

CORNELL Chronicle

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Foreign papers

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Who has time at the end of a semester, with papers to write or papers to grade, to sit in the library and read the newspapers? The regulars, who long for news from home.

Ethnic culture

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Students in one class are learning that there's more to Chinatown than restaurants; others are planning to survey Korean grocers in New York about their heritage.

Popular class confronts racism in American society

If you're white and living in America, you have been socialized in a society with a long racist tradition, and you are more than likely to assume the privileges of white dominance.

However, you can unlearn and undo this. The key is to study how racism became ingrained in the fabric of this country as a system of power and privilege — and how race affects the role you play in that system.

Why bother?

Because we are experiencing a crisis in race relations. Racial conflicts have risen in the past decade. Racial diversity and in-

terdependence will rise in the decades to come. And the convergence of these forces will push this country into a deep political and economic slide unless a balance of power is achieved between races.

This, in brief, is the challenge that Professors James Turner and Donald Barr propose to students their class, "Racism in American Society."

But this is not the kind of message one can expect students to quietly write down in their notebooks — in part because it is an inherently controversial and emotional subject; in part, Turner and Barr argue, because

denial is as common to the American character as is racism; and in part because they do not hammer students over the head with accusations to provoke guilt but try to build societal and self-awareness through a reasoned analysis.

Barr, a professor of human service studies and the white member of this black-white teaching team, says he aims primarily to challenge white students to examine how they have been socialized to deny racism and how they hold privileged positions in society, simply by being white.

Turner, an associate professor of Afri-

cana studies, presents the historical analysis of racism and argues that racism took root during the founding of this society and has influenced the ways in which blacks and whites relate ever since.

Turner and Barr have expanded the course to include studies of racism in the history of American Indians, Asian-Americans and Latino and Hispanic peoples, and of the ways that racism intersects with class, gender and ethnicity in this country. Five years ago, they also introduced a course on racism to public schoolteachers and administrators and Ithaca police officers; 148 have participated in the classes so far.

Turner and Barr originally teamed up to teach undergraduates about racism because Barr, a psychologist from Geneva, Ohio, was interested in theories of systemic power and dominance and how people view power relations in society, while Turner, a Malcolm X scholar from Harlem, was interested in developing a theory to explain racial stratification.

The fact that they have stuck together over the years, they say, is due to not only the singularity of this course at Cornell and their concern about rising racial conflicts, but also because it has become one of the most popular electives on campus. This semester, there are 300 students in the class.

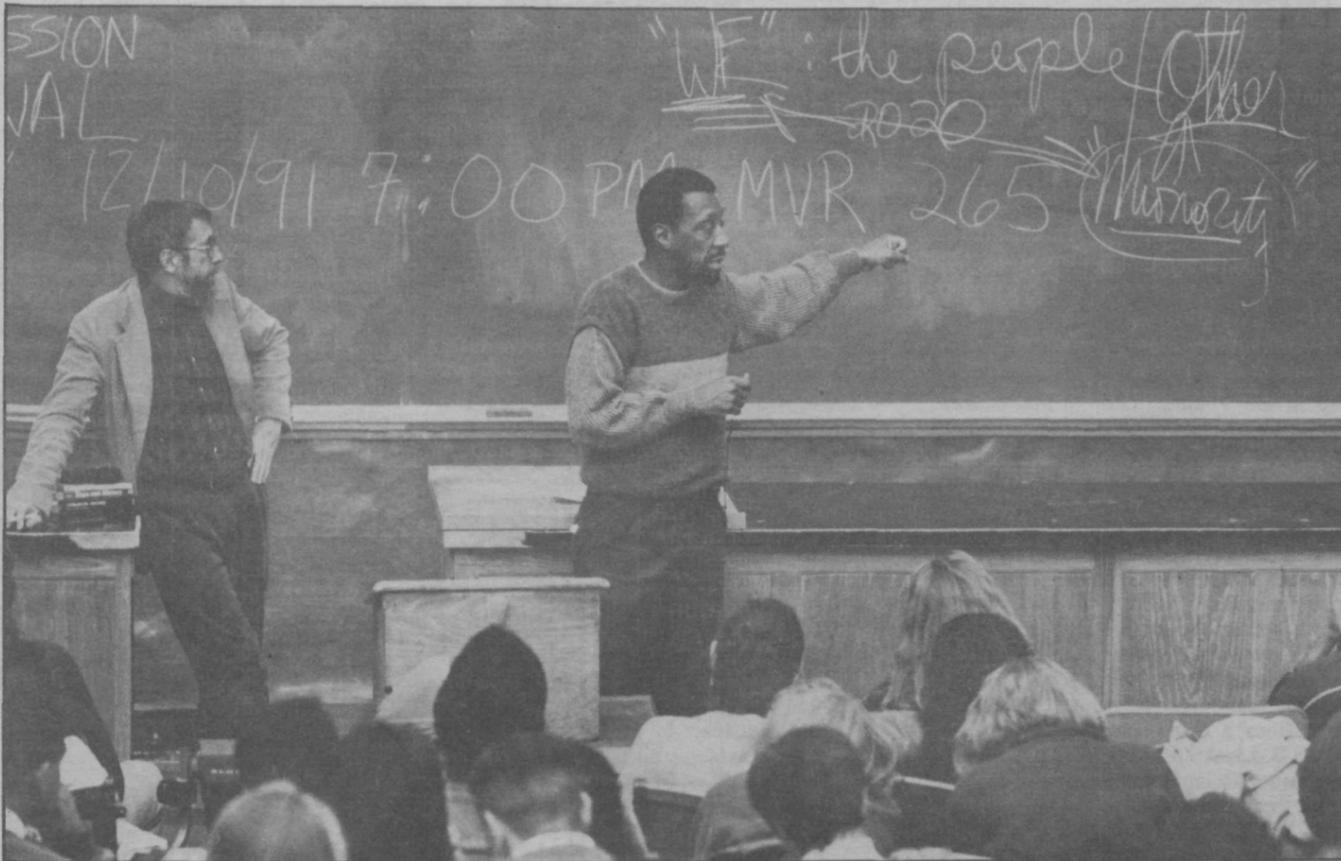
They are glad for the widespread interest but troubled by the difficulty of managing dialogue among so many, particularly since tensions run high. Some become disturbed by the subject. Some debate the professors and each other. And many find it difficult to talk about racism at all, Barr said.

"They are afraid to sound racist or naive and be labeled. Others who identify with the horror of racism are angry at what they come to perceive as years of injustice," he said.

The number of students who are sympathetic to the thesis of the class far outweigh those who argue against it, added Lisa Grady, a teaching assistant.

This was evident during a recent Wednesday evening when Barr stood before the class and put up a transparency that

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Charles Harrington

Professors Donald Barr (left) and James Turner lead a discussion during their class on racism. About 300 students are enrolled in the course, in which the professors define racism as "a system for distributing social activity and life chances along racial identities."

Government should pay 'fair share' of research costs: Dullea

Proposed changes in the way in which the federal government reimburses universities for research costs could have a drastic effect on the ability of universities to conduct important scientific research, a Cornell administrator told a National Institutes of Health (NIH) panel on Dec. 11.

Henrik N. Dullea, vice president for university relations, made his remarks to a Department of Health and Human Services Working Group on the Costs of Research, convened by NIH to hear testimony on proposed strategies for cost containment of research grants to universities.

Short-term budget deficits should not be used to "obscure" the issue of the federal government's "fair share in the costs of research," Dullea said.

"If major restrictions on the full funding of federal research projects are to be imposed, we will see the beginning of the end of the independent research university as we know it," he warned the panel.

Louis Sullivan, secretary of the Department of Health and Human Services, formed the working group to analyze the current system of reimbursement of indirect costs to universities and to propose alternatives.

Indirect costs of research, which have been a recent source of controversy, are those expenses that cannot be readily and exclusively identified with research, such as costs for libraries, facilities and administration, but which support research activities. In October, the Office of Management and Budget limited to 26 percent the reimbursement rate for administration costs.

The working group found, however, that facility costs are the major factor in the growth of indirect cost reimbursements to universities. If projections are accurate, NIH would have to reduce by 10 percent the number of grants it

could award to universities by the year 2000, given current levels of funding.

Among the proposals being weighed to reduce costs are a simplified system for calculating indirect cost rates that would limit reimbursements for administration to 26 percent and cut facilities-related reimbursements by \$51 million; a formula rate system allowing for region, size and type of institution in allocating indirect cost rates; and a modified system that would allow for indirect cost rates to be set at from 20 to 26 percent, reducing universities' reim-

'If major restrictions on the full funding of federal research projects are to be imposed, we will see the beginning of the end of the independent research university as we know it.'

— Vice President Henrik N. Dullea

bursements by \$95.8 million (at 20 percent) to \$55.2 million (at 26 percent).

Dullea, in his testimony, pointed out that "the report of the working group does not suggest that the growth of indirect costs has been either inappropriate or undocumented. Rather, it simply suggests that there will be insufficient funds to support both this growth and the number of grants that NIH understandably desires to award."

The proposed cuts in federal funding of research, however, will result in universities having to "eliminate legiti-

mate services in support of research or to shift their costs to other sources of university revenue: state governments, private donors or tuition," Dullea said.

"None of these alternative sources of revenue are likely to be available," he added. In the wake of the national recession, states are cutting back on support for universities; private donors will not be able to make up the lost federal funds; and imposing higher tuition on students to fund the costs of federal research is "fundamentally objectionable," he said.

Dullea noted that Cornell's rate of indirect costs recovered as a percentage of federal sponsored research has remained stable over the last eight years, growing from 24.3 percent in fiscal 1983 to 27.3 percent in fiscal 1991. He said that the proposed reductions in the rate of federal reimbursement for documented facilities expenses would be "tragically short-sighted."

Dullea advocated that the working group propose utilization of indirect cost procedures that are to be developed by the Office of Management and Budget and the Office of Science and Technology Policy, and continue to explore establishment of a single review agency and a uniform reimbursement rate for all federal agencies. Proposals calling for multiple reimbursement costing strategies and increased rules and procedures will only drive up administrative costs to universities even more, he said.

"The objective is not to pit university researchers against university librarians or other campus providers of research support," he commented. "Rather, the objectives must be those of fairness and accountability in the partnership that has served our nation so well in the postwar period."

— Linda Grace-Kobas

Backchecking



Peter Morenus

Big Red defenseman Etienne Belzile checks a Harvard player as the two race for the puck in Lynah Rink on Dec. 8. The longtime rivals skated to a 2-2 tie.

Unions and Activities unit to report to dean of students

As part of the continuing process of integrating students' classroom and extracurricular life, the Department of Unions and Activities will become part of the enhanced office of the new dean of students.

"This is a logical step in the process of integrating the elements of student life by providing the new dean of students with the most appropriate tools," said Larry I. Palmer, vice president for academic programs and campus affairs.

Palmer also announced that Ronald N. Loomis, director of unions and activities, will become interim university registrar as of April 1, when Gloria C. Howell retires. Loomis has agreed to hold that post as efforts proceed to improve the efficiency and service of that office.

While Loomis' current position will be eliminated under the new dean of students, Palmer emphasized that there were no plans to eliminate other jobs.

The reporting change for unions and activities is in conjunction with a review of the unit under the direction of Assistant Vice President David Yeh. The nine-member review committee, which includes three students, will examine the unit's operations as well as its relationship to other student-service and support units on campus.

"If the dean of students is to have the

knowledge and tools to be an effective student advocate and to unite the elements of student life," Palmer said, "it makes sense that the unions and the wide range of activities they encompass ought to be part of the dean's responsibility."

Palmer advised some of his student-services staff last week that four tenured Cornell faculty members had emerged as candidates for the deanship from among 55 applicants and nominees. He said in a memo that he expected a new dean would be named early next term and would assume the post by July 1.

