

CORNELL Chronicle

Volume 23 Number 19 January 30, 1992

Ultraviolet light

6

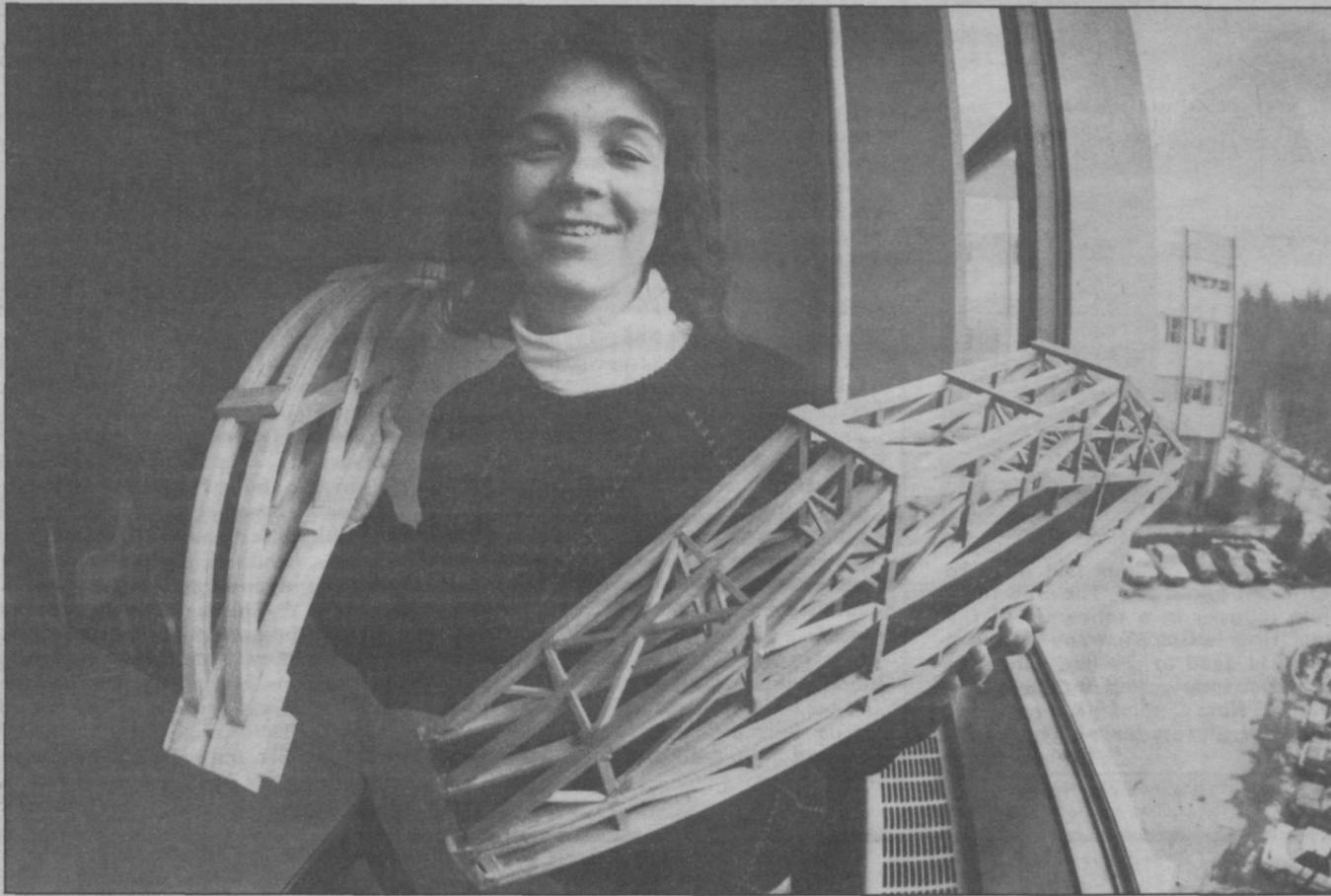
A hardy little weed is serving as a stand-in for economically important crops in experiments to learn survival strategies against the effects of ozone depletion.

Commentary

8

The Assemblies' lack of "power" is often cited for campus indifference, but virtually all power at a university is consensus. The Assemblies have the potential to influence the outcomes of every significant question on campus life.

Engineering's 'buddy system' helps women make the grade



Peter Morenus

Junior Ellen Rathje, a civil engineering major, holds bridges designed and built by students in a class taught by Assistant Professor Mary J. Sansalone. Rathje took the class as a freshman and now is a teaching assistant for the course.

By Roger Segelken

The engineering student poised over a supercomputer keyboard or tending a bioreactor for synthesizing pharmaceuticals is more likely than ever to be female at Cornell.

Thirty-one percent of the freshman class in the College of Engineering are women, nearly double the national average. They constitute 23 percent of the college's undergraduate student body of 2,636.

Backed by program development grants from American corporations and foundations and by a resolute institutional commitment, the college is testing new ways to recruit and retain women and underrepresented minorities: From peer role models and faculty mentors to forgivable loans (for graduates who go into teaching) and extra-year "Foundations" programs (that teach what high school missed).

"It's no longer just a matter of moral obligation to equal opportunity, although we've recognized and tried to meet that obligation for a long time," said Dean William B. Streett.

"Now, the U.S. workforce is changing in its ethnic and gender make-up," added Streett, a chemical engineering professor of 13 years and dean since 1985. "Now it is a matter of urgent national need: The country has to establish equal educational opportunity for women and underrepresented minorities as a priority."

Efforts on behalf of female students began to show results in the past three years, prompting the college to raise its sights — to recruit and graduate at least a 40 percent

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CU issues response to city panel

Cornell has issued its response to a set of recommendations made last year by the Cornell-City Relations Study Commission, which was created by Ithaca Mayor Benjamin Nichols to explore town-gown relations.

In a 30-page response, Cornell administrators said that the university agreed with most of the goals of the commission, but they said that the university's ability to provide additional direct financial support to local municipalities is "quite limited."

The response states: "The city of Ithaca and Cornell share many of the same struggles with rising costs, reduced federal and state funding, antiquated buildings and failing infrastructure, and constituent demands for increased services and expanded facilities, coupled with demands to control tax and tuition increases. Cooperation and communication between local governments and the business/industrial/educational institutions within Tompkins County are essential..."

In his letter to Nichols, President Frank H.T. Rhodes said, "Town and gown here strengthen each other in ways that create a vitality rarely matched elsewhere in the nation. Together, we can continue to provide a dynamic, cosmopolitan, culturally sophisticated, socially responsible and intellectually alert community."

The university's response, being released today, is printed in an eight-page supplement to today's Chronicle.

Tight budgets to continue, provost tells trustees

By Sam Segal

Provost Malden C. Nesheim told the Board of Trustees last week that, while Cornell's budget "is not in a state of crisis," the stringencies of recent years must continue, particularly in light of continuing, serious base-budget cuts for the statutory colleges.

He said careful planning by the deans had eased the impact of difficult times.

Cornell does not face the wrenching cuts contemplated by other universities because it has repeatedly made less-dramatic adjustments during the last several fiscal years, Nesheim said. Adding up the changes for the last two years, he said, "You could say we've reduced our budget growth by about \$25 million," about \$10 million from the endowed units.

To balance an endowed budget of roughly \$275 million for the year that starts next July 1, more than \$6 million will have to be cut from current projections, the preponderance from the central administration and administrative support units.

For the state-supported colleges, Nesheim said Cornell's precise cuts could not be assessed until the state government resolves its own budget crisis, marked by a revenue shortfall of \$5 billion for the fiscal year ending March 31 and the one following it.

Cornell has already been directed to cut

'We hope we will emerge from this difficult period with minimal damage to employee morale or to the quality of programs...'

— Provost Malden C. Nesheim

\$2.6 million in the final months of the 1991-92 year, and SUNY, under Gov. Mario Cuomo's proposed Executive Budget, has been assigned a net cut of \$60 million for next year. But the dollar effect for Cornell must await talks with SUNY, and the num-

bers might change significantly as the Legislature takes up Cuomo's budget.

The state budget has affected the entire campus, Nesheim noted, including cuts in need-based aid to students and \$1.8 million in cuts of Bundy Aid, unrestricted funds supporting the general-purpose budget.

One bright spot, he said, was that the Executive Budget did include continued funding for the Theory Center and an earthquake center run jointly with SUNY-Buffalo.

"Fortunately, the statutory deans have been particularly conservative in their planning, and the endowed deans have been diligent in controlling costs," the provost said. "We hope we will emerge from this difficult period with minimal damage to employee morale or to the quality of programs that serve our students, the state and the nation."

Though a salary increase pool will be part of the 1992-93 endowed budget, the university's executive officers, noting that statutory employees face a second year without state-funded increases, have agreed to accept no raises for themselves.

Rhodes to take sabbatical at Trinity College this spring

President Frank H.T. Rhodes announced Jan. 28 that, with the strong encouragement of the Board of Trustees, he has accepted an invitation to serve as a visiting fellow at Trinity College, Oxford University, for approximately seven weeks later this spring.

Rhodes will be away from campus beginning about March 1. Provost Malden C. Nesheim will serve as acting president during Rhodes' absence.

Rhodes indicated that he will take advantage of this opportunity to pursue his writing on the work of Charles Darwin. He will also deliver the Drummond Lectures at Scotland's

University of Stirling on "The Nature of Nature," in which he will discuss the impact of geology on related sciences and on 19th-century thought.

"I look forward with great anticipation to this mini-sabbatical," said Rhodes, noting the importance he has long attached to remaining active in professional scholarly pursuits while serving as a university administrator.

The planned academic leave will be the first taken by Rhodes in his nearly 15 years of service to the university or, in fact, in his long academic career.

Tuition up 6.5%

By Sam Segal

Undergraduate tuition will increase by 6.5 percent next fall at the privately endowed colleges, following action on Jan. 23 by the Executive Committee of the Board of Trustees. The increase is to \$17,220 from this year's level of \$16,170.

The same increase, from the same level, was approved for master's and doctoral degree students in the Graduate School's programs under the four endowed schools and colleges — Architecture, Art and Planning; Arts and Sciences; Engineering; and Hotel Administration.

The 6.5 percent matches the lowest percentage increase since 1973.

Continued on page 8

French television



Peter Morenus

A French television crew from Antenne 2 visited campus last week to produce a news segment on American attitudes about sex. The crew films seniors David Fishbach and Ivy Epstein (above) in a rehearsal of the interactive theater program "Sex at Seven: How to Get What You Want But Not More than You Bargained For," which is used to discuss date rape issues. Correspondent Bruno Albin (at left) also interviewed Andrea Parrot, assistant professor of human service studies; Nina Cummings, a sexuality and sexual assault educator at the Health Center; and students at The Palms.

NOTABLES

Urie Bronfenbrenner, the Jacob Gould Schurman Professor Emeritus of Human Development and Family Studies, has been presented with the Dolley Madison Award from the National Center for Clinical Infant Programs. The citation reads in part: "He has rearranged our mental furniture . . . and improved the lighting. He has illuminated the complexity of the interacting systems that influence the child's growth and development, and changed an entire field in the process. Urie Bronfenbrenner has for many years been child psychology's premier synthesizer due to his ability to process huge amounts of data and find signal where others find only noise."

Dr. Katherine A. Hajjar, associate professor of medicine and pediatrics at the Medical College, has won the 1991 Irvine H. Page Arteriosclerosis Research Award for Young Investigators from the American Heart Association's Council on Arteriosclerosis. The award recognizes Hajjar for her accomplishments in cardiovascular research and for her contributions to advancing understanding of the causes and prevention of arteriosclerosis.

Kuo K. Wang, the Sibley College Professor of Engineering, has received the William T. Ennor Manufacturing Technology Award of the American Society of Mechanical Engineers. The award recognizes contributions to an innovative manufacturing technology that has resulted in substantial economic or societal benefits. Wang was cited for "significantly advancing plastic injection molding technology by transforming, through innovative and diligent research, the art of injection molding into a science-based process."

D. Bob Gowin, professor emeritus of education, has been appointed a visiting scholar at the Benton Center for Curriculum and Instruction at the University of Chicago.

Gowin has given three lectures and participated in a conference on democracy and education.

Lacrosse coach **Richie Moran** has been inducted into the University of Maryland's Athletic Hall of Fame. Moran, a 1960 graduate of the University of Maryland, was a midfielder on the 1959 Terrapin national championship team. As head coach for Cornell, he has a 231-71 record and has led the Big Red to three national championships and 15 Ivy League titles.

G. David Blanpied, a professor of fruit and vegetable science, has won the Golden Apple Award from the Western New York Apple Growers and the New York Cherry Growers Association for his research in apple maturity and apple storage.

PROMOTED

The following faculty members have been promoted to the rank of full professor.

Thomas F. Coleman, computer science; **M. Brett de Bary**, Asian studies; **Cynthia R. Farina**, law; **John L. Ford**, human service studies; **Stephen F. Hamilton**, human development and family studies; **Maureen R. Hanson**, genetics and development; **Wilson Ho**, physics; **Thomas H. Holloway**, history; **Thomas A. Lyson**, rural sociology; **David H. Monk**, education; **Richard C. Savin-Williams**, human development and family studies; **Savely Senderovich**, Russian literature; **Paul W. Sherman**, neurobiology and behavior; **John A. Siliciano**, law; **Fred Somkin**, history; **Robert N. Stern**, industrial and labor relations; **Steven D. Tanksley**, plant breeding and biometry; **Reginald H. Walter**, food science and technology; and **H. Christian Wien**, fruit and vegetable science.

BRIEFS

• **Nominations:** Nominations are being sought for the Messenger Lecture Series and the University Lectures. The Messenger Series brings to campus some of the world's foremost scholars and public figures. Musicologist Maynard Solomon will present the spring 1992 series; the first opening is for the fall of 1993. The University Lectureship is the most prestigious forum that Cornell can offer a visitor invited to deliver a single lecture; about one dozen are selected each year. Nominations for University Lecturers are welcome for fall 1992 and beyond. Nominations for both lectureships should be sent to Judy Bower in 315 Day Hall.

• **Appointed:** Martha Dewey has been named director of the Cornell Interactive Theatre Ensemble, a resource for education in diversity through the Department of Theatre Arts

and the office of the associate vice president for human relations. The program directs and coordinates theater training on and off campus. Dewey is completing her Ph.D. from the University of Illinois. Joining Dewey as associate director is Sandra Carrington, formerly a senior staff development associate in Human Resources.

• **Awards:** Two students have won awards for suggesting the name "Just the Facts" for a new computer database system that will allow administrators to easily read mail, review departmental budgets, map routes to a campus office, check on a staff member's promotion or even query computerized library card catalogs. The system, developed under the name Project Mandarin in an effort involving Cornell Information Technologies, Penn State University, the University of Roch-

ester and Apple Computer Inc., gets its new name from Ken Chung, who won an Apple computer, and Peter Steinberg, who won a \$50 gift certificate to the Campus Store.

• **Prints:** The Herbert F. Johnson Museum of Art has received a gift of more than 500 prints from Robert Bechhofer, a professor of operations research and industrial engineering, and his wife, Joan. Spanning the last 100 years of printmaking, the gift includes Kathe Kollwitz's "The Mothers," several George Rouault etchings from his "Miserere" series, lithographs by WPA artists, contemporary Japanese graphics and about 250 prints by caricaturist Honore Daumier.

• **Prize:** The Cornell Chapter of Sigma Xi has announced the 1991-92 competition for the best popular student-written article on a

topic of current interest in the physical and biological sciences. The competition is open to undergraduate and graduate students. The deadline for submissions is March 2. For more information, contact Professor Robert W. Kay, Department of Geological Sciences, Snee Hall.

• **Write-a-thon:** The Cornell student chapter of Amnesty International is organizing a write-a-thon to be held in the Memorial Room of Willard Straight Hall on Feb. 7 from 11 a.m. to 3 p.m., to increase awareness of human rights abuses throughout the world.

• **Divorce:** Gina Michele Bisagni, a graduate student, is studying women's recovery from divorce and the impact that work might play in the recovery process. To participate, call Bisagni at 272-9109 or 255-7620.

CORNELL Chronicle

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

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

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

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

GRADUATE BULLETIN

Deadlines: Bring to Sage Graduate Center by Feb. 7 completed course enrollment forms and special committee selection and change form for new students. Ph.D. candidates for a May degree who are not registered for spring 1992 must complete all degree requirements by Feb. 7 to avoid the \$200 active file fee.

Dissertation writers: A weekly workshop on overcoming writer's block starts Feb. 18 and continues on Tuesdays from 3 to 4:30 p.m. through April 28. Registration at the Dean of Students Office, 103 Barnes Hall, 255-3608.

Seminars: Seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, on Monday, Feb. 10, at 1 p.m. for master's theses and Tuesday, Feb. 11, for doctoral dissertations. The thesis adviser will discuss preparing and filing theses and dissertations.

Faculty Meeting: The faculty will meet Friday, Jan. 31, at 4 p.m. in the General Committee Room, to vote on January decrees.

Rape reported

The Cayuga Heights Police Department is investigating a reported rape of a 20-year-old female student. The rape is reported to have occurred at about 2 a.m. on Jan. 24. The incident was reported to police on Jan. 25.

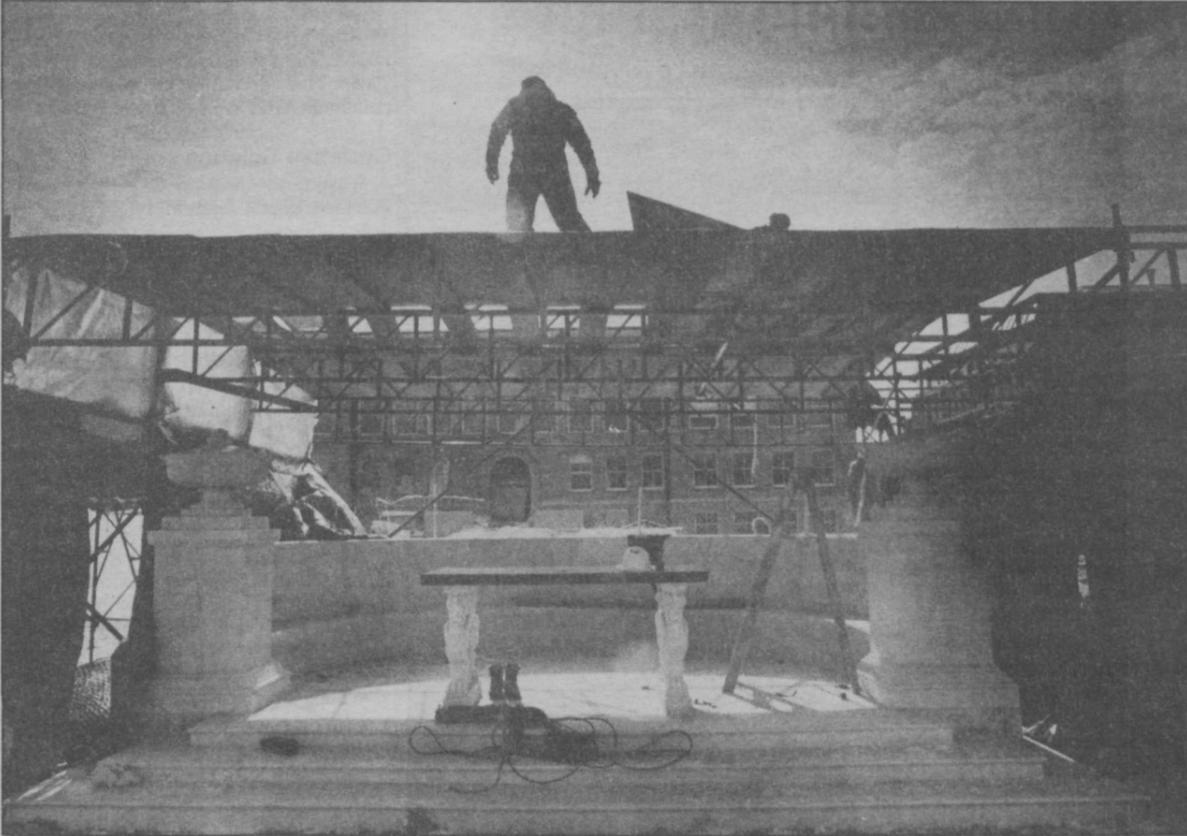
The victim said she was pulled from behind, forced off the sidewalk and raped in an open area near Tripphammer and Oak Hill roads in Cayuga Heights.

The suspect is described as a white male, late 20s or early 30s, last seen wearing blue jeans, a white T-shirt, a dark orange ski jacket and a dark-colored knit hat.

Police are asking anyone who may have passed this area around 2 a.m. to contact them at 257-1011. Cornell's Department of Public Safety is assisting in the investigation.

MEMORIAL

A memorial service for **Crystal-Lyn M. Brooks**, a junior in the College of Engineering who died Jan. 13, will be held Sunday, Feb. 2, at 2 p.m. in Sage Chapel.



Peter Morenus

A worker helps remove scaffolding around the Sheldon Memorial Exedra and Sundial on the Arts Quadrangle in preparation for the Jan. 29 rededication of the 82-year-old marble monument.

Cornell, preservation groups mark restoration of Arts Quad sundial

By Martin B. Stiles

The completed restoration of the 82-year-old Roman-style marble monument known as the Sheldon Memorial Exedra and Sundial on the Arts Quadrangle was commemorated during a ceremony at the site on Jan. 29.

President Frank H.T. Rhodes was the principal speaker at the rededication, which recognized the efforts of the university and the concerns of Historic Ithaca Inc. and Ithaca Landmarks Preservation Commission in restoring the monument.

The restoration included providing the monument with a transparent protective coating to protect it against the elements, including acid rain. In recent decades, the monument has been hidden from sight for most of the academic year, encased in a wooden structure to protect it from further deterioration.

The impetus for the restoration was the temporary removal of the 25-ton monument to a position about 170 feet away during initial construction stages of the underground Carl A. Kroch Library for Special Collections in the Humanities and Social Sciences.

First erected in 1910 in memory of two brothers who graduated from Cornell, the monument is designed in the style of Roman monuments unearthed at the ancient city of Pompeii in the 19th century. They included semicircular marble benches (exedra), which overlooked the sea in front

of the ancient city covered by the eruption of Mount Vesuvius in 79 A.D.

The pedestals at each end of the exedra at Cornell bear inscriptions in memory of Franklin Lacy Sheldon, Class of 1891, who died in 1895, and of his brother, Charles Lacy Sheldon Jr., Class of 1901, who died of typhus in 1908 at the age of 29.

Their father, Charles Lacy Sheldon Sr., erected the monument in their honor. Charles Jr. was an Ithaca entrepreneur who built Sheldon Court in Collegetown as a privately owned dormitory for men. He also founded and operated the Triangle Bookshop, which was originally housed in Sheldon Court.

The bronze sundial on the granulate table in the middle of the exedra bears the inscription: "As a shadow — such is life."

The sundial was designed and cast eight decades ago by the Gorham Co. of New York City. It was reputed at the time to be the most accurate in the United States and the first to indicate the correct hour at any time of the year. New York City architects Carrere and Hastings designed the monument. They also designed Goldwin Smith Hall.

The entire restoration project cost about \$250,000 and was paid for in part with private gifts. Martin Weaver of Ottawa, Ontario, served as principal restoration consultant for the repairs, which were done by Western Building Restoration Co. of Albany.

National political leaders to visit campus

U.S. Rep. Robert Andrews

By Albert E. Kaff

U.S. Rep. Robert E. Andrews (Dem-N.J.), a member of the House Education and Labor and Small Business committees, will visit campus on Jan. 31 to deliver a public address in the School of Industrial and Labor Relations.

Two other political leaders, Geraldine Ferraro and U.S. Rep. Robert J. Mrazek (Dem-N.Y.), were scheduled to visit Ithaca on Jan. 29 to attend a Democratic party meeting and visit Cornell. Ferraro and Mrazek are seeking the Democratic nomination to oppose Sen. Alfonse M. D'Amato in the November elections.

While in Ithaca, Ferraro, who was on the 1984 Democratic presidential ticket with Walter F. Mondale, was to meet with David L. Call, dean of the College of Agriculture and Life Sciences.

Mrazek, who was listed by USA Today as one of five freshmen "most likely to succeed in Congress" after first being elected to the House of Representatives in 1982, was to meet with the Young Democrats student group. He is a 1967 graduate of Cornell.

Andrews, a Cornell Law School Graduate, will speak during an ILR colloquium on Jan. 31 from 3 to 5 p.m. in Room 215 of Ives Hall on the topic "New Approaches to Making Public Policy: Asking the Right Questions." The event is open to the public.

Andrews recently introduced an amendment to the Higher Education Act that authorizes creation of the first National Center for the Workplace.

He also has introduced legislation to replace the federal guaranteed student loan program with a direct student loan program that would expand eligibility for federal aid to middle-income families who currently do not qualify for aid.

As a member of the House since 1990, Andrews has addressed a number of issues dealing with education, economic opportunity, working families and senior citizens.

When he was elected to Congress, the Almanac of American Politics said that Andrews' political skills and distinctive outlook make him a freshman Democrat to watch.

Andrews graduated magna cum laude in 1982 from Cornell Law School, where he was a member of the Law Review and was named to the Order of the Coif, the law profession's honor society.

He earned a bachelor's degree in political science at Bucknell University, where he was elected to Phi Beta Kappa and graduated summa cum laude.

The Rev. Jesse Jackson

The Rev. Jesse Jackson will speak at Bailey Hall on Tuesday, Feb. 11, at 8 p.m., in an event organized and sponsored by the University Programming Board student group.

Tickets to Jackson's speech will cost \$4 and are available from the Willard Straight ticket office, which is open from 10 a.m. to 5 p.m. More ticket information is available by calling 255-3430.

Jackson, 50, is founder and president of the National Rainbow Coalition, a political action group that advocates the interests of African-American, Hispanic and other minority groups.

Jackson was a candidate for the Democratic nomination for president in 1984 and 1988.

In 1990, he was elected to a newly created position as U.S. senator from Washington, D.C. This post holds no vote in the U.S. Congress but was formed to advocate statehood for the district.

CORNELL *Life*

Answering revisionists

For \$417, Alan Gordon bought a page of the Cornell Daily Sun last week and used it to remind readers what happened at Auschwitz and why. Smart move.

When an advertisement by Bradley Smith on behalf of the Committee for Open Debate on the Holocaust appeared in the Sun last November, some of us didn't know how to take it seriously.

Unless you're willing to place limits on free speech — and play into the hand of Smith, who claims he is a free-thinker gagged by establishment scholarship and "tyrannical" university administrators — what can you do about someone who claims the Holocaust never happened?

At least two dozen people wrote letters to the editor of the Sun. More signed them. And either they slapped the newspaper for running the ad when other papers had refused it or they expressed outrage at Smith's perversity and denounced him. In a few cases, they defended the paper's decision to print his ad in the interest of a free press.

President Rhodes issued a statement upholding the value of a free exchange of ideas. Also, Rhodes and 18 other administrators placed a half-page ad in the Sun to deplore the unnecessary pain and suffering inflicted on the campus community by the Smith ad, and then urged colleagues to join in denouncing those who would rewrite history.

Members of the Ithaca chapter of the American Association of University Professors wrote a letter saying, Let's not lose sight of the real villain: It was not the Sun for printing the piece, but Smith; forcefully refuting his unscholarly revisionist history will do more to combat his propaganda than censorship.

A few of the Sun's columnists and readers suggested this, too. So did several members of the German Studies Department. But it was Gordon, Cornell Class of '53 and an Ithaca resident, who took the time and reached into his own wallet to do it on Smith's own terms.

"I have no quarrel with the paper for printing the ad," he said in a telephone conversation. "I don't think the way to deal with hateful speech is repression."

As a lawyer, Gordon knows that reasonable people can disagree about whether a newspaper should print offensive material; but he stands with Justices Holmes and Brandeis in the civil libertarian camp.

Still, he believes that when a paper knowingly prints lies, it assumes some obligation to rebut them.

"A rebuttal of Smith's claims is very different from saying he is wrong and we denounce him or condemn him," Gordon said. "A rebuttal deals with the same subject matter in the same way and shows how and why the charges are false."

Professor Nelly Furman did this when she spoke to the rally outside Willard Straight Hall the day after Smith's ad appeared. Furman, whose father died in Auschwitz in 1942, spoke of the deportation of Jews from her home town in France, the Sun reported.

A week later, in Ives Hall, Ithaca residents Jacob and Jeanette Geldwert refuted Smith's claim by describing their own experiences in the Blechamer, Zwieberge and Auschwitz concentration camps. Unfortunately, their audience was only 25 people.

It's academic nonsense to debate an established historical fact such as the Holocaust, Gordon said, emphasizing that he was not accepting Smith's invitation to debate whether the Holocaust had happened.

"It's not something that has to be reproven," he said, "but the fact that it happened is something that has to be repeated."

Many younger people know little about it, he added, in spite of the volume of books, articles, films, memorials and museums dedicated to it.

What's more, Gordon said in his ad, "Remembering what happened at Auschwitz is not enough. Remembering why it happened, the mentality of the people who made it happen, is what is necessary if it is not to happen again to Jews, or to any other people of a particular religious persuasion, or racial or ethnic background."

Many people overlooked that point first time around. But since Smith's ad has run in many university newspapers and there are signs of a resurgence of neo-Nazism in Europe and parts of this country, Gordon is right to recall that in the beginning Hitler and his 12 followers were ridiculed in Bavaria as beer hall bullies. Nobody paid much attention.

