

CORNELL Chronicle

Volume 23 Number 14 · December 5, 1991

Budget concerns

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President Frank H.T. Rhodes has expressed deep concern with the news from Albany concerning the governor's announced plan to meet an estimated \$875 million deficit in the current fiscal year.

Africanist scholar

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Educated under British colonialism, Locksley Edmondson traveled a long path from the Caribbean to Britain to North America to Africa before his vision focused clearly on Africa and the African diaspora.



Roger Segelken

Harvesting honey from a "bee tree" are Entomology 264 students and their professor, Roger A. Morse (in wool cap).

Students get practical lesson at the base of a bee tree

"I feel like Winnie the Pooh," one student said as she scooped a handful of honey from the hollow "bee tree" and licked her fingers with delight.

"We're acting like barbarians," said another. "Where's National Geographic when we need them?"

The 19 students in Entomology 264, "Introductory Beekeeping," were learning to remedy a perplexing problem: What to do with a half-cut tree filled with honeybees when the tree surgeons drop their saws and flee.

Led by Roger A. Morse, the professor of entomology and internationally noted expert in bee biology and honey production, the class had come to the aid of Louis J. Edgerton. Tree-care workers had been hired to remove an old beech tree, the retired Cornell pomology professor explained, but they balked when the tree erupted with thousands of angry bees.

By the time the class arrived at Edgerton's suburban Ithaca home on a snowy November afternoon, the bees had settled in for the winter. Were it earlier and warmer in the year, a beekeeper might try relocating the colony by removing the queen and encouraging the other bees to follow, Morse said. That tactic doesn't work in cold

weather; the student beekeepers could only finish cutting the tree, split it open and remove the honey. The bees, regrettably, would not survive.

To calm the bees, the students blew smoke from burning binder cord into a large knothole in the massive trunk. The smoke reappeared several feet above, indicating an extensive cavity inside the tree. Cutting below the cavity with a chain saw, they felled the tree, which produced a resounding thump at the edge of the street.

Dozens of bees emerged to investigate. Some students wore veils and gloves for protection. Others were not concerned with the slow-moving bees, knowing that the combination of cold and smoke would dull the insects' defensive instincts, or that an occasional sting is a small price to pay for the rewards of beekeeping.

And rewards there were as the hollow tree was split open with mauls and steel wedges: tier upon tier of golden, honey-laden comb. Elsewhere in the hollow, the students found empty comb, which can be used for beeswax candles. The first and best of the sweet bounty went to Professor Edgerton, who walked home with several pounds of

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AIDS awareness week Testing for HIV increases at Gannett Health Center

In the three weeks since basketball star Magic Johnson announced he tested positive for HIV, the virus that causes AIDS, some 15 people a day have sought AIDS testing at Gannett Health Center, up from an average of two a day two months ago. Another 30 people a day have been calling the clinic to ask if they should be tested.

"Johnson's willingness to talk should have a major impact," said Sharon Dittman, Gannett's HIV-AIDS coordinator. Johnson's statement that he acquired the virus through unprotected heterosexual intercourse has led to wider recognition that everyone is at risk, she said.

"If people have reason to be concerned, and if Magic Johnson helped them cut through their denial, we should seize this moment, and so should they," she added.

Because of the rise in testing, Gannett has trained five more counselors to conduct confidential HIV antibody testing and conduct the pre- and post-test counseling mandated by New York state.

Dittman declined to say how many students and staff have tested positive for HIV or AIDS, but noted that there are people at Cornell who are HIV-positive.

"There is a sense of isolation in this community, a sense that because we're far from the urban centers it won't get to us here. But that's not true," Dittman said.

"Also, college students tend to feel invincible. And because of the 10-year lag time from the point of infection to full-

blown AIDS, most college students don't know anyone their own age with AIDS."

Counselors at Gannett help clients assess whether they are at risk to contract the disease and whether they should be tested.

"We don't recommend testing for everyone, but it can ease your conscience if you're afraid," Dittman said. Early detection of the disease is also important, Dittman said, because it is thought that intervention with the drug AZT can lengthen the time a person remains healthy. Reducing daily stress can also prolong a person's good health.

Who is at risk?

"Anyone who has shared needles; anyone who has had a blood transfusion before July 1985; anyone who has had unprotected vaginal, anal or oral intercourse, especially if their partner is someone at risk," Dittman said. "For some people, it takes a lot of partners to come down with the illness; for others, it takes just one unfortunate contact," she added.

HIV antibody testing at Gannett is free and anonymous. Clients are not asked their last names, addresses or Social Security numbers. They give a first name, and the clinic gives them a code number for later identification. In Ithaca, testing is also available by calling (800) 562-9423 to reach a New York state testing site.

Many members of the Cornell community, especially staff, are reluctant to use

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Extension teaches how to talk to children about the virus

Cooperative Extension specialists in the College of Human Ecology are distributing newly published teaching manuals for adults on "Talking With Kids About AIDS."

Instruction is designed to teach adults how to answer questions from children in primary school through high school on AIDS and HIV, the virus that causes AIDS.

"We focus on parents and other adults in our teaching materials," said Donald Tobias, a senior extension associate in the Department of Human Service Studies. "Children

go to school and hear about the AIDS epidemic, and then they go home and ask their parents questions that many adults do not know how to deal with."

In their role as educators for children, the program provides parents with an illustrated resource manual of facts about HIV/AIDS, and the training encourages parents to express their own values to children.

"Before young people can make decisions about HIV prevention, they need to have a basic knowledge and understanding

Continued on page 8



David Lynch-Benjamin

Discussing AIDS education are (from left): extension associate Jennifer Tiffany, Professors Jerome Ziegler and Donald Tobias, and aide Arzeymah Raqib.

By the numbers



Peter Morenus

Some of the 18,000 old telephone books collected from across the campus are prepared for shipping by Grounds Department workers Calvin Keech (left) and Irving Ameigh. The books, weighing 10 tons in all, will be recycled into wallboard, saving about 30 cubic yards of landfill space.

United Way short of goal

The Cornell Employees' United Way Campaign, which represents one-third of the Tompkins County goal, is \$83,500 short of its \$525,000 target, with only 33 percent of Cornell's employees making pledges by the end of November, according to David Solomon, campaign co-chairman.

Solomon, an administrative associate in the Laboratory of Atomic and Solid State Physics, said that in past years there has been close to 50 percent employee participation in the campaign.

He attributed the decline in participation to "negative economic situations that are affecting Cornell employees this year. Unfortunately, those negative factors also mean that more people in the community will need to use United Way agencies to get

through the next year.

"This is the time we really need to sacrifice to help out those less fortunate," he added, explaining that "there are still about 3,500 pledge cards that have not been returned, with a value of \$75,300 based on last year's giving. That amount would at least get the campaign close to the goal and would certainly get us past last year's amount raised."

Solomon said that anyone who needs another pledge card or has any questions about this year's campaign may call him at 255-4249, or call county campaign executive director Melissa Seigel at the United Way office, 272-6286. Pledges may also be sent directly to United Way of Tompkins County, 313 N. Aurora St.

Donations sought for Mosher family

Members of the Cornell community are making financial contributions to the Robert Mosher Jr. family, after a fire that took the lives of two children and destroyed their home. Checks, made payable to Larry Fresinski and LaVerne Thomas, can be sent to Sherry Wood, 222 CCC; Marsha Miller, 33 Thornwood; or Judy Holley, 308 Day Hall. Robert Mosher Jr. is a computer operator at Cornell; his parents, Robert Sr. and Ann, work in Buildings Care.

Sexual abuse charges filed

Ithaca Police are investigating a break-in and sexual abuse case in an apartment at 113 College Ave. early Thursday morning, Nov. 28. The occupant of the apartment is a female Cornell student.

The intruder, Ricky Singer, was apprehended and charged with burglary, second degree, and sexual abuse, first degree. He was arraigned in Ithaca City Court.

The university is making available counseling services for the student.

BRIEFS

■ **Minority teachers:** Cornell, Harvard, Stanford and Columbia have received a \$2 million grant from the Andrew W. Mellon Foundation to enhance efforts to recruit and prepare teachers from underrepresented minority groups for careers in the schools. Cornell is focusing on the preparation of secondary science and mathematics teachers, under the coordination of Deborah Trumbull, assistant professor of science education. Grant funds will be used to support students and recruitment efforts.

■ **Hearing:** Olivia S. Mitchell, a professor in the School of Industrial and Labor Relations, testified before two Congressional committees meeting jointly in Washington on Nov. 20 on the use of public employee pension funds by state and local governments to cover budget deficits. She also reported on a research project that she conducted with Robert S. Smith, also an ILR professor, on pension funding in the public sector. The hearing was held by the Joint Economic Committee and the House Select Committee on Aging.

■ **Desktop publishing:** A workshop on desktop publishing with graphic design will be offered Jan. 16 through 18 by Programs in Professional Education. The non-credit course is an intensive seminar for persons who have desktop publishing experience and would like to learn more about using Aldus PageMaker. The workshop will be taught by Marcelle Toor, a lecturer in the

Department of Communications. For information, write to Programs in Professional Education, Box 100, B12 Ives Hall, or call 255-7259.

■ **Chimes:** The examination week concert schedule for the Cornell Chimes begins Thursday, Dec. 12. Weekday concerts will begin at 8:45 and 11:45 a.m. and 6 p.m. The weekend schedule remains the same, with concerts beginning on Saturdays at 9:55 a.m. and 1:10 and 6 p.m., and on Sundays at 10:45 a.m., noon and 6 p.m. Some concerts may be canceled because of conflicts with chimesmasters' exam and travel schedules. Call 255-5350 or 254-4636 for the complete exam week schedule.

■ **Statutory benefits:** The new biweekly employee contributions for the Empire Plan are \$8.08 for individual coverage and \$33.15 for family coverage. Beginning Jan. 1, the deductible for the Empire Plan will increase to \$175 per enrollee, \$175 per spouse and \$175 per all dependent children combined. The out-of-pocket maximum will increase to \$776 per person or family for the calendar year. Also, statutory employees who live in Cortland County will be able to join the Prepaid Health Plan. Statutory employees will have until Dec. 24 to change insurance options for 1992. For more information, call 255-4455. To change benefit options, call Nancy Zinzola at 255-7995; no action is required for those who wish to keep the health coverage they have.

NOTABLES

Michael L. Shuler, a professor of chemical engineering, has been named recipient of the 1991 Professional Progress Award given by the American Institute of Chemical Engineers. Shuler was cited for accomplishments in bioreactor development for plant cell tissue cultures, pioneering a new class of mathematical models for living cells and for applied genetic engineering. He is a member of the National Academy of Engineering.

Gordon F. Streib, professor emeritus of sociology, was awarded an honorary doctor of letters degree at the University of Waterloo at its 63rd convocation Oct. 26. He was honored for his work in the sociology of aging and social gerontology, including studies of retirement, intergenerational relations, housing for the elderly and retirement communities. He taught at Cornell 26 years and is a former chairman of sociology. Since 1975, he has been a graduate research professor at the University of Florida.

Helene R. Dillard, an associate professor of plant pathology at the New York State Agricultural Experiment Station at Geneva, has been awarded a Special Citation for Extension Faculty by the New York State Association of County Agricultural Agents in recognition of "her distinguished performance and outstanding contribution

to the well being of the people and the agriculture of New York state." Her extension emphasis is on development and demonstration of cultural and chemical practices that reduce disease incidence and severity.

Assistant University Librarian **Herbert Finch** and historical bibliographer **David Brumberg** have received the 1991 Archives Week Award for Distinguished Archival Service from the State Education Department. From 1977 to 1991, Cornell administered the Historical Documents Inventory, which systematically surveyed the historical records in more than 1,500 repositories, and published guides to the records in each county. Descriptions of the records have been entered into the national Research Libraries Information Network. In addition, Brumberg and archivist **Elaine Engst** have received the C.F.W. Coker Prize from the Society of American Archivists for the project's finding aids and development in archival descriptive tools.

The Ithaca branch of the American Association of University Women has awarded fellowships to three graduate students for their scholarly excellence. They are: **Jo Allyson McMillan**, electrical engineering; **Breny Mendoza**, city and regional planning; and **Katherine Walsterom**, biochemistry.

GRADUATE BULLETIN

Thesis/Dissertation: The thesis/dissertation submission deadline for a January 1992 degree is Jan. 10. Students should see the Graduate School thesis adviser (walk-in office hours are 8:30 a.m. to noon and 1:30 to 4 p.m. weekdays) for approval of the format of their thesis/dissertation before submitting the final copies to the Graduate School. Professional master's degree candidates should check with their field offices regarding the deadline, as that deadline may be earlier than the Graduate School's.

Registration: Spring 1992 registration will be conducted on Thursday and Friday, Jan. 16 and 17, from 8:30 a.m. to 4 p.m. in The Henry, Sage Hall.

Fellowships: Applications for foreign language and area studies fellowships for 1992-93 are available in the graduate field offices and the Fellowship and Financial Aid Office, Sage Graduate Center. Application deadline is Jan. 31. Award includes nine-month stipend of \$8,000 plus full tuition for 1992-93 academic year; available to

citizens or permanent residents.

Travel: Conference travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Jan. 1 for February conferences. Application forms are available at graduate field offices. Grants for transportation are awarded to registered graduate students invited to present papers.

Holiday: The Graduate School offices will be closed during the official university winter holiday from Wednesday, Dec. 25, through Wednesday, Jan. 1.

OBITUARY

John Wiley, 18, a student in the College of Arts and Sciences, died Dec. 2 at Arnot-Ogden Hospital. He was injured Nov. 27 when he fell and hit his head in College-town.

CORNELL Chronicle

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

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

Joint Cornell-Ithaca project will help control flooding

A few inches above and slightly to the north of an odd looking little dam in a local stream bed are acres of blacktop and chrome, the ubiquitous parking lots that have become a seal on and an emblem of the urbanized landscape.

This dam and another, both only 3 feet high and 12 feet wide, are part of the data-collection apparatus for a Cornell engineer's computer-aided analysis of rainwater drainage that could help save car lots and other urban developments from the flooding problems that they help cause.

The study, a joint project of the city of Ithaca and the Department of Agricultural and Biological Engineering, is conducted in Ithaca because it is typical of partly hilly, partly flat municipalities that are downhill of other places' water. The resulting computer programs, when fed the details of other municipalities' land-use and rainfall patterns, may be used there to predict and minimize the effects of future development.

Ithaca, like most flood-prone municipalities, took care of the big water problems years ago, explained Cornell student-engineer James Zollweg. The U.S. Army Corps of Engineers and other agencies built large-scale flood-control projects that should keep water from inundating the city.

Those projects, while generally effective, did not account for smaller, neighborhood creeks and were not always planned for future development, he said.

"There's no likelihood anymore of downtown Ithaca being three feet underwater," Zollweg said as he pushed aside tangled undergrowth to get to the instrumented dam, built by the city, in the small stream. "But these are orphaned areas," he added, pointing to the sides of the creekside thicket, where there are prospering businesses.

The stream cascades down steep hillsides that are patchworks of homes, factories, rocky cliffs and wooded areas, a college and ever-more paving. Reaching the relatively flat, developed areas of the city, the waters run, without much drop in elevation, past more businesses and into a flood-relief channel and then to Cayuga Lake.

"If these are your businesses or homes, localized flooding becomes pretty significant," Zollweg said.

Lynne Gifford, a junior engineer for the city of Ithaca who is cooperating in the Cornell project, has that and other concerns. Working in a department that must recommend the appropriate size and design of municipal improvements, she wouldn't want inadequate or oversized measures taken

to control flooding.

"As The Flats continue to be developed, it is more critical than ever to know where the water is going and how to manage it," Gifford said. The old, easy answer when public funding was more plentiful would be to err on the side of safety and overbuild substantial flood-control channels.

Now, "We might consider directing the stream into a narrow channel that would handle the water most of the year, and surround the small channel with a broad, shallow channel that is landscaped with grass for recreation," the city engineer suggested. People who use the stream corridor would have to understand that sometimes it will be underwater, she said, "and tolerate occasional inconvenience to realize savings from not overbuilding."

That kind of appropriate civil engineering is particularly dependent on good data about present conditions, Gifford said. "We have to understand exactly what is happening, because the margin of error is smaller."

That's where Zollweg's program comes in. His analysis divides the watershed — the area on which rain falls and through which it flows — into differing pieces, much smaller in size than was possible before the power of modern computers became available.

"The traditional methods of watershed modeling produce a reasonably good prediction of what proportion of rainfall will become stream flow — over a wide, averaged area," Zollweg said. At their best in all-agricultural or all-urban areas, the traditional methods aren't much help to the complex watershed of a place like Ithaca, and they also assume uniform rainfall over time, he said.

The Cornell innovation is to use the "distributed parameter" approach, Zollweg said. "This approach, with the advanced computing power we have available, lets us maintain knowledge of the heterogeneity of a watershed. We can break up the watershed into small pieces and model each one separately."

The new drainage-analysis approach — which employs Geographic Information Systems (GIS) programs in combination with the fundamental principles of hydrology — could predict, for example, the effects of developing a former wetland or of planting trees in an abandoned lot.

Zollweg's little dams, which do not control flood waters but merely create pools of slowly moving water for his instruments to gauge, will not be necessary in future applications of the method in Ithaca or elsewhere.

At present, data from the dams — and from shallow wells downstream, rain gauges around Ithaca and lake-level gauges — are necessary to establish the minute-by-minute relationships between rainfall, stream level and discharge of water.

It is also the research project for a Ph.D. in soil and water engineering for Zollweg, a student of Tammo Steenhuis, professor of agricultural and biological engineering in the College of Agriculture and Life Sciences.

Although there are no plans to do so, the test dams might be left in place to collect more data. A hundred years from now they would be relics, like the early 1800s dams and tunnels — still evident in Ithaca — that were attempts by another engineer named Ezra Cornell to manage water.

— Roger Segelken



James Zollweg, a graduate student in agricultural and biological engineering, examines an instrument that monitors water flow in an Ithaca stream.

Rhodes expresses concern about state budget crisis

President Frank H.T. Rhodes has expressed deep concern with the news from Albany concerning the governor's announced plan to meet an estimated \$875 million deficit in the current fiscal year ending March 31, 1992.

Initial calculations of the proposed effect of the reductions on Cornell suggest that a 3 percent reduction in funding to the statutory colleges could amount to as much as \$2.3 million in the current fiscal year, with a similar amount carried forward as a base reduction in the 1992-93 year as well.

"The continued effects of the economic recession have created enormous pressures on governments at all levels across the country," said Rhodes, "and we at Cornell are experiencing the ripple effects of those pressures in many ways.

"At the same time that our student population has demonstrated increased eligibility for student financial aid as a result of stabilized, or even declining, family incomes, further restrictions on state funding to the university will make our task of providing a high-quality education for all our students still more difficult.

"I have asked Provost Malden C. Neshheim to consult immediately with the deans of the statutory colleges and determine the detailed actions that will have to be taken to meet the proposed reductions that will be allocated to us by the State University of New York," Rhodes continued. "We have already experienced painful reductions to the current academic year budget, with more than \$6 million removed from state funding; now we must plan for additional cuts.

"The proposed loss to the university of \$943,000 in the upcoming February aid

payment of unrestricted support to independent colleges and universities (Bundy Aid) will also have a significant adverse effect on the operations of the endowed units of Cornell," he added.

"In developing our plan for accommodating the proposed state reductions, I will ask all of our affected units to protect to the utmost their existing personnel, relying wherever possible on further attrition, vacancy freezes and other techniques to meet the new targets," Rhodes added.

"In developing our plan for accommodating the proposed state reductions, I will ask all of our affected units to protect to the utmost their existing personnel."

— President Frank H.T. Rhodes

Further funding reductions to the university are also expected as a result of the recommended cutbacks in a number of major programs administered by other state agencies through contracts with Cornell. These include programs such as the equine drug testing program administered by the State Racing and Wagering Board.

"Before final actions can be taken by the university, we must await specific instructions from the state university system concerning Cornell's share of the proposed reduction of \$28.7 million to SUNY," Rhodes said, adding that further details on the university's response will be made available as soon as possible.

ILR unit studies composition of workforce in 21st century

A new think tank in the School of Industrial and Labor Relations has launched an international study for industry and government of problems that the labor market will face into the next century.

These problems include an aging workforce, development of new technologies that require new worker skills, and increasing immigration into the United States from less-developed nations.

The Institute for Labor Market Policies is bringing together academic scholars, government officials, lawmakers and business executives for research on what the workforce will look like in the future and to develop policies for the most efficient use of labor.

The institute is directed by Ronald G. Ehrenberg, the Irving M. Ives Professor of Industrial and Labor Relations and Economics.

Executive director is Richard Shore, who holds a Ph.D. in psychology and is on loan to Cornell from the U.S. Department of Labor.

