

CORNELL Chronicle

Volume 23 Number 3 September 12, 1991

Dairy judging

6

Just footsteps away from high-tech cyclotron and nanofabrication facilities, the College of Agriculture and Life Sciences is coaching championship dairy-judging teams.

Global warming?

7

"Environmental Problems of the 1990s" was the title of his lecture, but anyone who thought Claude Jean Allegre had come to Cornell to ring the usual environmental alarms was in for a surprise.

Going behind the scenes with America's first university press

The people who make publishing decisions at the first and one of the best university presses in the country are meeting in a basement room that looks like someone's old, neglected den. The small green lamp on the wall next to the fireplace seems more like a night light than something to read scholarly manuscripts by. The walls are pale turquoise, of a fashion long past.

Seated around an old wooden table are the director, five acquisitions editors, managing editor, design and marketing people — each in a chair of a different style, from a different set. And, somehow, it all looks just right.

This variegated band, linked by a sense of camaraderie, pursues one common and passionate purpose: to publish the best scholarly works available. In the process, they help some academics — not to make fortunes, but to advance careers.

In the center of the group is Bernhard Kendler, a large, dark-haired man with thick, black-framed glasses, who, when told a visitor is in the meeting "to observe the Press in action," says, "That's three words, not two, I hope."

It is the first of many Kendler puns that periodically disrupt the meeting, as laughter rises and subsides and rises again. In an effort to return to business, some of the men cover their mouths with their hands, though shaking shoulders give them away, like little boys laughing in church. Kendler, meanwhile, keeps his eyes downcast, on the papers before him, looking almost shy and completely serious.

For Kendler has a quick wit but is committed to doing the best job he can as editor of classics, literature and art history. And, by most accounts inside and outside C.U. Press, he succeeds, extraordinarily well.

Inside C.U. Press, "Bernie is the one who has taught the rest of us how to do the job right," said Director John Ackerman.

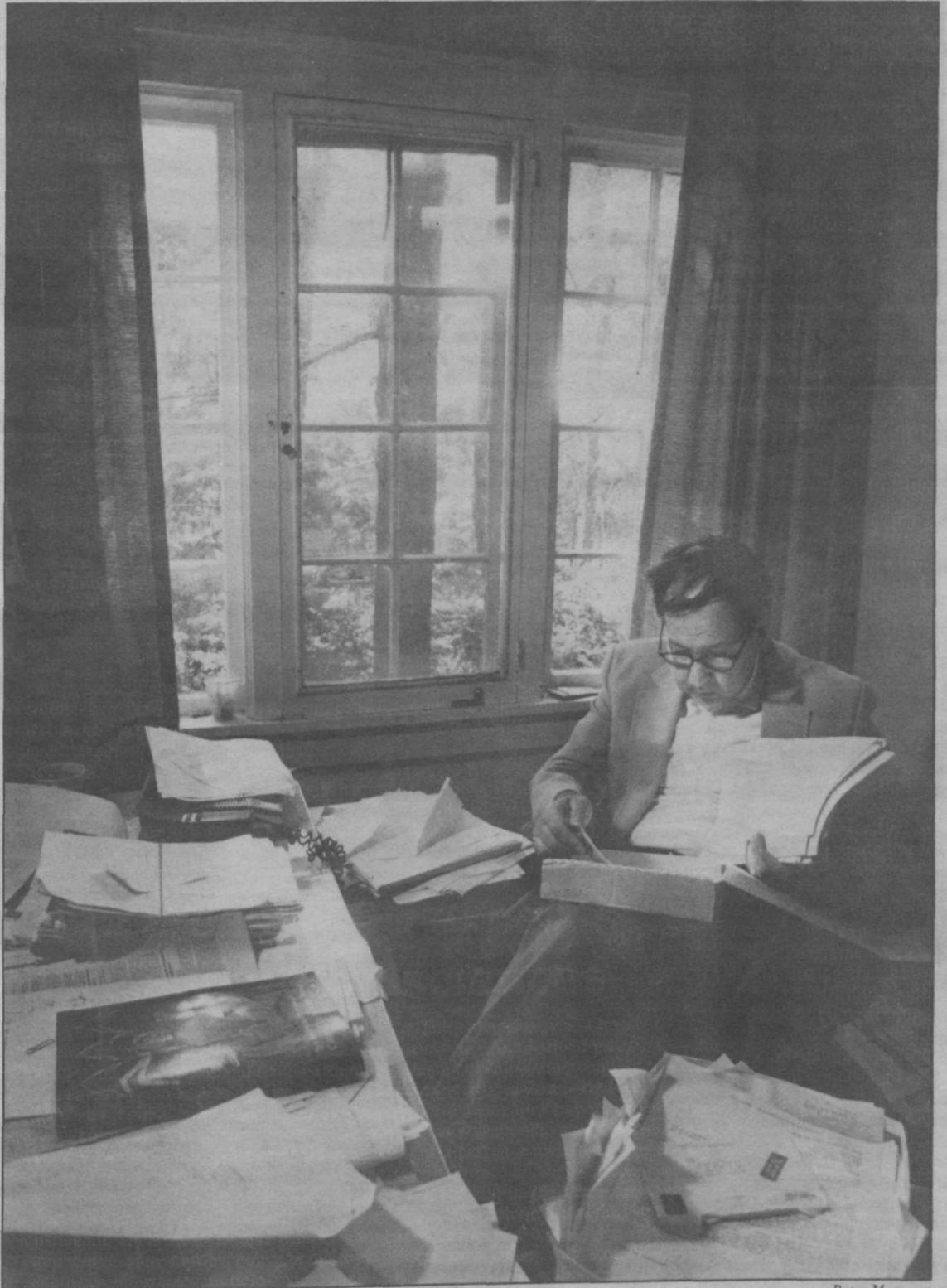
And outside: "The academic world is a small world," observed Morris Eaves, chairman of English at the University of Rochester and a Press author. "People who don't do well by people get known very quickly. Bernie is widely known as one of the best in the business."

Kendler was the first acquisitions editor at C.U. Press, having joined the staff 28 years ago. He is responsible for having developed one of the best university press lists in classics and literature.

The way he operates illuminates a corner of publishing that, while little known outside academia, is critical to the intellectual life of the American university.

"Sometimes I think of myself as an idiot savant," said Kendler with a laugh. "I'm not an expert in any area

Continued on page 8



Peter Morenus

Bernhard Kendler, an acquisitions editor at Cornell University Press, surrounds himself with manuscripts and correspondence seeking their publication.

Pew Charitable Trusts grant strengthens undergraduate science, math education

A three-year, \$1.2-million grant from the Pew Science Program in Undergraduate Education is allowing educators at seven colleges and universities in New York state to continue their efforts to improve undergraduate science and mathematics education.

The project includes new college courses, symposiums, faculty training and research efforts to enhance undergraduate science and mathematics teaching.

The grant from the Philadelphia-based Pew Charitable Trusts is to a consortium of Barnard College, Colgate University, Cornell, Hamilton College, Manhattan College, St. Lawrence University and Union College. Cornell is administering the grant for the New York regional "cluster," one of five in the United States that will receive a total of \$7.3 million in support from the program. Supplemental contributions by institutions in the New York cluster will bring to \$1.4 million the amount available for educational initiatives.

The latest grant, awarded this summer, represents a continuation of the Pew Science Program, first funded in 1988 by a three-year, \$1.08-million grant to the consortium.

"America's continued leadership in science depends on the steady supply of trained scientific minds flowing from the nation's undergraduate and graduate institutions," said Joan S. Girus, director of the Pew Science Program and professor of psychology at Princeton University. "Yet, at current rates of production, we can expect enormous shortages of scientists and engineers by the year 2010."

"The need for scientists and engineers is expected to grow by as much as 40 percent over the next decade — at a time when fewer students enter college intending to major in the basic sciences, and less than half (of those who begin studies in science or mathematics) actually earn degrees in those fields," said Yervant Terzian, chairman of Cornell's Department of Astronomy and director of the New York

Continued on page 6

Rhodes denounces posters

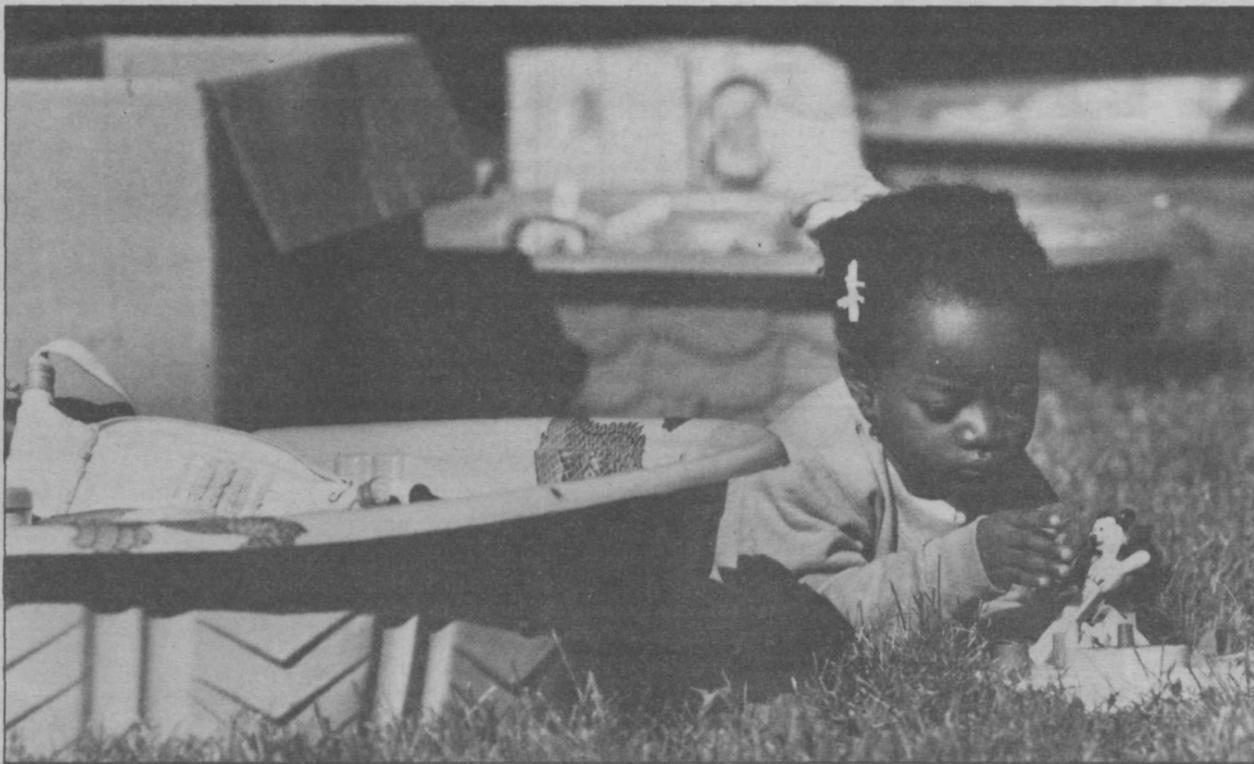
The following statement by President Frank H.T. Rhodes was issued on Sunday, Sept. 8.

"On Friday, Sept. 6, anti-Semitic and anti-Asian posters were found on public bulletin boards in four buildings on the Cornell campus. I have seen three different messages — two supporting Hitler's killing of Jews and one espousing the destruction of Chinese, Japanese and Koreans.

"The posters are crude, immature and illiterate, and their sentiments are, of course, detestable. I want to denounce them with as much force as I can. They are despicable anywhere but particularly at a university, which aspires always to be an open forum for the exchange of ideas and to support diversity in a climate of harmony and respect.

"I wish to encourage our community to express their commitment to the ideals of equal justice and tolerance — especially to our Jewish students, colleagues and friends now celebrating the High Holidays and to our Chinese, Japanese and Korean students, colleagues and friends who have been maligned. I have also urged our campus security forces to spare no effort in finding the people who posted these messages of hate."

Carefree



Peter Morenus

Afua Opoku-Debrah, 3, from Ghana, plays with toys at the University Cooperative Nursery School's open house and garage sale on Sept. 7. Her father, Kwesi, is a graduate student in education. The Nursery School, located in Room 227 of Robert Purcell Union, was recently accredited by the National Academy of Early Childhood Programs and has some openings remaining. For more information, call 257-8310.

NOTABLES

A Cornell University Press book titled "The Roots of Rural Capitalism: Western Massachusetts, 1780-1860" has won the 1991 Frederick Jackson Turner Award from the Organization of American Historians. The award is an annual prize for a book on a significant phase of American history by an author who has not previously published a book-length study of history. Clark is a member of the faculty at the University of York, England.

The 1991 Silver Medal of the International Society of Chemical Ecology has been awarded jointly to Thomas Eisner, the Jacob Gould Schurman Professor of Biology, and Jerrold Meinwald, professor of chemistry. Jacques M. Pasteels, vice president of the society, said of the Cornell researchers, "Your work and your collaboration have inspired many scientists and, in particular, me and my chemist colleagues."

Dr. Warren D. Johnson Jr., the B.H. Kean Professor of Tropical Medicine and chief of the Division of International Medicine at the New York Hospital-Cornell Medical Center, has received a 10-year MERIT Award from the National Institute of Allergy and Infectious Diseases for his research on the "Natural History of HIV Infection in Haiti." The MERIT, or Method to Extend Research in Time, Award is designed to provide extended grant support to

investigators whose research competence, productivity and scientific contributions are superior. The awards were instituted by the National Institutes of Health in 1986.

Henrik Dullea, vice president for university relations and former director of state operations and policy management for Gov. Cuomo, has been named an honorary member of the Tuscarora Indian Nation. The state's negotiator during the 1990-91 disputes over gambling on the St. Regis Indian Reservation, Dullea also coordinated interactions with all six Iroquois nations. At a July 13 meeting of the Tuscarora Chiefs Council in Lewiston, N.Y., he was cited for his "assistance, consideration and wisdom through the past years, enabling us to maintain our friendship as brothers by use of traditions, customs and treaties."

Simon A. Levin, the Charles A. Alexander Professor of Biological Sciences in the Section of Ecology and Systematics, was cited for the 1991 Best Publication in Landscape Ecology by the United States Chapter of the International Association for Landscape Ecology. His paper, "Spread of Invading Organisms," was published in the journal, Landscape Ecology, and was cited for its "combination of theory and data used to test a hypothesis." The award was made at the July meeting in Ottawa of the World Congress of Landscape Ecology.

BRIEFS

■ **Bloodmobile:** The American Red Cross Bloodmobile will be at Willard Straight Hall on Monday and Tuesday, Sept. 16 and 17, from 10 a.m. to 4 p.m. in a visit sponsored by Cornell Rugby. Call 273-1900 for an appointment; walk-ins are welcome.

■ **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 Kegglers 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.

Sexual-assault cases pursued

Cayuga Heights police have closed the investigation into an alleged acquaintance rape that was reported to have occurred in the university's townhouse apartments on North Campus Sept. 1.

Chief David J. Wall said Sept. 11 that the victim cooperated fully with the department's investigation and asked that the matter be closed.

"During the investigation, it was determined that there was a tremendous amount of misunderstanding between the victim and witnesses," Chief Wall said.

The victim met with police investigators and the Tompkins County District Attorney's office, Wall added, and has "assured both agencies that she is very much satisfied with the investigation and handling of this incident, and insisted that the matter be terminated."

Meanwhile, Ithaca City Police are investigating the alleged sexual assault of a Cornell senior in her off-campus apartment early Sunday, Sept. 8. The assault took place during a robbery in an East Hill apartment. According to police reports, entry was through an unsecured door or window.

Police say the suspect, a black male, was armed with a knife. An undetermined amount of jewelry was taken from the victim's apartment.

University officials remind students to lock their doors and windows, whether they live on or off campus. The university also reminds students of the special late-night "Blue Light" bus runs and emergency telephones, and the escort service available by contacting public safety at 255-1111.

OBITUARY

Dr. Efraim Racker, one of the nation's leading cancer researchers and the Albert Einstein Professor of Biochemistry at Cornell, died Monday, Sept. 9, at University Hospital in Syracuse after suffering a stroke at his home on Sept. 7. He was 78.

Renowned for uncovering the process by which living cells produce energy, Racker continued an active research program in the Section of Biochemistry, Molecular and Cell Biology. He joined Cornell in 1966.

In his early work, Racker studies pathways of sugar and related compounds in living cells and mechanisms of energy storage. He was especially noted for developing methods of analyzing membrane-bound enzymes by dissolving them, then putting selected pieces back together. His recent work was on the mechanisms of signaling between cells, with important implications for control over cancer cells.

Dr. Racker was born in Poland and raised in Austria. He received his M.D. from the University of Vienna in 1938 and began his career with research into metabolism of the brain at the Cardiff City Mental Hospital in South Wales. As a research associate at the University of Minnesota's Anderson Institute for Biological Research, he studied metabolic changes in brains infected by poliomyelitis virus.

Before becoming chairman of the Section of Biochemistry and Molecular Biology, Racker taught at the New York University School of Medicine and the Yale University School of Medicine and was chief of the Division of Nutrition and Physiology of the Public Health Research Institute of the City of New York.