The price of freedom is responsibility. That's why Gordon's counter ad is a smart tactic: It defends free speech, even when that speech is lunatic; but more than crying foul, it fights with facts.

— Carole Stone

CALENDAR

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

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

Notices should also include the sub-heading of the calendar in which the item should appear.

DANCE

Cornell International Folkdancers

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

Advanced Balkan teaching with Ed Abelson, 6:30 p.m.; special beginner's evening of teaching and dancing, 7:30 p.m., Feb. 2, Memorial Room, Willard Straight Hall.

Global Dancing, co-sponsored by the Cornell Wellness Program, intermediate waltz and Salty Dog Rag, Feb. 4, teaching, 7:30 p.m. to 9 p.m.; open dancing, 9 p.m. to 10 p.m., Dance Studio, Helen Newman Hall.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464.

"Electric Spaces: New Installations in Audio and Video Art," an exhibition consisting of video installation "Brooklyn Bridge" by Joan Jonas and the audio installation "Sound Engine" by Bill and Mary Buchen, through March 8. In conjunction with the exhibit, a panel entitled "The Art of Installations," will be held at 4 p.m. in the museum on Jan. 30.

A two-part workshop on printmaking for children ages 7 to 10 will be held on Saturdays, Feb. 8 and 15. "Stencils, Screens, Squeegees: Printmaking for Kids" will explore the techniques and processes used in creating a silk-screen print. The program for 7- and 8-year-olds will run from 10 a.m. to noon, and the program for 9- and 10-year-olds from 1 to 3 p.m. The fee is \$14 for museum members and \$15 for non-members. Participants are asked to register by Jan. 30. For more information and to register, call 255-6464.

A seminar on Chinese painting will be offered by local artist Jim Hardesty from 1:30 p.m. to 3 p.m. on Feb. 2. A slide lecture and demonstration entitled "Bamboo Painting" will examine different aspects of Chinese paintings. Registration is required one week in advance of each program: \$13 for museum members; \$15 for non-members. For more information and to register, call 255-6464.

"Reading Art, Speaking Art," a thematic tour conducted by Penny Dietrich, will be held at noon on Jan. 30. The presentation focuses on the compositional aspects of art as seen in paintings of the 16th through 19th centuries that are in the museum's permanent collection.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$4.50 (\$4 for students) EXCEPT Monday Night Film Club (9:30 p.m., \$3 for all); Thursdays, \$3.50, all; Saturday Ithakid Film Festival, \$2 and \$1.50 under 12; Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 1/30

"Barton Fink" (1991), directed by Joel Coen, with John Turturro and John Goodman, 7:20 p.m.
"Dead Again" (1991), directed by Kenneth

Branagh, with Kenneth Branagh, Emma Thompson and Derek Jacobi, 10 p.m.

Friday, 1/31

"Girl Meets Girl" (1991), a collection of critically acclaimed, challenging lesbian short films, 7:30 p.m.
"Dead Again," 7 p.m., Uris.

"1,000 Pieces of Gold" (1991), directed by Nancy Kelly, with Rosalind Chao and Chris Cooper, 9:45 p.m.

"Highlander" (1986), directed by Russell Mulcahy, with Christopher Lambert and Sean Connery, 9:30 p.m., Uris.

"I Am Curious (Yellow)" (1967), directed by Vilgot Sjöman, with Lena Nyman, Borje Ahlstedt and Vilgot Sjöman, midnight, Uris.

Saturday, 2/1

"Barton Fink," 9:50 p.m.
"Dead Again," 9:30 p.m., Uris.
"1,000 Pieces of Gold," 7:30 p.m.
"I Am Curious (Yellow)," 6:50 p.m., Uris.
"Highlander," Midnight, Uris.

Sunday, 2/2

"Flaming Creatures" (1962), directed by Jack Smith, with Jack Smith, 2 p.m., Johnson Museum. Free.

"Blonde Cobra" (1959), directed by Ken Jacobs, photographed by Bob Fleischer, with Jack Smith, 2:45 p.m., Johnson Museum. Free.

"Highlander," 4:30 p.m.
"My Love Has Been Burning" (1949), directed by Kenji Mizoguchi, 7:30 p.m., Uris.

Monday, 2/3

"1,000 Pieces of Gold," 7:10 p.m.
"Holiday" (1938), directed by George Cukor, with Cary Grant, Katharine Hepburn and Edward Everett Horton, 9:30 p.m.

Tuesday, 2/4

"Barton Fink" 7:25 p.m.
"Dead Again," 10 p.m.

Wednesday, 2/5

"Black Athena" (1991), with Martin Bernal, as part of Black History Month, 7:15 p.m.
"Dead Again," 10 p.m.

Thursday, 2/6

"Child's Play 3" (1991), directed by Jack Bender, with Justin Whalen and Perrey Reeves, 7:50 p.m.

LECTURES

East Asia Program

"Health Care Delivery System in Taiwan: Quantity and Quality," Chang Ly-Yun, Fulbright Fellow, Harvard Medical School; Taiwan University; research fellow, Academia Sinica, Feb. 3, 4:30 p.m., 374 Rockefeller Hall.

Editor's Group

Linda Grace-Kobas, director of the Cornell News Service, will speak on the future directions of the News Service, Feb. 6, noon, sixth floor of the Johnson Museum. Lunch reservation required; call 255-1572.

Hillel

Fred Laxin, Ben Gurion University of the Negev, will discuss the current political situation in Israel;

the dissolution of the Shamir government, the prospects for new elections and the likely impact on peace negotiations, Feb. 3, 4 p.m., Founders Room, Anabel Taylor Hall.

Society for the Humanities

"France: The Political Uses of National Identity," David Goldey, politics, Lincoln College, Oxford, visiting fellow, western societies program, Jan. 30, 4:30 p.m., Guerlac Room, A.D. White House.

Southeast Asia Program

"Current State of Development Between the United States and Indochina, Post-Paris Agreement," John McAuliff, president, U.S.-Indochina Reconciliation Project, Jan. 30, 12:20 p.m., 300 Rice Hall.

"Popular Music and Politics in Southeast Asia," Craig Lockhard, University of Wisconsin, Green Bay, Feb. 6, 12:20 p.m., 300 Rice Hall.

Theory Center

"Density Functional Theory in Physics and Chemistry," Walter Kohn, professor emeritus of physics, University of California, Santa Barbara, Feb. 5, 2:30 p.m., 456 Engineering and Theory Center Building.

MUSIC

Department of Music

World renowned soprano Kathleen Battle, an artist who has been acclaimed one of the greatest singers of our time, will perform on Friday, Jan. 31, at 8:15 p.m. in Bailey Hall. Her program will include works by Mozart, Handel, Liszt, Rachmaninoff and Strauss. Tickets are \$20 to \$32.50 for students and \$24 to \$38 for the general public and may be purchased at the Lincoln Hall ticket office, open Monday to Friday from 9 a.m. to 1 p.m. The telephone number is 255-5144.

Flutist Chris Norman and fortepianist Andrew Willis, will perform on Feb. 2 at 4 p.m. in Barnes Hall. "Grand Rondeau brilliant in G Major," by Johann Nepomuk Hummel; "Grande Sonate concertante in A Minor," by Friederich Kuhlau's, a selection of traditional folk tunes from early 19th-century collections; Ludwig van Beethoven's "Variations on Scotch Folk Songs," and Carl Czerny's "Duo concertante in G Major," will be presented.

As part of the 222nd Birthday Beethoven Festival, Zvi Meniker, fortepiano will perform on Feb. 5 at 8:15 p.m. in Barnes Hall. Beethoven's three "Piano Sonatas, opus 31,": Sonata No. 1 in G Major, Sonata No. 2 in D Minor and Sonata No. 3 in E-flat Major, will be performed.

Bound for Glory

Geoff Bartley, songwriter, will perform in three live sets on Feb. 2 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Nicole Clifton, a Ph.D. candidate in Medieval Studies in the College of Arts and Sciences, will be the student preacher and deliver the sermon on Feb. 2. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of John Hsu, acting choir master; and Zvi Meniker, organist. 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, 9:45 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. Zuhr 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. Friday 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: Path to Spiritual Growth," Thursday evenings 8:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism

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

SEMINARS

Applied Mathematics

"2-D and 3-D Modelling of Ciliary Propulsion," Shay Gueron, applied mathematics, Jan. 31, 4 p.m., 165 Olin Hall.

Biophysics

"Granulocyte-Macrophage Colony-Stimulating Factor: Fold, Family and Function," Andy Karpf, biochemistry, molecular and cell biology, Feb. 4:30 p.m., Clark Hall.

Chemical Engineering

"Kuwait — Bringing Back the Sun," Terrance C. Farley, president, Bechtel Construction Co., sponsored by the Center for the Environment, chemical and environmental engineering and chemical engineering, Feb. 4, 4:30 p.m., 155 Olin Hall.

Chemistry

"High Resolution Laser Spectroscopy of Large Molecules in Molecular Beams," David Pratt, University of Pittsburgh, Jan. 30, 4:40 p.m., 119 Baker Laboratory.

"Photoelectron Spectroscopy of Radicals and Carbenes," Peter Chen, Harvard University, Feb. 4:40 p.m., 119 Baker Laboratory.

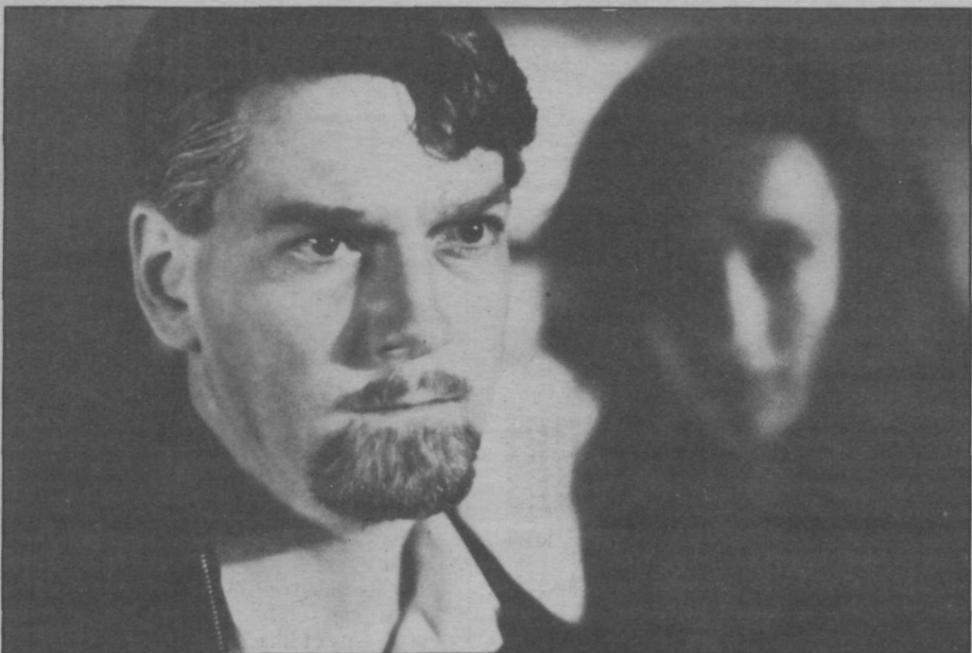
"Coherence-Size and Cooperative Nonlinear Optical Response of Conjugated and Non-conjugated Molecular Assemblies," Shaul Mukamel, Feb. 4:40 p.m., 119 Baker Laboratory.

Electrical Engineering

"Ion Migration for the Vacancy Mechanism in Silicon," Al Phillips Jr., EMPO-IBM Faculty Loan, Feb. 4, 4:30 p.m., 219 Phillips Hall.

Entomology

"Baculovirus Enhancers: Versatile Proteins for Biological Insect Control," Robert Granados, Boylston Institute, Jan. 30, 4 p.m., Morison Room, Corson/Mudd Hall.



Andrew Cooper

Cornell Cinema presents "Dead Again" this week at Willard Straight Theatre. See Films

Food Science & Technology

"A Comprehensive Look at the Aging Process of Mozzarella Cheese," Paul S. Kindstedt, The University of Vermont, Burlington, Feb. 4, 4 p.m., 404 Stocking Hall.

Fruit & Vegetable Science

"Weed Management in Plastic Culture: Searching the Past for Tomorrow's Technology," Richard Connono, Jan. 30, 4:30 p.m., 404 Plant Science Building.
 "Biotechnology: Agricultural Research for an Ignorant World," Wes Jackson, The Land Institute, Feb. 6, 4:30 p.m., 404 Plant Science Building.

Genetics & Development

"SHR3, an ER component, is Required for Amino Acid Uptake in Yeast," Per Ljungdahl, Whitehead Institute, Cambridge, Mass., Feb. 3, 4 p.m., Conference Room, Biotechnology Building.

Industrial & Labor Relations

"New Approaches to Making Public Policy," Robert E. Andrews, U.S. House of Representatives, Jan. 31, 3 p.m., 215 Ives Hall.

International Nutrition

"Intestinal Parasites and Malnutrition in Children," Lani Stephenson, nutritional sciences, Jan. 30, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"Prospects for Democracy in China," Vivienne Shue, chairwoman, government, Jan. 31, 12:15 p.m., 115 Tjaden Hall.

Natural Resources

"The Role of Environmental Paradigms in Communication Between NYS Bureau of Wildlife and NYS County Legislators," Roland Shanks, natural resources, Jan. 31, 12:20 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Behavioral Mechanisms of Population Change in the Fire Ant *Solenopsis invicta*," Eldridge S. Adams, University of Rochester, Jan. 30, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Operations Research & Industrial Engineering

Manufacturing Engineering Seminar
 "The 'Moog Philosophy': Competitive Strategy for World Class Manufacturing," Richard A. Aubrecht, Moog Inc., Jan. 30, 4:30 p.m., 155 Olin Hall.

Peace Studies Program

"The Future of Naval Arms Control," Peter Stein, Jan. 30, 12:15 p.m., G08 Uris Hall.

Plant Biology

"Molecular and Structural Studies of Azolla-Anabaena Symbiosis," Sandra Nierzwicki-Bauer, Rensselaer Polytechnic Institute, Jan. 31, 11:15 a.m., 404 Plant Science Building.

Plant Breeding & Biometry

"The Construction of a Yeast Artificial Chromosome Library for Tomato," Greg Martin, plant breeding, Feb. 4, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Managing Potato Early Blight with Cultivars, Nutrients and the PCM (Potato Crop Management) Program," Walt Stevenson, the 1992 Dimock Lecturer, University of Wisconsin, Madison, Jan. 30, 7:30 p.m., 404 Plant Science Building.
 "The Potyviral Genomic Map and its Genome-linked Protein," John Murphy, Feb. 4, 4:30 p.m., 404 Plant Science Building.

Psychology

"Using Sound to Solve Syntactic Problems: The Role of Phonology in Grammatical Category Assignments," Michael Kelley, University of Pennsylvania, Jan. 31, 3:30 p.m., 204 Uris Hall.

South Asia Program

"Tribal Politics: An Ecological Critique of 'Development,'" Amita Baviskar, rural sociology, Feb. 5, 12:15 p.m., 153 Uris Hall.

Textiles & Apparel

"Chemical Changes in Oil with Aging that Result in Yellowing," Eun Kyung Park, Jan. 30, 12:20 p.m., 317 Martha Van Rensselaer Hall.

SPORTS

(Home games only)

Friday, 1/31

Women's Basketball, Brown, 6:30 p.m.

Saturday, 2/1

Wrestling, Harvard, 1 p.m.
 Men's Jr. Varsity Hockey, Kingston, 2 p.m.
 Wrestling, Cortland, 3 p.m.



A scene from "Thousand Pieces of Gold" starring Chris Cooper and Rosalind Chao playing at Willard Straight Hall. See the Film listings for more information. Bob Marshak

Women's Basketball, Yale, 6:30 p.m.
 Men's Hockey, Princeton, 7 p.m.

Sunday, 2/2

Men's Jr. Varsity Hockey, Philadelphia Jr. Flyers, noon
 Men's Gymnastics, SUNY-Buffalo and Pennsylvania, 1 p.m.

Monday, 2/3

Men's Jr. Varsity Basketball, Hobart, 7:30 p.m.

Wednesday, 2/5

Women's Hockey, St. Lawrence, 7:30 p.m.

MISC.

Cooperative Extension

"Small Landlord Educational Seminar," a three-part series addressing the needs of owners who rent small residential properties, Thursday, Feb. 6.
 "Money Matters: Basic Financial Management," a five-session workshop on basic financial decision making, organizing and setting up records, credit maintenance, etc., co-sponsored by the Family & Children's Credit Counseling Program, through Feb. 25. For more information call 272-2292.

Noontime Fitness/Aerobics

Classes meet Monday through Fridays, 12:05 to 12:50 p.m. in the Alberding Fieldhouse (\$40 per semester). Call 255-1510 for description and registration information.

Personal Education Workshops

New series begins week of Feb. 3. Topics include assertiveness, building self-esteem; building satisfying relationships; gay/bisexual, a men's support group; stress management; women, food and self-esteem; lesbian/bisexual, a women's support group; life planning and self concept; issues of sexual identity; overcoming writer's block for graduate students. All groups are free and confidential. For information or to sign up, call 255-3608 or stop by 103 Barnes Hall.

Plantations

"Introduction to Botanical Illustration," a six-week class, begins March 3; "Embroidered Garden Sampler," a four-week class, begins March 4. Preregistration is necessary. Call Plantations for description and registration information, 255-3020.

T'ai Chi Chuang Classes

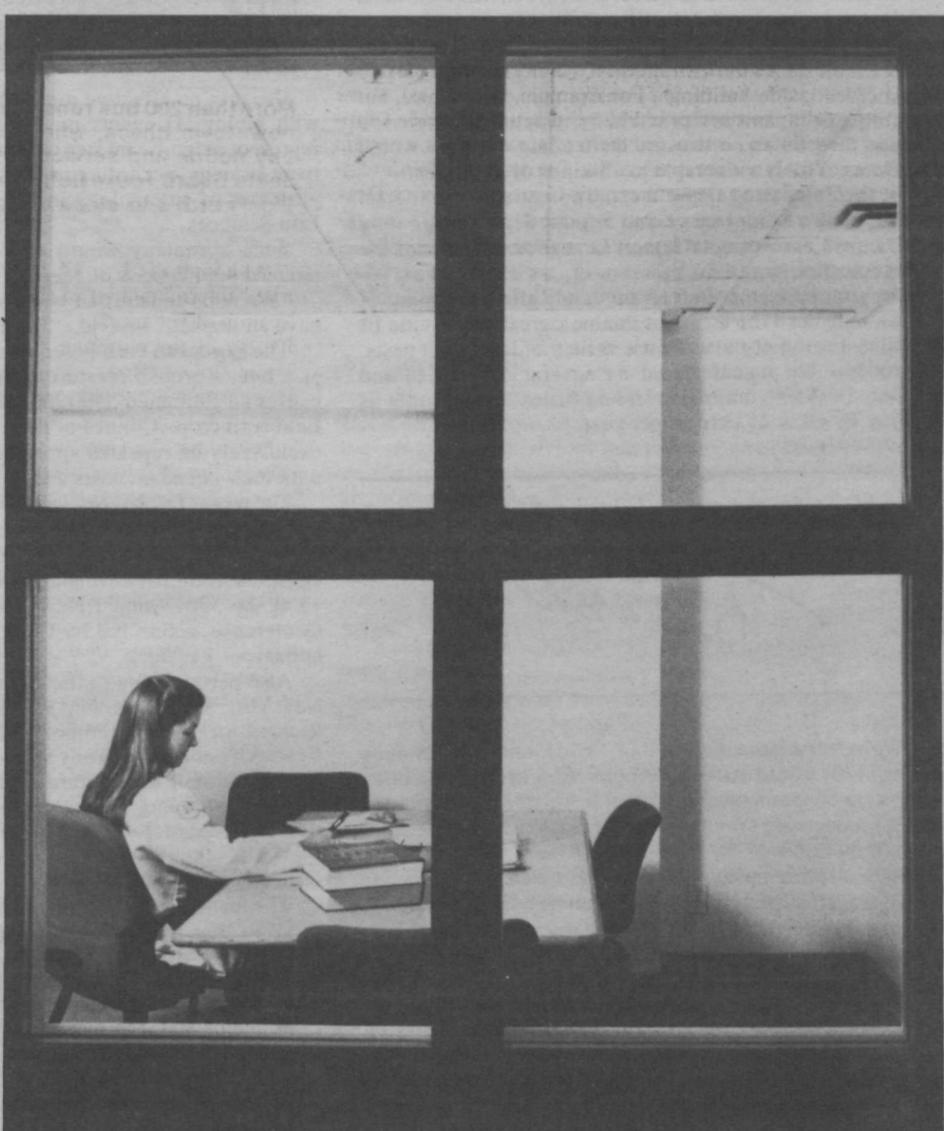
Ancient Chinese exercise for health, relaxation, meditation and self defense with Kati Hanna will be held Mondays and Thursdays, 5 to 6 p.m. for beginners, 6 to 7 p.m. advanced, in the Edwards Room, Anabel Taylor Hall. For more information call 272-3972. T'ai Chi Chi Gung exercise classes will be held Mondays, Tuesdays and Thursdays at 8 a.m. with Robert Tangora, One World Room, Anabel Taylor Hall. For more information call 277-3388.

Willard Straight Art Gallery

Photography by Steve Chua, Feb. 3 through Feb. 15 in the Willard Straight Hall Art Gallery.

Feb. 9 reading to honor work of Drummond

Alexander Drummond, the founder of Cornell's Department of Theatre Arts, had hoped that the theater would become an essential element in the lives of American people. So, in the 1930s, after much work in the area of community-based theater, Drummond created the New York State Plays Project. A free reading of plays first written and produced for the New York State Plays Project will be given Feb. 9 at 8 p.m. in the Film Forum of the Center for Theatre Arts. It will feature "The Cardiff Giant" by Drummond and Robert E. Gard. The reading is part of a two-year Community-Based Arts Project, involving local teachers and students, Junebug and Roadside Theaters and Cornell staff and students. The project's purpose is to examine, develop and present work through artistic, academic and community programs. With these readings, the project seeks to honor the work of Drummond and to draw attention to the contemporary relevance of his ideas. Readings from plays and writings from Drummond's era will bring to life the cultures of those writers' communities and provide the basis for discussion of the content, form and purpose of their work. Edward Kamarck, a local resident who worked directly with Drummond as a co-director for the original project, returns to participate in the project. Arthur Lithgow, a student of Drummond's, will direct the readings. The New York State Plays Project was created "to encourage the writing of plays of regional interest and of New York state flavor which will be suitable for little theater production, and to make these plays available to the amateur groups of the rural and small-town communities of the state." The Project operated from 1938 to 1950 under Cornell's sponsorship.



Bonnie Keeler studies at the Medical College library in New York City. Peter Morenus

UV light chamber tests plants' ability to survive

By Roger Segelken

A hardy little weed is serving as a stand-in for economically important crops in a series of experiments to learn survival strategies against the searing effects of increased ultraviolet light.

Studies of excessive UV light and the biochemistry, physiology and genetics of *Arabidopsis thaliana* have been under way for about one year at the Boyce Thompson Institute for Plant Research, an independent laboratory on campus. The weed work takes on a special urgency with the discovery by a United Nations team that Earth's protective ozone layer is thinning everywhere, not just over the poles.

Cultivated plants that lose the ability to adapt to the increased ultraviolet light, which will penetrate a thinner ozone shield — and plants that weren't well suited to the sun to begin with — will need help in the coming years, Boyce Thompson scientists figure. And if the loss of atmospheric ozone accelerates, as some experts predict, even plants with natural talent for coping with UV rays may benefit from the enhanced abilities that genetic engineering can confer.

Furthest along at BTI are studies of the biosynthetic production within plants of natural sunscreen compounds called flavonoids. The result of a long and complex chain reaction of enzymes triggered by UV light, some flavonoids are the red anthocyanin pigments we see in fall foliage when greenish chlorophyll fades.

The BTI researcher heading the flavonoid studies, Robert Last, said the work involves a mutant strain of *Arabidopsis*, which lacks a specific gene for production of anthocyanin. The mutant plant shows what happens when the biosynthetic pathway is sidetracked, according to Last. His work is supported by U.S. Department of Agriculture competitive research grants and by a National Science Foundation Presidential Young Investigator award.

In the blindingly bright growth chambers of Boyce Thompson Institute, plants are exposed to powerful arrays of 400-watt UV-B lamps that fill the climate-controlled rooms with light so bright and damaging that it hurts the eyes and requires attendants to wear plastic face shields. (Effects of the even-more-damaging UV-C rays are not tested, on the assumption that the ozone layer — however thin it becomes — will continue to filter that type of sunlight.) Just a few minutes' exposure of unprotected skin to the light would cause a blistering sunburn.

Plants lucky enough to serve as experimental controls are thriving beneath transparent mylar plastic, which blocks the lamps' UV rays. So-called "wild-type" *Arabidopsis* — the plants that have not incurred the mutation that deletes the gene for the natural sunscreen — are surviving fairly well, too.

But the weeds in which mutagenesis by previous exposure to gamma rays has destroyed the sunscreen gene are a pitiful sight. Even after several weeks' growth, they extend but a fraction of an inch above the soil. Eventually, the mutant plants will produce tiny flowers and miniature versions of the pods that are supposed to hold seeds.

"We're trying to learn which natural compounds are important to protect the plants from UV-B stress — whether stripping away some compounds will reduce the protection — and why some plants are hypersensitive to ultraviolet light," said Last. One clue may come from the discovery that certain of the same flavonoid compounds are also produced by plants in response to unusual heat, cold and pathogens.

The fate of all the light chamber plants, the UV-stunted ones as well as the apparently healthy plants, is a pulverized reduction to a gooey mass and a chemical analysis in the high-pressure liquid chromatograph (HPLC) machine. The relative size of peaks on the HPLC printout tells a precise, compound-by-compound tale of the plants' attempts to cope with the ultraviolet light.



Peter Morenus

Junior Melissa Ho sorts samples of *Arabidopsis thaliana*, a weed that is being studied at Boyce Thompson Institute to determine how plants will cope with increased exposure to ultraviolet light due to ozone depletion.

Biologists study pest control; doctors improve disease detection

Insect killers

Scientists at the Boyce Thompson Institute for Plant Research have found that an insect protein can make the most widely used biological insecticide (Bt) much deadlier to insect pests when mixed into current formulations.

This finding not only suggests that biological control agents can be made far more powerful than ever before, but that crop plants themselves could be genetically altered to produce the protein so that insects feeding on them would become extremely vulnerable to all kinds of microbes.

These results also suggest that the potential for biological control agents to replace chemical insecticides has barely been tapped, according to Robert Granados, director of the plant protection program.

The viral protein, which destroys the stomach lining of insects, enhanced the action of the biological insecticide Bt (*Bacillus thuringiensis*) against a variety of important pests. Bt products are manufactured by several companies and account for \$100 million in annual sales. Its market is growing by 10 to 15 percent per year.

CORNELL
Research

"We're very excited about this," said Granados. "A more powerful Bt could have enormous commercial potential. Insects are becoming very resistant to chemical insecticides, and Bt products are proving to be an effective replacement for some of them."

The viral protein was effective, when used in combination with Bt, against pests such as the cotton bollworm and the beet armyworm, which cause major damage worldwide to cotton and vegetables. It also proved effective on the cabbage looper, the velvetbean caterpillar (a major pest of soybeans in Brazil) and the cotton budworm, which attacks cotton and corn. Granados has named the protein an "enhancer."

Granados and his colleagues have presented many of their findings in professional journals, including the *Journal of General Virology* and the *Journal of Invertebrate Pathology*.

His co-authors include Boyce Thompson Institute researchers Yoshifumi Hashimoto, Bartholomew Corsaro and Lyn Greenspan Gallo as well as insect physiologist Patrick Hughes.

— William Holder

Chinese wasp

Bringing an international twist to the realm of bugs, Cornell scientists have reported that a wasp imported from China has shown considerable promise in protecting American sweet corn and possibly other crops from the European corn borer.

Because no effective means of controlling the corn borer with biological agents now exists, results with the wasp represent a significant step toward an integrated pest management strategy, according to Michael Hoffmann, an assistant professor of entomology in the College of Agriculture and Life Sciences.

Such a strategy would rely on biological control plus reduced applications of chemical pesticide.

"We're optimistic that we have a biocontrol agent that will have an impact," he said. "Results are very encouraging."

The European corn borer pleases no one when it turns up as a live, wormish creature in freshly-husked ears. It also causes an estimated \$400 million in damage to the nation's field corn crop. Control of this pest in sweet corn now rests exclusively on repeated sprayings of chemical insecticides, with their attendant costs and environmental risks.

The wasp (*Trichogramma ostriniae*) is less than a millimeter in length — hardly longer than the period at the end of this sentence — but it devastates the corn borer by attacking its eggs, according to Hoffmann, who reported these results Nov. 12 at the 53rd Annual New York State Pest Management Conference, sponsored by Cornell. It presents no threat to humans or livestock.

Also participating in the study, which was funded by the New York State Integrated Pest Management Program, were Richard Straub, an entomologist with the Highland Valley Research Laboratory; Tony Shelton, an entomologist with the New York State Agricultural Experiment Station in Geneva; Murdick McLeod, an entomologist with the Long Island Research Laboratory; and Dale Riggs, an area extension specialist with the Cornell Cooperative Extension Regional Office in Albany.

