

CORNELL Chronicle

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Cornell Life

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There are times, watching rehearsals for tonight's opening of Dance Concert '92, when it is difficult to tell who's who on stage — who has danced for 10 years, and who just started yesterday.

Fighting oil fires

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The Kuwait oil fires are out and world attention has shifted elsewhere, but for Terry Farley '60, president of Bechtel Construction Co., the heat is still on.

Theater director uses the stage to push his politics

By Lisa Bennett

Keith Grant ran his hand across his short-cropped black hair and reflected, reluctantly but with humor, on his latest controversy: a production of *Cabaret* in which an African-American student played the female lead during evening performances and a white student played the role during matinees.

Grant, an assistant professor of theater arts, also introduced cross-dressers, changed the scene to a place called the "Kit Kat Klub," updated the time from 1929-30 to 1998 and turned most of the dancers into neo-Nazis (or Nazis, depending on how you judge their haircuts.)

"That Ithaca Journal woman, Bea something, called me a demigod — no, no a demagogue," said Grant, in reference to critic Bea MacCloud's comment in a Feb. 15 review that art and demagoguery are rarely

well-matched.

"I had to look the word up. I didn't like the definition, but it sure is what I am. I use my forum to try to persuade others to my prejudices, to my way of thinking," added Grant, who directed and choreographed the production that ran to sold-out audiences at The Center for Theatre Arts from Feb. 13 to 23.

"Sometimes, I wish I could just look at a play and do it the way they did on Broadway and not look at *Cabaret* and say, 'Of course, it's about Nazis.' Most people say, 'It's about this star, Sally Bolles.' I look and see it's about the Holocaust, and not only Jews but gays and other people who were being eliminated. I see things very differently from other people."

Grant, who came to Cornell in 1989, is less than fond of interviews. And he flat-out refuses to be photographed. For, he admits, he has a secretive side. He does not like to

talk a lot. And he does like a sense of anonymity, of being able to go about his work unaware of what others might think of it.

Last week, however, he conceded, as if caught-out in his orderly, dimly lit office on the top floor of The Center for Theatre Arts, that one cannot continue to direct controversial productions and remain an unknown. Dressed in a pink shirt and mud-green pants, he rested his knees on the edge of his desk, frequently set a cheek in the palm of his hand, and talked about art and politics.

Grant, 39, is an African-American who was raised on the southside of Chicago. From home, which he remembers as completely black, he went on to places that were almost completely white: from the American Conservatory Theatre, where he was trained as a classical actor, to the Yale Drama School, where he completed the three-year master's of fine arts program.

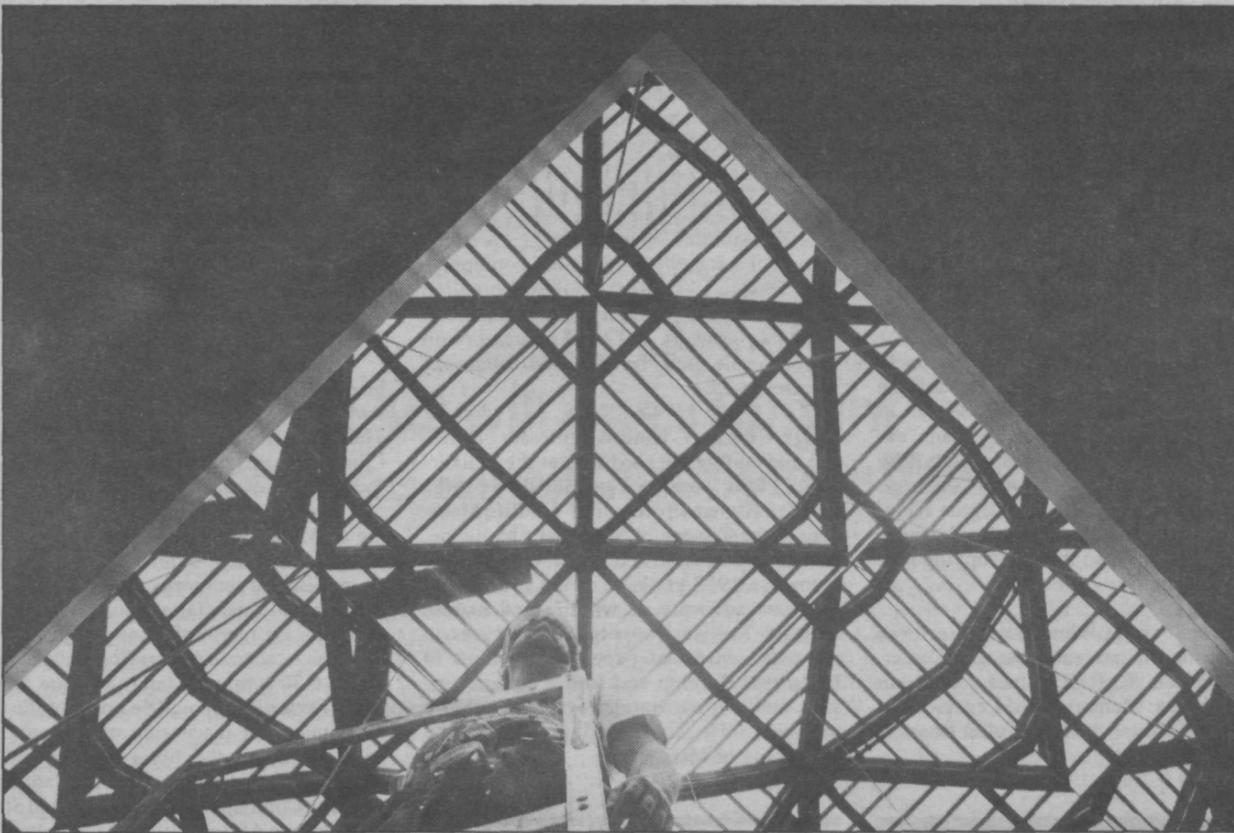
Three weeks out of Yale, Grant had an agent, a manager and a role in the soap opera *Edge of Night*. But on the edge of 30, Grant decided he wanted more security and control and turned to teaching acting and dance and directing plays in university theater. He taught at the University of Connecticut, Western Illinois University and the University of Nebraska at Lincoln before coming here.

Being the only African-American in the Theater Department at each of these universities has had a politicizing effect, he says. So did going to the theater and seeing plays a little differently, perhaps, than most people do.

"It's always white, heterosexual middle class and upper middle class people who plays are written about. And to not be that, and to go to the theater as often as I have to go to the theater — I have to do things that bring

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Lookout



Peter Morenus/University Photography

Jody Darling of Odessa, an employee with Schalk Dry Wash, inspects a skylight inside the Carl A. Kroch Library. The skylights are the only part of the new four-story underground library visible from the Arts Quadrangle.

Kammen: American history, mythic and real, has been manipulated for partisan purposes

By Carole Stone

Although Henry Ford once expressed contempt for history, calling it "more or less bunk," he also proved to be the country's single greatest collector of Americana, buying up antiques and memorabilia by the boxcar and having them shipped to Dearborn, Mich., faster than they could be unloaded.

"Ford had a great nostalgia for the world he made irrelevant," said Pulitzer Prize-winning historian Michael Kammen, who includes him in his newest book, *Mystic Chords of Memory: The Transformation of Tradition in American Culture*.

"We think of the 1920s and '30s as a time

when modernism came to the fore, but at the same time a nostalgia trip transformed American life. Ford is the most superb example of Janus-faced America in the interwar years, simultaneously looking both forward and backward," said Kammen, the Newton C. Farr Professor of American History and Culture.

Mystic Chords of Memory, an 864-page book that Kammen originally conceived as a trilogy, describes the way Americans, enamored of the future and fairly obsessed with newness, acquired a history, both mythic and real, and have manipulated it according to partisan purposes.

This transformation of tradition has oc-

curred in three stages that roughly correspond to the years from 1870 to 1915, from 1915 to 1945 and from 1945 to the present, according to Kammen.

Before 1870, Americans looked to the future largely for inspiration. But after the Civil War, traditions became a means of unifying the country; after World War I, a tension between modernization and memory produced a more recognizably complex American culture; and since World War II, the national history and culture have come to include more people — yet beneath superficial enthusiasm, ignorance of history is rife, Kammen said.

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CU official cites need for computer ethics

By William Holder

The malicious Michelangelo virus, designed to strike IBM-compatible computers on Friday, represents an extreme case in computer ethics.

"It is obviously wrong because it destroys computer files," says Stuart Lynn, vice president for information technologies, "but the moral lines are not always so clear cut."

Most students have pretty clear boundaries, in his view, but a few seem to have difficulty knowing where to draw the line between right and wrong.

Hacking, for instance, has an undesired negative connotation, Lynn says. The word is broadly used to describe an intense involvement with computers; most of it is benign from an ethical viewpoint. While individuals who spend most of their waking hours in front of computers may shortchange other aspects of their lives, Lynn said that he does not believe that they necessarily transgress any ethical boundaries.

People who once were described as hackers include Bill Gates, chairman of Microsoft Corp. and the richest man in America, and Steven Jobs, co-founder of Apple Computer and president of NeXT Inc.

Some activities that are clearly proscribed by Cornell's computer use policy, or by law, nonetheless occur frequently. Software piracy, for instance, is widely acknowledged to be rampant, according to Lynn, perhaps because students are motivated to acquire software they need but cannot afford, or perhaps because the moral imperative behind the prohibition does not seem so strong compared with other issues in their lives. Students will let others use their computer accounts, he added, with little or no appreciation for ethical or other issues involved in such use.

Most people appear to agree, however, that unleashing computer viruses is wrong, but Lynn said that he does not think that everyone understands the kind of damage that can be done by such activities.

One person who is keenly appreciative is Cornell physics graduate student Maynard Handley, who pointed out in a note to the Internet community that the virus released from Cornell last week caused extensive damage to his computer's operating system.

"It's easy," Lynn added, "to lose sight of effect at a distance. If you cause the student next door to lose 10 hours of work because of something you've done, you feel bad. But if you are dealing with faceless people out there

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Seeing red



Peter Morenus/University Photography

Cornell's Anthony Pavone (right) tries to run the ball past Cortland State's Jon Stainbrook during the first lacrosse match of the season at Schoellkopf Field on Monday. The Big Red beat the Red Dragons, 20-6.

Diesel cleanup nearly finished

Approximately 72 gallons of diesel fuel leaked from Cornell's satellite television truck last week while it was parked at the bus garage complex off Route 366, but most of the fuel remained on site, none of the fuel reached Fall Creek and the cleanup is nearly complete, according to university officials.

A fuel line on the truck cracked some time after the truck was last used and refueled on Feb. 16. Life Safety and the Grounds Department contained the drainage from the area and absorbed remaining free fuel shortly after the leak was discovered Feb. 25.

A portion of the fuel drained into the gravel beneath the truck, and some of the fuel reached the ditches on the north and west sides of the parking lot. This ditch drains into a storm drain that runs underground beneath Cornell Plantations and into a creek that follows Forest Home Drive before emptying into Fall Creek. The diesel fuel did not reach Fall Creek, officials said.

The state Department of Environmental Conservation was notified immediately and a state spill investigator visited the site on Feb. 27. The investigator approved the university's cleanup plans. Excavation of the contaminated soil and vegetation was completed on Feb. 28.