The institute's opening research seminar was held in October to examine the substantial changes in age distribution of the workforce that experts believe will occur over the next 20 years in the United States and abroad, and its implications for government and employer policies.

A November conference explored the effects of recent changes in minimum wage laws on employment, wages, prices and income distribution. This conference drew participants from academia, liberal and conservative Washington policy researchers, and staff members of federal and state legislative committees and executive agencies involved with minimum wage legislation.

The institute has organized periodic meetings with staff members from Congress, the New York State Legislature and executive agency staffers at the federal and state level. The institute also will disseminate its research to business organizations and unions. Research is conducted by academics from universities and scholarly organizations across the nation and abroad.

For example, specialists from Canada and Japan participated in the conference on "New Jobs for an Aging Workforce: Costs, Benefits and Policy Challenges."

"In the case of the Congress, it hears only from advocates who are explicitly for or against proposed legislation," Ehrenberg said. "But our institute will reflect all sides of an issue, from the left to the right. Our goal is to increase academic research on issues that will confront society in the decades ahead and to disseminate our findings to the public and private sectors. We also hope to help prepare ILR undergraduate students for public-policy careers and to encourage undergraduates to enter graduate studies in public policy and related fields."

The institute is divided into five programs that illustrate the breadth of its research, each directed by an ILR professor. The programs are:

- Social insurance programs and employment laws, directed by Ehrenberg.
- Workforce demographics, directed by Olivia Mitchell.
- Technology and work, directed by Stephen Barley.
- Education and workforce preparedness, directed by John Bishop.
- Employment and poverty in developing economies, directed by Gary Fields.

— Albert E. Kaff

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 information, call 257-7711.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall. For information call, 255-4227.

Department of Theatre Arts

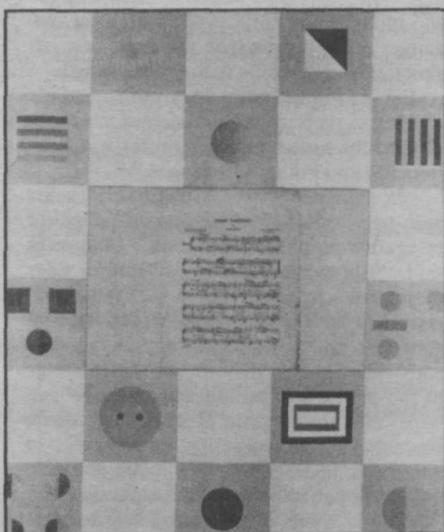
"The Class of '56 Dance Theatre Series" will be held Dec. 5, 6 and 7 at 7:30 p.m. at the Center for Theatre Arts, 430 College Ave. Featured works will be by faculty members Jumay Chu, Jim Self and Byron Suber. Tickets for the concert are \$3 and are available by calling the center's box office at 254-ARTS.

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.

Paintings by Israel J. Rosefsky will be on exhibit through Dec. 22. The 11 paintings in this exhibition were selected to show how the artist has focused on problems inherent in the modernist tradition. Rosefsky's work reveals a fascination with pattern and color. In line with the approach of many 20th-century artists, he has likened his canvases to musical compositions, exploring color relationships as a composer might explore tonal harmonies. To better define this relationship, he has entitled some of his works "Sonata" and "Composition."



Emil Ghinger

Israel Rosefsky's "Symphony Number Three" 1991, is on view at the Johnson Museum through Dec. 22.

"Power and Prestige: African Adornment," through Dec. 22.

Two sections of the "NAMES Project AIDS Memorial Quilt," an international memorial to those who have died of AIDS, will be on exhibit through Dec. 15. The quilt project began in San Francisco in June 1987 as one person's protest to the AIDS epidemic.

In conjunction with the exhibition, the following will be held: A five-minute NAMES project video will be in the gallery; "Artbreak in the Afternoon" will be held Dec. 5 at 12:30 p.m.; an AIDS program day on Dec. 8 from 1 to 4 p.m. will include speakers Lauren Ross, student intern, who will discuss the NAMES Project, 1:15 p.m.; Sharon Dittman, AIDS educator at Gannett Health Center, 3:15 p.m.; and Nancy Spero, representative of Ithaca's AIDS Work, 3:45 p.m. The HBO special "Common Threads" will be shown at 1:45 p.m.

Center for Jewish Living

"Little Old New York" and "Heroes of Israel," on display at the Center for Jewish Living, 106 West Ave., through Dec. 20. Hours are Sunday through Thursday, 11:30 a.m. to 6:30 p.m.; Friday, 11:30 a.m. to 2 p.m.; closed Saturdays.

John M. Olin Library

"Educating Women: The Unique Role of Cornell's College of Home Economics," through Dec. 31.

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, 12/5

"Tibet: Survival of the Spirit" (1991), directed by Clemens Kuby, Tibet Film Festival: Program 1, 7:50 p.m.

"Hot Shots" (1991), directed by Jim Abrahams, with Charlie Sheen, Kevin Dunn, Cary Elwes, Jon Cryer and Lloyd Bridges, 10 p.m.

Friday, 12/6

"Lung Ta: The Forgotten Tibet" (1991), directed by Marie Jaoul de Poncheville & Franz-Christoph Giercke, narrated by Richard Gere, Tibet Film Festival: Program 2, 7:30 p.m.

"L.A. Story" (1991), directed by Mick Jackson, with Steve Martin, Victoria Tennant and Marilu Henner, 7:30 p.m., Uris.

"Leningrad Cowboys Go America" (1990), directed by Aki Kaurismaki, with Matti Pellonpaa, Kari Vaananen and Jim Jarmusch, 9:35 p.m.

"Hot Shots" (1991), 9:45 p.m., Uris.

Saturday, 12/7

"Panda Jiao Jiao," directed by Chen Jingshu, a film from the People's Republic of China, 2 p.m.

"Singin' in the Rain" (1967), directed by Gene Kelly and Stanley Donen with Gene Kelly, Debbie Reynolds and Donald O'Connor, 6:50 p.m., Uris.

"A Song for Tibet" (1991), directed by Anne Henderson, Tibetan Film Festival: Program 3, shown with "The Reincarnation of Khensur Rinpoche" (1991), directed by Tenzing Sonam and Ritu Sarin, 7:30 p.m.

"The Doctor" (1991), directed by Randa Haines, with William Hurt, Christine Lahti and Mandy Patinkin, 9:15 p.m., Uris.

"Leningrad Cowboys Go America," 10:05 p.m.

"Hot Shots," midnight, Uris.

Sunday, 12/8

"Menri Monastery" (1991) and "A Tibetan New Year" (1987), Tibet Film Festival, 4:30 p.m.

Cornell Student Film Show, presentation of some of the recent films by the Theatre Arts Department students, compiled by Marilyn Rivchin, 7:30 p.m.

Monday, 12/9

"Lord of the Dance: Destroyer of Illusion" (1991), directed by Richard Kohn, Tibet Film Festival: Program 5, shown with "Lord of the Snowy Mountains," 7:20 p.m.

"The Doctor," 10 p.m.

Tuesday, 12/10

"Tibet: Survival of the Spirit," Tibet Film Festival: Program 1, 7:50 p.m.

"The Doctor," 10 p.m.

Wednesday, 12/11

"Menri Monastery" and "A Tibetan New Year," 7:50 p.m.

"Naked Gun 2 1/2: The Smell of Fear" (1991), directed by David Zucker, with Leslie Nielsen, Priscilla Presley, George Kennedy and O.J. Simpson, 10 p.m.

Thursday, 12/12

"A Song for Tibet," directed by Anne Henderson, Tibet Film Festival: Program 3, shown with "The Reincarnation of Khensur Rinpoche," 7:20 p.m.

"Naked Gun 2 1/2: The Smell of Fear," 10 p.m.

LECTURES

Hillel

Topics in Jewish Tradition, "The Synagogue," Rabbi Larry Edwards, Dec. 9, 8 p.m., 314 Anabel Taylor Hall.

Western Societies Program

"The Dynamics of Post-Communists Society: The Case of Poland," Andrzej Rychard, Polish Academy of Sciences, Dec. 6, 12:15 p.m., G08 Uris Hall.

MUSIC

Department of Music

Students of David Borden will feature compositions on Macintosh and synthesizers on Dec. 5 at 8:15 p.m. in Barnes Hall. The concert will show how many sounds and compositions can be copied, arranged, re-arranged and improvised on the above instruments.

Chamber music recital with music by Beethoven and Shostakovich will be given by students of Sonya Monosoff on Dec. 6 at 8:15 p.m. in Barnes Hall.

The final performance of the Mozart Festival will be held Dec. 7 at 8:15 p.m. in Sage Chapel. "Sacred works" will be featured. Members of the Cornell Symphony Orchestra and Cornell Chorale will perform with soloists Judith Kellock, soprano, Martha Sutter, alto, Todd Parker, tenor, and Randall Schloss, baritone. Mozart's "Missa Logna in C," "Benedictus sit Deus," "Dixit et Magnificat" and Church Sonata, K. 263 for Organ and Strings. Edward Murray will conduct with William Cowdery on the organ.

Cornell Symphonic Band and Chamber Winds, conducted by Mark D. Scatterday, will perform on Dec. 8 at 4 p.m. in Bailey Hall. Featured will be J.S. Bach's Toccata and Fugue in D Minor; Hosl' Uranus, from the Planets, and also music by Bernstein, Mozart, Gabrieli and Khatchaturian. Scott Jeneary and Brian Robison will be guest conductors.

The Sage Chapel Christmas Program, featuring old and new carols, handbell change-ringing under the direction of Christian Heller, will be performed on Dec. 8 and 9 at 8:15 p.m. in Sage Chapel. Readings by President Frank H.T. Rhodes, Donald Eddy and Homer F. Edwards Jr., James Tauras, Joanne Zahorsky, Kirsten Gregor, Kyumin Oh and Panis Furst. Also featured will be guest soloist Mel Richards, bass-baritone, and Zvi Meniker, assistant organist. Conductor Donald R.M. Paterson, university organist and choirmaster, will be in charge of the evening's events.

The Cornell Gamelan ensemble will present a program of Javanese music and dance on Dec. 10 at 8:14 p.m. in Barnes Hall by visiting Javanese dancer F.X. Widaryanto, a member of one of the pre-eminent families of Javanese musicians and dancers from Yogyakarta. Widaryanto currently teaches gamelan and studies ethnomusicology at the University of Illinois.

A recital by Judith Kellock's vocal studio will be given on Dec. 11 at 8:15 p.m. in Barnes Hall. Featured will be sopranos Alexis Karl, Guillemetto Bolens, Sharon Roth, Alison Vauten, Kathy Dolley, Andrea Johnson and Michele Pasek; tenor Christopher Lang; baritones Randall Schloss, John Roweh and Adam Juran; and pianists Christopher Long, Brian Chu, John Rowehl, Judith Kellock, Alan Giambattista, Zvi Meniker, Christopher M. Loy and Eric Peters.

Bound for Glory

Martin and Jessica Simpson, the Burns Sisters, and a cast of thousands of friends, will present the first live Christmas Concert, in three live sets on Dec. 8 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

William Campbell, English, University of Kentucky, Lexington, will deliver the sermon on Dec. 8. 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 and



The Sage Chapel Christmas Program, change-ringing under the direction of and 9 at 8:15 p.m. in Sage Chapel. See

exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall. Immaculate Conception, Dec. 7, 12:20 p.m., Anabel Taylor Chapel; Advent Penance Service, Dec. 9, 7 p.m., Anabel Taylor Chapel.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

Sundays at 9:45 a.m. adult discussion; 1 p.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

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

Shabbat Services: Friday: Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:30 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:30 a.m., Founders Room, Anabel Taylor Hall.

Young Israel (call 272-5810 for time).

Korean Church

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

Muslim

Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhd 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.

Protestant Cooperative Ministry

Sundays, worship at 11 a.m., Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taij Prayer, 5:30 p.m., Anabel Taylor Chapel. Thursdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 7 p.m., 401 Thurston Ave.

Satya Sai Baba

Group meets Sundays. For information on time and place, call 273-4261 or 533-7172.

Seventh-Day Adventist

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

Southern Baptist

Richard Foster's "Celebration of Discipleship: A Path to Spiritual Growth," Thursday evenings at 8:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism

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



Charles Harrington

ing old and new carols, and handbell
an Heller, will be performed on Dec. 8
asic listing for more details.

SEMINARS

Anthropology
"Accounting for Amniocentesis," Reyna
Opp, New School for Social Research, co-
sponsored by science and technology, Dec. 6,
7:00 p.m., 165 McGraw Hall.

Biochemistry
"Mechanisms of Cellular and Viral Tran-
scriptional Activators," Michael Green, Uni-
versity of Massachusetts, Dec. 6, 4 p.m., Large
Conference Room, Biotechnology Building.

Physics
Title to be announced, Tadhg Begley,
Chemistry, Dec. 11, 4:30 p.m., 700 Clark Hall.

Chemistry
"Bond Selective Chemistry and Under-
standing Reaction Dynamics Outside the Born-
Oppenheimer Approximation," Laurie Butler,
University of Chicago, Dec. 5, 4:40 p.m., 119
Maker Lab.

City & Regional Planning
"State Growth Strategies: Emerging Local
and Regional Partnerships," John Degrove,
Florida Atlantic University, Dec. 6, 12:15 p.m.,
115 Tjaden Hall.

Ecology & Systematics
"Factors Affecting Paternal Care in Red-
winged Blackbirds," Linda Whittingham,
Queens University, Kingston, Ontario, Dec. 6,
2:15 p.m., Morison Seminar Room, Corson/
Mudd Hall.

Ecosystems Research Center
"Visualizing Biodiversity Using Hyperme-
dia Technologies," M. Hamilton, University of
California, Idyllwild, Calif., part of the series
"Advanced Methods for Mapping and Visual-
izing Environmental Data," Dec. 6, 2:30 p.m.,
Morison Seminar Room, Corson/Mudd Hall.

Energy Engineering
"Power Plant Waste Disposal," Mark
Turnquist, civil and environmental engineer-
ing, Dec. 5, 12:20 p.m., 111 Upson Hall.

Entomology
"The Ecology and Evolution of Viviparity
in Insects," Bernie Crespi, ecology and evolu-
tionary biology, Dec. 5, 4 p.m., Morison Semi-
nar Room, Corson/Mudd Hall.

Epidemiology
"The Effect of Milk Production Level on
the Interval From Conception: The
Use of Survival Analysis," Jane Harman, vet-
erinary clinic, Dec. 9, 12:20 p.m.,
216 Martha Van Rensselaer Hall.

**Floriculture & Ornamental
Horticulture**
"Chrysanthemum: Quality Improvement,"
Flavia Schiappacasse, grad student, Dec. 5,
12:15 p.m., 404 Plant Science Building.

Fruit & Vegetable Science
"The Effect of Varied Soil N Levels on
Yield and Nutrient Uptake of Intercropped

Beans and Maize," Michael Ugen, fruit and
vegetable science, Dec. 5, 4:30 p.m., 404 Plant
Science Building.

Microbiology
"A Genetic Light Switch: Molecular Dissec-
tion of the Vibrio fischeri LuxR Protein," E. Pe-
ter Greenberg, University of Iowa, Dec. 5, 4
p.m., Conference Room, Biotechnology Build-
ing.

Natural Resources
Title to be announced, Michael Hamilton,
James Reserve, Idyllwild, Calif., Dec. 5, 12:20
p.m., 304 Femow Hall.
"Gradual Gaps: What Do I Care if Beech are
Dying?" Marianne Krasny, natural resources,
Dec. 10, 12:20 p.m., 304 Femow Hall.

Pharmacology
"Bradykinin-Activated Calcium Influx Path-
way in Vascular Endothelial Cells," Diana
Kunze, Baylor College of Medicine, Dec. 9, 4:30
p.m., G-3 Vet Research Tower.

Physiology & Anatomy
"Atrioventricular Junctional Arrhythmias: A
Cellular Electrophysiologic Approach to Clinical
Problems," Yoshio Watanabe, Fujita Health Uni-
versity School of Medicine, Japan, Dec. 10, 4:15
p.m., G-3 Vet Research Tower.

Plant Biology
"Photons, Protons and Potassium Channels:
Signal Transduction in Guard Cells," Sarah Ass-
man, Harvard University, Dec. 6, 11:15 a.m.,
404 Plant Science Building.

Plant Pathology
"Gene Gun Technology as a Tool for Plant
Pathologists," Franzine Smith, plant pathology,
Geneva, Dec. 11, 3 p.m., A133 Barton Labora-
tory, Geneva.

Professional Planning
"State Growth Strategies: Emerging Local
and Regional Partnerships," John DeGrove, Flor-
ida Atlantic University, Dec. 6, 12:15 p.m., 115
Tjaden Hall.

Program on Ethics & Public Policy
"Rights Talk and an Ethic of Care," Joan
Tronto, Hunter College, Dec. 9, 4 p.m., Senior
Room, Olin Library.

Psychology
Title to be announced, Yves Mehler, Labo-
ratoire de Sciences Cognitives et Psycholinguis-
tique, Paris, Dec. 5, 3:30 p.m., 202 Uris Hall.

Reproductive Biology
"Postpartum Reproduction in Holsteins: Body
Condition and GnRH Treatments," Wolfgang
Heuwieser, animal science, Dec. 11, 4:15 p.m.,
348 Morrison Hall.

Southeast Asia Program
"Rice-Eating Rubber and People-Eating
States," Michael Dove, East-West Center, and
senior fellow, Yale University Program in Agrar-
ian Studies, Dec. 5, 12:20 p.m., 102 West Ave-
nue Ext.

Stability, Transition & Turbulence
"Analytic Coherent Structures in Wall-
Bounded Turbulent Flows," A. Poje, mechanical
and aerospace engineering, Dec. 10, 12:30 p.m.,
178 Theory Center.

Statistics
Title to be announced, Graham Wills, Trinity
College, Dublin, Ireland, Dec. 11, 3:30 p.m., 100
Caldwell Hall.

Textiles & Apparel
"Surface Energetics Analysis of Carbon Fiber
by Inverse Gas Chromatography," Sheldon
Wessel, Textile Research Institute, Dec. 5, 12:20
p.m., 317 Martha Van Rensselaer Hall.

Toxicology
"Bioaccumulation and Effects of Chlorinated
Dioxins in Estuarine Environments," Keith Co-
oper, Rutgers University, Dec. 6, 12:20 p.m., 135
Emerson Hall.

SPORTS

(Home Games Only)

Thursday, 12/5
Mens JV basketball, Ithaca College, 7:30
p.m.

Friday, 12/6
Men's track, Cornell Relays Pentathlon
Women's track, Cornell Relays Pentathlon
Men's gymnastics, exhibition, 7 p.m.

Women's gymnastics, exhibition, 7 p.m.
Men's hockey, Brown, 7:30 p.m.

Saturday, 12/7
Men's track, Cornell Relays
Women's track, Cornell Relays
Men's fencing, Harvard, 11 a.m.
Women's fencing, Harvard, 11 a.m.
Women's hockey, Providence, noon
Men's squash, Harvard, noon
Men's swimming, Columbia, noon
Men's JV hockey, Dawson, 3 p.m.
Women's swimming, Columbia, 3:30 p.m.
Men's JV basketball, New Hampton Prep,
4:30 p.m.
Men's hockey, Harvard, 7 p.m.
Men's basketball, Niagara, 7:30 p.m.

Sunday, 12/8
Men's JV hockey, Dawson, 10 a.m.
Women's hockey, New Hampshire, 1 p.m.

THEATER

Risley Theatre
"La Recherche" by Nicolas Bourbaki and
"Dead Letter" by Robert Pinget will be per-
formed on Dec. 6 and 7 at 7 p.m.; Dec. 8 at 2
p.m.; Dec. 12, 13 and 14 at 8 p.m. Tickets are
\$3 and will be available one hour before the
show. The performances are directed by Nicolas
Bourbaki and Henry S. Wright, and feature Jean-
Jacques Decoster, Pierre Echard, Gretchen Schu-
lar, Gar Francis, David Huggins, Melissa Jacobs,
Jean Chiasson, Stefan Schackow and Mark Hy-
man.