Two years ago, following recommendations from a committee headed by Dean David B. Lipsky of the School of Industrial and Labor Relations, the dean of students office began reporting to Palmer. A year later, four additional units, including unions and activities, were also subsumed under Palmer's office.

"The strategic goal of these changes over several years," Palmer said, "has been to enrich the undergraduate experience. A key to success is creating an enhanced position for the dean of students, so that he or she can be both an advocate for students and a partner with faculty in unifying the elements of Cornell life.

—Sam Segal

Wanted: Dogs who bite

Veterinarians at Cornell's Animal Behavior Clinic are looking for a few bad dogs — the ones that bite their owners — for a study on dietary protein and aggression.

Twelve dogs that exhibit what animal behaviorists call dominance-related aggression and live within driving distance of the College of Veterinary Medicine are needed for a study on the possible calming effects of lower-protein dog food.

Dog owners whose pets meet criteria for the study will receive six weeks' worth of free food and professional assistance in improving the dogs' behavior.

"Problem dogs with dominance-related aggression will react by growling or snapping — often suddenly and with hardly any warning," explained Dr. Ilana R. Reisner, the Animal Behavior Clinic veterinarian who heads the Cornell diet study.

To qualify for the study, dogs must be older than one year and aggressive toward family members.

The study will test the theory that aggression in dogs is related to excessive protein consumption.

Dogs that do not qualify for the free diet-aggression study may be accepted for treatment, for the standard fee, at the Animal Behavior Clinic. More information is available by calling 253-3844.

Experts to discuss agriculture outlook

About 200 agribusiness people, including bankers and farm suppliers, will meet here on Tuesday, Dec. 17, to discuss the prospects facing agriculture and the national and New York state economies.

Their annual meeting, called the Agribusiness Situation and Outlook Conference, will begin with registration from 9 to 10 a.m. in Alumni Auditorium, Kennedy Hall, and continue through to 3:15 p.m.

The conference is free and open to the public, said conference chairman Gerald White, a professor of agricultural economics in the College of Agriculture and Life Sciences.

The outlook for the dairy, livestock, vegetable, ornamental, fruit and wine industries and for the grain, feed and farm economies will be discussed.

Dean David Call of the College of Agriculture and Life Sciences will be the guest speaker, talking on the impact of the state economy on New York agriculture and the college, beginning at 11 a.m.

BRIEFS

■ **Grants:** Faculty, staff and students are invited to apply for a grant from the President's Council of Cornell Women to support research or projects that advance leadership skills among women or deal with issues affecting women. A research proposal could be for work related to, but not limited to, national issues such as the environment, education, family and work, public health or women in the workplace. Grant applications ranging from \$1,000 to \$25,000 will be considered; submission deadline is March 1. To obtain information on what should be included in proposals, contact Martha Eller at 255-6624.

■ **Mosher donations:** Many have asked how to give appliances and other large household items to the Mosher family, after a fire destroyed their home. Those wishing to contribute such items should send a note to Larry Fresinski, 222A Computing and Communications Center, describing the item, how long you're willing to store it until the Moshers find a new home, and your name and telephone number.

■ **Winter driving:** Parents participating in OmniRide and RideShare are reminded to have a plan in place regarding school closings, because Cornell is unable to offer emergency ride service in the case of school closings due to the large number of people who are affected by the closings. Also, on inclement days bus riders should arrive at their bus stop at the normal time but should be prepared for a longer than usual wait because of traffic delays.

■ **Decorations:** Life Safety Services reminds faculty, staff and students that cut evergreen trees and boughs may not be used as holiday decorations in places of public assembly, academic buildings, residence halls, fraternities or sororities. Artificial trees may be used. All decorations should be removed before the winter break, reducing any fire hazard. Also, materials should not be left in hallways or stairways.

■ **Copyright:** Following a recent court ruling on copyright, the University Library will continue to add one photocopy of an item for reserve, but written permission will be required to use multiple copies or an anthology. Library staff can provide sample letters to publishers. For more information, see the booklet "Questions and Answers on Copyright for the Campus Community," available at the Campus Store.

Trustee panels to meet today

The Executive Committee and the Buildings and Properties Committee of the Board of Trustees will meet today, Dec. 12, in New York City. The Buildings and Properties Committee will meet at 9 a.m. The Executive Committee meeting, of which the first hour will be open to the public, will begin at 2 p.m. Both meetings will be held at the Cornell Club, 6 E. 44th St.

GRADUATE BULLETIN

■ **Thesis/Dissertation:** The submission deadline for a January degree is Jan. 10.

■ **Holiday:** The Graduate School offices will be closed during the official university winter holiday from Wednesday, Dec. 25, through Wednesday, Jan. 1. The offices will be open through Tuesday, Dec. 24, and will reopen Thursday, Jan. 2.

■ **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:** Jacob K. Javits Fellowships are available for doctoral students in the arts, humanities and social sciences who are U.S. citizens or permanent residents and have fewer than 20 credits; deadline is early February. The award is up to \$10,000 stipend plus \$6,000 tuition, supplemented by the Graduate School to full tuition. The award is renewable.

Also, foreign language and area studies fellowships for 1992-93 are available. Application deadline is Jan. 31.

CORNELL Chronicle

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

Hotel students cook holiday meal for Ithaca's needy and homeless

Students who operate the Terrace Cafe and Bistro pooled their tips to finance a holiday dinner that they cooked and served to about 120 homeless and needy people in Ithaca's Southside Community Center on Dec. 8.

Kimberly Sanders, 21, a senior in the School of Hotel Administration, said that about \$1,000 in tips plus donations were used to purchase the food, some at-cost from the school's Statler Hotel.

Sanders and Nicole Adler, also a 21-year-old Hotel School senior, organized their classmates from the school's course on food and beverage management to prepare the Sunday dinner.

The 120 students in the required course that is taught by Hotel School Lecturer Christopher C. Muller run the Terrace Cafe and Bistro that serves special-menu dinners to the public, Mondays through Thursdays.

Pocketing tips is against the rules. In past years, the students donated their tips to charity.

"We wanted to do something different this year, to use our own talents to prepare and serve a holiday dinner to the needy," Sanders said.

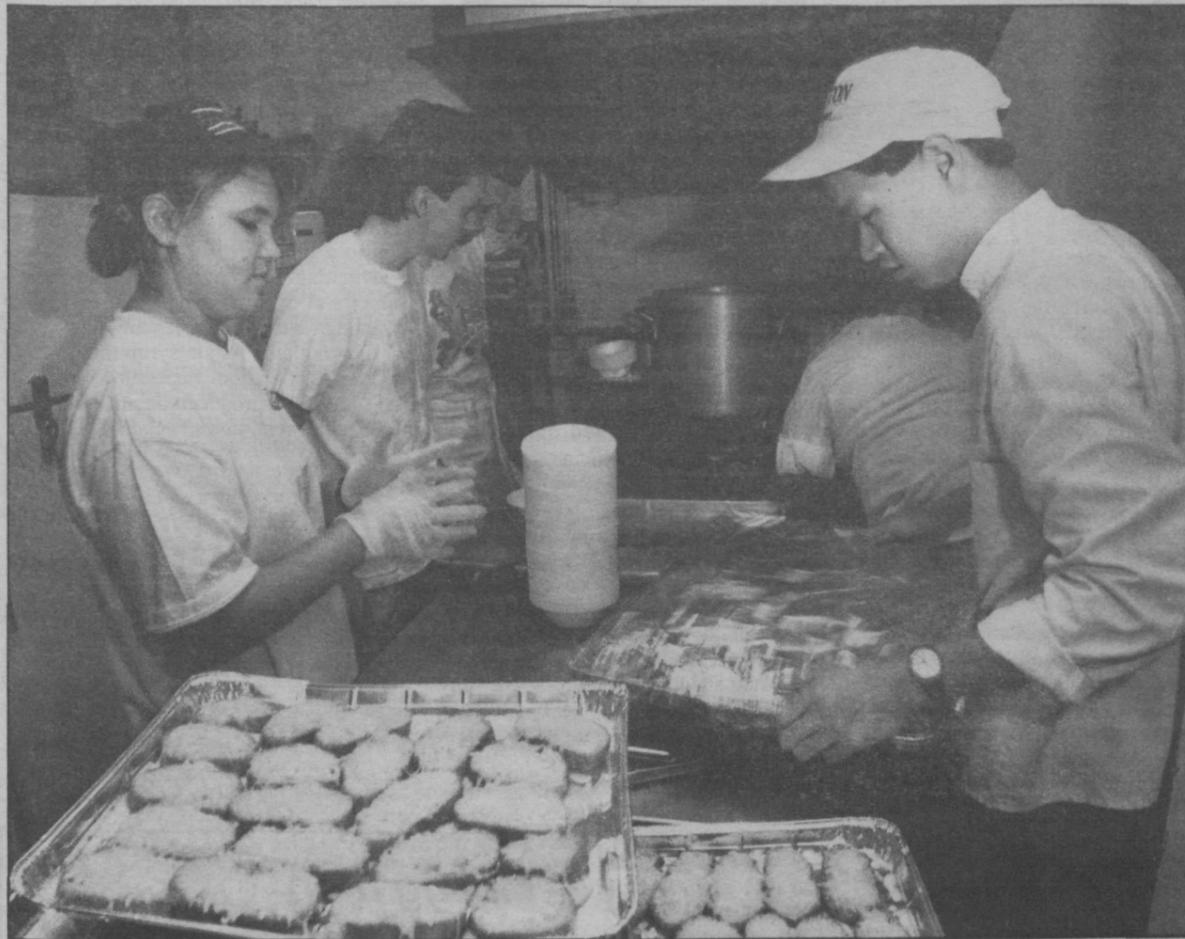
"We planned a choice of onion soup or salad, turkey, potatoes, yellow squash and dessert."

The meal was cooked in a Statler kitchen starting in the morning and transported to the Southside Community Center for serving that evening.

Donations of toys were solicited from local merchants to give to children at the dinner.

About 70 members of the class participated, Sanders said.

— Albert E. Kaff



Photographs by Peter Morenus

Giuseppe Pezzotti (at left in top photo), a lecturer in the School of Hotel Administration, serves salad dressing to Elenor Washington at the Southside Community Center on Dec. 8, as students from the Hotel School (above) prepare the main course.

Federal ruling on minority scholarships is unlikely to affect Cornell programs

The Bush administration's long-awaited review on minority scholarships has determined that the way Cornell and most other universities assist minority group students need not be changed.

The conclusion of Education Secretary Lamar Alexander, after his department conducted a seven-month review, was summarized in a public statement issued Dec. 4:

"A college president with a warm heart, some common sense and a minimum amount of good legal advice," Alexander said, "can provide minority students with financial aid and may use financial aid to create campus diversity without violating federal laws."

Alexander has invited public comment, until March 9, on the conclusions of his department's review. After that, the department will publish "final principles" on the limits of considerations of race in the granting of financial aid.

The review began after Michael Williams, an assistant secretary of education, concluded that granting scholarships strictly on the basis of race violated the 1964 Civil Rights Act.

One finding of Alexander's review was that such scholarships are permitted if they are private, are specifically approved by Congress or have been instituted to remedy proved racial discrimination.

Nationally, according to a study of the American Council on Education, 3.5 percent or 45,000 of about 1.3 million minority students at four-year colleges have such scholarships.

At Cornell, undergraduate financial aid is based on need, said Susan H. Murphy, dean of admissions and financial aid.

"While we will of course want to see the final wording," she said, "it now appears that the review will have virtually no impact on undergraduate aid at Cornell."

Alexander's statement said that no student now enjoying a race-exclusive scholarship would lose it and that there would be a four-year transition period before final rules take effect. Moreover, he indicated that aid might continue if the terms of a scholarship are broadened beyond exclusively race.

"Most minority students with scholarships," Alexander's statement said, "have received those scholarships because they are disadvantaged in some way, because a college wants to create diversity within its student population, because of merit or for some other reason that does not include race as a condition (although it may include race as one factor)."