The only remaining source of diesel fuel is in a culvert beneath the asphalt parking lot. A catch basin installed at the outfall of this culvert will be maintained through spring runoff and until fuel no longer comes out of the culvert.

Peter Paradise, an environmental engineer in the Department of Facilities Engineering, is coordinating cleanup efforts.

BRIEFS

• **Deductions:** There has been a change in the federal income tax withholding rates, effective with the first paycheck received in March. The new rates will reduce the tax withheld from checks, but they do not reduce tax liability. For many people, the new rates will render a smaller refund or require an increased payment at the end of the year. To keep your withholding at current levels, you must complete a new W-4 form. Contact the Payroll Office at 255-5194 for more information.

• **Fulbright applications:** The 1993-94 competition for awards under the Fulbright Scholar Program opened March 1. The awards support postdoctoral lecturing and research. Applications are available from the Office of Sponsored Programs.

• **Goethe Prize:** The Goethe Prize, endowed in 1935 by Ludwig Vogelstein, is awarded annually for the best essay on any topic connected with German literature. Juniors, seniors and graduate students are invited to submit essays with a suggested length of 10 to 20 pages. Essays must be submitted to the Office of the Dean of Faculty, 315 Day Hall, no later than noon on April 15. For submission information, call lecturer David Hobbs

at 255-8289, or inquire in 183 Goldwin Smith Hall, telephone 255-4047.

• **Cancer:** A Cornell biochemist is zeroing in on the time and place where cell-division begins — the start of gene-copying — in hopes of eventually explaining why cells sometimes turn cancerous. Supported by a two-year \$180,000 grant from the American Cancer Society, John D. Helmann, an assistant professor in the Section of Microbiology, will focus on bacterial genes as a model for the genetic material in higher forms of life in his study "The Role of Sigma Factors in Transcription Initiation." Sigma factor is the name for the protein involved at the start of gene-copying in eubacteria, Helmann explained, noting that other types of cells have proteins with similar functions. Some researchers have suggested that sigma factor works to separate or "melt" the double helical strands of DNA so that the copying process can begin.

• **Lecture:** Locksley Edmondson, director of the Africana Studies and Research Center, will lecture on "C. L. R. James, Caribbean Pan-Africanist: Memories and Legacies" on March 10 at noon in the Hoyt Fuller Room at the Africana Center.

NOTABLES

Robert F. Becker, an associate professor in the Department of Horticultural Sciences and an extension specialist at the New York State Agricultural Experiment Station in Geneva, received two awards at the 1992 New York State Vegetable and Direct Marketing Conference. He received one award for 33 years of service to the state's cabbage industry, and the other for serving as chairman of the statewide vegetable conference from 1967 to 1991. Becker joined Cornell in 1959 and works primarily with commercial vegetable growers and food processors on variety evaluation, fertility and tillage research.

Dr. George V. Kollias, professor of wildlife and zoological medicine at the University of Florida, has been appointed here as the first Jay Hyman Professor of Wildlife Medicine in the College of Veterinary Medicine. The chair was endowed in 1988 by Dr. Jay Hyman, a 1957 graduate of the college and longtime advocate of wildlife and marine animals. Kollias, whose research focuses on the pathogenesis of neonatal infections in birds, will develop and lead a comprehensive, multidisciplinary program in wildlife medicine. He is a D.V.M. graduate of the University of Missouri.

Trustees meet March 5 to 7

A panel of undergraduates will give views on the importance of financial aid during a meeting of the Board of Trustees on Friday, March 6, in the sixth-floor meeting room of the Herbert F. Johnson Museum of Art.

The public session, from 9:30 a.m. until noon, will also include discussion of the renewal of admission and financial aid policies, a progress report on the capital campaign and discussion of the university's efforts to improve the quality of services.

Several board committees will also meet in public sessions, as follows:

• Buildings and Properties will have a brief open session to hear project status reports at the start of its 9 a.m. meeting on Thursday, March 5, in the Carl A. Kroch Library. Guests should gather by 8:35 a.m. at the door below the sundial.

• The Executive Committee's 2 p.m. meeting on March 5 in the Johnson Museum will be open for about 30 minutes for discussion on provisional statutory college tuitions, admission and financial aid policy and policy for employer recruitment on campus.

• The Academic Affairs Committee, meeting at 6:30 p.m. on March 5 in the Statler Inn's Taylor Room, will be open for the first 45 minutes for discussion of financial aid policies and of the library project in the School of Industrial and Labor Relations.

• The Committee on Land Grant and Statutory College Affairs will meet publicly in the Statler's Rowe Room from 12:45 to 1:45 p.m. on March 6 to discuss 1992-93 tuitions and budgets and relations with SUNY.

• The Audit Committee meeting, at 7 a.m. on March 7 in the Statler's Rowe Room, will include an open discussion of updates on the state comptroller's audit report and statutory indirect-cost rates.

A limited number of tickets are available in the Day Hall lobby on campus.

GRADUATE BULLETIN

Tax: A representative from the Internal Revenue Service will share information and answer questions on Thursday, March 26, from 9 a.m. to noon and Monday, April 6, from 1:15 to 4:30 p.m. in Anabel Taylor Hall auditorium, second floor. Or, contact the IRS at (800) 829-1040.

Courses: The last day for dropping courses and changing grade options is March 13. A \$10 late fee is charged for each approved change after this date. An approved petition is required to change credit hours or grading option after March 13.

Loans: Students with outstanding educational loans should be aware of federal regulations concerning loan deferment. For each year a student is enrolled in a degree program, it is the student's responsibility to request, complete and file deferral forms with each lender. Students with outstanding educational loans from other institutions should contact their lenders or billing agencies to obtain specific instructions regarding deferral procedure and repayment terms.

CORNELL
Chronicle

Henrik N. Dullea
Vice President for University Relations
Linda Grace-Kobas
Director, Cornell News Service

Mark Eyerly, Editor
Julie Manners, Graphics
Joanne Hanavan, Calendar

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

OBITUARY

Hinda C. Neufeld, an active member of the Cornell community since 1946, died of cancer Wednesday, Feb. 26. She was 78.

A private research analyst for government and academic programs, she conducted a number of projects for colleges and programs here on a variety of subjects.

Survivors include her husband, Maurice F. Neufeld, professor emeritus of industrial and labor relations, two brothers and nieces and nephews.

Students help redesign office space for the university's Investments Office

By Albert E. Kaff

Ronald Beckman is a big proponent of experiential education.

An industrial designer, Beckman is an associate professor of design and environmental analysis in the College of Human Ecology, where he teaches the junior design studio.

His course deals with design of interior space, and Beckman believes in hands-on learning. "My students are not cloistered, because I try to make my course a reality-based experience for them," he said.

Last semester, his students accepted a real-world assignment from Cornell's Office of University Investments. The office occupies space in two buildings on Ithaca's Terrace Hill. The assignment: merge the two offices into one space.

The 15 students, all juniors, started by interviewing office workers to obtain their views on adequacy of the work space they now occupy, how their work area could be improved and how each worker's job related to others in the office.

"That's what human ecology is all about," Beckman said. "We in human ecology try to consider all the human elements in a design problem."

From their interviews and inventories of equipment used in the Investments Office, each student designed an original three-dimensional model that integrated the two offices into one.

Beckman then divided the class into three groups, each group consisting of five students who had approached the problem in a similar way. Then each team built a model, incorporating what the students considered to be the best elements developed in their individual study models.

The three resulting models were presented to the Investments Office for final selection by the client. In a few weeks, one model will be built, a hybrid of the three team models that will incorporate design features accepted by the Investments Office. Reconstruction of the actual office from the final model is scheduled to start this summer.

"When the office is completed, my students will be seniors," Beckman said. "Then they can visit the new office, photograph it and put pictures of an actual project on which they worked in their portfolios before they graduate and start looking for a job. This will enable them to show prospective employers what they accomplished in handling an assignment that goes beyond classroom theory."



Bruce Wang/University Photography

Student Rebecca Doris (right) explains one of the models proposed for Cornell's new investment office to Karen M. Flahive (left), senior investment administrator in the Office of University Investments, while her classmates look on.

Dance concert '92 will open tonight with modern and Afro-Caribbean styles

By Carole Stone

Dance Concert '92 opens tonight, March 5, at the Center for Theatre Arts with an eclectic program of six dances in four styles — contemporary ballet, dance theater, Afro-Caribbean and modern dance.

Byron Suber, who joined Cornell's dance faculty last fall, will present two dances that are basically ballets but include movements from jazz and modern dancing: *Bach Cello Suite No. 1 Circa 1985*, an ironic piece inspired by thoughts about society's attempts to avoid death and disease; and *Bad Timing*, a duet he will dance with Alejandra Bronfman, a professional ballet dancer for 10 years before she enrolled at Cornell.

In its subtle way, the Bach cello suite reflects Suber's thoughts about the AIDS epidemic. "I was thinking that the

'It just happened that we all decided to present difficult pieces this year, and we have more proficient dancers to perform them.'

— Jumay Chu

beauty being created with these dances can disappear with the people who are dying. All of this beauty just floats away if it's not taken care of," he said during a recent rehearsal.

Bad Timing, which he based on a movie by Nicholas Roeg and set to a string quartet by Ruth Crawford-Seeger, describes an abusive sexual relationship between a man and woman obsessed with one another.

Jim Self, the choreographer who brought *Beehive* to last year's dance concert, will present another highly theatrical work this year: *I Dream of Genealogy . . . And Jesus*.

"What makes Jim's work so 'Jim' is that he takes over the whole stage — the set, the scenery, the lighting, the costumes. All of this creates the dance, not just the movement," said

Charles Anderson, an undergraduate dance major in the cast of *Genealogy*.

Self's piece begins with a daydream of death, moves through the evolution of life to questions about gender and the struggle between master and slave and culminates in an eroticized fantasy about Jesus as personal savior. Musically, it ranges from Benjamin Britten and Arvo Part to a Muzak version of Mozart.

Pat Hall-Smith, a specialist in Afro-Caribbean dance and this year's guest choreographer, will present a narrative titled *Journey* that uses the undulating torso movements and loose hip action of traditional African dance, combined with modern dance, to depict a young woman struggling to find her place in the world.

Hall-Smith, who has worked with Jawole Zollar of Urban Bush Women, Lady Gourd Sangoma and Mabour Mines, teaches dance at Lezly Dance Studio in New York City. Last fall, she taught a six-week master class in Afro-Caribbean dance here, and two of her students, undergraduate dance majors Christina Black and Lydia Bueschel, share the lead role in *Journey*.

Jumay Chu, who teaches modern dance here, will present *Plain Song*, a dance for five women with original music composed by Allen Fogelsanger and performed by the composer and Wayne Loo. Like the other five pieces on the program, *Plain Song* is technically demanding.

"It just happened that we all decided to present difficult pieces this year, and we have more proficient dancers to perform them," said Chu.

The only student-choreographed work in this year's show is *Gustav, Gustav and Emilie*, a duet by Black. Its title refers to Gustav Mahler, Gustav Klimt and a woman loved by Mahler who is the subject of the dance.

Tonight's performance will begin at 8 p.m. Additional performances are scheduled for Friday and Saturday, March 6 and 7, at 8 p.m., and Sunday, March 8, at 2 p.m.

Tickets for Dance Concert '92 are \$5 and \$7 and are available at the Center for Theater Arts Box Office, telephone 254-ARTS.