Cinema's Tibet Film Festival opens tonight

As part of the International Year of Tibet, Cornell Cinema will present highlights from the Tibetan Film Festival, on tour to 15 American cities, on five evenings from Dec. 5 through 14. The films include "Tibet: Survival of the Spirit," a study of contemporary Tibet in the form of interviews with Tibetans from all walks of life; "Lung Ta: The Forgotten Tibet," an introduction to the Tibetan political situation narrated by actor Richard Gere; "The Reincarnation of Khenzur Rinpoche," which tracks a monk's search for his reincarnation master, who turns out to be a 4-year-old; and "A Song for Tibet," which follows two Canadian Tibetans committed to the liberation of Tibet. Also, "Menri Monastery," which includes interviews with the 33rd abbot of unbroken lineage of the Bonpo religion; "A Tibetan New Year," in which Bonpo monks exorcise the old year and ensure an auspicious start for the new one; "Lord of the Dance: Destroyer of Illusion," a visit to two Buddhist monasteries in the Mount Everest region of Nepal; and "Lord of the Snowy Mountains." The religious purpose of the Year of Tibet is to spread Buddhist teaching. The Dalai Lama also hopes to build support for an independent Tibet, which is now a region of China. The Dalai Lama and his followers were exiled in 1959 and now live in Dharamsala, India. The Dalai Lama visited Cornell last spring. The Tibetan Film Festival will be held in Willard Straight Theatre. For details and a film schedule, see the Chronicle Calendar or the Cornell Cinema Flicksheet.

Telephone hot line, radio stations will advise of winter-weather closings

When the weather is snowy and frightful and your first thought is whether the university is open, your second thought should be to call the Cornell inclement weather phone at 255-3377 for a recorded message on how weather and road conditions are affecting operation of the university. If the university has been closed because of weather conditions, that decision will be announced on the weather phone and on more than two dozen radio stations in the area, including stations in Ithaca, Cortland, Binghamton, Elmira, Syracuse, Geneva, Watkins Glen, Owego and Auburn. "If there is no announcement concerning Cornell, the members of the university community are to assume that the university will be open and operating as usual," according to Cornell's inclement-weather policy. However, employees who are regularly scheduled to start work prior to 5:30 a.m. are encouraged to call the 255-3377 telephone number to obtain the most recent information. Cornell has four inclement-weather operating modes, as follows:
• Delayed opening: The entire university will be open and operating at a specified time.
• Partial closing: All offices are closed, but classes and examinations, libraries, Health Services, Residence Life, Dining, Unions and Activities, Physical Plant, Life Safety, Public Safety and the Cornell Information and Referral Center will operate as usual.
• University is closed: Offices are closed, and classes and examinations are postponed. The essential offices that continue to operate during a partial closing (above) will remain open during a complete closing.
• Snow emergency: The university will be open and will be operating as usual but no vehicular traffic will be allowed on central campus except emergency and service vehicles and buses. Any vehicle registered with the university will be allowed to park in A and B lots. Computerized copies of the complete inclement weather policy, which includes information on how the various operating categories affect employee compensation, may be called up on CUINFO under the title Weather. CUINFO terminals are located throughout campus. Copies of the policy are available at the information desks of Olin, Uris and Mann libraries.

Holiday decoration policy

A reminder: Cornell cannot sponsor or provide support for the display of religious symbols, such as stars. The external surface of buildings cannot be used for such displays. Individuals are not prohibited from having displays in their own offices or living quarters. Decorated trees are not considered religious symbols unless the decorations include religious symbols. Questions about the policy should be addressed to the Senior Vice President's Office, 317 Day Hall, telephone 255-3759.

MISC.

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

Alcoholics Anonymous
Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Thursday and Sunday evenings at 9:30 p.m. in Anabel Taylor Hall. For more information, call 273-1541.

CUSLAR
Business meeting and discussion of recent events in Latin America, Mondays, 5:15 p.m., Commons Coffee House, Anabel Taylor Hall. For more information call, 255-7293.

Potshop Show
A potshop show and sale will be held through Dec. 6 in Willard Straight Hall's Art Gallery. There will be a wide variety of pottery made in the potshop for sale.

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.

25 percent of elementary schoolchildren are overweight

About one in four of New York's elementary schoolchildren are overweight, according to a Cornell survey. And there's no reason to believe that children in other states fare any differently, said nutritionist Wendy Wolfe.

Furthermore, three-quarters of the 51 schools surveyed failed to meet state requirements for physical education, Wolfe said. The survey also found that 40 percent of children ate no vegetables the previous day, yet one-third ate junk food four or more times.

"Our study confirms that childhood obesity is a major problem. Nationally, childhood obesity is increasing dramatically — 50 percent more children today are overweight than 10 years ago," said Wolfe, a research associate in nutritional sciences.

Her study, supported by the New York State Department

of Health, is believed to be the first to assess the nutritional health of school-age children in upstate New York. Wolfe surveyed 1,797 second and fifth graders in 51 randomly selected schools in New York outside of New York City for her doctoral thesis. The research was conducted under the guidance of Cathy Campbell, assistant professor of nutritional sciences.

Wolfe reported her findings at the annual meeting of the Society for Nutrition Education in July and is preparing a manuscript for submission to the American Journal of Public Health.

Childhood obesity is a serious problem because it is associated with increases in risk factors for heart disease and diabetes, as well as increased rates of emotional and psychological stress, orthopedic disorders and respiratory dis-

ease, Wolfe said.

Furthermore, obese children have a high risk of being obese as adults. Studies have shown that 40 percent of overweight children and 80 percent of heavy teens will grow up to be overweight adults. Obesity in adults increases the risk for high blood pressure, heart disease, high cholesterol, diabetes and other diseases.

The Cornell nutritionist found that while childhood obesity tends to cut across gender and socioeconomic lines, factors linked with higher rates of obesity include:

- Low-income households, except for students in single-parent low-income households who were less likely to be obese.

- Having no or few siblings, probably due to lower activity levels with fewer children to play with in the household.

- Participation in school lunch programs. While children who ate school lunches consumed more vegetables, fruits and dairy products and fewer snack foods than other children, other researchers have found that school lunches tend to have more calories from fat than the 30 percent recommended by the dietary guidelines.

- Skipping breakfast. Children who skip breakfast may eat more high-calorie snacks later in the day, other research suggests. Sixteen percent of fifth graders and 7 percent of second graders skipped breakfast. This finding is of particular concern, Wolfe said, because research has linked eating breakfast to improved learning in school.

Because physical activity is closely linked with obesity, Wolfe also looked at the schools' physical education programs. Although New York requires 120 minutes or more of physical education per week, only one-quarter of the schools surveyed fulfilled this requirement for second graders, and only 40 percent for fifth graders. Furthermore, schools that offered at least the required 120 minutes per week had significantly lower rates of obesity than schools that offered less.

"And even among those schools that did offer the mandated 120 minutes, much of that time was spent on practicing skills rather than in cardiovascular activities," Wolfe said.

When assessing the diets of children, Wolfe found that:

- Forty percent of the children surveyed ate no vegetables in the past day other than potatoes or tomato sauce.

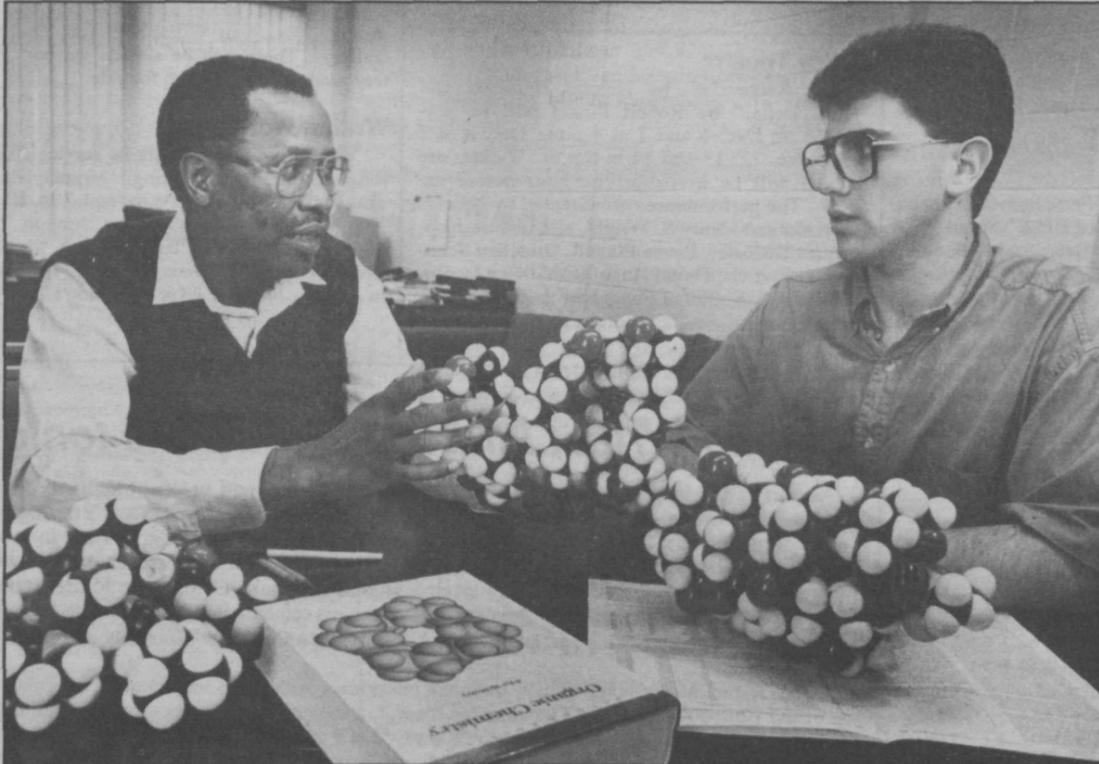
- Twenty percent ate no fruit of any kind; another 22 percent ate no whole fruit, only juice.

- Thirty-six percent ate junk food four or more times a day.

Wolfe observed that although many teachers discussed nutrition in terms of food groups, none of the teachers interviewed mentioned teaching about fat or obesity. Inconsistent nutrition messages were provided in many schools. Teachers often used candy or snacks as tools for positive reinforcement in the classroom and participated in promotions offered by fast-food establishments. High-fat snacks and desserts such as ice cream were offered in the lunchroom and/or classroom in most schools.

— Susan Lang

Giant molecules



Charles Harrington

Chemistry Professor Dotsevi Sogah, who acquired an international reputation at Du Pont Central Research and Development for his studies of long, chainlike molecules called polymers, examines a molecular model of a new polymer with undergraduate Anthony Grant.

Studies range from nature to nanocomposites

Wasps vs. flies

Dairy farmers can cut fly populations in half while using 80 percent fewer pesticides by using tiny parasitic wasps no larger than fleas to combat pesky flies in barns, Cornell researchers report.

Because flies cause more than \$400 million in dairy farm losses around the country, the integrated-pest-management method of using parasitic wasps developed by Cornell and USDA researchers could save New York dairy farmers alone up to \$5 million a year. It will also substantially reduce pesticide use by the dairy industry, said Donald Rutz, an associate professor of veterinary

stings and feeds on it. She then lays an egg inside the pupa. The egg hatches and the parasite larva feeds on the fly.

When the young adult parasite chews its way out of the fly's pupal case, it continues the cycle by searching for new fly pupae to kill.

— Susan Lang

Killing fewer geese

As the hunting season for Canada geese opens in some states, waterfowl managers are striving to restrict certain harvests to only 20 percent of the population, rather than allowing hunters to take 30 percent or more of the geese along the Atlantic seaboard, as they did in the 1980s.

This effort is a consequence of a six-year study of Canada geese in the Atlantic flyway, one of the largest and most comprehensive studies on geese ever launched in North America. Conclusions from the study, which was coordinated by Cornell biologists, point out that the graceful black-necked migratory birds no longer fly as far south as they used to and that their most popular wintering site — the Chesapeake Bay — is being seriously overharvested and needs time to recover.

Canada geese are not only the most prevalent waterfowl species in the Atlantic flyway but also the most hunted. Waterfowl hunting used to be a major industry in southern states, but as migratory patterns have shifted, so has the industry. Now, Maryland and Delaware derive significant income in tourism due to goose hunting.

More than 30,000 Canada geese were baited, trapped, marked with individually-coded plastic neckbands, released and tracked between 1983 and 1989 in the study. Analyses of the more than 175,000 observations of the birds provide the data needed to plan for more stable goose popu-

lations, said the study's director, Richard A. Malecki, a professor of natural resources and an expert on Canada geese.

Malecki, a wildlife biologist with the New York Cooperative Fish and Wildlife Research Unit in the College of Agriculture and Life Sciences, coordinated the study with the Office of Migratory Bird Management, the unit of the U.S. Fish and Wildlife Service that sets limits on how many birds hunters may shoot during season.

— Susan Lang

Hi-tech packages

Cornell researchers are exploiting new techniques for making molecular-sized sandwich structures of composite materials that could find an immediate use in various industries.

The techniques provide unprecedented control in making layered structures of composites, where the layers alternate between plasticlike polymeric material and hard ceramics. A layer of polymer no more than one molecule thick can be sandwiched between ultrathin layers of ceramic measuring between five and 15 nanometers (billionths of a meter).

The result is a so-called nanocomposite (referring to manipulation at the nanometer level) that marries the properties of both substances to produce a unique material, according to materials scientist Emmanuel P. Giannelis. He was to report these findings today (Dec. 5) at the fall meeting of the Materials Research Society in Boston.

Among the applications he is investigating are packaging materials used in the electronics industry. Packaging includes the protective enclosure of electronic devices and the substances that contain printed circuit boards and other electronic assemblies.

— William Holder

Bees *continued from page 1*

honeycomb; students sampled the rest.

Then plastic buckets were filled with the mixture of honey, wax and wood chips. Gentle heating and straining the honey through cloth would separate the debris.

"When you consider that, at the time of the American Revolution, the average family's sugar consumption was around 12 pounds — and now it is at least 140 pounds a year — you can see why a bee tree was a valuable find," said Morse. "Who wants to lick the wedge?" asked a student.

They found what appeared to be the hive's queen, although it was hard to tell; her egg-laying duties were over and she was not much larger than the others.

Earlier in the course, the students learned fundamentals of practical beekeeping as well as the life history, physiology and behavior of the industrious insects, and the role of pheromones and dance language in bee-to-bee communication.

None of Professor Edgerton's bees appeared to be dancing, but they still tried to take care of business as they crawled over everyone who raided their tree. "Remember, don't move quickly and don't wear wool — especially red," joked one student, as the teacher shooed a batch of bees from his red wool cap. All stinging insects, the students knew, are less inclined to attack light-colored smooth fabrics, which is why beekeepers often wear khaki.

How much honey had the hollow tree contained? The traditional, scientific way of calculating is to fill the cavity with a measured amount of sand, Morse explained. Lacking sand, they estimated the contents at around 10 gallons.

Returning to campus, this reporter learned why beekeepers secure their pant cuffs: A crawling sensation turned into a stinging one on the lower left leg.

It was a small price to pay to learn about bee trees.

— Roger Segelken

CORNELL
Research

entomology.

Although parasitic wasps have been available commercially for some 15 years, Rutz said that he and his collaborators, research associate Christopher Geden at Cornell and Richard Miller, an animal scientist at the Livestock Insects Laboratory in Beltsville, Md., are the first to show "with scientific rigor that parasitic wasps can dramatically reduce fly populations on commercial dairy farms and under what conditions."

The researchers began working on bio-control of flies more than 15 years ago. After monitoring several hundred dairy farms, they determined that the wasp *Muscidifurax raptor* is the most abundant of about a dozen parasitic wasps in the Northeast, yet it harms neither humans nor animals.

When the female wasp finds a pupa, she

British colonial education yields an Africanist scholar

Educated as a youth under British colonialism, Locksley Edmondson traveled a long path from the Caribbean to Britain to North America to Africa before his vision focused clearly on Africa and the African diaspora.

"I've always loved history, but most of what I learned as a child in Jamaica was European history," said Edmondson, a professor of political science who became director of the Africana Studies and Research Center this summer. "Jamaican history was not then taught in Jamaican high schools."

His childhood memories are dominated by great events in the Western world: "I remember Timoshenko [a World War II Soviet marshal] rolling back Hitler. I remember the day FDR died. That great man died on my 11th birthday."

"Most of what I learned about European history was biased history, as I later came to realize," recalled Edmondson, 57, who grew up in colonial Jamaica, the son of primary schoolteachers.

Even his language instruction came from ancient Western civilization. "My father, who later became Jamaica's principal education officer and is still teaching at 87 in a teacher's training college, started teaching me Latin when I was 3 years old," Edmondson said. "By the time I got to high school, no one could touch me on Latin."

When he was a schoolboy, Edmondson said he learned nothing about his own country or the Caribbean region but was instructed in Australian geography and the history of Britain, Europe and the United States.

But not all was lost. "It is unfortunate that I didn't have a more balanced education in my earlier years," he said. "But I

have used the negative in a positive way. I find that my understanding of Africa, the Caribbean, the Third World and the United States is much more informed by my early knowledge of European history and civilizations."

During Edmondson's childhood, teaching was one of the principal avenues for black Jamaicans to advance in that colony, while "business was restricted to people with the right family ties."

But Edmondson delayed his academic career. "After high school, I worked for

five years as a government bureaucrat," he said. "Having been sheltered in boarding school, I wanted first to see how the world worked. I had always been interested in politics and the political intrigues in Jamaica."

CORNELL
People

Although ruled by Britain, Jamaicans starting in 1944 could vote for a local parliament that was the "first in the Caribbean and well in advance of any African country," he said.

The problems of blacks in the bigger world hit home for Edmondson when, at age 23, he went to England as an undergraduate at the University of Birmingham. "At that time, people from the Caribbean region were targets of racism," he said. "This was the period of African decoloniza-

tion, and for the first time I met and lived with Africans. From a list of available topics in a course on political sociology in my final year at Birmingham, I selected to study the American Negro, as the label then was, and for the first time I read about racial problems in the United States."

Edmondson pointed out that "while racial problems were not as strong in Jamaica as they are in England and the United States," a major problem in his homeland is what he called "economic maladjustments in wealth" — the unequal distribution of income, often along racial lines, between the wealthy and the bulk of the people.

From England, Edmondson went to Canada, where he completed his master's and doctoral degrees in political science at Queen's University in Kingston, Ontario, where a professor urged him to continue studies on racial problems.

In 1973, after teaching in Canada, Uganda and at Cornell, he returned to Jamaica as a professional academic, and "I got caught up with political developments, debating whether Jamaica should go socialist or remain capitalist."

His decision was firm. "I unapologetically favored socialism, but I have always been critical of Bolshevism. I had run-ins with some Marxists, because I did not take the Bolshevik line. I did not think it was necessary for Jamaica to follow the Soviet system. It would be disgraceful to import other models. We should develop our own system."

Before joining Cornell's Africana Center in 1983, Edmondson taught at the University of Waterloo in Canada; Makerere University in Uganda; Cornell's Government Department in the early 1970s; the Univer-

sity of Denver; the Mona campus of the University of the West Indies in Jamaica; the Institute of International Relations on the St. Augustine (Trinidad and Tobago) campus; and Southern Illinois University.

Edmondson brought to Cornell a wide background in academic administration. He was director of general development studies at Makerere, acting director of the Center on International Race Relations at Denver and dean of the faculty of social sciences at the University of the West Indies.

While teaching in Jamaica, he was a radio commentator for three years, broadcasting every Friday on national and international public affairs.

"I tried to make international events relevant to Jamaicans," he said, "talking, for example, about elections in India or how environmental problems around the world related to the development of my own country."

As to the current debate centered on Afrocentrism, Edmondson said: "The essential issue is to understand Africa and Africans. When it is studied, the African experience should be studied with Africa as the point of departure. For too long, Africa has been studied from a Eurocentric point of view."

"Where Afrocentrism gets distorted by its critics is related to the volatile politics of race in the United States. Ethnic diversity and varied contributions should be recognized as an important underpinning of the development of the United States. It makes me sad that this should be seen as a threat. An Afrocentric perspective is one of a number of educational correctives."

The Africana Center that Edmondson heads has just published a new monograph titled "Africana Studies Outside the United States: Africa, Brazil, the Caribbean," by Milfred C. Fierce, a professor of Africana studies at Brooklyn College, and has started a three-year visiting scholars program in Africana studies funded by the Ford Foundation.