— Sam Segal

CORNELL Life

Foreign papers

Who has time at the end of a semester, with papers to write or papers to grade, to sit in the library and read the newspapers?

The regulars.

You'll find them in the Maps, Microtexts and Newspapers Room on the lower level of Olin Library. Most are foreign men reading about home.

"Sometimes the foreign papers come in as much as a month after they're published, and people still read them like today's news," said librarian Ryan Chaplinski. "You've never seen people so dedicated."

Turkish students are devoted readers of "Cumhuriyet," a newspaper published in Istanbul, and ask for it as soon as it's unbundled. Often, they sit side by side, sharing the latest copy.

Besides giving news of the new government, "Cumhuriyet" has been supplying more information than U.S. papers about the southern republics of the former Soviet Union — Armenia and Azerbaijan, Turkmenia and Uzbekistan — according to a Turkish graduate student in economics.

A Chilean graduate student in plant pathology reads "El Mercurio" to get the news from Santiago, where his government is making a fitful transition to democracy since the removal of Pinochet as dictator 18 months ago.

An electrical engineering graduate student from Nicosia reads "Simerini" to stay informed of the fate of the 20,000 refugees and 1,619 people missing, including a cousin's husband and a neighbor, since the Turks occupied the northern half of Cyprus. Recently, he also learned through the paper that a cousin was killed in a motorcycle accident.

"For many people," Chaplinski said, "these papers are their only connection with home."

There are some 460 foreign and American newspaper titles at Olin. Several hundred are current newspapers. The rest are microfilm versions of extinct titles, including early American newspapers dating back to the 1600s.

The domestic collection includes mainstream and underground papers — small conservative papers, gay and lesbian papers, ecological, environmental and American-Indian papers.

The foreign collection includes all the world's major newspapers, though not every country is represented. Tibet's here, for instance, but Tunisia isn't. Because of the library's strong collections in South Asian studies, Olin has one of the largest collections of Southeast Asian newspapers in the world, including half a dozen papers from Djakarta, Indonesia; several from Vietnam; and the colorful "Thai Rat," with its murders and half-naked women on the front page.

"It's wonderful to look up and see the mix of people from all over the world," said head librarian Carmen Blankinship.

"But," she added, "I am painfully aware that it is men who come in here, with the exception of Chinese women and an occasional American. American women are just out of it as far as government and current events are concerned."

The folded papers with exotic-looking scripts make one wish for the talent of Sir John Bowring, the 19th-century British statesman who could read 200 languages and speak 100.

But with English alone, a person can do a bit of traveling. There are dozens of newspapers from English-speaking countries. And sometimes they tell us more about ourselves than our own papers.

Browsing through the "Weekly Mail" from Johannesburg, for example, a reader might come across details of New York City Mayor David Dinkins' visit to South Africa, including a description of a reception held for him by Oliver Tambo, honorary life president of the African National Congress, and his wife, Adelaide.

It seems Dinkins and his wife turned out dressed in fiercely patterned and free-flowing garb with matching headdresses — in the idiom of western, not South — Africa. And when a sacrificial lamb, offered to Dinkins as a traditional gift, skidded across the pink marble tiles of Tambo's house on the end of a rope, the mayor looked visibly upset, the newspaper reported.

Olin also has a large number of English-language editions of foreign papers, such as "Warsaw Voice," a review of Poland and Central Europe. Readers of those newspapers have seen many changes of titles and new publications lately.

On the cover of "The Estonian Independent," for example, there was the announcement: "Soon to appear as 'The Baltic Independent.'"

— Carole Stone

Dairymen can become sorghum-syrup makers, study finds

Sorghum syrup — commonly marketed in the South but rare elsewhere — may be on supermarket shelves throughout the Northeast within a few years if a team of agricultural scientists here has its way.

The scientists have demonstrated that sorghum syrup is a potential second product for regional farmers who already market maple syrup, because the techniques and equipment required are similar, according to Joseph Campbell, a professor of agricultural and biological engineering.

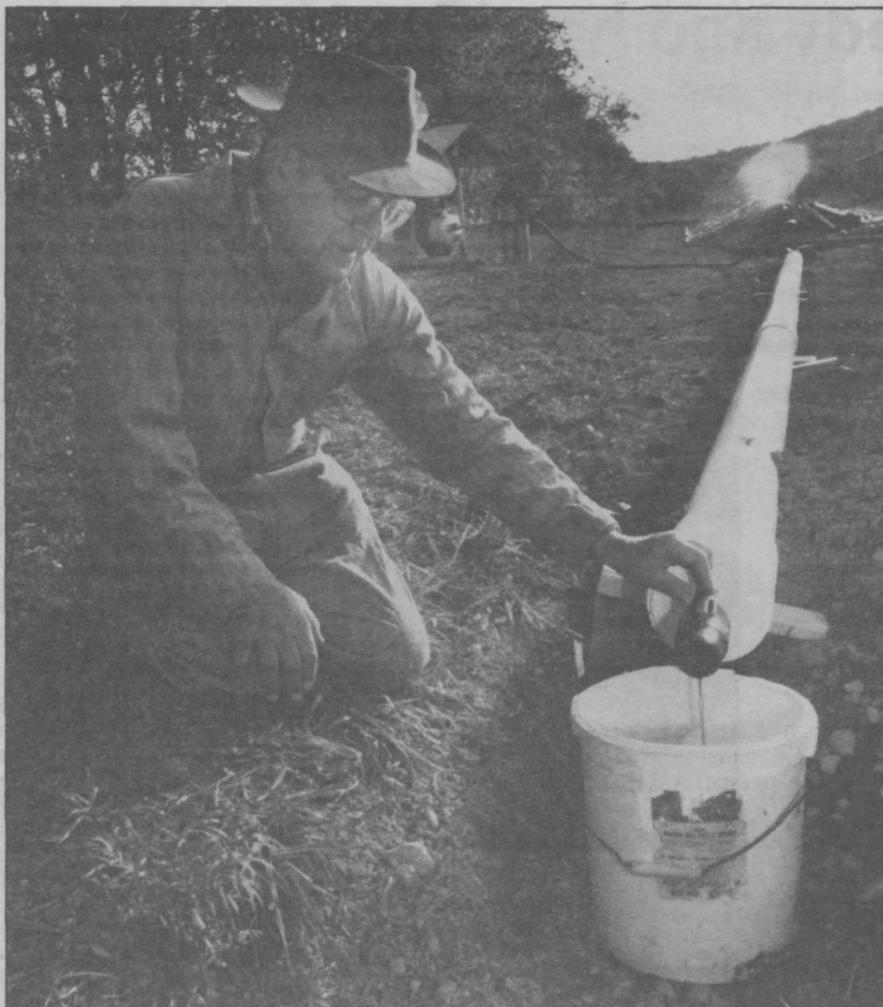
The team has worked with a local farmer to raise, harvest and process two crops of sorghum in the past two years. Although the scientists are still refining their techniques, production of this product by farmers is economically and practically feasible, they said. Other members of the team, all of whom are in the College of Agriculture and Life Sciences, are John Kelley, professor of natural resources; Wayne Knoblauch, professor of agricultural economics; and William Pardee, professor of plant breeding. Their research was funded by the New York State Department of Agriculture and Markets.

"We found we could grow it and come up with a decent product for which there is a consumer demand," said Kelley. "I hope one day soon to find sorghum syrup next to maple syrup on supermarket shelves."

Sorghum, which looks somewhat like corn without the ears, produces a syrup with a tangy sweet taste, somewhat stronger than maple syrup but not nearly so strong as molasses. Sorghum is harvested in the early fall, the off-season for maple syrup producers.

The juice from sorghum stalks is a greenish liquid that resembles "squeezed grass juice," said Campbell. It contains 12 percent sugar, much higher than the 2 percent found in maple sap. Eight gallons of sorghum juice will yield one gallon of syrup, compared to a ratio of 43-to-1 for maple syrup production.

In a presentation last summer to the American Society of Agricultural Engineers, Campbell described results of the first year's crop, planted on 1.2 acres of gently sloping field just outside Ithaca. The researchers used a working dairy farm "so that the constraints and advantages of pro-



Joseph Campbell, a professor of agricultural and biological engineering, draws a bucket of sorghum syrup from a silo. Production of the syrup by farmers is economically and practically feasible, he says.

ducing sorghum syrup on a New York dairy farm could be considered in a realistic fashion," he reported.

"Many of our maple producers are dairy farmers who have nearly all the equipment needed to make sorghum syrup except the mill," he said. The mill is a \$2,000, small, portable device commonly found in India

and Pakistan, where it is used to process sugar cane. Most farmers in New York, however, don't have one.

The fields were managed by Calvin and Jean Snow, farmers and maple syrup producers. They used no herbicides and fertilized organically with dairy and horse manure, although the Cornell researchers

learned later that too much manure or nitrogen has a detrimental effect on syrup flavor. Test plots established in May 1990 with nine different varieties showed that Simon and Sugar Drip were the best sorghum varieties.

Harvesting the crop yielded the greatest challenge. Hand harvesting with a machete produced the best results, but the technique is labor intensive. The researchers attempted to adapt a mechanical harvester to cut the sorghum stalks, but found that the machine cut and bruised the stalks so much that the mill would not accept them.

For this year's crop, harvested in September, the researchers used a mechanical harvester but put aside the mill in favor of a technique to extract the juice with a vacuum. The cut sorghum stalks were encased in plastic and subjected to a pressure of 1,000 pounds per square inch, applied by a vacuum of 15 inches of mercury.

Their effort was foiled because the stalks had dried too much by the time they were harvested. Consequently, squeezing the juice required more than 24 hours, by which time it had begun to ferment.

The researchers are confident, however, that by harvesting at the correct time, sorghum can be processed in this way, and they will test their approach again next year. One advantage of the vacuum method is that dairy farmers already have the requisite vacuum pumps.

"Even if you get only 10 to 15 percent juice, the rest is valuable silage," Campbell pointed out.

Processing of the syrup proceeds much like that for maple syrup, except that a slightly different pan is required and less heat is needed to remove water.

Costs of production were high in these first test crops — \$58.53 per gallon after packaging in 12-ounce bottles — but the scientists estimate that costs can be brought down to a more realistic \$16.46 per gallon by switching to a non-organically grown product and by improving yield as well as harvesting and bottling techniques. The cost of producing maple syrup ranges from \$15 to \$33 a gallon, depending upon the extent to which producers include ancillary costs such as rent, taxes, wood and labor.

— William Holder

BTI president visits Vietnam with National Academy group

If the United States were to establish normal diplomatic relations with Vietnam, barriers to eagerly sought scientific cooperation would be lifted, according to Ralph W.F. Hardy, who participated in a fact-finding mission to Vietnam earlier this year.

Hardy, president of the Boyce Thompson Institute for Plant Research, a private, non-profit research institute affiliated with Cornell, and three colleagues from other institutions were the first group of U.S. scientists sponsored by the National Academy of Sciences to make such a trip since the conclusion of the Vietnam War.

Their mission, which included pretrip briefings by a number of U.S. and international organizations, among them the State Department, was suggestive of the changing relationship between the two countries.

The National Academy of Sciences group flew to Hanoi for 11 days, having been invited by the president of Vietnam's National Center for Science Research.

"Our mission was to study the health of science and technology in Vietnam and to identify possible opportunities for collaboration in the future," Hardy said.

Their most dramatic observation was a water extract of boiled plants being used as a cure for drug addiction. Hardy and some of his colleagues took a taste. "It wasn't bitter — a bit like prune juice," he said.

This herbal medicine treatment, in use at a drug-addiction clinic in Can Tho, required that seeds, roots and leaves of various plants be boiled over an open fire in large metal kettles until a residue with the consistency of motor oil remained, Hardy said.

