorities and women were welcomed to compete for Cornell jobs.

"The president wanted us to go beyond the mechanics and to try to deal with questions of climate as well," she says.

So she helped design and continues to monitor — with the offices of Equal Opportunity and of Human Resources — a new human-relations program that has reached thousands of employees. Beyond overseeing the program's specific classes and workshops, Hart struggles continually with the general goal of "developing and supporting a positive human-relations environment."

'We have a much better feel of how we can effect change, and a key is participation. People expect to be involved in their destiny. We are trying to get the broadest possible participation in these issues and to do so on a continuing basis. This lets us be part of building something solid and positive, rather than getting involved only in responses to crises.'

— Joycelyn Hart
Associate Vice President
for Human Relations

While Hart acknowledges that dramatic success doesn't come easily, she says the change of approach was important to Cornell's long-term strength.

"We have a much better feel of how we can effect change, and a key is participation," she says, adding: "People expect to be involved in their destiny. We are trying to get the broadest possible participation in these issues and to do so on a continuing basis. This lets us be part of building something solid and positive, rather than getting involved only in responses to crises."

"Participation" does not just mean discussions. It often means taking three kinds of action.

Training: In Cornell's hiring and keeping employees, Hart says, supervisors' attitudes and behavior are crucial. So, with special attention to the prejudice or obtuseness that may offend women and members of minority groups, Hart has overseen widespread training during the last three years. The training — using the Human Resources training and development staff and actors from the Department of Theatre Arts — dramatizes potentially offensive situations at the time of hiring or later.

Until now, training sessions, from several hours to most of a day, have covered



Peter Morenus

Joycelyn Hart, associate vice president for human relations, greets a graduate student before a recent forum at The Henry in Sage Hall.

all non-academic supervisors and many department chairmen, deans and senior administrators. This year, Hart says, the effort will be extended to faculty groups, with one college, Human Ecology, having invited its entire faculty.

Feeding the Pipeline: Three years ago, the Commission on Minority Participation in Education and American Life issued a widely circulated report, "One-Third of a Nation." The commission chairman was Rhodes, who said in his preface: "America is moving backward — not forward — in its efforts to achieve the full participation of minority citizens" and said the nation's goal must be "nothing less than to eliminate, as soon as possible, the gaps that mark our racial and ethnic minority population as disadvantaged."

Hart cites the report as an impetus for Cornell, as well as other universities, to look beyond its own campus in addressing minority recruitment.

Particularly in recruiting students and faculty, she says, institutions with rigorous standards like Cornell's would often cite the limited pool of qualified candidates as the reason for lagging recruitment of minorities and women. "We realized," she says, "that nothing much was going to happen unless we could help get more people in the pipeline and thus eventually make those pools bigger."

This approach has led to the strong encouragement of college recruitment of minority students years before high-school graduation, of supporting early-intervention programs such as one where the College of Engineering begins working actively with promising minority students in junior high school, of supporting women-in-science programs and of promoting graduate study by minority students who may thus be encouraged to pursue faculty careers.

Joint Ventures: Hart says often that all her efforts work much better through "joint ventures" with individual colleges or other units of the university. In fact, pipeline efforts usually involve other units. She worked, for instance, with Larry Palmer, vice president for academic programs and campus affairs, and with Peter Bruns, director of the Division of Biological Sciences, to forge a Hunter College alliance to encourage the graduate study of science by promising Hunter undergraduates.

One new joint venture getting much attention now is a survey in which 20 percent of all categories of Cornell employees were

questioned about transportation, "juggling work and other responsibilities," child care, personal health, care-giving responsibilities and other uses of their time. The partners in this study were the Department of Human Development and Family Studies and the Office of Human Resources. The surveys, answered by an exceptionally high 75 percent of those polled, are now being reviewed with results expected in the fall. The aim, Hart says, is to "make policies more consistent with emerging realities of people's lives," perhaps affecting work schedules and various kinds of benefits.

While Hart works to improve the campus "climate" through broad participation in such efforts, she must also attend to occasional "crises" and to the legal requirements of the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP).

Last April, for instance, she was at the center of talks that followed demonstrations by black and Hispanic students concerned about the continuity of financial aid. And she was among administration officials who spent time in June talking with Chinese and international students after one Chinese student had been assaulted on campus by an area high-school student.

And in the area of date rape and sexual

harassment — which is of continuing concern — she not only encourages campuswide training and information sessions but often speaks herself at these sessions.

As to legal compliance, universitywide procedures are well established, but Hart herself must still be involved in the resolution of specific cases.

She must develop an annual affirmative-action plan and compile an annual report on progress in hiring, retaining and promoting women and minority-group members. Every two or three years, when the OFCCP comes to audit Cornell's conduct, she may be asked to prove "that we advertised widely enough in the local community to get minority applicants." The auditor may call specific local agencies to check on the university's procedures.