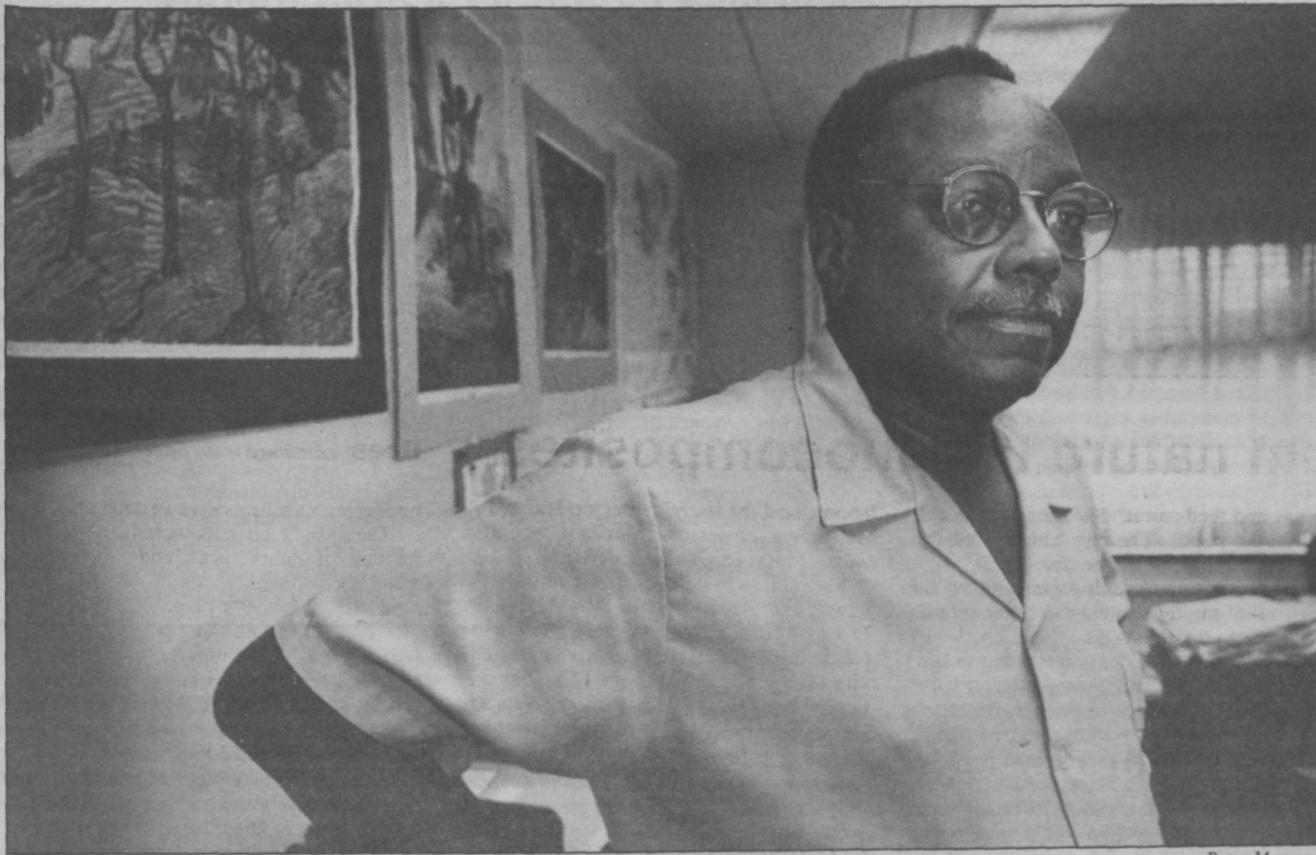
This past summer, the U.S. Department of Education designated Cornell as a national resource center in African studies that includes the Africana Center and Cornell's Institute for African Development.

Edmondson lists three priorities for the center:

- A site for regularized intellectual exchanges between faculty and students through colloquiums and other events.
- Increasing community outreach in work with Ithaca's Southside Community Center and developing a dialogue with the local community, "not only with blacks but with people who interface with us — community leaders, preachers and social welfare workers — to help break down the gap between gown and town."
- "To establish more creative ties with other academic units at Cornell besides Arts and Sciences, and particularly with Human Ecology."

Edmondson has been a consultant to UNESCO, United Nations University, the Caribbean Council of Churches and the Association of Caribbean Universities and Research Institutes. He is international vice president of the Congress of African Studies.

—Albert E. Kaff



Peter Morenus

Locksley Edmondson in his office at the Africana Studies and Research Center.

Using microwaves can help improve nutrition, expert says

Microwave ovens are an ideal tool to reduce consumption of fatty and grilled foods and boost consumption of healthfully prepared fruits and vegetables, according to nutritionist Gertrude Armbruster.

About 80 percent of American households own a microwave oven, and experts predict that almost all American households will have one by the year 2000.

"With today's emphasis on quick and easy but healthful meals, it's important to understand how their microwave ovens can help people comply with current dietary guidelines," said Armbruster, a professor of nutritional sciences.

For example, Armbruster has found that vegetables microwaved in a minimal amount of water, approximately one teaspoon per serving, retain 50 to 100 percent of their vitamin content compared with only 40 to 60 percent of vitamins in vegetables cooked conventionally on a stove.

"And because microwaving fresh and frozen vegetables is the fastest way to cook them, consumers might be encouraged to eat more servings of vegetables — up to five servings daily is recommended," Armbruster said.

Microwaves are part of the electromagnetic spectrum (as are visible light waves) and are very close in wavelength to radio waves. Microwaves tend to be absorbed by water molecules. This causes the water molecules in food to oscillate and emit heat, which cooks the food.

Armbruster also pointed out that microwaved meats and breads have more protein than when cooked by other methods, because foods cooked in microwave ovens don't brown. The browning of foods during baking and broiling ties up some protein, preventing it from being used during digestion. Available protein in microwave-baked bread, for example, has been found to be up to 58 percent higher than breads baked conventionally.

"Also, microwave-cooked meats tend to be better for you because they do not form cancer-causing substances called heterocyclic aromatic amines, which are present in baked, grilled or broiled meats," said Armbruster. Other studies have shown that conventionally cooked foods have up to 10 times more of these cancer-causing substances than microwave-cooked foods.

Grilled meats tend to be particularly high in these cancer-causing substances. To minimize their formation, Armbruster strongly recommended precooking meat in a microwave oven before grilling. "That will not only reduce the concentration of these substances but save consumers time, too," Armbruster said. "The meat will need less time on the grill yet taste just like any grilled food."

Other healthful ways to use microwave ovens include:

- To reduce fats in the diet, use a microwave oven to cook meats, vegetables and fruits whenever feasible be-

cause no added fat is required as it is in frying, sauteing, baking and broiling.

• Defrost foods in the microwave oven — they retain more nutrients than foods defrosted at room temperature because there's less time for the nutrients to degrade.

• Cover foods whenever possible to minimize cooking time, which preserves nutrients; covering foods can reduce nutrient losses by up to 8 percent. Paper towels are an ideal cover; when using plastic wrap, be certain that the wrap doesn't touch the food to prevent chemicals from the wrap from getting in the food.

• Use minimal water when cooking vegetables and fruits. Ideally, no water should remain at the end of the cooking time. If there is, use it, as it's full of vitamins.

• Placing foods on paper plates or in paper containers is the fastest way to microwave food and, as always, the less time food is cooked, the higher its nutrient value.

• Use the recommended standing time after microwaving — the time allows heat to distribute evenly.

Armbruster added that microwave cooking isn't always recommended. For example, large quantities of food are often difficult to cook evenly in a microwave; and heat-sensitive foods such as souffles and angel-food cakes require the evenness of heat from a conventional oven.

—Susan Lang

Saying goodbye to good friends and colleagues

Walter J. Relihan Jr.

A search committee to seek a successor to University Counsel and Secretary of the Corporation Walter J. Relihan Jr. has been formed by President Frank H.T. Rhodes.

Relihan was elected a justice of the New York State Supreme Court on Nov. 5 and will take office on Jan. 1, 1992.

"Walter Relihan has been an extraordinarily effective member of the executive staff, a trusted counselor and an adviser of remarkable breadth," Rhodes commented. "He is also a devoted Cornellian who, as a member of the Class of 1952 and the Law School Class of 1959, has brought to his work not only formidable legal skills but also a perspective on the university that spans more than 40 years."

Rhodes added, "His successor must possess both the highest quality legal credentials and an appreciation of the unique academic environment within which he or she will serve. That makes a national search absolutely essential."

Rhodes will be chairman of the search committee. Members are Malden C. Nesheim, provost; James E. Morley Jr., senior vice president; Henrik N. Dullea, vice president for university relations; Joycelyn Hart, associate vice president for human relations; Walter Lynn, dean of the faculty; Russell K. Osgood, dean of the Law School; Joanne Blauer, counsel to the Medical College; and M. Joy Wagner, executive assistant to the president.

Rhodes announced two interim appoint-

ments to be effective Jan. 1. Michael G. Kimberly, deputy university counsel, will become acting university counsel, and Joyce W. Cima, assistant secretary of the corporation, will become acting secretary.

William Collins Jr.

William Collins Jr., the director of the Learning Skills Center since he came to Cornell 15 years ago, will leave in January to take a similar position at his alma mater, the University of Michigan.

Through the center, Collins helped thousands of students prepare for their freshman year and, once they were enrolled, sharpen their study skills, do extra work in specific areas or supplement their knowledge in mathematics and science.

Collins, in a letter of resignation to Larry I. Palmer, vice president for academic programs and campus affairs, expressed gratitude for "lessons learned and the opportunities provided" and sadness "because of the many friends, colleagues and students who will be left."

He expressed appreciation for the commitment of Cornell's central administration and of individual faculty members. He also praised the dedication of "staff in a wide variety of offices, from admissions and financial aid to residence life and the university registrar, as well as in each of the undergraduate colleges."

Provost Malden C. Nesheim expressed "real regret" at Collins' decision and added:

"Nick [as Collins is called by friends and colleagues] has given strong and successful leadership to a key support program that often makes the difference between a student's success and failure at Cornell. We are all deeply grateful for the dedication that made so many succeed."

Collins, who holds a Ph.D. in psychology and is an adjunct associate professor, says the most gratifying part of his work has been "to see the student who has encountered social or academic difficulties as a freshman subsequently develop, flourish and then graduate."

It is not unusual, he said, for such students to write to him, send family pictures or drop in after law school or medical school.

In the past year, the center had 1,364 students participate in supplemental education in math and science; 4,800 student contacts for specialized tutoring; 1,156 students enrolled in study-skills workshops and 145 pre-freshman summer students.

In accepting the resignation, Palmer said Collins' "skills as a psychologist and pedagogue and your genuine devotion to helping our students realize their potential have made academic success possible for several thousand Cornellians."

"I know," Palmer added, "my own appreciation is shared by those students. It is also shared by scores of faculty, staff and administrators — in Day Hall and the colleges — who have benefitted from your strong leadership."

— Sam Segal

Gloria C. Howell

University Registrar Gloria C. Howell will retire April 30 after almost 30 years of service at Cornell.

"In just over two years as registrar, Gloria has directed many clear-cut improvements in how the office serves students while also establishing effective collaboration with faculty, college registrar staffs and other student service offices," said David S. Yeh, assistant vice president for academic programs and campus affairs.

"Cornell will miss her," he added.

Howell, a lifelong Ithacan, came to Cornell in 1946 and worked 20 years in statutory college positions, then left to have a family. She returned to Cornell in 1973 as senior administrative secretary to the vice president for planning. She became administrative supervisor in the registrar's office in 1976 and a year later became associate registrar.

Among the service improvements Howell has overseen, Yeh said, are the Bear Access computer program giving students electronic access to their own records, eliminating multiple-stop student registration, establishing final exam schedules a semester ahead, and helping redeploy student-service staff to speed the registration process.

Howell's non-Cornell work has included being an Ithaca Town Council member, a city of Ithaca fire commissioner and an executive committee member of the Ithaca Youth Board.

AIDS testing *continued from page 1*

Gannett's services because they consider the clinic a student service, according to a survey conducted by Cornell's AIDS Advisory Committee, a six-year-old group headed by Leslie Elkind, director of Gannett Health Center.

The survey also found that many people want more information about testing, about the disease itself and about what they can do to help people who have contracted it, Dittman said.

In response to this, Cornell AIDS Action, an education program, is creating a campuswide information and referral network of people trained in AIDS education.

Several hundred resource people in the "Ask Me About AIDS" program — from secretaries to professors to building maintenance workers — will be able to provide basic information and make referrals to Gannett. They will identify themselves through fliers, buttons and plaques.

"We are training people to help in a caring and compassionate way so they can help people overcome their shame or embarrassment in needing to talk with someone about this subject," Dittman said.

"Each of us needs to find something we can do in this epidemic, even if it's a matter of leaving an educational brochure where a kid will see it or tacking information on a bulletin board about where people can go for testing. It's helpful just to feel part of the solution," she added.

Education to prevent the spread of AIDS is a major objective of Dittman and the AIDS Advisory Committee.

"There is still a lot of misinformation about how you get infected," Dittman said. "The workplace and classroom are not at risk, unless you're having sex or sharing needles in the workplace. But many people wonder about kissing, sharing food, about that one time they helped a friend with a bloody finger."

One of Dittman's major concerns is that while people know about safer sex, they do not always practice it.

"We do see a lot of people whose heterosexual contact is their only risk factor, but they don't consistently use latex condoms. We're trying to teach them that they've got to do it all the time," Dittman said.

"They need to remember that it's not who you are that matters; it's what you do."

To educate students, Cornell AIDS Action relies largely on student educators. The SAFER program — Sexuality and AIDS Facts, Education and Responsibility — conducts workshops for fraternities, sororities and residence hall groups on sexuality issues, including AIDS and other sexually transmitted diseases.

"Students will accept a message given by fellow students more easily than they'll

accept abstract information in a booklet," Dittman said.

Additional student educators are expected to come out of a senior seminar, "AIDS and Society," that Dittman will teach with biologist Carolyn Eberhard in the spring.

For those who would like something to read, Gannett is distributing a new brochure, "AIDS and HIV infection information for Cornell employees."

Other steps Gannett is taking to increase education on campus include:

- Working with faculty to distribute AIDS-education materials. A recent survey discovered some 15 faculty teaching AIDS-related material in class and more who are willing to distribute educational materials.

- Giving a training session in January for UAW stewards and representatives.

- Offering workshops for staff members that include information about ways to speak with their children about AIDS.

- Working with the Department of Athletics to prepare coaches to answer questions from their players.

- Providing updates and training to agencies such as the Employee Assistance Program and the Office of Human Resources. Cornell policy guarantees a person with AIDS his or her job as long as they are able to work, reasonable accommodation if they must curtail their work, and disability coverage if they become unable to work.

- Co-sponsoring the exhibition of two panels of the AIDS Quilt, currently on display at the Johnson Museum of Art.

The AIDS quilt is a powerful piece of work that makes AIDS less impersonal for many people.

"The panels give people a glimpse that this was a human being who died, someone with a birthday who was loved by some other people, someone who meant something and now is not here," Dittman said.

"You just look at a few panels and know there are close to 20,000 pieces that have been made. Altogether they cover 13 acres. Some 130,000 people have already died of this disease, and in this country alone another 200,000 have been diagnosed. The numbers are going to just keep going up."

"Sex and death are two things we've never been able to talk about in our society. Suddenly, here they are put together. We need to be able to talk about them. We're taking baby steps together. And we need ways for people to open their hearts," Dittman said.

The AIDS Advisory Committee is recruiting new members. Anyone interested in joining is invited to send a letter of interest to Dittman, who has full-time responsibility for coordinating AIDS education and testing at Cornell.

— Carole Stone

Studies of AIDS-like virus in cats may lead to anti-viral drug therapy

There is good news on the cat version of AIDS: Its prevalence is not growing, and researchers at the College of Veterinary Medicine have isolated a feline immunodeficiency virus (FIV) from an Asian cat that can be easily manipulated in the lab, unlike most other immunodeficiency viruses.

The new isolate from a Pallas cat provides hope that breakthroughs in developing a vaccine and anti-viral drug therapy for the feline immunodeficiency syndrome, a fatal disease that disables cats' immune systems, may be closer. Because FIV is similar to the human immunodeficiency virus (HIV), which causes acquired immunodeficiency syndrome, or AIDS, any new information on the cat virus could help researchers in the fight against human AIDS and related viruses.

The Cornell researchers have also detected for the first time FIV in non-domestic felines within zoo populations. So far, they

have found evidence of FIV infection in snow leopards, lions, a jaguar and several tigers. Also, FIV infection has been found in free-roaming populations of Florida panthers and bobcats in southern Florida.

The researchers have found that up to 30 percent of Florida panthers are infected.

All in all, about 3 percent of America's 50 million cats carry FIV, estimate Cornell veterinary virologists Dr. Margaret C. Barr and Dr. Fredric W. Scott, who published an article on FIV-testing procedures in the Nov. 15 issue of the *Journal of the American Veterinary Medical Association*. Scott is a professor in the College of Veterinary Medicine and director of the Cornell Feline Health Center.

FIV is evidently spread among cats by saliva through bite wounds, said Barr, and it is species-specific: FIV does not infect any other species, including humans.

— Susan Lang

AIDS education *continued from page 1*

of sexuality," the manual states. "The way in which young people accept themselves as sexual beings will influence their sexual decision-making. Parents need to acknowledge sexuality as a healthy, positive part of life."

The manual and its accompanying teaching guide were written by Tobias; Jennifer Tiffany, an extension associate; Arzeymah Raqib, a staff member of the project; and Jerome Ziegler, a professor of human service studies and former dean of the College of Human Ecology. Created in the style of illustrations for a children's book, the drawings were done by Marcia Quackenbush, a free-lance illustrator.

Tiffany, a registered nurse, conducts the AIDS training program in New York state. She said that "one awful week" led her to the Cornell program.

When she was coordinator of a community-based AIDS program in Tompkins County, Cornell advertised for a director of the new project. "The very week that this job was posted, five kids from high school and college came to me who were HIV positive," she said. "These kids had received no message from adults that they were at risk. I decided right then and there to work for young people."

Tiffany travels throughout the state to instruct adults on how to discuss sex with children and teach them how to avoid HIV infection. She meets with adults who are involved in community youth programs, teachers, PTA and church groups, and parents in housing developments. All are volunteers.

In 1989, local training staffs were established in Suffolk, Rockland, Albany, Schenectady and Onondaga counties. Tiffany trains what the program calls facilitators who in turn train parents, guardians and other adults.

She estimates that 14,000 people have been trained by 600 facilitators since a pilot program was launched in 1989 with funding from the state Health Department. Published earlier this year, the new resource manual and teaching guide may be purchased for \$9.50 from Cornell University Resource Center, 7 Business and Technology Park, Ithaca, N.Y. 14850.

State health officials quoted by Cooperative Extension estimate that between 200,000 and 500,000 New York state residents may already be infected with Human Immunodeficiency Virus (HIV), or as many as one out of every 35 residents.

Tobias called the Cornell Cooperative Extension program "one of the most successful grassroots approaches on AIDS in New York state," and the program is spreading.

Parts of the Cornell program have been adopted in Michigan and New Hampshire, and inquiries on Cornell's teaching approach have been received from Eastern Europe, Africa, the People's Republic of China, Ireland, Cyprus and Latin America.

The curriculum is being translated into Spanish; plans are under way for a French text and an audio tape in Haitian Creole.

Information on the program may be obtained by telephoning Tobias at 255-1949.

— Albert E. Kaff

CORNELL Employment News

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Problem Solving? Employment Policy Questions? Career Enhancement? Staff Relations and Development Is the Office to Call

It has been nearly a year since the Office of Human Resources merged many of the functions performed by two of its sections—Employee Relations, and Training and Development—under a new section, Staff Relations and Development. (A separate section, called Labor Relations, was created specifically to handle union-related issues.) Though the reorganization was meant to simplify the structure of the Office of Human Resources, many employees still do not know what Staff Relations and Development does. This article is meant to address that issue and to introduce the staff in Staff Relations and Development: You may reach any of these staff members by calling 255-7206.

Staff Relations and Development's primary responsibilities focus on 1) employee relations in nonbargaining units, 2) training in supervisory and management skills, and 3) professional growth. Working in conjunction with the university's administration, colleges, and administrative units, this office's mission is to promote and maintain a positive and progressive organizational environment. In carrying out this mission, the office creates and maintains human resource programs, policies, and procedures; assists employees in resolving workplace issues; and implements services and programs that promote individual and organizational effectiveness.

Staff Relations and Development oversees New Employee Orientation (NEO), the supervisory identification program, the probationary review process for new employees, and the exit interview program.

It also offers confidential consultation with individuals or groups; provides advice and consultation on university policy interpretation and information on other workplace regulations; administers the layoff policy; administers the grievance procedure for nonbargaining unit employees; administers the OHR OUTreach program; provides customized training for departments or units; offers workshops and seminars for employees and supervisors; administers educational assistance programs; and oversees the university's performance dialogue program.

There are eight staff members in Staff Relations and Development, coming from diverse backgrounds and bringing a broad range of experiences and specialized training to the office. They are:

Ellen Ely, Senior Staff Development Associate

Ellen Ely is the newest member of the office, replacing Joseph Lomax, who left the university this past summer. Specializing in professional and personal development, she has run her own business for the past several years, holding seminars throughout the United States, Canada,



Europe, and Africa in effective management practices, performance appraisals, team building, self-esteem, stress management, and numerous other programs.