CORNELL
Life

Two dancers

On stage at the Center for Theatre Arts, seven ballet dancers in black and aqua tutus are leaping, running and doing pirouettes in a rehearsal of *Bach Cello Suite No. 1*, the first piece on the program of Dance Concert '92. All of them move gracefully. One, in particular, moves exquisitely.

Alejandra Bronfman, who is called Sandra, is just slightly taller than the other dancers, has a dimpled chin and dark shoulder-length hair. Born in Buenos Aires, she started dancing at 8, entered the Academy of the Washington Ballet at 12 and began a 10-year career as a professional dancer at 18.

With Pacific Northwest Ballet, Washington Ballet and Finis Jhung's Chamber Ballet in New York City, she danced works by George Balanchine, starred in *Romeo and Juliet* and danced the lead in *Coppelia* — which she hated: "It's just one of those silly parts for women," she said.

When she grew tired of the "prima ballerina attitude" of the professional world, she left for college. Now a 29-year-old history major who studies art, politics and culture, represents staff members on Cornell Cinema's advisory board and plans to go to graduate school, she dances when she feels like it.

Last year, she didn't perform at all. This year, she is dancing in four of the six pieces in the annual faculty and student dance concert opening tonight.

"She's a goddess!" said another dancer, Charles Anderson, a junior majoring in dance and choreography who was seated off to one side of the theater during this late-afternoon rehearsal. "She's a wonderful dancer, and what makes it even better is she's a wonderfully nice person."

"It's none of this, 'Yes, I danced professionally' stuff," he said, affecting a haughty tone. "She doesn't even have that look on stage. You could completely forget she's a professional until you see her dance."

An hour or so later, Bronfman is on stage rehearsing a different piece. Again in pointe shoes but this time wearing just a leotard, she is dancing with dance lecturer Byron Suber in his piece, *Bad Timing*.

After Suber lunges for her leg, accidentally cuts his chin on the floor and walks off stage to have it bandaged, the music stops and Bronfman grabs a towel, walks to center stage, non-chalantly drops to

'She's a wonderful dancer, and what makes it even better is she's a wonderfully nice person.'

her hands and knees and wipes Suber's sweat and blood from the floor.

Sometimes, Anderson said, he forgets that he and Bronfman are not on the same level, that she has been dancing all her life and he has not. Yet, he, too, is an elegant dancer. Bronfman and Suber, who teaches ballet and choreography, agree that there's something very special in the way that he moves.

Just slightly shorter than the other dancers, with the tragic-comic face of a clown, Anderson has the soft muscles of a supple athlete, although he says he has never been active in sports. He came to Cornell to be an engineer. The only dancing he had done before taking his first class here was at a Halloween party: he did a Paula Abdul dance for his friends.

"Music videos," he said. "I guess that's where I learned to dance. A lot of what I do is natural; it feels logical. And what I'm learning in class is to be more conscious of it."

Although he has been dancing for only a year and a half, Anderson danced in last year's dance concert, presented a composition at a dance recital last December, played a Kit Kat Club dancer in the Cornell production of *Cabaret* last month and will perform a solo dance he choreographed at the American College Dance Festival in Ohio later this month.

Tonight, he will perform in two pieces, *I Dream of Genealogy . . . and Jesus* by dance lecturer Jim Self and *Journey* by guest choreographer Pat Hall-Smith.

Those pieces assemble some of the best talent in the Cornell community: Suber, Self and another Cornell dance instructor, Jumay Chu; dance majors Christina Black and Lydia Bueschel; musical theater director Keith Grant, local professional Ellen Barnaby; Bronfman and Anderson, among others.

There are times, watching rehearsals of those pieces, when it is difficult to tell who's who on stage — who has danced professionally for years, and who just started yesterday.

— 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 257-7711.

Advanced Balkan dancing: planning meeting, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m., March 8, North Room, Willard Straight Hall.

Global Dancing, co-sponsored by the Cornell Wellness Program, advanced waltz; teaching, 7:30 to 9 p.m.; open dancing, 9 to 10 p.m., review, Dance Studio, Helen Newman Hall.

Israeli Folkdancing

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

Jitterbug Classes

Jitterbug classes every Wednesday (ongoing) in the Edwards Room, Anabel Taylor Hall. Beginners, 7:30 p.m. (no partner needed: please call to register); intermediate, 8:45 p.m. (no registration required). For more information call 273-0126 (leave message).

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. Visitors to the museum can now park behind Tjaden and Sibley Halls on campus when the museum-restricted areas on Central Avenue are filled. At the East Avenue traffic booth, drivers can purchase a two-hour permit for \$1, entitling them to park behind Sibley or Tjaden halls, the parking lots visible on University Avenue just past the museum.

In conjunction with the symposium, "Visual Feminist Discourse: Feminine Consciousness and Women's Art," the exhibit by Mary Kelly: New Work, "Gloria Patri," and Renee Green: Installations, "Site/Scene and Peak," will be on display March 6 through April 8.

"Women in Focus," an exhibition developed by seven women photography majors at Cornell, through March 8. The exhibition was the result of a seminar conducted by A.D. White Professor Emeritus John Szarkowski, curator of photography emeritus at the Museum of Modern Art, New York. The students, Andrice Arp, Kimberly Austen, Linda Chang, Sarah Meikle, Winifred Park, Katherine Resen and Adra Valentine, focused their investigations on the many roles available to women and how they perceive themselves.

"Electric Spaces: New Installations in Audio and Video Art," an exhibition consisting of the video installation "Brooklyn Bridge" by Joan Jonas and the audio installation "Sound Engine" by Bill and Mary Buchen, through March 8.

A seminar on Chinese painting will be offered by local artist Jim Hardesty from 1:30 to 3 p.m. on March 8. A slide lecture and demonstration entitled "Bird and Flower 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.

Box Lunch Tour Artbreaks will continue with "A Walk with the Buddha," beginning at noon on March 5; and "Looking at Nature, March 12. Following the tours, conducted by museum curators and docents, participants are welcome to eat their lunch and to meet informally with the tour guide.

Olin Library

"Liberty and Its Limits: France in Revolution, 1792-1797," an exhibition of pamphlets, prints,

books and manuscripts, through April 23. Curators are Nan E. Karwan, history, and Mark Dimunation, rare books, Olin Library.

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 for all; Saturday Ithacid Film Festival, \$2 and \$1.50 under 12; Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 3/5

"The Africans: A Triple Heritage," co-sponsored with Africana Studies, 7:15 p.m. Free.

"Cape Fear" (1991), directed by Martin Scorsese with Robert DeNiro, Nick Nolte and Jessica Lange, 10 p.m.

Friday, 3/6

"My Girl" (1991), directed by Howard Zieff with Macaulay Culkin, Anna Chlumsky and Dan Ayckroyd, 7 p.m., Uris.

"Daughters of the Dust" (1990), directed by Julie Dash with Cora Lee Day and Alva Rodgers, co-sponsored with CCPA, Ujamaa, Third World Program Board, 7:15 p.m.

"Cape Fear," 9:20 p.m., Uris.

"Black Robe" (1991), directed by Bruce Beresford with Lothaire Bluteau and Sandrine Holt, 9:50 p.m.

Saturday, 3/7

"Chang: A Drama of the Wilderness" (1927), directed by Merian C. Cooper with Kru, Chantui and Nah, co-sponsored with the Ithaca Youth Bureau, 2 p.m.

"Daughters of the Dust," 6:45 p.m.

"My Girl," 7 p.m., Uris.

"Arab Women at Work," and "Rivers of Fire" (on water rights in the Middle East), sponsored by Middle Eastern Film Series, 7:30 p.m., Media Room, Uris Library.

"Shoot for the Contents" (1991), directed by Trinh Minh-ha with Lynne Sachs, co-sponsored with CCPA, 9:30 p.m.

"The Mission" (1986), directed by Roland Joffe with Robert DeNiro, Jeremy Irons and Daniel Berrigan, 9:20 p.m., Uris.

"Cape Fear," midnight, Uris.

Sunday, 3/8

"Moving Pictures: Films by Photographers" (1895-1988), co-sponsored with CCPA, 2 p.m., Johnson Art Museum. Free.

"Cape Fear," 4:30 p.m., Uris

"Songs About Scientists and Explorers: Linda Fisher in Performance," co-sponsored with the Johnson Art Museum and CCPA, 8 p.m., \$5/general, \$4/seniors and students.

Monday, 3/9

"Black Robe," 7:15 p.m.

"Chang: A Drama of the Wilderness," 9:30 p.m.

Tuesday, 3/10

"Ballad of a Sad Cafe" (1991), directed by Simon Callow with Vanessa Redgrave and Keith Carradine, 7:40 p.m.

"Without You I'm Nothing" (1990), directed by John Boskovich with Sandra Bernhard, 10 p.m.

Wednesday, 3/11

"How Tasty Was My Little Frenchman" (1971), directed by Nelson Pereira dos with Arduino Colassanti, Ana Maria Magalhaes and Ital Natur, co-sponsored with CUSLAR, 8 p.m.

"Without You I'm Nothing," 10 p.m.

Thursday, 3/12

"Children's Beirut," and "Facts on the Ground," (Israeli settlements in Israel), sponsored by Middle Eastern Film Series, Media Room, Uris Library, 7:30 p.m.

"Trust" (1991), directed by Hal Hartley with Adrienne Shelly and Martin Donovan, 7:50 p.m.

"Ballad of a Sad Cafe," 10 p.m.

LECTURES

Africana Studies & Research Center

"The Resurgence of Islam and the Decline of Communism: Are They Causally Connected?" Ali A. Mazrui, senior scholar, Africana Studies and Research Center, A.D. White Professor-at-Large and SUNY Binghamton, humanities, March 6, 4 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

"From Stereotype to Prototype: Change and

Johnson Museum to exhibit photographs of Holocaust memorials March 6 to April 12

Two photographic exhibitions documenting aspects of the Holocaust will be on display at the Herbert F. Johnson Museum of Art from Friday, March 6, to Sunday, April 12.

"In Fitting Memory: Perspectives on an Evolving Tradition of Holocaust Memorials" presents a selective survey of Holocaust memorials and public sculpture in the United States, Europe and Israel.

These 52 photographs, taken in the 1980s, record the remnants and ruins of the camps, traditional monuments erected after the war, commemorative sculptures and abstract sculpture placed at remote sites. The memorials reflect national differences in historiography, ideology and culture as well as styles and traditions of public art.

The photographs were taken by free-lance artist Ira Nowinski, and the exhibition was organized by the Museum of Jewish Heritage in New York City and the Judah L. Magnes Museum in Berkeley, Calif.

In conjunction with this exhibition, the museum will present "Images of the Third Reich: Photographs of Margaret Bourke-White," an exhibition of photographs from 1933 of the newly militarized

Germany and portraits taken in the camps, accompanied by Bourke-White's comments on what she saw.

Bourke-White, Class of '27, was one of the first photojournalists to enter the camps after liberation. The photographs are drawn from the museum's permanent collection and the archives of Bird Library at Syracuse University.

The Holocaust and anti-Semitism will also be the subject of three films shown by Cornell Cinema in March and April: *El Sancto Oficio*, Mexican film from 1973 that describes the persecution of Jews in Mexico during the Inquisition of the 16th century, on March 25; *Europa, Europa*, a 1991 film based on the true account of a young Jewish boy's masquerade as an Aryan in Nazi Germany, on April 4; and *Interval of Silence: Being Jewish in Germany*, a portrait by an American Jew of her non-Jewish German husband's hometown resident, how they speak about themselves and their past, on April 11.