He is the author or co-author of numerous publications and the recipient of many awards, including the National Medal of Science. He was a member of the National Academy of Sciences and the American Academy of Arts and Sciences.

Racker was an accomplished painter and had several large exhibitions of his work.

He is survived by his wife, Dr. Franziska Racker; his daughter, Dr. Ann Costello; and three grandchildren, all of Ithaca.

The family will receive visitors at 305 Brookfield Road from Thursday, Sept. 12, through Sunday, Sept. 15, from 3 to 6 p.m. and 7 to 9 p.m.

Contributions in Racker's honor may be made to Amnesty International, the American Cancer Society or the Alzheimer's Disease and Related Disorders Association.

Trustee committee will meet today

The Executive Committee of the Board of Trustees will meet in New York City today, Sept. 12, at 2 p.m. at the Cornell Club.

The first half-hour of the meeting will be open and will include discussion of gift-giving for 1990-91, preliminary plans concerning the 1992-93 operating budget for the state-assisted colleges and a report from the Buildings and Properties Committee.

Tickets for the open portion of the meeting are available at the Information and Referral Center in the Day Hall lobby.

GRADUATE BULLETIN

■ **Registration/enrollment:** Bring student ID to Registrar's Office, 222 Day Hall. Enrollment continues through Sept. 20.

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

■ **Committee form:** Check with your field regarding the number of faculty signatures needed for your Special Committee Selection and Change form; bring completed form to Sage Graduate Center by Sept. 20.

■ **Fee deadline:** To avoid the \$200 active-file fee for fall 1991, Ph.D. students who are not registered for fall 1991 must complete all degree requirements by Sept. 20.

■ **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 to students.

CORNELL
Chronicle

EDITOR: Mark Eyerly

EDITORIAL ASSISTANT: Karen Walters

CALENDAR: Joanne Hanavan

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

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

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

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

Piedra named director of Hispanic unit

Jose Piedra, an associate professor of Romance studies who was born in Cuba and educated there through high school, has been appointed director of the university's Hispanic American Studies Program for the 1991-1992 academic year.

Malden C. Nesheim, university provost, said that Piedra, 47, will "undertake the organization and administration of the program during the coming year in association with an advisory committee for the program that was reconstituted during the summer."

A search is under way for a permanent director, with the search committee headed by Cutberto Garza, director of Cornell's Division of Nutritional Sciences.

"I am pleased that Professor Piedra and Professor Garza have agreed to undertake these activities to help us move ahead with the Hispanic American Studies Program at Cornell," Nesheim said in an announcement to the faculty.

Vernon M. Briggs Jr., a professor of industrial and labor relations and an expert on immigration into the United States, had been acting director of the Hispanic American program until July 1, 1990. The post was vacant after that date, and at least two people rejected offers to become the permanent director.

That the job be filled — and that existing financial aid be secure — was a concern behind a week of student demonstrations last April.

From his native Cuba, Piedra came to the United States and earned his B.A. in Italian and comparative literature at Indiana University, where he also obtained his M.A. in Spanish.

He received his Ph.D. from Yale University in 1985 in the Department of Spanish/Afro-American Studies, writing his dissertation on "The Afro-Cuban Aesthetics of Alejo Carpentier." Carpentier was a 20th-century student of culture and a fiction writer who defended the African nature of Caribbean culture. Piedra also earned a certificate of graduate studies at the University of Bologna in Italy.

In 1986, he came to Cornell on a Mellon Fellowship to study in the Society for the Humanities and was appointed to the faculty the following year. He was an instructor in Spanish and Portuguese at Yale from 1983 to 1984.

Fluent in Spanish, English, Italian, French and Portuguese, Piedra has conducted research into local dialects spoken in Latin America, and he has done research in Spain and the Dominican Republic.

— Albert E. Kaff

Delicious



Peter Morenus

Shirley Horak of Ithaca reaches for an apple at Cornell Orchards. A 10-member harvesting crew is picking about 18,000 bushels of fruit on the Orchards' 80 acres. The sales room on Route 366 is open seven days a week from 8 a.m. to 5:30 p.m.

Hu praised for devotion to tradition

It was Hu Shih's deep understanding and steadfast commitment to Chinese classical intellectual traditions — a commitment largely developed on his own as a student at Cornell from 1911 to 1915 — that has been his most profound contribution to the modernization of 20th century China, according to Yu Ying-shih.

Yu made that claim last week in his inaugural lecture as Cornell's first Hu Shih Professor of Chinese Studies, an annual visiting lectureship established last year with a \$1 million endowment gift from Cornell alumni living in Taiwan.

Yu, the Michael Henry Strater University Professor of East Asian Studies at Princeton, will give the final presentation of his three-lecture series on the relations between modern and traditional Chinese intellectual history at 4:30 p.m. today, Sept. 12, in 230 Rockefeller Hall.

In his first talk, Yu cited Hu Shih's central role in establishing spoken Chinese as a literary medium in order to educate the masses, and his propagation of scientific methodology in China's social and intellectual revolution during this century.

But neither of these contributions would have been possible if Hu Shih had turned his back on China's classical cultural and philosophical traditions, Yu said.

It was Hu's deep understanding and interpretation of the classics and ability to write in the classical style that won him the respect of even the most conservative classical scholars in China during the 1920s, according to Yu. "Without their support the liberal revolution would never have been possible," he said.

Yu added that as far as he can tell from his studies, which includes examinations of dairies Hu kept as a student at Cornell, Hu acquired his vast erudition in the Chinese classics during his practice of reading at least six hours a day. He started as an agricultural student but soon switched to philosophy, earning a bachelor's degree in 1914. He did graduate study at Cornell for a year before going to Columbia University to study under John Dewey.

Yu said that the diaries also reveal how Hu honed his determination to provide the spiritual leadership to transform China into a democratic society based on individual freedom, the roots of which could be traced to the bedrock of Chinese philosophy.

The recent collapse of communism, Yu said, vindicates Hu's belief in the inevitable worldwide victory of democracy and freedom over totalitarian forces.

— Martin B. Stiles

Conferences to examine climate, agriculture, communication

Global warming

A Cornell conference Sept. 13 and 14 will examine a pending United Nations-sponsored agreement seeking to slow global warming by reducing carbon-dioxide emissions.

Conference keynoter William Nitze, a former U.S. State Department deputy assistant secretary for environment, is expected to argue that the United States has been uncooperative in the continuing negotiations on the agreement.

His talk is open to the public and will be held Sept. 13 at 8:15 p.m. in the Alumni Auditorium of Kennedy Hall. It is entitled "Negotiating an International Agreement on Climate Change: Will it Reduce the Risk of Global Warming?"

Nitze is currently president of the non-profit group The Alliance to Save Energy.

Workshops at the conference — called "Global Warming, Global Cooperation and Global Justice" — are aimed at professionals and graduate students but are also open to the public. These workshops, which will be held Sept. 14 in 701 Clark Hall, include:

- "Managing the Future: Public Policy, Scientific Uncertainty and Global Warming," by Dale Jamieson, director of the Center for Values and Social Policy at the University of Colorado, beginning at 9 a.m.

- "Brazil and the International Politics of Amazonian Deforestation," by Andrew Hurrell, university lecturer in international relations at Oxford, beginning at 11 a.m.

- "Equity and Emissions: Who Should Pay for International Cooperation?" by Henry Shue, director of the Program on Ethics and Public Life at Cornell, beginning at 2 p.m.

The conference is organized by the Program on Ethics and Public Life, 632 Clark Hall; telephone, 255-3810.

— Lisa Bennett

Biodiversity

Preserving genetic diversity for agricultural researchers and employing local people in the "extractive reserves" of developing countries are among the topics for a symposium, "Sustainable Development and Biodiversity: Conflicts and Complementarities," Sept. 19 through 22.

Keynote speakers are Thomas Lovejoy, president of the Society for Conservation Biology and assistant secretary for external affairs of the Smithsonian Institution, and Nyle Brady, former director of the International Rice Research Institute and former technology administrator of the U.S. Agency for International Development.

The keynote addresses, Thursday, Sept. 19, at 7:30 p.m. in Kennedy Hall's Alumni Auditorium, will deal with the question: "Battleground or Common Ground: When Conservation and Development Meet."

Symposium topics for Friday, Sept. 20, sessions in 700 Clark Hall include: "Agricultural Development Meets Biodiversity," "Biological Conservation Meets Development," "New Thinking in Conservation and Development Organizations" and "Developing Country Initiatives Supporting Development with Biodiversity."

Tropical rain forests will be the focus for after-dinner speakers on Friday evening, Sept. 20, in the Memorial Room of Willard Straight Hall. Advance registration is required for the 6 p.m. dinner. Presentations by Mary Allegritti, president of the Institute for Amazonian Studies, and Gary Hartshorn, vice president for conservation science of the World Wildlife Fund for Nature, are open to the public. Workshops will be held on Sept. 21, in Hollister Hall.

The conference is co-sponsored by the Center for the Environment; the Cornell International Institute for Food, Agriculture and Development; and Cornell Plantations. Call 255-5186 for more information.

— Roger Segelken

Electronic media

A weekend conference Sept. 20 through 22 will explore how more people can gain access to communication technology.

"Democracy and Communication Technologies," the Rose K. Goldsen Memorial Conference, will be held in Alumni Auditorium in Kennedy Hall. There is no registration fee and the public is welcome.

"The conference will address the political implications of communication technologies, including video, satellites, radio and computers," said conference organizer Matthew Lyons, an archivist in the library's Department of Manuscripts and University Archives.

"Most electronic media are controlled by relatively small groups of people, but there are a lot of efforts to challenge that imbalance," Lyons said.

The Department of Manuscripts and Archives, which is co-sponsoring the conference with the Rose K. Goldsen Lecture Series Committee, houses Goldsen's papers. She was a critic of the powerful media and a sociologist at Cornell from 1949 until her death in 1985.

More than 20 video artists, activists and scholars will explore the way that changes in communication technology affect the lives of individuals and communities. Herbert Schiller, professor emeritus of communications at the University of California at San Diego and the author of "Culture Inc.: The Corporate Takeover of Public Expression," will give the opening address.

Conference sessions will include challenging cultural domination; empowerment, education and activism; critiquing the news media and offering alternatives; and alternative media networks.

For more information about the conference, contact Matthew Lyons, 101 Olin Library; telephone, 255-3530.

— Carole Stone

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell community and general public. Admission is free, unless stated otherwise. For further information, call (315) 789-4621. Special beginner session with Ed Ableson, 6:30 to 7:30 p.m.; regular dancing, 7:30 to 10:30 p.m., Sept. 15, North Room, Willard Straight Hall.

Israeli Folkdancing

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

Jitterbug

Beginning jitterbug, a six-week series, Sept. 18, 7:15 p.m., Edwards Room, Anabel Taylor Hall. For information and registration call, 273-0126.

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.

The annual Department of Art Faculty Exhibition will be on view Sept. 13 through Oct. 27. Featured are: Roberto G. Bertoia; Zevi Blum; Stanley J. Bowman; Victor E. Colby; Norman D. Daly; Richard M. Estell; Kenneth Evett; John A. Hartell; Miriam Hitchcock; Victor G. Kord; Gillian Pederson-Krag; Jean N. Locey; Elisabeth H. Meyer; Eleanore A. Mikus; Gregory Page; Barry A. Perlus; Stephen F. Polskie; Duane A. Potter; Arnold Singer; Sylvia Snowden; Laurie Sieverts Snyder; Jack L. Squier; W. Stanley Taft and Gail Scott White. In conjunction with the exhibition, art Chairman Victor Kord will conduct a half-hour gallery talk about selected works on Sept. 19 at noon.

Center for Jewish Living

"Transitions," by Shari Silvey, will be on display at the Gallery of Art, 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.

South Asia Program

Photographic exhibition by Vasant Nayak - TULUVA: photographs of temple culture from Southern India, Sept. 16 through 20, Tjaden Gallery, Tjaden Hall.

Willard Straight Hall

Willard Straight Hall's Art Gallery presents "Cigar Box Series," new oil paintings, collages and drawings by Ithaca artist Tim Merrick, 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, 9/12

"A Wife for My Son" (1982), directed by Ali Ghalem, with Keltoum, Samia Begga 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.

Friday, 9/13

"Gone with the Wind" (1939), directed by Victor Fleming, with Vivien Leigh, Clark Gable and Leslie Howard, 7 p.m.

"Festival" (1967), directed by Murray Lerner, with Bob Dylan; Son House; Joan Baez; Johnny Cash; Peter Seeger; Peter, Paul and Mary; Howling Wolf; and many more, 7:15 p.m., Uris.

"La Femme Nikita" (1990), written and directed by Luc Besson, with Anne Parillaud, Jeanne Moreau, Jean-Hughes Anglade and Tcheky Karyo, 9:25 p.m., Uris.

"Field of Dreams" (1989), directed by Phil Alden Robinson, with Kevin Costner, Amy Madigan, Ray Liotta and James Earl Jones, 11:30 p.m.

"Sleeping With The Enemy," midnight, Uris.

Saturday, 9/14

"Field of Dreams," 7 p.m.

"Impromptu," 7:20 p.m., Uris.

"Gone with the Wind," 9:20 p.m.

"Sleeping with the Enemy," 9:45 p.m., Uris.

"La Femme Nikita," midnight, Uris.

Sunday, 9/15

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

"Gone with the Wind," 2 p.m.

"The Mill" (1985), directed by Ahmed Rachedi, with Jacques du Fiho, Azzat El-Allaili and Hassen Mustapha, 7:30 p.m., Uris, free.

"Sleeping with the Enemy," 8 p.m.

Monday, 9/16

"Impromptu," 7:05 p.m.

"Tokyo Story" (1953), directed by Yasujiro Ozu, with Chishu Ryu, Chiyeiko Higashiyama and So Yamamura, 9:30 p.m.

Tuesday, 9/17

"La Femme Nikita," 7:30 p.m.

"Sleeping with the Enemy," 10 p.m.

Wednesday, 9/18

"The Cook, The Thief, His Wife and Her Lover" (1989), written and directed by Peter Greenaway, with Richard Bohringer, Michael Gambon and Helen Mirren, 7:15 p.m.

"The Doors" (1991), directed by Oliver Stone, with Val Kilmer, Meg Ryan and Kyle MacLaughlin, 10 p.m.

Thursday, 9/19

"Thelma and Louise" (1991), directed by Ridley Scott, with Geena Davis, Susan Sarandon and Harvey Keitel, 7:10 p.m.

"The Doors," 10 p.m.

LECTURES

Archaeology

"Reports from the Field," Finger Lakes Society members, Archaeological Institute of America, Sept. 19, 8 p.m., 22 Goldwin Smith Hall.

Architecture, Art & Planning

"Changing Images of Death and Sex in Indian Art," Wendy O'Flaherty Doniger, Mircea Eliade Professor of the History of Religions, University of Chicago, and A.D. White Professor-at-Large, Sept. 17, 7 p.m., 116 Tjaden Hall.

East Asia Program

Hu Shih Professorship
"History and the Crisis of National Identity in Modern China," Yu Ying-shih, Hu Shih Professor of Chinese Studies at Cornell and the Michael Henry Strater University Professor, Princeton, Sept. 12, 4:30 p.m., 230 Rockefeller Hall.

International Legal Studies

"Forum Conveniens and the European Convention on Jurisdiction and Judgments," Richard Fentiman, Queens College, Cambridge University, Sept. 12, 3 p.m., 285 Myron Taylor Hall.

Landscape Architecture

"The Ecological Ethic and the Plastic Place,"

Leonard Mirin, Sept. 13, 11:15 a.m., 101 West Sibley.

Program on Ethics & Public Life

"Negotiating an International Agreement on Climate Change: Will It Reduce the Risk of Global Warming?" William A. Nitze, president, The Alliance to Save Energy, Sept. 13, 8:15 p.m., Kennedy Hall.

"Managing the Future: Public Policy, Scientific Uncertainty and Global Warming," Dale Jamieson, director, Center for Values and Social Policy, University of Colorado, Sept. 14, 9 a.m., 700 Clark Hall.

"Brazil and the International Politics of Amazonian Deforestation," Andrew Hurrell, University Lecturer, International Relations, Oxford University, Sept. 14, 11 a.m., 700 Clark Hall.

"Equity & Emissions: Who Should Pay for International Cooperation on Global Warming?" Henry Shue, director, Program on Ethics & Public Life, Sept. 14, 2 p.m., 700 Clark Hall.

Society for the Humanities

"Masochism in Psychoanalysis: 'Blue Velvet' and 'The Bluest Eye,'" Susan Derwin, University of California, Santa Barbara, Sept. 12, 4:30 p.m., Guerlac Room, A.D. White House.

"Psychoanalysis and the Mythology of the Sexual Double," Wendy O'Flaherty Doniger, Mircea Eliade Professor of the History of Religions, University of Chicago, and A.D. White Professor-at-Large, Sept. 16, 4:30 p.m., A.D. White House.

Soviet & Eastern European Studies

"Soviet Foreign Policy," James Goldgeiger, government, Sept. 16, 12:15 p.m., G08 Uris Hall.