People under treatment for addiction drink about 10 quarts of the potion over a 10-day treatment and reportedly suffer few drug-withdrawal symptoms. Addicts are guaranteed a job at the conclusion of the treatment. The Vietnamese say 1,000 people have successfully completed the program. The U.S. group was provided a sample of the plant extract for analysis.

In its fast-paced tour of nearly 40 laboratories, institutes, universities and ministries, the group saw several examples of how the Vietnamese are concerned with the practical application of modern research techniques. For example, one group at the National Center for Science Research in Hanoi was examining the application of lasers as an alternative for needles in acupuncture. At the Biology Institute in Hanoi, scientists were propagating millions of trees from cell cultures to support a reforestation project.

In general, Vietnamese physics and mathematics are stronger than biology and geology. They do not have the supplies or equipment for biotechnology, Hardy pointed

out.

While Vietnamese science has strengths, he said, many scientists have poorly equipped laboratories, no access to current research journals and negligible funding. Hardy, an agricultural scientist, added that the gulf between agricultural-related laboratories and working farms is immense.

"We drove 100 miles through the Red River delta from Hanoi to Haiphong, a major rice-growing area," he said. "During the whole trip we saw only two tractors. There were many water buffalo and an enormous number of people pulling weeds in the fields. We were told they even remove insects manually."

Despite the reminder of bomb craters adjacent to the runways at Hanoi's Noi Bai Airport, Hardy said the group was treated well, and their hosts are willing to put the war behind them and work with other countries, including the United States, to improve their economy.

"I think it's very important that the United States not remain hung up on something that the Vietnamese already are looking beyond," he said.

"The Vietnamese are very entrepreneurial," he added. "Consumer goods were abundant. Russians are even flying to Hanoi to purchase goods. Rice production has expanded in the last five years so that Vietnam has gone from a rice-deficit country to the third largest exporter in the world. The Vietnamese want their standard of living improved from the current \$250 disposable income annually."

Signs of change abound: During his visit, the Vietnamese replaced 13 politburo members in the course of the seventh party congress.

The Vietnamese are eager to establish scientific and industrial contacts with other countries, Hardy said. During the week that Hardy's group was in Hanoi, the government signed an agreement with the Dutch parent company of Shell Petroleum Inc. for offshore exploration rights. The number of licenses granted to foreign firms swelled from a mere trickle in 1988 to 217 by January 1991, representing investments of \$1.47 billion. Of these, five are joint ventures to build assembly plants for personal computers.

Scientific research has a strong applied focus, according to Hardy, and no wonder: Universities and institutes must obtain 50 to 90 percent of their budgets through product sales or provisions of services. This means that at the University of Can Tho, for instance, custom-mixed agricultural feed additives are made and sold to farmers as one of several money-raising ventures.

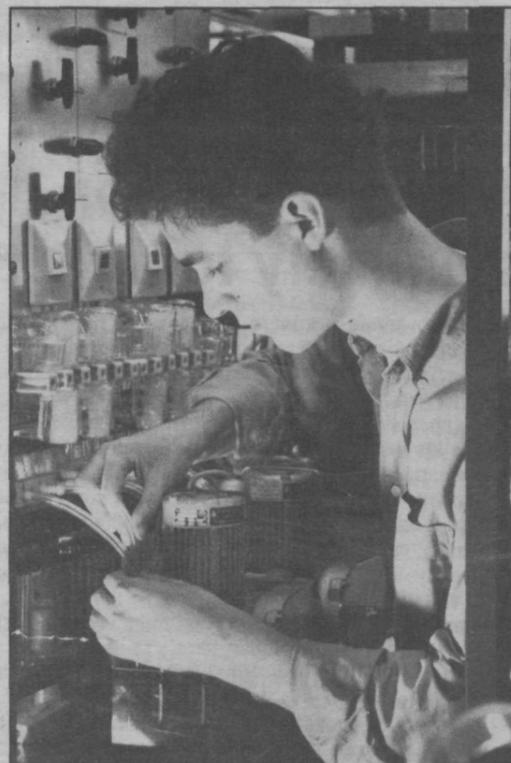
"Can Tho is as dynamic a university as we saw anywhere," Hardy said. Its rector, Tran Phuoc Duong, spent a three-month sabbatical at BTI and with his vice rector, a

director of the International Rice Institute, heads the only university for 15 million inhabitants of the Mekong Delta.

Among other scientific projects the group saw was a program to use an anti-malarial compound (artemisinin) from plants as well as clinical trials of alpha-interferon produced in Russia.

— William Holder

Mixing it up



David Lynch-Benjamin

Graduate student Steven Tinkler uses mechanical pumps to establish gas-mixing ratios for furnaces used with ceramic materials.

Jiro Nakamura designed his own degree program

With a click of his index finger, Jiro Nakamura takes us into "The Theory City," his interactive multimedia computer program.

On the computer screen appears a picture of an electronics store. Then, from the speakers of Nakamura's NeXT workstation, a voice welcomes us. With a click of the mouse, we're inside the store. Point and click, and we zoom in on a shelf of radios. Click again, and up comes a description of the way a radio works.

Nakamura grins. The program looks good so far.

"It's based on the educational theory that people learn best through association with places," said Nakamura, 20, tossing his head and sending his thick, black ponytail to the other side of his back.

"That's the way the Greeks memorized speeches — by associating part of a speech with a place in the agora. Then when they got there, they would remember what they were going to say. Places make things more memorable."

The ability to make a connection between Pericles and programming is characteristic of Nakamura's thinking; it's also one of the reasons he's a College Scholar at Cornell.

Every year, the College of Arts and Sciences admits up to 40 students into the honors program, which permits students to design their own degree programs, in consultation with advisers. College Scholars are exempted from the college's usual distribution requirements, although it is suggested that they take courses outside their main areas of interest, too. They may become departmental majors or independent majors, but they need not do so.

CORNELL
People

"When we accept students into the program [at the end of their freshman year] we're saying to them, in effect, 'We know you're serious. Here's the freedom and the guidance, the responsibility and the trust to do something with it.' And most of them do," said Lynne Abel, associate dean of the College of Arts and Sciences.

Some of the other student-designed programs of study under way in the College Scholar program include explorations of psychological development and its relation to the performing arts, law and women in society, science communication, and international environmental policy.

Nakamura hopes that "Theory City" will make engineering more appealing to high school students. It began as a class project in Assistant Professor Geri Gay's "User Inter-

face Design" course.

"It's unusual to find a sophomore or a junior in college doing the same work as our research group," said Gay. "But he's innovative and independent, and he sees the interrelationships between things where a lot of people are more specialized."

Gay directs Cornell's Interactive Multimedia Research Group, where eight employees, plus students, explore the ways that people use computers capable of handling written text, realistic images, graphics, film, video and voice.

In the last two years, Nakamura has taken courses in the history of religion, anthropology, computer science, communication, social psychology of language, classics and Japanese. In the fall he added courses from the Department of Science and Technology Studies, an interdisciplinary field that addresses the social implications of science.

Nakamura describes his subject as "interpersonal computing in education."

"Most undergraduates' programs are too highly specialized. There's no way I'm going to do that. My focus is specific, but how I get there is broad," Nakamura said.

"If it hadn't been for the College Scholar program, I would have changed my major four or five times already."

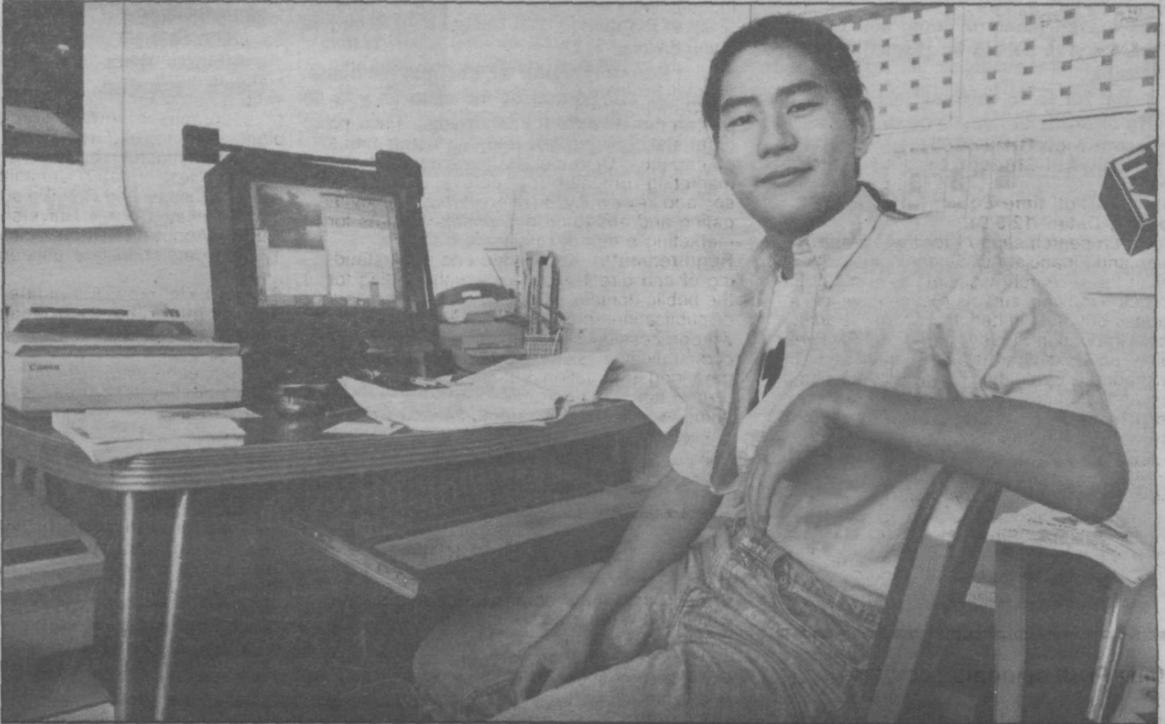
From his workstation at home here, Nakamura is connected with Internet, the worldwide research network. Electronic mail keeps him in touch with his father in Tokyo. And a fax machine and modem are all he needs to operate a little branch office of Focal Point Computer, writing programs for the Tokyo-based company.

"Many people say we are living in the Information Age because of computers. But information is pure data, and I'm interested in how we can use that data," Nakamura said. "I'd like to see us move into the Knowledge Age."

To illustrate this, Nakamura described what a library's on-line card catalogue can do — retrieve data and list book titles and their location — and what it cannot do — tell a reader much more than that.

"Ideally, I would design a computer that can adapt itself to the personality of the user, like a good reference librarian helping you find the things you're interested in at your level of understanding," he said.

—Carole Stone



Jiro Nakamura has created a multimedia computer program called "The Theory City."

Peter Morenus

Fighting sexism through a new course in feminist legal studies

A man rapes a woman. The police, the lawyers and the judge ask: Did she resist? She tells them she screamed, "No! Don't, please don't!"

Saying "no" is not enough when it comes to rape, the authorities say. Did she resist physically? She tells them she cried. She knew she was less powerful than the man standing over her. She was afraid that if she tried to fight, she might be hurt even more.

Sorry, the authorities tell her. If your property had been burglarized or trespassed upon — or if you were the victim of any other crime — you wouldn't have to physically resist the alleged criminal to see him convicted. But you must resist physically when it comes to cases of rape. It's the law.

But should it continue to be?

Rape is one of the areas of law that feminist legal theorists have challenged in recent years. And as with laws governing spouse battering, sexual harassment and other areas, many charge that rape law is biased against women and should be rewritten.

This year, a course that takes on such issues, entitled "Gender Discrimination," was taught by a Cornell Law School professor for the first time. Associate Professor Susan Williams, who taught this course, also hopes to teach a course entitled "Feminist Jurisprudence." The first focused on feminist analyses of specific laws, the next will examine feminist theories about law.

Feminist legal theory is widely considered one of the most radical developments in the law today. Some predict it will become the greatest challenge to our laws. Others dismiss it as a mere trend.