The team released an estimated 2.4 million wasps at sites in seven New York counties. The largest release, involving 1.3 million wasps placed in fields near Cornell, began in June 1991 and continued on a weekly basis through September.

Of the European corn borer egg masses collected near Cornell, at least 40 percent of the eggs were parasitized. Similar results were obtained at other sites.

Still to be determined is whether the wasp will be effective against the European corn borer in field corn. In New York state alone, 1 million acres of field corn provide a vast breeding ground for the pest. Other potential targets are beans, potatoes and peppers, which are attacked by the corn borer.

— William Holder

Cervical cancer

A promising new method for detecting cervical cancer is currently being developed and tested at The New York Hospital-Cornell Medical Center and at Canada's National Research Council (NRC).

The method, which employs infrared spectroscopy analysis of human cervical cells, may eventually lead to a new, rapid diagnostic test for the disease. It is New York-Cornell that is also responsible for the development of the Pap test, the standard method for the detection of cervical cancer.

The method, which offers a new approach to the study and diagnosis of cancer, is based on the observation that cancer cells appear to display characteristic spectra as opposed to normal cells.

In the procedure, infrared spectroscopy is used to analyze thin slices of tissues or smears of cells. The spectrum or tracing, which is obtained from the study of these tissues or cells, provides clues regarding the underlying changes in the composition of the cells.

The technique, reported in the Dec. 15 issue of *Proceedings of the National Academy of Science*, was developed by a team of investigators, led by Dr. Basil Rigas, an assistant professor of medicine at the Medical College, and Dr. Patrick T.T. Wong of the National Research Council in Ottawa.

These researchers, who originally applied the method successfully to the study of human colon cancer, demonstrate that scrapings of cervical cells, like those obtained for the Pap test, display characteristic infrared spectra.

In their sample of 156 females — of whom 136 were normal, 12 had cervical cancer, and eight had dysplasia (the premalignant stage of cervical cancer) — they show that the spectra of the smears from the women with cervical cancer differ markedly from those of the normal women.

Moreover, the spectra of the women with dysplasia (an intermediate stage between normal and malignant) can be characterized at a point between those of the normal women and those with cancer.

The method is extremely simple to apply; obtaining and interpreting a spectrum can be accomplished in less than 10 minutes.

More importantly, since the entire process can be automated, the development of a rapid, automated test for cervical cancer is a real possibility.

The investigators caution, however, that their results do not yet establish their approach as a diagnostic method, due to the limited number of cases tested. Nevertheless, the approach holds promise for both the study and diagnosis of human cancer.

In addition to Rigas and Wong, the research team included Dr. Thomas Caputo and Dr. Thomas Godwin of New York-Cornell, and Dr. Rita Wong of the NRC.

— Diana S. Goldin

Don't put antifreeze chemical in birdbaths

By Roger Segelken

Mixing the chemical glycerine as an antifreeze in the water of winter birdbaths could harm birds that drink and bathe in the water, warn experts at the Laboratory of Ornithology.

Furthermore, the risky practice is not particularly effective for lowering the freezing point of water, the ornithologists found, and they recommend electric heaters instead.

"There's no question that birds need help finding liquid water in the winter, when their natural water sources freeze," said Todd Culver, the laboratory's education specialist. "Birdbaths that don't freeze are a good supplement to feeders for attracting birds."

However, recent articles in magazines and newspapers around the country have recommended glycerine, an alcohol-like chemical, as a birdbath antifreeze. The Laboratory of Ornithology has responded to dozens of inquiries from concerned bird-lovers.

The Cornell ornithologists conducted experiments and consulted with wildlife veterinarians. They found two problems with glycerine as birdbath antifreeze:

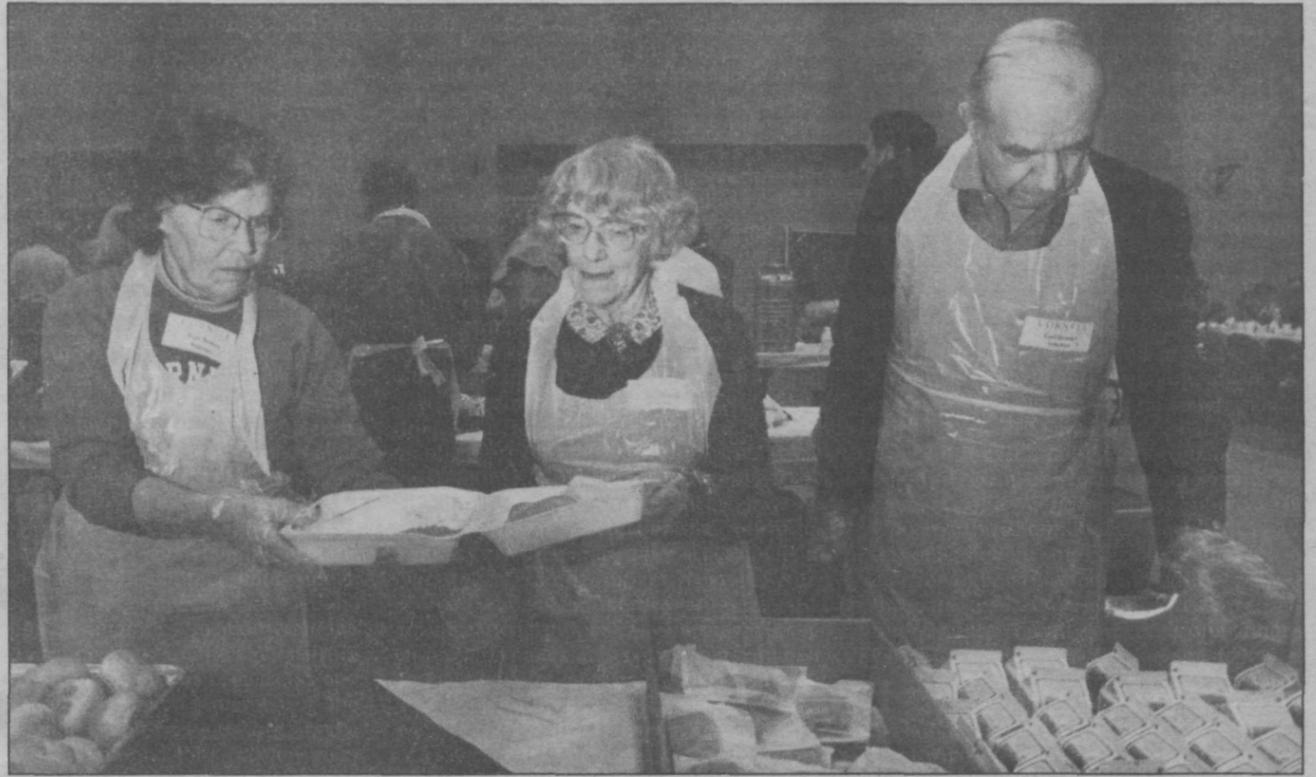
- "Rather large concentrations of glycerine must be used to prevent a water bath from freezing," said Gregory Butcher, director of the Cornell Bird Population Studies Program. "In order to lower the freezing point to 15 degrees Fahrenheit, for example, you need a 30 percent glycerine solution," he said of the chemical, which is a low-level toxin and has a sweet taste. "Birds that ingest large amounts of the substance will experience elevated blood-sugar levels, causing hypoglycemia and possibly death."

- "Many birds bathe and preen themselves with water in cold weather," said Culver. "If you use enough glycerine to prevent water from freezing, it causes the feathers to mat. Birds bathe and preen to enhance the insulation value of their feathers; matted feathers are poor insulators and could be fatal in cold temperatures."

A better solution to the frozen bird bath problem is an electric immersion-style heater, which costs only pennies per day to operate, the ornithologists recommend.

More information on providing a watering hole for birds is available by sending a stamped, self-addressed envelope to: Cornell Laboratory of Ornithology, EIS Dept. N4, 159 Sapsucker Woods Road, Ithaca, N.Y. 14850.

At the court



Jane Bowman (at left, top), Mary Brooks and Earl Brooks, a professor of hotel administration, prepare chicken barbecue dinners served in Alberding Field House Jan. 25 as part of the annual Employee/Family Night at the Court. Staff and faculty and their families also watched the Big Red women's team defeat Columbia, 67-53; the men lost to the Lions, 85-70. Cornell's Liz Caracciolo (in photo at right) looks to make a pass while Columbia's Dawn Cox defends.



Photographs by
Peter Morenus

Pakistani village named for Cornell

By Albert E. Kaff

A new suburban village will rise on a plateau in northern Pakistan, and it will be called Cornell.

With the blessing of several Pakistani government officials, a residential village that will be built near Islamabad, the nation's capital, has been named for the university.

A group of Pakistani alumni meet from time to time in Islamabad, and they wanted to do something to honor their university, said Mohammad Idrees, a Pakistani who is director of finance and budget in Cornell's Department of Unions and Activities.

Mohammad Afzal, who received a Cornell Ph.D. in public administration in 1962, proposed naming one of Islamabad's satellite villages for the university.

Afzal, Pakistan's former minister of education and former rector of Islamic International University in Islamabad, now holds the title of National Professor, an honorary title created for him by the Pakistani government in recognition of his work in education.

The proposal was approved by another Cornell graduate with the authority to do so: Waqar Malik, Pakistan's director of agricultural extension services, who received a Ph.D. in agriculture at Cornell in 1987. He is charged with laying out new villages for Islamabad's growing population.

One of the world's few cities to be built solely as a capital, Islamabad was constructed in a wilderness in the West Asian nation that was part of the British Empire until 1947.

Twelve Cornellians and their families along with members of the Pakistani government met on Jan. 11 in Islamabad for the naming ceremony. Their host was Mian Mumtaz Ali, vice chancellor of Faisal Abad University, who received his Cornell Ph.D. in agriculture in 1956.

Idrees, the only Pakistani on Cornell's staff or faculty, was invited to attend the naming ceremony. About 50 Pakistani students are studying at Cornell this year.

Homelessness experts to talk here

By Albert E. Kaff

Six specialists dealing with various aspects of homelessness will lecture on campus from February through April in a program open to the public.

The guest speakers will talk to students who are taking a course on "Housing and Feeding the Homeless" in the School of Hotel Administration.

"We believe that our speakers will be of great interest to the Ithaca community, and we invite the public to join us," said Ann Hales, an assistant professor who directs the homelessness studies program.

Each lecture will be held in Room 465, Statler Hall, from 10:10 to 11:25 a.m. on the dates indicated. The schedule:

- Feb. 18 — Fred Wilcox, a professor in the writing program at Ithaca College who once was homeless.

- Feb. 25 — Lynn Parker of the Food Research and Action Center, Washington, D.C., who will discuss her organization's work with the hungry.

- March 24 — Sadie McKeown, a candidate for a master's degree in the Department of Human Service Studies in the College of Human Ecology. A former intern for Jack Kemp, U.S. Secretary of Housing and Urban Development, McKeown will discuss banking policies regarding the Community Reinvestment Act.

- March 31 — Chuck Matthei, former executive director of the Institute for Community Economics, Voluntown, Conn., who will discuss land usage and other affordable housing concepts.

- April 2 — Billy Shore, executive director of Share Our Strength, Washington, D.C., a restaurant network, who will describe the organization's national goal of ending hunger in the United States.

- April 7 — Maxene Johnston of Weingart Association Housing, who will discuss an innovative business approach for dealing with homelessness.

Union president to discuss health care

By Albert E. Kaff

John J. Sweeney, president of the Service Employees International Union (AFL-CIO/CLC) and an expert on health care problems, will deliver a public lecture on national health care reform on Feb. 4 at 3 p.m. during a visit to the School of Industrial and Labor Relations.

The lecture will be given in Room 215 Ives Hall.

Sweeney, 57, who heads a union with 975,000 members in the United States and Canada, will meet with students and faculty during his stay on campus, Feb. 3 to 5, as the Alice B. Grant Labor Leader in Residence.

Sweeney's union is the largest health care union in the AFL-CIO and the fourth largest labor organization in North America. Founded in 1921, the union represents blue-collar, clerical and professional workers in the public sector, health care, building maintenance and light industrial jobs.

Sweeney also is chairman of the AFL-CIO's Health Care Committee and a member of the National Leadership Commission on Health Care. "In his role as Health Care Committee chairman, he represents organized labor in public policy forums and commissions concerned with issues of health care, quality and access to care," a union statement said.

Among his many activities, Sweeney has worked to focus the attention of the American labor movement on the problems of people in Northern Ireland. At the request of Lane Kirkland, president of the AFL-CIO, Sweeney is developing a union-to-union program with Lech Walesa to improve health services for workers in Poland. He has traveled to a number of countries on behalf of human rights, including Israel, Lebanon, Nicaragua, El Salvador and Northern Ireland.

The ILR chair that Sweeney will occupy is named for the late Alice B. Grant, a labor educator who was director of the ILR extension office in Rochester.

COMMENTARY

Self-governance at Cornell depends on your participation

By Cristen Gardner

There is just a week to go to file petitions for student positions on the Student Assembly and the Board of Trustees; two weeks for the Employee Assembly and the employee-elected trustee seat. During this period of petitioning, the die will be cast for who will be placed on the ballot and ultimately who the community can choose to represent them.

Interest remains strong in serving on the board, but as of Jan. 28, only 36 petitions have been picked up for 22 Student Assembly seats, and only three petitions for seven vacant seats on the Employee Assembly.

The assemblies' lack of "power" is often cited as a reason for campus indifference, but virtually all power at a university is consensual. Even the trustees and president rarely act by fiat. Persuasion through reasoned discussion and debate is the norm for all campus constituencies.

Edmund Burke said that "all government — indeed every human benefit and enjoyment, every virtue and every prudent act — is founded on compromise and barter." That applies to all representative democracies, including Cornell's Faculty Council of Representatives, Student Assembly and Employee Assembly. The collective voice of the community regarding general campus issues that affect faculty, staff and students is voiced through the University Assembly. These bodies, though lacking the power of fiat, have the responsibility of representing the needs and the interests of their constituencies. They have regular access to Day Hall and the potential to influence the outcomes of every significant question on campus life.

Examples of the assemblies' impact on the decision-making process are not confined to the legislative jurisdiction conferred by their charters but are varied and significant. The administration's version of the transportation master plan was significantly improved after consultation with the Uni-

versity Assembly and its Committee on Transportation Services.

While no resolution of parking questions can satisfy everyone, a compromise ensued, one that considered employees' needs within the constraints of the general-purpose budget, a budget funded mainly by tuition but that has as its main expenditure employees' salaries and benefits. Raising tuition to increase the transportation budget was as unacceptable as was eliminating or reducing programs or reducing endowed employees' compensation.

The creation of the Emergency Medical Grant Program is another outcome of employee participation in the process —

If candidates don't run and voters don't participate, the system's access to key constituencies can be wasted or even commandeered by unopposed narrow-interest candidates. Such a scenario, whether its outcome be good or ill, is only possible through the apathy and indifference of the majority.

as are the many outcomes of the Human Relations Task Force, including human relations training for supervisors, the decision to charge students an administrative fee rather than full tuition for Cornell Abroad, the student-employee grievance policy, the co-op policy, the university AIDS and alcohol policies and the campus judicial system. The list of campus issues that the assemblies have had a direct influence

on over the years is as limitless as the topics that are placed on the agenda for discussion.

If we define power as the ability to influence, the ability to get things done, then we must not just look at the system but at the people elected to represent the interests of their constituencies. Robert Maynard Hutchins said, "The death of democracy is not likely to be an assassination from ambush. It will be a slow extinction from apathy, indifference and undernourishment."

If candidates don't run and voters don't participate, the system's access to key constituencies can be wasted or even commandeered by unopposed narrow-interest candidates. Such a scenario, whether its outcome be good or ill, is only possible through the apathy and indifference of the majority.

The ultimate goal of the assemblies and the administration is to make Cornell a better place. The very reason for the creation of the assembly system is to make sure that as universitywide decisions that affect life on campus are made, they reflect the decisions of the experts based on institutional considerations balanced with the needs of the community. The end result is a better decision, a better Cornell. While integrity is the key, necessary ingredients are trust in the system, patience and a willingness to compromise and work toward solutions to often complex issues.

Are you capable of and willing to represent your constituency? If so, run for a seat on the Student Assembly or Employee Assembly. If not, do you know someone — a colleague, an acquaintance, a friend — who is? Urge them to pick up a petition in the Office of the Assemblies. The health and well being of self-governance at Cornell is dependent on your participation.

Cristen Gardner is director of the Office of the Assemblies.

Tuition *continued from page 1*

The trustees did not approve either undergraduate or graduate tuitions at the four schools and colleges receiving substantial state funding — Agriculture and Life Sciences; Human Ecology; Veterinary Medicine; and Industrial and Labor Relations.

If, in response to New York state's budget crisis, the governor and Legislature approve tuition increases at the State University of New York, it is likely that the Cornell trustees would approve increases, too.

But without approved SUNY increases and the Cornell/SUNY consultation that would follow, the Executive Committee decided to defer action until March.

"Were it not for the conscientious efforts

by our deans to stabilize expenditures," said Provost Malden C. Nesheim, "we would not be able to project this relatively moderate tuition increase during a time of recession and flat or falling revenues.

"Continued budget paring will be necessary if we are to control tuition increases while also avoiding the wrenching cutbacks that have been made by some of our sister institutions."

For the Johnson Graduate School of Management and the Law School, the trustees did set new tuitions: a 6.9 percent increase, from \$17,300 to \$18,500, for the Johnson School, and a 6.5 percent increase, from \$17,000 to \$18,100, for the Law School.

Trustees increased student activity fees from \$44 to \$56 for all undergraduates and from \$28 to \$32 for graduate and professional students — changes requested by the Student Assembly and Graduate Student Council.

The average housing contract will increase 7.3 percent, from \$3,060 to \$3,284, in large part to retire the debt for housing renovations; and the average dining contract will increase 4 percent from \$2,214 to \$2,302.

For students receiving financial aid, the trustees increased moderately what students are expected to contribute to their education. Expected summer job earnings will rise by between 4.8 percent and 5.1 percent — vary-

ing with the student's class — and the "self-help" contribution from other work and outside sources will rise by 4.9 percent, to \$5,940 for the average freshman.

The Executive Committee's actions were part of their adoption of 1992-93 budget policies for the Ithaca campus (the Medical College was not included).

The policies make certain assumptions about investment income and personnel costs. They also assume consumer inflation of 4.5 percent, higher education inflation of 5.5 percent and no change in on-campus student enrollment — 12,670 undergraduates, 4,390 graduate students and 1,370 professional students.

Engineering *continued from page 1*

female class.

"We try to be realistic and recognize that engineering is still a male-dominated profession, both in the workplace and in the upper echelons of education," said Michele Fish, director of Women's Programs in Engineering at Cornell. "That's why we think that the logical place to start change is at the undergraduate level — and even earlier."

Beginning in their freshman year, women engineering students at Cornell are matched up with "Big Buddies," older female students who have achieved success in their studies, and with graduate student and faculty mentors who serve as role models. They are also invited to join support groups to discuss and find help in meeting the rigorous expectations of an engineering education.

"It's comforting to know there's someone I can go to for advice if I need it," said one freshman who used the Big Buddy and mentoring programs. "I was able to talk to professors on a very down-to-Earth level, because I wasn't completely committed to my chosen field," said another, who came to Cornell to study civil engineering and is now leaning toward electrical engineering.

"There's no disguising the fact that engineering college is tough, whoever you are," Fish said. "It helps to know someone — even if she is just a year further along — who is doing it."

"This works in recruiting, too," Fish continued. "How would a high school student know that a woman can succeed in engineering if she never meets one?"

Thus, Cornell students in the Society of Women Engineers visit high schools around the United States to relate their experiences to prospective applicants, and they write letters of encouragement and make telephone calls to women students who apply to Cornell. A recently produced videotape called "She's

the Engineer" shows women engineers at work in some of this country's major corporations, as well as women students in the classroom at Cornell. The message is: "Join us as we change the face of engineering."

The college also brings successful women in science and engineering to campus to talk about their experiences. These are frank discussions, Fish said, about careers in science and engineering, the job market today and in the future, and about what it takes to succeed.

These efforts are receiving support from several corporations and corporate-related foundations. Gerald E. Rehkugler, associate dean for undergraduate programs in the College of Engineering, described one such program.

Called Faculty for the Future and sup-

'It's comforting to know there's someone I can go to for advice if I need it.'

ported by a three-year, \$330,000 grant from the GE Foundation, the program offers \$15,000 in forgivable loans for graduate students who pursue academic careers in engineering, \$25,000 assistantships for graduate students working with College of Engineering junior faculty members, and \$70,000 a year for 22 undergraduate students to conduct research during summers and the academic year.

The GE Foundation, which is affiliated with the General Electric Co., sees its grant support as a long-term investment, according to Clifford V. Smith Jr., the foundation president.

"One of the nation's greatest educational

challenges is to have in place sufficient numbers of engineering and science faculty to educate the nation's youth in the years ahead," Smith said. "With the changing demographics, there is particular need for more Hispanic, black, Native American and female faculty."

At Cornell's College of Engineering, nine of the 230 faculty members are women — most of them hired in the past five years — while one faculty member is Hispanic and one is black. Like all other universities, Cornell has difficulty finding qualified women and minorities for the faculty, according to the dean.

He cited a recent study estimating that if 30 to 40 percent of new Ph.D.'s become academics, there are enough potential faculty members for each engineering school to hire one woman every eight years and one minority every 19 years.

Other support is coming from the General Motors Corp., where part of a current five-year grant to Cornell has been designated for women in engineering, and from the United Technologies Corp. The Engineering College also received a three-year, \$190,000 grant from Alfred P. Sloan Foundation to help retain non-traditional students.

"We have done well in attracting women, but they tend to transfer out of engineering. We have to focus — to work hard — on retention," said Dean Streett. He recites some troubling statistics:

- While 74 percent of freshman men who enter the college eventually graduate in engineering (and 12 to 13 percent transfer and graduate from other Cornell colleges), only 62 percent of the women graduate with an engineering degree (although 24 percent transfer and graduate elsewhere at Cornell).
- Retention rates for black women engineering students are even more discourag-

ing; only 35 percent earn engineering degrees (compared with 50 percent of black men), although 60 percent of black women graduate from some Cornell college. Retention rates among Hispanics are somewhat better, though far from satisfactory, the dean said.

The engineering educators know where they're losing many students — in the introductory non-engineering courses, such as mathematics and physics, that are prerequisites for any engineering major. So they want to change some curricula.

"The way physics and math traditionally have been taught at Cornell and at most universities is as an 'intellectual challenge,'" Streett observed. "Students are just thrown in — sink or swim — it's up to you. Intentionally or not, introductory math and physics courses have become a filtering mechanism that favors students with 'natural abilities' in math and physics."

"We think these courses should turn all students on to the excitement of science," the dean said. "We are trying, with help from the Sloan Foundation and other sources, to design courses that are pumps — not filters. These are courses that pump students up and encourage them to apply what they're learning to the practice of engineering."

One of the first courses to reflect the improvement will be Math 191, Calculus for Engineers, which will be taught in small sections rather than in large lectures.

Cautiously optimistic, Streett is determined to facilitate change.

"Women and minorities need a little extra help because they are under extra pressure," the dean said. "They have a different level of anxiety and different needs."

"We intend to let them know that somebody knows who they are," he said, "and that somebody cares about them."

CORNELL Chronicle — SPECIAL REPORT

Cornell's Response to Ithaca's Cornell-City Relations Study Commission Report

January 30, 1992



Peter Morenus

University and government officials gathered Oct. 9, 1991, to break ground for a new public transportation center for bus lines operated by CU Transit, Ithaca Transit, Tomtran and Gadabout. Cornell has committed \$850,000 to the project. Tossing the first shovels of dirt are (from left): State Assemblyman Martin Luster;

Ithaca Mayor Benjamin Nichols; U.S. Sen. Alfonse D'Amato; Tompkins County Rep. Dan Winch; David Putz of the New York State Department of Transportation; Leonard Braun of the federal Urban Mass Transit Administration; Cornell Senior Vice President James Morley Jr.; and Ken Robinson, president of Gadabout.

Cornell places high priority on relations with the city

Rhodes conveys to Nichols: 'We should work together'

January 30, 1992

Hon. Benjamin Nichols
Mayor, City of Ithaca
City Hall
108 East Green Street
Ithaca, New York 14850

Dear Mayor Nichols:

On behalf of the entire Cornell University community, I want to thank you for sharing with us the report and recommendations of the Cornell-City Relations Study Commission. All of us have been impressed by the depth of interest and commitment brought to this process by the members of the Commission, and for that we are most appreciative.

The report has given the University administration the opportunity to review our many relationships with the City of Ithaca, as well as, with a number of surrounding communities, in a more comprehensive fashion than has been the case for many years. Extensive examinations of our activities have been undertaken by the entire executive staff, and we have found this effort to be most productive.

As you and the Commission members requested, we have shared the report with the Board of Trustees, soliciting the Board's advice and policy direction in the preparation of our response. I am especially grateful in this regard to the members of the Trustee-Community Communications Committee, chaired by Ezra Cornell.

I believe we share with you and the members of the Commission the view that the overall economic, civic, social, and cultural impact of the University on the surrounding communities has been extraordinarily positive. Cornell and the greater Ithaca community it calls home form a network of relationships that have developed and matured over more than 125 years. Our heritage is one and the same. Although the University has an obligation as New York State's land grant

institution to serve all of the residents of New York State, indeed of the nation and the world, we recognize that we have a special relationship with the people of Ithaca and Tompkins County. Town and gown here strengthen each other in ways that create a vitality rarely matched elsewhere in the nation. Because the community and the University are coupled by the bonds of history, geography, economy, and culture, we depend on each other's friendship, support, and understanding. Together, we can continue to provide a dynamic, cosmopolitan, culturally sophisticated, socially responsible, and intellectually alert community.

We have prepared our response to the Commission's report in the form of point-by-point comments on each of the

Continued on page 2a



Chris Hildreth

President Frank H.T. Rhodes

Recommendations and Responses

The following recommendations (in italics) are from the Cornell-City Relations Study Commission's 50-page report, and the responses are from Cornell University.

The recommendations below are directed to the Mayor. The Commission urges the Mayor to disseminate them widely to City government and to community groups. As the community has been involved in the public hearings held by the Commission, it must also be involved in calling for the implementation of the resulting recommendations.

The Commission has several recommendations which do not fit neatly into the categories of the specific issues investigated. These recommendations are relevant to the range of issues studied or relate to future commission work:

1. *Cornell should engage in early and ongoing consultation with the community concerning issues which affect the community. This consultation should involve Cornell policy-makers, not simply Cornell's Office of University Relations.*

The University agrees that early and ongoing consultation is essential. That is why Cornell's community relations officials are designated by the University to represent the administration in its host communities, including the City of Ithaca. In addition, the University's community relations staff regularly present the views of the local communities to the administration and trustees of the University. They operate under the direction of the Vice President for University Relations, the senior executive responsible for all University interactions with federal, state, and local officials and organizations. Additional members of the University's executive staff are directly involved in meetings, and consultations with community officials as appropriate.

2. *Cornell should be willing to make public, formal commitments with regard to procedures and plans in matters affecting the community.*

On hundreds of occasions in just the last five years, University officials have shared concepts and plans with local planning professionals and lay boards, elected officials, neighborhood organizations, and other interested groups and individuals, including those in the City of Ithaca, and have solicited their advice and recommendations. The topics of these meetings—specific and general in na-

ture—range from physical planning matters, such as housing, parking, and Collegetown redevelopment, to the University's long-range campus plan for the next 30 years and neighborhood issues. Planning is a participatory process, and Cornell encourages ongoing dialogue about planning issues. The Draft Generic Environmental Impact Statement (GEIS) being prepared by Cornell for the Town of Ithaca is but one example of this process. The Draft GEIS is designed to clarify current conditions and forecasts that are likely to have an impact on the infrastructure of local municipalities.

3. *The Mayor should create an Interim Cornell/City Relations Commission, consisting of members of the current Commission who volunteer to continue, to ensure that the findings of this Report are communicated to a wider community, to be responsible for*

For a summary of Cornell's response, turn to Page 2a.

oversight of the implementation of the recommendations, and to provide information about the Report to public bodies.

The University believes that a joint body including representatives of the University administration would be the most productive vehicle to accomplish common objectives.

4. *The Mayor, in conjunction with the Town of Ithaca, should create a joint Town/City commission to study the impact of Ithaca College on both jurisdictions.*

Should the City of Ithaca, in cooperation with other municipalities, create additional bodies to examine their relationships with local educational institutions and other tax-exempt organizations, Cornell would be pleased to participate from the beginning, as the University offered to do when the Mayor's Commission was appointed.

The Commission also makes the following recommendations pertaining to the following categories.

City Services

1. *The Mayor and Common Council should negotiate with Cornell toward an agreement under which Cornell will pay for*
Continued on page 2a

Rhodes *continued from page 1a*

Commission's recommendations, believing that this approach would be most helpful to you, members of the Commission, and the community. We are in substantial agreement with most of the goals that have been identified. We may have questions as to the facts of the current situation or about the particular devices that have been proposed to attain certain objectives, but the goals themselves are ones we share with the Commission. In a number of areas, however, the proposals of the Commission touch on subjects that we

'We have a special relationship with the people of Ithaca and Tompkins County.'

believe must be reserved to the internal decision-making processes of the University. Given the significant interplay of the University with the community, we understand that these matters have been put forward in good faith by the Commission, especially in response to presentations made by interested members of the public at the Commission's open hearings, but we trust you will understand our need to preserve the University's institutional integrity in this regard.