Theory Center

"High Speed Networks, Visualization and Massive Parallelism at the Advanced Computing Laboratory," David Forslund, deputy director, Advanced Computing Lab, Los Alamos National Lab, Sept. 17, 4 p.m., 456 Engineering and Theory Center Building.

Western Societies Program

"National Stereotypes and National Character: British Views of the Germans, 1860-1990," Richard Evans, Birkbeck College, London, Sept. 13, 12:15 p.m., 153 Uris Hall.

MUSIC



Christina Mahler

Department of Music

As part of the Mozart Festival, violinists Jean Lamou and Sonya Monosoff, violists Thomas Georgi and Stephen Marvin, cellist Christina Mahler and fortepianist Geoffrey Lancaster will perform Sept. 14 at 8:15 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Featured will be Piano Quartet in G Minor, K. 478; Piano Sonata in B-flat Major, K. 570, performed by Lancaster; Violin-Piano Sonata in A Major, K. 526; and Quintet for two Violins, two Violas, and Cello in G Minor, K. 516. A pre-concert lecture will be given by V. Kofi Agawu at 7:30 p.m.

Bound for Glory

Anderson and Brown, an Ontario-based duo, will play the music of Ireland and Scotland, with special emphasis on the celtic harp, in three live sets Sept. 15 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Roger A. Badham, assistant director, United

Ministries, will deliver the sermon Sept. 15. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue among the major faith traditions.

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. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

Christian Science

Testimony meeting on Thursdays, 7:00 p.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays at 9:45 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

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

Yom Kippur, Sept. 17-18: Conservative, location TBA, Sept. 17, 6:45 p.m.; Sept. 18, 10 a.m.; Concluding services, 5 p.m. Reform: Sept. 17, 8 p.m., auditorium, Anabel Taylor Hall; Sept. 18, 10 a.m., chapel, Anabel Taylor; Concluding services, 5 p.m., chapel, Anabel Taylor. Orthodox: Sept. 17, 6:15 p.m., One World Room, Anabel Taylor Hall; Sept. 18, 9 a.m., One World Room.

Korean Church

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

Muslim

Friday prayers, 1 p.m., Edwards Room, Anabel Taylor Hall. Zuhur prayer, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 12:30 p.m. 218 Anabel Taylor Hall.

Seventh-Day Adventist

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

Zen Buddhism

Zazen meditation every Thursday at 5 p.m. in Anabel Taylor Chapel.

SEMINARS

Biochemistry, Molecular & Cell Biology

"Structural Studies on Disulfide Oxidoreductases," John Kuriyan, Howard Hughes Medical Institute, The Rockefeller University, Sept. 13, 4 p.m., Seminar Room, Biotechnology Building.

Chemical Engineering

"Spectroscopic Investigations of Semiconductors and Plasma Processing," Jeffrey A. Reimer, University of California, Berkeley, Sept. 17, 4:15 p.m., 165 Olin Hall.

Chemistry

"Short-Range Correlations in the Internal Molecular Dynamics of Common Polymers," Wayne Mattice, University of Akron, Sept. 12, 4:40 p.m., 119 Baker Laboratory.

"Stoichiometric and Catalytic Carbon-Nitrogen Bond Forming Reactions Mediated by Organotransition Metal Imido Complexes," Bob Bergman, University of California, Berkeley, Sept. 16, 4:40 p.m., 119 Baker Laboratory.

"Chemistry in Two Dimensions: Syntheses, Reactions and Structures of Layered Metal Phosphate and Phosphonate Compounds," Mark Thompson, Princeton University, Sept. 19, 4:40 p.m., 119 Baker Laboratory.

City & Regional Planning

"The Eco-Village: Planning for Ecological Sustainability and Community Living," Joan Bokaer, director, Citizens Network, Sept. 13, 12:15 p.m., 115 Tjaden Hall.

Cognitive Studies

"An Information-based Approach to Sense Experience," Fred Dretske, Stanford University, Sept. 13, 3:30 p.m., 202 Uris Hall.

Ecology & Systematics

"Evolutionary Diversification and Ecological Convergence in the Chemical Defenses of Plants," Paul P. Feeny, ecology and systematics, Sept. 18, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"User Friendly? Computers in Social Contexts," Paul Edwards, science & technology studies, Sept. 17, 4:30 p.m., 219 Phillips Hall.

Energy Engineering

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

"Energy: Implications for Transportation and the Environment," Zellman Warhaft, mechanical and aerospace engineering, Sept. 19, 12:20 p.m., 111 Upson Hall.

Entomology

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

"Transgenic Plants, Pests, Natural Enemies, and the Forces of Evolutionary Change," Fred Gould, North Carolina State University, Sept. 19, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Floriculture & Ornamental Horticulture

"Searching for Antique Ornamentals," Arthur Tucker, curator, Phillips Herbarium, Delaware State College, Sept. 19, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"Current Environmental Issues Affecting the Food Processing Industry," Jack L. Cooper, director, AAC Environmental Network, Arthur A. Checchi Inc., Sept. 17, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"Nitrogen Relations in a Sweet Corn/White Clover Intercropping System," Lee Altier, Sept. 12, 4:30 p.m., 404 Plant Sciences.

Immunology

"The Dynamic Regulation of Class I MHC Expression in the Line 1 Lung Carcinoma and its Role in Cytotoxic T Lymphocyte Killing," John G. Frelinger, University of Rochester, Sept. 13, 12:15 p.m., auditorium, Boyce Thompson Institute.

International Nutrition

"Social Problem Solving Capacity: An Alternative to the Medical Model of Health and Mortality," Frank Young, rural sociology, Sept. 12, 12:40 p.m., 200 Savage Hall.

"Cause Specific Risks of Death Associated with Nutritional Status: A Study in Rural Senegal (Niakhar)," Michel Garenne, Harvard University School of Public Health, Sept. 19, 12:40 p.m., 200 Savage Hall.

Materials Science & Engineering

"Crack Tip Heating During Dynamic Fracture Propagation," Alan Zehnder, theoretical and applied mechanics, Sept. 12, 4:30 p.m., 40 Bard Hall.

Neurobiology & Behavior

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

"Peptides and Amines: Coordinating Neuroactive Substances in Insects," Ian Orchard, University of Toronto, Sept. 19, 12:30 p.m., Morison Seminar Room.

Ornithology

"A Musical Exploration of Birdlife," Joe Szarkowski, Sept. 16, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Science and the Military in the 20th Century," David Edgerton, University of Manchester, Sept. 12, 12:15 p.m., G08 Uris Hall.

Pharmacology

"Imaging Ion and Fluid Secretion in Single Living Cells," Kevin Foskett, Hospital for Sick Children, Toronto, Sept. 16, 4:30 p.m., G-3 Vet Research Tower.

Physiology

Title to be announced, Howard Howland, Sept. 17, 4:15 p.m., G-3 Vet Research Tower.

Plant Biology

"Acid Growth and Calcium Inhibition in the Soybean Hypocotyl," Douglas Taylor, soil, crop and atmospheric sciences, Sept. 13, 11:15 p.m., 404 Plant Science Building.

Southeast Asia Program

"Crisis on the Periphery: The Rift Between Kuala Lumpur and Sabah," Audrey R. Kahin, managing editor, SEAP Publications, Sept. 12, 4:30 p.m., 102 West Ave. Extension.

"Problems and Prospects in the Writing of 'Early Modern' Indonesian Histories," Barbara Watson Andaya, University of Auckland, and SEAP visiting fellow, Sept. 19, 12:20 p.m., 102 West Ave. Extension.

Statistics

"Testing Models for Valuation of Interest Rate Dependent Securities," David Heath, O.R.I.E., Sept. 18, 3:30 p.m., 100 Caldwell Hall.

Women's Studies Program

"Sexism and Racism 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. 13, 12:20 p.m., 394 Uris Hall.

MISC.

Aerobics

Aerobics at noon with Amy Brill will be held Monday, Tuesday and Wednesdays, 12:15 to 1:15 p.m. Cost is \$2 and may be paid before each class.

Campus Club

The Campus Club will hold an annual fall tea to welcome newcomers and sign up for activity groups today, 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.

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 Bames 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.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m., 178 Rockefeller Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., Noyes Center Browsing Library.

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.

John Szarkowski to speak Sept. 16

John Szarkowski, an A.D. White Professor-at-Large Emeritus and recently retired director of photography at the Museum of Modern Art in New York City, will give a slide lecture on Monday, Sept. 16, on "Apples and Art." The lecture will be held at 7 p.m. in Alumni Auditorium, Kennedy Hall.

"I can't tell you what Szarkowski will talk about, but he is an inspired and wonderful lecturer," said Barry Perlus, assistant professor of art, adding that Szarkowski's lecture may have something to do with his hobby: he owns an orchard and is an amateur apple grower.

During his 29 years at MOMA, Szarkowski presented more than 100 exhibitions, including shows on individual photographers, such as Gary Winogrand, Irving Penn and Diane Arbus. He is the author of several books.

Szarkowski was also instrumental in assisting the Herbert F. Johnson Museum of Art with its Arthur S. Penn Photography Symposium. He served as a symposium participant on three occasions.



Christian Steiner

The Canadian Brass will perform in the Bailey Hall "Great Soloist and Orchestra Series" Nov. 18. The first concert in the series will be cellist Yo-Yo Ma and the Junge Deutsche Philharmonia on Sept. 25. Series subscriptions are available at the Lincoln Hall ticket office.

Subscriptions still available for Bailey, Statler concerts

Series subscriptions for the Bailey Hall and Statler Auditorium concerts are on sale and will be available until the first performances of the season: Wednesday, Sept. 25, when cellist Yo-Yo Ma and the Junge Deutsche Philharmonia give the first concert in the Bailey Hall "Great Soloist and Orchestra Series," and Friday, Oct. 18, when the Tokyo String Quartet presents the first program in the Statler Auditorium "Chamber Music Series."

This year's other concerts in the Bailey Hall series will be:

- The Canadian Brass, an ensemble well-known for a repertoire ranging from Bach to Gershwin, on Monday, Nov. 18.
- Soprano Kathleen Battle, on Friday, Jan. 31.
- Midori, an 18-year-old violinist hailed by critics for the maturity of her playing, on Monday, March 2, 1992.
- Violinist and conductor Shlomo Mintz and the Israel Chamber Orchestra on Wednesday, April 1, 1992.

Concerts in the Chamber Music series include:

- The Alban Berg Quartet of Vienna on Friday, Feb. 21, 1992.
- The Juilliard String Quartet on Saturday, April 25, 1992.

Series subscriptions are on sale at considerable discounts at the Lincoln Hall ticket office and can be purchased by calling 255-5144 or visiting the office, Monday through Friday, 9 a.m. to 1 p.m.

Tickets for the Bailey Hall series are \$85 to \$136 for the general public and \$72 to \$115.50 for students. Tickets for the Statler Auditorium series are \$33 to \$55 for the general public and \$28 to \$47 for students. Visa, MasterCard and the Cornellcard are accepted.

CU film maker wins local arts grant

Independent film maker and Cornell senior lecturer Marilyn Rivchin was among five local artists awarded \$500 grants from Media Ithaca, a coalition of local independent film and video makers funded through Cornell Cinema by the New York State Council on the Arts.

Rivchin is making a personal narrative about the concentration camp at Sachsenhausen in what was formerly East Germany. She shot videotape of the camp a year ago when she was in Berlin working on a documentary film about Alice H. Cook, a Cornell professor emerita of industrial and labor relations. The videotape, which is only related to the Cook film in that Cook's German friend urged the film makers to visit the camps, will be "a dialogue among five women [three American film makers and their two German hostesses] about why it's important for people to see the camp," Rivchin said. She edited her tape this past summer.

"The German women who took us there broke the stereotype of Germans who would rather forget about the past. The five of us discussed their families and their parents, what they knew and what they didn't know during the war and after," she said.

"It's a small, private film, it's not a monumental project like 'Shoah,' but an intimate conversation among women with a feminist and gay perspective, and Jewish and non-Jewish perceptions."

Others recipients of Media Ithaca grants last spring were:

- Andrew Brownstein, who is making a documentary titled "Loaves and Fishes" about a downtown soup kitchen.
- Karl Staven, an animator whose "Critics" will use cutouts and watercolors
- The performance-art collective Dinosaur, which will tell the story of creation according to the Hopi in a film called "The Fourth World."
- Sean Killeen and Gossa Tsegaye, who are making a feature-length documentary about the life and music of the legendary Huddie "LeadBelly" Leadbetter.

—Carole Stone

Official explains overcrowding in residence halls

This fall, the on-campus housing picture for undergraduates is overcrowded, prompting many questions, assumptions and concerns. Below is a summary of the status, how the overload developed, and how Cornell is working on the situation. This summary was prepared by William P. Paleen, director of Residence Life. Any faculty or others aware of a student having difficulty due to their housing situation should contact Residence Life.

- What is the situation?

There were about 250 freshman students placed in interim assignments prior to opening. This is double the number which is usually planned for the start of the year. Two-thirds of these students were women. More than 30 students have already received permanent assignments.

- How has this occurred?:

The larger number results from about 30 more freshman housing applicants than planned and about 100 fewer cancellations than is typical over the course of the summer.

- Did the continued-occupancy policy assuring continuing students space in their current room or hall contribute to the space shortage?

No. Figures for students who sign contracts during the spring room selection process have remained about the same for the last few years (2,552 in 1989; 2,578 in 1990; and 2,371 in 1991). Therefore, the space allocated for freshmen and new transfers has not been affected by continued occupancy numbers.

- Why is interim housing ever part of the plan?

About 125 applicants are offered interim assignments each year, which is the predictable number of regular spaces that become available through "no shows" and attrition (persons denied academic appeals, etc.) early in the fall semester. Full capacity helps keep costs down for all residents and serves the maximum number who desire to live on campus. No one is required to live on campus. However, freshmen who apply are assured that they will be offered an assignment. Without this plan to reduce vacancies to a minimum, the cost to all students would be increased. This practice of offering interim housing was recently reviewed and reaffirmed by the Residence Life Committee of the Student Assembly.

- Where are interim assignments located?

About half are in increased occupancy rooms (doubled singles, tripled doubles) throughout campus. More than 80 students are in study rooms in University Halls; these were regular student rooms which were converted in the recent renovations. Most of the rest are in unit lounges in the two North Campus High Rises. Returning undergraduate students have been given the option of canceling their housing contracts without penalty should they wish to move off campus at this time. This has already opened up a number of rooms.

- What about cost?

The rates for interim spaces vary based on type and location but are reduced 33 percent on average. This rate reduction is also applicable to the students assigned permanently to these rooms.

- How will the order of assignment offers be determined?

We are in close touch with these residents and are trying to comply with individual needs and preferences. The objective is to move everyone to permanent assignments as quickly as possible. However, some will undoubtedly remain in their interim assignment through the fall semester.

- What additional help is provided for students in interim housing?

Staff support is available and special attention is being given to the needs of these students. Housekeeping staff have responded to students with furnishing needs. As quickly as permanent assignments are available students are offered assistance in moving. We also plan regular written communication to these students and their parents/guardians to update them as the reassignment process continues.

Pew grant *continued from page 1*

Pew cluster of schools.

"Clearly, we have to do a better job of attracting students to the sciences and of helping them stay on track," Terzian added.

The initiatives planned by the New York state consortium include:

- Developing, implementing and evaluating new courses for science majors.

- Conducting symposiums on major current issues in science education, with workshops about curriculum, research and pedagogy.

- Sponsoring a visiting-scientist program for faculty to visit other cluster schools to present colloquia and seminars.

- Supporting collaborative faculty research projects during the summer.

- Funding teaching internships for new Ph.D. or postdoctoral scientists from Cornell to teach a reduced load in the colleges and undertake research under the guidance of an experienced faculty member.

- Providing opportunities for undergraduates to conduct research in faculty laboratories at other cluster institutions during the summer.

—Roger Segelken

Interior decorator



Laura Lerman, a junior in the College of Human Ecology, looks through a stack of prints during the recent poster sale at Willard Straight Hall. Peter Morenus

Cornell and 4-H dairy-judging teams determined to maintain winning streak

"Let's discuss the differences between these two cows," says Corwin Holtz, an animal scientist who, with David Galton, an associate professor of animal science, works with students who are trying out for the four-member Cornell dairy-judging team.

The young woman replies: "Well, the all-black cow is higher and wider in the rear udder, she stands taller at the point of withers, is less coarse over the hooks and pins, and more refined in her bone."

Just footsteps away from the university's high-tech cyclotron and nanofabrication facilities, the coaching in the College of Agriculture and Life Sciences has paid off. Last year's undefeated team won three regional competitions before sweeping the national championship; New York's 4-H dairy-judging team won in a separate contest involving 37 states.

This year's Cornell team has been getting in shape with coach Galton's skull sessions and cow-side practice.

The dairy-judging team combed the countryside during August, stopping at farms to practice its observation and presentation skills in preparation for regional and national competitions.

In the meantime, 4-H dairy-judging teams from throughout the state prepared for their competition at the State Fair; the winners are forming the state's all-star team that will be trained rigorously by Holtz.

The Cornell coaches will train the university and 4-H teams for the national competitions in Madison, Wisc., in October.