Also in April, the Department of Architecture will hold a two-day symposium on Holocaust memorials.



Barbed wire and entrance gate at Birkenau seen from inside the camp, part of "In Fitting Memory," at the Johnson Museum March 6 through April 12.

Cinema salutes Columbus with series on colonialism

In recognition of the 500th anniversary of Columbus' "discovery" of America, Cornell Cinema will present a monthlong series in March examining cinematic portrayals of colonial themes.

"Goodbye Columbus: Colonial Encounters" features 20 films that run the gamut from imperial propaganda to unorthodox documentaries, with a few Hollywood melodramas in between.

On Monday nights, Cinema's Classic Filmnight, the "Age of Exploration" program will present five films made between 1922 and 1934, including *King Kong*, *Change*, *Tabu* and *The Silent Enemy*.

On Wednesdays, "Cannibals, Inquisitors and Conquistadors" will present aspects of colonialism in Latin America, with films including Luis Bunuel's adaptation of the DeFoe classic *Robinson Crusoe*, introduced by Ella Shohat, a fellow at Cornell's Society for the Humanities; *How Tasty Was My Little Frenchman*, a Brazilian comedy about cannibalism; Werner Herzog's *Aguirre, the Wrath of God*; the Ithaca premiere of *El Santo Oficio*, a Mexican film about the persecution of Jews in 16th century Mexico.

On the weekends, "Colonial Encounters" will screen an episode from the Public Broadcasting Service documentary *The Africans*, introduced by the series' creator, Ali Mazrui; *Black Robe*; *The*

Mission; *The Man Who Would be King*; *Raiders of the Lost Ark* and the Ithaca premieres of *Over the Sea*, a tale of three sisters in a French-Algerian military family, and Werner Herzog's *Herdsmen of the Sun*, a wild look at the ceremonies of the Saharan Wodaabe, a tribe in which the men beautify themselves to be chosen by the women in a marriage market.

The series spills over into April with *At Play in the Fields of the Lord* and the Ithaca premiere of Eleanor Coppola's *Hearts of Darkness*, a critically-acclaimed film about the making of *Apocalypse Now*.

Still photographers' films to be shown

Cornell Cinema's Expanding Cinema program will present a series of feature films created by artists whose primary work is in still photography on Sundays from March 8 to May 5 at 7 p.m. in the lecture room of the Johnson Museum.

"Moving Pictures: Films by Photographers" includes documentaries, narratives and a wide variety of personal and experimental works ranging from the 1890s to today. Forty-one films from American, Canadian, European and Japanese artists have been arranged into seven thematic programs for this series. Admission is free. For complete list of films, contact Cornell Cinema at the Johnson Museum.

Women's Relocation in New African Feminine Novels," Mudepe Kolawole, Rockefeller Scholar from Obafemi Awolowo University, Nigeria, March 12, 4:30 p.m., Africana Studies & Research Center, 310 Triphammer Road.

Chemistry

Miles Inc. Lectures
Gunter Wulff, Heinrich-Heine-Universität Dusseldorf, "Models of the Receptor Sites of Enzymes; Polymer Assisted Molecular Recognition," March 9; 4:40 p.m., 119 Baker Laboratory; "Optical Activity of Vinyl Polymers Due to Main-Chain Chirality: Concepts and Materials," March 10, 11:15 a.m., 119 Baker Laboratory; "Activated Double Bonds for the Synthesis of Highly Functionalized Polymers

and Low Molecular Weight Compounds," March 11, 4:40 p.m., 119 Baker Laboratory.

Classics

"Pindar and Politics," A. Thomas Cole, Yale University, March 12, 4:30 p.m., 134 Goldwin Smith Hall.

CUSLAR

"Cultural Policies in Nicaragua Under Sandinistas and Under the UNO Government," Jose Raul Quintanilla, March 5, 4:30 p.m., Founders Room, Anabel Taylor Hall.

Hillel

"Purim: Through the Looking Glass," Topics

Wish Tradition, March 10, 8 p.m., Founders Room, Anabel Taylor Hall.

Society for the Humanities

"Restructuring the Public Sphere: The Politics of Identity in Contemporary Germany," Peter Schendahl, German studies and comparative literature, the Society for the Humanities Annual Invitational Lecture, March 5, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Southeast Asia Program

"Children's Stories in Indonesia," Saya Shiraishi, AP grad student, anthropology, March 5, 12:20 p.m., 300 Rice Hall.

"The Political Economy of Indonesia," Erik Thorbecke, H.E. Babcock Professor of Economics and Food Economics, March 12, 12:20 p.m., 300 Rice Hall.

Theory Center

"Electronic Delocalization in Cytochrome c: A Two-Tiered Computational Strategy for Quantum Physics," Atsuo Kuki, Cornell, March 10, 11:15 a.m., Room 456 Engineering and Theory Center Building.

University Lecture

"Queering the Canon: Gilgamesh, Genesis, and Others," David Halperin, Massachusetts Institute of Technology, March 9, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

MUSIC

Department of Music

Internationally acclaimed Russian-Armenian pianist Karine Georgian and pianist Jonathan Shames will perform on March 5 at 8:15 p.m. in Barnes Hall. Georgian, a 1966 Gold Medal winner and Shames, finalist of the Tchaikovsky International Competition, will feature Stravinsky's Suite Italienne; Kodaly's Sontata for Solo Cello; and Rachmaninoff's Sonata for Cello and Piano. The concert is sponsored by CCPA.

Violinist Sonya Monosoff and fortepianist Andrew Willis will perform violin-piano sonatas by Beethoven on March 6 at 8:15 p.m. in Barnes Hall.

Composer Stephan Prock, will give a DMA recital performed by a combination of local, Ithaca College and Cornell artists on March 8 at 4 p.m. in Barnes Hall. Dan Stowe conducts members of the Cornell Chorale to present Prock's Three Sonnets of Gerard Manley Hopkins. "Doubles" is played by Mark Barsamian, violin and Laura Kramer, cello.

The composer conducts his own piece, "In My Dreams," for flute, oboe, clarinet, bassoon, horn, trumpet, piano, double bass and strings; Marion Hanson is soloist.

"The Night of the Living Composers," featuring new works of Cornell composers, will be performed on March 11 at 8:15 p.m. in Barnes Hall.

Big Red Barn

Singer, guitarist and comedienne Nancy Tucker will perform in the Barn on March 7 at 8 p.m. Tucker's performances include traditional and contemporary folk songs and instrumentals occasionally punctuated by short comedy routines. Her topics range from serious discussion of relationships to the totally ridiculous.

Bound for Glory

Contemporary acoustic music, with Terry and Jeannie Burns and Walter Strauss, featuring wonderful harmonies and guitar, will perform in three lively sets on March 8 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Johnson Museum of Art

Manhattan-based composer and performance artist Linda Fisher will present two mini-operatic portraits, "Margaret in Bali" and "Alexandra in Tibet," from her series about notable women entitled "Songs About Scientists & Explorers," on Sunday, March 8, at 8 p.m. in Willard Straight Theatre.

Tickets for the performance are \$4 for students and senior citizens and \$5 for the general public and are available from the event's cosponsors, Cornell Cinema, Herbert F. Johnson Museum of Art, and Aids work.

RELIGION

Sage Chapel

Roger Badham, assistant director, Cornell United Religious Work, will deliver the sermon on March 8. 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. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

Satya Sai Baba

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

Seventh-Day Adventist

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

Southern Baptist

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

Zen Buddhism

Zazen meditation every Tuesday at 7 p.m. and Thursday at 5:15 p.m.; beginner's instruction Thursday at 4:30 p.m. in Anabel Taylor Chapel.

SEMINARS

Animal Science

"Pregnancy Biology at the University of Missouri," Russ V. Anthony, University of Missouri, March 10, 11:15 a.m., 334 Morrison Hall.

Applied Mathematics

"Estimation of Functions of Several Variables: Neural Networks, Fourier Decomposition, and Bayes Methods," Andrew Barron, University of Illinois, March 6, 4 p.m., 165 Olin Hall.

"Zero-One Laws: When Does the World Have Only Two Colors: Black and White?" Gennady Samorodnitsky, operations research and industrial engineering, March 10, 12:20 p.m., 321 Sage Hall.

"The Development of Nonlinear Oscillations in a Boundary Layer," Oleg S. Ryzhov, Rensselaer Polytechnic Institute, March 12, 1 p.m., 421 Snee Hall.

Astronomy & Space Sciences

"The Search for Protostars in NGC2024," Tom Wilson, Max Planck Institut für Radioastronomie, Bonn, March 5, 4:30 p.m., 105 Space Sciences Building.

Biochemistry, Molecular & Cell Biology

Title to be announced, Mary Shuler, University of Illinois, March 6, 4 p.m., Seminar Room, Biotechnology Building.

Biology

"Biology of Alzheimer Paired-helical Filaments," Virginia Lee, University of Pennsylvania School of Medicine, March 13, 4 p.m., G01 Biotechnology Building.

CaRDI

"The Land Trust Movement — A Community Initiative," Lois Levitan, natural resources, co-sponsored by western societies, March 5, 12:15 p.m., 250 Caldwell Hall.

Ceramics Program

"Ceramics Afternoon," co-sponsored by the materials science and engineering department and the Materials Science Center, will be held Friday, March 6, in 140 Bard Hall. "Ceramic Surfaces," is the theme. "What's Different About Ceramic Surfaces?" Jack Blakely, materials science and engineering, 2:20 p.m.; "Electronic and Structural Properties of Ceramic Surfaces: An Overview," Robert Lad, Laboratory of Surface Science and Technology, University of Maine, 2:25 p.m.; "Interfacial Segregation and its Implication on Sintering and Grain Growth of Alumina," Sunggi Baik, materials science and engineering, Pohang Institute of Science and Technology, Korea and currently visiting materials science and engineering, 3:20 p.m.; "Bonding of Metals to Ceramic Surfaces," Gary Ding, materials science and engineering, 4 p.m.

Chemical Engineering

"Molecular Simulations of Adsorption in Micropores," Alan Myers, University of Pennsylvania, March 10, 4:15 p.m., 165 Olin Hall.

Chemistry

"Phase Transitions and Critical Behavior in Smectic Liquid Crystals," Carl Garland, Massachusetts Institute of Technology, March 5, 4:40 p.m., 119 Baker Laboratory.

Combustion & Thermal Sciences

"Detection of Chlorinated and Aromatic Hydrocarbons by Resonance Enhanced, Multi-photon Ionization," Brad Williams, March 9, 1:30 p.m., Ohaus Conference Room, Engineering and Theory Center.

Ecology & Systematics

"Genetic Indicators of Population Structure and Dispersal of Oceanic Copepods," Ann Bucklin, Marine Biological Laboratory, Woods Hole, MA., co-sponsored by biological resources program, center for environment, March 11, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Entomology

"Geographic Variation in the Genetic Structure and Diapause Characteristics of North American Stream Mayflies (insecta: Ephemeroptera)," Bernard Sweeney, Philadelphia Academy of Natural Sciences, March 5, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Arthropod Community Profiles: A Component of Sustainable Agriculture," Deborah Letourneau, University of California, Santa Cruz, March 12, 4 p.m. Morison Seminar Room, Corson/Mudd Hall.