The goal of feminist legal theory, said Williams, "is to focus on the ways in which the law has contributed to the subordination of women and the approaches to law that might be useful to correct gender inequality."

While there are a variety of schools of feminist legal theory, one of the primary ones argues that social institutions have been developed by men with the expectation that women will assimilate — and that they should, instead, accommodate biological and cultural gender differences.

Among the problems identified is the very structure of the court system.

"The court system is now set up as adversarial. Opponents challenge each other and that is supposed to get them to the truth," Williams said. "But some feminist scholars argue that this is not the way women do things. And they would change the system, at least in some cases, from an adversarial one to a more cooperative one."

Because analyses like these are grounded in ideas about

how "women do things," feminist legal scholarship is interdisciplinary. Lawyers study gender differences in perspectives, concerns and behaviors. And they do so by relying on writings by psychologists and fiction and non-fiction authors.

Feminist legal theory courses have been introduced at most top schools only within the past five years, often first by a visiting scholar and sometimes only following the initiative of student demands and petitions, said Mary Becker, a University of Chicago Law School professor who is chairwoman of the Association of American Law School's Committee on Women in Legal Education.

"Gender Discrimination" and "Feminist Jurisprudence" were first taught at the Cornell Law School in 1990-91 by visiting scholars Kathryn Abrams and Alice Hearst. Then, students petitioned that the courses be taught annually by a faculty member.

Feminist legal theory is widely considered one of the most radical developments in the law today. Some predict it will become the greatest challenge to our laws. Others dismiss it as a mere trend.

"We had a couple hundred students sign the petition — men and women," said Suzanne Sizer, co-chairwoman of the Women's Law Coalition, a student group. "There was a very strong interest that men and women have feminist legal theory to have a different theoretical perspective to test and reflect upon the law as we learn it."

Williams, a constitutional law expert, volunteered, and the administration committed to offering the courses on a regular basis, said Robert Hillman, associate dean for academic affairs.

"There are important reasons for adding these courses to the curriculum now," Hillman said. "It is a field that is expanding: There are a lot of people writing more scholarship in this area, and people are very interested in it."

In practice, the field is only about 30 years old. It is marked by the 1971 case, *Reed vs. Reed*, in which the United States Supreme Court for the first time struck down a law on the basis of discrimination against women. The law had automatically preferred men over women as estate administrators, when all other factors were equal. The court

found it in violation of the equal protection clause of the 14th Amendment.

A more recent case — based on the work of feminist legal theorist Catherine MacKinnon — resulted in the recognition of sexual harassment as a form of sex discrimination in 1986.

Many feminist lawyers have argued employment discrimination cases under Title VII of the Civil Rights Act of 1964, according to Williams. For example, they challenged as discriminatory company policies that either exclude fertile women from jobs where they would be exposed to lead, coal or other reproductive hazards, or require them to undergo sterilization. The hazard should be remedied, not the people removed, they argue.

They have also taken on the issue of battered women who kill their husbands, arguing that often the killing is in self-defense. This means challenging self-defense laws stating that deadly force may be used only to repel deadly force and in cases of imminent danger.

Battered women, they argue, are rarely of equal strength to men and, therefore, use guns against men who use fists. In addition, the battered women's action often does not follow a moment of clear imminent danger but occurs this way: The husband threatens to kill her, then passes out or falls asleep. The woman, thinking he will follow through on his threat when he wakes, takes that chance to kill him before he kills her.

Some legal professionals dismiss the work of feminist legal theorists as a passing fad, said Williams. And some feminist legal theorists have had long and difficult tenure battles, which others have taken as a sign that specialists are, at the least, considered controversial.

But other scholars have predicted that feminist legal theory will become so powerful as to displace the critical legal theories that are the dominant critiques of the law today: law and economics, in which scholars try to show how laws do or should promote economic efficiency; and critical legal studies, in which scholars try to demonstrate that laws are not purely rational but, instead, serve the interest of some people at the expense of others.

Professor Laurence Tribe of the Harvard University Law School, for example, has predicted that feminist legal theory is likely to become "the most fertile source of important insights in the law" within 25 years, according to a recent article in *The New York Times*.

In the meantime, however, Becker of AALS added, "I think the dominant view of feminist legal theory is still ambivalent."

—Lisa Bennett

Happy holidays

Consider environment in tree selection

Using a live Christmas tree, whether cut or potted, is the best choice to be environmentally correct for the holidays, says a Cornell Christmas tree expert.

But even live trees present problems that consumers should be aware of before making their selection, says David Taber, a forest specialist in the College of Agriculture and Life Sciences and a senior Cornell Cooperative Extension associate.

For example, trees that still have their roots intact so the tree can be replanted should remain indoors for no more than about five days, warns Taber.

"After that, the survivability of the tree is likely to greatly diminish — the tree dries out and becomes weakened, unable to withstand cold temperatures," he explains. Also, a hole in the ground should be prepared before a hard frost makes it too difficult to dig; plenty of loose soil is needed, and the tree should be planted as soon as possible.

But for those debating whether to buy a live or artificial tree, "You may as well enjoy a live tree — we're not going to run out of them because there are plenty planted every year and more are grown than ever before," Taber says.

"Christmas tree growers plant up to three times as many trees each year as are

harvested, so consumers should not be misled into thinking that buying cut trees depletes forests."

Small, potted trees will be popular again this year, Taber says. These plants can remain indoors for up to two months and give their owners the pleasure of having a live tree for the holiday season. Some evergreens, such as the Norfolk Island pine, can remain in the house indefinitely.

If kept indoors for more than a week, the plants can become houseplants. If indoors for less than a week, however, the plants might survive being replanted outdoors. Taber is currently conducting a study to determine their survivability.

Some tips when selecting a tree:

- Trees should be a healthy-looking green, and needles should be firm and erect.

- Trees that do not have perfect symmetry or completely full foliage tend to be less expensive.

- Before bringing the tree into the house, cut off the bottom of the stem as you do with cut flowers for arranging. Then place the tree in a stand containing water.

- The soil of potted plants or trees should be kept damp but not muddy. They will probably need water every one to three days.

—Susan Lang

Air fares are up, but options are available

Holiday travelers will find air fares higher this year than last, but sometimes they can beat the system, reports a veteran travel specialist who teaches tourism and airline management here.

"Air fares are up and fewer seats are available," said Malcolm A. Noden, a senior lecturer in the School of Hotel Administration. "But you may find a bargain in what we call the parallel route theory."

Travelers sometimes can save money by flying on an indirect route that roughly parallels a more direct route, Noden said.

"Carriers often offer bargain fares on routes that they do not dominate, because they are trying to fill seats on those routes," he said. "If you are willing to go a little out of the way to reach a final destination, the fare might be significantly lower."

For example, flying from New York City to Minneapolis might be cheaper going by way of Memphis rather than through Chicago. Precise savings will vary, Noden said, suggesting that the traveler shop around for various routings.

Although airlines advertise some heavily discounted packages, overall fares have increased because of the decline in competition, said Noden, who worked for Thomas Cook, American Express and British Airways before joining the Cornell faculty.

Competition is down because some airlines have gone out of business, and survi-

vors are reducing their schedules in the face of huge financial losses, Noden said. He quoted figures from the U.S. airline industry that reported a loss of \$3.9 billion in 1990 and \$1.3 billion so far this year.

Air travel declined this year compared with last year, U.S. Department of Transportation officials in Washington told Noden. In 1990, U.S. carriers flew 458 billion revenue passenger miles, and the Department of Transportation forecasts a drop to 444 billion revenue passenger miles this year. A revenue passenger mile represents one mile flying by one paying passenger.

Calculating the increase in average air fares over the past year is difficult, Noden said, "but almost all fares, except for the heavily publicized discounts, are up."

To counter losses, airlines are using yield management to optimize revenue on every seat, he said. This means that airlines offer discount tickets if purchased several weeks before traveling, but these tickets are non-refundable. Also, airlines sometimes will sell last-minute tickets at a discount if the flight is not fully booked.

To make sure of a seat during the holidays, Noden recommends:

- Travel a day or two before or after peak travel days, or on the holiday itself.

- Select a departure between 11 a.m. and 3 p.m. to avoid business travelers.

—Albert E. Kaff

Medical College library sponsors art exhibition

Where do art and science meet, communicate and entertain?

At the Cornell Medical Library, whose walls and shelves are now adorned with a vast array of artistic creations.

The artists are the health and science professionals, staff and employees of The New York Hospital-Cornell Medical Center, Memorial Sloan-Kettering Cancer Center, Rockefeller University and The Hospital for Special Surgery.

Here, on the East Side of Manhattan, the Library and the Lenox Hill Artists Forum are currently sponsoring the "First Medical Complex Art Show" through Dec. 31.

Perhaps the first of its kind in America, the exhibit features more than 100 works in virtually every visual medium and style, by 64 artists in nearly every aspect of health care and medicine, and of virtually every sophistication.

Together for the first time in the same exhibition space are physicians and research scientists, academic department

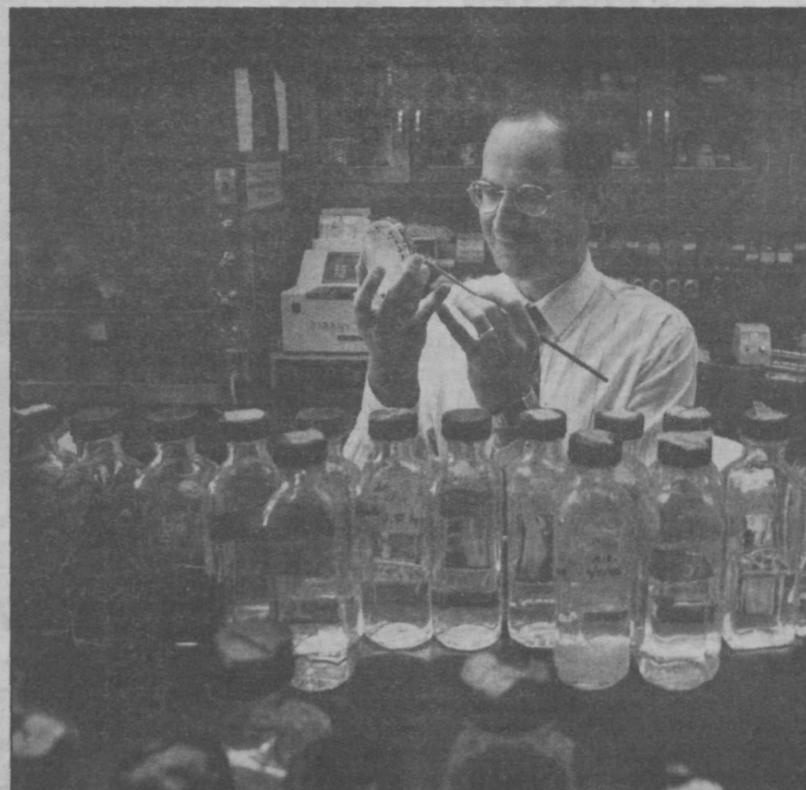
heads and hospital administrators, nurses and medical students.

There also are works by laboratory staff and service staff who have come to show off their hidden (and not-so-hidden) talents. True to the show's egalitarian spirit, some are professional artists with years of experience and a host of exhibitions to their credit; others are fascinating amateurs who have been at their art or craft for only a short time.

New York-Cornell physicians represented in the show include Dr. John Astrachan (recently deceased), Dr. David Becker, Dr. Daniel Gardner, Dr. Gregory LaTrenta, Dr. Morgan Norris, Dr. David E. Roger, Dr. Philip Romero, Dr. Stephen Scheidt, Dr. Lynn Thompson and Dr. Milton Viederman.

Also represented in the show are several employees from New York-Cornell's Westchester Division, North Shore University Hospital-Cornell University Medical College, and the Helmsley Medical Tower.