Ely's most recent management position was with the Royal Bank of Canada, where she implemented training and develop-

ment programs and had direct responsibility for recruitment, training, relocation, EEO/Affirmative Action and employee relations. Her credentials include master's degree work in industrial relations and organizational development from New York University and Rutgers University, as well as a bachelor's degree in psychiatric social work.

Sandra Carrington, Senior Staff Development Associate

Sandra Carrington is highly involved with providing programs for departments that will help them develop and perform effectively as work-units. She is responsible for the design and implementation of many of the training sessions provided within departments, units, or specific work groups on campus. Her training emphases include,

but are not limited to, cultural diversity/human relations, customer service, performance dialogue, supervisory skills, and interpersonal communication. Carrington received an M.B.A., with concentrations of study in personnel administration and marketing, from Texas A&M University.



Rahat Idrees, Senior Staff Development Associate

Rahat Idrees, Ed.D., conducts workshops on supervisory skills, career development, and leadership skills. She is



responsible for the overall management of the Office Professionals Curriculum. Idrees is a member of the Employee Assembly and a member of the sub-committee on Working Families for the Advisory Committee on the Status of Women. She received her B.S.C. from the University of Cincinnati

and her M.Ed. and Ed.D. from the University of Massachusetts at Amherst.

Donna Palmer, Administrative Aide



Donna Palmer has been working at Cornell for nearly two years. Her Cornell employment began in the Laboratory of Ornithology and she subsequently transferred to Staff Relations and Development. As an administrative aide, Palmer provides general support to the Staff

Relations and Development associates, assists in the coordination of workshops and seminars, and fields walk-ins and telephone inquiries. She attended Alfred State College, where she majored in executive secretarial science.

Vashti Peagler, Acting Manager

Vashti Peagler is the acting manager of Staff Relations and Development. She oversees the administration of employee relations, human resource development and training programs and services for nonacademic staff. She has over 15 years of experience with the university, most of which have been in the Office of Human Resources. Her career at Cornell includes experience in Staffing, Compensation, Employee Relations, and Academic Personnel. As of June, 1991, Peagler assumed her acting role in order to provide leadership to the Staff Relations and Development section in addition to



continuing to perform some of her former duties related to academic personnel. She received her bachelor's degree in business education from the University of Maryland, Eastern Shore.

Theresa Rapacki, Staff Relations & Development Associate

Theresa Rapacki has responsibilities in the administration of staff educational programs, and assists in resolving employee concerns, the layoff process, and the production of the *Calendar of Workshops and Seminars*. The *Calendar of Workshops and Seminars* is distributed to all staff at the beginning of each academic semester,



and lists all the professional development courses offered by the Office of Human Resources and its outside consultants, as well as other career and skills development courses. Rapacki is also a New Employee Orientation (NEO) facilitator. She received her B.S. in Human Resource Development from Empire State College and is currently enrolled in ILR graduate coursework.

Jamie Washburn, Staff Relations & Development Assistant



Jamie Washburn has been with Cornell University for two years. She started out as a personnel assistant in Staffing Services in December 1989. Approximately one year later, in November 1990, she transferred to Staff Relations and Development, where she is an administra-

tive assistant. Washburn provides primary support to the members of the office whose focus is staff relations. She also is involved in New Employee Orientation (NEO) and the OHR OUTreach Program. Washburn received her B.S. from SUNY Cortland in early secondary education, with a concentration in mathematics.

Regina Wharton, Staff Relations Associate

Regina Wharton has been with the university for eight years, and in the Office of Human Resources for the last three. Wharton



provides consulting, advisory, and instructional services to all levels of administration, staff and faculty on employee relations issues. She is coordinator of New Employee Orientation, interprets policies and procedures on a daily basis, conducts exit interviews, and is the

university liaison for the Employee Assistance Program (EAP). Wharton also serves on the university's Advisory Committee for Working Families and the Alcohol and Other Drug Program Network Committee. She has conducted such workshops and seminars as *Juggling Work and Family* and *Personal and Professional Growth for Office Professionals*. Wharton will receive her B.S. from SUNY-Empire in business administration, with a concentration in human resource management, next summer. She received her A.A. degree from Roger Williams College.

1992 Empire Employee Contribution Rates

New 1992 employee contribution rates for the Empire Plan have just been announced. Biweekly employee contribution for Individual Coverage is \$8.08 and \$33.15 for Family Coverage.

Beginning January 1, 1992 the deductible for the Empire Plan will increase to \$175 per enrollee, \$175 per spouse, and \$175 per all dependent children combined.

Also beginning January 1, 1992 the Out-of-Pocket Maximum (the portion of eligible expenses an employee must pay after the deductible has been met) will increase to \$776 per person or family for the calendar year.

Important HMO changes

Prepaid Health Plan (PHP) is expanding its services to Cortland County! Statutory employees who live or work in Cortland County will be able to join PHP. Please consult the NYSHIP Profiles 1992 booklet which you should have already received in the mail. It outlines basic services and copays. The doctors at PHP do have admitting privileges at Cortland Hospital; however, some specialties will have to be referred to Syracuse hospitals.

Health insurance contributions for 1992 will be reflected in statutory exempt paychecks distributed on December 12 and nonexempt paychecks distributed on December 19.

Benefit Choices Period

Statutory health insurance enrollees will have until December 24, 1991 to change insurance options for 1992. During Benefit Choices you can elect to change from the Empire Plan to a Health Maintenance Organization (HMO) or change from an HMO to the Empire Plan. You may also change from one HMO to another HMO. (You can only join HMOs that serve your area and belong to the New York State Health Insurance Program.) If you wish to remain with the health coverage you presently have, no action is required by you.

To change options you must fill out and file the appropriate form(s) with the Statutory Benefits Office by December 24, 1991. For additional information, contact Nancy Zinzola at 255-7995.



Enrollment Deadline

If you wish to enroll or re-enroll in a Select Benefits medical or dependent care reimbursement account for the 1992 plan year, your completed enrollment form should be received by your Benefits Office on or before **December 16, 1991**. Forms received after this date cannot be processed in time to take effect with your first paycheck in January.

IRS regulations permit us to accept forms through December 31, 1991; however, forms received between December 16 and December 31 will be processed to take a double deduction from your second paycheck in 1992. **Federal regulations prevent Employee Benefits from accepting any forms after December 31.**

Completed Select Benefits enrollment forms should be returned to the Office of Human Resources, 130 Day Hall (endowed employees) or the Statutory Finance and Business Office, B-22 Mann Library (statutory employees). If you have any questions, please call your Benefits Office (endowed, 255-3936; statutory, 255-4455).

REMINDER: IF YOU ARE CURRENTLY PARTICIPATING IN A SELECT BENEFITS MEDICAL OR DEPENDENT CARE REIMBURSEMENT ACCOUNT AND WISH TO CONTINUE PARTICIPATION FOR THE 1992 PLAN YEAR, YOU MUST RE-ENROLL DURING THE ANNUAL ENROLLMENT PERIOD.

IF YOU ARE CURRENTLY PARTICIPATING AND DO NOT WISH TO CONTINUE PARTICIPATING IN 1992, DO NOTHING. YOUR PARTICIPATION WILL END AUTOMATICALLY IF THE BENEFITS OFFICE DOES NOT RECEIVE A NEW ENROLLMENT FORM.

Winter Holiday Pay Schedule

The university will be officially closed for the winter holiday period from Wednesday, December 25, 1991 through Wednesday, January 1, 1992. In an effort to accommodate those exempt employees who may be traveling or vacationing during that period, the payroll office has been directed by the university administration to issue the December 26 exempt paychecks on Friday, December 20, five days prior to the scheduled issue date of December 26. Direct deposit will occur on the same day, December 20.

Checks will be distributed as usual by departments. It is suggested that departmental offices and payroll clerks issue information to their employees regarding schedules for the distribution of paychecks.

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 and job number. Employees should include an Employee Transfer Application.

University Counsel and Secretary of the Corporation (P9202)

University Counsel-Endowed

Posting Date: 11/21/91

Responsible for legal advice and services to the entire University and reports to the Board of Trustees and President. Heads a staff of 7 lawyers and appoints and directs all outside counsel retained on behalf of the institution. Is an executive officer and participates, with the President's staff, in the consideration and resolution of many policy matters affecting the University.

Requirements: Admission to NYS Bar, or be qualified and prepared to apply for admission; 10+ yrs. experience regarding matters of substantive legal importance. Significant management experience and policy responsibility are essential as is an appreciation for the policy-making environment in an academic institution. Prior experience with educational institutions is desirable but not necessary. To apply, send cover letter, resume, and names of 3 references by December 12 to University Counsel Search Committee, 160 Day Hall.

Applications Programming Specialist (PT9303) Level 38 CIT/IR-Endowed

Posting Date: 12/5/91

Design and implement UNIX-based server programs to deliver images over networks to a variety of platforms in useful formats. Prepare technical specifications for other institutions (both universities and vendors) to permit them to develop applications which will work with the Cornell servers.

Requirements: BS degree or equivalent experience. 7-10 yrs. related experience. Working knowledge of UNIX network programming concepts of computer-based communications networks. In depth knowledge of C programming language. Knowledge of UNIX operating system and of x protocols for client/server computing. Send cover letter and two resumes to Sam Weeks.

Applications programming Specialist (PT9302) Level 38 CIT/IR-Endowed

Posting Date: 12/5/91

Design and implement UNIX-based server programs to deliver images over networks to a variety of platforms in useful formats. Prepare technical specifications for other institutions (both universities and vendors) to permit them to develop applications which will work with the Cornell servers.

Requirements: BS degree or equivalent experience. 7-10 yrs. related experience. Working knowledge of UNIX network programming concepts of computer-based communications networks. In depth knowledge of C programming language. Knowledge of UNIX operating system and of x protocols for client/server computing. Send cover letter and two resumes to Sam Weeks.

Technical Specialist (PT9002) Level 36 CIT/Network Resources-Endowed

Posting Date: 11/7/91

Provide technical support to the Network Management Center and its clients. Diagnose high level problems. Install and maintain network router software, tables, files and monitoring tools. Consult with clients on software interface issues. Act as liaison to national networks for operational software issues.

Requirements: BS in associated field or equivalent experience or other emphasis on TCP/IP and UNIX. Knowledge of several items in the following areas is highly desirable: DECNET, synchronous and asynchronous data streams, token ring, ethernet and AppleTalk. Send cover letter and 2 resumes to Sam Weeks.

Sr. Scientific Software Analyst Level 35 (PT8805)

Theory Center-Endowed

Posting Date: 10/24/91

Provide technical leadership in the development, implementation, documentation, and maintenance of highly specialized and complex scientific applications software on the Cornell National Supercomputer Facility (CNSF). Help in developing and enabling application software on parallel and other architectures. Facilitate the successful transfer of technology within and between CNSF programs including educational programs. Participate in the design and implementation of new mathematical software for distributed systems. Provide staff support and consulting in special areas of expertise.

Requirements: MS degree in computer science, a scientific discipline or equivalent. 5 plus years experience in a scientific computing environment programming in FORTRAN and C. Familiarity with UNIX operating system fundamentals. Parallel programming experience highly desirable. Background in supercomputing helpful. Send cover letter and 2 resumes to Sam Weeks.

Associate Director of Summer Employment (PA9201) HRI

Career Center-Endowed

Posting Date: 11/21/91

Oversee all aspects of the University Summer Job Network and related summer programs in conjunction with the col-

lege career offices and the Office of Financial Aid and Student Employment. Coordinate job development activities of alumni committees; implement a marketing program to employers; provide advice and job hunting programs for students. Some travel is necessary.

Requirements: Bachelor's degree or equivalent; Master's preferred in student personnel, business of related area. 3-5 years in administrative and/or counseling role with preference given to candidates with career/employment experience with college students. Send cover letter and resume to Cynthia Smithbower. Application materials will be accepted until December 9 or until the position is filled.

Administrative Supervisor (PA9303) HRI

Human Development Family Studies-Statutory

Posting Date: 12/5/91

Perform, supervise, direct and advise work related to budget, accounting, and personnel aspects of a large department. Aspects of fund management, staff supervision, & equipment/space management.

Requirements: Bachelor's degree or equivalent required. Cornell experience essential. 2-3 yrs. accounting/budget experience. Prior supervisory experience necessary. Send cover letter and resume to Cynthia Smithbower.

Clinical Operations Supervisor (PA9302) HRI

University Health Services-Endowed

Posting Date: 12/5/91

Coordinate the nursing and secretarial support for the clinical staff of the general medical floor at Gannett Health Center. Supervise the provision of seeing appointment patients, nursing treatments and services.

Requirements: RN nurse with NY State nursing license; minimum of 4 yrs. experience in ambulatory care nursing. 1-2 yrs. supervisory experience very desirable. Send cover letter and resume to Cynthia Smithbower.

Computer Aided Engineering Specialist (PT9301) HRI

Lab of Nuclear Studies-Endowed

Posting Date: 12/5/91

Provide technical leadership in introduction and application of modern computer aided engineering (CAE) methods to the Lab of Nuclear Studies development effort. Provide other engineering and computing support as required. Assist users with CAE problems. Provide mechanical engineering expertise for staff. Assist in system administration and management for distributed computer facility.

Requirements: BS in engineering or equivalent, plus at least 2 yrs. experience in computing and/or engineering at high energy physics or related research facility. Thorough knowledge of modern computer aided engineering methods required, with programming experience in UNIX, VMX, FORTRAN and C. Send 2 resumes & cover ltr to Sam Weeks.

Executive Staff Assistant (PC9303) HRI

Hotel Administration-Endowed

Posting Date: 12/5/91

Returning to the Classroom? Rescheduled

Due to instructor scheduling, *Returning to the Classroom?* has been rescheduled. It will be held December 18 from 12:15 - 4:15 p.m. Please feel free to bring your lunch.

Additional Section of *Juggling Work and Family*

Another section of *Juggling Work and Family* has been scheduled for December 16 from 9:00 a.m. - 12:00 noon.

There will also be a brown bag lunch from 12:00 noon - 1:00 p.m., December 16, in 163 Day Hall to discuss balancing the demands of career and family. Please feel free to bring your lunch.

For more information, please contact Staff Relations & Development at 255-7170.

Provide administrative and coordinating support to the Dean of the School of Hotel Administration.

Requirements: Bachelor's degree in hospitality or business or equivalent. Minimum 2-3 yrs. administrative support experience. Excellent verbal, written and interpersonal communications skills required. Supervisory skills important. Confidentiality essential. Knowledge of wordprocessor required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Cornell employees should also attach an employee transfer application.

Editor I (PC8907) HRI

Engineering Dean's Office-Endowed

Posting Date: 10/31/91

Responsible for all aspects of preparation and production of printed matter; includes writing, editing, obtaining cost estimates, developing production schedules, preparing layout, proofreading, making assignments to photographers, and working with clients. Prepares bibliography for Engineering News. Assists in general operation of the office.

Requirements: Bachelor's degree or equivalent. 2-3 yrs. related experience in writing and editing technical material; experience in desktop publishing; knowledge of printing production methods. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2

Professional Part-time Temporary

Statistical Computing Consultant (Casual) (PT9204)

CIT User Services-Endowed

Posting Date: 11/21/91

Under supervision, provide direct support for university students, faculty, and staff using CIT supported statistical applications (e.g., SAS, SPSS) in room 124 CCC. Participate in staff training and meetings.

Requirements: Experience in computer programming and/or statistics. 1+ yrs. of experience with statistical packages (SAS, SPSSx, MiniTab, etc.), preferably SAS. General knowledge of computers (IBM 4381, VAX 8530, IBM-PC or compatible, and/or Macintosh). Familiarity with word processing, spreadsheet, database, and/or graphic software on Macintosh and/or IBM-PC and compatible. Experience in helping people (teaching, consulting, telephone support, customer service). Excellent communications and interpersonal skills. Send cover letter and resume to Sam Weeks.

Technical Consultant I (PT9103)

CIT-Endowed

Posting Date: 11/14/91

Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX main-

frame, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Information Technologies and facilitate back line consulting services. Provide support via service on the Help Desk, group and individual contacts, etc. Irregular Hours, Monday-Friday 12:30am-4:30pm, occasional Saturday.

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

CURV

Administrative Assistant-Part Time Protestant Cooperative Ministry Posting Date: 11/14/91

The Administrative assistant is responsible for maintaining the smooth functioning of the PCM office. This includes but is not limited to bookkeeping, filing, typing, and being present to assist PCM community members and staff and the larger Cornell community. Reports to Chaplain.

Requirements: Good typing and proofreading skills; word processing experience; knowledge of Macintosh essential; good oral and written communication skills; excellent organizational skills; enjoys and works well with students; familiarity with Cornell accounting preferred. Send cover letter and resume to Rev. Barbara A. Heck, G-7 Anabel Taylor Hall, Cornell University, Ithaca, NY 14853

CRESP

(Not a CU Position)
Part Time-20hrs/week
Coordinator of the Committee on US/Latin American Relations
CRESP-Center of Religion, Ethics and Social Policy
Posting Date: 12/5/91

Maintain an office and a busy programming schedule plus work with volunteers and fundraisers, including local events, direct mail and grantwriting. Combine hours during the work week with overseeing work study staff and volunteer office help. Work with the Latin American Studies program on programs designed to further educate local teachers on Latin America and on curriculum development. Attend afternoon and evening programming and participate in other University and community events around Latin America. Participate in CRESP staff meetings and planning. There has traditionally been a significant volunteer component. (More detailed description available.)

Requirements: Academic and/or life experience in Latin American issues, some knowledge of Spanish and/or Portuguese, good interpersonal skills.
Salary: \$6,000.00 a year.
Benefits: Cornell Employee health insurance and other benefits through the Center for Religion, Ethics and Social Policy. Generous vacation benefits.
Application process: Send a c.v. together with a 1-5 page essay to: CUSLAR, Anabel Taylor Hall, Cornell University, Ithaca, NY 14853.
Address the following three topics:
1) Why you wish to work at CUSLAR.
2) WHAT YOU CONSIDER TO BE THE MAJOR ISSUES IN LATIN AMERICA TODAY.
3) Taking those issues into consideration, what you think CUSLAR work should focus on.
Apply Deadline: December 10, 1991

Technical

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

Technician GR18 (T9305) Natural Resources-Statutory Minimum Biweekly Salary: \$542.89 Posting Date: 12/5/91

Provide technical assistance in fisheries research program. Help sample fish populations using various types of gear. Identify organisms. Sort, prepare and process samples. Summarize and input data into microcomputer. Prepare, construct, modify and maintain fish sampling equipment including boats and outboard motors.

Requirements: AAS degree in biology preferably with training in aquatic biology, natural resources or related field. Minimum 1 yr. related experience. Must be able to swim. Experience sampling fish populations and in using microcomputers with spreadsheets and word processing. Send cover letter and 2 resumes to Sam Weeks.

Technician GR19 (T7206) Veterinary Pathology-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 6/27/91 - Re-post

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 year related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

Technician GR19 (T9201) Animal Science-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 11/21/91

Assist with reproductive physiology research program by conducting experiments to evaluate in vitro culture conditions for mammalian oocytes maturation and fertilization. Develop and apply cytological procedures, utilize tissue culture techniques, develop and apply analytical techniques including chromatography, electrophoresis and radioimmunoassay to these studies.

Requirements: Associate's degree or equivalent, Bachelor's preferred in Animal Science or Biological Sciences. 1-2 yrs. laboratory experience highly desirable. Drivers license desirable.

Technician GR20 (T9203) Clinical Sciences-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 11/21/91

Perform tasks related to the research of sudden cardiac death in young German Shepherd dogs. Involves care of the dogs and electrocardiographic studies.

Requirements: Bachelor's or Veterinary Technician degree. 1-2 yrs. experience handling animals. Prefer experience in electrocardiography, use of computer and breeding of dogs. Pre-employment physical required. Strong motivation to learn.

Technician GR20 (T9202) Animal Science-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 11/21/91

Carry out studies establishing normal male animal reproductive parameters as a model for human risk assessment. Will care for animals, perform experiments, collect semen, perform computerized image analysis, insemination, superovulation, surgery, post-operative care, and embryo transfer.

Requirements: Bachelor's degree with advanced course work in animal science, physiology, microbiology and animal management experience. Animal handling surgical and ultrasound experience highly desirable. 1-2 yrs. research experience.

Animal Health Technician GR20 (T9003) Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 11/7/91
Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.

Requirements: AAS degree in Veterinary Technology with AHT NYS license (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred.

Technician GR21 (T9205) Veterinary Microbiology, Jabiah-Statutory Minimum Biweekly Salary: \$615.42 Posting Date: 11/21/91

Technical support to a project designed to look for restriction fragment length polymorphisms.

Requirements: Bachelor's in chemistry, biochemistry, molecular biology, or microbiology. 1-2 yrs. experience in molecular biological techniques, tissue culture, ELISA assays.