To hone their dairy-judging skills, the teams will travel together by car for five days to Madison, stopping to practice at farms along the way.

But just what is dairy judging?

"It's the ability to judge, compare and rank how well one

dairy cow stands up against another in physical features and aesthetics," says Holtz, a lecturer in the Department of Animal Science.

"But the often more difficult task," he adds, "is for each contestant to crisply, clearly and convincingly justify in a two-minute presentation why he or she ranked one cow over another."

Learning to be a keen dairy judge not only trains the students' eye to identify superior dairy cows but also sharpens their observation and judging skills, says Holtz, as well as develops their decision-making and verbal skills, confidence, self-esteem and sense of camaraderie.

Each competition requires all four team members to judge and rank eight to 10 groups, or classes, of dairy cows, representing all five breeds. Each class has four cows.

Competitors evaluate dairyness (lack of body fat), size, vigor, strength, straightness of the backbone, width of hips and correctness of its legs and feet.

"For example, a lean and angular cow indicates more milk. A correct set, or angle, of the hind legs allows a cow to wear her 1,400 pounds with greater ease over the years," says Holtz. "A cow with a deep, open rib may consume more feed which may lead to high levels of milk production."

The cow's mammary system is also assessed in great detail, including its shape, size, capacity, balance and symmetry, medial support and teat placement.

As national champs, last year's 4-H team went to the Royal Highland Dairy Show in Scotland.

The youngsters raised more than \$18,000 through raffles, business donations, sandwich sales and other fundraising endeavors to finance their 18-day European tour in July.

—Susan Lang

Cornell football on national television

For the first time ever, all Cornell varsity football games against Ivy League competition will be televised nationally this fall, according to Laing Kennedy, director of athletics.

The telecasts, made possible by corporate sponsorship and a number of close friends of the university, will be seen on SportsChannel America in conjunction with the Cornell Sports Television Network and will be produced by Trans World International. TWI is the largest independent producer of sports television in the world and has produced all of the Ivy League football telecasts seen on PBS and ESPN for the past seven years.

"We're pleased to embark upon this exciting venture. It gives Cornell an opportunity to not only showcase Big Red football, but it also enables us to present a format that will highlight scholar-athletes from all sports," Kennedy said.

"This is a university project and not just solely for athletics. We will also have the stage to inform the public about

many of the exciting happenings here at Cornell University both inside and outside the classroom."

Cornell will use the games as a venue for reaching alumni throughout the country during its current \$1.25 billion fund-raising campaign.

The games will be televised live at 12:30 p.m. to a national audience on SportsChannel America, which currently reaches 13.5 million homes in New York, Los Angeles, Chicago, Philadelphia, San Francisco, New England, Cleveland, Cincinnati and Florida.

Jim Simpson will provide the play-by-play and Kevin Guthrie will be the analyst. Steve Schnall, Cornell Sports Network coordinator, will handle action on the sidelines.

The television schedule is as follows: Sept. 21, at Princeton; Oct. 19, Harvard; Oct. 26, at Dartmouth; Nov. 2, at Brown; Nov. 9, Yale; Nov. 16, Columbia; Nov. 23, at Pennsylvania.

Claude Jean Allegre: Not your typical environmentalist

"Environmental Problems of the 1990s" was the title of the Sept. 5 lecture, but anyone who thought Claude Jean Allegre, an A.D. White Professor-at-Large, had come to Cornell to ring the usual environmental alarms was in for a surprise.

The human-made greenhouse effect: "a big bluff."

Energy: "not an urgent problem."

The oceans: "can easily accept debris except in near-coastal areas and closed seas."

Radioactive waste: "Don't bury it."

And if conflict between human activity and a species of bear in the Pyrenees (a hot topic in France) leads to the disappearance of the bear: "that means the bears are not adapted to the present time."

Asked during an interview whether he considered himself to be an environmentalist, Allegre vigorously shook his head no, as if to dismiss a ridiculous suggestion. Yet he is deeply concerned about some environmental issues and believes that both public and scientific concern is largely misdirected toward problems that don't really matter.

"About 15 years ago, the big concern was for energy and the supply of certain metals. Those matters have now vanished," he said. "You have some subjects that are fashionable at one time, and you never know why. Now it's global warming, but I don't think it's as serious as claimed. Meteorologists push it because it guarantees they will get money for their research."

Allegre's association with Cornell began in 1984 when he was an invited speaker at the dedication of Snee Hall, home to the Department of Geological Sciences.

Since then he has come to Cornell several times, and three Cornell geologists have studied at the University of Paris, where he maintains the largest laboratory in the world devoted to geochemistry, according to Cornell Professor Donald Turcotte, who was Allegre's host on his Aug. 28 to Sept. 6 visit.

"Claude is unique in terms of energy and forcefulness," Turcotte said. "By sheer weight of personality he can often carry the day. He really has had a tremendous impact."

Allegre has been a close friend since student years of Lionel Jospin, the French minister of education, and now serves as a special adviser in charge of higher education. From that post he has refashioned the university system by doubling the budget and making fundamental changes in the way degrees are granted and faculty are paid.

On a recent day, however, he relaxed in Turcotte's office with a blue alligator sweater, pullover shirt and white socks that made him look less like a high-government official and more like the avid golfer he has become since his first visit to Cornell. The same man who couldn't swing a club before then, according to Turcotte, was making arrangements to get in a game just before his return to France.

One result of the scientific association between Turcotte and Allegre was their

"marble cake" theory, featured in a 1988 issue of *Nature*. The two proposed that the oceanic plate retains its distinctive layering even as the two-mile-thick plate plunges into the mantle at ocean trenches. The convection currents of the mantle stretch and deform the layering, resulting in rock that resembles the twisted chocolate layer of marble cake. When the rock re-emerges at the surface, it retains its appearance.

As for Allegre's views on the environ-

CORNELL
People

ment, Turcotte said, "We kid Claude, because he doesn't always seem like a socialist. He replied once that, 'We socialists love the people.' That's the key to him. He's very concerned with the standard of living and making cities liveable."

His message is that environmentalists should place the welfare of people at the top of their list of concerns. Speaking with a heavy French accent, he makes his points with closely reasoned argument, drawing on his credentials as a leading geochemist

— he is a former president of the European Union of Geosciences and is a foreign associate of the National Academy of Sciences.

"When you do something significant in science, you always are in a minority," he said. "I don't claim that I have the truth. At the moment, however, the evidence on global warming doesn't convince me at all."

Allegre contends — and some other distinguished scientists share his point of view — that the study of Earth's past climate shows that variations in the global mean temperature have been substantial in periods when humans were not present.

Those who say that anthropogenic carbon dioxide in the atmosphere is driving the temperature up have it backwards, he added. It's the natural dynamic between the atmosphere and the ocean, which is a vast reservoir for dissolved carbon dioxide, that determines climate, in his view.

"If humans produce a little carbon dioxide, the oceans will take care of that," he said.

Allegre does worry about issues such as ozone depletion and the worldwide supply of drinkable water. As for ozone, the principal question he sees is whether we have already done irreversible damage.

On the topic of drinkable water, Allegre's voice took on increased intensity as he labeled it "a more urgent problem to

solve than anything else."

Through the destruction of water basins, water pollution and the sharply rising rate of water usage, humans are pushing nature's ability to supply our needs to the limit, he said. What's to be done? His suggestions include making farmers pay more for water, decreasing the use of fertilizers and managing deep-water aquifers so that they are not depleted faster than natural sources replenish them.

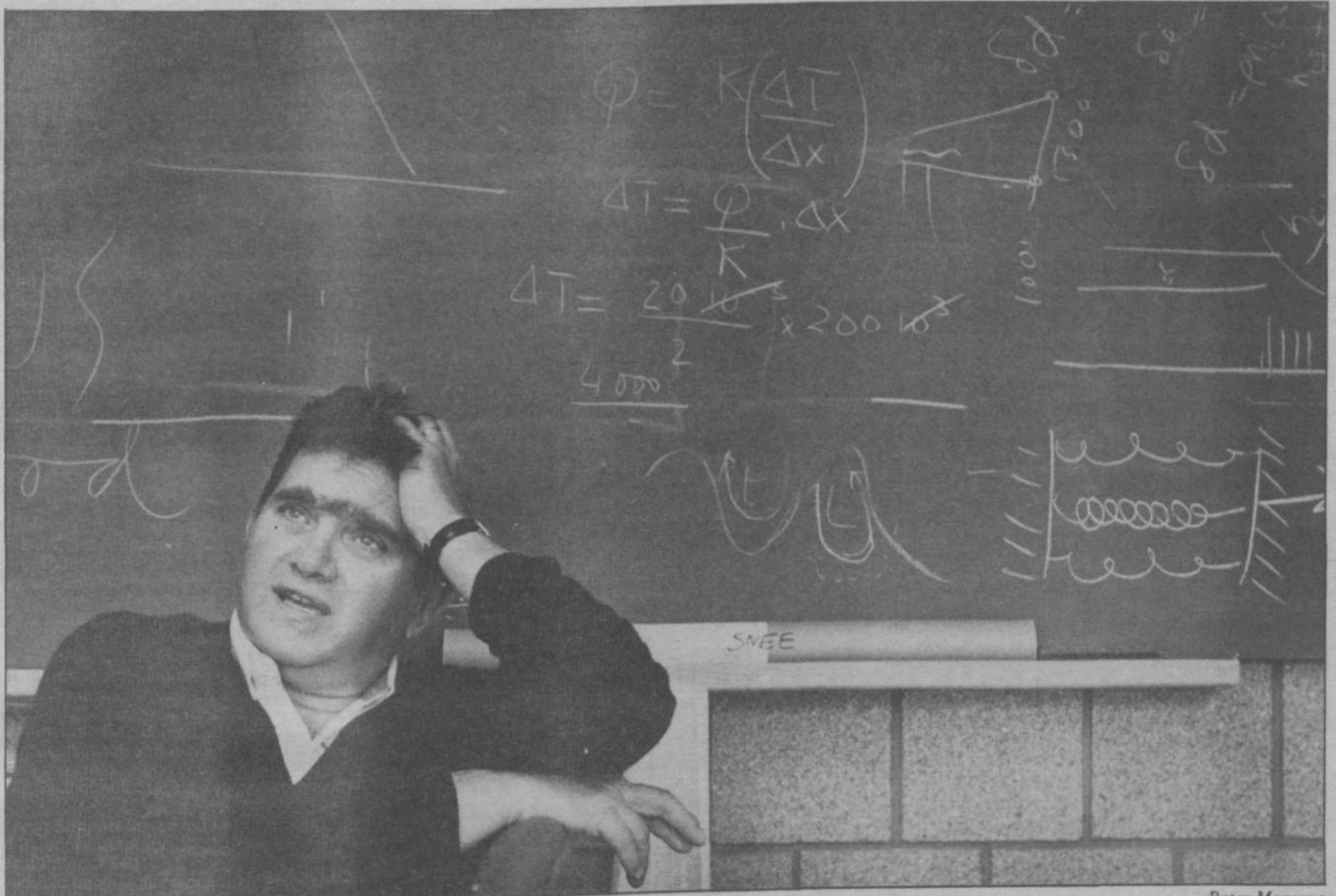
Allegre also insists that the environmental health of cities has been neglected. He blames environmentalists for being "anti-science, anti-society" and for believing that "cities are a symbol of the wrong behavior of humans."

"They take care of African rhinos or elephants," he said. "The human is just an accident. I believe in the reverse. The human is our first priority."

"We have to take care of this planet in a realistic condition, not in a dreamy kind of condition. Nobody is going to make history go backwards. Nobody is going back to the cave."

Allegre pledged that he would return at least once more to Cornell as an A.D. White Professor-at-Large. When that will be is undetermined, but he suggested the visit surely will coincide with weather suitable for golfing.

— William Holder



A.D. White Professor-at-Large Claude Jean Allegre responds to a question in Snee Hall.

Peter Morenus

Carrot substance protects immune system from ultraviolet light

Cornell research shows that moderate doses of beta carotene — commonly found in carrots — can protect people from ultraviolet light's harmful effects on the immune system.

While much remains unclear about how ultraviolet light affects the immune system, it is known that it suppresses some disease-fighting cells. The new study raises the possibility that beta carotene may promote the long-term vigor of the immune system.

The 70-day study involved 24 men, ages 19 to 38, who were exposed during 12 consecutive days to moderate amounts of ultraviolet light for a maximum of 11 minutes each day. The exposure, according to nutritional sciences Professor Daphne Roe, was similar to what one might encounter in a tanning parlor.

Half of the group — all of whom were in excellent health — received 30 milligrams (mg) per day of beta carotene throughout the 70 days. That amount is somewhat more than a person might consume through a normal diet but by no means an excessive dose, said Roe (three ounces of carrots contain 6 mg of beta carotene). The other half in the controlled, double-blind study received a placebo.

Beta carotene, previously known only as the building block of vitamin A, is now known to have other functions of its own, including light protection. It is found in a variety of yellow, orange and dark-green vegetables.

The placebo group experienced "a highly significant" suppression of their immune systems, as measured by a battery of standard skin tests of immune function, according to Roe. The group receiving beta carotene showed no statistically significant variation in immune function with light exposure. Roe and her colleagues, Associate Professor

Robert Parker and graduate student Cindy Fuller, reported these results at last spring's meeting of the Federation of Societies for Experimental Biology.

"At the end of the study, the men in the beta carotene group had exactly the same immune function that they had at the beginning, while the ones in the control group had not yet returned fully to where they were before exposure to ultraviolet light," she said.

Although there is no evidence that moderate exposure to ultraviolet light produces short-term health problems, Roe noted that the long-term effect on the immune system is more difficult to evaluate. Researchers are exploring links between the onset of cancer and the functioning of the immune system.

Her results suggest that you cannot go wrong by increasing the amount of beta carotene you eat in natural foods, she said.

"It's always helpful and healthful to eat foods containing beta carotene," she added. "Beta carotene in capsule form has had an excellent history of not producing significant side effects." Roe cautioned that tanning pills containing canthaxanthin, a relative of beta carotene not found in food, have been known to produce eye deposits and other side effects.

She also warned that there is no evidence that beta carotene will uniformly produce a beneficial effect in individuals who have experienced adverse reactions induced by sunlight or who are suffering from immune system disorders.

"Beta carotene is not some sort of talisman; it's not going to make magic," she said.

Beta carotene has been the object of considerable scien-

tific scrutiny for a number of years. Numerous epidemiological studies and studies in mice, for instance, have suggested that it may lower one's risk of developing certain kinds of cancer, including lung and skin cancers.

One recent study also has raised the possibility that beta carotene protects people with coronary heart disease from heart attacks and strokes, and another showed that it may save some people with precancerous mouth lesions from disfiguring surgery.

Roe was first drawn to beta carotene by the results of a study she published four years ago in which she found that ultraviolet light degrades certain nutrients in the blood. Among these were the carotenoids, a group of some 400 plant pigments, including beta carotene.

When other researchers established a link between ultraviolet light and suppression of the immune system, Roe questioned whether carotenoids might intervene in some way.

Many details of the process — for instance, how ultraviolet light interacts with the immune system — have not been fully worked out. Researchers do know, however, that ultraviolet light increases the activity of suppressor T-cells, a component of the immune system that dampens the activity of other disease-fighting cells in the immune system.

Beta carotene is a quencher of singlet oxygen, a dangerous chemical fragment known to cause cell damage. According to Roe, this quenching ability is believed to lie behind its beneficial effects.

Whether carotenoids other than beta carotene also might exhibit similar beneficial effects is not yet known, she said.

Roe plans to do a similar study with women soon.

— William Holder

Cornell University Press *continued from page 1*

other than editing and publishing."

Then, pausing to evaluate his comment, he added, "That sounds really dumb. But I do think a lot comes up mysteriously, between the printed page and me. One develops a reliable sense if not of a book's immediate value, then of the person you are dealing with."

"Bernie is very modest, too modest, about his role in all of this," said Ackerman. "He has a quick and sure sense of what separates smart writing from dross, and he seems always to appreciate that the decision to invite or reject a manuscript is probably the most important an editor has to make."

Not to mention tricky.

"I have colleagues who would just as soon skin him alive as talk to him," said Fred Ahl, a professor of classics at Cornell and a Press author. Because when Kendler decides to reject a manuscript, he can be less than subtle.

"Bang, he gives the bad news, with no delay, no hiding behind smoke screens," said Ackerman.

But when Kendler decides to support a manuscript, "Putting yourself in Bernie's hands as an author means you don't have a worry in the world," said Ackerman. "He takes his relationship with an author literally as a sacred trust."

Here, then, is how this academic press editor works:

Editors at most major university presses "ride the circuit," as they say, visiting campuses to mine the minds of scholars and unearth salable books.

But Kendler has made himself into a magnet for good books.

Every year he receives about 300 to 400 manuscripts — "If I stopped to count, I'd lose three or four books," he says — and hundreds more phone calls and letters offering manuscripts.

Kendler's first task is to review manuscript proposals (that usually cover the desk, floor and radiators in his office) and decide whether to reject them or consider them seriously.

"There are all kinds of reasons to say no right off the bat," he said. First, he must consider whether C.U. Press publishes in the field and, if so, how sound it is. After considering the appropriateness of the project, he looks more closely at the topic:

Does it seem important? Is it exciting? Is it in a field of growing or declining interest to scholars and students, who buy most academic press books?