Environmental Toxicology

Title to be announced, Judy Zeilikoff, NYU Medical Center, Institute of Environmental Medicine, March 6, 12:20 p.m., 135 Emerson Hall.

Epidemiology

"Environmental and Epidemiologic Implications of Incineration of Municipal Solid Wastes," Don Lisk, toxic chemicals laboratory and Jan Scarlett, vet medicine, March 9, 12:20 p.m., 216 Martha Van Rensselaer Hall.

Floriculture & Ornamental Horticulture

"An Impressionistic View of Cornell Plantations," Rick Bogusch, plantations, March 5, 12:15 p.m., 404 Plant Science Building.

"Toward An Understanding of Micoplasmal Diseases," Wayne Sinclair, plant pathology, March 12, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"The Nutritional Education & Labeling Act & Related Issues," Fred Shank, director, Center for Food Safety and Applied Nutrition, FDA, March 10, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"Soil Compaction and Water Deficit Effects on Water Relations, Leaf Expansion and Photosynthesis in Sunflower," and "A Brief Overview of the Horticulture Industry in Spain," Dave Wolfe, March 5, 4:30 p.m., 404 Plant Science Building.

Genetics & Development

"Chronic Fatigue Immune Dysfunction Syndrome: From Fantasy to Fact," Elaine DeFreitas, University of Pennsylvania Medical School, March 9, 4 p.m., Conference Room, Biotechnology Building.

Geological Sciences

"New England P-T Paths," Frank Spear, Rensselaer Polytechnic Institute, March 10, 4:30 p.m., 1120 Snee Hall.

Immunology

"Tyrosine Kinases, Phosphatases, and the T Cell Receptor," Jonathan Ashwell, National Cancer Institute, National Institutes of Health, March 6, 12:15 p.m., G-3 Vet Research Tower.

International Studies in Planning

"Planning for Democracy and Development: An African Perspective," Ali Mazrui, Albert Schweitzer Professor in Humanities, SUNY Binghamton, and senior scholar, Africana Studies and Research Center, March 6, 12:15 p.m., 115 Tjaden Hall

Materials Science and Engineering

"Materials From Self-Organizing Molecules: Two-Dimensional Polymers," S. Stupp, University of Illinois, March 5, 4:30 p.m., 140 Bard Hall.

"From Molecules to Bulk Solids: Science and Applications of Nano-clusters (Chalcogenides and Fullerenes)," Y. Wang, DuPont, March 12, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Contraction and Expansion Flows of Visco-Elastic-Plastic Media," A.I. Isayev, University of Akron, March 10, 4:30 p.m., 111 Upton Hall.

Natural Resources

"The Walleye Dermal Sarcoma Retrovirus," Paul Bowser, veterinary medicine, March 5, 3:35 p.m., 304 Fernow Hall.

"Predicting Climate Change With Models," Kerry Cook, soil, crop and atmospheric sciences, March 10, 12:20 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Cellular and Molecular Physiology of Brain Estrogen Synthesis," Gloria Callard, Boston University, March 5, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Operations Research & Industrial Engineering

"CAE of Injection Molding to Improve Productivity and Part Quality," K. Himasekhar, AC Technology, Inc., March 5, 4:30 p.m., 155 Olin Hall.

"Performance Appraisal Process," Hans Amman, AT&T, March 12, 4:30 p.m., 155 Olin Hall.

Ornithology

"A Tour of Night Sounds," Lang Elliott, natural sounds studies, March 9, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Bear Next Door? The Changing Security Environment in Northern Europe," Pauli Jarvenpaa, Finnish Embassy, Washington, D.C., March 5, 12:15 p.m., G-08 Uris Hall.

Physiology & Anatomy

Title to be announced, Clark Blatteis, physiology and biophysics, Memphis Tennessee, March 10, 4:15 p.m., G-3 Vet Research Tower.

Plant Biology

"Photosystem II Fluorescence Emission in Detecting Environmental Stresses in Aquatic Systems," Radovan Popovic, University of Quebec, Montreal, March 6, 11:15 p.m., 404 Plant Science Building.

Plant Breeding & Biometry

"The Center for the Environment at Cornell University," Robert Barker, director, Center for the Environment, March 10, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Interactive Effects of Ozone and Powdery Mildew on Pea Seedlings," Henning Rusch, March 10, 4:30 p.m., 404 Plant Science Building.

Psychology

"In Sickness and In Health: The Physical Impact of Relationships," Roger Greenberg, Upstate Medical Center, March 6, 3:30 p.m., 202 Uris Hall.

Rural Sociology

"Sociology of Environmental Science: Perspectives from the Social Studies of Science," Peter Taylor, March 6, 3:30 p.m., 32 Warren Hall.

Science & Technology Studies

"The European Politics of Genetic Engineering—and Its Deconstruction," Herbert Gottweis, March 5, 4:30 p.m., 701 Clark Hall.

Technology, Industrialization and Social Change in 19th-Century America," Merritt Roe Smith, Massachusetts Institute of Technology, March 9, 4:30 p.m., 609 Clark Hall.

"Our First Line of Defense: University Laboratories and the Making of the Postwar American State," Michael Dennis, March 12, 4:30 p.m., 122 Rockefeller Hall.

Soil, Crop and Atmospheric Sciences

"Effects of Temperature on Plant Composition in Relation to Human and Animal Nutrition," David Grunes, soil, crop and atmospheric sciences, March 10, 4 p.m., 135 Emerson Hall.

South Asia Program

"Garbage to Gold: Recycling and Composting Municipal Solid Waste — Experience in Indonesia and Possible Applications in India," Marguerite Robinson, Harvard Institute for International Development, March 11, 12:15 p.m., 153 Uris Hall.

Stability, Transition & Turbulence

"Boundary Layer Stability and Paths to Transition: Theoretical Concepts and Experimental Evidence," O.S. Ryzhov, Russian Academy of Sciences, Moscow, March 10, 12:30 p.m., 178 Theory Center.

Continued on page 8

Radiant reading



Charles Harrington/University Photography
Jennefer Russo, a sophomore in the College of Human Ecology, reads in the Uris Library overlook.

Caution urged during rabies outbreak

By Roger Segelken

Special precautions to protect humans and pets against rabies should be taken now that the disease is spreading through raccoons in this area, Cornell veterinarians advise.

"Regardless of what people may have done in the past, this is definitely the time to minimize contact with raccoons and other wild animals. That means keeping pets out of areas frequented by raccoons and discouraging raccoons from areas where pets and people are," said Dr. Susan Stehman, a veterinarian in the Diagnostic Laboratory of the College of Veterinary Medicine.

Stehman is planning a rabies vaccination program for raccoons in the Ithaca area. Cornell officials are implementing new procedures to handle live raccoons on campus as well as dead animals that may be infected with the rabies virus.

The virus, which causes the fatal disease of the central nervous system of mammals, is usually transmitted in saliva by the bite of an infected animal. Infection can also occur from contact with a dead, rabid animal in which the virus can survive for several hours.

Rabies in raccoons is a public health concern because the abundant, gregarious animals share their range with domestic farm animals, other wild animals, household pets and humans.

The disease was relatively rare in this state until 1990 when rabies, spreading northward from Pennsylvania, was diagnosed in raccoons in New York's Southern Tier.

Raccoon rabies was first reported in Tompkins County in late 1991. To date there have been more than 40 rabid raccoons reported in the county, including two in the city of Ithaca, where an earlier Cornell wildlife census estimated the raccoon population at more than 1,000.

"As the weather becomes warmer and raccoons become more active, there's an increased likelihood of contact with these animals at the same time their rabies-infection rate is accelerating," Stehman said.

Noting that most cases of rabies in humans are from bites of domestic animals that were previously infected by rabid

wild animals — rather than direct human contact with wild animals — she offered this advice:

- All household pets should have up-to-date rabies vaccinations, even if they normally do not go outdoors. The law requiring rabies shots for dogs and for fur-bearing pets also covers cats in counties where rabies is present.

- Obey the leash law for dogs and do not let any pets loose in areas frequented by raccoons, especially at night. Keep pets away from "road kill" raccoons and other dead animals.

- To discourage raccoons from visiting yards, keep garbage in secure containers at all times and store garbage where it will not attract raccoons. Do not feed pets outdoors where food can attract raccoons. Do not hand-feed — or leave food for — any wild mammals, including squirrels.

- Screen off areas under porches and sheds, and cap chimneys, to prevent pregnant females from using these sites as dens.

- Suspiciously acting wild or pet animals should be reported to police, sheriff or campus Public Safety officers, depending on location. Animals with rabies may show an unusual lack of fear and act very friendly. Or they may ferociously attack any moving object. Rabies is also characterized by aimless wandering, lack of awareness, incoordination and general weakness. Avoid contact with such animals and keep pets away.

- Animal bites to humans should be referred immediately to campus health services (for college students and staff) or to doctors or hospital emergency rooms (for the general public). Pets and other domestic animals bitten by other animals should be treated by veterinarians. Pets that have had contact with a wild animal should be handled with gloves to prevent contact with saliva that may be on the pet's coat.

- Suspected rabies cases must be reported to the local county health department. In Tompkins County the Health Department is at 274-6688.

- Dead raccoons or other mammals on the Cornell campus should be reported during working hours to Department of Grounds at 255-4837. That department will dispatch a trained worker to remove the animal.

Tokyo historian redefines Japan's role in Asia and the world

By Albert E. Kaff

A historian from Japan's leading university propounds a new theory on why Japan broke out of its isolation in the 19th century and became a world economic power.

Simply stated, Japan transformed itself from a nation of medieval warriors, artisans and farmers into an industrial giant in order to regain its place in the sun with China, says Takeshi Hamashita, a professor in the Institute of Oriental Culture at Tokyo University.

"Japan was motivated more by China than by a desire to follow the modernization models of Western nations," Hamashita said in an interview, outlining a course that he taught last fall as a visiting professor at Cornell. "I argue that conflict between Japan and China is why Japan ended its period of national isolation. Japan came to realize that China's influence and China's overseas merchants were surrounding Japan. But my theory is very controversial in Japan."

Hamashita, 48, who in March concludes a year as a visiting professor at Cornell, specializes in economic history at Tokyo University, where he earned his own degree and whose graduates traditionally become leaders in Japan's government and business.

He describes his theories in a book that last year won the 2 million yen (about U.S.\$15,000) Asia-Pacific Prize offered

by the Mainichi Shimbun, one of Japan's three national newspapers. The book, parts of which have been published in English, is titled *The China-Centered World Order in Modern Times: A System of Trade and Tribute in Modern Asia*.

Hamashita argues that Japan developed into a modern nation in order to rejoin the regional grouping of Asian nations that were dominated by China. He applies his theory to present-day relations among nations.

"With the decline of communism, nations now are more likely to think and act in regional groupings rather than from a global or bipolar viewpoint," he said. "One such grouping is the Pacific rim, America and East Asia."

At Cornell, Hamashita taught his theories in the course "The Japanese in Asia" to about 20 undergraduate and graduate students. Sherman Cochran, a Cornell professor of Chinese history, said the course never before had been offered in a U.S. university.

Hamashita noted that Japan shut itself off from China in the 16th century and became an isolated, inward-looking nation until the 19th century, when U.S. Commodore Matthew Perry sailed to Japan and obtained a treaty that opened Japan to U.S. trade.