We understand as well the significant fiscal pressures that prompt the City to look for additional sources of revenue across the board, including revenue from Cornell. The constraints imposed on the City by the national economic recession and reductions in federal and state support have also adversely affected the University, and the near-term prospects for recovery are not promising. Our students and their families have already borne the brunt of these reductions, and we are therefore striving to keep our tuition rates as low as possible despite the budgetary stringencies that will result. Our ability to provide additional financial support for municipal budget relief is quite limited.

We hope that these difficult financial circumstances will not prevent Cornell and the community from considering the new strides that I believe we can make in the provision of the University's most valuable resource, the expertise of its faculty and staff, to assist the City in the resolution of local problems. Cornell's faculty includes nationally recognized experts in such fields as child care, services to the homeless, and the prevention and treatment of alcohol and drug abuse. Similarly, we should work together to maximize the benefits that accrue to us all from the volunteer work of thousands of Cornell students in support of governmental and not-for-profit local agencies.

'Town and gown here strengthen each other in ways that create a vitality rarely matched elsewhere in the nation. Together, we can continue to provide a dynamic, cosmopolitan, culturally sophisticated, socially responsible and intellectually alert community.'

All these matters, both those on which we agree with the Commission at the outset and those that clearly require further discussion, should be the subject of regular high-level dialogue. I have asked Vice President Henrik N. Dullea to represent the University in these discussions. As Vice President for University Relations, he reports to me directly and is responsible for, among other things, the University's programs and policies that interact with federal, state, and local governments. As you know, Dr. Dullea joined my senior executive staff last summer after serving for more than eight years as Director of State Operations and Policy Management in the Cuomo administration. I know that he will bring to this effort both a fresh perspective and long experience in dealing with municipal and higher education issues.

We stand ready to work in a productive partnership with you and the members of the Common Council and the Commission, as well as with the broader community, in the days and years ahead.

With all good wishes, I am
Sincerely yours,
Frank H.T. Rhodes

Summary: Cornell plays a major role in local life

1. Cornell welcomes the opportunity to comment on the recommendations of the Commission and to formalize an ongoing dialogue with the City of Ithaca on matters of common concern.

2. Cornell's relations with the City and all of the surrounding towns and villages, as well as with Tompkins County itself, remain matters of high priority and should continue to be addressed in a coordinated manner.

3. Cornell has already entered into many specific agreements with the City of Ithaca and the surrounding communities. While the University stands ready at all times to discuss matters of common concern with the City, including the possibility of a comprehensive agreement, such exchanges must be mutually beneficial, and each party must recognize the legal authority and status of the other.

4. The University plays a major role in the economic, civic, cultural, educational, and recreational life of the City of Ithaca and surrounding communities. In addition to the benefits accruing to the entire region from the many millions of dollars in sales tax and other municipal revenues generated by the 9,100 full-time employees at Cornell, the thousands of additional jobs created elsewhere in Tompkins County, and the thousands of visitors attracted to the Ithaca area because of the presence of the University, Cornell and its properties pay more than \$3.5 million each year to the City of Ithaca and its municipal neighbors in the form of direct cash transfers, subsidies, and voluntary contributions. In 1991, to cite a few examples, Cornell made direct cash transfers of \$1.1 million in municipal sewer charges, \$465,000 in landfill tipping fees, approximately \$50,000 in building department fees, \$133,000 in contributions for fire services, \$150,000 in contributions to the Ithaca City School District, \$553,000 in local transit system subsidies, and \$190,000 in contributions to community programs such as child care, housing, the arts, economic development, and tourism, and committed \$850,000 for the University's share of the joint public transportation center. Taken together, these payments easily outweigh the cost of services provided to the University throughout the County.

5. An existing agreement with the City of Ithaca generated a voluntary contribution by the University of \$128,010 in 1991 to the cost of providing municipal fire services. No other tax-exempt organization in the com-

munity makes such a contribution. While Cornell does not agree with the proposal to require it to pay either a fixed share of the Ithaca Fire Department budget or a share related to the number of fire service calls made to University properties, the University remains open to further discussion of its historic voluntary support for this activity.

6. Cornell spends almost \$8 million annually for public safety, life safety, and public works related activities that local governments provide to other tax-exempt organizations but not to the University. Cornell's own water supply system, which costs about \$800,000 annually to maintain and operate, provides emergency backup for the City of Ithaca and Bolton Point water systems. Other public works not provided to Cornell by its host municipalities—for example, road, street, and bridge maintenance; snow and refuse removal; street lighting; storm and sanitary sewer maintenance—cost the University \$2.8 million per year. Further, Cornell's taxable properties—those not used for educational purposes—generate \$800,000 in property taxes and assessments annually to local governments and school districts in Tompkins County.

7. Faculty and staff of the University serve local communities as free consultants and technical advisors in such areas as historic preservation, waste management, hazardous material disposal, municipal planning, wetlands and wildlife management, crime prevention, homelessness, business management, multi-cultural programming, performing arts, health care, and literacy. Thousands of Cornell students similarly spend countless hours in the community; more than 100 local agencies benefit from this student and employee voluntarism.

8. Cornell looks forward to continued active participation in the work of the Downtown Revitalization Leadership Committee and will seek to find additional means to strengthen the local economy.

9. Recognizing that Cornell is the largest employer in the local community, the University believes that the collective bargaining arena and its own human resources programs and procedures are the appropriate vehicles for the resolution of disputes concerning employee compensation and related matters. Continuing attention will be given to the special problems of working families.

10. Cornell is strongly committed to equal opportunity in employment and has implemented aggressive affirmative action programs. The University looks forward to

reviewing with the City the implications for the local community of these efforts and the ways in which the local community can be still more supportive of the programs' objectives.

11. The University does not presently have any plans for significant enrollment growth.

12. Cornell will be pleased to furnish another detailed review of its analysis of projected demand for University-provided student housing. No plans exist to require Cornell students to live in University housing. Extensive consultation procedures are already in place to solicit undergraduate and graduate student views on housing issues.

13. The enforcement of noise restrictions through municipal ordinances and landlord-tenant relationships are important elements of a "good neighbor" policy. The University will continue to deal with violators of its student housing policies through its campus judicial system and will work with the City to explore additional devices to improve the quality of relations among Cornell students and other area residents.

14. Regular communication between the University and its surrounding neighborhood associations is essential and pursued vigorously. Campus parking regulations are part of that discussion.

15. The University will be pleased to continue to review with the City the detailed effects of its transportation "demand-reduction" program, with particular attention to the program's actual effects on neighborhoods adjoining the campus.

16. The University believes that its policies and programs for the handling or disposal of toxic substances meet or exceed all governing state and federal regulations. Any unsafe conditions or violations of the regulations should be brought immediately to the attention of the University for prompt and, where necessary, confidential attention.

17. Cornell shares the Commission's belief in the importance of regional planning. The Tompkins County Planning Board is an appropriate vehicle for such efforts and should be encouraged.

18. The principle of tax-exempt status for not-for-profit educational, cultural, and charitable institutions is a well-established policy of the State of New York, as well as of all other states in the nation. It is a policy that has worked well to promote the health of these institutions and the communities that they serve. The University will vigorously protect its rights in this regard.

Report *continued from page 1a*

its proportionate share of the cost of fire services based on the percentage of total fire service calls attributable to Cornell, which is currently 20%.

New York State requires that fire protection services be provided to all property owners, including tax-exempt entities such as

colleges, universities, school districts, hospitals, churches, and other governmental agencies.

As a tax-exempt organization under Section 420-a of the New York State Real Property Tax Law and as a matter of long-standing public policy, the University is entitled to

Background: City panel was formed in 1990

Mayor Benjamin Nichols announced formation of the Cornell-City Relations Study Commission on March 6, 1990. The charge to the Commission was as follows:

"The relations between the City of Ithaca and its major institution, Cornell University, have been discussed in many venues on an issue by issue basis. The functions of this new commission are to make a comprehensive study that analyzes the many interactions between the University and the City, to produce a balance sheet, and to make recommendations.

"As by far the largest institution in the City, the actions of Cornell University have major effects on the City. That fact alone would make a study worthwhile. In addition the relationship of an educational institution to its municipality requires special consideration. While that would also apply to Ithaca College, the commission will focus on Cornell, since Ithaca College is not in the City. However, many of the conclusions may be applicable to the interactions between the City and Ithaca College.

"The area of study will include those policies and practices of the University that impact some City neighborhoods (such as housing, parking, and noise), traffic, the provision of City services, employment, economic and environmental impacts, the relations to local business, social impacts, and

the community's access to the services provided by Cornell.

"In making its study, the commission will draw on the reports that have already been done by others, including Cornell, the County, and the City. The experience of other cities will be examined. The views of the community will be sought through public hearings, and the University will be invited to present its own data and conclusions to the commission. The commission will also draw on a broad range of knowledgeable people in the community who have agreed to serve as resource advisors.

"The commission will make public reports on its findings and recommendations with special transmittal to the Mayor and Common Council of the City, the President of Cornell, and, as appropriate, to City Departments and Boards, the Cornell Board of Trustees, the Dean of the University Faculty, Cornell Assemblies, and the graduate student organizations."

The Commission issued its report on April 24, 1991. On August 13, 1991, the Mayor formally transmitted the report and an accompanying August 7 resolution of the Ithaca Common Council to the President of the University. The University's response was discussed at meetings of the Cornell Board of Trustees November 7-9, 1991, and January 23-25, 1992.

the full array of municipal services normally provided to any private citizen, corporation, or governmental entity. Despite this exemption, Cornell made its initial fire protection voluntary contribution of \$25,000 in 1967 because it believed that the community should sustain high-quality fire protection services and that the University should be a good corporate citizen. A quarter-century later, Cornell remains the only tax-exempt organization in the local community that makes annual voluntary contributions in support of local fire protection services. (Cornell's taxable properties—those not used for educational purposes—generate \$800,000 in property taxes and assessments annually to governments and school districts in Tompkins County.)

Cornell's annual voluntary contribution in support of services provided by the Ithaca Fire Department had reached \$71,000 by 1986. In that year, the City and the Town of Ithaca were stalled in negotiating a five-year renewal of their joint fire-service agreement. It appeared that no agreement would be reached, and the potential existed for a serious decline in the quality of fire protection for the community. In an effort to break the impasse between the municipalities, Cornell offered to increase its annual voluntary contribution in support of fire protection services by 50 percent, to \$106,000. The University also donated land valued at \$25,000 for a West Hill fire station and an additional \$25,000 toward the cost of sewer extension to the site.

As in previous years, Cornell agreed to increase its voluntary contribution annually by an amount keyed to the Consumer Price Index (CPI). The Town and the City subsequently modified their bargaining positions and renewed their five-year agreement

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through 1991. When Cornell learned in 1990 that the City and the Town had agreed to extend their joint agreement for an additional two years, Cornell voluntarily agreed to extend its commitment by two years, through 1993. Consistent with its pledge to the City and the Town, Cornell's annual voluntary contribution in 1991 was \$128,010, which we believe to be more than the actual marginal cost of the City's provision of service to the University, based on Ithaca Fire Department budget information.

The cumulative value of Cornell's voluntary contributions for local fire protection services since 1980 exceeds \$1.1 million, most of which has been for the Ithaca Fire Department. Voluntary contributions to other local fire departments are currently more than \$5,000 a year. These



Claude Levett

Hazardous materials unit members Edward J. Kowalski (left) and Harry L. Dilles check out some of the unit's equipment. Cornell's is the only university-based hazardous materials unit in the nation that is available for off-campus emergencies, according to the National Safety Council.

contributions are above and beyond the approximately \$23,000 in annual fire-service taxes generated by Cornell properties in the Town of Ithaca, and more than \$14,500 in other towns and villages within the County. In all, Cornell support of local fire protection services was about \$170,000 in 1991 alone.

Cornell's voluntary contributions and tax payments are in addition to the approximately \$3.6 million spent on public works related services that normally would be provided by host municipalities. Cornell also spends about \$4 million annually for campus life safety (including the University's hazardous materials team), public safety, and environmental health operations, and maintains the high-technology fire detection and fire suppression equipment in the University's buildings. These Cornell services complement and support the work of the professional and volunteer safety agencies in the community. Cornell invests heavily in state-of-the-art fire protection and fire suppression systems in its facilities in order to protect life and property and to reduce the need for response by municipal fire-fighting equipment and personnel. According to the National Safety Council, Cornell's is the only university-based hazardous materials unit in the nation available for off-campus emergencies.

Fire Chief Edward M. Olmstead, in his August 17, 1990, presentation to the Commission, reported that no special equipment or staffing needs have been imposed on the Ithaca Fire Department by the presence of major educational institutions—Ithaca College and Cornell University—in its service area. Even if there were no calls to either campus, Chief Olmstead stated, equipment and personnel costs would remain essentially the same, because the fire fighters would be on duty anyway. If there were a cost attributable to Cornell, we believe it would be for the time spent responding to calls and fighting fires at Cornell facilities. For example, in 1990, the Ithaca Fire Department reported that it made 658 calls to Cornell; only 20 of these were working fires. The vast majority of the calls to Cornell's campus were in response to system malfunctions (324) and unintentional alarms (210). The University is working to reduce the numbers in both categories.

Ithaca Fire Department officials estimate that the average time spent in response to fire calls in the community is 30 to 45 minutes. Calls to the Cornell campus consume an average time of 15 minutes or less, according to the fire department, because of the prompt response and assistance provided by the University's life safety personnel. Even if one assumes an average of 30 minutes per call, the number of cumulative hours for the 658 calls to Cornell reported by the City's fire department in 1990 would be 329. At \$350 per hour—the Ithaca Fire Department's per-hour estimate for its opera-

tions—the theoretical cost of responding to calls at Cornell in 1990 would be approximately \$115,000, if the fire fighters were not on duty already. That is less than the University's 1991 voluntary contribution of \$128,010.

2. *The City and the Town of Ithaca should include Ithaca College in negotiations about payment for fire services.*

All major tax-exempt institutions and agencies receiving services from the Ithaca Fire Department should be treated equally.

3. *The City should use a functional cost system for management accounting for the City Budget, which would show the costs of each department.*

The University has no comment on matters that constitute the internal affairs and management of the City of Ithaca. However, should the City so desire, the University would be pleased to identify faculty or staff experts in the field who would be available to provide technical assistance.

4. *Common Council should consider legislation to help reduce false alarms, using the City of Binghamton's legislation as a model.*

The City of Binghamton's false-alarm legislation is aimed at recovering costs associated with the private commercial alarm services that have proliferated in that city. Contrary to the suggestion made by the Commission, the Binghamton legislation has had no effect on the State University of New York campus, which is several miles away, in the Town of Vestal, and is served by the Vestal Fire Department, not the City of Binghamton Fire Department. While Cornell is not in a position to evaluate the effectiveness of the City of Binghamton's ordinance, it has the potential of possibly providing others in the community with an incentive to limit the installation of fire alarm devices to no more than are absolutely required by code.

Local Business and Cornell

1. *The Cornell-City Relations Study Commission endorses the recommendations of the Downtown Vision Task Force regarding Cornell University.*

The University was pleased that after we initiated an offer to the Mayor to be of assistance to the Downtown Vision Task Force, representatives of Cornell were added to the roster of participants. Cornell has been an active participant in the Downtown Vision Task Force—and its successor, the Downtown Revitalization Leadership Committee (DRLC)—and believes that such participation leads to a greater understanding of and appreciation for each other's problems and concerns. The University endorses a sustained, cooperative effort to reduce tensions in town-gown relations.

The Commission also adds the following recommendations:

2. *The group established by the Downtown Vision Task Force, including representation from the general business community, the University, the City, and the merchant sector should work toward the use of a Cornell Card that would allow students to make both on-campus and off-campus purchases.*

The University has supplied information about the Cornellcard—a billing card that some students use for their on-campus needs, such as books, supplies, and non-meal plan purchases—to Downtown Ithaca Inc. (DII). Information provided to the merchant group included background on the collection problems associated with the Cornellcard. Cornell does not make payments to its departments until the University is paid by individual students or their parents, and there is no guarantee of collections. At least one University department has withdrawn from participation in the Cornellcard because of the collection problem. Further, most students come to campus armed with a MasterCard or Visa card—either their own or a parent's—and local financial institutions have raised the issue of costs and other problems associated with what some have termed a university "credit card" business.

According to the report of Downtown Ithaca Inc. at the May 15, 1991, meeting of the Downtown Revitalization Leadership Committee, there no longer seems to be much interest on the part of merchants in pursuing this matter, because of the lack of a collections guarantee. Student members of the Board of Trustees have also expressed opposition to the proposal.

3. *Ithaca Transit, in cooperation with Cornell Transit and Tomtran, should schedule buses to run between downtown and Campus at sufficiently regular intervals that users can be confident of getting a bus without a long wait at any time during the day or evening.*

The current schedules of Ithaca Transit, Tomtran, Northeast Transit, CU Transit, and other public transportation carriers operating in Tompkins County provide nearly 200 bus trips between Cornell and downtown Ithaca each weekday. Some fine-tuning of schedules and appropriate promotion by merchant groups could help improve awareness of the service among potential users.

The joint public transportation center being constructed for Cornell, the City of Ithaca, Gadabout Transportation Services, Inc., and Tompkins County will result in better coordination of schedules to serve all of Tompkins County, not just the City of Ithaca. It also will help reduce maintenance and operations costs of these separate transit systems. Federal and state funding amounts to \$3.7 million; each member of this public-private partnership is sharing in the \$1.7 million local portion of the \$5.4 million construction budget—University (50 percent), City (25 percent), and County (25 percent). The University's \$850,000 share is the second largest, next to that of the federal government. Each partner also will supply furnishings and other equipment, plus some possible additional financial support. Cornell's voluntary participation in this joint venture, believed to be unique in the state and the nation, is another example of the progressive role Cornell plays in cooperative, cost-sharing efforts with the communities in which the University is

located.

The local bus system is a prime example of intermunicipal planning and of how municipalities and the University can work together effectively and efficiently to improve the quality of life and services available to citizens of the community. Tomtran, for example, is operated by Cornell's CU Transit under contract with Tompkins County.

The Tomtran-CU Transit arrangement grew out of the energy crisis of the 1970s. County officials wanted to provide transportation services to rural residents, and the University needed to transport employees to and from offices near the airport and at East Hill Plaza. State transportation officials recommended that Cornell establish its own corporation—CU Transit—so the bus service could be expanded beyond campus boundaries. This created a comprehensive service providing transportation to rural and suburban areas that had never previously benefited from bus service. The new system also meant that the community could qualify for state transportation support that otherwise would have been redirected elsewhere in New York State.

In 1990, Cornell's financial subsidy to support this County-wide transit system totaled \$553,000. This subsidy included more than \$29,000 in University sponsorship of Ithaca Transit and Northeast Transit; \$17,000 for other County-wide operators; \$250,000 to cover operating deficits for public transit service provided by CU Transit; and a \$257,000 fare

Cornell and its properties pay more than \$3.5 million each year to the City of Ithaca and its municipal neighbors in cash transfers, subsidies and voluntary contributions.

subsidy for faculty and staff who use local and campus bus services. Cornell anticipates that its financial support of local transit systems in this fiscal year will exceed \$750,000.

4. *The City of Ithaca should urge Cornell to exercise restraint in opening the campus to transient merchants, and the City should be vigilant in enforcing all existing regulations pertaining to transient merchants.*

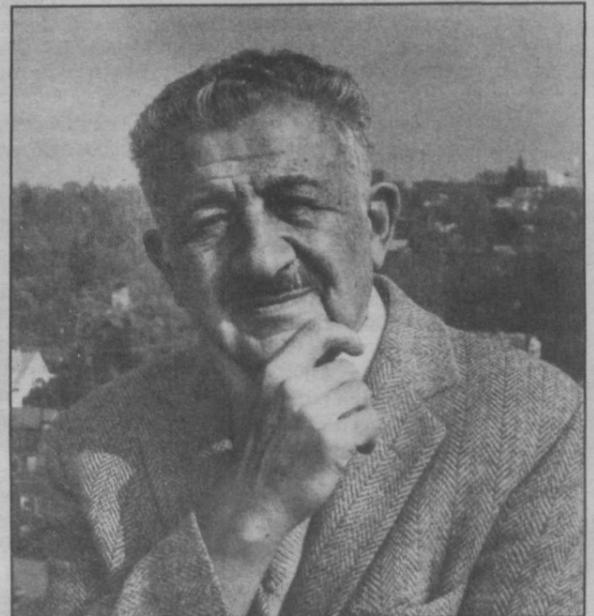
The issue of transient vendors on the Cornell campus has been of concern to the University and the local business community for several years. Although municipal regulations allow such sales, the University moved last June to suspend additional authorizations of third-party vending on campus. While this issue remains a subject of discussion between the University administration and several on-campus constituencies, including students, it creates an opportunity for local merchant groups to recruit more student business with better marketing and promotion techniques. Cornell will continue to work with local merchant groups whenever possible.

Employment

1. *The Mayor should urge Cornell to seek a neutral fact-finder to examine the issue of wage equity at Cornell, and to issue a public report. The unions on campus, other employee organizations, and individual employees should have the opportunity, along with the University, to present evidence.*

For more than two decades, the University has bargained in good faith and in a constructive manner with employee unions. That relationship began with the Building Trades Council and has continued with the International Union of Operating Engineers, the Cornell University Security Employees Union, and the United Auto Workers. Labor relations concerning the terms and conditions of employment for represented employees are conducted pursuant to the provisions of the National Labor Relations Act (NLRA) through the collective bargaining process. The University understands the view of some members of the community that the size of the Cornell work force calls for municipal involvement in the setting of wage rates. However, since the collective bargaining process constitutes the exclusive framework for the resolution of these matters, it is inappropriate to

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Peter Morenus

Ithaca Mayor Benjamin Nichols is a Cornell professor emeritus of electrical engineering.

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pursue these issues in any other forum.

As members of the Commission might have known, the University voluntarily responded over the summer of 1990 to a wage survey conducted by a consultant for the City of Ithaca. We provided this information with the understanding that results would be shared among participants. However, repeated requests for summary results were denied, and coordinators of the City's survey have said the findings will not be shared.

The City of Ithaca was invited to participate in Cornell's latest wage survey, mailed to participants in August 1991. As of January 20, 1992, the University had received responses from 15 of the 17 local and regional employers surveyed; the City of Ithaca is one of the two local employers that have yet to respond. Cornell's survey results were shared with all respondents in November 1991.

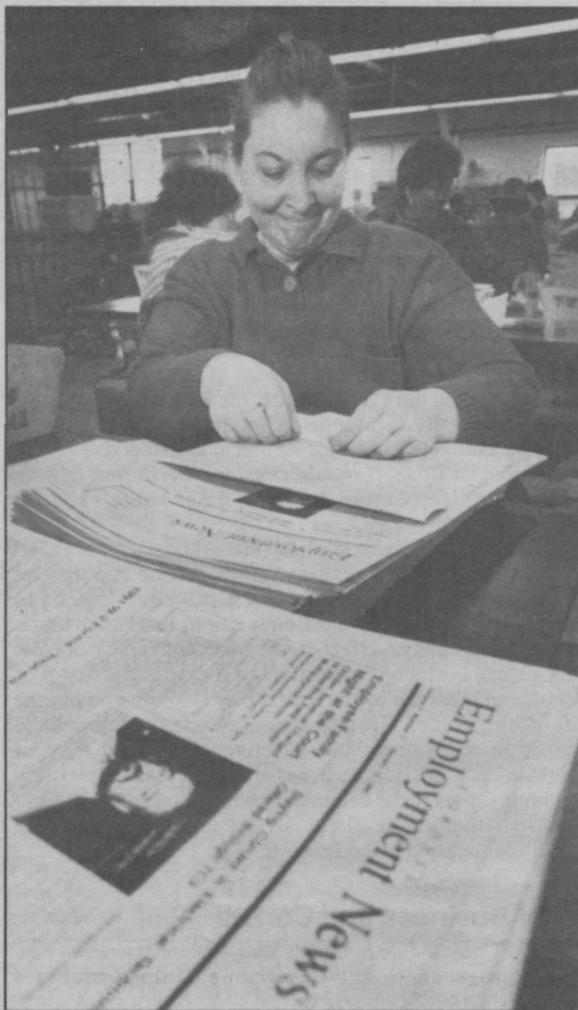
Rates of pay at the University are generally developed after reviewing prevailing pay rates in the geographic area from which Cornell draws its applicants. Pay rates established for members of bargaining units at Cornell are negotiated through the process of collective bargaining. Cornell is certainly a major factor affecting the marketplace for locally recruited positions. The University presently pays similar or better wages, and offers similar or better benefits, than other local nonprofit employers, including the City of Ithaca, with whom Cornell competes for the services of these employees. Regionally, Cornell's wage rates generally are quite competitive, although it does not necessarily compete for many groups of employees on a regional basis.

As one of the world's leading research universities, Cornell competes with other major institutions for the best faculty from all over the world. The international caliber and background of Cornell's faculty reflect this policy. Senior administrative positions and some technical areas similarly require searches of a regional or national scope to ensure that Cornell attracts the most qualified people available. In the case of faculty, administrators, and certain technical staff, the compensation provided must be competitive in the international, national, or regional recruitment areas. Also, the marketplace for some academic and research fields demands greater compensation if an employer is to be competitive in those fields. Other employees, such as maintenance, service, and clerical staff, are recruited from the available pools of talent from a more local area. Therefore, compensation levels are based essentially on the relative competition for employees in those positions in the Ithaca/Tompkins County market.

In short, while Cornell competes with other major research universities across the nation for faculty, researchers, and some administrative personnel, its market and competition for maintenance, service, and clerical employees are essentially local. In all cases, Cornell attempts to be competitive in each marketplace and for each field or category of positions.

2. The Mayor should urge Cornell's Task Force for Working Families to schedule hearings, open and accessible to Cornell employees and involving the unions representing Cornell employees, to explore the problems of working families. Such a forum could be used to refine the Task Force's recommendations and to address ways to implement them.

Cornell's Task Force on Working Families, a standing advisory committee, is open and accessible to all Cornell employees, including those represented by bargaining units. The University also has the Office of Working Family Issues in place. As a result of a process that included a survey and hearings, the advisory committee has been meeting since mid-April 1991 to address work and family issues ranging from day care, dependent care, and benefits, to transportation and staff development. The committee's membership has a



Peter Morenus

Linda Barber, an employee at Challenge Industries, prepares the mailing of Cornell Employment News, which carries a listing of job openings at the university. It is distributed to points throughout Tompkins County. This distribution helps Cornell recruit from the local labor market.

cross-section of employees from all segments of the campus community.

Cornell believes that no other local employer's record compares with the University's positive record in support of child care programs and related issues in the workplace. For example, the University contributes \$140,000 annually to support the Day Care and Child Development Council of Tompkins County and the Ithaca Community Childcare Center. The Center also receives a University subsidy in the form of a 40-year low-cost lease for its Warren Road site. The Center accommodates children of community residents in addition to the children of Cornell staff, students, and faculty.

3. The Mayor should urge Cornell to solve its parking problems without denying employees adequate free parking in peripheral lots. Any such solution should seriously consider restrictions on student parking.

Cornell's transportation demand-reduction program, which went into effect July 1, 1991, is the product of extensive advice from campus and off-campus groups and individuals over a six-month period. The University is sensitive to the impact of this plan on campus neighborhoods, and the plan is

being monitored for possible adjustments.

As of December 1991, 28 percent of Cornell employees are participating in this program, and 2,200 fewer single-occupant vehicles are coming to campus each day than in 1990. Specifically, 1,333 faculty and staff and 54 students are enrolled in the University's OmniRide Program. In the ride-share program, 1,365 faculty and staff have formed ride-share groups. Another 144 employees have enrolled as occasional parkers. Only 13 employees have applied to the parking hardship review board for relief, and about 60 employees have needed the emergency ride service that has been part of the overall transportation demand-reduction program since its inception. More importantly, the University's no-fee "A" parking lot, served by frequent shuttle bus runs, is not full; there are up to 100 empty spaces each day. The University's innovative transportation program has been praised by many groups, including the Downtown Visions Task Force. Mayor Nichols and other community officials have suggested that Cornell's program is a model that the City and other local employers should consider as a means of reducing reliance on single-occupant vehicles while emphasizing ride-sharing and public transportation.

Students are encouraged not to have cars on campus during their first year at Cornell. It is widely recognized by transportation professionals, however, that restricting student vehicles' access to campus would not eliminate students' possession and use of vehicles in the community. If, for example, freshmen were not allowed to have their cars on campus, they would simply park their cars in nearby neighborhoods and not register them with the University. Currently, the registration system allows Cornell's traffic bureau and public safety units (and local police agencies) to determine who operates the vehicle, not simply who owns it (mother, father, etc.). Of the 3,000 freshmen at Cornell, only 206 have vehicles registered with the University, and 190 of them live in University residence halls and store their vehicles in dormitory lots. The balance live in Tompkins County and commute to campus, according to traffic bureau statistics.

4. The Mayor should request data from Cornell on the numbers of women and minorities, with minorities broken down by race, in each job classification on campus, in order to provide a clearer basis for further discussion of Cornell's affirmative action policies, as they affect the community.