"Then — this is really important — can this author communicate his or her excitement about why it is important. Intelligence must be communicated. If it is not there in a letter, forget it," said Ackerman.

In addition to being concerned with au-

"I don't necessarily want to do things in my own good time, but I'm not comfortable with the feeling that there is a deadline and someone must know such and such, by such and such a date, or look for another job, or not be promoted this year — as if that has anything to do with publishing a book."

— Bernhard Kendler

thor and subject, Kendler has in recent years — to his dismay — been subject to increasing pressure due to "time constraints" (read: imminent tenure or promotion decisions).

"I don't necessarily want to do things in my own good time, but I'm not comfortable with the feeling that there is a deadline and someone must know such and such, by such and such a date, or look for another job, or not be promoted this year — as if that has anything to do with publishing a book," Kendler said.

Time constraints, however, can have everything to do with what publication of a book will, or will not, achieve for an author.

"If you're a junior professor coming up for tenure, it could be a life-threatening move," said Eaves of Rochester. "I have known some incredible horror stories about editors who have left authors hanging for well over a year. But Bernie, by contrast, is just amazing. The minute he gets a letter from anyone, he is on the phone or writing."

Kendler typically tells authors within a

few weeks whether C.U. Press will seriously consider a project. And within three months, he usually tells authors the results of reader reports and advises them of the status of the manuscript: whether or not the Press plans to bring it to the editorial board for a final decision, whether significant revisions would first be required, or, in some cases, if he is undecided.

Time constraints, nonetheless, have prompted Kendler to move even faster in some cases, and occasionally to write encouraging letters to promising authors to show to tenure-review committees.

"If you want to publish the book, it's in your own best interest to try to accommodate the author, if you can," he said. After writing one such letter for an author from Australia, he recently received a thank-you letter from her filled with hand-drawn hearts and signed, "heaps of cheer."

But tenure pressures have also led Kendler to let go of some manuscripts he otherwise would have pursued.

Recently, for example, he received a manuscript that "wasn't close to being publishable" but that did interest him. "If the time pressure had not been there, I probably would have told the author about the problems I saw and asked her to send a completed manuscript," Kendler said. Instead, he wrote to suggest she seek another publisher.

Once Kendler has decided he is interested in a manuscript, he turns to one or two experts in the field for an assessment of its scholarly merits.

He asks them whether the manuscript represents a significant original contribution to its field, how it differs from books already available, what its potential audience might be, and how it could be improved. He often asks the author to respond to these reports.

Then, if Kendler still supports the manuscript, he goes to his colleagues and the C.U. Press editorial board, comprised of Cornell faculty members, for a final decision. On the board now are Theodore Lowi, the John L. Senior Professor of American Institutions; Dorothy Mermin, professor of English; and David Sabeau, professor of history. (One position is currently vacant.)

Sabeau recalls that, in his first year on the board, the board rejected only one

manuscript presented by Kendler.

"The board's real work is not to turn down this or that book," said Sabeau. "Our work is over the long term — to query, to discuss, to show our reservations and our enthusiasm, so the process is worked dialectically."

One long-term issue the board has recently debated, for example, is the merit of some academics' decisions "to go popular" in writing style. "It frequently jars, and it is our job to see if the argument is there, if the academic quality is sufficiently high," said Sabeau.

Kendler also maintains close communication with authors throughout the publishing process, to keep them up on the status of their manuscripts, to answer questions and to offer advice, sometimes casual, sometimes serious. ("There is one voice he uses when he is telling you, 'I have some further thoughts on this.' There is another that means, 'God, I know you can do better than this.'") said Eaves.)

For the past six years, Kendler has in this way communicated, though letters, with Jane Wilson Joyce, associate professor of classics at Centre College in Danville, Ky., who has translated Lucan's epic poem, "Pharsalia," or "Civil War."

"I never had a book under contract before, and I didn't understand a lot," she said. "I'm sure it was routine, old-hat stuff for him. But he was very nice about it."

"I could not be a big-money editor, wheeling and dealing, and sponsoring works for which I have no respect. I respect these works. I think they are worth publishing and really do make a contribution — maybe not for generations, but for a lifetime."

— Bernhard Kendler

And he wrote the most charming letters. He's just so personable and warm and encouraging. And we fell into a jocular writing style," Wilson Joyce said. When she once asked what would happen if her revisions were slow in coming, he wrote, "We aren't going to call out the National Guard, or even a lawyer." And after a delay exceeded her own estimates, he wrote: "We're disappointed, of course, but we've grown expert at waiting."

On the bottom of her copy of one of his first letters, she jotted, "This is the kind of editor I'd like to work with."

"Luckily, I am," she added recently.

The final step in Kendler's work comes about at a "launch meeting," during which all acquisitions editors and marketing staff make decisions about how many copies to print and what price to set.

Recently gathering in their old basement office for one such meeting, they discussed questions such as whether they should print 1,000 or 1,100 copies of one book, and whether the price should be \$31.50 or \$32.50.

They asked: What is the market? Should the book be brought out in paperback immediately? Is it likely to be required reading for courses? Is it price-sensitive, or will it sell as many copies at \$45 as it will at \$40?

"We're not here to make a lot of money — or to make money," explained Kendler. But the Press has to meet its own expenses. And it does that by relying on relatively brisk sales of some books to cover the cost of others that will have strictly limited appeal despite superior scholarly value.

And in the end of the publishing process, as in the preliminary decision-making, Kendler is known to have a reliable sense for making good choices.

"Bernie is a very high standard for everyone here," said Ackerman. "By example, he is an incredible teacher."

Typically, Kendler is more self-effacing. "I could not be a big-money editor, wheeling and dealing, and sponsoring works for which I have no respect," Kendler said.

Then he thought about some of the many works he has helped see into print and added, "I respect these works. I think they are worth publishing and really do make a contribution — maybe not for generations, but for a lifetime."

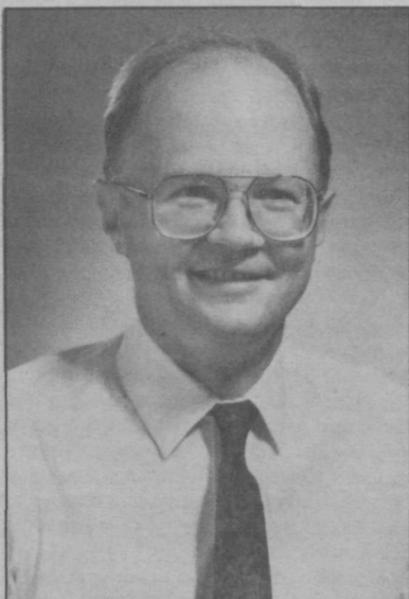
— Lisa Bennett

Press expands into areas of CU expertise: biology, agriculture and social sciences

Cornell University Press' publication program has in the last five years come to be a more accurate reflection of Cornell's extraordinary academic breadth, according to John Ackerman, who became the director in 1989.

"Before, we were well-known for our books in the humanities but had few areas of special strength elsewhere," said Ackerman.

Since then, the Press has steadily improved its lists in the social sciences (the political science list is now considered one of the best in the nation), agriculture and the biological sciences.



John Ackerman

Don Albern

And Ackerman next wants to strengthen offerings in applied ethics, Afro-American studies and feminist studies generally, while also publishing more books on regional topics and issues.

"Part of the Cornell tradition is to take what is at the forefront of research and bring it to the field where it can be applied practically," he said. "And this is a part of what the Press does, both by publishing in such areas as agriculture and applied science, and by doing books by scholars in whatever field who consciously strive to reach a general readership."

This does not necessarily mean publishing more books by Cornell authors — 10 percent of C.U. Press books, on average, are by Cornell faculty members — but publishing more books by the best scholars in these disciplines, wherever they may be.

Developing a superior list in agriculture is a challenge for a university press because the books tend to be short-lived and expensive, and require a marketing approach different from that used for the humanities and social sciences, said Ackerman.

"But we think it is important to do this, both because agriculture is part of the land-grant identity of Cornell, and because it reflects the history of the press," he added.

Cornell University Press — established as the first university press in America — stopped publishing in 1876. Seventeen years later, in 1893, John Comstock, the entomologist, and Simon Gage, the veterinarian, formed Comstock Publishing Associates to market their own books.

The enterprise was a success largely owing to Anna Botsford Comstock's "Handbook of Nature Study," first published in 1911 and still in print.

The Comstocks bequeathed their company to the university in 1931, making it a part of a revitalized Cornell University Press.

In the fall, the first in a seven-volume series, *The Literature of the Agricultural Sciences*, edited by Wallace C. Olsen, a research associate with Cornell's Albert R. Mann Library, will be released, as part of an ongoing effort to bolster the Press' tradition of publishing in agriculture.

Developing superior lists in such areas as medical ethics and environmental ethics will also be challenging, Ackerman said.

"These books sell, and everyone knows it. But there are other reasons we think them appropriate to our program: they complement our traditionally strong lists in analytic philosophy, feminist theory and natural history, even as they reflect the academic strengths of the university and correspond to its land-grant mission."

Economic realities prevent the Press from publishing in all fields in which Cornell is strong, however. For example, it does not publish in physics, psychology or engineering.

"In the economic climate of the last 10 years — with shrinking library budgets, rising costs and acute competition among publishers — it is important to choose intelligently the areas in which you want to be strong and not try to do everything, or you won't do anything well," he said.

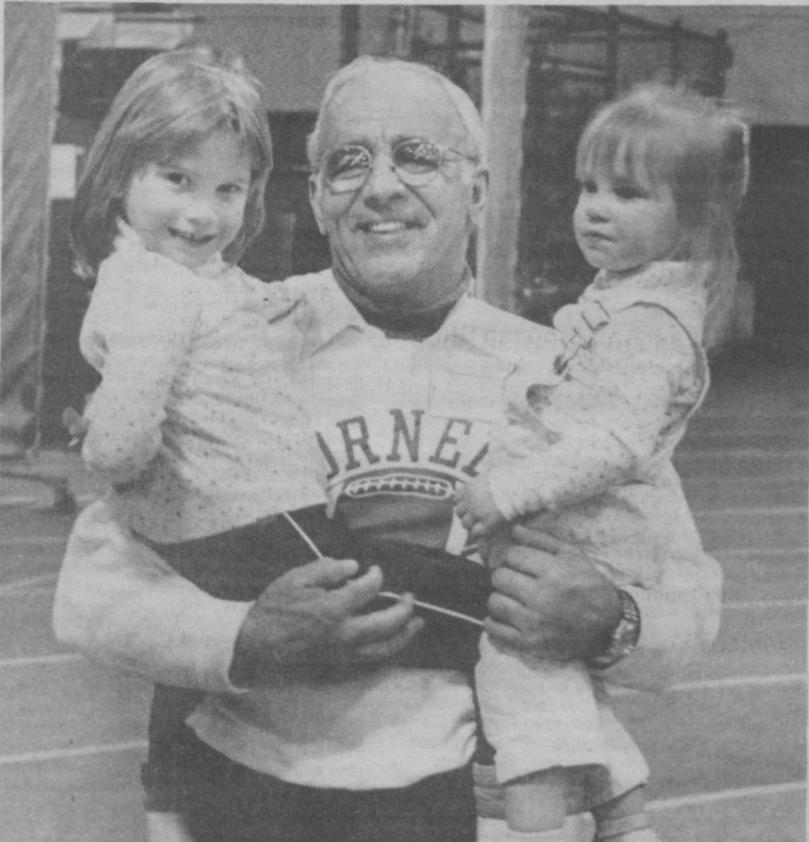
— Lisa Bennett

CORNELL Employment News

Published
by the
Office of
Human Resources

Volume 3 Number 35 September 12, 1991

Employee Day, Anyone?



A long-time participant in employee activities, George Peter, trustee emeritus, introduces Amiee (left) and Sarah Widger to Employee/Family Day.

This year's Employee/Family Day will be held Saturday, September 28. Chicken barbecue will be served at Barton Hall from 4:30-6:30 p.m., and Cornell's Big Red will take on Colgate's Red Raiders in the night game beginning at 7:00 p.m. Tickets are on sale at the Campus Store Service Center, the Cornell Recreation Club (165 Day Hall) and the Alberding Field House Ticket Office. Combination barbecue/football tickets (\$5.00 ea.) will be on sale through September 25; discount football tickets (\$3.00 ea.) will be sold through September 27.

For more details, see the article on Employee/Family Day in today's issue of *Networking*.

Note: English as a Second Language Course Change; Red Cross Courses Offered

TST BOCES is offering an *English as a Second Language* class for Cornell employees. The class will begin on September 9, 1991, Monday through Friday from 4:30 - 7:00 p.m. in 163 Day Hall (please use main entrance). There will be a text assigned to the course and regular attendance is important. Please contact Julie Coulombe at GIAC between 9:00 a.m. and 12:00 noon to register, 273-4095.

This notice supersedes information published in the *Cornell Contact*, which was distributed to all employees last week.

American Red Cross Course Offerings for Fall 1991

The American Red Cross course offerings for Cornell staff and faculty are listed below. All classes are held from 8:30 - 12:30. Pre-registration is required for all classes. Please call the American Red Cross at 273-1900 to request that a registration card be sent to you. This can be returned to the Red Cross through the campus mail, c/o Health Education, Gannett.

If you would like to register in person and pick up your workbook, please bring your signed registration card to the Red Cross. If you already have your workbook, please indicate this on your registration card and a discount will be granted to you.

Course fees will be billed to the department unless you contact the Red Cross at 273-1900 to cancel or reschedule at least three days prior to the start of the class. Office hours are Monday through Friday, 9:00 a.m. - 5:00 p.m. Courses include:

Standard First Aid (includes Adult CPR) \$45 - September 19 & 26 or October 1 & 8 or October 17 & 24 or November 12 & 19.

Community CPR (includes adult and pediatric skills) \$45 - September 17 & 24 or October 3 & 10 or October 22 & 29 or November 7 & 14.

Adult CPR (also recommended for those who completed Standard First Aid or Community CPR last year and need to renew only the Adult CPR portion of the training) \$35 - October 31 or November 21.

Weight Watchers at Work Program Change

Please note day and building change. Effective September 11, 1991, *Weight Watchers at Work* will be meeting at: 250 Caldwell Hall, Wednesdays, 12:00 noon.

If you have any questions or need more information, please call Weight Watchers' toll-free number: 1-800-234-8080.

Human Resources Anticipates a Busy Fall Season

"Welcome!" "Welcome back!" Familiar phrases these past two weeks, as returning students and new students and their parents converge on the campus and faculty gear up for the new academic year.

For many staff members, "welcome back" signals not the end of a summer away from campus, but the beginning of a more intensified period of activity. Though work of the university never stops throughout the summer months, the beginning of September often acts as a watershed—it is a time to assess the summer's activities and to marshal energy and resources for the work to come.

Such is the case in the Office of Human Resources. At the end of the spring, Director of Human Resources Lee Snyder left Cornell to accept a position at Georgetown University. Senior Vice President James E. Morley immediately appointed Allan Lentini to the position of acting director. A national search is currently under way to identify candidates for the newly established position of associate vice president of human resources. Lentini, in the meantime, has concentrated on furthering a number of human resource projects already in progress. Work on these projects accelerated over the summer and will be gaining even more momentum in the months ahead.

Most notably, the pace of the Classification Review Study has intensified, as the study enters its final phases. Careful scrutiny of the exempt and nonexempt hierarchies of positions by the Steering and Evaluation committees took most of the summer—longer than expected. The time spent has been worth the delay. The Steering Committee raised questions about the relationship of certain positions within the hierarchy. The Evaluation Committee then reevaluated the relevant questionnaires, contacted the supervisors who were familiar with the position duties, and met with staff who discussed the exact nature of their work.

Over the next several months, the process of the study and its implications at the college and unit level will be intensely reviewed with the management staff across campus. The college and unit heads will have an opportunity to verify, provide input on, and refine the hierarchies and the findings of the study as they apply to their own areas. Staff at all levels will also be

kept fully informed of the process, and feedback will be sought. While this two-way exchange will take the fall semester, the informed involvement of the campus community in the study is integral to the successful completion of the classification review process.

In the area of Employee Benefits, no drastic changes in the health plan are foreseen. Rate changes are still being decided, as the rising costs of health care continue to challenge employee and employer alike. These are expected to be modest. At the same time, the Benefits staff has continued work with the area health care providers to explore ways of managing health care costs in Tompkins County. They have also been encouraged by the increasing number of Cornell staff and academics who have enrolled in the Select Benefits programs.

All benefits-eligible staff and academics will be receiving their annual open enrollment benefits packets this fall, which will review employee benefits programs and provide updated plan booklets and summary materials. This year's Benefair will be held on November 4 and 5, with benefits staff and provider representatives on hand to answer questions on health, life, disability, and retirement programs.

As the number of openings in "Job Opportunities" testifies, the summer has also been a busy time for Staffing Services. Traditionally, May through October are the months of heaviest turnover of university positions, providing excellent opportunities for mobility for qualified employees as well as external candidates.