Technician GR21 (T9004) Biotechnology Program-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 11/7/91

Operate and assist in the operation of scientific instruments including a flow cytometer, spectrofluorometer, and confocal microscope in a research support facility. Duties include some computer work and general lab activities.

Requirements: B.S. or equivalent in physical or biological sciences. Minimum 2 yrs. lab experience involving use of instrumentation. Some programming experience desirable.

Research Equipment Technician GR22 (T9102) Plant Pathology-Statutory Minimum Biweekly Salary: \$641.92 Posting Date: 11/14/91

Responsible for the operation, service and maintenance of several environmental growth chambers and their electrical/mechanical systems.

Requirements: Associate's degree or equivalent. 2-4 yrs. related experience in refrigeration/air conditioning or in electrical/electronics field and thorough understanding of both areas. Excellent troubleshooting skills. NYS drivers license. Ability to lift 75 lbs.

Office Professionals

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

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

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

Office Assistant GR17 (C9105) Undergraduate Admissions-Endowed Minimum Biweekly Salary: \$530.38 Posting Date: 12/5/91-Repost

Process applications for 7 undergraduate colleges. Duties: enter all admissions inquiries for a particular section of the alphabet, and the applications and records for the section. This position requires efficiency and accuracy of a large volume in a short period of time using on-line computer. Monday-Friday, 8:00am-4:30pm.

Requirements: HS diploma or equivalent. 1yr. related experience. Good clerical and organizational skills; particular attention to detail essential. Interpersonal skills 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 GR18 (C9314) Human Ecology Admissions-Statutory Minimum Biweekly Salary: \$542.89 Posting Date: 12/5/91

Clerical support for busy admissions office using IBM PC and Macintosh systems. Maintain office calendars, assist with travel and voucher payments, application processing, and statistical information. Maintain inventory and prepare mailings. Others duties as assigned.

Requirements: High School diploma or equivalent. Business or secretarial training desirable. 1-2 yrs. of office experience, knowledge of Cornell's accounting system desirable. Excellent typing, word processing, editing and interpersonal abilities. Strong organizational skills desired. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation Reserve Assistant GR18 (C9313) Uris Library/CUL-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 12/5/91

Process all photocopied and personal copy reserve materials. Staff the Circulation/Reserve desk.

Requirements: High School diploma required. Some college coursework preferred. 1-2 yrs. related experience. Ability to work effectively with a variety of people in a public service setting. Excellent organizational skills. Good interpersonal and communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Department Assistant GR18 (C9312) Management Library/CUL-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 12/5/91

Provide administrative and clerical support. Oversee the office operations, supplies, and equipment inventory. Provide regular support at circulation, perform catalog searching.

Requirements: HS diploma or equivalent required; some college coursework preferred. 1-2 yrs. related experience. Good word processing skills. Good interpersonal & communication skills. Familiarity with spreadsheets and desktop publishing desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR18 (C9209) CISER-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 11/21/91

Oversee day-to-day activities of the facility including typing, filing, keeping staff schedules, and temporary personnel administration/orientation. In addition, this individual will be responsible for maintaining and updating the office inventory, client database, and financial reports.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience. Knowledge of Cornell desirable; knowledge of IBM PC and WordPerfect essential. Good communication and organizational skills necessary. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Personnel Assistant GR19 (C9321) Finance and Business Services-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 12/5/91

Reports directly to the Statutory Benefits Manager. Counsel and enroll Statutory employees in Select Benefits; input and maintain correct data for Select Benefit claims. Answer department switchboard, take messages or refer calls to appropriate staff members; meet and greet walk-ins; schedule meetings and appointments for Benefits Manager; provide clerical support to Benefits Manager and Benefits Staff. Handle travel advances-long and short term-complete vouchers, review requests, check outstanding advances, issue checks (with signature of Benefits Manager), set up accounts for long term travel advances.

Requirements: HS diploma or equivalent. Some college coursework preferred. Some experience in benefits administration or personnel experience desirable; excellent organizational, interpersonal and communications skills; math aptitude; ability to use a PC; knowledge of basic accounting procedures (heavy emphasis placed on accuracy). Excellent phone skills and ability to interact with persons inside and outside of the University environment in a positive manner. 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 (C9322) University Development-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 12/5/91

Provide administrative and secretarial support for the office of Special Gifts. Schedule appointments; answer telephone; distribute mail. Assist in preparing and coordinating all correspondence for presidential letters. Assist in coordinating arrangements for Campus Visits Program. Maintain reference materials.

Requirements: HS diploma or equivalent. 1-2 yrs. related experience. Some college coursework preferred. Excellent secretarial, organizational and interpersonal skills. Very good typing skills. Pleasant telephone manner. Knowledge of Macintosh computer and dictation equipment. Ability to work with computer inquiry programs. Familiarity with making travel arrangements. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C9319) School of Hotel Administration-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 12/5/91

Provide secretarial, clerical and administrative support in the Student Services Office. Extensive contact with students, handle numerous inquiries and act as office receptionist. Data entry on student records.

Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 yrs. related office experience. Excellent interpersonal skills. Knowledge of Macintosh required. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Administrative Aide GR19 (C9309) Engineering Registrar's Office-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 12/5/91

Responsible for all aspects of student scheduling course enrollment, and class balancing. Responsible for the day-to-day operation of the Engineering Registrar's Office.

Requirements: HS diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related work experience in an academic unit required. Excellent organizational and communication skills. Basic computer and mathematical skills preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Accounts Assistant GR19 (C9210) Bursar-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 11/21/91

Responsible for monitoring and maintaining the Cornellcard system under the advisement of the Manager of the Systems Department. Administer billing program for non-university owned fraternities and sororities. Includes coordinating data processing, assisting outside departments with their use of systems, researching problems and errors, reconciling general ledger accounts.

Requirements: A.A.S. or equivalent. Experience with Macintosh computers, mainframe systems, data analysis. Strong interpersonal communication and organizational skills. Ability to work in a busy environment while meeting strict deadlines and paying close attention to detail. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Systems Specialist GR19 (C9012) JGSM-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 11/7/91

Manage user services help desk for computing services. Responsible for tracking calls on several in-house computer systems, record-keeping, and basic troubleshooting. Provides central location for faculty, staff, and students to call with computing questions, whether that be application-specific, procedural or general. Some administrative duties.

Requirements: High School diploma or equivalent. Associate's degree preferred. Computer experience essential: VAX, DOX, or Macintosh. Experience with work processing required. Other computer package experience is a plus. Must have office and typing skills. Strong service orientation and good interpersonal skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Circulation/Reserve Supervisor GR20 (C9320) Public Services/Law Library-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 12/5/91

Responsible for the reserve collections. Process interlibrary loan requests. Provide reference assistance to Law Library patrons. Charge out and discharge Law Library materials. Train and supervise work-study students in tasks at Circulation Desk.

Requirements: Associate's degree or equivalent preferred. 2-3 yrs. related experience. Attention to detail. Good organizational skills. Ability to work with a variety of people in a public service setting. Strong interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Senior Night Supervisor GR20 (C9311) Management Library/CUL-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 12/5/91

Provide reference service, building security and supervision of student employees. Direct circulation operations. Sunday-Thursday, evenings, 9 month continuing appointment, August-May.

Requirements: Associate's or equivalent preferred. Major in social science, business, or economics desirable. 2-3 yrs. related experience. Research skills, supervision skills, and library experience highly desirable. Ability to work independently. Strong interpersonal and communication skills. Familiarity with microcomputers. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C9310) Public Affairs-Architecture, Art and Planning-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 12/5/91

Provide administrative and secretarial support for Director of Public Affairs, Director of Special Projects and the Assistant Director. Coordinate alumni, faculty and student receptions and programs, both on and off campus. Maintain alumni records; handle all gift records and acknowledgements. Monitor Public Affairs annual budget and be responsible for several office accounts. Make travel arrangements. Receptionist duties as needed.

Requirements: Secretarial Science degree or equivalent, preferable at Cornell. Excellent organizational and administrative skills, ability to work well with a wide range of people, excellent writing and communication skills. Experience with Macintosh computers and Public Affairs Records System highly desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C7710) Cornell University Council-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 11/21/91-Repost

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

Requirements: Associate degree in secretarial or business school. 3 yrs. of experience. Excellent editorial/proofreading skills, spelling, grammar. Proficient in word processing (Macintosh preferred). Some experience with

university accounting helpful. Ability to work independently and maintain quality work under pressure. Excellent interpersonal and organizational skills. Attention to detail. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8703) JGSM-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 10/17/91

Coordinate and perform a broad set of accounting and administrative duties for the Director of Business Operations and the Business Manager and approximately 60 faculty members. This position combines two posts and the individual hired will need to work independently under the general supervision of the Business Manager in establishing priorities and overseeing the facilities, while working closely with Accounts Coordinator and others.

Requirements: Associate's degree in Secretarial Science. Minimum of 3 yrs. of general office and accounting experience preferred. Macintosh experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Accounts Coordinator GR21 (C9324) Administrative Operations/CUL-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 12/5/91

Provide reconciliations and projections for grants and contracts. Prepare monthly, quarterly and yearly fiscal reports to assist with the monitoring of account balances. Reconcile in-house library system with university records. Research vendor inquiries and statements and resolve problems. Review all transactions and maintain financial records for 170 library general purpose, designated, grant-funded and other restricted accounts. Coordinate accounting transactions for 32 endowed library units.

Requirements: Associate's degree in Accounting or Business. Advanced knowledge of accounting and bookkeeping procedures and experience with grants Contract Accounting. 2-3 yrs. related experience, high degree of accuracy and strong attention to detail; demonstrated skill in problem solving. Experience with PCs and applications (preferably IBM). Strong organizational, communication and interpersonal skills. Thorough knowledge of 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.

Operations Coordinator GR21 (C9204) CISER-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 11/21/91

Primary responsibility is to manage operations for survey research projects, particularly mail surveys. These tasks include oversight and coordination of coders, data entry, and clerical personnel. Responsibilities include development and production of survey research requirements (including customized coding and data management schemes), management, scheduling, and accounting of survey research projects.

Requirements: Bachelor's degree in social science or equivalent. 1-2 yrs. related experience. Demonstrated ability and experience in project management experience in social research, knowledge of survey research methods, and knowledge or willingness to learn microcomputer and mainframe applications in project management and survey research. Experience and demonstrated skills in layout, good organizational skills and attention to detail. Good interpersonal skills to promote staff morale and build teamwork. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professional Part-Time

Office Assistant GR18 (C9317) Statler Hotel-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 12/5/91

Maintain accurate records of all Statler Hotel Accounts Payable. Process all necessary information to the University Accounting Department in an accurate and timely manner to ensure the proper payment of hotel vendors.

Requirements: HS diploma and minimum of 1 yr. related experience helpful. Computer experience required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees include employee transfer application.

Secretary GR18 (C9308) Anthropology-Endowed Minimum Full-time Equivalent: \$542.89 Posting Date: 12/5/91

Provide reception, answer department phone, assist undergraduate director of department, assist in recording grades, initiate and compose departmental correspondence for faculty and other department members. Assist in checking and compiling course copy materials; other duties as assigned. Monday-Friday 6hrs/day, Academic year: Mid-August to Mid-May up to 30 hours/week.

Requirements: HS diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience. Knowledge of Wordperfect 5.1; Lotus 1-2-3 helpful; Excellent grammar skills and phone abilities. Some knowledge of IBM and Macintosh computers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C9315) Agricultural Economics-Endowed Minimum Full-time Equivalent: \$542.89 Posting Date: 12/5/91

Provide secretarial support for one faculty member. Heavy typing for research and teaching activities; computer knowledge essential. Monday-Friday, 20 hrs/week.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience with computer/word processor preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C9109) Human Ecology, Field and International Study Program-Statutory Minimum Full-time Equivalent: \$542.89 Posting Date: 11/14/91

Under direct supervision of Administrative Aide, is responsible for implementing approved program budget, processing and monitoring all Program expenditures, and reporting any discrepancies to supervisor. 20hrs., flexible.

Requirements: High School diploma or equivalent. Some college coursework in accounting desirable. 1-2 yrs. related experience. Organizational skills required. Attention to detail. Knowledge of Cornell accounting system preferred. IBM PC computer experience, including WP 5.1, D-base. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Interlibrary Loan Specialist GR18 (C9106) Veterinary Library-Statutory Minimum Full-time Equivalent: \$542.89 Posting Date: 11/14/91

Responsible for all aspects of interlibrary borrowing services. Fill interlibrary lending and photoduplication requests; provide circulation, directional, informational and other public service assistance to patrons at the Public Service Desk. Other duties as assigned. 25-30 hrs/wk, between 8am-5pm, Monday-Friday.

Requirements: High School degree or equivalent. Some college work preferred. 1-2 yrs. related office and/or library experience desirable. Strong interpersonal and communications skills essential. Strong orientation to public service. Ability to organize and accurately perform detailed work. Experience with word processing or other computer applications helpful. Able to work independently. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Building Coordinator GR19 (C9605) Human Ecology Administration-Statutory Minimum Full-time equivalent: \$566.28 Posting Date: 11/7/91

Has the responsibility to identify routine and emergency building and utility problems. Responsibility for notifying departments of utility shutdowns. Assists Project Coordinator as needed. Serve as backup person for mailroom

and building security. Monday-Friday a.m. or p.m.
Requirements: High School diploma or equivalent. Trade school or 2-3 yrs. of experience in construction or facilities related area or 2-3 yrs. of experience in that nature. Ability to read blueprints and specifications. Familiarity with building system terminology, construction operations, and Cornell M&SO operations and procedures desirable. Familiarity with Macintosh computers preferred. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C9206)

Hotel Administration-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 11/21/91
 Establish and maintain a high level of cordial, cooperative service to library patrons. Manages school hotel administration video collection. Acts as interlibrary service liaison. Responsible for upkeep of all computers in the library.
Requirements: Associates degree or equivalent preferred. 2-3 yrs. related experience. Strong interpersonal and communication skills. Previous library and/or supervisory experience. Able to work independently. Knowledge of computers required. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C9107)

Women's Programs in Engineering-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 11/14/91
 Assist director in carrying out programs by providing administrative and clerical support. Financial management of operations. Negotiable 20 hrs/wk
Requirements: AAS degree or equivalent. 2-3 yrs. experience. Organizational, editorial and writing skills. Knowledge of Macintosh word processing and database programs. Knowledge of Cornell's accounting system preferred. Ability to perform library research. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR21 (C9316)

Financial Aid/Student Employment-Endowed
Minimum Full-time Equivalent: \$615.42
Posting Date: 12/5/91
 Provide research support for the Cornell Tradition and Financial Aid/Student Employment. Assist the research associate to conduct the Cornell Tradition survey research which includes, but not limited to, Cornell tradition Post-Graduation Survey, Three and Five year follow up Post Graduation Survey, and Undergraduate Evaluation of the Cornell Tradition and Summer Job Network programs.
Requirements: Bachelor's degree or equivalent. A basic knowledge of survey research essential. Experience with WordPerfect, Harvard Graphics, Pagemaker, Lotus 1-2-3, SAS and main-frame computer systems desirable. Ability to write effectively. Medium 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.

Secretary (S9305)

Human Ecology Administration-Statutory
Posting Date: 12/5/91
 Provide clerical and office support to the Executive Staff Assistant for the Dean of the College of Human Ecology in a very busy office with a high volume of confidential and sensitive materials. 15hrs. per week; mornings preferred.
Requirements: High School diploma or equivalent experience. 1-2 yrs. of related office experience. Experience with IBM compatible computers and familiarity with WordPerfect desired. Confidentiality, attention to detail, good communication skills required. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Temporary Secretary, Part-Time (S9201)

Agricultural Economics-Statutory
Posting Date: 11/21/91
 Provide administrative and secretarial support to a professor, particularly in teaching and graduate research. Use personal computer, schedule calendar, and make travel arrangements. Faculty member is blind. Reading correspondence and transcribing from tapes, etc. are important.
Requirements: High school graduate with business/secretarial training or equivalent. B.S. or some college desirable. IBM personal computer (Word software), good interaction skills, dictation (ability to take dictation or good notes). Two to five years experience desirable. Mid-January-8/31/92. 20-30 hours a week, flexible. Benefits. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Extension Support Specialist (S9003)

Cooperative Extension-Human Ecology
Posting Date: 11/7/91
 Assist with the development and organization of a program evaluation handbook and with the assessment of the statewide program committee structure. Responsibilities include: Reviewing materials, writing drafts, developing case studies, gathering and compiling information. Researching and analyzing format. Arrange meetings, draft interview guides, arranging and conducting interviews, summarize findings, and draft summary report of results and recommendations.
Qualifications required: Knowledge and understanding of and practical experience with program evaluation and evaluative research processes, basic word processing skills, strong interpersonal skills. Direct experience in conducting individual and group interviews is desirable. Experience with informal education processes and programs is very helpful. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Extension Support Specialist (S9108)

Cooperative Extension-Human Ecology
Posting Date: 11/21/91
 Assist with the development and organization of a program marketing brochure emphasizing outcomes and results of Cornell Cooperative Extension programming. Review documents and relatives to the program development and marketing experience within Cornell Cooperative Extension. Gather and compile program results information from prepared material and from selected staff and other stakeholders. Develop new statements of impact. Develop draft sections of the marketing brochure for approval by supervisor and review by advisory group. Investigating and analyzing appropriate formats for marketing program results.
Requirements: Knowledge and understanding of and di-

rect experience with writing for the public domain. Technical marketing and/or publications production knowledge. Basic wordprocessing skills. Strong interpersonal communication skills. Direct experience in gathering information, summarization and interpretation is desirable. Interest in and some experience with informal education processes and programs is helpful. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, #2.

Programming Coordinator (S8801)

Residence Life
Hourly Rate: \$6.25
Posting Date: 10/24/91
 The programming Coordinator will work with the graduate and family residence staff to provide a well balanced programming effort to students and families living in graduate and family housing. Interest and/or experience working with families and/or graduate students preferred. Casual appointment, 19 hours per week, until 6/1/92. Mostly daytime hours with some weekend days likely. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Paraprofessional Part-Time

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

Physical Therapist Assistant GR20 (B9003)

University Health Services-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 11/7/91
 Carry out treatments as directed and supervised by the departments Physical Therapists.
Requirements: AS degree in Physical Therapy Assistantship or equivalent. Athletic training preferred. Experience in orthopedic/sports medicine setting desirable. 2-3 yrs. experience in related setting without advanced degree considered. Send cover letter and resume to Cynthia Smithbower.

General Service

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

Food Service Worker SO01 (G9305)

Dining Services-Endowed, Full-time, 40 hrs./weekly
Minimum Biweekly Salary: \$6.28
Posting Date: 12/5/91
 Set-up, display and serve food and/or beverage. Check co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.
Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Dish Machine Operator, SO02 (G9301)

Dining-Endowed, Regular, full time, 40 hrs weekly
Hiring Rate: \$6.55
Posting Date: 12/5/91
 Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.
Requirements: Ability to learn proper use of dishwashing equipment and cleaning agents. Ability to lift 35 pounds. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Custodian SO02 (G9302)

Residence Life-Endowed, Regular Full-time (39hrs/week); at least one weekend included, Saturday-Wednesday
Hiring Rate: \$6.55
Posting Date: 11/21/91
 Provide general custodial care of buildings and grounds in assigned area.
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 8 foot ladder. Must be able to communicate with students. Regular Cornell Employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Nurse Aide SO03 (G9304)

University Health Services-Endowed
Hiring Rate: \$6.83
Posting Date: 12/5/91
 To assist nurses and clinicians in the examining of patients; assist patients in preparation for medical examinations. Also includes room preparation.
Requirements: High School diploma or equivalent. Nurse Aide or Health Assistant certificate desirable. Some recent experience in a health related service or educational experience in the health field. Strong interpersonal and communication skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Material Handler SO05 (G9303)

General Stores-Endowed
Hiring Rate: \$7.53
Posting Date: 12/5/91
 Receive orders and issue supplies to customers and departments at service counter. Perform order picking. Identify and check for availability of material using computer terminals. Load/unload and deliver material as required. Perform other related duties as assigned. Monday-Thursday, 7:30-4:00, Friday, 7:30-3:00.
Requirements: High School diploma or equivalent. 2-3 yrs. related warehouse/retail experience preferred. New York State drivers license, class V required. Familiarity with trades terminology helpful. Regular Cornell employees only. Please send resume and transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service

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

Laboratory Attendant SO01 (B9301)

Biochemistry, Molecular and Cell Biology-Statutory
Hiring Rate: \$6.28
Posting Date: 12/5/91
 General lab assistance including glassware washing, sterilization, errand running and other miscellaneous lab assistance.
Requirements: HS diploma or equivalent. Send cover letter and resume to Cynthia Smithbower.