Engineering enzymes



Peter Morenus

Dr. Francis Barany, an associate professor of microbiology at the Medical College, examines a sample of thermophilic bacteria in his studies using enzymes to detect genetic diseases. It is believed that his procedure will have a significant effect on the field of DNA diagnostics.

Racism *continued from page 1*

proposed this question:

"If you were a member of a group that built and maintained a system that controlled all resources (for example, land, education, jobs) and at the same time wrote and preached equality, cooperation, sharing and other democratic principles, how would you make such a fundamental contradiction work?"

A white male replied: "I'd preach survival of the fittest so people at the bottom would believe that if they worked hard enough, they would make it to the top."

"Why is that important?" Barr asked.

"Because then they will not accept that they are oppressed, and they will blame themselves," the student responded.

"Going along with the idea of survival of the fittest is the idea of equal opportunity. What does that mean you have to do in education [to rationalize equal opportunity and dominant control]?" Barr continued.

"You have to use the dominant culture as a norm," a second student said.

"Yes, that's what standardized tests come out of," Barr replied. "And one of the things that is important in the whole process of education is the perpetuation of myths. Let's brainstorm some myths."

"Columbus discovered America," one student said. "All men are created equal," said another. "Justice is blind," added another.

Myth building, dominance, subordination, racial stratification, oppression-exploitation, fundamental contradiction, equality, equity, colonization, colonialization, denial: These are among 20 words that are listed under course lexicon in the syllabus.

All serve the understanding of one word — racism — that Turner and Barr equate with white supremacy and define as follows: "Racism is a system for distributing social activity and life chances along racial identities."

In the 1960s, the manifestations of racism were blatant. The cause of racism was also believed to be clear: The problem was grounded in prejudice, an unreasoned dislike. And the proposed solution was similarly straightforward: Educate the prejudiced to encourage them to infuse reason and familiarity in their opinions.

But today, Turner and Barr argue, racism is subtle, but it still is powerful, because the cause of the problem is not prejudice but a systemic legacy of privilege. They say the system operates in behalf of white men who control the wealth and, therefore, dominate political power. Their solution calls for education and action: whites' effort to equalize the distribution of power between the races and, correspondingly, sacrificing of their own privilege.

But as the concept of racism has changed in the past 30 years, Turner and

Barr say, so too have the students.

"It is more difficult for our generation [people who were adults in the 1960s] to talk about racism, not only because some say we've dealt with this already, but because when we began, we started with some bad premises," such as the idea that remedying racism was only a matter of changing prejudices, said Turner.

Most of today's undergraduates, however, were born in the post-civil rights era, "they don't bring that baggage," and they are less cynical, he added.

Take Katherine Resen, a white senior in the College of Architecture, Art and Planning. She grew up in the suburbs, went to prep school and knew few African-Americans before coming to Cornell. As a result, she said, "When I've been in situations that were integrated, I've been very uncomfortable. I didn't know how to behave."

She registered for "Racism in American Society" to gain the information she believed she lacked. And, while she acknowledges that she was naive when she began, two months into the class she said she had so far found "everything" persuasive.

But to what extent does what students learn in this class change their behavior?

Sadie McKeown, a teaching assistant, said she has become hypercritical of her own behavior, constantly evaluating whether she is doing or saying something

racist. But she doubts that many students are wrestling with changing their behavior.

One day, she recalled, a white student who was relaying what a group of white students had concluded in their talk stood up and reported, "We agree we are part of a racist system. But we don't believe there is anything we can do about it."

And, yet, there have been expressions of more committed reactions.

Howard Buchanan, an African-American student in the School of Hotel Administration, re-evaluated his past and his future as a result of the course.

"Originally, I thought a lot of our complaining on racial issues was just griping and moaning. But I look at it now and I see we've really been held on the floor with the dominant race's foot on our neck," he said.

Buchanan's resolution: After establishing himself in his career, he said, "I will try to give more opportunities to people of color and draw more into power. I think that's what it's all about."

Turner and Barr couldn't agree more, though they add that promotion of African-Americans is in the self-interest of whites.

"The projections are that in 2020, whites in this country will not be the majority of the population," said Turner. "Therefore, I argue that promotion of racial equality is in the national interest."

—Lisa Bennett

Ethnic culture

Class learns that Chinatown is more than restaurants

Sam Beck's students who are studying New York City's ethnic neighborhoods knew about the restaurants in Chinatown.

But few of them knew that grocery stores once served as social centers and mail drops for thousands of Chinese men who had left wives and children in China.

Or that Sun Yat-sen, founder of the Chinese Republic that replaced rule by the Manchus, once lived in lower Manhattan. Or that slaves from Africa, usually associated with America's South, lived just a few blocks away and were denied use of the city's streetcars.

Eleven undergraduates spent this semester in New York City working as interns in offices from Wall Street to Brooklyn and in social-service agencies. Each Friday, they took a walking tour of an ethnic neighborhood, guided by a resident or worker who knows the history and culture of America's immigrants, and visited other historic areas.

In a class offered each semester, this year's students walked through the old Jewish communities of Manhattan's Lower East Side; the City Hall neighborhood, where the first settlers lived in the 17th century and that later became a center for slaves; the Fulton Fish Market, where the Cornell students appeared on a Cable News Network show that was based on their guide that day; Harlem; and Times Square, where neon billboards rent for as high as \$1 million a year.

Before each tour, Beck, director of the Field and International Study Program in the College of Human Ecology, spends about four hours with each guide to explain what he wants to accomplish with his class, FIS 408, "The Ecology of Urban Organizations: New York City Field Experience."

Beck, who co-teaches the course with John C. Condry, a professor of human development and family studies, believes that study of ethnic neighborhoods is an essential part of internships that are designed to prepare students for careers.

"New York is the most culturally diverse city in the United States," Beck said. "Visiting ethnic neighborhoods provides students with a deeper knowledge of immigrant people and helps them develop a respect for cultural diversity."

"This knowledge will aid the students in grappling with such issues as racial hostility and violence. It's excellent preparation for entering the work force. Walking through ethnic neighborhoods is a text for analyzing the real world. I hope my students can read that text."

Vernon Takeshita, 26, a fourth-generation Japanese-American, guided the students on their tour of Chinatown. A Ph.D. candidate at Columbia University who is conducting research on ethnic neighborhoods, Takeshita is collecting oral histories of second-generation Chinese for a project based in the Chinatown History Museum.

Takeshita told the students that years ago Chinatown attracted tourists because they had heard that it housed opium dens, gambling houses, herbal doctors and Chinese opera houses. In its early days, Chi-

natown also was a neighborhood where merchants wrote letters home for illiterate Chinese and a meeting place for political revolutionaries who were led by Sun Yat-sen, recognized by Communist and Nationalist China as founder of the republic.

Over the years, Chinatown lost some of its more sinful enterprises, and in the 1920s some white businessmen who owned property in Chinatown believed that the neighborhood had lost the decadence that attracted tourists. Takeshita told the Cornell students. So the landlords set up an opium den that members of one of the Chinese tongs (secret society) later attacked and destroyed.

Africans, Irish, Germans, Italians and European Jews settled in the area before Chinese started arriving in large numbers in the late 19th century. Charles Dickens visited the neighborhood in 1842 and wrote about its muddy streets and filthy, crowded, diseased slums.

With some of its early slum tenements still standing, the students were told that Chinatown now houses 27 banks, whose deposits include money fleeing Hong Kong before the British colony transfers to Communist rule in 1997; 10 daily Chinese-language newspapers; and a restaurant that seats 1,000 people.

In earlier years, Chinatown for the most part was a bachelor community, because Chinese wives and children were banned from the United States. Grocery

stores became Sunday meeting places where men talked of home and family.

"I was surprised to learn how close-knit the Chinese families were, always taking care of each other," said Susan Losee, 21, a senior who was an intern with the Legal Aid Society.

Elizabeth Klein, also 21 and a senior, was an intern at Perry Ellis, a garment design firm. She commented: "I've been to Chinatown lots of times before, but I've just learned about family organizations." Those family organizations allowed anyone named Lee to go to the Lee Family Association and find a place to sleep, borrow money or locate a job. Other family organizations carried other family surnames shared by thousands of Chinese who were only loosely related.

Stacey Erth, another 21-year-old senior who also was an intern with Perry Ellis, said she "learned that Chinatown is one of the few communities in New York City that is assimilating immigrants now. While older Chinese are moving to other parts of New York, Chinatown is welcoming its new immigrants."

Takeshita told the students that the 40 blocks of Chinatown comprise one of the city's fastest-growing areas. With an estimated population of 100,000, Chinatown now is gaining about 7,000 people annually because of liberalized U.S. immigration laws plus a continuing influx of illegal immigrants.

As the students walked along Chinatown's narrow streets, where truck and automobile horns often drowned out the words of the guide, Colleen Sinnott, 24, a senior who interned with National Broadcasting Co., wrote in her notebook that over the years Italian settlers moved over to nearby Little Italy while more Chinese moved into the neighborhood.

When she visited the City Hall neighborhood, just a few blocks from Chinatown, Maria Alexander, 21, a senior who is an intern with Neighborhood Housing Services, learned that not all the African slaves worked on southern plantations.

"We think of slavery as something in the South," said Alexander, an African-American. "But I learned that slaves, some of them freed, lived here, where City Hall stands. But they were not allowed to ride on the streetcars. I also learned about the Irish riots of 1863 when many blacks were killed on the streets."

The riots were protests by poor Irish against being drafted into the Union Army during the Civil War, because they could not afford to buy their way out of military service.

Like most of the students, Jennifer Krain, 21, a senior and an intern with Childrens Television Workshop, had visited Chinatown before to sightsee and dine. "This time, I learned the history of the place," she said.

—Albert E. Kaff



Vernon Takeshita (left) explains Chinatown to (from left) a local woman who joined the walking tour and Cornell students Colleen Sinnott, Nathaniel Grant, Stephanie Shau, Susan Losee, Jackie Ong and Paul McRae. Chinatown was one of several neighborhoods that the students toured as part of their class work.

Students to study culture of Korean grocers in January

Fifteen undergraduate students will spend part of their winter vacation interviewing Korean grocery store owners in New York City to determine why they left their homeland and whether they brought their culture with them.

"We believe this project will be the first sociological and cultural study of New York City's growing Korean population since a study that was made 10 years ago by a Korean-American sociologist," said David R. McCann, an associate professor of Korean literature at Cornell.

"Our students will go into Korean grocery stores with a list of questions that deal with why the owners emigrated, how they have adapted to life in an American metropolis, how they started and financed their stores, whether Korean cultural values still influence them, whether they are transferring their culture and language to their children, whether they keep Korean good-luck symbols in their homes and observe Korean traditions, whether they teach Korean songs and poems to their children, and whether they are influenced by what they

remember from Korean literature and folk legends."

The 95 questions that the students will ask were drafted after discussions among the students, McCann and Jeanne Mueller, a professor of human service studies in the College of Human Ecology.

McCann and Mueller teach a course entitled "Modernization and the Korean Family," an interdisciplinary study based on Korean literature and family culture. The students who will conduct the survey during two weeks in January include 12 Korean-Americans, two white students who have lived in Korea and Japan, and one Hispanic, who is interested in comparing her culture with an Asian culture.

The class will be divided into teams of two students each, and they hope to interview operators of 105 Korean grocery stores in Manhattan. The stores were selected from a list of 160 supplied by Edward W. McLaughlin, an associate professor of agricultural economics.

McLaughlin estimates that about 2,500 Korean grocery stores operate in New York City, where supermarkets are few in number and most food is sold from neigh-

borhood stores.

"We will try to put one student with a knowledge of conversational Korean in each team, but not all of our Korean-American students can speak Korean," McCann said. "One student will conduct the interview while the other student observes interactions between the Korean employees and their customers. This project will be a great opportunity for the students to do real research and for the Korean-American students to explore their own roots. Some of them have told me of learning more about Korea at Cornell than they did at home."