Finally, the Cornell Human Resources Information System (CHRISP) is gathering momentum. This project does not gain much public notice, but it is an enormous undertaking nonetheless. It involves the computerization of academic and staff demographic and job information in one database and automation of the hiring and transfer paperwork process. The project will facilitate the activities of the colleges and units that depend on up-to-date information. Further updates on the progress of this project will be distributed to the college and unit heads over the fall.

So, to everyone—welcome, and welcome back! The staff in the Office of Human Resources looks forward to working with you.

Sign up for Lunch with Senior Vice President James E. Morley, Jr.

Now is your chance to meet the senior vice president in an informal setting. Lunch is provided. Locations are now being scheduled on the dates listed below. Employees should call the Office of Human Resources at 255-3983 for more information or to make a reservation.

Friday, September 27, College of Arts & Sciences, 12:00 noon
Friday, October 18, 12:00 noon
Friday, November 22, 12:00 noon
Tuesday, December 10, 12:00 noon

A New Look

Note: For aesthetic reasons, the format of *Cornell Employment News*, including *Job Opportunities*, has been changed to be more consistent with the look of the *Cornell Chronicle*. The purpose of *Cornell Employment News* has not changed, however. It remains "a way of focusing attention on work-related issues important to Cornell employees—benefits, equal opportunity/affirmative action policies, tax law ramifications, retirement and compensation issues, career development information." Please let Nancy Doolittle, manager of employee communication, OHR, (255-3541) know what you think about the format, about whether *Cornell Employment News* meets your needs, and about the topics you would like to see addressed in future issues of *Employment News*.

JOB OPPORTUNITIES

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801
Day Hall: (607) 255-5226
East Hill Plaza: (607) 255-7422

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

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

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

Deputy Director of University Development (PA8201) HR/II
University Development-Ended
Posting Date: 8/12/91

Responsible for providing creative leadership in the planning and implementation of programs for a large segment of University Development, including systems, communications, records and research and special projects. Assists the Director of Development in the overall direction of the office and acts for the Director in her absence.

Requirements: Bachelor's degree or equivalent required. 5 yrs. related experience. Knowledgeable on important matters concerning the University, higher education in general, philanthropy and the Cornell campaign. Good communication skills. Ability and willingness to work with people in a team spirit. Significant fundraising experience. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Technical Support Assistant (PT6706) Level 32
CIT/Support Services-Ended
Posting Date: 5/23/91-Repeat

Support and maintain workstation hardware, software and vendacard 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-Ended
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-Ended
Posting Date: 7/18/91-Repeat

Design, develop, modify, maintain and document straight forward 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; system's utility programs; and VM/CMS. Knowledge of at least 2 languages: PL/1, Natural, COBOL. Send cover letter to Sam Weeks, Staffing Services, 160 Day Hall.

Vending Manager (PA8203) HR/II
Dining Services-Ended
Posting Date: 9/12/91

Plan and manage all service, production, personnel and financial aspects of vending operations.

Requirements: Bachelor's degree or equivalent. 3-5 yrs. related experience. 3 yrs. of food service supervision preferred. Knowledge of food and health codes required. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Administrative Manager II (PA8103) HR/II
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.

Director of Food and Beverage (PA8004) HR/II
Statler Hotel-Ended
Posting Date: 8/29/91-Repeat

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.

Production Editor (PC8101)
C.U. Press-Ended
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 to 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, East Hill Plaza #2. Employees should include employee transfer application.

Coordinator, Pilot Program (PA8101)
Residence Life-Ended
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 rooms. 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.

Design/Editorial Coordinator (PC8208) HR/II
Biotechnology Program-Ended
Posting Date: 9/12/91

Under general administrative direction, write, edit and design from concept to camera-ready copy reports, newsletters and conference materials; prioritize and execute day-to-day operations of NABC; organize on-and-off campus conferences and meetings; assist in grant preparation and reports. Some travel.

Requirements: Bachelor's degree or equivalent. 2-3 yrs. writing and office experience. (Provide writing sample and Pagemaker typeset/layout products). Excellent communication, organizational and basic office skills. Ability to work independently, take initiative and handle several projects simultaneously. Attention to detail. Experience with Mac systems, Pagemaker in-house publishing, hypercard and networking a must. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Supervisor (PA8102) HR/II
Anthropology-Ended
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 an academic environment. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Senior Science Editor (PC7509)
News Service/University Relations-Ended
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, East Hill Plaza, employees should include an employee transfer application.

Banquet Chef (PG8007) HR/II
Statler Hotel-Ended
Posting Date: 8/29/91

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

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, East Hill Plaza #2.

Bioengineer (PT8002) HR/II
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.

Staff Writer II (PC7813) HR/II
University Development-Ended
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, Communique.

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, East Hill Plaza #2. Employees should include employee transfer application.

Professional Part-Time

Assistant Director for Public Policy Careers (PA8104)
Career Center-Ended
Posting Date: 9/5/91

Provide career/placement advising to graduate students from the Cornell Institute for Public Affairs. Offer job strategy workshops; establish working relationship with governmental, international and nonprofit employers through some travel and working with alumni. M-F (20-25 hrs. per week).

Requirements: MA in counseling, education or related field or equivalent work experience. 3-5 yrs. experience working with college students. Working knowledge of Macintosh environment helpful. Excellent writing and communication skills. Preference given to candidate with experience in the public sector. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Extension Support Specialist I (PC8102)
NYC Cooperative Extension, NYC-Statutory
Posting Date: 9/5/91

Outreach to youth, daily oversight of youth programs, problem-solving, linkages with community youth groups, program implementation and engaging youth in broader Cornell Cooperative Extension activities.

Requirements: Bachelor's degree in relevant area. 2-3 yrs. experience in youth development programs. Demonstrated ability to set up systems and work independently and with others. Experience in urban communities, with development of range and continuum of options for youth. Reliability, flexibility. Commitment to peer teaching approaches and participatory research techniques. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Off-Campus

Research Support Specialist II (PT5810) HR/II
Division Nutritional Science/CFNPP/Washington D.C.-Statutory
Posting Date: 3/21/91-Repeat

To provide general research-related assistance to assess the impact of macro-economic adjustment policies on the poor in Africa. Activities will include provid-

ing assistance in micro-level analysis of factor and product markets, and consumer and producer behavior, as well as the development of macro-economic models. 1yr. appointment. Continuation contingent upon funding.

Requirements: Master's or equivalent required. Minimum 2 yrs. related experience. Skills in micro/macro economic theory and agricultural economics 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
Posting Date: 8/01/91-Repeat

Operate and maintain a field testing lab in Elmont, New York. Hire, train, and supervise five lab technicians. Supervise analysis of blood and urine samples. Maintain and operate analytical instrumentation including HPLC and GC. Implement and maintain record keeping, and safety, health and hygiene procedures.

Requirements: MS degree in chemistry or related field or equivalent experience. 1-3 years in a testing environment. 1-2 years as a supervisor. Experience with extraction and identification of drug and drug metabolites preferred. Send cover letter and resume to Sam Weeks.

Technical

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

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

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

Animal Technician GR18 (T8201)
Laboratory Animal Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 9/12/91

Provide care (feed, clean and monitor) for research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist Vets in treating and vaccinating animals. Will include weekend hours.

Requirements: High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certification helpful. 1 yr. of lab animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required. Send cover letter and resume to Sam Weeks.

Technician GR18 (T8108)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 9/5/91

Assist in management of supply, storage and shipping function of the Diagnostic Lab. Log in and deliver incoming specimens. Fill, log and ship orders. Assist receiving section with centrifuging and separating serum. Open, label and sort specimens. Perform pre-accession 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 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-Repeat

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 (T7606)
Food Science-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 9/12/91-Repeat

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

Requirements: Associates degree desirable in microbiology or related field with emphasis in microbiology. 1-2 yrs. laboratory experience, preferably in dairy science. Familiarity with bacterial purification and identification, spectrophotometry, fluorimetry, and titration techniques. Must have ability to keep accurate records and have desire to learn new techniques and

procedures. Be able to function independently after training. Basic computer knowledge helpful. Send cover letter and resume to Sam Weeks.

Program Aide GR19 (T4104)
Entomology-Statutory
Minimum Biweekly Salary: \$566.28

Posting Date: 9/12/91-Repost
Provide technical support for studies on pests and pesticide use assessment for selected agricultural production systems in New York. Working with Cornell University faculty and Cooperative Extension, develop pest and pesticide use questionnaires, conduct surveys, administer questionnaires, working with statisticians develop sound sampling schemes, computerize/summarize data, assist in preparation of reports.

Requirements: Associate's; Bachelor's strongly desired in a biological or agricultural science or extensive experience in agricultural production systems. Valid NYS driver's license. Training/experience in statistics, computer literacy and cooperative extension highly desirable. Send cover letter and resume to Sam Weeks.

Technician GR19 (T7206)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$566.28

Posting Date: 9/5/91-Repost
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: Associate's 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 thermocouple 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-Repost
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: High School 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-Endowed
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, Staffing Services, 160 Day Hall.

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 Johnes 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.

Computing Lab Supervisor GR22 (T8202)
Law-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 9/12/91
Serve as night supervisor/lab manager and consultant for networked public computing facility in Law School. Perform maintenance and administrative activities on local area network (LAN) connecting 200 work stations and 4 file servers. Establish and maintain user accounts. Responsible for emergency system shutdown/recovery procedures at night and on weekends. Perform network-wide file maintenance and management activities. Work Hours: 2:30-11:00pm Tuesday-Friday, 9:30am-5:00pm Saturday with some flexibility.

Requirements: BS degree in computer related field or equivalent combination of education and experience. Knowledge of IBM and Mac PC's. Experience and ability in providing software support for non-technical users. Familiarity with Novell networks and administration tools highly desirable. Strong interpersonal and writing skills. 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-Repost
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.

Lead Production Controller GR24 (T4103)
Finance and Business Services-Statutory
Minimum Biweekly Salary: \$682.77

Posting Date: 10/18/90-Repost
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 Sec-

tion. 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, Staffing Services, 160 Day Hall.

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.

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 histochemical, immunocytochemical, or biochemical techniques. Darkroom skills will be helpful. Send cover letter and resume to Sam Weeks.

Technical Temporary

Casual Animal Technician (T7808)
Equine Drug Testing-Statutory
Posting Date: 8/15/91

Care and feeding of horses plus barn maintenance and tractor operation. Additional work as assigned.

Requirements: Some experience working with horses preferred. Must be able to lift 100 lbs. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

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, East Hill Plaza #2. Employees should include employee transfer application.

Data Entry Operator GR17 (C8107)
Acquisitions-Library-Endowed
Minimum Biweekly Salary: \$530.38

Posting Date: 9/5/91
Search on-line databases. Enter and update book and order records into the NOTIS system.

Requirements: High School or the equivalent. Familiarity with computer terminals. Good organizational, communication (written and verbal) and interpersonal skills. Language Aptitude. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Receptionist GR17 (C8104)
Veterinary Administration-Statutory
Minimum Biweekly Salary: \$530.38

Posting Date: 9/5/91
Primary function is receptionist for all student services; answering telephone; greeting/directing visitors/students; collecting and sorting incoming mail; some typing of correspondence and official forms; entering announcements into computerized placement service; some filing, especially for placement service.

Requirements: High School diploma or equivalent. Some business courses preferred. 1-2 yrs. office related office experience preferred. Excellent organizational, interpersonal and communication skills essential. Knowledge of Macintosh computer desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Searcher GR18 (C8206)
Acquisitions/Library-Endowed
Minimum Biweekly Salary: \$542.89

Posting Date: 9/12/91
Create bibliographic records for orders and books; search orders and books for the library system using national/local databases and trade bibliographies for information pertaining to items which the library is acquiring or has received; edit and revise bibliographic information; pre-catalog searching. Other duties as

assigned.

Requirements: 2 yrs of college or the equivalent. Previous library experience (technical services) or additional education. Familiarity with microcomputer systems. Knowledge of one or more Western European languages. Good communication (written and verbal), interpersonal skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include an employee transfer application.

Office Assistant GR18 (C8106)
Art-Endowed
Minimum Biweekly Salary: \$542.89

Posting Date: 9/5/91
Act as graduate field secretary. Provide administrative and clerical support for the Administrative Supervisor and department faculty. Act as receptionist for department faculty. Answer telephones; take messages; meet and greet students, visitors and the general public.

Requirements: High School diploma or equivalent. Some college coursework desirable. 1-2 yrs. office experience, some of it preferably at Cornell. Computer knowledge a must. Excellent interpersonal and organizational skills. Able to handle confidential information. Medium Typing. Regular Cornell University employees send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Assistant GR18 (C8006)
Division of Summer Session, Extramural Study, and related Programs-Endowed
Minimum Biweekly Salary: \$542.89

Posting Date: 8/29/91
Provide administrative and secretarial support for the media services department of the Division. Assist in producing and distributing marketing and publicity materials and keeping records of media department efforts and of their effectiveness; provide secretarial support to the media manager and media assistant.

Requirements: High School degree or equivalent. 1-2 yrs. experience. Excellent organizational and communication skills required. Ability to work under pressure and to meet deadlines. Familiarity with advertising, publicity, and graphic design helpful. Knowledge of Macintosh computer and Microsoft Word, Pagemaker, and Foxbase software helpful. Send cover letter, resume, and 2 short writing samples to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C8204)
ILR, Center for Advanced HR Studies-Statutory
Minimum Biweekly Salary: \$566.28

Posting Date: 9/12/91
Provide secretarial and administrative assistance to Executive Director of CAHRS. Maintain public relations and cooperative relationships with faculty; serve as contact for Sponsor Executives and those requesting CAHRS information and publications; initiate routine correspondence with faculty, staff and senior corporate executives; Handle arrangements, registration, meal counts, etc. for 4 Senior Executive Conferences per year; maintain financial records of income and expenses for all programs; prepare solicitation letters for annual sponsor contributions.

Requirements: High School diploma or equivalent. Some college course work preferred. 2 yrs. related experience. Excellent typing and interpersonal skills and ability to prioritize work. Word processing using PC. Medium Typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C7601)
Computer Science-Endowed
Minimum Biweekly Salary: \$566.28

Posting Date: 8/1/91-Repost
Provide administrative and organizational support to several faculty and department publications unit. Use advanced graphics software to produce and edit technical reports.

Requirements: High School diploma or equivalent. Some college coursework preferred. Microcomputer experience necessary. Must be flexible and able to work under time constraints. Excellent writing, communication, interpersonal skills and ability to prioritize a must. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary 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: High School 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, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (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: High School diploma or equivalent combination of training and experience. Some college coursework preferred. 1-2 yrs. related experience. Strong interpersonal, office 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, East Hill Plaza #2. Employees should include employee transfer application. Minorities are encouraged to apply.

Secretary GR19 (C8113)
College of Agriculture and Life Sciences-Public Affairs-Statutory
Minimum Biweekly Salary: \$566.28

Posting Date: 9/5/91
Assist 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: High School 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, East Hill Plaza #2. Employees should include an employee transfer application.

**Senior Department Assistant GR20 (C8201)
Catalog/Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 9/12/91**

Responsible for managing the retrospective conversion process for 250,000 East Asian, South Asian, and Southeast Asian titles and the physical shift of shelflist cards to 77,500 South Asia titles from Olin shelflist to the Southeast Asia-East Asia shelflist and the necessary record maintenance for those titles already on-line. Participate in decision-making with Collection Development, Wason/Echols, and Access Services. 39 hrs per week until 7/31/94.

Requirements: AAS degree, 2 yrs. of college, or equivalent experience. 2 yrs. of relevant technical services experience. Academic or research library preferred. Outstanding communication (verbal and written) interpersonal, organization skills. Demonstrate ability to work independently and exercise judgment. Ability to work under pressure. Attention to detail; previous supervisory experience preferred. Facility with languages. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Employees should include employee transfer application.

**Administrative Aide GR20 (C8114)
Food Science-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/5/91**

Provide support services for the Dairy Center Director, Executive Staff Assistant (Technical Manager) and Dairy Center Research Associate. Until 6/30/94.

Requirements: AAS Secretarial Science or equivalent. 2-3 yrs. experience. Able to work independently. Excellent organizational and interpersonal skills. Conference planning and organization experience desirable. Strong writing and editing skills. Extensive experience with microcomputers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

**Administrative Aide GR20 (C8108)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 9/5/91**

Provide secretarial and administrative assistance for the office of Major Gifts. Coordinate flow and oversee completion of work within office; type, edit and proofread correspondence and reports; assist in making arrangements for visitors to campus; conduct research for special projects; make appointments and coordinate travel arrangements.

Requirements: Associate's degree or equivalent in education, experience and training. Minimum 2 yrs. related experience. Excellent organizational, communications (written and oral) and interpersonal skills. Ability to handle confidential information and prioritize assignments and work under pressure. Proficiency on Mac computer. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Personnel Assistant GR21 (C8202)
Dean's Office-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 9/12/91**

Coordinate the processing of personnel-related work for the College of Engineering. Provide management assistance and administrative support to the Director of Human Resources and indirectly to other College Deans and Directors.