For positions that involve national searches — usually faculty or administrative positions — the hiring unit must file an affirmative-action plan and search plan that demonstrate effort to get the word of the vacancy to potential minority and women candidates.

While there must be a clear and fair paper trail, Hart says, "the procedures are not designed to make life miserable for those doing the hiring."

"We try to minimize the paperwork while maintaining the integrity of an open and fair process."

Hart says individual academic departments often have good networks for knowing of potential minority and women candidates and are scrupulous about informing them of openings.

In addition, however, her office keeps a nationwide list of minority graduate students who have nearly completed their Ph.D. work, students who choose to list their thesis topics and faculty-committee contacts. She also is advised of the top three candidates being considered for any faculty opening so that she can check to see if due diligence seems to have been used and can get back to deans in cases where she may have questions.

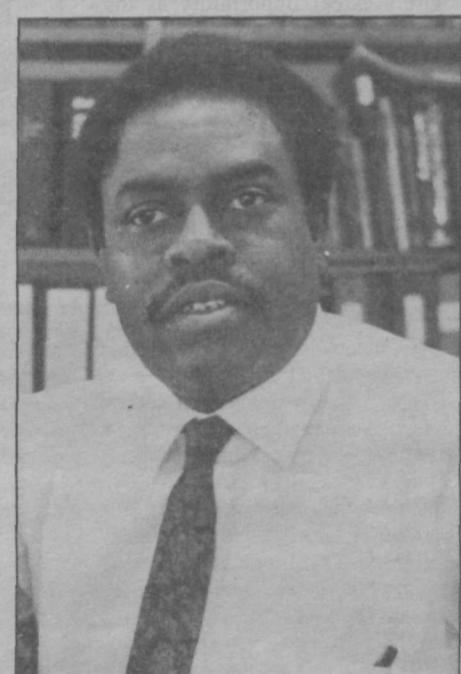
As Hart starts the fifth year in her job, she notes a generally steady but modest improvement in Cornell's numbers of minority-group members and women.

What she is most encouraged about, though, is the wide acceptance of the idea of "local participation" — of colleges and units and individuals agreeing that they must take a key role in solving the problems her office oversees.

— Sam Segal

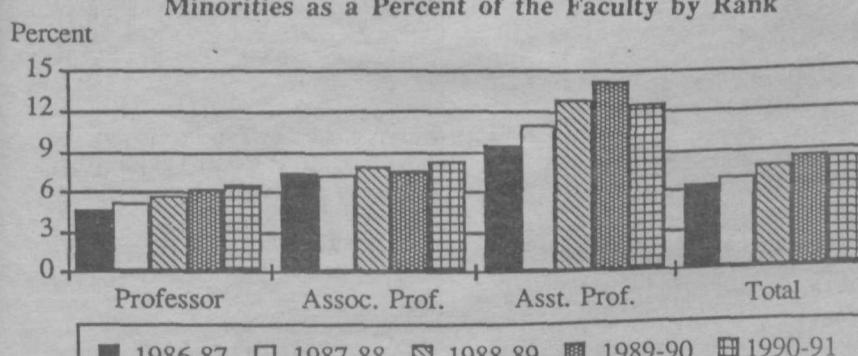
'This council is an excellent idea; it will provide an important forum for conversation and will be a platform and springboard for action. It will be a place where other committees and groups throughout the university can come to discuss these issues. Celebration of our differences and commonalities doesn't happen as often as it could, but things are beginning to move along.'