As in the case of collective bargaining, the University's responsibilities for affirmative action are defined by federal law. Cornell's affirmative action plan is audited regularly by the federal government and has never been found to be out of compliance. Although the City has no legal role in this matter, if there are specific community effects of Cornell's policies, the University would welcome their being identified by the Commission and brought to our attention. (A copy of the May 1991 report "Progress Toward Diversity," which includes information on the status of women and minorities at Cornell, was given to the Mayor.)

The distribution of Black employees in the five major occupational categories at Cornell, for example, is similar to the distribution of all employees across these job categories. These represent individuals drawn from several labor markets.

Cornell's Office of Staffing Services sends copies of Cornell Employment News to many community organizations, such as the Greater Ithaca Activities Center (GIAC), Southside Community Center, and area churches and social agencies, in an effort to recruit minorities from the local labor market. The University would welcome suggestions for additional organizations that might be interested in participating in this effort.

Many personal contacts and efforts at on-site recruitment have been made at GIAC and Southside by the University's staffing manager and staffing specialists—albeit with disappointing results. Cornell would welcome concrete suggestions for further steps to reach qualified job candidates. Individuals who feel they are being treated unfairly in the hiring process at Cornell should contact the Acting Manager of Staffing Services, Cynthia Smithbower, at 255-6876, or Mary DeSouza, in the Office of Equal Opportunity, at 255-3976.

A major problem for minority hiring at Cornell and throughout this county, state, and nation is inadequate minority representation in applicant pools or in the training pipeline. When the pool of minority candidates is insufficient to meet its needs, the University either establishes its own programs designed to encourage promising individuals or cooperates with other colleges, universities, government agencies, and private industry in similar joint efforts. These efforts include pipeline programs for youngsters, as well as internship programs. Cornell has several programs to address pipeline problems for women and minorities in the areas of skilled trades and information technologies.

Cornell-On-Top, sponsored by Cornell's Facilities and Business Operations unit, is a successful partnership of representatives from that department, Cornell's Office of Equal Opportunity and Office of Human Resources, the Ithaca City School District, the City of Ithaca Youth Bureau, and the Learning Web. During the past two summers, 24 female and minority at-risk youths have worked at the University as interns, with mentors in the building and construction trades, in an excellent program that teaches the relevance of school subjects for success in the work world, as well as important job and attitudinal skills. In the eyes of students, sponsors, and the many community groups who are working together effectively, the program has been highly successful. As a consequence of their participation in this program, students have decided to take math and other high-school courses in which they had no prior interest. They also have shown a determination to attend community college in order to prepare themselves for the world of work, and to apply for apprenticeships.

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Cornell University's 1991 Cash Transfers/Contributions/Subsidies

Cash Transfers

Sewer (city and town)	\$ 1,100,000	
Landfill tipping fee (county)	465,000	
Building department fees (city, towns, villages)	50,000	\$ 1,615,000
Property taxes and special assessments (city, towns, and villages; schools)	\$ 800,000	\$ 800,000

Contributions

Fire services (city, town, and others)	\$ 133,000	
Ithaca School District	150,000	
Childcare (ICCC and Day Care Council)	140,000	
Ithaca Neighborhood Housing Services	11,000	
Arts (Hangar Theatre, Community Arts Partnership)	15,000	
Other (economic development, health, tourism)	25,000	\$ 474,000

Subsidies/Partnership

Joint public transportation center (committed Cornell share)	\$ 850,000	
Public transit subsidy	553,000	\$ 1,403,000

Self-provided Services

Public-works related		
water	\$ 811,000	
refuse disposal	450,000	
surface and ramp parking	525,000	
street and bridge maintenance	1,280,000	
snow removal	250,000	
sidewalks	200,000	
storm sewers	100,000	
street cleaning	50,000	
Public and life safety, environmental health	4,000,000	\$ 7,666,000

TOTAL

\$11,958,000

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That same type of partnership has been used by Cornell Information Technologies (CIT), in collaboration with the University's Office of Equal Opportunity and Office of Human Resources, to create the program Exploring Careers in Information Technologies (ECIT). ECIT introduces minority students to this field, one of the fastest growing and best paying available. Over the last three years, 15 local high-school students have worked in school-year internships that rotate among the CIT units and provide full-time summer work experiences. Student school work is carefully monitored, and academic and counseling support is provided. Tompkins Cortland Community College is an important member of this coalition, and graduates of the first year of the program have already been guided to college or are continuing part-time work at ECIT.

Another such effort is the Liberty Partnership Program (LPP), which combines the strengths of Cornell, Ithaca College, the State University of New York College at Cortland, and Tompkins Cortland Community College. The Liberty Partnership Program develops comprehensive programs for high-risk youths either to complete their education or to seek further education or meaningful employment upon graduation. It is an adjunct to the three-year-old Access to College Education (ACE) program sponsored by the four colleges and aimed at local schools.

A related collaborative effort, "Start Smart," involves Tompkins Cortland Community College and Cornell. The only community college-Ivy League partnership in the nation, "Start Smart" aims to increase the recruitment and retention of minority students from Tompkins County and several neighboring counties. The program is in its first year, building bridges and alliances that can help make the college experience a successful one for local youths who are at risk.

Cornell is similarly committed to hiring practices that enable people with disabilities to become contributing members of the community. Several Cornell employees and departments have been cited by state and local organizations for their work in hiring individuals with disabilities. In 1990, for example, Karen Raponi, who is in charge of temporary placements in Cornell's Office of Staffing Services, was designated Employer of the Year by the New York State Mental Health Association for her success in placing persons with disabilities in positions at the University.

Cornell also plays a leadership role in the community through the Return to Work program at Challenge Industries, which enables individuals with disabilities to retrain and find appropriate employment. In fall 1991, Cornell's School of Industrial and Labor Relations was named Challenge's Customer of the Year. This award is given to a business or an organization that supports and uses products and services supplied by the agency's Sheltered Employment Program.

The University would welcome further discussion with the City concerning municipal policies and efforts that would complement Cornell's affirmative action programs and improve the attractiveness of the greater Ithaca community to minority group members and persons with disabilities.



Tim Moersh

Ithaca Neighborhood Housing Services was granted salvage rights to materials from Roberts and East Roberts halls in 1990. INHS representative John Poludniak (above) carries away a door. The door, along with light fixtures and other items, were donated to INHS to assist their efforts to provide housing in the community. Cornell is a founding member of INHS.



Ithaca Journal

Cornell's Lynah Rink was transformed into a multimedia stage for the gala finale for Ithaca's centennial celebration in 1988. Several Cornell staff members played key roles in the celebration.

5. *The Mayor should seek a commitment from Cornell to discuss with all affected parties, including unions representing employees in the building and construction trades, any future plans for expansion via leasing to developers.*

On two previous occasions, the University has responded to the Commission's questions about Cornell Business and Technology Park, which is not in the City of Ithaca. The matter of jurisdiction over construction of facilities at Cornell Business and Technology Park by private developers has been and continues to be a matter for discussion between the University and the Building Trades Council.

Cornell Business and Technology Park, located adjacent to Tompkins County Airport, in the Village of Lansing, is a 300-acre park that dates back to the early 1950s. Originally known as Cornell Industry Research Park, it was intended to promote local research and industry in cooperation with area government and community agencies. After many years of limited growth, its focus was changed from a research park to a suburban office park that attracts tenants to modern one- and two-story buildings owned by private developers and constructed on land that is leased from the University. The park includes 13 buildings, about half of them constructed in the late 1980s by private developers. Tenants include high-technology and Fortune 500 companies ranging from Digital Equipment Corporation and Federal Express to CBORD and Northeast Semiconductor. The southern portion of the park includes Tompkins Community Hospital's convenient-care clinic and the Ithaca Community Childcare Center.

The University and private developers responsible for projects consult with the Village of Lansing on every building in the park before engaging in construction. The University also has worked closely with the Village in developing the criteria for the overall park plan. Village of Lansing support for development of the Cornell Business and Technology Park project has been constructive and encouraging, creating a positive environment in which to attract, conduct, and retain business.

Cornell Business and Technology Park annually generates more than \$263,000 in local property and school taxes and assessments, plus about \$20,000 in village water and sewer charges. Although the land is owned by the University and leased to developers, most of the buildings at Cornell Business and Technology Park are owned by the developers, who rent space to area businesses and to the University.

Local private developers have received approval from the Village of Lansing Planning Board to construct and operate a 104-room hotel on a six-acre site at the corner of Route 13 and Warren Road. The four-story hotel will include a restaurant, a lounge, and two small rooms for business meetings. It is part of the master plan for the park that was adopted by the Village of Lansing Planning Board in 1989 and that serves both the park and the airport.

In the Commission's original inquiry about the park, Commission members asked why leases do not specify local union construction and why Cornell employees are not used to maintain the buildings. Only two of the original major buildings in the park—Langmuir Lab and 83 Brown Road—are owned by the University. All trades work done in these buildings is performed by union labor. New buildings in Cornell Business and Technology Park are constructed, owned, and operated by private developers on land leased from the University—land and improvements on which taxes are paid. While some University operations might be tenants in a few of the buildings, the new buildings are generally speculative enterprises on the part of developers who have faith in a strong local market for such a suburban office park.

Because private developers own and operate the new major office complexes in the park, they are not University

buildings. Thus maintenance is a responsibility of the private developers/owners. In the case of local union construction workers, there is a dispute as to whether the University's contract with the local Building Trades Council (BTC) includes projects owned by private developers. This jurisdictional issue is a matter of ongoing discussion between BTC and University officials, which is the appropriate forum for such discussions.

6. *The Mayor should charge appropriate City officials or committees with investigation of City employment practices with respect to wages and affirmative action.*

The University has no comment on matters that constitute the internal affairs and management of the City of Ithaca. However, we believe that all employers would be well advised to complete periodic reviews of their employment practices with regard to affirmative action policy and wage-and-benefit packages, to ascertain whether they are competitive in the marketplace from which their employee groups are drawn. Cornell follows this practice.

Evaluation of Cornell's Housing Plans

1. *The City should seek from Cornell a clear statement of limits on enrollment growth.*

The University's position and track record on enrollment management is clear: the number of freshmen admitted each year has not fluctuated more than an average of 100 per year between 1980 and 1990, and the enrollment management plan for this decade follows that pattern. While total Cornell enrollment on the Ithaca campus in the 1980s increased from about 17,000 to 18,200, much of that expansion was due to growth in the graduate-student body and to improved retention of sophomores, juniors, and seniors. Although the number of students admitted annually remains a matter within Cornell's discretion, the planned stabilization of enrollment is deliberate, and the stated policy of "better, not bigger" remains in effect.

2. *The City should seek from Cornell a firmer commitment to build new housing which provides at least the 1,500 beds recommended by the Cresap study.*

Cornell believes that a wide variety of adequate housing choices should exist for all members of the Tompkins County community, not just those in the City of Ithaca. Increased availability of student housing at a time when enrollment is deliberately being stabilized holds the possibility of either reducing local rental rates or slowing their increase. This is already evident in the Collegetown/East Hill area, where the bulk of private-market housing for Cornell students is located. The impact of additional University-provided tax-exempt student housing on rental rates beyond the immediate campus neighborhoods remains to be seen.

While the Commission has recommended that the University should construct more tax-exempt housing for its students, recent history suggests that the private sector is capable of providing additional tax-generating housing for portions of Cornell's student body. Local communities may wish to evaluate the possible consequences to their neighborhoods and tax bases of vacated private-market student housing arising from the construction of additional University housing beyond the projects already planned.

Cornell students have lived in the local private-housing market, primarily on East Hill, since the University was founded, more than 125 years ago. Indeed, private-market housing for students attending Cornell and Ithaca College is a significant industry that provides millions of dollars in property-tax revenues for local municipalities and school districts. Students who elect to live in private-market housing

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do so for many different reasons, not simply because they are unable to secure space in University housing. Cornell's policy that no student is required to live in University housing is consistent with its overriding philosophy that, with appropriate information, students are capable of making decisions for themselves.

Currently, about 7,600 (60 percent) of Cornell's approximately 12,600 undergraduates live in University or University-affiliated housing located in the City of Ithaca, the Town of Ithaca, and the Village of Cayuga Heights. Another 900 (16 percent) of Cornell's approximate 5,700 graduate and professional students live in University or University-affiliated housing (in the Town of Ithaca). University housing includes residence halls, cooperatives, and fraternity and sorority houses owned and operated by Cornell; University-affiliated housing includes privately owned and operated fraternity and sorority houses.

In 1988, Cresap, a national consulting firm that specializes in housing issues, conducted about 900 interviews of current and former students, parents, trustees, local-government officials, and Cornell faculty and staff. By the time Cresap's long-term recommendation for as many as 1,500 additional beds was issued, in 1989, the University already had started adding to its housing inventory. Maplewood Park was the first project completed.

Cornell's commitment to build new housing already has been demonstrated with the addition of 318 beds at Maplewood Park, the net addition of 12 units at Hasbrouck Apartments, and 35 beds at Akwe:kon (the American Indian Program Residence House). Planning for up to 500 undergraduate beds on North Campus (in the Town of Ithaca), the next possible phase, demonstrates further that the University is improving its housing inventory in both quality and quantity.

The Hasbrouck Apartments graduate-student family housing project, in progress, includes renovations to the existing 246 units and the addition of 92 apartments in two phases between now and 1993. The project will add a net of 12 units when the 80 units currently available at Pleasant Grove Apartments are closed. Consideration is being given to possible use of this North Campus site for approximately 500 beds of undergraduate housing later this decade.

Plans for the Hasbrouck addition began in 1989, when a consultant met with residents to gather comments on their special needs. Common areas for meetings and special programs were among needs identified by residents. The project includes the addition of a third floor with one-bedroom and efficiency apartments to some of the existing buildings. Renovations and changes include new insulation, energy-efficient windows, building-system upgrades, a community center, play areas for children, recreational facilities, storage spaces, and site improvements. The two-year renovation project at Hasbrouck will address maintenance and environmental problems that have affected residents in the past. Each Hasbrouck and Pleasant Grove family that has had to relocate due to Phase I of the renovation project received individual attention from Department of Residence Life staff; this will continue in Phase II.

In addition to consulting with residents, University officials met with Town of Ithaca officials and representatives of the nearby Cayuga Heights, Cornell Heights, and Forest Home neighborhoods to review both the Hasbrouck and Akwe:kon projects. A similar procedure will be followed in connection with planning for undergraduate housing on North Campus. In the meantime, the University is developing a pilot program to test a residence-hall plan that integrates academic and extracurricular life. The pilot project will be evaluated prior to initiating detailed construction plans for additional undergraduate housing. Contrary to assertions made to the Commission, Cornell's planning process for student housing does include consultation at the very early stages.

As stated in written answers supplied July 13, 1990, and November 23, 1990, in response to the Commission's questions, the addition of 1,700 beds to private-market housing on East Hill alone in the last few years, and the addition of about 350 beds to Cornell's student housing as a result of the Maplewood Park and Akwe:kon projects, are among the factors that have created a healthy private-market vacancy rate locally. For many years, the private-market vacancy rate hovered around 2 percent; in the late 1980s, it increased fivefold, to around 10 percent, because of the addition of private-market and Cornell and Ithaca College student housing on East and South hills. Today, City and County officials estimate the private-market vacancy rate at about 5 percent in the greater Ithaca area.

The combination of Cornell's deliberately stabilized enrollment and the addition of both University and private-market student housing in Collegetown appears to have had a positive effect on the rental cost of private-market housing in the Cornell student market concentrated on East Hill. The only other place in the greater Ithaca area where there is a concentration of student housing is South Hill. These concen-

trations may or may not affect the rental-housing rates in other neighborhoods in the City and the Town of Ithaca and the Village of Cayuga Heights, the communities closest to the campuses, and elsewhere in the County.

The Cresap report emphasized that Cornell should move cautiously toward realizing new student housing goals, noting that "the level of student demand for on-campus housing is difficult to assess." Although the Commission criticizes the Cresap plan as being "tentative" in nature because it recommends an evaluation of each phase of the plan as it is implemented, Cornell believes it would be irresponsible to implement a housing plan without such an evaluation.

The Graduate Advocacy Organization, as cited by the Commission, claims the Maplewood Park apartments are six square feet short of the City of Ithaca's code for a family of four. Not only do the units meet the New York State Uniform Fire Prevention and Building Code, but also they are limited to families of three. Most of the units are in the Town of Ithaca, which was responsible for approving plans, conducting inspections, and granting occupancy certificates.

While a number of construction-related problems were encountered during its initial year of usage—common in almost any new structure—Maplewood Park is now in its third year of operation and enjoys positive ratings from residents. Surveys, regular tenant meetings, and the day-to-day involvement of Department of Residence Life staff on site at each residential complex provide constant feedback that helps formulate improvements in the housing system. There are also active governance groups for singles and families.

Rents for single graduate students include utilities, while

The combination of a deliberately stabilized enrollment and the addition of both University and private-market student housing appears to have had a positive effect on the rental cost of private-market housing.

rents for family units do not include utilities. Compared with non-University student housing, the rates for Cornell housing are generally less expensive, even though the University provides amenities not available in private-market housing, such as programming and community facilities. For example, a cooperative nursery school that serves families at Hasbrouck and Pleasant Grove is available next door at Robert Purcell Union. That and the Ithaca Community Childcare Center are subsidized by the University. In addition, spaces for play groups at Hasbrouck, Pleasant Grove, and Maplewood are used daily. The renovations taking place at Hasbrouck will provide additional opportunities for family programming in the complex.

The University will continue to deliver quality program-related housing to its graduate and undergraduate students at the best possible rents, and will continue to involve those who live in these facilities in their governance.

3. The City should urge Cornell to include undergraduate and graduate students in formulating housing policies.

Cornell already involves undergraduate and graduate students in formulating housing policies through organizations, task forces, and committees such as tenant groups and the Residence Life Committee of the Student Assembly. The precise structure and format for such student involvement is a matter for campus decision making.

4. The City should attempt to obtain a commitment by Cornell to provide affordable housing which will attract undergraduate and graduate renters. The current enterprise system which links construction costs to rent prices may be a potential obstacle in this regard and, therefore, should be reevaluated.

Contrary to statements made by the Commission, undergraduate residence halls are not more expensive for their tenants than private-market housing. For example, University housing includes utilities (plus laundry facilities, study areas, dining areas, resident advisors, recreational areas, campus phone service, etc.), and leases are for the academic year. Few private-market housing units include utilities (and they do not include the sorts of programs provided by Cornell), and their leases generally are either for 12 months or are based on a 12-month rate.

The design and programming of housing provided by the University incorporates input from Cornell community members, including graduate and undergraduate students. The University's "enterprise" system is different from the system used by a private developer. It is an internal accounting practice that amortizes capital, providing the best picture of the true cost to a tax-exempt organization that does not have the private developer's advantages of depreciation for tax

purposes. This system, as employed at Cornell, provides the most accurate cost control, and hence the best rental rates. Thus, Cornell housing is provided to students at its true cost, without profit. Because of increased competition, private-market landlords adjusted their rates in the spring of 1991, and took other steps to make their facilities more attractive. Indeed, Cornell itself dropped the rate for single graduate students at Maplewood Park by 8.9 percent for the 1991-92 academic year. Rate increases for family housing at Maplewood, Hasbrouck, and Pleasant Grove were scaled back from 7.2 percent to 5 percent.

Decisions regarding expansion of University student housing also are driven by educational needs, cost, and the availability of capital, as well as supply and demand. University housing integrates academic and social programming, and other amenities, to meet the needs of the users as determined by annual quality-of-life surveys of undergraduates.

5. The City should attempt to obtain an agreement from Cornell to continue to expand on-campus housing as long as the presence of student renters contributes substantially to maintaining Ithaca's high rent levels. Such an agreement should establish a regular joint Cornell-City reevaluation of the Ithaca rental market.

Cornell welcomes the opportunity to engage in ongoing dialogue with appropriate community officials, developers, and residents concerning the local housing market. Because the issue of affordable housing recognizes no municipal boundaries, it would probably be more appropriate to have this examined in the context of the housing market throughout Tompkins County. The County Board of Representatives has appointed the 23-member Affordable Housing Advisory Board, which is developing recommendations to the County legislature. The broad-based advisory board includes formal representation of the City and the University, and of other groups and agencies.

In other evaluations of the Ithaca housing market, such as those conducted by the Ithaca Rental Housing Commission and the City of Ithaca Planning Department, the local educational institutions should be directly involved, but they are not. About five years ago, a Cornell vice president and an assistant dean of students were involved in a City of Ithaca Planning Department study of local housing issues. In more recent years, however, the University administration has not been invited to have formal representation in discussions about these important community issues. We would welcome the opportunity to be of assistance.

Neighborhoods

1. A Cornell/Neighborhood Commission should be formed to meet regularly on issues of concern to both. It would include representatives from Cornell Heights, Bryant Park, East Hill, and Forest Home.

Cornell has an established working relationship with representatives of neighborhood associations and officials in the City of Ithaca, the Town of Ithaca, the Village of Cayuga Heights, the Village of Lansing, and the Town of Dryden, and the University hosts regular group meetings of the neighborhood representatives. Cornell community relations staff also distribute periodic neighborhood newsletters and participate in meetings of individual neighborhood associations. Although the University proposed a council of neighborhood organizations two years ago, leaders of these neighborhood groups have advised the University that the current informal arrangement is preferable to a formal council.

Meetings convened by the University between Cornell officials and the chief elected officials of the municipalities with which the University deals on a regular basis are held approximately every six weeks. These roundtable discussions, which began in 1986, deal with town-gown and intermunicipal matters.

2. Cornell should limit the number of cars on campus by prohibiting freshmen from bringing cars with them to school and explore options for off-campus storage lots for students' cars.

As explained earlier, undergraduate students are not encouraged to have cars during their four years at Cornell. Prohibiting freshmen from having cars on campus will not solve the problem of student vehicles being parked in residential neighborhoods near campus, particularly so long as municipal parking policies encourage on-street parking. Experience indicates that even if freshmen are prohibited from having their cars on campus, many will bring cars to Ithaca anyway and simply not register them with the University. Based on records in Cornell's Traffic Bureau, 190 of the 206 permits issued to freshmen in fall 1991 were to residents of University housing for vehicles registered to park in Cornell lots, not on City streets. The balance were issued to freshman who live in the community and commute to Cornell lots.

More than two years ago, Cornell proposed a 600-car parking lot behind East Hill Plaza, a lot that would have provided additional free employee parking, and storage for student cars that now are parked in the Collegetown and Bryant Park neighborhoods. Opposition to the proposal was voiced by the United Auto Workers, both on campus and to the Town of Ithaca Board. The proposed parking lot would have fulfilled a plan developed in the early 1980s in connection with the joint City-University-private redevelopment of Collegetown. It also would have helped reduce congestion at the intersection of Judd Falls Road and Route 366 for drivers headed to campus from Ellis Hollow and Route 79.

Although there was City neighborhood support for this lot, the University reluctantly asked the Town of Ithaca to postpone consideration of the proposal while the Town and the County developed plans for circulation and traffic improvements in the area. The Town and the County continue to work on localized traffic improvements in the East Hill Plaza area, and the University has moved forward with an aggressive program to reduce the number of single-occupant vehicles

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**Distribution of Black Employees and All Employees
across Major Occupational Groups at Cornell
May 1991**

Occupational Category	Black Employees	All Employees
Executive/Administrative/Professional	32.6%	34.1%
Clerical/Secretarial	27.2	32.4
Technical/Paraprofessional	13.0	10.2
Skilled Crafts	6.3	8.5
Service/Maintenance	20.9	14.7

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coming to campus and to increase reliance on public transportation and car-pooling. To date, 2,200 fewer single-occupant vehicles are coming to campus, and more than 2,700 people are using public transportation or carpools as a result of Cornell's combined transportation demand-reduction, OmniRide public transit, and ride sharing program.

3. *The City should enforce current parking regulations evenly.*

Appropriate regulations that are enforced evenly could help reduce the parking problems on neighborhood streets in the City. The Town of Ithaca recently updated its posting of parking regulations in some areas near Cornell property, and this seems to have made enforcement easier.

4. *Common Council should again consider parking regulations in the areas near Cornell in light of the expected increase in parking congestion due to changes in Cornell's parking fees. Council should also vigorously pursue a parking permit system in these areas.*

As it has done previously, the University offers to examine such proposals with a view to supporting the City and other area municipalities as they pursue state authorization to establish a neighborhood parking-permit system or similar program. The system of feeder and collector streets in the City makes it difficult to achieve major changes in current traffic patterns and parking. For example, Ithaca Road through the Bryant Park residential neighborhood is state Route 366. Prior to construction of the four-lane Route 13 artery a quarter-century ago, Ithaca Road was Route 13. Imagine if today's Route 13 traffic—more than 26,000 vehicles a day—still went through the residential neighborhood.

5. *The Ithaca City Police and Cornell Campus Police should enforce existing noise ordinances.*

Existing noise ordinances, particularly as they affect neighborhood residents, are enforced by the City of Ithaca Police Department. In addition, complaints of noise in residence units owned and operated by the University are handled by on-site residence-hall staff and, when necessary, by Cornell University Public Safety.

6. *All landlords in the City should include a description of City noise ordinances in their leases as well as provisions for enforcement.*

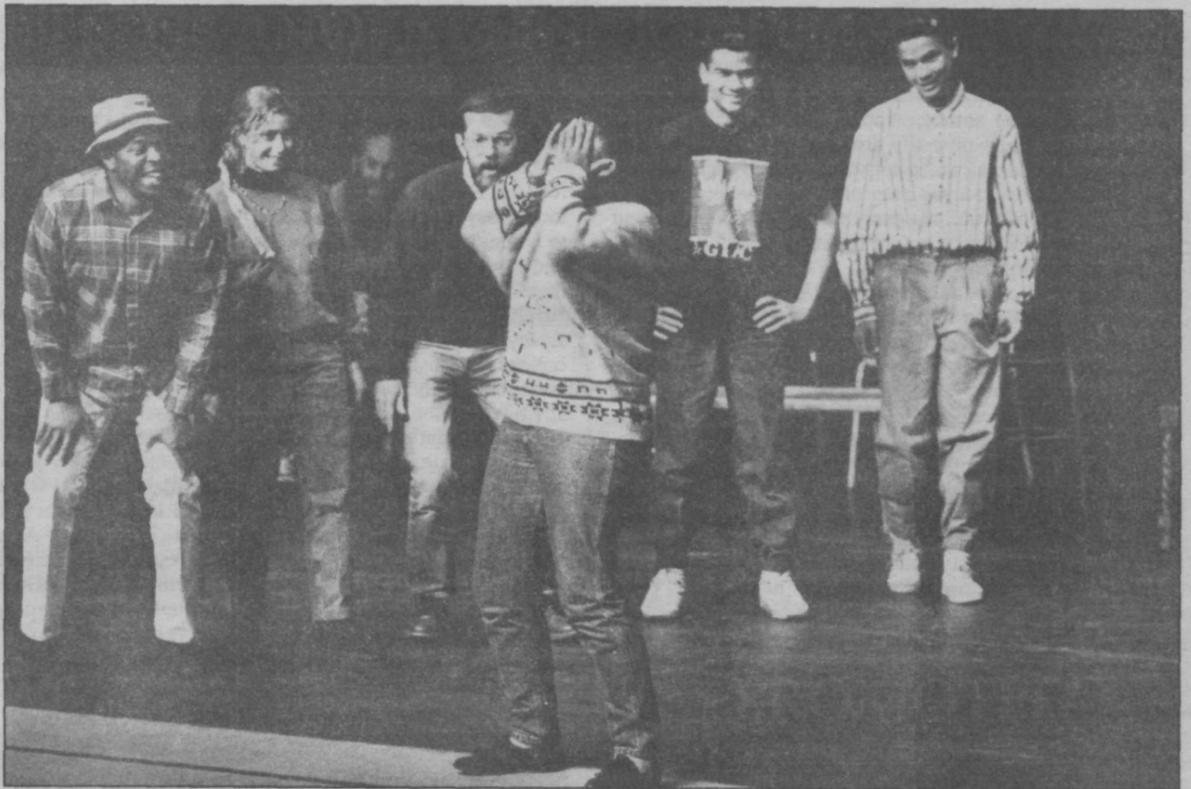
All local landlords, neither just those in the City, might find it appropriate to include a description of noise ordinances in their leases. The University, through its campus judicial system, has provisions for dealing with violators of University housing policies.

7. *The Cornell and Ithaca College off-campus housing offices should list only housing for landlords who have noise provisions in their leases.*

Only local government is in a position to mandate the inclusion of certain provisions in leases. Cornell is neither in a position to inspect private-market housing (a municipal responsibility) nor to intervene in landlord-tenant relationships for students who choose to live in private-market housing.

The University does inform students about their responsibilities when they live in private-market housing, whether in the City or the Town of Ithaca, the Village of Cayuga Heights, or elsewhere in Tompkins County. The Guide to Off-Campus Life, published by the Cornell Dean of Students Office, reminds students that there is more to off-campus life than a contract with a landlord. In addition to local laws, there is an unwritten social contract between students and their neighbors. The section "Getting Along with the Neighbors" deals with noise and noise ordinances, parties, open-container laws, tidiness, recycling, pets and leash laws, and parking etiquette, among many topics. Students also are urged to become involved in neighborhood associations, and the University assists in publishing the Good Neighbor Handbook. Similar information is provided to fraternities and sororities, and University staff respond to problem situations on a case-by-case basis.