Academic

Section of Biochemistry, Molecular and Cell Biology

Posting Date: 12/5/91
 Invites applications for a tenure track Assistant Professorship in the area of Physical Biochemistry from individuals interested in applying physical methods to contemporary problems in enzymology, protein-nucleic acid recognition, or cell biology. Candidates will be selected based on accomplishments, strong motivation for creative research, and commitment to teaching. Applicants should send a curriculum vitae and brief description of accomplishments and future research plans, and have 3 recommendation letters sent independently, by February 15, 1992, to Prof. G. Hess, Search Committee, Biochemistry, Molecular and Cell Biology, Biotechnology Building, Cornell University, Ithaca, NY 14853. Applications from women and minority group members are encouraged.

PA#43 Extension Associate III, Area Extension Integrated Pest Management Specialist-Fruit

Posting Date: 12/5/91
 Provide leadership for planning, conducting and evaluating a comprehensive applied research and Extension education program in Integrated Pest Management (IPM) for the commercial fruit industry in Eastern New York State. In close collaboration with the Fruit IPM Program Coordinator and faculty, conduct appropriate applied research and field demonstrations focusing in integrated pest management approaches to major pest problems of the commercial fruit industry.

Minimum Qualifications: Master's degree in pest management, plant pathology, entomology or closely related field. Coursework in pomology, plant physiology, soils, agricultural engineering, statistics, communication and education are desired. Three years of professional work experience in agri-business, fruit crop production, pest management, Cooperative Extension or in developing informal educational programs. Must possess agricultural experience with ability to relate to routine farm situations; Certified NYS Pesticide Applications License. Salary: Commensurate with qualifications. Apply by January 31, 1992. Send letter of intent, resume and transcripts to: 365 Roberts Hall, Cornell University, Ithaca, NY 14853

PA#42 Extension Associate III, Area Extension Integrated Pest Management Specialist-Vegetables

Posting Date: 12/5/91
 Provide leadership for planning, conducting and evaluating a comprehensive Extension education program in Integrated Pest Management for the commercial vegetable industry in Western New York State. The program will emphasize using methods and materials which result in minimized use of pesticides while still maintaining farm profitability.

Minimum Qualifications: Masters degree in pest management, plant pathology, entomology or closely related field. Coursework in vegetable crops production, plant physiology, soils, agricultural engineering, economics, statistics, communications and education ar desired. Three years of professional work experience in agri-business, vegetable crop production, pest management, Cooperative Extension or in developing informal educational programs. Must possess agricultural experience with ability to relate to routine farm situations; Certified NYS Pesticide Applicators License. Salary: Commensurate with qualifications. Apply by January 31, 1992. Send letter of intent, resume and transcripts to: 365 Roberts Hall, Cornell University, Ithaca, NY 14853

Director, Cornell-in-Washington Program

Posting Date: 12/5/91
 The director of the Cornell-in-Washington Program provides academic and administrative leadership to the program located in Washington, DC. Works with the steering committee to plan and develop curriculum. Recruit faculty members to fulfill the curriculum needs of the program. Be responsible for selecting students to participate and for the overall operation of the program. Supervise the work of the associate director, who implements the academic program in Washington, DC and of the executive director who provides administrative and fiscal support to the director in operating the program and in maintaining the facility in Washington.

Requirements: The director should be a tenured Cornell faculty member with teaching and scholarship interests relevant to the educational needs of the program. Strong academic leadership qualities, administrative experience, and the ability to represent the program to a variety of constituencies. Be willing to teach in the program and to spend some of his or her time in Washington, D.C. The term of appointment is a minimum of three years. The director reports to the vice president for academic programs and campus affairs. Inquiries, nominations, and applications, with curriculum vitae enclosed, should be sent by December 19, 1991 to: Larry I. Palmer, Vice President for Academic Programs and Campus Affairs, 311 Day Hall, Cornell University, Ithaca, NY 14853-2801

Research Associate III, CA05

Veterinary Clinical Sciences
Posting Date: 12/5/91
 Investigate the pathogenesis of experimental woodchuck hepatitis virus infection under the supervision of the Principal Investigator. Under the direction of the Co-Investigator, assume responsibility for the clinical management of health problems of a breeding colony of woodchucks and experimental woodchucks involved in antiviral and liver transplantation studies, and in studies of the role

of hepadnaviruses in hepatocarcinogenesis. The health of the animals will be monitored. Antemortem and postmortem examinations of experimental woodchucks will be performed. Experimental animals will be inoculated with hepadnaviruses or transfected with infectious nucleic acid sequences. DVM/PhD or equivalent experience. Three years training and experience in clinical veterinary medicine including infectious disease research and/or in the managements and control of infectious diseases. To apply: send cover letter and names of 3 references to Professor Bud Tennant, Section of Medicine, Department of Clinical Sciences, College of Veterinary Medicine, Ithaca, NY 14853.

Faculty Positions (Two) Tenure track

Division of Nutritional Sciences
Posting Date: 12/5/91
Starting Date: August 1, 1992
 Nutritional aspects of Mammalian Biochemistry/Molecular Genetics/Cell Biology. Successful candidates expected to develop a strong research program in nutrition suitable for training graduate students, to attract external funding to support this research program, and to participate in the Division's undergraduate/graduate teaching program. Research programs with relevance to nutritional issues at the molecular, cellular, or organismal level expected.

Qualifications: Ph.D. or M.D. or equivalent doctoral degree; postdoctoral experience and demonstrated potential for outstanding accomplishments in research and teaching. Rank and competitive salary commensurate with background and experience. Attractive benefits available. Qualified applicants should submit curriculum vitae, list of publications, statement of research and teaching interests, and names/addresses of three references to: Dr. Kathleen M. Rasmussen, Search Committee Chair, Division of Nutritional Sciences, Cornell University, 111 Savage Hall, Ithaca, NY 14853-6301. Application deadline: February 28, 1992.

Faculty Position

Department of City and Regional Planning and Womens Studies Program

Posting Date: 12/5/91
 Department of City and Regional Planning and the Womens Studies Program. Tenure track joint appointment at Assistant Professor level in area of physical/environmental planning and gender issues. Candidates with both academic interest and professional experience in dealing with gender issues, especially in urban planning, environmental analysis, growth management, community planning and/or urban design are encouraged to apply. Women and minority applicants strongly encouraged to apply. Deadline February 15, 1992. Send letter of application, resume and names and addresses of at least three professional references to: Prof. K.C. Parsons, Chair, Joint Faculty Search Committee, Department of City and Regional Planning, 106 W. Sibley Hall, Cornell University, Ithaca, NY 14853.

Assistant Professor, Tenure Track

History: British
Posting Date: 12/5/91
Beginning Fall 1992
 Position in Tudor-Stuart Britain. Ph.D. will be required. Women and minorities are encouraged to apply. Applications by December 10, 1991. Please send curriculum vitae and placement dossier to: Professor Daniel Baugh, Department of History, McGraw Hall, Cornell University, Ithaca, NY 14853

Research Associate III

Mechanical & Aerospace Engineering
Posting Date: 11/21/91
 Research Associate position in development of dynamical models of turbulent flows with application to turbulence control. Applicants should have 1) Ph. D. in Applied Mathematics or related area; 2) strong background in dynamical systems theory, turbulence modeling, and computational fluid dynamics; and 3) proven experience in the management and coordination of interdisciplinary projects involving large software systems and sophisticated analytic models. Salary range is \$26,000 to \$32,000 per year. Send resume and references to Professor J.L. Lumley, 256 Upson, CU, Ithaca, NY 14853.

Preservation Reformatting Librarian

John M. Olin Library
Posting Date: 11/21/91
 Two Year Position. Responsibilities: Manage all aspects of the preservation microfilming operation, the brittle books program, and the conservation information clearinghouse. Assist in the training and education programs in preservation. Supervise, train, and evaluate preservation interns. Conduct one to two consultancies and offer one to two workshops per year. Qualifications: MLS and specialized training/experience in library preservation. Thorough knowledge of preservation microfilm policies and technical procedures required. Two years relevant experience in a preservation program in a research library highly desired. Working knowledge of library technical services expected. Familiarity with on line searching, word processing, and database management highly desired. Demonstrated ability to plan projects, write reports, and communicate effectively. Demonstrated interest in professional development and services. Excellent interpersonal and written/oral communication skills. Send cover letter, resume and three references including addresses and telephone numbers to Ann Dyckman, 235 Olin Library, Cornell University, Ithaca, NY 14853.

CORNELL Employment News

EDITOR: Nancy Doolittle

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

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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.

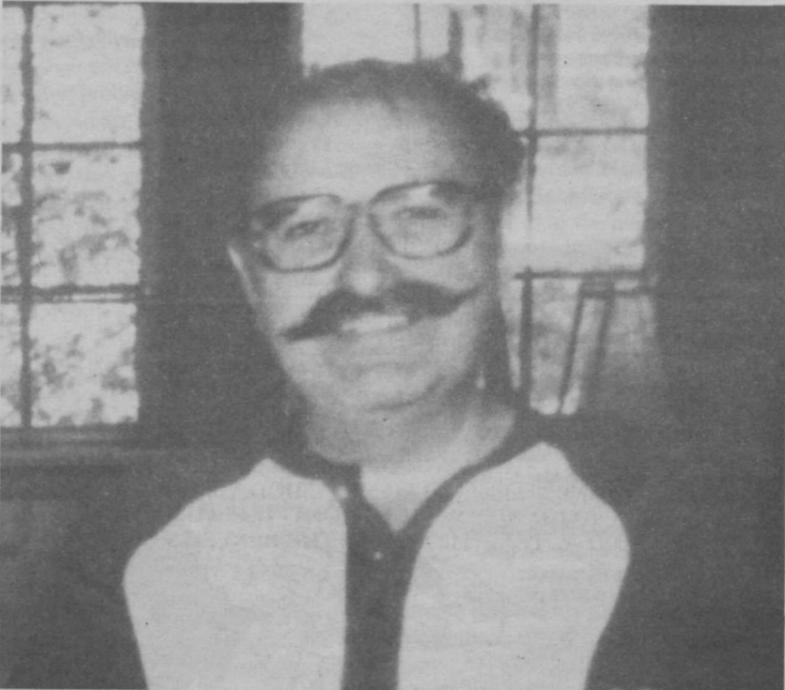
Networking

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



Dedicated Service Award: *Dominic Versage*

by George Peter



Dominic Versage has been the Radiation Safety specialist at Cornell for the past twenty five years. His department recently threw a party in his honor for those 25 years of dedicated service.

Although Dominic came to Cornell well qualified to take on the serious and responsible task which helps to protect all of us, he has continued to upgrade his capabilities by taking courses in electronics and other related fields.

The rest of the news is even more exciting. Dominic has served Cornell and Cornell employees in every possible way these past twenty plus years. He has served on the editorial board of *NETWORKING* since its inception in 1980. Dominic has been responsible for administering *THE DEDICATED SER-*

VICE AWARD program. This time the tables are turned on him.

Dominic has been a member of the Board of Directors of the Cornell Recreation Club (CRC) since it was started in the mid 1980s. He can always be found among the faithful workers who are there all day at CRC functions, Employee Day and Employee Night at the Court BBQ events and wherever effort is needed to make Cornell a better place to work.

Dominic Versage was active way back when we had a technical employees association. In 1969 he was elected and served on the Constituent Assembly. The Assembly created the self governance system called the Cornell Senate. Dominic served on the Senate as well

as the Senate committee called, Cornell University as an Employer (CUE). He chaired the CUE and also honored employees by chairing the University Assembly—a replacement for the Senate.

Dominic also honored employees by effectively serving as the employee elected trustee. In that capacity he served on the Trustee Buildings and Properties committee.

A history of Dominic's involvement is

a history of the self governance system at Cornell. We've only skimmed the surface of activities at which Dominic has been a major player (worker). The number of volunteer hours he has given to Cornell may very well match the number of hours for which he has been paid. He has gone way beyond the call of duty to serve Cornell and Cornell employees. Dominic has done so with relish, with enthusiasm and with love. That's why we all love him.

<i>Dominic Versage</i>	
1969	Constituent Assembly
1991-72	Vice Chair on CUE
1972-73	CUE Secretary
	Elected to Senate
	Campus Life
	Senate Ad Hoc Committee
	Dogs on Campus Committee
1973-74	CUE Consultant
1977-78	Campus Council
1978-79	Sub on Campus Council
1979	Investment Proxy
	Advisement Committee
1980	Re-Elected to Campus Council
1980	Networking Editorial Board
1980-82	Employee Assembly
	University Assembly Chair ('82)
1982-83	University Assembly Chair
1982-83	Board of Directors CRC
	Health & Safety Council
1983-84	Employee Elected Trustee
	Buildings & Properties Committee
	Employee Day Committee

*From the family of
Robert Mosher, Jr.*

*We thank the Cornell Community for
all of your wonderful acts of
kindness during
our time of need.*

*Your thoughtfulness
will be
remembered by us
for a lifetime.*

MEALS WITH MORLEY

My first Meals with Morley

by Victoria Gehring

Meals with Morley wasn't what I thought it would be. I had expected a stifle atmosphere since Jay is the Senior Vice President. But lunch turned out to be a pleasant experience. Jay made me, and everyone else, feel at ease about asking questions. The first words he uttered were: "So, what's on your mind?"

The luncheon started out with a question about Lee Snyder's replacement. Jay explained that a search committee was looking into it—there is a lot to be considered regarding this position. Jay stated that the candidate needs to be visible on campus and work with a different array of people, he or she should gain input and get involvement of employees, plus many other aspects have to be considered.

Questions were raised regarding the restructuring of the Personnel Support Groups. The suggestion was to con-

dense these groups to one or two groups instead of having three or four. A question about the Affirmative Action representative being present at the meeting with the Director of Human Resources was also asked. Restructuring of any kind seemed to rely a lot on Lee Snyder's replacement.

A lot of questions were asked regarding staffing and Jay answered them calmly and smoothly.

This luncheon was a nice haven for the concerns of employees and various departments. A few student issues were touched upon but not in great length.

I enjoyed going to this luncheon with Mr. Morley and I hope I have the opportunity to attend another time. I encourage more of you to go and discuss what is on your mind since Mr. Morley is very responsive and attentive to all questions and concerns.

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking* Classifieds, 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—depending on space available.
5. The deadline for the December 19 issue is December 9, 1991 at noon.
6. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale:

Heathkit computer; 12" monitor; standard keyboard with 12-key numeric keypad. Dual 5 1/4" floppy disc drives. Software, manuals, schematics, discs, etc. \$50 or best offer. Please call 898-3594 between 6:30pm - 9:30pm.

Pine computer desk. Best offer. Old Wicker Chair. Best Offer. Please call 273-5762.

New love seat, 2-cushion couch. Loose pillow comfort, traditional style, wood trim, color: aquamarine. \$200. Must sell, no room. Please call Wayne at 5-9746.

RCA Pro Edit Cam corder. Flying erase head. 8-1 zoom, 3 lux, many extras. \$995 or best offer. Please call 315-497-3233 after 4:30 or 315-889-7325 between 9:00 and 3:00. Ask for Marty.

Used king size waterbed, frame, mirror, incorporated night lamps and six drawers. A must see. \$150 or best offer. Please call 5-3197 or 257-2585.

1985 Chevy Spectrum (gold), 70,000 miles. \$1,100 or best offer. Please call 5-3197 or 257-2585.

105 mm f4 Ai micro Nikkor, \$260; Vivitar 283 flash w/ varipower module and nicad charger, \$55; Gossen Luna Pro SBC meter, \$120. Please call 273-5163 evenings.

Air Force bomber jacket. Authentic leather and sheep lined. Size, large. Never worn. Custom handmade in Uruguay. \$200. Please call Carolyn at 5-2191.

1982 Toyota Corolla, 4 cylinder, 5-speed manual transmission, am/fm radio. Engine in great running condition. Good winter rat. \$500 or best offer. Please call 5-9180 or 347-6608 evenings.

Waterbed, King size, 4-drawer storage, head and foot board, liner, heater in perfect working order. \$75. Please call 5-9180 or 347-6608 evenings.

King woodstove. Takes 18 inch length logs. Decorative cover around firebox. Used two winters.

Asking \$325. Please call 5-3729 or 753-6995 evenings.

1984 four-wheel drive Subaru station wagon with roof rack, sunroof, am/fm cassette, luggage cover, 70,000 miles, light blue exterior and interior, rear wiper/defroster, \$2,000 or best offer. Please leave message at 277-2228.

Two tickets to Daytona 500. \$90. Please call 5-6648.

Diamond ring, yellow gold, .25 ct. Valued at \$1,500 Asking \$850 or best offer. Also plain gold wedding band. \$40 or \$875 set. Please call 5-5650 or 272-4275 after 4:30.

1984 Ford Bronco II (4x4) V-6, air, 4-speaker stereo, Florida car, no rust, excellent condition, asking \$4,400. Please call 564-7132.

1990 Polaris 340 snowmobile. 350 miles. \$2,100 or best offer. Great shape! Please call Debbie at 5-4123 or 387-5007 evenings.

Floor lamp, 56 inches tall, black metal base (10 inch diameter) and stem, white linen shade, standard socket for 3-way bulb, excellent condition. \$25. Please call 5-5265 or 272-0568.

Rug, beige, 36 x 66 inches, acrylic pile, excellent condition, \$10. Please call 5-5265 or 272-0568.

Plant, Norfolk Island Pine, potted, in-door, 40 inches tall, evenly grown, \$8. Please call 5-5265 or 272-0568.

King size waterbed, fiberfill, complete head board, \$300. Please call 5-5325 or 315-497-9011 evenings.

Wood stove, airtight, right way 2000, works very well. \$100. Please call 539-6146.

Nintendo Entertainment System plus Mario Brothers and Duck Hunt cartridge. \$70. Power glove. \$60. Iron Sword and Spy vs. Spy cartridges. \$10 each. Please call 5-6377 or 315-364-7315 after 5:30pm.

Mattress, double bed size; used four times, \$75. Campus delivery, \$5. Please call Shirley at 5-2894 or 533-4634 evenings.

Bradford snowblower, 8HP motor, 3 stage with a 26" wide Bite, excellent condition, including chains on wheels. Asking \$250. Please call 5-5313 or 753-3995 after 6:00pm.

Free:

Two General snow tires, good tread condition. Size 155/80R13. Please call Tom at 5-2488 or 273-2630.

Duke's Physiology of Domestic Animals (1984) to someone who will make good use of it. Please call Kathryn at 5-9727.

Wanted:

House sitting position starting January 1st for sabbatical home near Cornell. 57 year old male, non-smoker, experienced home-owner, will maintain house, plants, grounds, in exchange for reduction in rent. Please call 4-1231 or 272-4961 evenings.

Photographer wishes to expand into wedding photography. For purposes of creating a wedding portfolio. Will photograph one wedding for cost of materials and developing only. Portrait portfolio available. Please call 277-4778 evenings.

Four wheeler. Yamaha blaster, banshee, warrior or Honda 250. Reasonable. Also Yamaha 200XT for parts bike. Please call Jim at 5-3654.

50 gallon or larger fish tank. Do not need accessories—just the tank. Please call 844-9278 evenings.

Subaru four-wheel drive wagon with low mileage. Please leave message 277-2228.

Used 6 foot table in good condition. Please call Sharon at 3-3282 mornings only.

Going on sabbatical or leave? Sober, non-smoking, clean and responsible 35 year old male will gladly pay your utilities, maintain your property and do minor repairs as needed in exchange for housing. Will be relocating to Ithaca as of 01/01/92. Excellent references available. Please call 315-446-6834. Leave message if answering machine is on. Will return all calls.

For Rent:

One bedroom cottage suitable for 1 person available now through July 31. Small, clean, quiet, cozy. Lovely lake view. Taughannock Blvd. 5 1/2 miles from octopus. \$350 plus utilities. Please call 272-2039.

Ideal temporary housing for new or visiting faculty or staff; attractive sabbatic house, fully furnished, 2 bedrooms, 2 baths, fireplace, laundry, carport, Steinway, Mac Plus, plus much more. 5 minutes from campus. Available January 1 to May 1. \$650 plus. Please call 273-4590.

One bedroom furnished apartment in Cayutaville, 16 miles west of octopus. Non-smoker, no pets. \$350/month. Electric included. References required. Please call Wayne at 5-9746 or 594-2390 after 7:00pm.

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:

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Theresa Pollard
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CORNELL
UNIVERSITY



Equal Opportunity and Human Relations - Departments For The People

by Angela Carroccia

The Conference Room in the Johnson Museum was the setting for the Human Resources Reception on October 30th. The view of campus from the top floor of the museum, combined with the changing foliage and clear skies created an unforgettable autumn scene.