Requirements: AAS or equivalent. Additional college coursework preferred. Thorough knowledge of Cornell personnel procedures and policies required. Experience with spreadsheet software mandatory. Regular Cornell University employees only. Light typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

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 weekends and for Monday night seminars. 20-30 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, East Hill Plaza #2. Employee should include employee transfer application.

**Secretary GR18 (C8205)
Neurobiology and Behavior-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 9/12/91**

Computer-based text and graphics processing and ed-

iting; order supplies and maintain inventories; coordinate and troubleshoot administrative procedures; extend support to coworkers and staff for a large biology course; student grades, generations exams and answers.

Requirements: High School diploma or equivalent. Some college coursework desirable. Experience with computers and office-based software or aptitude to learn specific software programs. High level of confidentiality. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #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 multi-national 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, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Coordinator GR21 (C8203)
Physics-Endowed
Minimum Full-time Equivalent: \$615.42
Posting Date: 9/12/91**

Analyze all department accounts by function; identify, review and solve problems under direction of Administrative Associate; develop and prepare monthly computer accounting reports; maintain CUDAs; major role in budget planning process and year-end account closings. Monday-Friday 4 Hours per day.

Requirements: A.A.S. or equivalent. Additional college coursework in accounting preferred. 3-4 yrs. experience. Extensive knowledge of computers (Macintosh). Ability to write macros and develop electronic spreadsheets. Familiar with the Cornell Accounting system preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Temporary

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

**Administrative Aide (S7909)
Cornell Information Technologies
Posting Date: 8/29/91**

Provide administrative support in the department of Information Technologies. Entering data, pulling reports, filing, and copying. Computer experience is necessary. Experience with WORD, Excel, and Filemaker is preferred. Assist in coordination of conferences. Must be able to deal with multiple tasks and also deal with a diverse group of people. Person must possess exceptional customer service skills. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Accounts Coordinator GR20 (S7602)
National Nanofabrication Facility-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 8/01/91**

To oversee department accounts, payables/receivables, and industrial contracts. Prepares budget statements and monthly reports. Assists in preparing projected revenue and expense analyses. Oversees accounting data input and post-reconciliation activities. The incumbent works with a high degree of independence under the general supervision of the Administrative Manager. M-F 8am-5pm.

Requirements: AAS degree in accounting or equivalent combination of education and experience with increasing experience in areas directly related to accounts management. 2-3 years experience as a bookkeeper or accounts manager; knowledge of endowed and/or state Cornell procedures. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Service Clerk (S7501)
Ornithology
Posting Date: 7/25/91**

Assist with sales at Crows Nest Birding shop during the week, week-ends and Monday nights for seminars. Assist in warehouse and run errands. Cashier, phones, and data entry.

Requirements: High School diploma or equivalent. Very good organizational, interpersonal, and communication skills. Ability to lift 50 lbs. and must be dependable. Casual 19 hrs/week. Send cover letter, resume to Karen Raponi, Staffing Services, East Hill Plaza.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in

the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

**Custodian SO02 (G8203,G8204)
Building Care-Endowed
Hiring Rate: \$6.55
Posting Date: 9/12/91**

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Hours: Monday-Thursday 6:00am-2:30pm, Friday 6:00am-1:30pm. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**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: High School 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, East Hill Plaza #2.

**Material Handler SO04 (G8202)
Dining-Endowed
Hiring Rate: \$7.17
Posting Date: 9/12/91**

Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. Shift subject to change.

Requirements: High School diploma or equivalent. Basic reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/receiving food. Able to lift 75 pounds on continuous basis. NYS driver's license required. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Custodian SO04 (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: High School 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, East Hill Plaza #2.

**Dispatcher SO06 (G8201)
Maintenance and Service Operations-Endowed
Hiring Rate: \$7.91
Posting Date: 9/12/91**

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

Requirements: High School diploma or equivalent. Must possess and maintain a valid NYS Drivers License. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills, ability to work under pressure and strong decision making ability. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Cook SO06 (G8107)
Residence Life-Endowed
Hiring Rate: \$7.91
Posting Date: 9/5/91**

Clean, prepare and cook food for university-owned fraternity. Clean all food prep areas, cooking areas and assist in keeping storerooms and coolers sanitary. Aid student steward in menu planning and food purchases as needed. Must be able to work with little supervision and with student volunteers. 9 month position.

Requirements: High School diploma or equivalent. 1-3 yrs. quantity cooking experience. Able to follow recipes accurately, operate standard food preparation equipment. Experience in large quantity preparation is essential. Some years experience as a cook. Good organizational skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**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: High School 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, East Hill Plaza #2. Employees should include an employee transfer application.

General Service Part-time

**Security Guard GR01 (G8108)
Johnson Museum-Endowed
Hiring Rate: \$6.44
Posting Date: 9/5/91**

Responsible for guarding all works of art in the building following security and safety procedures, communication with appropriate staff members on a regular basis. Available day or evenings for subbing on non-scheduled workdays and for guarding at special events held in the museum. 28 hrs. per week.

Requirements: High School diploma or equivalent. Able to work with schedules and in a group situation. Background in the security area helpful. Dependable in reporting and attentive to detail necessary. Good communication skills. Able to communicate well with the public. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

General Service

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

**Night Dairy Worker-SO05 (B8101)
Animal Science-Statutory
Hiring Rate: \$7.53
Posting Date: 9/5/91**

Care, feed and milk dairy animals. Maintain facilities where the animals are housed. Requires occasional weekend work, hours. 5 nights per week 11:00pm-7:30am.

Requirements: High School Diploma or equivalent. 3-5 yrs. directly related experience. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

**Greenhouse Worker SO06 (B8201)
Floriculture and Ornamental Horticulture-Statutory
Hiring Rate: \$7.91
Posting Date: 9/12/91**

Perform experimental work for faculty, staff, and graduate students; carry out necessary greenhouse operations to maintain plant growth and research experiments.

Requirements: Associates degree in Floriculture or related areas, or substantial experience in greenhouses. Must obtain NYS Certified Pesticide Applicators License. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Academic

**Research Associate III
Institute for the Study of the Continents
Posting Date: 9/5/91**

Analyze and integrate all available geological/geophysical observations to understand lithospheric-scale problems.

Requirements: Ph.D. Extensive knowledge or familiarity with processing or interpretation of deep seismic reflection profiling desirable, not required.

**Faculty Member, Management
Operations and Human Resources Area
Hotel Administration**

Teach courses in the area of Human Resources Management. Engage in appropriate area-related research. Perform proportional share of school service, e.g., advising, committee work, etc.

Requirements: Appropriate Ph.D. Record of or potential to, conduct research and to effectively teach as required. Must be interested in working with undergraduate, master's and Ph.D. students and directing graduate student research. A strong interest in the service sector is required. Send letter of application, resume, references, and supporting materials to: Dr. Michael Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853

**CORNELL
Employment News**

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland
PHOTOGRAPHY: University Photography, Susan Boedicker

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

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

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, NY 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, NY 14853-2801. Other questions or requests for special assistance may also be directed to that office.

Networking

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

17th Annual Employee/Family Day to Be Held September 28

by Nancy Doolittle

Employee Day Committee



Photo by Susan Boedicker

For the past sixteen years, the important role employees play in making Cornell a great teaching and research university has been celebrated each fall when faculty, staff, retirees, and their families gather together for Employee/Family Day. The single largest employee event of the year, Employee/Family Day normally draws over 2,500 participants, and traditionally includes

chicken barbecue, Cornell football game, and other activities.

A light-hearted, casual event, Employee/Family Day is a great way to have fun, get oriented to the university if you are a new employee, and connect with your colleagues and friends if you've been here for a while. We especially urge those of you newly hired or those of you who have never come to

Employee/Family Day before to make a special effort to attend this year. The food is delicious and the football and barbecue tickets are offered at an advanced discount price that can't be beat.

This year the 17th Annual Employee/Family Day, sponsored by the Office of Human Resources, the Employee-Elected Trustee, the Employee Assem-

bly, and the Department of Athletics, will be held Saturday September 28th. As in previous years, the chicken barbecue will be served in Barton Hall. The barbecue will run from 4:30-7:30 p.m. But in a departure from recent years, this year's event includes a NIGHT football game, with kickoff at 7:00 p.m. The game will take place in Schoellkopf Field, when Cornell's Big Red confronts Colgate's Red Raiders.

Free shuttle-bus service between B-lot (now called O-lot) and Schoellkopf Drive will be available on Employee/Family Day for you to conveniently get to and from the barbecue and game. Buses will run between 4:00 p.m. and 7:00 p.m. and again after 9:00 p.m.

In brief, combination football/barbecue tickets (\$5.00 each) and discount football tickets (\$3.00 each) are available, but "barbecue only" tickets are not available. Combination football/barbecue tickets can be purchased from September 9 through September 25; discount football tickets can be purchased from September 9 to September 27. You will be able to purchase discount tickets in person at the Campus Store Service Center, the Cornell Recreation Club (165 Day Hall) or the Alberding Field House (there is a 15-minute free parking zone at the field house).

Volunteers are needed to help serve the barbecue. All volunteers receive a complimentary barbecue ticket. Call Janet Beebe, 255-7565 if you wish to volunteer.

See you on Saturday, September 28!

ATTENTION New Cornell Employees!

Are you a new employee at Cornell who is also new to Ithaca? Are you a former student who is finding that it's much harder to meet people as an employee than it was as a student? Have you worked here for a while and are ready to meet new people? If you answered yes to any of the above and you are interested in doing something about it, we'd like to hear from you. We are relatively new employees and Cornell alumni who want to establish a social network for people in the situations described above. Possible activities include intramurals, happy hours, dinners, etc., and events with some of the grad student organizations. We'll be having a brainstorming/organizational meeting on Thursday, September 26 at the Henry (first floor, Sage Hall) at 4:30 (scrumptious refreshments will likely make an appearance). Please call Dave Jansson at 255-3608 if you have any questions, and call if you can't make the meeting but would like to be kept informed of future plans.

A Letter To The Cornell Community:

With our deepest thanks to the man, woman and child who risked their lives in a small boat to save my 16 year old daughter, Wendy Kastenhuber, and her 15 year old friend Jolene Harvey from drowning in Oneida Lake on Friday, July 19. This happened at the Cornell Biological Field Station in Bridgeport, New York.

With all the excitement, the girls didn't get your names, but they are very thankful and grateful to be alive. We believe that you are employed by Cornell University—that is why we are writing this letter in hopes that you may be reading our thanks to you via *Networking*.

Wendy and Jolene plan to be nurses and will be starting their training in the fall. They hope to help people when they need it the most—like you did for them.

Wendy and Jolene will never forget you and we, as parents, will never forget you either.

Thanks so much

Jim & Patty Case
Dryden

There Is A Heaven For Volunteers

Many will be shocked to find,
When the day of judgment nears,
That there's a special place in Heaven,
Set aside for volunteers.

Furnished with big recliners,
Satin couches and footstools,
Where there's no committee chairperson,
No group leaders, no car pools,
No eager team that needs a coach,
No bazaar and no bake sale,
There will be nothing to fold and mail,
But a finger snap will bring
Cool drinks and gourmet meals
And rare treats fit for a king.

You ask, "Who'll serve those privileged few
And work for all they're worth?"
Why - all those who reaped the benefits
and **NOT ONCE**
Volunteered on Earth!!

Author Anonymous

COST SAVINGS COLUMN

As the University is increasingly faced with expanding academic programs and limited financial resources, the non-academic staff has become a critical component in efforts to bridge the gap and stretch the budget. Recognizing the creative talents of such employees, the Dean and Associate Deans of the College of Arts and Sciences announced a College Administrative Cost Savings Program and contest in the Fall of 1990 to serve as a forum for the exchange of cost saving strategies and budget trimming techniques. Nearly 200 employees participated in the event, offering 210 suggestions, with a documented total of over \$25,000 in savings in this budget year.

In this edition of *Networking*, we will devote space to "Copying." When the next issues of *Networking* appear, look for this column for other tips in the continuing effort to save money in the University.

Copying

- ❖ To reduce copy expenses, our department set up a guideline that any class handout or published material longer than four pages is to be taken to a copying agency and the students charged for it as additional text. Also, professors and TAs do not copy class handouts individually. They submit them to us and the work is delegated to a work-study student so the department can monitor the copying done for our courses.
- ❖ To prevent over-use of department copy machines and to cut down on the frequency of repairs, install Datatron machines on all copiers. Each person in the department would be assigned a copy code to use when ever they make copies. This would make a more accurate system for keeping track of the copies being made.

- ❖ Our department recently purchased a copier that can make 240,000 copies annually. We now save staff time in running back and forth to copy centers as well as copy center overhead charges.
- ❖ Use the generic Cornell letterhead for official business (we use computer generated letterhead for a lot of letters also). We no longer use pre-printed letterhead with the department name on it.
- ❖ Save on copying costs. Don't wait until the last minute to do class work copying. Take the time to send your large jobs out to be copied.
- ❖ To save on letterhead costs, copy Cornell stationary onto bond.
- ❖ Buy one super-deluxe copier for an entire building and hire a person to run it all day. It would be cheaper for each building to have one good

- copier than for each department to have its own small copier.
- ❖ Use something other than green paper for cash advances. Green paper doesn't copy very well. Sometimes, it takes three tries to get a readable copy.
- ❖ Use duplex copies whenever possible. This saves paper and file space.
- ❖ Consolidate several mailings into a pamphlet and mail it once a semester.

"Copying" to be continued in the September 26 edition of *Networking*.

PARENT'S CORNER

Day Care Council



273-0259

by Kathee Shaff

Are you a parent? Do you need child care? Are you concerned about day care issues? Do you have questions concerning your child's behavior? If you answered "yes" to any of these questions, you should have the above telephone number posted by your phone and you should know about the Day Care and Child Development Council of Tompkins County, Inc. It is more commonly known as the Day Care Council.

The Day Care Council is a Child Care Resource and Referral (CRR&R) agency for Tompkins County. Some of the services provided are:

- ☛ Child care referrals for parents/guardians
- ☛ Child development consultants
- ☛ Warm Line—a telephone support service for parents/caregivers
- ☛ The Gathering Place—a resource center for supplies, books, and equipment for the day care community and parents
- ☛ Teen Pregnancy and Parenting Program
- ☛ Employer supported child care assistant
- ☛ Development of new programs
- ☛ Training for staff

The Day Care Council serves all families regardless of income, gender, or national origin. Their phone number is 273-0259 and their hours are 9:00 am - 4:30 pm Monday through Friday. If you have any questions or concerns, or would like more information about the above mentioned services, please give them a call. They have a friendly staff waiting to be of assistance to you.

The telephone numbers for the corresponding agencies in the surrounding counties are as follows:

Broome 607-723-8313
Cayuga 315-255-1183
Chemung 607-734-3941
Schuyler 607-535-7964
Seneca 315-539-9250
Tioga 607-687-6721

In the next issue:

The latest edition of the Day Care Council's "Programs For Young Children" is now available. This bright orange booklet provides a wealth of information for parents.

other issues. Give them a call between 9:00 am and 4:30 pm Monday through Friday, leave your number, and one of their professional staff will call you back within 24 hours (M-F).

See...help is only a phone call away.

Parent's Hotline: WARM LINE 273-0259

by Kathee Shaff

The Day Care Council provides a telephone guidance service, called the WARM LINE. It can be thought of as a type of Parent's Hotline. If you have a question or concern about your child's behavior and don't know where else to turn, perhaps the WARM LINE can help.

The WARM LINE offers free advice to parents or caregivers about tantrums, toilet training, sleeping problems or

Hypertension Control Program

Tompkins County Health Department

What is Hypertension (high blood pressure)?

The heart is a pump that pushes blood through all the vessels in the body. HIGH blood pressure is a disease, usually without symptoms, characterized by consistently sustained elevated blood pressure readings. High blood pressure is a leading cause of heart disease, strokes, kidney disease, eye disorders, and other serious complications.

What we are doing to help you!

We provide blood pressure screening, counseling, referral and follow-up services to CU employees each year.

We make it easier for you to have your blood pressure checked by having clinics at worksites.

We identify individuals who need to see a doctor and refer them to their

physician for diagnosis and treatment.

We aid people who have high blood pressure to maintain the course of treatment prescribed.

This is a benefit provided by Cornell University for all employees (staff and faculty). Please watch for signs posted in your building for the annual Blood Pressure Clinic. We also schedule follow-up clinics for those in need of closer monitoring. If you are unsure of when your building has a blood pressure clinic, or want more information, please contact:

Debra Fowler, RN
 Coordinator Hypertension Control Program
 Tompkins County Health Department
 274-6601 or 274-6605

Tompkins County Health Department Hypertension Control Program

274-6601

Open Blood Pressure Clinics At Cornell University

September 1991

17	Clark Hall-Room E18	9:00am-12:30pm
18	Buildings Care-Sibley	9:30am-11:30am
	Buildings Care-Bailey	1:00pm-2:30pm
19	Buildings Care-Barton	9:30am-11:30am
	Buildings Care-Bradfield	1:00pm-2:30pm
24	Buildings Care-Vet College Hagen	9:00am-1:00pm
26	Bard Hall-2nd Floor Lounge	9:30am-12:00noon

October 1991

1	Phillips Hall, Room 227	10:00am-12:00noon
1	Hollister Hall, Room 201	1:30pm-3:30pm
3	Stimson Hall, Room 216	9:30am-11:00am
10	Sibley Hall Gallery	9:30am-11:30am
10	Morrill Hall Lounge	1:00pm-3:00pm
17	Space Science-5th Floor Conf.	9:30am-11:30am
23	Lincoln Hall, Room 102	10:00am-12:00noon
30	Media Services Kitchen	10:00am-11:00am
31	Upton Hall Lounge	1:30pm-3:30pm

Sexual abuse occurs in many forms.