8. *The City Building Department should refuse to give certificates of occupancy to properties that do not have a noise provision in their lease.*



David Lynch-Benjamin

Portia Reese of the Greater Ithaca Activities Center gestures while telling a story in the November 1990 "Community Story Swap," part of a Cornell Theatre Arts program that matches Cornell students and area teachers and librarians with schools and community centers to teach children how to gather, value and tell a tale. With Reese on the stage at Cornell's Center for Theatre Arts are (from left) GIAC's Vern Smith, Alexis Kaminsky, John Ward, Mike Fontanez and Joshua Fontanez.

Requirements for noise-ordinance provisions in tenant leases, and enforcement, belong in the hands of municipalities.

9. *Cornell should designate enough parking for visitors, especially during special events, so that the community is able to enjoy the many events on the campus.*

Cornell's parking inventory for employees and students includes some 11,300 spaces, more than 90 percent of them on campus. During regular business hours, 1,210 campus spaces are available for visitors. This does not include the parking spaces provided for visitors to Cornell Plantations, the Fuertes Observatory, and the Laboratory of Ornithology, or public parking for the Center for Theatre Arts in Collegietown, and other popular locations.

Social, cultural, athletic, performing-arts, and educational events—many of which are free—are scheduled with the objective of accommodating as many visitors as possible, primarily at night or on weekends, when most employee parking spaces are available for the general public, or during months when classes are not in session. In addition, the University encourages the use of public transit by employees, students, and visitors.

Cornell and Its Environment

1. *The Conservation Advisory Council (CAC) should solicit information and receive complaints from Cornell employees or neighbors who believe that their concerns about improper handling or disposal of hazardous substances have not been addressed adequately by the University or who fear approaching the University directly. The CAC should convey these complaints to the Mayor, who should discuss them with the University on a regular basis.*

Cornell's policies and procedures that deal with handling and disposal of hazardous substances meet or exceed existing state and federal regulations, and highly trained University life safety and environmental health personnel respond immediately to reports of problems.

The annual budgets for Cornell's Office of Environmental Health and Department of Life Safety Services exceed \$1.7 million, and a substantial portion of their budgets and the budgets of other units is spent each year to ensure that training procedures and the proper handling and licensed disposal of hazardous substances meet the regulations and laws of this state and nation. State and federal agencies monitor compliance with and complaints about the handling of toxic substances by universities, municipalities, industries, hospitals, and other institutions.

While local conservation advisory councils certainly are free to receive complaints about improper handling of hazardous substances throughout the community, relying on such councils could create an unnecessary delay in the reporting of and attention to problems. Complaints received by such lay councils should be directed immediately to Cornell's Department of Public Safety (255-1111), which will notify appropriate University personnel and departments, such as the Department of Life Safety Services and the Office of Environmental Health, where reports are treated in a professional, prompt, and, where necessary, confidential manner.

2. *The Mayor should urge the University to publish and widely disseminate written procedures for investigating complaints about handling or disposal of toxic materials and for guarding the confidentiality of complaints. The CAC should be willing to help formulate those procedures.*

Information on Cornell procedures is distributed widely on campus; the procedures comply with existing state and federal regulations. A list of Cornell's health and safety resources and a copy of the University's Hazard Communication Management Plan were provided to the Commission in December 1990. Cornell chemical safety training programs for lab, office, and service and maintenance workers have

been cited favorably as models by leading environmental critics, such as Sidney Wolfe, Director of the Public Citizen Health Research Group.

Cornell's Office of Environmental Health provides chemical safety training programs to all Cornell employees who might be exposed to hazardous chemicals in their work site, all in compliance with the federal Hazard Communication Standard. Cornell makes available separate training programs for laboratory workers, office workers, and service and maintenance employees and graduate students.

In January 1991, the Office of Environmental Health

Faculty and staff of the University serve local communities as free consultants and technical advisors. Thousands of Cornell students similarly spend countless hours in the community; more than 100 local agencies benefit from this student and employee voluntarism.

distributed to all laboratories using hazardous chemicals a copy of the "Chemical Hygiene Plan—Guide to Chemical Safety for Laboratory Workers." This document, which meets requirements for OSHA laboratory standards, provides guidance to all laboratory workers, supervisors, and students on the proper handling of hazardous chemicals in their labs. A new version of the University document "Chemical Waste Disposal Procedures," which specifically lists individuals to contact and procedures to follow to dispose of hazardous or toxic materials, also was distributed last year. Extensive training programs required for all workers in laboratories where hazardous chemicals are handled have been in place for many years.

The program for laboratory workers includes a slide/tape show on toxicology, a film on laboratory safety, and a discussion about specific laboratory chemicals and use of protective equipment. The program for office workers includes slide/tape shows on general office safety and on chemical safety for office workers, a discussion of specific office chemicals, and a film about video display terminals. The service and maintenance program includes a slide/tape show on chemical safety and a discussion of the specific chemicals used by each group of employees. Participants also take part in a training exercise on interpreting and understanding Material Safety Data Sheets. These materials are updated regularly.

Toxic-substance notebooks are prepared for each group to serve as on-site reference sources. These contain Material Safety Data Sheets on the particular chemicals used at each location. For certain employee groups, this basic program is supplemented with additional safety information; for example, dining workers are shown a slide presentation on kitchen safety. Written materials summarizing the information presented are distributed to participants at each training program. The sheet "Employee Health and Safety Resources at Cornell University" is also distributed at each program.

These programs are presented to current and new employees in appropriate units. Cornell also offers each of the three types of programs on a monthly basis for new employees hired into the units. Several laboratory-worker programs are given at the beginning of each semester, specifically for new graduate students and for new work-study students working in laboratories. Retraining programs are also provided. The programs are listed in Contact, a publication of the Office of

Continued on next page



Peter Morenus

College of Engineering student Kwesi Arno sands a pillar at the Southside Community Center playground, which he and other students helped design and build last spring.

Continued from preceding page

Human Resources sent to all Cornell employees, encouraging anyone who has not yet attended a chemical safety training program to do so. Records are kept of all the training programs, which have numbered about 100 a year for the past several years. The University also responds to requests for chemical information, and answers about 500 such inquiries each year. All new campus users of radioactive materials are required to attend a training program and pass a test administered by the University before they can use such materials in research laboratory processes.

3. *The Mayor should impress upon the University the need to monitor pollution of gorges and waterways and should request information on procedures for monitoring all dumpsters, storm pipes, construction sites and other trouble spots.*

Cornell has demonstrated local, regional, and national leadership in its environmental programs and procedures and complies with New York State Department of Environmental Conservation and federal Environmental Protection Agency standards. The University has made continuous attempts to police its dumpsters to prevent trash from blowing into the gorges or anywhere else. Because all members of the Cornell community and visitors to the campus have access to the dumpsters, this is a difficult task. However, Cornell has added the position of Solid Waste Manager to the University's staff, and this should help. The manager is working on "dumpster etiquette" with the intent of minimizing the abuse of dumpsters, such as leaving them open and thereby allowing trash to be blown around. Contracts with construction firms and others doing work on the campus specifically require that the contractors keep their job sites and environs clean.

The University is well aware of the potential for problems with the pollution of area storm sewers, and is spending more than \$500,000 to survey its sanitary and storm sewer systems and \$2 million on remedial construction to ensure that there are no interconnections between these systems and that spills within buildings cannot reach the creeks by way of a building-drain/storm-sewer connection. If problems are found, they are corrected. Cornell knows of no other institution or municipality in the County that is conducting such a survey. Nevertheless, the possibility remains that some unthinking person—be it a student, a faculty or staff member, a local resident, or a municipal, business, or industrial employee—will pour some fluid (e.g., soap from a car wash, or water-based paint) down a convenient storm sewer. Such instances of abuse at Cornell have been rare.

In a related matter, Cornell's recycling program continues to reduce the amount of material going to the County landfill. According to the latest figures available, a 26-percent reduction in Cornell's waste stream was recorded last year. As of January 1, 1992, the Cornell Recycles program was expanded to collect even more recyclables, with an emphasis on cardboard. A second phase to be implemented later this year will include glass, metal, and plastic containers. Along with residents and other businesses in Tompkins County, the University faces a major increase in the landfill tipping fee. For Cornell, this means an increase from about \$465,000 to more than \$1.2 million a year in tipping fees alone. The University spends another \$450,000 a year to contract with commercial haulers that remove trash from campus. The University does not benefit from the municipal trash and garbage services that are provided to other City residents.

Cornell shares the Commission's concern about the use of pesticides inside buildings. For example, in the past, some building occupants at Cornell had contacted pesticide applicators directly and instructed them to spray within a certain building. This is not acceptable. The Department of Entomology, the Purchasing Department, the Customer Service Desk of Cornell's Maintenance and Service Operations, and the Office of Environmental Health have established procedures that require a formal diagnosis of the problem by a certified pesticide applicator. Before any application of pesticide is approved, the Office of Environmental Health reviews the diagnosis to verify that the use is justified.

4. *The City should create a Pest Management Commission to limit the use of pesticides on City property to essential cases, to move the City progressively toward preventive and non-toxic pest management, and to assist homeowners and institutions in non-toxic pest management.*

Cornell operates a conservative pesticide program, employing Integrated Pest Management (IPM) techniques whenever possible. The program is designed to assure that the least amounts of pesticides required are applied. Cornell's pesticide program is coordinated with the College of Agriculture and Life Sciences and its faculty, who are nationally recognized experts in this matter. Because the University follows the lead of its faculty and researchers regarding the use of pesticides, it has not enacted a total ban on pesticide use on campus. Cornell experts who advise the University's buildings and grounds maintenance departments are available to local municipalities, including the City of Ithaca.

Regional Planning

1. *The Mayor, with Common Council, neighboring municipalities and Tompkins County, should create an Intermunicipal Joint Planning Board to meet bimonthly to discuss the regional impact of development ideas or proposals. The Joint Planning Board should include municipal Planning Board representatives engaged in Site Development Plan Review, representatives from the Tompkins County Planning Board or County Board of Representatives, and the Tompkins County and municipal Planning Commissioners.*

The 32-member Tompkins County Planning Board—with members representing the City of Ithaca and every town and village in the County, plus representatives of Ithaca College, Cornell University, and transportation, health, environmental, human service, agricultural, and business sectors—already meets monthly to discuss planning issues such as

regional development proposals. Cornell's representative is an active member of the Board, and the University has made several presentations on its campus plan and other issues, including the regional economic development partnership proposed four years ago by Cornell President Frank H. T. Rhodes.

"New York's Heartland," as envisioned by President Rhodes, encompasses the upstate region that stretches from the Pennsylvania border to Lake Ontario and from Rochester to Utica, and would build on the region's existing research and economic strengths. The area in question is much larger than California's Silicon Valley, Massachusetts's Route 128, North Carolina's Research Triangle, or the Princeton, New Jersey, areas; the list of potential partners—universities, colleges, industries, et cetera—is great. To ensure early awareness of the heartland partnership concept, the University initiated local discussion of the proposal in 1987.

To date, that effort is only in the early development stage. The immediate impact on Tompkins County is likely to be small, and even smaller on the City of Ithaca. If and when such development gains momentum, the logical agency to begin the planning discussions is Tompkins County Area Development Inc. (TCAD), which includes representation of the City of Ithaca and Cornell, among other municipalities and institutions. Such a local focus would likely involve efforts to attract firms that have a synergy with Cornell programs, including University research and businesses at local industrial and technology parks.



David Lynch-Benjamin
More than 200 bus runs a day connect the campus and downtown Ithaca, where faculty, staff and students buy goods and services from local merchants. Students Djibril Toure (left) and Rachel Rosenfeld visited Woolworth's to stock up for the semester.

Although the University and others have supported and urged intermunicipal planning efforts for many years, the creation of yet another board could generate an unnecessary overlay of the current structure, leading to confusion and duplication of effort. The issue is not just one of planning but of intermunicipal communication and cooperation. The University's campus is in several municipalities, and Cornell believes that the County-wide agencies have a view of the community that is sufficiently broad and that transcends interaction with a single municipality.

The University's track record of sharing plans and studies with the County, the City, towns, and villages is surpassed only by its involvement of municipal officials in the development of the plans themselves.

2. *The Joint Planning Board should provide a forum for early consultation regarding ideas for development, in order to encourage community input into whether such development should be undertaken and discussion of community goals. Discussions could cover proposed development by Cornell or by other institutions, businesses or individuals.*

Cornell hopes that local agencies will coordinate their efforts in transportation, housing, economic-development, and many other intermunicipal matters. The County's economic advisory and planning boards—along with Tompkins County Area Development, the Tompkins County Industrial Development Agency, the Chamber of Commerce, Cornell University, Ithaca College, and the City of Ithaca—have begun the process of designing an economic development strategy that capitalizes on the many advantages unique to the County. The strategy also would attempt to assess existing problems and improve the general economic well-being of the County and all its residents.

Education, the major industry in Tompkins County, contributes greatly to an energetic cultural life and a healthy business climate. But education is only one factor in the many strengths of the County, which include quality of life and a stable economy. Tompkins County continues to have the lowest unemployment rate in New York State (3.7 percent in November 1991) and one of the lowest rates in the nation. In

neighboring counties the unemployment rates are double or, in some cases, almost triple the Tompkins County figure.

Formal Agreement between Cornell and the City of Ithaca

1. *The Mayor should appoint a committee of Common Council members to negotiate a contract with Cornell, using the Harvard/City of Cambridge and the University of Vermont/City of Burlington contracts as models.*

Municipal regulations and laws define the relationship between the City of Ithaca and its citizens and property owners, including Cornell University, and the same set of procedures should be applied equally for all parties that deal with the City. Cornell already has a number of specific agreements with the City of Ithaca and with other municipalities in Tompkins County, including those for the development of the City/County/University joint public transportation center, operation of the Tomtran bus system, contributions for fire protection services, joint composting projects, drainage studies, and Collegetown redevelopment. While the University stands ready at all times to discuss matters of common concern with the City, including the possibility of a comprehensive agreement, such exchanges must be mutually beneficial, and each party must recognize the legal authority and status of the other. Similarly, the University must be sensitive to its relationship with the other municipal jurisdictions in which it resides. At the same time, the University is entitled to expect equitable treatment by municipalities of all significant tax-exempt organizations within their boundaries.

The benefits that residents of the City of Ithaca and Tompkins County derive from the presence of the University can hardly be enumerated in simple financial terms, or even by reciting a list of the many civic, cultural, educational, sporting, and theatrical events available on campus, and the public service activities the University provides off-campus in and for the community. Ithaca and Tompkins County are what they are today substantially because of the long-term existence and stable influence of the educational institutions in the community.

Negotiated town-gown contracts referenced by the Commission, such as those in Burlington, Cambridge, and New Haven, provide for such things as zoning and development rights, tax-exempt property concessions on both sides, and the transfer of city streets to universities. In exchange, the universities have initiated payments that some communities apply to municipal budgets, including for fire services. In the Ithaca-area situation, Cornell maintains its own streets and roads, many of which are presently used by the public as if they were city, town, or village streets. In addition, unlike the situation in some of these other communities, Cornell has been making voluntary contributions for fire services for a quarter-century.

2. *The City should consider implementing user fees, to reduce reliance on the property tax.*

Cornell will oppose the creation or imposition of any fee for services that generally are provided to other property owners from tax revenue and that would circumvent the University's exemption from the real-property tax. The City of Ithaca and Cornell University share many of the same struggles with rising costs, reduced federal and state funding, antiquated buildings and failing infrastructure, and constituent demands for increased services and expanded facilities, coupled with demands to control tax and tuition increases. Cooperation and communication between local governments and the business/industrial/educational institutions within Tompkins County are essential if we all are to deal successfully with the realities of the 1990s and prepare for the challenges of the 21st century.

Legislative Initiatives

1. *The Mayor and Common Council should support Assemblyman Luster's proposed bill on development impact fees, as a way of reducing reliance on the property tax.*

The City of Ithaca relies on property-tax revenues for only about one-fifth of its revenues; about 19 percent of the City's budget comes from sales-tax revenues. Cornell facilities such as the Dairy Store, Campus Store, and Statler Hotel are not exempt from collecting sales tax; thus sales in these facilities accrue to the benefit of the local governments. While Cornell properties constitute a major part of the tax-exempt assessed-property valuation of the City of Ithaca, it should be noted that they are only a portion of the tax-exempt land within the City of Ithaca. Of the 3,840 acres of land that constitute the City, only 428 acres belong to Cornell's 750-acre campus; eight of those acres are on the tax rolls, generating \$55,000 in taxes and special assessments each year for the City of Ithaca alone. The City itself owns several hundred acres of land within the City limits, while other governmental agencies and tax-exempt institutions—including Tompkins County, the State of New York, and the Ithaca City School District—own hundreds more.

Development impact fees, to the extent that they are authorized by the state, should be equitably applied and should not be used to circumvent the lawful tax exemption of not-for-profit educational, cultural, and charitable organizations.

2. *The Mayor should join with other municipal governments in asking the legislature to reexamine the principals [sic] of tax exemption in order to spread the tax burden more equitably on all income-producing properties.*

Property taxes, amounting to about \$800,000 a year, are paid on Cornell properties in Tompkins County that are not used for educational purposes. Tax exemptions for educational use of property are the well-established public policy of the State of New York and of all other states in the nation, and serve as a cornerstone of society's support for education. To call for the elimination of tax exemptions without providing a suitable substitute for the public support of the benefits provided by education would be irresponsible.

CORNELL Employment News

Published
by the
Office of
Human Resources

Volume 4 Number 4 January 30, 1992

CLASSIFICATION REVIEW STUDY

New Classification System Undergoing Reviews

Just before the holiday break, all staff included in the Classification Review Study were mailed the first issue of a *Classification Review Study Report*. That issue outlined the features of the new structural pattern of jobs, explained the study's process, and described two major stages that remain:

- 1) a review of the structural pattern of jobs at the college/unit level, and
- 2) the phase-in of the new system, including informing staff of any impacts the new system will have on their individual titles and, in some cases, salaries.

The first of these two stages, the review of the new structural pattern of jobs at the college/unit level, began in October and is currently under way.

Initially, the Office of Human Resources projected that this review stage would take through the beginning of 1992. However, in an aim to make the new system and the placement of staff within it as accurate and current as possible, several additional fine-tuning reviews by groups of administrators and special committees have been added. These reviews will in all likelihood extend through April.

A number of staff returned the comment forms that had been included in the *Classification Review Study Report*. Among a number of other questions asked about the study, the following questions were asked most often:

- 1) Why is the study taking so long?

- 2) What happens to those staff who have changed jobs or whose work has changed greatly since the questionnaires were submitted?
- 3) Will there be any salary decreases as a result of the study?

These questions will be answered in greater detail in the next issue of the *Classification Review Study Report*, due out in mid-February. (Look for it from campus mail next month.) In brief, the answer to the first question, "Why is the study taking so long?" hinges on the detailed fine-tuning review process that the new structural pattern of jobs is going through before it is finalized. And, in brief answer to the second question, this review process is designed precisely to target staff changes and to adjust the structure and staff placement accordingly. Again, an overview of these reviews will be provided in the next issue of the report and in subsequent issues of *Cornell Employment News*.

Finally, **there will be NO decrease in your current salary as a result of the new classification system.** The university established this principle at the beginning of the study, and remains committed to it.

If you did not receive a copy of the Fall 1991 issue of the *Classification Review Study Report* in December (it begins with a letter by Allan A. Lentini, acting director of OHR) and would like one, contact the Compensation Office at 111 Day Hall, 255-7400. A copy will be sent to you.

New Empire Plan Mental Health and Substance Abuse Program

Beginning **February 1, 1992** a new mental health and substance abuse program for the Empire Plan will take effect. This new program and its requirements pertain to all enrollees and their dependents who are covered under the Empire Plan, even if Medicare or another plan is primary. The new program will be administered by **American PsychManagement (APM)**.

Two levels of benefits are available: **Network and Non-Network**.

In order to receive Network benefits, which are the maximum benefits, Empire Plan participants must call APM before seeking mental health and substance abuse treatment (including alcoholism) and must receive care from an APM recommended provider. Failure to comply with the new requirements will mean a reduced level of benefits.

Call APM's toll-free number: 1-800-446-3995. Available 24 hours a day, 365 days a year. APM will then recommend a provider to you.

APM only applies to mental health and substance abuse and does not replace HealthCall.

Transition Period: February 1 to April 30, 1992

Empire Plan participants currently receiving mental health or substance abuse treatment will be allowed a transition period from February 1, 1992 to April 30, 1992, during which time they may complete any current treatment with providers and facilities who are not in APM's network. After April 30, 1992, Empire participants **MUST** call APM and seek care from a recommended provider to receive Network coverage.

A January Empire Plan Report describing the new program was mailed to Empire Plan enrollees' homes. Please refer to this report for the complete details of the program. If you have not received a copy of this important report or if you have any questions concerning the new Empire Plan mental health/substance abuse program, please contact the Statutory Benefits Office at (607) 255-4455.

Cornell's Recycling Program Update and Changes

The following memorandum was distributed this week to all faculty and staff from Walt Smithers, university solid waste manager:

Effective January 1, 1992, major changes took place in Cornell's recycling programs in the academic areas. We are now able to accept campus generated **glossy paper, junk mail, and magazines** in the office paper recycling program. However, we can no longer collect newspapers with the recyclable office paper.

The new list of office recyclable paper includes: **white ledger, colored ledger, computer printout, junkmail, fax paper, envelopes (with or without windows), color inserts (glossies), textbooks without hard covers, NCR paper, and nonmetallic wrapping paper.** These materials will be processed into paper products by Marcal Paper Mills, Inc. located in Elmwood Park, N.J.

The following items can **not** be accepted in the office paper recycling program: newspapers, telephone books, food wrappers, brown paper bags, blue prints, paper towels, facial tissues, carbon paper, any material from individual households, or any wet or soiled paper. If possible, we will set up collection systems to handle some of these items (such as phone books and newspapers), but these can't be included in the office paper mix.

A second major change involves the implementation of cardboard recycling programs in 70 academic buildings. Watch for details in weeks to come. Programs to recycle tin cans, plastics, and glass bottles will follow where needed. With your help, we can make a difference, reducing the amount that goes to the landfill and conserving resources.

Your recycling efforts to date have been noteworthy. Our academic buildings currently recycle over 50 tons of paper each month. Cornell Dining now recycles as much as 45 tons of cardboard per month. Thanks to your efforts, 1991 will be remembered as the first year that over 1,000 tons of material were recycled at Cornell University.

If you have any questions about Cornell's recycling program, contact Walt Smithers, university solid waste manager, 255-4837.

Select Benefits Claims Schedule 1992

Reminder: The deadline for remitting claims for reimbursement of expenses incurred during 1991 is March 31, 1992.

The cut-off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory benefits office no later than the dates shown below. Reimbursement will be delayed until the next two-week cycle is completed if materials are not in our office by the cut-off date.

1/31	4/10	6/19	*8/27	11/06
2/14	4/24	7/02	9/11	*11/19
2/28	5/08	7/17	9/25	12/04
3/13	*5/21	7/31	10/09	*12/17
3/27	6/05	8/14	10/23	

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

English as a Second Language

Intermediate-to-beginning level English as a Second Language courses are again being offered free of charge for employees at Cornell. The courses offer employees an opportunity to practice English speaking, reading and writing skills in an informal setting on campus. Discussions on similarities and differences among cultures and other topics of interest to the participants will also be included. Classes began January 6 at 4:45 p.m. in 163 Day Hall (please use main entrance). Registration will be during your first visit to class (on-going enrollment). Questions regarding registration can be directed to Julie Coulombe at 273-4095.

1992-93 Holiday Schedule

Memorial Day	Monday, May 25
Independence Day	Friday, July 3
Labor Day	Monday, September 7
Thanksgiving	Thursday, November 26 Friday, November 27
Winter Holiday	Friday, December 25 through Friday, January 1, 1993 (six working days)

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, Career Counseling (PA0208) HRI Law-Endowed

Posting Date: 1/16/92

Counsel J.D. and LL.M. students and alumni in various aspects of career planning including interview skills, job search strategies, and lifetime career development. Develop and implement creative and innovative programming related to career choices.

Requirements: CORRECTION

J. D. with 2-5 yrs. legal practice experience. Advanced degree in counseling with 2-5 yrs. professional career counseling experience may be considered. Send cover letter and resume to Cynthia Smithbower.

Senior Technical Advisor/Security Officer (PT0101) Level 40

Cornell Information Technologies-Endowed
Posting Date: 1/9/92

Assess and monitor the security of Cornell's computers, networks, and data, and advise, train, and coordinate department liaisons on procedures for ensuring the continued security of these systems and data. Work with CIT management, Cornell's Audit office, the University Computers and Networks Security Committee, and other university representatives to establish and promulgate security policies. Serve departments as a key resource, especially in regard to local, state, and federal regulatory conditions and changes affecting the university.

Requirements: BS degree or equivalent and 10 yrs. relevant experience with knowledge of audit procedures. In-depth knowledge of security policies and procedures and network systems appropriate to university environments is essential. Familiarity with local, state, and federal regulations is a plus. Send cover letter and 2 resumes to Sam Weeks.

Senior Network Engineer (PT9506) Level 36 CIT/Network Resources-Endowed

Posting Date: 12/19/91

Provide technical support for the development of video services across the campus communication system. Participate in the selection and planning of the appropriate technologies to deliver video services. Provide staff planning assistance to Network resources director and assistant directors in the development of a comprehensive campus video communication plan.

Requirements: Bachelor's degree or equivalent experience. 5-7 yrs. related experience. Ability to perform a variety of tasks requiring in-depth knowledge/skills within a broad functional area and in related areas. Requires advanced communication skills and the ability to influence and persuade. Send cover letter and resume to Sam Weeks.

Project Leader II (PT9503) Level 36 CIT/IR-Endowed

Posting Date: 12/19/91

Perform activities that support the applications environment of computer technologies, including data, programs, and support tools. Design, develop, or maintain administrative applications software written in natural, Cobol, PL1, or Mark IV. Recommend modifications in support of organizational goals. Analyze functional and performance requirements and design procedures for evaluation. Identify and monitor problems. Propose and implement solutions.

Requirements: Bachelor's degree or equivalent. Master's in Business or Computer Science preferred. 5-7 yrs. of related experience. Responsible for performing a variety of tasks requiring in-depth knowledge and skills within a broad functional area and related areas. Interaction requires advanced communications skills and the ability to influence and persuade. Send cover letter and 2 resumes to Sam Weeks.

Senior Systems Programmer (PT0414) Level 35 Theory Center-Endowed

Posting Date: 1/30/92

Provide technical support for various Theory Center high-performance computing systems, their operating systems and major sub-systems. Provide technical leadership in the design, implementation, maintenance, and documentation of modifications and enhancements to these systems. Provide functional guidance to less experienced technical support staff.

Requirements: B.S. in computer science or equivalent, M.S. preferred. 4-5 years experience in operating systems maintenance and support,

programming languages, and high-performance computing techniques and procedures. Significant experience with Unix operating systems and computer systems. Knowledge of C, UNIX utilities, and system calls essential. Familiarity with other operating systems and computing environments. Send cover letter and 2 resumes to Sam Weeks.

Systems Programmer III (PT0413) Level 34 Theory Center-Endowed

Posting Date: 1/30/92

Provide technical support for various Theory Center high-performance computing systems, their operating systems and major sub-systems. Specify, design, implement, document and maintain necessary functional enhancements to these systems.

Requirements: B.S. degree in computer science or equivalent combination of education and experience. 3-5 years experience in operating systems maintenance and support, programming languages, and high-performance computing techniques and procedures. Knowledge of C, UNIX utilities, and system calls highly desirable. Familiarity with other operating systems and computing environments highly desirable. Strong communication skills. Send cover letter and 2 resumes to Sam Weeks.

Applications Programmer/Analyst III (PT0409) Level 34

CIT/IR-Endowed

Posting Date: 1/30/92

Support the applications environment of computer technologies, including data, programs, and support tools. Design, develop and maintain applications software in support of major administrative systems. Coordinate projects and provide guidance and counsel in specific support areas.

Requirements: BS degree or equivalent experience with computer courses. 2-5 yrs. related experience. Knowledge of interactive administrative systems and PL/E and Natural. Send cover letter and 2 resumes to Sam Weeks.

Technical Consultant III (PT0202) Level 34 Theory Center-Endowed

Posting Date: 1/16/92

Provide technical support to the scientific community by analyzing and evaluating their distributed computing needs. Define and develop training modules and provide training for researchers, educators and support staff on the effective use of high performance computing tools and resources. Provide primary training support for the Latin American Program. Will require travel to Latin America.

Requirements: BS degree in scientific discipline or equivalent combination of education and experience. MS degree preferred. 3-5 yrs. FORTRAN or C experience in a scientific computing environment. Extensive UNIX training a plus. Demonstrated ability to work with complex scientific programs. Experience in support services preferred. Previous teaching or training experience a plus. Send cover letter and 2 resumes to Sam Weeks.

Administrative Systems Consultant/Trainer (PT0412) Level 33

Office of Human Resources-Endowed

Posting Date: 1/30/92

Analyze needs for computer support in human resource information processing areas and provide training in system use with the goal of optimum system effectiveness and user productivity. Participate in identification of needs and gathering of input through the coordination of committees and user groups. Develop, implement and provide a comprehensive, coordinated training program on effective use of systems.

Requirements: Bachelor's degree or equivalent experience. 2-3 years experience in use of personal and/or mainframe computers. Macintosh experience helpful. Strong familiarity with Cornell administrative human resource processing systems desired. Demonstrated written, oral communication and teaching skills. Send cover letter and 2 resumes to Cynthia Smithbower.