— William Thompson
Director, Office of Equal Opportunity

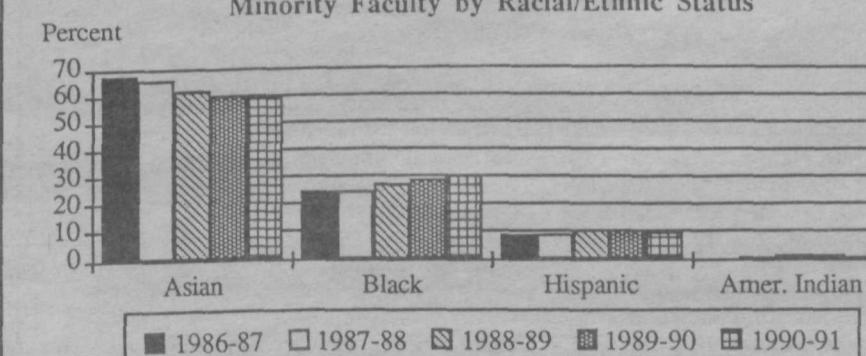


Don Albern

Minorities as a Percent of the Faculty by Rank



Minority Faculty by Racial/Ethnic Status





Media Services

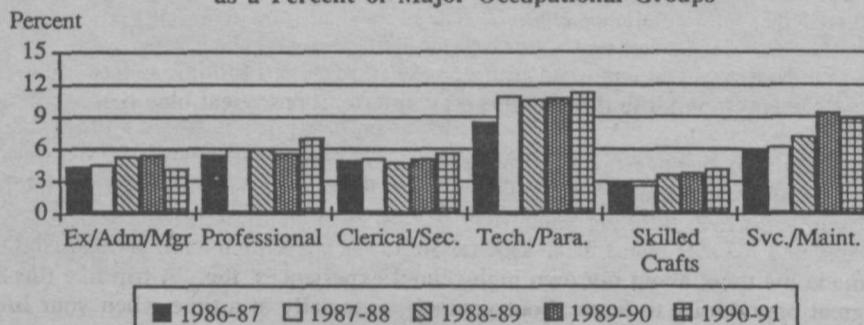
I think the council can play a very important role in coordinating the efforts of colleges, departments and other academic units. The decentralized nature of Cornell should not be an obstacle to united action on commonly shared goals. The task ahead of us is too important to allow it to become bogged down in an administrative bureaucracy.

— David L. Call
Dean, College of Agriculture
and Life Sciences

Minorities as a Percent of the Regular Full-Time Non-Academic Staff

Year	Minorities	Total	% Minorities
1986-87	315	5,859	5.4%
1987-88	353	5,984	5.9
1988-89	368	6,188	5.9
1989-90	420	6,507	6.5
1990-91	444	6,667	6.7

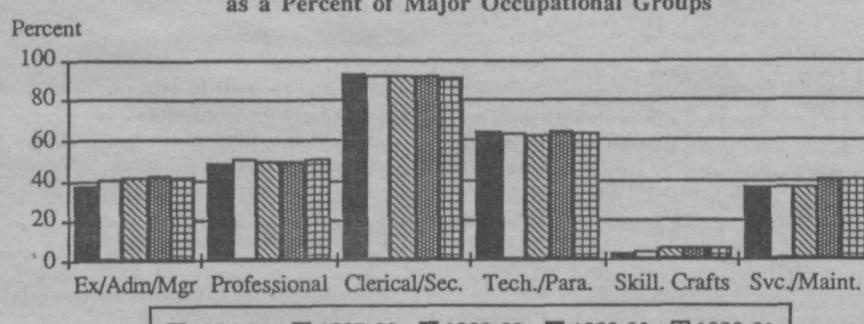
Minority Regular Full-time Non-Academic Staff as a Percent of Major Occupational Groups



Women as a Percent of the Regular Full-Time Non-Academic Staff

Year	Women	Total	% Women
1986-87	3,397	5,859	58.0%
1987-88	3,489	5,984	58.3
1988-89	3,593	6,188	58.1
1989-90	3,808	6,507	58.5
1990-91	3,897	6,667	58.5

Women Regular Full-time Non-Academic Staff as a Percent of Major Occupational Groups



Founder's words have inspired and embarrassed the university

Ezra Cornell's secularly sacred words, "I would found an institution where any person can find instruction in any subject," have been an empowering myth that have both embarrassed and inspired Cornell throughout its 125-year history of growth.

From the outset, the reality has never quite matched this egalitarian vision. But years of struggle and commitment have given more and more substance to the founder's words.

A measure of the achievement can be gleaned from the words of E.B. White '21 in an essay he wrote in 1939 titled, "I'd Send My Son to Cornell":

"Cornell is not only big and high, it is cosmopolitan and friendly; and it is an infinitely various place. Its students do not run to type. On the campus are found both sexes, all colors, all beliefs — from the most conservative fraternity sophomore with Republican tendencies and a contempt for the irregular, to the bloody-eyed anarchist who wants to tear the vines right off the buildings. My son will probably be a Christian, five feet nine; but he will make a great many friends in Ithaca who do not conform to that amazing standard. When I was there I knew two men from Hawaii, a girl from Johannesburg, a Cuban, a Turk, an Englishman from India, a Negro from New York, two farmers, three Swedes, a Quaker, five Southerners, a reindeer butcher, a second lieutenant, a Christian Scientist, a retired dancer, a motorcyclist, a man who had known Theda Bara, three gnomes, and a lutist."

Compare this picture, though, with the comment of Dr. Eva Brodkin '20, who said at the 50th reunion of her class that things had certainly changed since she attended her 15th reunion in 1935. Then, "the men wouldn't even march with the women."

While Brodkin's distinction of being the first board-registered dermatologist in the state of New Jersey is a point of pride for her and her alma mater, it also casts a dark shadow on the past, as do so many citations of "the first this" and "the first that."