On the inside, there was a great amount of activity taking place. What started out as a small cluster of people had quickly developed into a large group; President Rhodes, various vice presidents, provosts, deans, faculty and staff were present. When I later asked Bill Thompson, the Director of the Office



of Equal Opportunity, if this reception was attended only by people in the Human Resources area, he answered just the opposite — people from all areas of Cornell were invited. I had the opportunity to speak with

two interesting and informative people that day, Bill Thompson, Director of the Office of Equal Opportunity and Joycelyn Hart, the Associate Vice President of Human Relations.

What does the Office of Equal Opportunity do, Bill?

"The office was established in 1971. Its' job is to be a place where staff as well as faculty and students come to get redress for discrimination based on race, sex, national origin, religion, sexual orientation, and a series of other protected group status. We have a coordinator of women's services, coordinator of disability services for personal disabilities, a department of minority concerns (for people of color concerns), and a department for Vietnam Veterans. One of the things I think we do very well is that we conduct workshops."

What is the purpose of today's reception?

"A lot of people don't get to see each other because they are busy, and this is an opportunity to come out and meet and say hello. We try to do it twice a year, once in the fall and once in the spring."

Are the offices of Equal Opportunity and

Human Resources one department or two different departments?

"Two departments. I report to Joycelyn Hart's department, Human Resources, and her department reports to the future Associate Vice President of Human Resources."

Do both departments essentially work together?

"We work together as much as we can, but we have different missions. Human Resources works on promotions and employee relations. We (OEO) field complaints based on specific areas, such as race and sex."

Joycelyn, can you give me an overview of what Human Relations is aiming to do for the university?

"We are primarily involved in projects that address the 'climate' at Cornell; the human relations climate for faculty, staff and students. This year we are involved in a multi-cultural, living, learning floor of one of the resident's halls. We are looking at how students with differences live together or learn to live together and prosper, and what we can learn for what we think the university community is going to look like in the coming years. So I learned in all of these areas, not

only in problem-solving, but as part of my responsibility as the University's chief affirmative action officer, and more importantly, in education records. This allows me to promote teamwork issues that are important to all of us and need resolution at the highest level."

In cases of sexual harassment, have you noticed a different trend in number?

"Our numbers have been fairly constant over the last five years; we think that's probably because of our educational background. We hope that by publicizing that women will feel free to come forward...But I think that it also deters other people from engaging in behavior that's offensive. So I think it works both ways."

The day of this reception was very informative and relaxing. This gave me an opportunity to learn more about two distinctive offices on campus: The Office of Equal Opportunity and Human Relations. Both Bill and Joycelyn encourage University employees and students to call on their offices anytime they have questions or concerns they need resolved.

Thank you, Bill and Joycelyn, for spending quality time with me at this reception!

Are you a Secretary? What do the Letters "PSI" mean to You?

by Gail A. Canterbury

No, we are not talking about the Greek letter "psi," or about "pounds per square inch." While these technical terms may relate to your job in some manner—if you work with mathematical equations or engineering reports, for example—it's guaranteed that *Professional Secretaries International*, can give your career a boost!

Professional Secretaries International is a professional association, not a club or clique. Membership is open to all who hold the title secretary or who perform secretarial duties (including office administration, word-processing, stenography, transcription, etc.)

Why should you join PSI? Some of the skills executives mention as those they feel their secretaries need to develop are: problem-solving, team-building, planning, and taking the initiative to improve their efficiency and productivity. But, you might ask, how are secretaries supposed to develop these skills during the usual hectic workday? Frequently, we are so busy keeping updated on the newest office technol-

ogy, learning new software and performing our assigned responsibilities, there is no time left of acquiring other skills.

Through joining PSI, you will not only be networking with peers from the business, academic, and non-profit worlds, you will also have a tremendous opportunity to learn and grow within the organization! Serving on committees can provide valuable experience in team-building and problem-solving. Serving as an officer can hone your skills in accounting, correspondence, or public speaking; provide you with experience in arranging meetings and programs; and give you added confidence and expertise.

All of these skills are valuable additions to your resume and can give you the edge over others in consideration for promotions or transfers. You'll be better equipped to do your day-to-day job, too.

If you'd like more information about Professional Secretaries International and its local chapter, please contact Gail A. Canterbury CPS, President, at 5-2066 days or 749-7315 evenings.

The Seven Valley Chorus Presents A Holiday Treat

by Diane Colf

The holidays are fast approaching and it's rush, rush, rush to get everything done in time. What you really need is a treat - a holiday treat from the Seven Valley Chorus of the Sweet Adelines. Take a break from your busy schedule on Sunday, December 15 at 3:00 p.m., and head to the Grace Episcopal Church in Cortland for an hour of old favorites, holiday songs and Christmas carols. Then enjoy home-made refreshments as a treat from the Seven Valley Chorus. There may even be a special guest appearance by none other than Santa himself.

The Seven Valley Chorus, a chapter of Sweet Adelines International, meets every Tuesday throughout the year to sing in a cappella, four-part harmony. Our small, friendly group always welcomes new members and guests - especially from the Cornell Community. At this time, about a fifth of our membership is comprised of Cornell affiliates: **Sherry Falletta**, Astronomy, is the director of our chorus; **Marian Strang**, Biotechnology, sings tenor; **Diane Colf**, Microbiology, Immunology and Parasitology, sings baritone; and **Angie Stearns**, Cornell Vending retiree, sings lead. Our members range in age from high school to retirement and represent all walks of life. The ability to read music is not essential and no experience is necessary. Our members car pool from Ithaca, Dryden, Groton, Homer, McLean and Cortland to rehearse at the Grace Episcopal Church, 13 Court Street in Cortland at 7:00 p.m. every Tuesday, because we all enjoy the camaraderie of

singing with women who enjoy a love of music. Our performances take us from the competition stage and seasonal shows to local festivals and nursing homes. We also participate in local and regional workshops and conferences which are taught by the faculty of Sweet Adelines International.

Our upcoming holiday show will feature some old and new familiar tunes, such as "Mood Indigo" and "Somebody Loves You" from the 40's and 50's to "That's What Friends Are For" from the 1980's, as well as such holiday standards as "Jingle Bells" and "White Christmas." We will also have a sing-along of popular Christmas carols and some solos and duets from members of our chorus and their families.

We hope you will be able to join us on Sunday, December 15 at 3:00 p.m., at the Grace Episcopal Church, 13 Court Street, for this holiday treat from the Seven Valley Chorus. The show is free and open to the public but donations will be accepted. Sherry, Marian, Diane, and Angie will be happy to talk to you about Sweet Adelines and our holiday show or call Diane (5-4439) for more information.



INCITES

Enhance Your Technical Expertise with a CIT Internship

by Donna Tatro

Computing skills are essential in just about every department. It seems that everybody needs to use a word processing program, create reports in a spreadsheet or database program, and maintain backup copies of important work. Because of technology, the traditional paperwork (filing, phone messages, memoranda, etc) is "electronic work." Staff, whether formally or informally recognized as a computer support people, provide local technical support—a valuable function that CIT would like to help build.

Through technical support internships, CIT offers university staff the opportunity to enhance their technical support skills. University staff are welcome to work within CIT for a mutually agreed upon period of time to develop expertise in using and supporting computer technology and applications. The intern will be assigned projects that directly link to the technology needs in the home office. For example, if a LAN (local area network) is slated to be installed in the home office, the intern will be given

ample opportunity to work with a test network, learning LAN administration and LAN troubleshooting skills. Internships can be arranged from one month to three months duration, depending upon the home office's goals.

The technical support internship program benefits everyone: CIT, participating offices, and the individual staff members who participate. It's the kind of experience that will:

- Provide opportunities for qualified staff to participate in the delivery of technical support services and to develop technical skills to enhance career growth.
- Develop experience and expertise in technical consulting and troubleshooting.
- Develop skills and experience in service provision.
- Develop skills in specified applications areas (e.g., communications systems, local area networks, databases, document processing, etc.).
- Begin to establish a network of "technical support partners" throughout Cornell offices and departments.

Internship arrangements, including hours, duration, office space, and equipment, will be made by CIT and an appropriate representative of the college, division, department or other work unit. Whether you are already providing technical support or want to develop those skills, please let CIT know if you are interested in a CIT internship. For more information, contact Donna Tatro, Assistant Director for User Services, at 255-8215.



"I SHALL PASS THROUGH THIS WORLD BUT ONCE
 ANY GOOD,
 THEREFORE,
 THAT I CAN DO,
 OR ANY KINDNESS THAT
 I CAN SHOW
 TO ANY HUMAN BEING,
 LET ME DO IT NOW.
 LET ME
 NOT DEFER IT OR
 NEGLECT IT,
 FOR I SHALL NOT PASS THIS
 WAY AGAIN."
 Borrowed
 — Author unknown

Second Annual

"The Significance of Safe, Positive Touch"

Presented by

Frank Bosler

Certified Massage Therapist

Stevens Point, Wisconsin

Seminar Schedule

Thursday, December 5
 12:00-1:00 pm
 Hall of Fame Room, Schoellkopf Hall

7:00-8:30 pm
 Helen Newman Hall Lounge
 Families Welcome

Friday, December 6
 8:00-9:00 am
 Helen Newman Hall Lounge

12:00-1:00 pm
 Helen Newman Hall Lounge

For more information call 255-3886

CRC Membership News

by Janet Beebe

Cornell Recreation Club members are gearing up for a busy Holiday season. CRC will kick off the holidays in grand style with our annual Holiday Dinner Dance on Friday, **December 6**. This delightful event will be held at the elegant Carrier Ballroom in the Statler Hotel. Dick Watkins will be on hand to help us dance the night away. Last year over 350 people enjoyed this evening of dining, dancing and socializing. The Statler staff made the very difficult task of serving 350 people seem effortless, the food they prepared was scrumptious. Tickets are still available for this event. Call the office at 255-7565 to reserve your space.

Many CRC members will get a chance to shop at the beautiful Waldens Galleria in Buffalo and to enjoy the Festival of Lights in Niagara Falls on Saturday, **December 7**. Our trip is full and on a wait-list basis only.

December 13 is the day that many CRC members will "ring the bells" for the Salvation Army. We'll be located at both entrances of Woolworth's Department Store from 3:00 pm until 9:00 pm—come on down and drop in your coins for this worthy organization.

It's the children's turn on Saturday, **December 14**. The Children's Party is such fun, hope you'll be able to join

CRC. The party will be held at Helen Newman Lounge from 10:00 am until 12:00 noon. Jackie Armstrong is the charming hostess for this party. Bernardo DelRay will entertain and captivate the children with his magic. There will be games, songs and cookies. A visit from Santa will cap off the party, and he'll be bringing gifts for those wonderful children. There is no admission fee for this event. Children, grandchildren, nieces and nephews are invited. Please call the office with the names and ages of the children you will bring.

CRC is having a *Christmas Candy Sale*. This candy tastes great, is decorated beautifully, and is a perfect gift for the holidays. Please call the CRC office for an order blank. CRC's number is 255-7565.

PUERTO RICO: 2/20-2/26/92

Don't forget about CRC's fabulous winter getaway to Puerto Rico! The itinerary is wonderful. The price is only \$925.00 per person, double occupancy. The sun and fun is waiting for you in beautiful San Juan. Call the office today for the itinerary. 255-7565.

It's never too late to join the Cornell Recreation Club. Join now and participate in all of our holiday happenings.

COST SAVINGS COLUMN

Supplies

- Recycle used manila folders as notebook dividers.
- Write file label in pencil then erase to re-use the folder. An alternative is to use easily removable "Post it" labels.
- Use standard, in-stock, supplies whenever possible to avoid the expense of special order items.
- Consider using a coffee vending machine instead of coffee service.
- Recycle laser toner cartridges. One local source is Ithaca Laser Exchange.
- Faculty members can obtain free desk copies of books from publishers to add to the department library.
- Trade services for supplies with other departments. For instance, trade desktop publishing for paper.
- For events that require floral arrangements, check with the facility coordinator for other functions scheduled before or after yours. The floral arrangements can perhaps be used for more than one event, and the cost shared by all the sponsors. University

Events is often a good source for shared arrangements.

- Replace disposable service items such as paper, plastic, and styrofoam cups with reusable glass items. Save both the purchase price and the disposable price (tipping fees) of disposable items.
- When all address blocks on campus mail envelopes have been used, save the envelopes to use as file folders. Use an address label to note the contents.
- Reuse paper before recycling it. Paper that has been printed on one side only can be reused to print drafts, or it can be cut down to use for note paper. All kinds of paper can be used, including letterhead, envelopes, and bulletin board memos. The brightly colored paper can be reused for special announcements printed on the reverse, and they also make attention-getting note paper.
- Use computer disks to store copies of routine correspondence rather than paper copy files.

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Clip & Return

Question(s): _____

(If additional space is needed, please attach extra sheet and return.)

Name and Address: _____

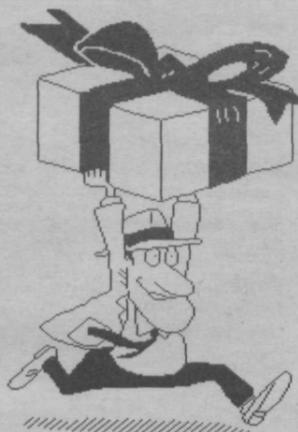
Phone: _____

Return to: Office of the Assemblies, Communications Committee, 165 Day Hall

Transfers and Promotions

Employees on the Move

EMPLOYEE	NEW DEPARTMENT	EMPLOYEE	NEW DEPARTMENT
Martha I. Adkins	Hotel Administration	Lois A. Kreitzer	Clinical Sciences
Joseph I. Aguirre	Residence Life	James. M. Laluppa	CHESS
Arthur A. Allen	Grounds	Patricia Leary	U. Relations & Comm.
Janina Allen	Facilities	Frank Lewis	Vet Microbiology
Larry R. Allen	Residence Life	Gayla B. Lorthridge	University Development
GINIA J. ANDERSON	COSEP	L. Lynch-Benjamin	Media Services
William J. Anderson	Residence Life	Angela L. Malone	CIT
Heidi Angus	Computer Science	Lynette Malone	ILR
Philip J. Armstrong	Cornell Dining	Resana L. Malone	Student Services
Barbara Bailey	Civil Engineering	Katherine A. May	Theory Center
Deborah S. Bannister	American Indian Program	Kathy Mayes	Human Ecology
Philip E. Barnes	Nuclear Studies	Patricia Mayo	ILR
Dennis J. Bell	Computer Science	Marybeth McGee	University Libraries
Catherine Benedict	Arch, Art & Planning	Joseph McNamara	University Libraries
Sue A. Bennett	M&SO	Risa L. Mednick	University Press
Sherry L. Biesecker	Graduate School	E. Mercado	Nutritional Sciences
Wayne E. Billups	Residence Life	D. A. Metzler	Vet Administration
Sherry Bollock	Vet Diagnostic Lab	Daniel J. Miller	CIT
Gordon A. Bowen	Shops	Lisa S. Miller	Biochem & Molecular Bio.
Christopher Brown	CIT	Mary Ann Miller	ILR
Derrick J. Brown	Hotel Administration	Suzanne Miller	Plant Biology
Terry L. Bunn	Nutritional Sciences	Duane A. Milton	Residence Life
Laura L. Burch	University Development	Marvin R. Moore	Vet Clinical Sciences
Robin Burke	Human Ecology	Barbara L. Morley	Catherwood Library
Albert Butler	Residence Life	Michael Mott	Residence Life
Robert Byrnes	Electrical Engineering	Jenifer J. Muckey	Grounds
Rena Caldwell	Campus Store	Jayne New	Cooperative Extension
Sherry Canger	Vet Administration	Ellen Opray	Public Safety
Robert Carlisle	Graduate School	Dianna M. Parrish	Human Resources
Susan L. Carlisle	Residence Life	Krista Payne	ILR
Fred Carnell	Residence Life	Jane M. Pealo	Registrars
Lynn A. Carpenter	Residence Life	Elizabeth A. Peet	Vet Physical Biology
Denise Clark	Sponsored Programs	Lynn E. Perko	Statler
Raymond L. Clark	Residence Life	Martha Phillip	Facilities
Colleen Clauson	ILR Smithers Institution	Margaret B. Pough	Vet Diagnostic Lib
Kevin L. Cline	Vet Diagnostic Lab	Linda Putnam	Ag Economics
Ed Cobb	Plant Breeding	Maureen Quillinan	CIT
John Coleman	Pathology	Laurie L. Ramacci	University Development
Laurie Collinsworth	CIT	Catherine Reed	Public Affairs
Karen J. Covert	Judicial Administrator	Thelma Reeves	Law School
Alison H. Cushing	Alumni Affairs	E. R. Reynolds	Nutritional Sciences
Jon W. Dana	CIT	Karen Rhodes	SCAS
Rebecca Daniels	ILR	Joan Roberts	ILR
Eric W. Danly	Sponsored Programs	Donna Roelofs	Geneva
Duane Davis	Public Affairs	Julio Roman	NAIC
William Davis	Building Care	Vonda Royce	Human Ecology
Isaias Delrio	NAIC	J. W. Rumsey	Nutritional Sciences
Delores Dickson	Health Services	Anne C. Ryan	University Development
Mary Doland	CIT	Anita M. Salazar	University Unions
Pamela J. Dollaway	Athletics	Kathy Schanbacher	University Unions
Patricia Dougherty	University Development	J. E. Shaff	Nutritional Sciences
Lori Emmons	University Development	Patricia Shaw	Facilities
Dianna L. Eustice	Physics	John C. Schottel	Statler
Lesley Finch	Residence Life	Thomas A. Scott	Engineering
Karen M. Flahive	Investment Department	Elizabeth Selvarajah	Engineering
S. M. Forsythe	Nutritional Sciences	Jeffrey H. Shamnois	Hotel Administration
Janet Frand	ILR	Michael P. Shaw	Residence Life
Christine Galbraith	Residence Life	Amy L. Sindone	Geological Sciences
Laurel L. Gardner	University Libraries	Raymond W. Sisk	NAIC
Andrea Gilbert	Sponsored Programs	Peter W. Skura	CIT
Eduardo A. Gomez	University Libraries	Angela Smith	ILR
Kimberlee Goodwin	Floriculture	Shelia D. Smith	ILR
Richard Graham	Residence Life	Karen Snowberger	Floriculture
James R. Grant	Residence Life	Juan A. Soto	NAIC
Catherine Griggs	Ecology & Systematics	Jonathan Stanford	Residence Life
Debra J. Gulini	JGSM	Schott P. Stansbury	Telecommunications
Bruce Haire	Cornell Dining	Dawnen L. Stinson	VP Academic Programs
Lloyd Hall	Admissions	Dale L. Strauf	Athletics
Brenda L. Hammond	Diagnostic Lab	Linda K. Struble	CIT
Douglas Haner	Avian & Aquatic An. Med.	Melissa J. Stucky	Genetics & Development
Arlene Hansen	Sponsored Programs	David E. Tarbox	University Libraries
Joanne E. Harrington	Engineering	Thomas H. Theimer	CIT
Judith Hartman	Human Ecology	Jeanette V. Thorpe	Human Service Studies
Susan Haskins	Environmental Research	Edwin R. Torres	NAIC
Debbie Hatch	Hotel Administration	Laura L. Toy	Public Affairs
Russell Haus	Vet Microbiology	Kelly M. Updike	Traffic
Brenda M. Hayot	Cornell Dining	Marie L. Vallely	Floriculture
Rita Head	Vet College	Deborah VanGalder	Science, Tech & Society
Gertrude Herkimer	ILR	Penny VanNederyn	Biochem & Molecular Bio
George Hines	Animal Science	Cindy Wagner	CIT
Karen L. Holcomb	Cooperative Extension	Patrick J. Washburn	CIT
Cathy A. Holt	Cornell Dining	Shirley Weaver	Graduate School
Richard J. Hopkins	Building Care	Paul Weber	Mann Library
James W. Howell	CISER	John L. Webster	University Development
K. Wayne Jennings	Residence Life	Patricia Welch	ILR
Stephen Johansson	JGSM	Vicki Wheelock	Human Ecology
Helen E. Johnson	Dean of Students	Carolyn Yarrington	University Libraries
Mary E. Johnson	Vet Diagnostic Lab		
Gerald E. Jordan	Unions & Activities		
Karen Juenger	Ag Economics		
Bonnie Kastenhuber	Vet Clinical Sciences		
Colleen Kearns	Floriculture		
Kathleen A. Kearns	University Press		
Ellen K. Kennedy	Regional Offices		
William Kerm	Media Services		
Wilson V. Kone	Nutritional Sciences		
Cheryl Koroluck	Floriculture		



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Shopping

Days

Left!