"Even without Perry, Japan would have opened up," Hamashita said. "The real motivation was that Japan took that opportunity to re-enter Asia in the late 19th century. My

argument is that Japan was motivated by East Asia to open its doors. The opposing argument is that Japan was seeking Western modernization for itself."

In his writings, Hamashita describes how trade throughout Asia developed as an outgrowth of tributes paid to China by its neighbors. Under the tribute system during China's Ming Dynasty (1368 to 1644), China's neighbors, including Japan, Korea, Taiwan, Java, Malacca, the Indochina states, Tibet and Mongolia, sent missions to China with gifts of goods.

Tribute paid to China became a form of commercial transactions, with China repaying in paper or silver currency. From this system, trade developed between China and its neighbors in commodities such as horses, fur products, satin, silk, and gold and silver vessels.

Hamashita assigned some of the misunderstandings that now are being expressed between the United States and Japan to the different stages in their industrial development.

He said that the perception of Japan by some Americans today does not necessarily reflect its reality. "Japan needs to explain itself," he said. "This is a new trial for Japan, to catch up on its interpretation. The agenda for Japan is very big. Japan got strong very quickly. There are two images of Japan: one its ancient culture, and two, the current issues, and there is no understanding of what lies between these two images. We need to reopen the interpretation of the history of Japan to show continuities through time."

Kammen *continued from page 1*

Mystic Chords of Memory, published in November by Alfred A. Knopf, has attracted more favorable attention than any of Kammen's 20 previous books. In December, *Time* magazine devoted a full page to it, calling the book "provocative" and "fascinating and magisterial." In January, *The New York Times Book Review* placed it on its Choice List. The History Book Club offered it as a selection last month. And Kammen, who has already given numerous radio interviews, will be a guest later this month on the *Cambridge Forum*, a program distributed to 120 National Public Radio stations.

Kammen's examination of the triple transformation of consciousness begins by examining the period before 1870 when Americans looked to the future for inspiration and if traditions arose they did so incidentally.

After the Civil War — a period of industrialization, immigration from Europe and westward expansion — history became a means of unifying the country, serving as the core of the nation's civil religion.

Often, the past was depoliticized to minimize conflict — a strategy that would become characteristic of Americans throughout our history.

Depoliticizing history is "how we healed the wounds of sectional animosity following the Civil War, and that is how we selectively remember only those aspects of heroes' lives that will render them acceptable to as many people as possible," Kammen writes.

Just 25 years after the Civil War, the generals of the Grand Army of the Republic, retired Union and Confederate leaders, organized battlefield reunions "where soldiers kissed and hugged and told each other how courageous they were, as if there had been no moral positions to the war," Kammen said.

And now that Martin Luther King Jr.'s birthday is being celebrated as a national

Depoliticizing history is 'how we healed the wounds of sectional animosity following the Civil War, and that is how we selectively remember only those aspects of heroes' lives that will render them acceptable.'

holiday, King is being remembered only as a charismatic civil rights leader; his strident opposition to the Vietnam War and his activism against poverty are conveniently forgotten, Kammen writes.

After World War I, tensions between modernists and what Kammen calls "The Party of Memory" and between elitists and populists gave rise to an American aesthetic — fostered by collectors, including Ford,

whose museum and restored Greenfield Village were the first devoted exclusively to American-made objects.

The self-proclaimed cultural superiority of New Englanders was dealt numerous blows. In his historical novels set during the American Revolution and the Civil War, James Boyd emphasized the virtues of the common man, and historians like Frederick Jackson Turner argued that the settling of the West, not the settling of Massachusetts Bay, shaped the national character.

In the last 45 years, interest in history has become more egalitarian as previously excluded people discovered their place in the national story. Attendance at "living history museums," such as Colonial Williamsburg, is higher than ever, and at Williamsburg slavery is now discussed openly, instead of being hidden. On television, the late Alex Haley's *Roots* made genealogy meaningful for all Americans, not just the descendants of those who signed the Mayflower Compact.

But according to tests of high school students and adults, what Americans know about history is "appalling," Kammen said. "Ronald Reagan epitomized that by playing fast and loose with history, confusing Japan and Germany during the prelude to World War II, and misquoting F.D.R. on the New Deal.

"Herblock's cartoon 'Ronald Reagan and the Iran-Contra Affair: The Amnesia Years' really describes Reagan's administration. Conservative ideology has always been in-

tensely tied to respect for history. Conservatives have always cherished it, inculcated it, made it central to the curriculum. . . . Reagan's promiscuous relationship with the past really sets off his conservatism as discontinuous with earlier phases," he added.

The Reagan years may be the worst yet, in the sense that nostalgia, or "history without guilt," has overtaken genuine respect for the past; but lest we forget and think our era unique in its distortions, Kammen asks rhetorically, "Hasn't the relationship between history and memory always been fractured: in 1840, in 1890, in 1930, or in 1970?"

History and memory are frequently at odds; but in spite of this, "America's mythic past is also perceived in terms of socially sustaining continuities and connections," Kammen writes.

President Lincoln, for example, skillfully exploited memory and myth to justify his policies. Faced with the South's attempt to secede, he drew upon an early-19th century stock phrase, a myth really, that the founding fathers had created "a perpetual union" that could never be disbanded, Kammen said.

Although as a student of constitutional history he believed that the Southern states had the same Lockean right to secede that the colonists had in 1775-76, Lincoln appealed to the nation in his first inaugural address not to break its bonds of affection and instead allow the "mystic chords of memory" to again "swell the chorus of the union."

Bechtel president took the lead in fighting Kuwaiti oil fires

By William Holder

The Kuwait oil fires are out and world attention has shifted elsewhere, but for Terry Farley '60, president of Bechtel Construction Co., the heat is still on.

Putting out the fires was the easy part, he said Feb. 4 during a public talk in the College of Engineering. The 1,000 Bechtel employees who provided engineering and other logistical support for the fire fighting effort are still there, cleaning up a mess that Farley predicted would occupy them at least through the end of 1992.

Of course, many people thought the oil-well fires would still be blazing, but Farley, who was Bechtel's senior officer in Kuwait for six months (and was recently named Man of the Year by *Engineering News Record* magazine), wasn't among them. Drawing some simple graphs, he determined that the number of fire fighting teams would level off at an optimum 28 and the 650 or so fires would be put out before the end of 1991. When both predictions came true, he gained a reputation for prescience, but for Farley, it was just another calculation using the tools of his profession.

Fielding questions in favor of prepared remarks, Farley recounted the engineering and logistical challenge posed in Kuwait — and he outflanked a small group of protestors concerned about Canada's James Bay project by announcing that Bechtel has no involvement.

"Every engineering discipline represented in this university got to play a role in Kuwait," he said. "The work that had to be done first was civil. Mechanical, electrical and petroleum things came later.

"We took fire pumps that were designed for one kind of service and ran them backward to provide another kind of service. You had to know how to modify the impellers so



every kind of ordnance imaginable. Oil lakes covered roads and ground fires fueled by gushing petroleum further blocked access. Engineers and fire fighters had to await the progress of ordnance disposal teams who cleared explosives.

"Every step could have been your last," he emphasized. "In my case, a couple of times when we had near misses, people said they wouldn't work any longer unless I walked through the work areas."

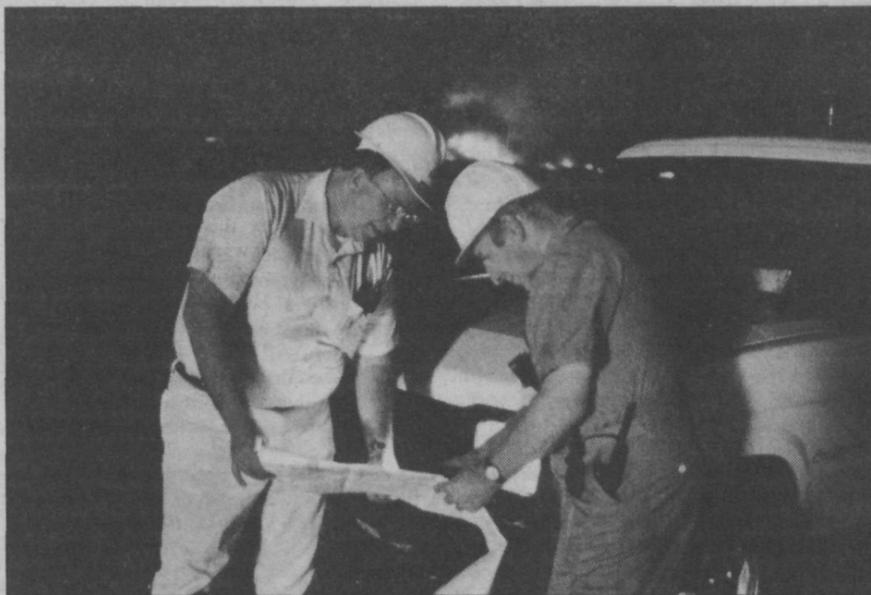
Blunt and to the point, Farley used words as though they were expensive spare parts. On the political aspects of the job: "We had political problems with every government on the face of the Earth. When they had to, the Kuwaitis moved."

On the Kuwaiti treatment of women: "We weren't there to change politics. We were there to fix technical problems."

On the work day: At the end of a normal 14-hour day [seven days a week], you didn't go home unless issues of the day had been resolved."

On fire fighting techniques: "The fighting of well fires was revolutionized by this. [In future fires] there will be different ways of putting them out. The guy with a dangling fishing rod and 36 sticks of dynamite is not the way to go."

And on the benefit of the contract to Bechtel: "This was not a very profitable operation for us. We lost work in other countries because, through media coverage, people thought that all our resources were in Ku-



Top photo by Bruce Wang/University Photography

Terry Farley '60 tells students about his experiences fighting the oil fires in Kuwait during a visit to the College of Engineering (top). He helps direct the firefighting efforts in Kuwait as an oil well burns in the distance (above).

wait."

Acknowledging that a decade of work will be needed to fully restore Kuwait, Farley is optimistic that the environmental damage of the fires will not be long-lasting. "The desert is a very resilient environment," he

said. "Ants have already churned up sand and brought some oil down to where it's acting as a barrier to retain moisture. In the rains of this winter, the desert is actually blooming more than it has in the past. I don't think there is going to be a long-term negative effect."

CORNELL People

they wouldn't fall apart. I consider that real engineering: to go and find the junk that's lying on the ground and make it work. I used everything I learned here and then some."

Bechtel managed the project while specialists from other companies put out the fires. The logistics of feeding, housing and equipping a workforce that would eventually number 10,000 in a devastated country that lacked electricity, water, food and facilities posed an extraordinary challenge.

"People would arrive at 9:30 at night and their beds wouldn't be ready until 11:30," Farley said. "It was that close."

Safety, however, was the number one problem. Work sites were littered with unexploded mines, bombs, grenades, artillery shells —

New journal examines the public's understanding of science

By William Holder

While some surveys reveal that many people don't know that the Earth revolves around the sun, others show that where science and personal interests intersect — radon in the basement, for example — non-scientists can answer surprisingly sophisticated questions.

The message may be that much remains to be learned concerning what the public knows and doesn't know about science, says Bruce Lewenstein, an assistant professor of communication at Cornell, who serves as United States editor for a new journal, *Public Understanding of Science*.

The journal's debut in January was greeted by an opinion piece from *Nature* editor John Maddox in the London newspaper, *The Daily Telegraph*, who wrote that this academic publication touches on topics of interest well outside scholarly circles. The first issue's articles, he added, "suggest healthy diversity, and even promise controversy."