Statistical Consultant (PT0405) HRI

Human Ecology Administration-Statutory

Posting Date: 1/30/92

Assist the Director of Computing and Statistical consulting in providing statistical support and consulting for faculty and grad students in Human Ecology and Nutritional Sciences. Assist with grad student instruction and training. Test and develop statistical software.

Requirements: B.S. in biometry or statistics (or equivalent) with research experience, MS preferred. Understanding of basic and advanced statistical methods and research design. Knowledge of computer operating systems or programming on mainframes and microcomputers. Strong service orientation and good oral and written communication skills. Send cover letter and 2 resumes to Sam Weeks.

Project Coordinator III (PT0410) HRI

Natural Resources-Statutory

Posting Date: 1/30/92

Coordinate on and off campus activities for a program on ecological and social changes in Latin America. Facilitate graduate education and re-

search. Establish a field course in Costa Rica and the Dominican Republic for participating students and faculty to work on-site with native scholars and professionals on multidisciplinary conservation problems. Help expand the program by writing grant proposals. Requires travel to Central America.

Requirements: M.S. degree or equivalent in a conservation related field, PhD degree desirable. Capable of working in multidisciplinary environment. Work experience in Latin America. Administrative experience and proven grantsmanship. Good interpersonal skills. Fluent in Spanish. Send cover letter and 2 resumes to Sam Weeks.

Accountant III (PC0409) HRI

CIT/M&BO-Endowed

Posting Date: 1/30/92

Under general supervision help identify, plan, and develop M&BO financial management and business operations systems. Prepare specifications, document and maintain systems.

Requirements: Bachelors in accounting, MS preferred. In-depth knowledge of accounting. 3-5 years proven accounting experience plus knowledge of micro and mainframe computer applications important. Excellent communication (written and oral), interpersonal and organizational skills. Knowledge of university accounting system desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Development Assistant (PA0403) HRI

Public Affairs/Arch., Art & Planning-Endowed

Posting Date: 1/30/92

Assists with the coordination and implementation of various fund raising and public affairs initiatives and projects for the college. Assist director in maintaining donor relations and implementing new development projects. Administer AAP gift tracking/acknowledgement system. Plan college participation in campus events.

Requirements: Bachelor's degree. At least 2 years experience in development or public affairs at a university of related experience. Experience with Apple Macintosh and the Public Affairs Records system extremely helpful. Send cover letter and resume to Cynthia Smithbower.

Assistant Director for Career Development (PA0401) HRI

Human Ecology Student Services-Statutory

Posting Date: 1/30/92

General academic and personal advising and counseling, development of career services including the career library, and development of programs for international students.

Requirements: Master's degree or the equivalent is required. A degree in Student Personnel Administration, a Human Ecology field, Higher Education Administration, a Social Science or other closely related field is desirable. 1-2 years experience in student personnel services and/or counseling or other closely related fields is required. Send cover letter and resume to Cynthia Smithbower.

Assistant University Registrar (PA0402) HRI

University Registrar-Endowed

Posting Date: 1/30/92

Under general direction, provide a broad range of administrative support including highly confidential financial, personnel and facilities information for the Office of the University Registrar. Coordinate publications and campus-wide activities relating to university and college registration.

Requirements: Bachelors degree or equivalent. 3-5 years management or supervisory experience in an academic environment. Excellent written and verbal communication, interpersonal & organizational skills. Ability to work independently under pressure and with deadlines. Word processing, spreadsheet, and database experience, preferably on the Macintosh computer. Knowledge of the Cornell University administrative structure helpful. Familiarity with computer networks. Send cover letter and resume to Cynthia Smithbower.

Coordinator, Pilot Program (PA8101) HRI

Residence Life-Endowed

Posting Date: 1/9/92-Repost

Responsible for providing direction and leadership in establishment of computer networking services in the residence halls. During this academic year support 300+ students during the course of a pilot project.

Requirements: Minimum of BS in Computer Sciences or Engineering. Strong background in network design and support. Ethernet/Novell experience preferable. Experience with IP based services highly desirable. Send cover letter and resume to Cynthia Smithbower.

Physical Therapist Assistant (PA0302) HRI

University Health Services-Endowed

Posting Date: 1/23/92

Independently carry out treatments as directed by department's physical therapists. 25 hrs./week. **Requirements:** AS degree as Physical Therapy Assistant. Current NYS License and Registration. Experience in orthopedic and sports physical

therapy preferred. Participation in post-graduate continuing education programs. Send cover letter and resume to Cynthia Smithbower.

Professional Part-time Temporary

Research Support Specialist I (PT0411) HRI

Division of Nutritional Sciences-Statutory

Posting Date: 1/30/92

Assist in the planning, data collection, data analysis and reporting for a research project about food safety concerns among consumers in the Binghamton area. Recruit participants for interviews. Make arrangements for interview site. Assist in development of interview protocols. Develop a system for recording interviews. Regular Part-time, 1 year appointment. 20 hrs/wk.

Requirements: B.S. in nutrition of food science with R.D. or M.S. in nutrition. 2-3 years experience in nutrition counseling or nutrition education for lay audiences. Knowledge of U.S. food safety issues including policy aspects and toxicological aspects. One year work experience involving food and nutrition education for consumers about food safety issues. Valid NYS driver's license. Excellent interpersonal, organizational and communication skills. Basic word-processing skills. Desirable: familiarity with Cornell Cooperative Extension and with the Broome County area including schools and consumer organizations. Send cover letter and 2 resumes 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 facilitate back line consulting services. Provide support via service on the Help Desk, group and individual contacts, etc. Irregular Hours, Monday-Friday 12:30am-4:30pm, occasional Saturday.

Requirements: BS degree or equivalent. Course work in computer science, business, education preferred. 1-3 yrs. of computing service delivery (consulting, instruction, or related client support services). Outstanding oral 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 (T0211)

Chemistry-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Provide staff support to safety and Laboratory Services. Prepare, package and distribute reagents, supplies and equipment. Assist with inventory control, stockroom management, lab maintenance and chemical disposal.

Requirements: AAS in chemical technology required or equivalent. Strong chemistry background with at least 1 yr. of general and organic chemistry with lab experience preferred. Ability to follow directions, keep records and meet deadlines. Send cover letter and 2 resumes to Sam Weeks.

Technician GR18 (T0209)

Food Science-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Conduct routine chemical analyses of milk and dairy products. Use Lotus 1-2-3 for data summarization.

Requirements: Associates degree in dairy technology or food science. Minimum 1 yr. related experience. Course and laboratory class training in routine dairy product analyses (i.e. Kjeldahl, Mojonnier, Babcock). Send cover letter and 2 resumes to Sam Weeks.

Animal Technician GR18 (T9507,8)

Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 12/19/91

Networking

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

EMPLOYEE SPOTLIGHT

George Sutfin

by Susan E. H. Hollern



George Sutfin with Cornell children and McGruff (the crime dog) at Employee Day.
photo by Doug Hicks

An overview of a Department on campus: Located on the ground floor in Barton Hall. Provides 24-hour, 365 days-a year service. 49 sworn law enforcement officers (sworn by the Sheriff's Department of Tompkins County). Employees required to go to a 21-week New York State Municipal Police Basic Academy. Protects various dignitaries that come to campus—plus so much more!! This week's Employee Spotlight is an officer assigned to the Crime Prevention Unit of Public Safety. Please meet George Sutfin.

What do you do for the Department of Public Safety? "Between Chris O'Hara and myself, we attempt to minimize the occurrence of crimes on campus and coordinate the crime prevention effort for the rest of the university. Crime prevention is everybody's job—we are not just 'police officers.' Some of the things we do are, for example, the Blue Light telephones. We are responsible for where they go in at, if they are working properly and for maintaining monthly checks on them. We do all kinds of programs for faculty, staff and students—anything from rape awareness to alcohol awareness, personal safety, crime prevention etc. We also do a Public Safety orientation. This is where we tell people who Public Safety is and what we do here at the university. A lot of people don't know who we are. We are a law enforcement agency and we do have police powers."

George's unit is also responsible for

the lighting on campus. "If there is a light out, it's reported to us and we make sure that it gets fixed. Between us and the officers on the road, we do lighting surveys. That's where we walk around and write down all the lights that are out and make sure that they are fixed as soon as possible."

There are approximately 80 intrusion alarm systems on campus. George's unit is responsible to see that the alarms are working properly and that people know how to use them. Among these numerous duties, they also do loss prevention surveys. This is where they come to a department or home and explain to the people what their weaknesses are in their doors, locks, lighting, cash handling and what they can do to improve these weaknesses.

"We also do a lot of day-care facilities here in Tompkins County. We have a program called 'Officer Friendly.' We go into pre-schools and day-care facilities

...we attempt to minimize the occurrence of crimes on campus and coordinate the crime prevention effort for the rest of the university. Crime prevention is everybody's job.

and explain to the children what a police officer is, what our job is and that we are also their friend. If they need help, it's okay to come to a police officer. We also teach them the do's and don'ts—don't play with matches, don't touch guns. Another aspect of our program is

'Stranger Danger.' This is where we use a Mr. T tape and let them see and recognize the dangers of talking with strangers."

When I asked George to list the Programs and Services of Public Safety, he recited the following with a meticulous cognizance: "Public Safety is divided up into several different units—Crime Prevention is one of those units. The programs that Crime Prevention offers are several: Alcohol Awareness, Cashier Emergency Procedures and Cash Handling, Crime Prevention Orientation and Training, Operation Blue Light (night-time bus services, emergency phones and escort services), Operation Campus Watch, Operation Identification, Officer Friendly, Public Safety Orientation, Rape Awareness and Prevention, Safe Winter Driving. Some services that we offer are Alarm Recommendations & Monitoring, Alarm Users Training, Bicycle Registrations, Key Registrations, Lighting Surveys & Recommendations, Loss Prevention Survey and Recommendations, Monitor Fraternity, Sorority & SLU closings."

The University is very lucky to have such dedicated and professional individuals at the Department of Public Safety. If you are curious or interested in the many diverse programs Public Safety has, please feel free to call the Department of Public Safety at 5-7404. We congratulate George Sutfin as this week's Employee Spotlight!

LEADERSHIP LEADS

by George Peter

I ran across this "to do" in a publication for Freemasonry. To my knowledge, the author is unknown, but the message is worth sharing.

TO KNOW

- * To know why to do something is wisdom.
- * To know how to do it is skill.
- * To know when to do it is judgement.
- * To strive to do it is dedication.
- * To do it for the benefit of others is service.
- * To want to help others is compassion.
- * To do it quietly is humility.
- * To get the job done is achievement.
- * To get others to do all these things is LEADERSHIP.

MEALS WITH MORLEY

by Harry Dutton

In a well-lit conference room on a sunny afternoon, Sr. Vice President James E. Morley, Jr. tried to shed some light on questions posed by The College of Engineering faculty and staff.

Allan A. Lentini, acting Director of the Office of Human Resources, rendered considerable assistance to Jay by fielding several questions related to personnel matters. There were hard answers to hard questions: the folks at the Engineering Department were well-prepared for the December "Meals with Morley" and had submitted written questions in advance of the Wednesday afternoon luncheon.

Lentini discussed the differing ways in which Statutory and Endowed salary improvement programs operate, admitting that their impact on university relations is a negative one. He noted that the Employee Classification Review Study may lessen some differences between Statutory and Endowed salaries.

They were asked about "incentives for

improving employee performance" in "... the absence of meaningful merit salary pools." Lentini replied that supervisors are required to use merit increases meaningfully, and that they have grown to like it. He added that better supervision and rewarding of employees is desirable and that Human Resources is working on guidelines.

A question about the combination of Endowed and Statutory Accounting offices produced the reply that this would present the University with a "real opportunity to improve efficiency," and that a joint operating location for the two offices could be located in the East Hill Plaza. Lentini and Morley agreed that, with two computer systems involved, this could be "a tricky merger" to be worked out and, while no target date has been set, the merger could be in place "fairly quickly" after summer.

This discussion to be continued in the February 13 issue of *Networking*.

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking Unclassifieds*, Susan Hollern, 440 Day Hall. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff—depending on space available.
5. The deadline for the February 13 issue is February 4, 1992 at noon.
6. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale:

Queen size Sealy Posturepedic mattress and box springs, excellent condition, \$300. Large coffee table, 3 1/2' x 5', \$50. Small wood stove with pipe and kettle, \$125. Please call Carol at 5-2894.

Living room suite, bookcase, 26" console TV, computer table. Best offer. Please call 5-0127

1986 Mercury Topaz. 5-speed, 4-door, white. 70,000 miles. Asking \$2,400. Please call 347-4720 evenings. Ask for Kathy.

Burmese kittens, CFA registered, grand champion lines. Raised with children for hugs and

kisses. Show, breeders and pets available. Please call 273-4222 anytime.

Stairmaster PT 4000 (brand new condition, with mate, book rack)\$1,900. (Save \$650 off factory delivered price). PPL Multiview II portrait monitor, Mac & IBM compatible, \$200. Please call 564-7635 or 5-9103.

Woodstove, airtight, Riteway 2000. Works well. \$100. Please call 539-4146.

Sony CD player, CDP-291, shuffle, brand-new, includes manufacturer's warranty and three free disc offer. \$125. Please call Linda at 5-4189 afternoons, or 277-2710.

Figure skates for sale. Ladies size 6. \$25. Please call 5-6657 or 347-4351.

Cone-shaped woodstove with some pipe, \$75. Oak microwave cart with shelf and table flap, \$50. 30' gas stove, green, good for canning, \$50. All are OBO or trade for piano. Please call 277-5540 and leave message.

Nice home in family neighborhood in West Hill, two blocks from Alternate School. Adjacent to 4-acre city park. Three bedrooms, fireplace, deck, large shaded yard. Gas hot water heat, dining room, den, patio off kitchen. Pre-listing sale by owner. \$90,000. Please call 5-6135 or 277-6905.

1989 Dodge Daytona Shelby. Turbo, loaded, 29K, red. \$6,900 OBO. Moon-Glo Corn Pellet burning stove, demo. \$1,500 invested—want best offer. Please call 659-4925.

Great winter car for sale. 1984 four-wheel drive Subaru station wagon with roof rack, sunroof, am/fm cassette, luggage cover, 70,000 miles, light

blue exterior and interior, rear wiper/defroster. \$2,000 OBO. Please leave message at 277-2228.

Barrer Graftor 4-set car top ski rack. For compact car. Almost new. Excellent shape. New, \$150—Will negotiate. Please call 257-6675 after 6:00pm.

1988 Ford 4 x 4 F150 with cap. Please call Brian at 898-3283.

1985 Subaru GL, 5-speed, 4-door. Power windows, mirrors, locks, cruise. Runs well. Good condition. High mileage—must sell. Wife can't drive standard. Sacrifice at \$1,000 firm. Please call 659-7660.

16 foot aluminum Starcraft boat with canvas top. Closed bow, blue carpet, windshield and steering wheel. Please call 273-7968.

1975 VW Bug. Yellow. Great little car to putt around town! Karl Jaentsch mechanic all of it's Ithaca life. \$2,000 OBO. Please call Donna at 5-6250 or Rick at 4-2614. Evenings please call 273-2921.

1990 Ford XLT Lariat with cap. Loaded with air conditioning, power window and brakes. AM/FM cassette. Please call Brian at 898-3283

Wanted:

Pony harness and/or cart. Please call Mary at 5-5244 or leave a message at 273-5452.

Reel-to-reel tape player designed for 3 1/2 inch reels. Please call Wil at 5-2690 or 539-6464.

Weight lifting equipment. Weight plates, bars, bench, etc. Steel preferred. Please call Bob at 257-4155.

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

For Rent:

January -May. 2-bedroom unfurnished. Warren Road, dishwasher, disposal, balcony. Please call 5-0127.

One bedroom cottage suitable for 1 person. Small, clean, cozy, quiet with lovely lake view. Taughannock Blvd. 5 1/2 miles from Octopus. \$350 plus utilities. Non-smoker. Please call 272-2039.

House in VanEtten. Approximately 15 miles to Ithaca. Three bedroom, two baths, living room, dining room, kitchen, family room. Three and a half acres of property, large deck. Satellite dish. Owner selling. Pets negotiable. \$550 plus utilities/security deposit. Please call 3-3082 or 589-6586. Available April 1, 1992.

Miscellaneous:

Staff members interested in ride sharing can place a free advertisement in *Networking* by mailing in advertisements. There are no services for commuting students. Please send your ad to: Ride sharing, Humphries Service Building, Cornell University, Ithaca, NY 14853. No phone calls, please.

Jitterbug dance lessons. Six-week series starts Wednesday, February 5. Beginners 7:30pm. Pre-registration recommended. Level II starts at 8:45pm. To be held at Anabel Taylor Hall, Edwards Room. For more info, please call 273-0126.

Tompkins County Health Department

Cornell University

Open Blood Pressure Clinics

Date	Site	Time
January 1992		
28	Theory Center 1:00 p.m.-3:30 p.m.	9:00 a.m.-12:00 noon
29	726 University Avenue Basement	9:30 a.m.-11:00 a.m.
February 1992		
4	Veterinary College Hagen Room	9:00 a.m.-12:30 p.m. 1:30 p.m.-3:30 p.m.
6	East Hill Plaza Conference Room	1:00 p.m.-3:30 p.m.
13	Athletics Hall of Fame Room	9:30 a.m.-12:00 noon
18	Lab of Ornithology Fuentes Room	9:30 a.m.-12:00 noon
25	Olin Hall Lounge	10:30 a.m.-12:00 noon

EMPLOYEE ELECTIONS Spring 1992



Petitions are Available in 165 Day Hall
for the following elected positions:

Employee Assembly
(2-year term)

*Employee-Elected
Trustee*
(4-year term)

Office of the Assemblies
165 Day Hall
255-3715

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Clip & Return

Question(s): _____

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

Name and Address: _____

Phone: _____

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



Employee Assembly Elections

Spring 1992

Petitions Available	Thursday, January 16
Petitions Due	Friday, February 14
Ballots Mailed	Week of March 2
Ballots Due	Monday, March 16
Results Announced	Employee Assembly Meeting Wednesday, April 1

TIPS FROM THE FIELD

From the Mayo Clinic Nutrition Letter

Salad Dressings.

The dressing can make or break the salad. Top an otherwise low-calorie salad with two tablespoons of blue cheese dressing and you might as well have put three tablespoons of hot fudge on it. That's probably why reduced-calorie salad dressings have grown so popular. In the last quarter of 1989, sales of dressings that claim to be "low salt," "light," "reduced-calorie" or "no oil" increased almost 22 percent to \$64 million compared with the same period in 1988.

Demand for reduced-calorie salad dressings is stepping up production of new lines. In addition to regular oil-based salad dressings, you can choose products with less oil, no oil, no cholesterol, no sodium or combinations of these. All you have to do is decide what you want—then find which bottle has it.

What's in a name? One tablespoon of regular salad dressing can add as many as 80 calories to your salad—in some cases, doubling the salad's calories. A tablespoon of regular dressing also contains six to nine grams of fat. That's like plopping one to two pats of margarine or butter on your lettuce.

To trim calories from fat, you'll find plenty of reduced-calorie dressings. But realize the term "reduced-calorie" is just a foot-hold for newer and, sometimes, more confusing labels. Here's a primer for interpreting some of these product claims:

• **Reduced-calorie**—These dressings contain at least one-third fewer calories and less fat than regular versions. The

US Food and Drug Administration also requires these products to carry a nutrition label, comparing their calories—but not grams of fat—to those in the regular products.

• **Light or lite**—Although there's no legal definition for this term, light dressings usually meet the requirements for reduced-calorie and often bear both descriptions. To be sure a light dressing is lower in calories, look at the nutrition label for a comparison between it and the regular version.

• **Oil-free**—A few dressings tout no oil—and so, no fat at all. Some oil-free dressings also are cholesterol-free, but not necessarily. Removing oil won't change the cholesterol content if other ingredients such as egg yolk are present.

• **Free everything**—This is the newest trend in reduced-calorie dressings and, perhaps, the most confusing. Labels say "fat-free" or, for example, "91 percent fat-free" and "cholesterol-free." Some also include the descriptions "nonfat" or "reduced-calorie."

What's the difference between these and plain reduced-calorie products? Usually, these dressings contain even fewer calories, less fat and no cholesterol as compared with their plain reduced-calorie versions. But sometimes, it's difficult to tell the difference.

Choosing a reduced-calorie salad dressing takes investigating nutrition labels and probably some taste-testing. But if you prefer the convenience of bottled dressings, it's worth your time to sort through the shelves.

Cornell Outdoor Education Outings for Staff/Faculty and Families

	Fee	Day	Date	Time
Climbing on the Lindseth Climbing Wall	\$33	Sun	February 16, 1992	9:00am-1:00pm
Climbing on the Lindseth Climbing Wall	\$33	Sun	March 29, 1992	9:00am-1:00pm
Spend an enjoyable morning climbing on the Lindseth Climbing Wall with Cornell University Staff and Faculty. The Lindseth Climbing Wall is the largest natural rock indoor climbing wall in North America and provides fun and challenge for everyone. Instruction will be available on climbing and proper belay technique during the 4-hour seminar.				
Cross Country Ski Tour	\$45	Sat	February 22, 1992	9:00am-6:00pm
Come join us and enjoy winter in the Finger Lakes region. This outing will explore the woods, hills and scenic meadowlands above Ithaca. During the day there will be opportunities for instruction in ski technique, backwoods safety, how to go on your own tour, and a solid day of skiing and winter fun.				
Finger Lakes Canoeing	\$40	Sat	April 18, 1992	9:00am-6:00pm
Come experience the spectacular waterways of the Finger Lakes. We'll travel north to Montezuma Wildlife Refuge for a day of paddling and exploring the natural intricacies of this preserve. Instruction will be available in paddling techniques, water safety, equipment selection and care, as well as introduce skills necessary to create your own local paddling adventure.				
Natural History Hike	\$35	Sun	April 19, 1992	9:00am-6:00pm
Come explore the natural areas around Ithaca and learn about the biological and geological characteristics that make the Finger Lakes such an interesting place to live. Here's a chance to dabble in the world of spring wildflowers, budding trees, and fascinating local geology. We'll also share the skills necessary to enjoy a day of hiking on your own in any northeast forest.				
General Information				
All outings meet at the Cornell Outdoor Education Outfitting Center in the Alberding Fieldhouse. Please dress appropriately for the weather. No previous experience required although we ask that family members be at least 18.				
The fee includes: transportation, food, instructor salaries and all equipment. To sign up for an outing, stop by Teagle Hall or call the Outdoor Education Office at 5-6415 during working hours at least one week prior to the outing date. Don't forget that all regular outdoor course offerings are open to staff and faculty — over 34 course titles.				
Cross Country Ski Rental				
For those of you venturing out on your own, Outdoor Education Outfitting offers a full line of outdoor rental equipment including cross country and telemark skis. For more information on rentals call 5-1807 or check CUINFO under Athletics.				
Lets all hope for a snowy winter. See you outside!				

INCITES

Do You Use the Advanced Features of Your Phone?

by Patricia Searles

Like most people, you probably use your phone every day at your office to communicate with your friends and colleagues. Do you know whether or not you're using it to its full potential? Do you know about all the advanced features the campus phone system has to offer? Unfortunately, most people are not aware of all the time and frustration they could save themselves by learning a little about these special features.

Each of the advanced features described below includes two sets of instructions: one for analog phones and the other for digital. *Analog* phones on the Cornell campus are typically the standard beige units for the wall or your desk. *Digital* phones are black and silver, often sporting many more buttons designated to specific features.

Automatic Callback. Why waste time by repeatedly trying to get through to someone when their line is busy? Using the *automatic callback* feature, you can set your phone to keep trying a busy internal extension number for you. When the line is free, Cornell's campus phone system, System 85, will automatically ring your phone, just seconds before it automatically starts ringing the person you were trying to reach. You'll pick up your phone just in time to hear the first automatic ring to your destination. Here's how you use it: it:

• From an **analog** phone (standard beige wall or desk set) - After you hear the busy signal, hang up, press *5 and redial the busy number. When the busy line is free, your phone will ring with a



analog phone

triple ring. Pick up the handset to complete the call.

From a **digital** phone (black and silver set) - After you hear the busy signal, hang up, press *5 and redial the busy number. When the busy line is free, your phone will ring with a triple ring. Pick up the handset to complete the call. Or, if you have an automatic callback [ACB] button, press this instead of dialing the *5 feature access code.



digital phone

Automatic Redial. Whether you are dialing an internal extension, a local number, or a long-distance number, you can use the phone system to automatically redial the last number you called. To use the *last number dialed* feature:

- **Analog** - When you want to redial, press #7. The phone system will automatically dial the last phone number you used.
- **Digital** - When you want to redial, press #7. The phone system will automatically dial the last phone number you used. Or, if you have a last number dialed (LND) button on your digital phone, press that button to automatically redial instead.

Call Pickup. Did you know that you can answer another phone ringing in your area even though the ringing line does not appear on your telephone set? This feature is called *call pickup*. Once the *call pickup group* has been defined in the phone system by Telecommunications Services personnel, you can use it as follows:

- **Analog** - After you hear another phone in your call pickup group ringing, pick up your handset and dial #1. Since the phone system will automatically transfer the ringing call to your phone, you should be prepared to respond immediately.
- **Digital** - After you hear another phone in your call pickup group ringing, pick up your handset and dial #1. Since the phone system will automatically transfer the ringing call to your phone, you should answer immediately. Or, if you have a call pickup (CPU) button, press that button for call pickup instead.

Conference Calls. Need to bring another person into the conversation? You can use the phone system to set up

a three-party conference (yourself and two others), even if it's connecting parties both on and off campus. To set up a three-party conference:

- **Analog** - Depress the switchhook for one second to put the first party on hold. Wait until you hear the recall dial tone (three quick beeps followed by a dial tone). Dial the phone number of the second party you wish to bring into your phone call. After the second party answers, depress the switchhook again to re-establish the connection with the first party. You have now established a three-party conference call.
- **Digital** - Press the *conference* button to put the first party on hold. Dial the phone number of the second party you wish to bring into your phone call. After the second party answers, press the conference button again. You have now established a three-party conference call.

In addition, Cornell's switchboard operators can set up four- or five-party conference calls for you, or can help you reach external conference operators who can handle six or more parties for you. Just dial "0" for more information or assistance.

Don't let the complexities of the System 85 phone system frustrate you. The *System 85 User's Guide*, published by CIT, is available to members of the Cornell community at no charge. If you would like more information about additional communications features and services, or a customized training and/or consulting session at no charge, call Jan Brown at 255-5502.

CORNELL RECREATION CLUB

by Janet Beebe

Happy New Year! The Cornell Recreation Club has some great new trips and events planned for this year. We hope you'll join us! Remember, anyone can travel with CRC! You do not have to be a member. There is a small additional charge for non-members. Take a look at some of our exciting trips!

Puerto Rico 2/20-2/26:

Puerto Rico is an island of infinite variety and natural beauty with 272 miles of pristine beaches, acres of rain forests and mountains presenting a delightful dilemma to the traveler. This is an island of narrow winding roads leading to unexpected treasures - tiny mountaintop villages, ancient conquistador towns, bougainvillea-clad meadows, and crescent coves with azure waters as far as the eye can see. The group will visit Old San Juan, the beautiful Dorado Beach Resorts, Cornell's Arecibo, Luquillo Beach and a 28,000 acre rain forest in the Luquillo Mountains. There will be shopping, sightseeing and just plain ole fun for everyone. The price is \$925.00 per person, double occupancy. Please call the office at 255-7565 immediately for your space. Final payment is needed by February 7, 1992.

Phantom of the Opera 3/7-8:

There are still two seats available on this fabulous trip to Toronto to see the "Phantom of the Opera". The price is \$250.00 per person, double occupancy. Included is your transportation, lodging, opera tickets, city tour, and tour of the Pantages Theatre. Only two seats left—call right away!

Radio City Easter Show 4/11-12:

Join the world-famous Rockettes and the sunniest cast in town for an eye-popping, ear-perking musical spectacular guaranteed to put some spring in your step and a song in your heart! The bus leaves at 6:00 a.m. The group will stay at the conveniently located Quality Inn Midtown. You'll be free to spend the afternoon in New York exploring as you please. Tickets are for the 8:00 p.m. performance. Sunday the group will meet at 12:00 for a stop at South Street Seaport before heading back home to Ithaca. The price is \$135.00 per person, double occupancy. A deposit of \$75.00 is required upon making reservations. Final payment is due on March 13, 1992. This is a popular trip—don't delay!

Amtrak Trip Coming in April! Call for the Details!!

WELLNESS UPDATE

Physical Activity Classes Spring 1992

Open to all Cornell Employees through the C.U. Wellness Program

Early-bird Aerobics:

6:30 - 7:30 am M-W-F Dance Studio
HNH

This class emphasizes body sculpturing and fat burning through movement. This is for our early birders! Men are encouraged to attend. Any level of skill will be accommodated. Start your morning out with a bang. Class has already begun and will finish May 29th for the Spring term.

Evening Aerobics:

5:15 - 6:15 pm M-W Dance Studio
HNH

These classes emphasize low-impact movements with high intensity aerobic work and fat burning. Monday will be a beginners bench step class and Wednesday will be the regular low impact aerobics class. Join the hottest aerobics class around for men & women. Class has already begun and will finish on May 29th for the Spring term.