The students will spend next semester analyzing their survey and writing a report on their findings.

McCann, who served in the Peace Corps in Korea and founded the first magazine to publish contemporary Korean literature in English, said that little information has been collected to explain why thousands of Koreans emigrated to the United States in the decades after the Korean War and what cultural influences are important to them today.

—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.

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."

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

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, 12/12

"A Song for Tibet" (1991), directed by

Anne Henderson, Tibet Film Festival: Program 3, shown with "The Reincarnation of Khensur Rinpoche" (1991), directed by Tenzing Sonam and Ritu Sarin, 7:20 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.

Friday, 12/13

"Lord of the Dance: Destroyer of Illusion," directed by Richard Rohn, Tibet Film Festival: Program 5, shown with "Land of the Snowy Mountains," directed by Bernard Palacios, 7:30 p.m.

"101 Dalmations" (1961), directed by Ken Anderson, 7:30 p.m., Uris.

"Naked Gun 2 1/2: The Smell of Fear," 9:30 p.m., Uris.

"Paris Is Burning" (1990), directed by Jennie Livingston, 10:15 p.m.

"Naked Gun 2 1/2: The Smell of Fear," 11:30 p.m., Uris.

Saturday, 12/14

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

"101 Dalmations," 7:30 p.m., Uris.

"Naked Gun 2 1/2: The Smell of Fear," 9:30 p.m., Uris.

"Tatie Danielle" (1991), directed by Etienne Chatiliez, with Tsilla Chelton, Catherine Jacob and Isabelle Nanty, 9:35 p.m.

Sunday, 12/15

"Naked Gun 2 1/2: The Smell of Fear," 8 p.m.

Monday, 12/16

"Paris Is Burning," 8 p.m.

"Terminator 2" directed by James Cameron, with Arnold Schwarzenegger, Linda Hamilton and Robert Patrick, 10 p.m.

Tuesday, 12/17

"Tatie Danielle," 7:40 p.m.

"Terminator 2," 10 p.m.

Wednesday, 12/18

"The Marriage of Figaro" (1949), directed by Georg Wildhagen, with Willi Dongraf-Fassbender, Mathieu Ahlermeyer and Angelika Hauff, 7:30 p.m.

"Terminator 2," 10 p.m.

Thursday, 12/19

"Terminator 2," 7 p.m.

"Terminator 2," 10 p.m.

MUSIC

Department of Music

Fortepianist Tuija Hakkila and cellist Anssi Karttunen from Finland and violinist

Elizabeth Field will perform works by Beethoven and Mozart on Dec. 15 at 4 p.m. in Barnes Hall. The trio has performed in Scandinavia, Canada and in the Northeast area of the United States. Featured will be Trio in E Major, K. 452 and the Violin Sonata in B-flat Major, K. 454 by Mozart and Beethoven's Sonata for Cello, op. 102, No. 2 and Fourteen Variations for Piano Trio in E-flat Major, op. 44.

Stephen Taylor, horn; John Lathwell, oboe; and Wendy Maraniss, piano, will present a concert featuring works by J.S. Bach, Hindemith, Poulenc and the premiere of a new piece by Taylor on Dec. 19 at 8:15 p.m. in Barnes Hall.

Bound for Glory

Albums from the studio, beginning Dec. 15. Live broadcasts will resume Jan. 19. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Folk Music Concert

"Winter Solstice," a concert of music for several seasons and several holidays, featuring folksingers Phil Shapiro and Pam Goddard, Dec. 14 at 8 p.m. in The Henry, Sage Hall. Goddard has performed for audiences throughout New York state and beyond, and has a collection of Scottish ballads in her large repertoire. Shapiro, perhaps best known as the host of Bound for Glory, has also performed widely, his specialty being American folksongs new and old.

RELIGION

Sage Chapel

Robert L. Johnson, director, Cornell United Religious Work, will deliver the sermon on Dec. 15. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

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

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; 11 a.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, 9:15 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. Zuhur prayer, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 12:30 p.m., 218 Anabel Taylor Hall.

Protestant Cooperative Ministry

Sundays, worship at 11 a.m., Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taize Prayer, 5:30 p.m., Anabel Taylor Chapel. Thursdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 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 Discipline: 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.

SEMINARS

Biochemistry

"The Sorting Receptor for Luminal ER Proteins," Hugh Pelham, MRC Laboratory of Molecular Biology, Cambridge, England, Dec. 13, 4 p.m., Large Conference Room, Biotechnology Building.

Geological Sciences

"Erosional Control of Active Compressional Orogens," Christopher Beaumont, Dalhousie University, Dec. 17, 4:30 p.m., 1120 Snee Hall.

Neurobiology & Behavior

"Hummers, Sneakers, Swimbladders and Testosterone: Alternative Reproductive Tactics and the Development of Male Dimorphism in a Sound-Producing Fish," Richard Brantley, neurobiology and behavior, Dec. 18, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Plant Biology

"Vacuolar Sodium Transport: Biochemical, Electrophysiological and Molecular Characterization," Eduardo Blumwald, University of Toronto, Dec. 13, 11:15 a.m., 404 Plant Science Building.

Plant Pathology

"Monitoring and Management of Fungicide Resistance in Populations of Venturia inaequalis," Katherine L. Reynolds, plant pathology, Geneva, Dec. 18, 3 p.m., A133 Barton Laboratory, Geneva.

Stability, Transition & Turbulence

"The Dilemma of Unsteady Reynolds Averaged Computations," W. Lasher, Penn State Erie, Dec. 18, 12:30 p.m., 178 Theory Center.

MISC.

Macintosh Users Group

A special meeting of MUGWUMP will be held at 7:30 p.m. on Dec. 18 in 100 Caldwell Hall. A sneak preview of Microsoft Word 5.0 will be featured.

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.



A great blue heron stands on the edge of the dam at Beebe Lake.

Bruce Wang

CORNELL Employment News

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Office of
Human Resources

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What Do These Numbers Mean? Paycheck Information Decoded

This article is updated and printed once a year, as a quick reference for faculty and staff. We run it this week for those who need to know what biweekly amounts were withheld, if any, for your Select Benefits (Medical Care Reimbursement and/or Dependent Care Reimbursement) accounts during 1991.

Below is a description of the information that may appear on your paycheck or direct deposit stub.

1. **Location** – Your department's check delivery location code.

2. **Your name** – First and middle initial and last name.

3. **Your social security number.**

4. **Period ending** – The last day of the pay period covered by this check (or direct bank deposit).

5. **Check (or direct bank deposit) date** – The date check is issued or the date deposit is credited to your account.

6. **Check (or direct bank deposit) number.**

7. **Net amount** – The amount of your check (after all deductions are made).

8. **Gross** – The biweekly payment prior to deductions and pretax reductions.

9. **Federal Taxable Gross** – Your biweekly gross less voluntary salary reduction (before tax) contributions to a tax-deferred annuity plan and Select Benefits.

10. **GRA Nontaxable Gross** – Not used.

11. **Federal Income Tax** – The amount withheld depends on your gross income, your marital status, and the number of exemptions you claimed on your W-4 form. Also affected by any amounts deducted for Select Benefits and tax deferred programs.

12. **New York State Income Tax** – The amount withheld depends on your gross income, marital status, and the number of exemptions claimed. Also affected by deductions for Select Benefits and some tax-deferred programs.

13. **F.I.C.A.** – Federal Insurance Contributions Act, commonly known as Social Security. This is your federally required withholding.

14. **C.F.C.U.** – Cornell Federal Credit Union deduction for loan repayment, savings, or checking.

15. **Life Insurance** – A deduction for optional life insurance which supplements the basic group life coverage provided by the university.

16. **Long-term Disability** – A university-required deduction for statutory faculty and staff. (Statutory faculty and staff will have a deduction only if they are not eligible for disability retirement under New York State Employees' Retirement System or Civil Service Retirement System.

20. **Other Deductions** – Includes any other payroll deductions not covered above such as: United Way, parking, auto and health insurance, savings bonds, Select Benefits, retirement plans, etc. Some of the most frequently used codes are listed as follows:

HL A TX – Health Care Premium deducted after taxes

HL B TX – Health Care Premium before taxes

MED RA – Medical Care Reimbursement Account

DEP RA – Dependent Care Reimbursement Account

TDP RED – Tax-deferred Plan Salary Reduction

S RE NM – Statutory Retirement Normal Reduction

RET RED S – Statutory Tier III and Tier IV 3% Tax Deferred Retirement Contribution

MED TAX – Medicare Portion of FICA.

Boxes 21, 22, and 23 apply to nonexempt faculty and staff only:

21. **Other time** – The number of hours during this pay period used for calculating vacation or sick leave, the rate for these hours, and the dollar amount.

22. **Premium time** – The number of hours paid at overtime rate or for inconvenience pay, the rate for these hours, and the dollar amount.

23. **Regular time** – The number of hours paid at regular rate, the rate for these hours, and the dollar amount.

Your gross earnings for this pay period are the sum of the amounts in boxes 21, 22 and 23.

Additional information can be found in the Payroll Manual, which is available to all department payroll representatives.

Any questions you may have concerning your paycheck should be directed to the Payroll Office, 5-5194.

LOCATION		EMPLOYEE NAME			SOCIAL SECURITY NO.		PERIOD ENDING		CHECK DATE		CHECK NUMBER		NET AMOUNT									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18					
GROSS		FED TAXABLE GROSS			GRA NON-TAXABLE GROSS		FEDERAL INCOME TAX		NY STATE INCOME TAX		FICA		CFCU		LIFE INS		LONG TERM DISABILITY		VADO INS		DBL	
19		(19)			(19)		19															
OTHER DEDUCTIONS		CURRENT PERIOD		YEAR TO DATE		OTHER DEDUCTIONS		CURRENT PERIOD		YEAR TO DATE		OTHER DEDUCTIONS		CURRENT PERIOD		YEAR TO DATE						
(20)						(20)						(20)										
OTHER TIME			PREMIUM TIME			REGULAR TIME																
HOURS	RATE	AMOUNT	HOURS	RATE	AMOUNT	HOURS	RATE	AMOUNT														
(21)			(22)			(23)																



CORNELL
UNIVERSITY
ITHACA, N.Y.

The university shares the cost with statutory faculty and staff and pays the full amount for endowed faculty and staff.)

17. **AD&D Insurance** – Accidental Death and Dismemberment Insurance.

18. **DBL** – Short-term disability deduction for statutory faculty and staff. The university pays the majority of the cost for statutory faculty and staff and the entire amount for endowed faculty and staff.

19. Boxes filled in under "Year to Date" show the total amounts paid or deducted from the beginning of the calendar year to the end of the current pay period.

Select BENEFITS

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 faculty and staff) or the Statutory Finance and Business Office, B-22 Mann Library (statutory faculty and staff). 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.

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.

Please Adjust Your Schedules Accordingly . . .

The Office of Human Resources will be closed tomorrow afternoon, Friday, December 13, from 12:30 p.m.-4:30 p.m. It will resume normal business hours Monday morning, December 16, at 8:00 a.m. The office will also be closed all day Wednesday, December 18, for a staff meeting, and will resume normal business hours Thursday, December 19, at 8:00 a.m.

Please adjust your business with or questions to OHR accordingly.

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.

Director of Special Gifts (PA9402) HRIII University Development/Public Affairs-Endowed

Posting Date: 12/12/91
A senior fundraising position which deals with gifts from individuals in the \$100,000-\$1 million range. Gifts and commitments generated by the program totaled \$59.1 million last year. The program also incorporates the newly established Cornell's Parents Fund programs. The special gifts program represents an important component of Cornell's current \$1.25 billion five year capital campaign. The director provides leadership for the planning and implementation of this component of the Campaign and works with a large, high level volunteer committee. Works with a staff of eight fundraising professionals and six support staff. The program utilizes state-of-the-art computerized tracking and management systems.