Eight scholars provided "launch perspectives" in the opening issue, offering topics such as why the public ought to understand science-in-the-making; the challenge for scholars of popularized science communication to explain themselves; and an article titled "Let's Stop Persecuting People Who Don't Think Like Galileo!" that said we should not require everyone, regardless of

culture, to know the same set of scientific facts.

The issue also contained scholarly papers, among them "How to Think about the 'Anti-Science' Phenomenon," by Gerald Holton, the Mallinckrodt Professor of Physics and Professor of History of Science at Harvard University. Holton warned that anti-science attitudes represent "the Beast that slumbers below," waiting to be married to political power to reach its full force.

Though issues pertaining to the public understanding of science are hardly new, study of them has gained added intensity within the past two decades as critical social and political issues have engaged science — nuclear power, the environment, the NASA space station and Star Wars, to cite a few.

Researchers have begun to address these questions more systematically than in the past, Lewenstein said.

"Science isn't just the natural world, it's also all those people doing things to investigate the natural world," he added. "It's such a big part of our society."

In addition to well-publicized survey research about the public understanding of science, historians are studying science activities such as journalism and museums, and sociologists are talking about the social meaning and function of popular science, he said.

"This journal," said Lewenstein, "crystallizes a field — really bits of several fields —

that have been developing for 15 years or so."

Until now, this diverse group of scholars lacked a forum for their special interests. Noting the overabundance of scholarly journals, John Durant, editor of *Public Understanding of Science*, said he would not have bothered to found a new journal "except for two facts: First, the public understanding of science is an outstandingly important subject; and second, although there are indeed too many journals, not one of them is wholly or mainly devoted to it." Durant is assistant director at the Science Museum Library of the United Kingdom.

The new journal "will remedy this situation," he added in its opening editorial.

"Our primary aim is to present new work on the public dimensions of science and technology in a way that is accessible to all who may be interested in it — natural scientists and social scientists, science policy-makers and industrialists, media analysts and museologists, educationalists and historians."

Durant, who spoke at a recent seminar held by Cornell's Department of Science and Technology Studies, says he is fascinated by the news media's coverage of issues involving science and public policy.

Depending on which will make a good story on any given day, Durant says, the news media will portray science and its "experts" as a source of certainty, or of uncertainty and conflict. But all parties in a controversial

issue — the scientists, news media, government regulators and the commercial interests — tend to underestimate the sophistication of the public. Given the facts, Durant says, the public is perfectly capable of facing the issues and making up its own mind.

To date, much of work in this area has been limited to surveys that assess the public's knowledge of scientific facts, according to Lewenstein. "Some people, including me, think this may be too narrow, that it's too simplistic," he said.

"What is it that we want the public to understand about science?" he asked. "There is a body of fact, for which surveys are important, and there is a body of theory. We want people to understand the scientific method and to understand the role of science in society."

"Does it do people any good to know about the Earth going around the sun if they can't decide which of two radon testers to use?" he questioned.

Academics have a tendency to focus their interest on that portion of the public that is most literate and attentive to science in the media, according to Lewenstein. He said he hoped the focus of the new journal would be broader and would embrace those individuals who are less attentive but often have a decisive voice in determining, for instance, whether there are nuclear plants or waste dumps in the neighborhood.

Director *continued from page 1*

our voices to the season. There's power in that," he said.
 The principle way Grant goes about bringing other voices to the theater is through non-traditional casting: for example, casting an African-American student, Chiffonye Cobb, in the role of Sally Bolles, which was played by Jill Haworth in the original 1966 play and by Liza Minelli in the 1972 film version.

It is an issue, he said, that is at the center of his life.
 "As an actor, I had directors who could have cast me non-traditionally, but most didn't. And, I'm sorry, I just don't see the

'A lot of people think theater is a place where people should be entertained and you should separate your politics. But I really think theater should be a place of instruction, of enlightening the audience. And in order to enlighten, I think you have to break conventions.'

difference between you and me. . . . If you say I can't do this because of the color of my skin, it sounds like something from Mars, like telling me a white girl can't sit next to a black boy in a third grade class. Why not? I don't understand. What's the problem?"

Part of the problem in what he does now as a director is that casting a black Sally Bolles can be disorienting and confusing to audiences and actors alike. For one thing, it appears to raise the issue of interracial couples, which had no place in the original story.

"I thought, 'You're black, he's white. So?'" Grant shrugged, recalling a conversation with the student actors in rehearsal. "I'm not saying it doesn't change everything, but I'm not afraid of that. It can be fascinating."

But why play with an original text? Why not, if he cares so much about political power, try to exercise it in a political arena instead of the theater?

Grant rests his hand in his palm. "It's

really simple. It has to do with theater being a political tool," he said, dragging out "tool" as if the one word enfolded all the controversy. "And theater is the means I have access to."

"A lot of people think theater is a place where people should be entertained and you should separate your politics. But I really think theater should be a place of instruction, of enlightening the audience. And in order to enlighten, I think you have to break conventions. Otherwise, people are going to sit back, like they are watching TV or a film and they're not going to be involved in it. So the choices I make as a director are choices that somehow shake the audience up, that break down their expectations and hopefully make them vulnerable to the message."

In a pivotal scene in *Cabaret*, for example, two Kit Kat Klub cross-dancers (played by instructors Jim Self and Byron Suber) seem to be having an outrageously good time dancing and singing until Nazis burst on the scene, dressed in black military pants, turtle-necks and boots, yell "fag!" and fight to force them off stage. It is the first in a series of scenes in which the Nazis force everyone who is unlike them off stage.

In the program notes, Grant offers this explanation of his message:

"The proliferation of neo-Nazi organizations bears tragic witness to the fact that we have not learned from our history and are therefore doomed to repeat it. In the second act, when Frauline Schneider sings, 'What would you do?' from her 1998 perspective, it is my hope that each of us will be prompted to answer her hauntingly simple question by waging personal battles against the hatred and inequities that plague our . . . society."

While Grant's personal battle is being waged in theater, he said, ultimately it reflects a personal frustration that he is not working more directly to improve social conditions for African-Americans, gays and lesbians, and people of color.

"I feel very unconnected from the world and suffering of people here. I think really I should be down in New York City working with Harlem AIDS babies or other AIDS patients," he said. "So I don't exclude myself when I talk about the mirror I want to shove in the audience's face."



Patricia Reynolds

A scene from *Cabaret*, directed by Keith Grant.

Ethics *continued from page 1*

on the Internet, it's all too easy to look on your activity as a purely mechanical thing. However, these people can get quite angry when this kind of thing is done to them."

John Norstad, a network analyst at Northwestern University who is best known as the author of "Disinfectant" software for Macintoshes, said that even if someone were able to create a "perfect virus" that did not harm systems or files, it would still be "terribly damaging."

The effect of a virus is not always known in advance, he explained. As a result, managers of computing facilities and individuals worldwide have to take protective action and spend enormous amounts of time detecting the virus and expunging it if found. As an example, he cited the system operators at one commercial service, CompuServe, who reported staying up all night and spending a total of 200 hours to make sure their service was free of the virus recently released from Cornell.

"As soon as a virus is released to the public, it is out of control of the originator," he said. Viruses quickly spread worldwide, and like their biological namesakes, are almost impossible to eradicate.

Lynn thinks it is important that ethical issues regarding computing be placed in the context of more broadly applicable moral guidelines. "You don't engage subjects in experimentation without informed consent, and neither do you place materials in other peoples' computers without their consent," he says, "just as you don't trash people's labs. And you don't violate mutual trust within a scholarly community. When it's violated, we have to worry about building walls, which affects everybody, not just the violators." Most important, he added, you don't preempt other people's time without their consent.

To help keep those walls down, Cornell implemented in 1990 a universitywide policy regarding abuse of computers and network systems. That policy notes, in part, "Legitimate use of computer or network systems does not extend to whatever an individual is capable of doing with it. Although some rules are built into the system itself, these restrictions cannot limit completely what an individual can do or can see. In any event, each member of the community is responsible for his/her actions whether or not rules are built in, and whether or not they can be circumvented."

The policy requires members of the community to observe policies and procedures governing:

- The privacy of or other restrictions placed upon data or information stored in or transmitted across computers and network systems, even when that data or information is not securely protected.
- An owner's interest in proprietary software or other assets pertaining to computers or network systems, even when such software or assets are not securely protected.
- The finite capacity of computers or network systems by limiting use of computers and network systems so as not to interfere unreasonably with the activity of other users.

A copy of the policy is sent to all new students along with a letter from Lynn asking for help in "encouraging a community sense of the importance of responsible and ethical use."

But students questioned later by Lynn usually don't remember receiving the mate-

Students may face felonies

The two Cornell students arrested last week for allegedly creating and unleashing a computer virus face probable felony charges, according to police officials.

Cornell Public Safety Capt. William Boice said investigators are still tallying the cost of tracking down and cleaning up after the release of the Macintosh game virus MBDF-A. If damages exceed \$1,000, the Class A misdemeanor lodged against the two will be upgraded to a Class E felony, which carries penalties of up to four years in prison and fines of up to \$5,000.

David S. Blumenthal and Mark A. Pilgrim, both 19-year-old sophomores, were arraigned in Ithaca City Court on Feb. 24 and charged with computer tampering in the second degree. After spending the night in jail, they were freed on bail of \$2,000. At a hearing on Feb. 28, Judge John Sherman reduced bail to \$1,000 each over the objections of Assistant District Attorney Clifford Owens. Another hearing is set for April 10.

Federal officials last week announced that they would not press charges against the two under the 1986 Computer Fraud and Abuse Act, under which former Cornell graduate student Robert T. Morris was convicted and fined \$10,000 and ordered to perform 400 hours of community service for unleashing his infamous worm into worldwide computer networks. FBI agent Michael O'Brien said the "facts of the case did not meet the requirements of the federal statutes."

Continuing the investigation are Cornell Public Safety and the Albany-based New York State Police Computer Crimes Unit.

The university is preparing charges under the Code of Academic Integrity against Blumenthal and Pilgrim, who are being allowed to attend classes although they are forbidden access to computer systems on campus.

rial. This is just one problem Cornell faces in raising ethical awareness, he pointed out.

Institutions do take prudent steps to improve computer security where it is cost-effective, but Lynn has argued that universities cannot afford to underwrite "a nuclear-arms race" of computer security. "Ultimately, we rely on a combination of reasonable levels of security and upon the ethical values of the majority."

"It's important," he added, "to have a continuing dialogue within places like Cornell so that we can articulate our values. We've come a long way. We're doing a lot more to discuss ethics than we were 10 years ago. But perhaps we need to find more forums for discussion."

CALENDAR *continued from page 5*

Textiles & Apparel

"Developing Functional Handwear," Arthur D. Schwoppe, A.D. Little, Inc., March 5, 12:20 p.m., 317 Van Rensselaer Hall.

Western Societies Program

"Socioeconomic Convergence and Democratization in Advanced Industrial Society," Ronald Inglehart, University of Michigan, March 6, 12:15 p.m., 153 Uris Hall.