7:00 - 8:30 pm M-W HNH Gym
7:00 - 8:00 pm T-R
3:00 - 4:30 pm F

This class is for students and employees. It is high intensity with a variety of impact. It is recommended for those who are aerobically trained and are looking for an alternative activity. This is not for beginners.

Classes begin Jan. 20th and will finish on May 8th. This aerobic program is offered for only \$20 per semester no matter how many times you come per week. This is the best bargain in Ithaca!

Toner-cise:

12:25 - 1:10 pm M-W Teagle Hall
Wrestling Room

This class will emphasize the strengthening, toning and flexibility of the upper and lower body. This is a great complimentary class to your aerobic workout sessions. This class has been affectionately named, "the moan and groan class". Come see what it's all about. The class has already begun and will finish up on May 29th.

Water Aerobics

7:00 - 7:45 am M-W HNH Pool:

This class is an interesting option to the land aerobics. Exercising in the water is so refreshing and very easy on the joints. No prior experience is needed. Come try our new class! Class has already begun and will finish on May 29th for the Spring term.

If interested in any of these classes come for a complimentary class. To register contact the Wellness office at 255-5133. Course fees are \$2.00 per class. Fees are due when you begin the course and will be prorated as to the number of classes remaining in the semester.

Reminder:

For those employees interested in joining the 1992-93 Wellness Program new applications are being accepted at this time. Contact the Wellness Program at 255-5133 for more information. New members are accepted in late Spring. Over the summer you will undergo your orientation, medical screening and physical fitness appraisal. Members will be ready to begin their programs in late August.

Commuter

RIDESHARE CLASSIFIEDS



Connection

CORNELL UNIVERSITY OFFICE OF TRANSPORTATION SERVICES • 255-4600

PLACE	NAME	PHONE	OPTION	DAYS	HOURS	SMOKE	COMMENTS
Auburn	Tina	5-6251	Share	M-F	8:00-4:30	No	
Aurora	Jean	5-3136	Share	M-F	8:00-4:30	No	Union Springs
Binghamton	John	5-6527	Share	M-F	8:00-5:00		
Binghamton	Hong	5-0738	Share	M-F	9:00-4:00		
Brooktondale	Deborah	5-2115	Drive	M-F	9:00-4:00		
Brooktondale	Veronica	5-5613	Drive	M-Th	9:15-3:00		
Burdett	Lisa	4-2588	Share	M-F	9:30-6:00		
Candor	Ruth	5-5174	Share	M-F	6:00-2:30		
Caroline	Resa	5-5476	Drive	M-F	7:30-11:30		
Caroline	Cheryl	3-3010	Share	M-F	7:00-3:30	No	
Cayuta	Mary	5-2029	Share	M-F	7:30-4:30		Alpine Junction
Cortland	Donna	5-3245	Share	M-F	8:00-4:30	No	8-4 Fri
Cortland	Tim	5-5973	Ride	F-M	12:00-12:00	OK	works 12PM-12AM
Cortland	Donna	5-9431	Drive	M-F	8:30-5:00	No	near High School
Cortland	Robin	3-3772	Ride	M-F	8:00-5:00	OK	Lake Como Road
Danby	Maureen	5-6381	Ride	M-F	8:00-4:30	OK	
Dryden	Suzanne	5-8127	Share	M-F	8:00-5:00		Ellis Hollow
Dryden	Linda	3-3209	Drive	M-F	Flexible		
Enfield	Shirley	5-6310	Share	M-F	8:00-4:00		
Enfield	Diane	5-6050	Share	M-F	8:00-4:30	No	near Hospital
Etna	Felicity	5-4004	Share	M-F	8:00-4:30	No	Routes 13/366
Freeville	Paula	5-6839	Share	M-F	8:00-4:30		
Genoa	Dave	3-3100	Share	Su-Th	6:00-3:00	OK	
Groton	Michael	5-6239	Ride	M-W	9:00-5:30	No	Sat & Sun too
Groton	Cathy	5-6637	Drive	M-F	8:00-4:30		
Hammndsprt	Gerald	5-6927	Ride	M-F	8:00-4:30		
Interlaken	Marca	5-7148	Share	Th,F	8:00-4:00	No	
Ithaca	Jan	3-3365	Share	M-F	7-9AM, 4:30-6:30PM		
Ithaca	Adria	5-7471	Share	M-F	8:30-5:00	No	Downtown
Ithaca	Doris	5-8198	Share	M-F	10:00-9:00		Parkwood Village
Ithaca	Mark	5-1665	Drive	M-F	8:30-5:30		
Ithaca	John	5-4165	Share	M-F	Flexible	No	East Hill
Ithaca	Jane	5-2291	Share	M-F	8:00-5:00		
Ithaca	Lois	3-3323	Drive	M-F	8:00-5:00		Snyder Hill Road
Ithaca	Joe	5-1687	Share	M-F	10:00-5:00	No	Route 89
Ithaca	Gail	5-4050	Share	M-F	8:00-4:30		
Ithaca	Tom	5-4882	Drive	M-F	9:00-5:00	OK	
Jacksonville	Timis	5-5174	Share	M-F	6:00-2:30	No	
Lansing	Susan	5-4139	Share	M-F	8:30-5:00	No	
Lansing	Betsy	4-1210	Share	M-F	8:00-5:00		
Lansing	Bill	5-9134	Drive	M-F	9:00-6:00	No	Meyers Point
Locke	Barb	5-7212	Ride	M-F	8:00-4:30	No	West Groton Rd.
Marathon	Judi	5-3745	Share	M-F	8:00-4:30	OK	
McLean	Deena	5-6506	Drive	M-F	8:00-3:30	No	
Moravia	Jim	5-3272	Share	M-F	6:30-3:00		via Rt. 34 or 38
Newark Valley	Amy	5-2215	Share	M-F	8:00-5:00	No	8-4 Fri
Newfield	Elaine	5-3806	Share	M-F	7:30-4:00		
Newfield	Linda	5-1866	Share	M-F	8:00-4:30		
Odessa	Susan	5-5338	Drive	Su-Th	10:00-8:00	No	
Odessa	Rose		Share	M-F	5:00-2:30	No	Home # 594-3352
Owego	RaeAnn	5-6224	Share	M-F	8:00-4:30	No	
Owego	Carol	5-2306	Ride	M-F	5:00-1:30	OK	
Owego	Criss	3-3010	Share	M-F	8:00-1:00		
Spencer	Barry	5-2423	Ride	M-F	8:00-5:00	No	8 miles N of Spencer
Trumansburg	Tim	5-1381	Ride	M-F	8:00-5:00	No	
Trumansburg	Ellen	5-5411	Drive	M-F	7:30-4:30	No	
Varna	Annabelle	5-3818	Share	M-F	8:30-5:00		
Varna	Betty Ann	4-1234	Share	M-F	8:00-5:00		Trailer Park
Virgil	Suzanne	3-3946	Share	M-F	8:00-5:00		
Virgil	Jean	3-3100	Share	M-F	8:00-5:00		
Watkins Glen	Barb	5-1790	Share	M-F	8:00-4:30	No	8-4 Fri
Waverly	Robin	3-3011	Share	M-F	8:30-5:30	No	
Waverly	Linda	5-4284	Drive	M-F	8:00-4:30	No	
West Danby	Pat	5-2889	Share	M-F	Flexible	No	Route 96
Willseyville	Ramona	5-2262	Share	M-F	8:00-4:30	No	
Willseyville	Sharon	5-9731	Drive	M-F	8:00-4:30		
Willseyville	Penny	5-4587	Drive	M-F	7:30-4:00		Fri 7:30-3:00

THE NEXT COMMUTER CONNECTION: February 27



Monitor and provide routine care (feed, water and clean) for research animals. Follow protocols for sterile or disease control environments. Follow animal welfare regulations. Maintain records. Assist vets in treating animals when required. Take animal care courses. Weekends and holiday coverage required.

Requirements: High School diploma or equivalent. AAS degree in animal science desired. Assistant Animal Technician Certificate helpful. 1 yr. animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 pounds. NYS driver's license. Must pass pre-employment physical and take all necessary immunizations required. Send cover letter and 2 resumes to Sam Weeks.

Technician GR19 (T0307)

Food Science-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 1/23/92

Provide technical assistance to the extrusion research program in the form of set-up, operation and maintenance of a twin-screw extruder. Write reports, analyze computer data, and perform routine product analyses related to extrusion research. Obtain supplies.

Requirements: AAS in engineering technology, food technology or other related science. 1 yr. experience in food or other processing environment and/or computer data acquisition systems, spreadsheets, and word processing is required. Heavy lifting is required. Send cover and 2 resumes to Sam Weeks.

Technician GR20 (T0406)

Biochemistry, Molecular, & Cell Biology-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/30/92

Provide technical support to molecular and cell biology research lab working on the effect of oncogenes on cultured cells. Perform basic techniques in recombinant DNA, cell culture, microscopic examination of stained cells, and enzyme and protein assays. Maintain cell culture facility. Keep accurate records of experiments and write reports.

Requirements: B.S. degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2 years experience in lab recombinant DNA techniques. 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 (T0206.7)

Food Science-Statutory

Minimum Biweekly Salary: \$615.42

Posting Date: 1/16/92

Provide technical support for a food science research program. Perform chemical and instrumental analysis (fat, protein, moisture and salt) of milk and dairy products. Prepare reagents and clean glassware. Use Lotus 1-2-3 and word processing for data summarization reports.

Requirements: BS degree or equivalent with a minimum of 2 yrs. relevant experience in chemical analysis. Experience with any of the following food analysis methods: Kjeldahl, nonprotein nitrogen, casein, Mojonnier, Babcock, total solids, silver nitrate titration, gas chromatography (for fatty acids and cholesterol), SDS-PAGE electrophoresis, infrared analysis and differential scanning calorimetry. Experience in cheese making desirable. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0407)

Veterinary Microbiology-JABIAH-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 1/30/92

Provide technical support for molecular biology and biochemical experiments support. Perform CDNA-RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, immunoprecipitation, SDS-PAGE and autoradiography. Maintain supplies and lab; and keep records and protocols. Assist with experimental planning. Discuss results.

Requirements: B.S. in biochemistry, biology, chemistry, molecular biology or equivalent. 2-4 years related lab experience. Some computer experience helpful. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0408)

Veterinary Microbiology-JABIAH-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 1/30/92

Provide technical cell biology and immunological support. Perform cell isolations from blood and tissue. Set up primary culture. Freeze and thaw cell. Perform cell hybridization and cloning and a variety of immunological assays including immunofluorescence and ELISA. Schedule and design experiments from basic protocols. Compile, analyze and graph data. Keep records and maintain lab.

Requirements: B.S. degree or equivalent in cell biology, immunology or related field. 2-4 years related lab experience. A good working knowledge of standard lab procedures and the use of general lab equipment. Send cover letter and 2 resumes to Sam Weeks.

Computer Service Coordinator GR22 (T0210)

Administrative Operations/CUL-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 1/16/92

Provide technical computer support for a library system. Diagnose computer problems and repair, exchange or refer equipment. Make decisions regarding when to repair or replace equipment. Monitor repaired equipment. Maintain computer inventory. Provide administrative supervision for student assistants.

Requirements: BS degree or equivalent in a technical field preferred. 2-4 yrs. of experience in trouble shooting microcomputer hardware and software problems providing hardware support. Good verbal communication, interpersonal and organization skills. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0102)

Pharmacology-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 1/9/92

Perform experiments employing established molecular cloning protocols such as restriction enzyme digests, ligations, transformations, DNA minipreps, agarose gel electrophoresis, etc. Perform DNA sequencing. Maintain supplies, equipment, bacterial cultures and radioactivity use records. Assist in planning and execution of experiments and discussions of results.

Requirements: BS degree in the biological sciences or equivalent. 2-4 years related experience, including molecular cloning. Working knowledge of standard lab procedures and use of general lab equipment: Centrifuges balances, pH meters, etc. Send cover letter and 2 resumes to Sam Weeks.

Electronics Technician GR24 (T0403.4)

Telecommunications-Endowed

Minimum Biweekly Salary: \$701.22

Posting Date: 1/30/92

Provide technical support for the campus telecommunications systems. Assemble, install, test and maintain the systems' equipment and peripherals. Ensure the connection of ancillary hardware and coordinate the processes as needed.

Requirements: AAS degree or equivalent experience in electronics of related field. 2-3 years experience in installation and maintenance of telecom equipment including PBX. Considerable electronic testing skill and ability to read building and underground plant prints. Send cover letter and 2 resumes to Sam Weeks.

Technical Temporary

Temporary Technician (T0212)

Fruit and Vegetable Science-Statutory

Posting Date: 1/16/92

Conduct chemical analyses of fruit products. Will be responsible for maintaining laboratory facilities in a safe manner. Must be capable of keeping research results, and searching for new information in the library.

Requirements: BS or BA with Organic Chemistry courses or equivalent lab experience. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Senior Department Assistant GR18 (C9312)

Management Library/CUL-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/30/92

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.

Office Assistant GR 18 (C0404)

Campus Mail Services-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/30/92

Process U.S., International mail and United Parcel Service packages for Day Hall; and the Cornell community. Advise customers of cost efficient alternatives when utilizing mail or express mail services; sort and prepare U.S. and campus mail to the appropriate Messenger Services routes; correct addresses through the use of a microcomputer.

Requirements: High School diploma or equivalent. Some college course work preferred. 1 year related customer service experience. Customer Services experience and excellent communication skills required. Knowledge of the rules and regulations of U.S. Postal Service, United Parcel Service Preferred. Basic computer skills and familiarity with the Cornell Campus Helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Assistant GR18 (C0303)

Division of Summer Session, Extramural Study, and Related Programs-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Provide clerical, logistical, research support to the director, program coordinator, and administrative aide and to the department's programs. Word processing; file; mailings; run errands; answer phones; type. Other duties as assigned.

Requirements: High School diploma required.

Some college coursework preferred. 1-2 yrs. related office and word processing experience. Excellent interpersonal and communication skills. WordPerfect on IBM PC and Macintosh experience preferable. Knowledge of Cornell desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Searcher GR18 (C0306)

Serials/CTS/Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Perform pre-order and pre-catalog searching of serial publications.

Requirements: High School diploma or equivalent; some college coursework preferred. 1-2 yrs. related experience. Good interpersonal skills. Reading knowledge of one or more foreign languages. Strong written and oral 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 Records Assistant GR18 (C0308)

Catalog/Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Locate and retrieve in-process library material. Process straight forward LC catalog records, added copies, added locations, transfers and Cornell dissertations. Perform pre-catalog searching, management of cataloging backlogs.

Requirements: High School diploma required. 2 yrs. of college or the equivalent preferred. 1-2 yrs. previous library technical services experience desirable. Good interpersonal skills. Must be dependable and have an aptitude for detailed work. Familiarity with foreign languages preferred. Medium typing. 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 (C0307)

Access Services/Olin Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Responsible for all aspects of billing library users for overdue or lost library materials. Resolve billing problems and correspond with library patrons regarding billing. Work at the Circulation desk. Responsible for knowing all aspects of online and manual circulations systems.

Requirements: High School diploma required. Some college coursework preferred. 1-2 yrs. related experience. Organizational ability and aptitude for detailed work. Ability to work well with a variety of people in a public services setting; Strong interpersonal and communication skills. Experience with microcomputers. Some background with business math desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C0406)

CISER-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 1/30/92

Provide administrative and clerical support for the Director and Institute personnel. Process payroll; appoint personnel and maintain records; prepare monthly financial reports for several CISER grants; make travel arrangements; help coordinate the submission of research proposals with Administrative Manager; maintain CISER databases.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Computer proficiency (IBM PC) in WordPerfect 5.0/5.1 required. Knowledge of DBASE III+, LOTUS 1-2-3 desirable. Excellent interpersonal and organizational skills. Able to work independently and set priorities. Mainframe experience preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR19 (C0402)

School of Hotel Administration-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 1/30/92

This individual will act as the receptionist and secretary for the Dean and the Executive Staff Assistant, and will report to the ESA. In the absence of the ESA, this individual will assume his responsibilities.

Requirements: High School diploma or equivalent. College course work in the secretarial science field preferred. Minimum 2 years related experience. Computer experience. Excellent organizational; interpersonal and communication (written and oral) skills. High level of confidentiality. Able to work independently and set priorities. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include and employee transfer application.

Administrative Secretary GR19 (C0405)

Division of Nutritional Sciences/CFNPP-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 1/30/92

Provide administrative, word processing, and clerical support to Director of program and two to three Senior Research Associates of an international food policy research program.

Requirements: High School Diploma or equivalent. Some college coursework preferred. 2-4 yrs. in responsible secretarial position or as a business office employee with secretarial experience; typing 60-75 wpm and transcription skills required. Familiarity with Cornell systems and procedures and international program requirements preferred. Excellent communication (written and verbal), organizational, and interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Editorial Assistant GR20 (C0407)

Agricultural Economics-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/30/92

Assist Editor with specific emphasis on updating existing textbooks, study guides and related materials; does computer design for new and existing tests, as well as all Program printed matter.

Requirements: Minimum B.S. Degree with meaningful work experience in related business or professional environment. Strong communication skills. Ability to interpret information in thorough manner. Complete knowledge of desk top publishing on Macintosh computer and scanning equipment required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Coordinator GR20 (C0309)

CIIFAD/International Agriculture-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Serve as the graduate field secretary for the two graduate fields of International Agriculture and Rural Development and International Development (IARD and ID) and provide administrative and secretarial support to the Director and Executive Staff Assistant of the Cornell International Institute for Food, Agriculture and Development (CIIFAD) and the International Agriculture Program (IAP). The Institute and Program are responsible for a broad range of educational, research, extension and training activities on-campus and abroad.

Requirements: Associates degree or equivalent experience. Minimum 3 yrs. experience in secretarial/administrative position. Graduate field experience, multicultural background and WordPerfect skills desired. Superior interpersonal communication, organizational skills required. Ability to work with constant interruptions essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C0305)

Cornell's Adult University-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Works closely with CAU executive staff to administer CAU on and off campus programs; works directly with program participants to explain programs, take and process registrations, and assist with all their needs. Works closely with vendors, faculty and alumni.

Requirements: AAS (business major) or equivalent. 2-3 yrs. office experience. Excellent written and verbal communication skills. PC experience: word processing and database management. Demonstrated ability to deal harmoniously with many people and work independently. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C0310)

CIIFAD/International Agriculture-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Provide administrative and secretarial support to the Assistant Director/Training Officer of the Cornell International Institute for food, Agriculture and Development (CIIFAD) and the International Agriculture Program (IAP). The Institute and Program are responsible for a broad range of educational, research, extension and training activities on-campus and abroad. Must work in an international, professional environment under extreme pressure and must possess exceptional organizational and interpersonal skills.

Requirements: Associates degree or equivalent experience. Minimum 3 yrs. experience. Experience in administrative/secretarial position; advanced WordPerfect essential, database and graphics software desirable. Superior interpersonal, communication and organizational skills needed. Experience in multicultural environment desired. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR20 (C0302)

Human Service Studies-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Provide secretarial and administrative support to the Graduate Field Representative and Undergraduate Advising Coordinator; maintenance of student records; compilation of special reports (CASA etc.), coordinate grade submission, preparation of semester course roster, catalog copy, and student guide, assign classrooms, share in answering department phones and other duties as assigned.

Requirements: Associate degree or equivalent. 2-3 yrs. secretarial experience. Knowledge and experience with Macintosh using Microsoft Word and EXCEL. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR20 (C0213)

Lab of Nuclear Studies-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 1/16/92

Provide secretarial support for a large research facility. Prepare technical manuscripts for publication; act as receptionist; arrange travel and meetings for faculty and staff; assist with workshops.

Requirements: AAS degree or equivalent. 2-3 yrs. related experience. Extensive experience with technical typing; experience with TEX, MicroSoft Word, Filemaker preferred. Good knowledge of Scientific Equations. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C0203)

CIT-Management and Budget Office-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 1/16/92

Provide primary assistance in basic accounting/bookkeeping functions to Budget Manager. Also provide administrative support to CIT Business Manager and other professionals within management and budget office.

Requirements: AAS or equivalent; Concentration in bookkeeping/accounting. 1-2 yrs. bookkeeping experience; familiar with use of electronic spreadsheets; experience in use of Macintosh-based computer applications. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C0301)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 1/23/92**

Provide assistance to the Senior Research Associate in the implementation and coordination of projects for the Technical Assistance and Direction to improving the quality of Hospital Care. This includes grant management and accounting for a budget of approximately \$400,000. Also, responsible for maintaining schedules and coordination of projects and appointments for the Senior Research Associate.

Requirements: Associates degree or equivalent. 2-3 yrs. related experience. Excellent organizational skills. Ability to work independently. Knowledge of IBM personal computers, wordperfect and LOTUS 123. General knowledge of office systems. 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 (C0210)
University Development-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 1/16/92**

Meet the information needs of those persons engaged in development work. Locate, compile, organize and evaluate public and confidential information about Cornell alumni/ae and friends, foundations and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs and development staff and alumni/ae of Cornell for fundraising activities.

Requirements: Associates or equivalent. Bachelors degree is preferred. Minimum of 1-2 yrs. related experience. Knowledge of research materials, library methods, and computer. Excellent communication and writing skills. Ability to work with confidential materials with high degree of discretion. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

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

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

Requirements: 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.

**Administrative Aide GR22 (C0304)
Division of Summer Session, Extramural Study,
and Related Programs-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 1/23/92**

Assist the Summer Session/Extramural Study registrar in the development, implementation, and execution of all processes necessary to register participants for Extramural Study and Summer Session. Functionally supervise two permanent staff members and temporary staff.

Requirements: Associates degree required. 3-4 yrs. related experience. Ability to work independently, coordinate details, make decisions and work with diverse public. Strong organizational and analytical skills required. Excellent written and oral communication skills. Knowledge of various colleges within Cornell preferred. some accounting. 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 GR18 (C0408)
Neurobiology and Behavior-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 1/30/92**

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. Student grades, generating exams and answers. Regular, part-time position, 20 hrs/wk, flexible.

Requirements: High School diploma, some college desirable. 1-2 years related experience. Experience with computers and office-based software or aptitude to learn specific software pro-

grams. High level of confidentiality. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Secretary GR18 (C0408)
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Posting Date: 1/30/92**

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. Student grades, generating exams and answers. Regular, part-time position, 20 hrs/wk, flexible.

Requirements: High School diploma, some college desirable. 1-2 years related experience. Experience with computers and office-based software or aptitude to learn specific software programs. High level of confidentiality. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Secretary GR20 (C0401)
Physics-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 1/30/92**

Provide administrative and secretarial support for Physics Majors Program. Arrange for and publicize weekly colloquia; type technical coursework and lab manuals; collect and catalogue reprints; some offset press work (training provided). Regular Part-time, 30 hrs/wk, M-F 8:30-3:00 position.

Requirements: Associate degree or equivalent. Minimum 2-3 years related experience. Strong computer skills (Macintosh). Technical typing, word processing and records processing experience. Knowledge of MS Word, Excel, FileMaker programs helpful. Strong interpersonal and organizational skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Administrative Aide GR20 (C0217)
Communications Strategies/University Relations-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/16/92**

Manage department calendar, answer telephones, and receive visitors into office; handle accounting procedures and maintain filing systems; coordinate luncheons and special events; draft correspondence and provide support to director and staff as needed. 30 hrs/week to be arranged.

Requirements: Associates degree or equivalent. 3 yrs. of secretarial experience. Knowledge of Cornell University highly desirable. Excellent telephone, interpersonal, organizational and communication skills essential. Must have cooperative and team-oriented approach to projects, and ability to meet deadlines, prioritize projects, and maintain confidentiality. Must have proficient proofreading and editing skills. Must be professional and willing to act on initiative within this position. Knowledge of Macintosh. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Reference/Information Assistant GR22 (C9510)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$641.92
Posting Date: 12/19/91**

Coordinates professional fee-based hospitality industry information service, HOSTLINE; provides information and reference services for SHA students, faculty, administrators, and staff (such as the Development Office); coordinates reference collection maintenance; trains three student assistants (loose-leaf filing and shelving) and supervises one student; suggests topics for bibliographies and handouts, and compiles information on same; and participates in collection development decisions.

Requirements: Bachelors degree or equivalent required. Graduate work in hospitality or information/library desirable. 3-4 yrs. related work experience. specific subject knowledge of business/hospitality industry, or previous equivalent library experience (2 yrs.). Strong interpersonal, organizational, and communications skills; ability to explain complex research procedures and teach the use of complicated resources to clientele with varying degrees of comprehension including those who lack research experience or English language competency. Ability to use simple communications software for data input or wordprocessing software for the creation of simple documents and reports. Ability to perform searches in three or more computer systems, knowledge of several additional databases, and the ability to instruct users in searching one or more CD-ROM systems. Creativity, attention to detail, and ability to meet deadlines and work independently. Fluent English language skills. Send cover letter, 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.

**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.

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.

**Apprentice/Pump Specialist (G0402)
M & SO/Pipe Shop-Endowed
Posting Date: 1/30/92**

To install, repair and maintain pumps and their associated components (i.e. switches, controllers, strainers, tanks, valve structure and alignment). Must prioritize workload to the satisfaction of customers (i.e. research projects, monetary concerns and temporary repairs). Other duties as assigned. **Requirements:** Must maintain a valid membership in Trades Union Local as designated by the United Association or be willing to join within 30 days of employment. Must have and maintain a valid NYS driver's license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application. Deadline for applications is March 2, 1992.

**Food Service Worker SO02 (G0401)
Dining Services-Endowed
Hiring Rate: \$6.55
Posting Date: 1/30/92**

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

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

Academic**Faculty Position
Department of City and Regional Planning and
Women's Studies Program
Posting Date: 1/30/92**

Tenure track joint appointment at the Assistant Professor level in the area of physical/environmental planning and gender issues. This appointment is designed to strengthen teaching and research in physical and environmental planning and to strengthen University offerings dealing with gender issues. It is also designed to contribute professional instruction and research related to urban planning careers.

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.

We strongly encourage women and minority applicants.

Deadline is March 1, 1992. Please send a letter of application, resume, and the names and addresses of at least three professional references to: Professor Kermit C. Parsons, Chairman, Joint Faculty Search Committee, Department of City and Regional Planning, 106 W. Sibley Hall, Cornell University, Ithaca, NY 14853.

**Lecturer or Senior Lecturer, Organic Chemistry
Laboratory Director
Department of Chemistry
Posting Date: 1/30/92**

Duties of the position include teaching undergraduate organic chemistry laboratory courses, supervising teaching assistants and developing new experiments for the laboratory program. A Ph.D degree in chemistry and previous teaching experience in organic chemistry are required. This is a 9-month position beginning in August 1992. Opportunity for teaching in the summer session available. The initial appointment is for 1 to 3 years. Additional 3-year appointments are possible, depending on performance. Applications with c.v. and names of three references should be sent to: Earl Peters, Department of Chemistry, Baker Laboratory, Cornell University, Ithaca, NY 14853-1301. The deadline for receipt of applications is March 13, 1992, or until the position is filled. Cornell University is an Affirmative Action/Equal Opportunity Employer.

**Assistant Professor, tenure track, salary commensurate with qualifications and experience.
Oral Communication Business, School of Hotel Administration
Posting Date: 1/23/92**

Applications are invited from communication generalists with primary emphasis in managerial oral communication. Experience teaching written communication as a secondary subject, and the ability to relate all subject matter to a multicultural business environment, are highly desirable. Opportunity to teach both undergraduate and graduate communication courses as well as to team teach other business offerings with a communication component. The successful candidate will have a strong student-centered orientation, enjoy participating in collaborative teaching activities, and have high potential for conducting significant research and publication in business communication. Expected to contribute to faculty committees, curriculum development, and other projects.

Requirements: PhD required, business experience an advantage. Appointment begins August 1992. Send letter of application, resume, and three letters of recommendation by February 4, 1992 to: Michael H. Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853.

**Research Associate III (CA05)
Microbiology (CAL5)
Posting Date: 1/23/92**

Conduct nutritional trials, culture strictly anaerobic rumen microorganisms, make various chemical and biochemical measurements. Summarize and interpret research results. Write papers for peer-reviewed scientific journals. Write research grants, serving as co-principal investigator. Interact with people from the animal industry.

Requirements: PhD in Animal Science, Nutrition or Microbiology. Specific skills and technical/admin training: Knowledge of animal nutrition and anaerobic techniques, experience with radioactive isotopes and computers, familiarity with a variety of biochemical and chemical techniques (spectrophotometry, gas liquid chromatography, gas chromatography, flame photometry, phase contrast microscopy, etc.). The person must be able to write clearly. Appointment start date: February 1992. Contact: Dr. James B. Russell, Associate Professor in the Section of Microbiology, W 111 Wing Hall.

**Hotel Administration: Written Communication
in Business
Posting Date: 1/23/92**

Lecturer: Hotel Administration invites applications from individuals specializing in written business communication. Major teaching responsibility is an undergraduate course emphasizing exposition and argument in business/technical contexts. Opportunity to teach required undergraduate course in oral managerial communication and upper level course in written managerial communication, and to team teach other undergraduate offerings. Expected to advise students and to contribute to faculty committees, curriculum development, and other projects.

Requirements: Masters degree or equivalent required. Business knowledge or experience and advantage. Salary commensurate with qualifications. non tenure track appointments are for two years. Appointment begins August 1992. Send letter of application, resume, and three letters of recommendation by February 25, 1992 to: Michael H. Redlin, Associate Dean of Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853.

**CORNELL
Employment News**

EDITOR: Nancy Doolittle

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

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

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