Cornell can boast of being the first major eastern university to be coeducational. In 1870, two years after the university opened, the first woman matriculated at Cornell, but soon dropped out because there were no lodgings on campus for her.

Sage Hall was built as such a lodging; but, even then, Cornell's early women students reported feeling on the outskirts of academic life.

The first woman was graduated in 1874, and the first doctoral degree was awarded to a woman in 1880. But not until 1897 did a black woman receive a degree from Cornell; that was five years after the first black male had received a Cornell degree.

The 3,042 freshmen who began their Cornell studies last week include 1,392 women, or 46 percent of the class; 157 international students, or 5 percent of the class (the highest percentage ever); and 876 minority students, or 29 percent of the class (including 165 African-American students, 5 percent; 502 Asian-Americans, 16.5 percent; and 198 Hispanic-Americans, 6.5 percent).

Although there were several women instructors and lecturers at Cornell beginning in the late 1890s, no women were elected to

'This indicates that Cornell is serious about clearly delineating some universitywide goals. And it's not just an issue of numbers; it's about creating an atmosphere that's appreciative of and embraces diversity. Cornell does not stand alone in this, and it's not a Johnny-come-lately. I've been impressed so far with top administrators' commitment to diversity. But I've been involved in many searches for faculty and staff, and our location [in a rural area] is a particular challenge.'

— Gary Okihiro
Associate Director
Asian American Studies Program

the faculty until 1911, when the faculty named Martha Van Rensselaer and Flora Rose professors in the Department of Home Economics, "after long acrimonious argument," according to Morris Bishop in his "A History of Cornell."

During the past academic year there were 258 women, including 12 black women, on the faculty of 1,617.

It was not until 1961 that the first black person received a faculty appointment. Now there are 40.

The litany of firsts for Cornell includes the first woman to hold an endowed professorship, 1972; to sit on the executive committee of the Board of Trustees, 1946; the first black member of the Board of Trustees, 1965; first black senior administrator, 1969; first woman senior administrator, 1975.

In her book, "Women At Cornell: the Myth of Equal Education," Charlotte Williams Conable '51, a member of the Board of Trustees from 1974 to 1979, argues that the policies of the Cornell administration were determined more by economic factors and social pressures than the egalitarian ideals of Ezra Cornell and the university's first president, Andrew D. White.

Perhaps no more poignant example of the clash of the vision with the pressures of the times can be cited than to point out that in 1890, White, a widower, married Helen Magill, who in 1877 became the first American woman to receive a doctoral degree from an American university.

Thirteen years later, she abandoned her "ambitions for an academic career and crept into the shadows of her illustrious husband," Glenn Altschuler, dean of Summer Session, Extramural Study and Related Programs, writes in his biography of Magill.

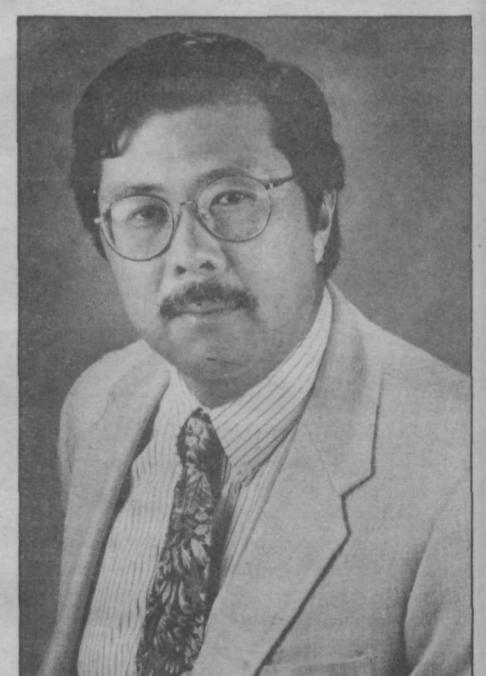
As changes through the years and current efforts demonstrate, Ezra Cornell's founding vision of more than a century ago continues to create the university.

— Martin B. Stiles

Council continued from page 1

Research Center.

- Carlos Castillo-Chavez, associate professor of plant breeding and biometry.
- Locksley Edmondson, director of the Africana Studies and Research Center.
- Ron LaFrance, director of the American Indian Program.
- Gary Okihiro, associate director of the Asian American Studies Program.
- Margarita Suner, professor of modern languages and linguistics.
- Elizabeth Adkins-Regan, associate dean, College of Arts and Sciences.
- Jane Crawford, director, Health Careers Program.
- Mark Varvayanis, chairman of the University Assembly.
- Andy Brower, president of the Graduate Student Council.
- Malden C. Nesheim, provost.
- Joycelyn Hart, associate vice president for human relations.
- William Thompson, director, Office of Equal Opportunity.
- May Hines, director, Minority Educational Affairs.



Peter Morenus