If it happens to you or someone you know, Ithaca Rape Crisis can provide confidential support and information.

A trained counselor is available 24 hours a day at 277-5000.

Ithaca Rape Crisis is now recruiting female volunteers to take part in its fall 1991 counselor training.

If you have the desire to counsel survivors of sexual assault, as well as their families and friends, please call Bonnie Shelley at 273-5589.

EMPLOYEE ASSEMBLY IN THE NEWS

What is Performance Dialogue at Cornell?

Recently, the Employee Assembly (E.A.) had a presentation on *Performance Dialogue* at Cornell University. Two years of research and dedicated efforts by E.A.'s Personnel Policy Committee, Personnel Support Group and the office of Staff Relations and Development in the Office of Human Resources (O.H.R.) culminated into the proposed system.

Performance Dialogue (P.D.) is "designed to improve job understanding, promote more effective job performance and employee development and encourage the flow of communication between supervisors and employees." This explanation is outlined in detail in the Performance Dialogue Handbook which is available from the Office of Human Resources.

During the presentation to E.A. given by Sandra Carrington, Senior Training Associate from the Office of Staff Relations and Development, O.H.R., Assembly members had an opportunity to ask questions. A few of the topics discussed are highlighted below.

- 1. What is the average percentage of Performance Appraisals done on campus at present?** According to recent figures, only about 20% of the overall campus has regular Performance Appraisals.
- 2. Is it mandatory that employees receive a Performance Appraisal session?** It is a "requirement" by O.H.R. however, there currently is not an accurate tracking system in place to insure that they are done on a regular basis.
- 3. Is there a plan to better track the system to insure the Performance Appraisals are being conducted?** O.H.R. is working with the Personnel Directors in each unit encouraging them to relay the importance of P.A.s by Supervisors in their areas. O.H.R. has made the new handbook and forms available to ALL supervisors as well as any other employee.
- 4. Can an employee "insist" on a P.A.?** Every C.U. employee has the right to a P.A. no less than once per year. If an employee hasn't received a P.A. they should request one from their supervisor.
- 5. What if the supervisor doesn't feel "comfortable" giving a P.A.?** The office of Staff Relations and Development at 255-6881 is available for any questions or training to conduct a proper Performance Appraisal. **What if an employee doesn't feel comfortable with their Supervisor giving them a Performance Appraisal?** The Staff Relations and Development Office encourages everyone to work within their units, involving the Human Resources staff as well as the Supervisory structure. However, they understand that this may not always be an "easy" situation to deal with, therefore the Staff Relations and Development is at the disposal of all employees.
- 6. What is the difference between a Performance Appraisal and a Performance Dialogue?** *Performance Appraisal* is the "year end" summary of a year's worth of on-going communication concerning job performance, development and professional interactions between an employee and their supervisor. *Performance Dialogue* is the communication throughout the year between an employee and their supervisor that builds an understanding of the goals and objectives each is striving toward. The Performance Appraisal is at its most effective point when the discussion doesn't hold any surprises for either person involved. Even if there are "problems", if their have been continuous conversations dealing with the situation, the P.A. can simply be a 'Progress Report'.
- 7. What kind of training is being offered to employees and supervisors on Performance Dialogue?** OHR is currently offering supervisory training courses and is looking at non-supervisor training in the near future.
- 8. Can employees see the evaluation before the actual appointment for the appraisal?** The employee may request a copy in advance to allow them an opportunity to self-evaluate and prepare questions or comments. OHR is trying to discourage a once-a-year listing of pros and cons. Instead, they suggest continual communication between supervisors and employees to build positively toward one another's development.

Sandra concluded her presentation by encouraging the Employee Assembly to get the word out on Performance Dialogue. This informational article is a start in that direction. The E.A. strongly encourages our fellow employees, including supervisors to take advantage of the number listed above and get more information. Please remember, it's important for everyone to have open communication and enjoy the environment we work in at Cornell. We must work together in order to achieve this priceless goal.

EMPLOYEE ASSISTANCE PROGRAM

Do You Have Stress In Your Life:

Stress, or pressure, from work may be positive and stimulating, but it can also have negative effects on psychological and physical health as well as on job performance. A recent survey of 22,000 employed women—mostly American, but also including Australian, Japanese, German and Brazilian women—was conducted by McCalls magazine in March of 1991. Below are some of the findings:

What are the most commonly reported psychological stress symptoms? Feeling depressed, overeating, being too tired for sex, getting angry with a boss or co-worker, and crying at work are the most commonly reported psychological stress symptoms.

And Physical Symptoms? Physical symptoms of stress include fatigue, headaches, backaches, insomnia, anxiety and palpitations, stomach and skin problems and more colds and flu.

Job Performance Difficulties—Making mistakes, feeling disorganized, difficulty concentrating, getting angry with clients and not caring about work are job performance difficulties indicative of stress.

Who reported experiencing these symptoms: Women who were not paid

enough, had no chance for promotion, were not in charge of setting their own pace at work, were verbally abused, who could not stop thinking about their work while at home and who worked overtime and on weekends experienced these symptoms.

What factors might lessen stress symptoms? Women who experienced fewer symptoms of stress had a sense of autonomy at work, were older, had more work experience, found their work interesting, have friends and fun at work and worked in a cooperative rather than competitive atmosphere.

Job and life satisfaction: An earlier survey, conducted in 1985, found that women differ dramatically from men regarding the relationship between job and life satisfaction. For men, satisfaction at work and life satisfaction are closely connected. When stress at work is high, men report decreased satisfaction with life. For women, job stress has little effect on life satisfaction. However, home life can affect women's job performance. An unhappy home life adds to job stress and dissatisfaction. The home stresses affecting American women are money, housework, unsatisfactory sex

life, not relaxing at home and not having support from partners or parents for being employed.

How do working women manage their stress? There are many ways women try to manage high stress. The most popular stress relievers are exercise or dancing, having a long weekend, getting extra sleep, using relaxation techniques

or yoga, talking to friends or family, having sex and doing a hobby.

If you are experiencing stress and would like help in lowering your stress level or have other problems, the counselors at Employee Assistance Program will be glad to assist you. Please give us a call at 273-1129 for free, short-term counseling.

Sign Up For

Lunch with Senior Vice President James E. Morley, Jr.

An opportunity for staff to meet the Senior Vice President in an informal setting (lunch is provided). Locations are now being scheduled on the dates listed below - call the Office of Human Resources at 255-3983 for more information or to make a reservation.

Friday, September 27: Arts College
12:00 noon

Friday, October 18:
12:00 noon

Friday, November 22:
12:00 noon

Tuesday, December 10:
12:00 noon

Official University Holidays

Thanksgiving

Thursday, November 28, 1991
Friday, November 29, 1991

Winter Holiday

Wednesday December 25, 1991
Thursday, December 26, 1991
Friday, December 27, 1991
Monday, December 30, 1991
Tuesday, December 31, 1991
Wednesday, January 1, 1992

Personal Education Workshops:

New Series begins the week of September 16. Topics include:

Assertiveness,
Building Self-Esteem,
Building Satisfying Relationships,
Gay/Bisexual: a Mens' Support Group,
Stress Management, Women, Food and Self-Esteem,
Lesbian/Bisexual: A Women's Support Group,
Life Planning and Self Concept,
Issues of Sexual Identity,
Group Therapy for Lesbian, Gay and Bisexual Persons,
Overcoming Writer's Block (for Grad students),
Graduate Student Support Group,
Learning Disabilities Support Group
Chronic Fatigue Syndrome Support Group.

All groups are free and confidential. Open to Cornell Students.
For more information or to sign up, call or stop by
103 Barnes Hall, 9:00-4:30, Monday through Friday.

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking* Unclassifieds, Susan Hollern, 440 Day Hall. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff.
5. The deadline for the September 26 issue is September 17, 1991 at noon.
6. If an error appears in your ad, we are sorry. Please resubmit the ad to be published in the next available *Networking*.
7. Please submit an ad for each issue that the ad should appear in. Thank you.

Wanted

Wicker Lounge Chair or Love Seat. Cushions not necessary. Call Maureen, 5-7509 or 844-4239 after 5pm.

Printer compatible with Apple IIc computer. Please call 257-7877.

Stanza wagon with low mileage and air conditioning. Please call 277-2228.

For Sale

Push Lawn Mower, good condition, 3.5 hp Briggs. \$75 neg. 257-3414 eves.

Floor lamp, 56 inches high, black metal base (10-inch diameter) and stem, white linen shade, 3-way bulb socket, modern design, excellent condition. \$30. Please call 272-0658 or 5-5265.

Beige rug, 36 x 66 inches, fringes on opposite sides, excellent condition. \$15. Please call 272-0658 or 5-5265.

Cheap!! Set of weights, new dehumidifier, partial Florida vacation package. Please call 277-6869 after 6 pm.

3-bedroom house in Trumansburg village. Sunporch, pantry, attached garage, 15 x 24 attached storage barn. All remodeled and

insulated. New Anderson windows and siding. Spacious private yard with stream and flowering trees on quiet street, walking distance to stores and bus. \$63,500. Please call Pat at 564-7927 evenings and weekends.

1983 Mercury Lynx. 5-speed, 2-door, maroon with tinted windows. Good condition. Asking \$600 OBO. Please call Cathy at 5-2759 days.

Pine computer desk, \$350. Upholstered desk chair, \$75. Fuji bike, \$50. Gorila 12" green screen monitor, \$10. Child's Bell bicycle helmet, \$5. Please call 273-5762.

1985 Toyota Truck, 4 WD, 4 cyl, 3 inch body lift, extra-wide tires, Pioneer Am/FM cassettes, truck bed cover, new clutch. Asking \$3,200 OBO. Please call 5-5313 or 753-3995.

3-bedroom home located in the Homer School district on a 100' x 200' lot. Has TV cable available, municipal water, 1 car detached garage, new chimney, roof, carpet and paint (interior/exterior). Please call 273-7968.

'81 Kawasaki 305CSR. Excellent shape. Electric start. Excellent commuter bike. \$500 OBO. Please call 5-2156 and ask for Rick or 539-7358 after 3pm.

Push lawn mower. Good condition. 3.5 hp Briggs. \$75 neg. Please call 257-3414 evenings.

Used blue, queen-size sofa bed, good condition \$129. Expandable to a good size dining table with six chairs, wicker seats, \$149. Used king-size waterbed, frame, mirror, incorporated night lamps and six drawers—must see it/make an offer. New adjustable (single, double, queen) metal frame for box spring, \$19. Ping-pong table, standard size with new net and paddles, \$39. Used single mattress and box spring, \$29. Please call 5-3197 or 257-2585.

Rent

Apartment: Pine panelling, wide-plank pine floor; two bedrooms; heat included. Near Pyramid Mall. No pets. No smoking. Please call 257-7877.

Apartment: Large apartment with fireplace, study, enormous kitchen plus two bedrooms. Near Pyramid Mall. Rent negotiable. Please call 257-7877.

For Hire

Technical typing, every day typing and graphics. Quick turnaround, using the latest in equipment. Please call Cathy at 898-3617 or Sheri at 532-8529.

CRC Membership News

by Janet Beebe

Did you know that approximately 1200 members of the Cornell Community, including our retired population, are members of CRC?

Did you know that CRC members have worked for years building a pavilion on Monkey Run Road? The CRC Park is now a reality. All members of the Cornell Community are eligible to rent the Park.

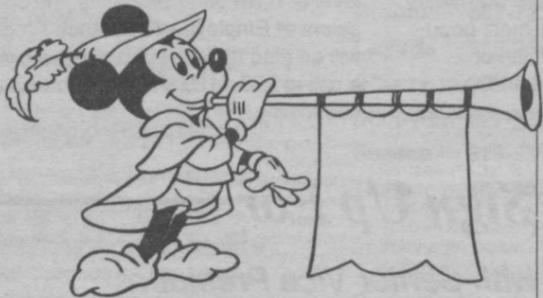
Did you know that members of CRC help needy members of our community by donating presents to children at Christmas and by ringing the bells for the Salvation Army?

Did you know that Grad students, retirees, and faculty are encouraged to be a part of the Cornell Recreation Club?

Did you know that CRC offers discounts to Disney World, Sea World, Busch Gardens, Universal Studios, Hershey Park, Renaissance Faire and Enchanted Forest?

Everyone at Cornell is eligible for these discounts. Just call the CRC office.

Do you know how **easy** it is to join CRC? Just fill out an application and send it to the CRC office at 165 Day Hall. Our phone number is 255-7565.



Here's a look at CRC's upcoming trips and events:

Pork Roast	September 21, 1991
Buffalo Bills	September 29, 1991
Saratoga	October 4-6, 1991
Halloween Party	October 26, 1991
Mystery Trip	November 16, 1991
Holiday Dinner Dance	December 6, 1991
Shopping/Festival of Lights	December 7, 1991
New York Shopping	December 14, 1991
Children's Christmas Party	December 15, 1991
Ice Skating	End of December
Puerto Rico	February 1992
Disney World/Bahamas Cruise	March 1992
Phantom of the Opera/Toronto	Feb. or March 1992
Radio City Easter Show	

Networking

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

Networking board members:

Bernadine Aldwinckle
Janet Beebe
John Bender
Sabrina Cuttler
Susan Hollern
George Peter
Theresa Pollard
Kathe Shaff
Dominic Versage

CORNELL
UNIVERSITY

LEADERSHIP LEADS

Coups Happen in Different Forms

by George Peter

Were the hard line communist leaders who planned the failed coup so stupid as to have miscalculated the political atmosphere in the USSR? They obviously were not ignorant people. Then again, Will Rogers used to say, "we are all ignorant, just on different subjects"

The ignorance of the coup leaders was in their lack of knowledge about leadership. Remember what Maitre once said, "human beings are overqualified to live under totalitarian rule". You can brow beat people only so long and then, sooner or later, they will rebel.

There was absolutely no mechanism for the coup leaders to receive feedback as to what the rank & file were thinking, how much they would support the leaders, or how fed up they were with the old hard line.

Organizations are no different. Those that rule by decree have no feedback

mechanisms. No one dares to tell the boss what he or she doesn't want to hear. Sooner or later there will be a coup. It may not be a takeover or a bloody revolt. Too often it is in the form of sabotage to the organization. Already experts are claiming that the average worker only gives about 3 1/2 to 4 hours of productive work in an 8 hour day. It might as well be a real honest to goodness coup because, sooner or later, the organization will collapse.

The moral is to get up to date in leadership skills. Involve your staff in the planning and organizing process. Don't treat them as mushrooms. Use the team concept of leadership. Prevent a revolt. Better yet, help your organization and people grow.

Transfers and Promotions

Employees on the Move

EMPLOYEE	NEW DEPARTMENT	EMPLOYEE	NEW DEPARTMENT
Elizabeth Alnutt	Media Services	David Lippincott	ILR
Delores Berry	Human Resources	Sally Lockwood	University Libraries
Mary Borra	Human Resources	Paul Lutwak	Vet Microbiology
Virginia Bower	Building Care	James Mazza	Alumni Affairs
Ruby Brown	Financial Aid	Karen Metzger	Geneva
Sheryl Brown	University Development	Jeannette Miller	Hotel Administration
Mary Buhl	Career Center	Patricia Miller	Mann Library
Barbara Cain	Engineering	Safia Naqi	SCAS
Peter Campbell	University Libraries	J. Okulicz-Kozaryn	Floriculture
Samuel Carpenter	Admissions	Donna Palmer	Human Resources
John Chimeni	Math Science Institute	Lynn Perko	Statler
Angela Coston	CIT	Marleen Riker	Residence Life
Joanne Crispell	Vet College	Judith Ross	CIT
Vicki Davis	CIT	Amy Sabol	Ag. Dean's Office
Paul Farrell	Animal Science	Mark Scannapieco	Theory Center
Michele Fish	Engineering	Michael Seadle	University Libraries
Heather Gerhart	Ornithology	John Sears	Facilities
Norman Gustafson	Statler	Amy Sindone	Geological Sciences
Sarah Hale	Development	Kathleen Stapleton	Dining
Adolfy Hoisie	Theory Center	Janis Strobe	Neurobiology
Karla Johnson	Vet College	Patricia Teeter	University Libraries
Walter Kay	Human Ecology	George Thomas	Statler
Yariela Kerr	Hotel Administration	Richard Truitt	Development
Valerie Kuramoto	Development	Michele Turner	Campus Store
Linn Lahr	Geneva	Rosemarie Wheeler	University Libraries
Nurit Lifshitz	University Libraries		

Kindle A Flame!

Be A Camp Fire Volunteer

Boys and girls need adults to lead groups or teach self reliance courses. Leader training begins in September. For more information, call 273-3223.