Requirements: Bachelor's degree or equivalent. Several years of substantive fundraising experience in individual giving in higher education, preferably at a major research university. Considerable staff and program management experience; must be comfortable in working with senior volunteers, trustees and University staff. Warmth, sincerity and team spirit are essential. The Director of Special Gifts reports to the Director of University Development/Campaign Director. Send cover letter and resume to Cynthia Smithbower.

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.

Manager, External Relations (PA9403) HRII

Theory Center-Endowed
Posting Date: 12/12/91
Administer Theory Center external relations efforts, which include communications, media, and public relations.

Requirements: Master's degree or equivalent combination of education and experience. 3-5 yrs. experience including management, in public relations, communications, or other related field, preferable in a scientific or technical environment. Demonstrated publications skills. Excellent communications, organizational, interpersonal, and planning skills. Ability to understand and communicate technical/scientific concepts. Send cover letter and resume to Cynthia Smithbower.

Academic Supplies Department Manager (PA9404) HRII

Campus Store-Endowed
Posting Date: 12/12/91

Directs all activities of the Academic Supplies Division within the Campus Store, including the Computer and Art/Engineering sections. Oversees retail operations, supervision of staff, purchasing, inventory control, merchandising, and budget preparation. Occasional Saturday work.

Requirements: Bachelors degree or equivalent level of education and experience. 7-10 yrs. experience in retail merchandising and purchasing in related fields. Excellent organizational, Communication, and interpersonal skills. Experience with microcomputers. Send cover letter and resume to Cynthia Smithbower.

Associate Director of Alumni Affairs (PA9401) HRII

Office of the Dean, College of Agriculture and Life Sciences, Office of Public Affairs-Statutory
Posting Date: 12/12/91

Provide executive leadership for the 6,200 member college Alumni Association. Represent ALS as the liaison with University Alumni Affairs. Recruit, train, motivate and support alumni leadership development for college alumni affairs activities serving 37,000 alumni. Provide executive staff leadership for ALS alumni committees. Provide leadership for the planning and implementation of alumni events.

Requirements: BS degree or equivalent required. 3-5 yrs. of professional experience in volunteer or organizational development. Computer, oral and written communication, and organizational skills required. Travel required. Submit letter and resume to Cynthia Smithbower. Application materials will be accepted until 1/3/91 or until position is filled.

Admissions Counselor (PA9406) HRI

Undergraduate Admissions-Endowed
Posting Date: 12/12/91

Assist in the planning, coordinating and implementing those activities that bear directly on the recruitment of minority students. Also be involved in a full range of admissions activities including but not limited to, recruitment travel to enhance school, agency and minority alumni development. Approximately 6-8 weeks of travel per year.

Requirements: Bachelor's Degree. Some related admissions or public relations educational experience helpful. Excellent communication (oral and written) skills. Spanish speaking preferred. Send cover letter and resume to Cynthia Smithbower.

Public Affairs Coordinator (PA9405) HRI

Laboratory of Ornithology-Endowed
Posting Date: 12/12/91

Coordinate laboratory's capital campaign activities. Provide administrative support to General Director for ongoing public affairs and development activities. Identify prospective donors and evaluate gift potential. Cultivate and solicit donors. Track donor activity. Assist with goal setting and preparation of campaign literature. Organize campaign social and kick-off functions and other meetings and events. Handle highly confidential material.

Requirements: B.A. or equivalent related work experience. Fundraising and development experience, preferably with Cornell or other institution. Excellent writing, grammar, and proofreading skills required. Knowledge of or willingness to learn word processing. Able to work well with wide range of people. Excellent communication skills. Occasional travel. Sincere interest in promoting goals of Laboratory. Send cover letter and resume to Cynthia Smithbower.

Executive Staff Assistant (PC9409) HRI

South Asia Program-Endowed
Posting Date: 12/12/91

Provide general assistance to South Asia Program Director and faculty in organizing academic projects and fundraising. Manage office and program accounts. Work with student groups to facilitate cultural events. Help integrate visitors from the Indian subcontinent into University life.

Requirements: Bachelor's degree or equivalent combination of education and experience. 2-3 yrs. related experience. Familiarity with personal computers. Accounting aptitude necessary; Cornell accounting preferred. Good interpersonal skills. International and/or fundraising experience helpful. Send cover letter and resume to Esther J. Staffing Services, East Hill Plaza #2. Cornell employees should include an employee transfer application.

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

Executive Staff Assistant (PC9303) HRI

Hotel Administration-Endowed
Posting Date: 12/5/91

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 and employee transfer application.

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 mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Informations Technologies and facili-

tate 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 and written communication skills. Send cover letter and resume to Sam Weeks.

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 (T9404)

Agriculture and Biological Engineering-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 12/12/91

Provide technical support in greenhouse and field research on pest control. Set up and run experiments related to chemical application methods and operator safety. Take plant and protective clothing samples and analyze chemical coverage, deposition, and distribution. Participate in cooperative extension education activities and programs on accurate, effective and safe application of pest control materials. Some overnight travel required.

Requirements: AAS degree in physical, biological or plant sciences field. Some course work related to IPM and pest control would be helpful. Familiarity with basic lab procedures and equipment such as fluorometer, spectrophotometer, and balance. Microcomputer operation including spreadsheet and data analysis software. Send cover letter and 2 resumes to Sam Weeks.

Technician GR20 (T9401)

Diagnostic Laboratory-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 12/12/91

Provide technical diagnostic support for veterinarians in highly automated and computerized lab. Perform radioimmunoassays of hormones and antigens on animal and some human serum and plasma samples. Follow procedures for the safe use of low level radioactive materials and volatile organic solvents. Use gamma counters, liquid scintillation counter, automatic pipettors, centrifuges and analytical balances.

Requirements: BS or AAS degree in biology, chemistry, medical or veterinary technology or equivalent. 1-2 yrs. related experience. Knowledge of chemical lab procedures, computers, and mathematics. Communication and keyboard skills are essential. Training and previous experience in endocrinology, immunology and/or biochemistry very helpful. Send cover letter and 2 resumes to Sam Weeks.

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 licensure (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.

Technical Temporary

Technician GR21 (T9403)
Division of Nutritional Sciences-Statutory
Minimum Full-time Equivalent: \$615.42
Posting Date: 12/12/91

Provide technical assistance in research on the effect of nutritional status on reproductive performance. Manage general research lab operations. Assist with animal experiments including feeding, surgery and sample collection. Perform lab analysis including work with radioisotopes. Develop new methods of analysis. Schedule work to run individual projects and to help with grad student projects.

Requirements: BS or equivalent in nutrition, animal science or physiology; MS preferred. At least 3 yrs. relevant lab experience including small animal research. Ability to network with people. Knowledge of computers and Lotus 1-2-3, WordPerfect, and SAS. Ability to work alone and develop lab method as needed. Send cover letter and 2 resumes to Sam Weeks.

Office Professionals

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

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

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our 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 GR18 (C9411)
Campus Services-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 12/12/91

Provide a full range of U.S. and International Postal Service to the Cornell Community.

Requirements: High School diploma or equivalent. Customer Service experience and excellent communication skills. Knowledge of U.S. Postal rules and regulations. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Preservation Assistant GR18 (C9408)
Preservation/Conservation, CUL-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 12/12/91

Assist the Preservation Reformatting Librarian in the NEH-funded Southeast Asia Literature Microfilming Project in pre-and post-filming procedures.

Requirements: High school diploma or equivalent. Some college coursework preferred. Computer skills, in particular experience with the IBM-PC, WordPerfect and PC-file highly desired. Excellent organizational and work-flow management skills; attention to detail; ability to work independently; previous library work experience, especially knowledge of searching and acquisition procedures; knowledge of microfilming techniques and equipment highly desired. Strong 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.

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:** High School diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience. Good word processing skills. Good interpersonal and communication skills. Familiarity with spreadsheets and desktop publishing desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C9401)
Engineering Cooperative Program-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 12/12/91

Serve as administrative assistant to coordinator and assistant coordinator. Extensive contact with company representatives and students in organizing recruiting activities. Maintain computer database; make travel arrangements; work with accounts, and maintain reference library. Supervise work-study students. Other duties as assigned. Monday-Friday 8:00-4:30pm (some evenings).

Requirements: High School diploma or equivalent. Prefer some college coursework. 1-2 yrs. related experience. Knowledge of Cornell's accounting, financial aid, and registration procedures helpful. Excellent communication skills. Organizational ability, attention to detail, and confidentiality extremely important. Macintosh experience helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

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: High School 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: High School 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 nu-

merous inquiries and act as office receptionist. Data entry on student records.

Requirements: High School diploma or equivalent. Some college courses 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: High School 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, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C9406)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 12/12/91

This position is the personal aide to the Assistant Dean of Business Administration. It includes identifying and recommending change to business procedures and policies, and involves independent decision-making. Works closely with the ADBA on matters of confidentiality and sensitive nature.

Requirements: Associates degree in secretarial science or related field required, or equivalent experience. 2-3 yrs. related experience in an office requiring highly confidential and professional atmosphere desirable. Frequent contact with all levels of administration and hotel industry. 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 their tasks at the Circulation Desk. **Requirements:** Associates 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: Associates 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 GR21 (C9402)
Chemical Engineering-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 12/12/91

Provide broad-based accounting, purchasing, personnel and administrative services for the School of Chemical Engineering. Manage faculty grant monies which includes reconciling monthly statements, processing purchase orders and vouchers, requesting quotations and distributing charges among accounts. Assist faculty with research budgets and projecting future budget needs. Assist Accounts Coordinator with various departmental accounting reports. Handle travel arrangements for faculty, students and visitors and prepare academic visitor appointment material.

Requirements: Associate's degree or

equivalent. At least 2 yrs. related experience. Knowledge of Cornell accounting and spreadsheet analysis required. Experience with Macintosh and Microsoft Excel necessary. Knowledge of Cornell personnel policies and procedures desirable. Excellent organizational, interpersonal and communication skills essential. Must be able to work under pressure and with limited supervision. Medium typing. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

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: Associates 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 PC,s 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.

Administrative Aide GR22 (C9405)
Engineering Registrar's Office-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 12/12/91

Provide administrative assistance to Engineering registrar in areas of student record keeping, control and service. Responsible for classroom scheduling, and interpreting, implementing and upholding the academic policies of the College of Engineering.

Requirements: Associates degree or equivalent required. 3-4 yrs. related work experience in the area of office management and student record keeping. Knowledge of Macintosh systems, data systems management, and Cornell mainframe. Good interpersonal and communication skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professional Part-Time

Secretary GR17 (C9407)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 12/12/91

Under general supervision, provide clerical/secretarial support to Properties Management faculty and staff. Moderate level of confidentiality. Monday-Friday, 9:00-3:00, 30 hrs/week flexible, 10-month position. Time off is not flexible. Time off will be: 2 weeks in May, 2 weeks in January, 1 month in June.

Requirements: High School education. Prior office experience preferred. Must have good secretarial skills and knowledge of WP 5.1, DBase, and Lotus. Ability to respect and maintain confidentiality. Medium typing. Send cover letter and resume, to Esther Smith, Staffing Services, East Hill Plaza #2. Cornell employees should include an employee transfer application.

Secretary GR18 (C8706)
Physics-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 12/12/91

Provide administrative and secretarial assistance to academic administrator and staff of autotutorial physics course with enrollment of approximately 400 students a semester and 50 students during summer. Monday-Friday, 4hrs/day, 12pm-4pm.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 1 yr. related office/secretarial experience. Strong interpersonal and organizational skills. Familiarity with academic environment helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should 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: High School 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.

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 (S8305)
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 direct 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.

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.

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, classV 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: High School 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 as 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 administra-

tive leadership to the program located in Washington, D.C. 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, D.C., 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, D.C.

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, Chairman, Joint Faculty Search Committee, Department of City and Regional Planning, 106-W. Sibley Hall, Cornell University, Ithaca, NY 14853.

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