SYMPOSIUMS

CCPA

"Visual Feminist Discourse: Feminine Consciousness and Women's Art," will be held on March 6 through 8. "Daughters of

the Dust," by film-maker Julie Dash, March 6 at 7 p.m. in Willard Straight Theater; Artists' presentations by visual artists May Kelly and Renee Green and poet Rachel Blau DuPlessis, March 7, 10 a.m. to noon, 115 Tjaden Hall; Artists' panel discussion with Kelly, Green, DuPlessis, performance artist Linda Fisher and film-maker Lynne Sachs, March 7, 1:30 p.m., 115 Tjaden Hall; faculty discussion with professors Hal Foster, history of art; Harryette Mullen, English; Molly Hite, English; Tim Murray, English; and moderator Jean Locey, art, March 7, 2:45 p.m., 115 Tjaden Hall; "Daughters of the Dust," March 7, 6:45 p.m., Willard Straight Theater; "House of Science," by Lynne Sachs, 9:15 p.m.; "Shoot for the Contents," by Trinh Minh-ha, 9:45 p.m.; Performance art by Linda Fisher, March 8, 8 p.m., Willard Straight Theater.

Law School

"The Nations Within: Ethnic Group Demands in a Changing World," marking the 25th anniversary of the student-run Cornell International Law Journal, March 7 from 9:30 a.m. to 5 p.m. in the Moot Court Room of Myron Taylor Hall. Among the participants are Ali Mazrui, an A.D. White Professor-at-Large; Ved Nanda, the Thompson G. Marsh Professor of Law and director of the International Legal Studies Program, University of Denver; Lea Brilmayer, New York University Law School professor; and professors from the University of Tokyo, Dalhousie University, and University of Wisconsin Institute of Legal Studies. Benedict Kingsbury, Oxford University specialist in human rights and public international law and visiting professor, Duke Law School, will introduce the symposium.

THEATRE

British American Drama Academy

Tony Branch, director of the British American Drama Academy in England, will talk with students interested in the academy, March 5, noon to 1 p.m., Green Room, Center for Theatre Arts.

Associated Graduates in Theatre

"Elizabeth Bam," a reading produced by the Associated Graduates in Theatre, by Daniil Kharms and directed by Kornelia Tancheva, March 8 at 8 p.m., Film Forum, Center for Theatre Arts. The reading was translated by Professor George Gibian, who will hold a discussion after the event.

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Preparing for Performance Dialogues

Over the past several years, the performance appraisal process at Cornell has been significantly improved, and renamed Performance Dialogue to emphasize the year-round, two-way communication process that can improve work performance and employee morale. At the same time, performance dialogue serves as a fair and constructive tool to measure and enhance employee performance. By employing effective communications skills and goal setting procedures throughout the year, managers and supervisors can engage in proactive coaching techniques that improve employee satisfaction, commitment and productivity. Similarly, employees can benefit from the performance dialogue process through self-appraisal techniques, participating in goal setting, and working with their supervisors toward their own career or skills enhancement.

Last year, all Cornell supervisors should have received the new Performance Dialogue handbook, outlining the shift in focus from once-a-year performance appraisals to ongoing feedback sessions, referred to as performance dialogues. Training programs were begun to help familiarize supervisors with the principles behind the performance dialogue process.

Over the next several weeks, Cornell Employment News will be printing a series of articles on the performance dialogue process. We begin this week by printing excerpts adapted from the Performance Dialogue handbook. (For those who are interested, complete handbooks are available through Staff Relations and Development, 5-7170). These excerpts describe the background of the performance dialogue process and outline some of the steps that, if taken throughout the year, can help both employees and supervisors fully benefit from this new process. Subsequent articles will look more closely at developing goals and objectives, planning for the process, and enhancing communication during performance dialogues. These articles will also answer some of the questions commonly asked about performance dialogues and explain the new forms. An interview with Ellen Ely, senior staff development associate, will look at future programs planned to help facilitate the use of performance dialogues across campus in the year ahead.

Background

Cornell University has engaged many talented individuals over the past three years to develop the new Performance Dialogue approach to evaluating and enhancing employee performance. Members of the Employee Assembly's Personnel Policy Committee, the Personnel Support Group, the Office of Human Resources and other staff who have a keen interest in upgrading the university's process of measuring performance and encouraging employee development have contributed to developing the performance dialogue process. The final effectiveness of this process depends upon the support of senior administration, supervisory personnel and all levels of our staff.

Measuring performance over a specified period of time—ideally twelve months—is only one component of the process; the primary mission of performance dialogue is to assist and encourage every employee's job performance, career and personal development. In order to accomplish this mission, supervisors should utilize their skills in analyzing performance, identifying potential problems and initiating discussions about employee growth continuously throughout the year. Departmental and university-wide commitment to performance dialogue will result in a more motivated, challenged and productive staff.

The Office of Human Resources has a strong commitment to facilitating workshops to implement the new process and forms; a variety of training opportunities are available for departments and/or supervisory groups. (See boxed item, this page, for details.)

The Process

Cornell's performance dialogue process is designed to

1. improve job understanding;
2. promote more effective job performance;
3. enhance employee development; and
4. encourage the flow of communication between supervisors and the members of their staffs.

Performance dialogue should be a continuing process throughout the year, with a formal meeting conducted at least once during a twelve-month period. Less formal meetings should be held with employees frequently. Ideally, the annual performance dialogue meeting is a summary of earlier meetings and discussions, with a major portion of the meeting time devoted to setting performance-based goals and planning for career/personal development. Preparation for this formal meeting should begin at least two weeks prior to the date the meeting is actually held.

Supervisors may discuss with their staff members the opportunity to evaluate themselves as part of the preparation process. If this option is agreed upon by the employee and the supervisor, the supervisor should make a copy of the form his or her department is using, mark "self-evaluation" across the top of the first page, and make sure the employee has sufficient time to consider his or her own progress and goals. The self-evaluation is a good vehicle for guiding discussion during the interview.

Establishing Clear Job Descriptions to Aid in Performance Evaluation and Development

A job description gives an item-by-item list of the job's main duties, responsibilities and accountability. Breaking the job description into four parts makes it more clear and effective:

- Part 1: Descriptive working title for that job.
- Part 2: Summary statement of main function.
- Part 3: List of specific job duties and/or responsibilities (main components, not details), in priority order (to enhance clarity), to indicate the approximate percentage of time required for each duty.
- Part 4: Reasonable/appropriate educational/skill requirements based on job content. This section should reflect minimum qualifications an employee needs to do the job.
- [Part 5: (optional) Supervisor's title/name.]

Checklist for Job Description Clarity

- ___ 1. Is the description clear enough to be understood by someone who is unfamiliar with the job?
- ___ 2. Does each sentence open with an active verb?
- ___ 3. Is the description in short, clear sentences, rather than long, involved ones?
- ___ 4. Is the description given in precise language that leaves no room for misinterpretation of what is actually done?
- ___ 5. Does the description include the quantity factor when possible—such as number of copies or amount of money?
- ___ 6. Does the description specifically outline the working relationships involved in meeting the responsibility?

Although job descriptions should not be so detailed as to become inflexible, they also must be specific, or it will be hard to determine the measurable expectations/standards needed for performance dialogue.

Each responsibility should be defined by the expected results and standards. For example, instead of saying "to handle customer complaints", a job description should say something like, "all complaints from the public will be investigated and answered within five days of their receipt." This makes measuring performance much easier.

Establishing Measurable Expectations and Standards Based on Job Descriptions

Performance standards should have several characteristics. They:

- differentiate between acceptable and unacceptable results;
- provide a challenge to the employee;
- are realistic; i.e., are attainable by any qualified, competent and fully trained employee who has the necessary resources and authority;
- should relate to or express a time frame for accomplishment;
- are observable; i.e., must be a way of measuring actual performance against requirements of standards;
- assist in measuring a job responsibility when it is performed acceptably, and be expressed in terms of: quantity, quality, time, cost, effect obtained, manner of performance, or manner of doing (method).

Collecting Information and Data throughout the Year

The first step in trying to collect enough pertinent information to be able to evaluate employees fairly and objectively is careful observation. A supervisor will want to keep ongoing records of these observations to provide a good basis for discussion with the employee on certain elements of performance. Some suggestions for supervisors to consider when preparing documentation include:

- not relying on memory — writing things down as soon as possible after they happen;
- documenting facts only — not opinions;
- recording direct observations — staying away from hearsay;
- only including documentation that is behavioral — not based on personality characteristics;
- being specific — e.g., logging "Jane's April monthly report had five major errors" instead of "sometimes Jane's work is not error free"; and
- trying for a balance of positive and negative incidents. Sometimes there is a tendency to record only the negative, but the ultimate purpose of recording these incidents is for performance dialogue, and that should be as positive as it can be.

Programs Offered This Spring to Enhance Performance Dialogues

This spring's Contact Calendar of Workshops and Seminars features numerous workshops to assist both supervisors and employees in enhancing their effectiveness during the performance dialogue process. Below are just a few workshop examples:

- Bringing Out the Best in Others: Improving Employee Performance** — March 13, 9:00-4:00
- Performance Dialogue: Making It Happen** — April 30, 9:00-4:00
- Sensational Supervisory Skills** — June 11, 18, 25; July 2, 9:00-12:00
- Results-Oriented Supervision** — March 10, 27; April 21; May 5, 19; June 2, 9:00-4:00 or March 12; April 3, 23; May 7, 21; June 4, 9:00-4:00
- Providing Exceptional Service over the Phone** — April 28, 9:00-11:00
- Customer Service in a University Setting** — April 17, 12:15-4:15
- Interpersonal Communication Skills** — April 22, 29; May 6, 13, 20, 27, 1:00-4:00

If you are interested in any of these programs, please contact Staff Relations and Development at 5-7170. In addition, Staff Relations and Development will custom-design in-unit performance dialogue workshops to specifically meet your unit's needs. These workshops include:

- **How to win employee cooperation and involvement in the performance dialogue process**
- **Ways to deliver specific feedback that achieve results**
- **The importance of PERSONALIZING performance dialogues for optimal employee effectiveness**
- **How to avoid surprises resulting in anger, denial, or confusion**
- **Motivational techniques to empower staff to realize their full potential.**

If you would like more information about these in-unit workshops, please call Ellen Ely at 5-6880.

Attention Select Benefits Medical Reimbursement Account Participants On Leave Without Salary or Terminating Employment

If you are going on a leave without salary or your employment with the university is terminating, you need to be aware of how this change in status affects your Select Benefits Medical Reimbursement Account:

- 1) Medical expenses incurred prior to your date of leave may be submitted for reimbursement through the end of the plan year.
- 2) Medical expenses incurred while you are on leave or after your date of termination may be submitted for reimbursement under a medical reimbursement

account only if you continue to participate in the Select Benefits program by making after-tax contributions. If you wish to continue participating on an after-tax basis, please contact your Employee Benefits Office (Endowed, 255-3936; Statutory, 255-4455).

If you do not elect to make after-tax contributions, expenses incurred during the period of your leave or after your termination are not eligible under the Select Benefits plan.

- 3) If your leave ends or you are rehired and return to work at Cornell during 1992, your medical care account contributions will automatically begin again at the same amount you were contributing prior to your leave. Under IRS regulations, you can only enroll in a Select Benefits account once each calendar year.

Endowed employees should call Donna Bugliari (255-6886) or Pat Cooke (255-6885) if you have any questions or need additional information. Statutory employees can contact the Statutory Benefits Office at 255-4455.

JOB OPPORTUNITIES

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

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

Professional

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

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

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

Director of Development (PA7401) HRIII School of Hotel Administration-Endowed
Posting Date: 7/18/91 Search Reopened
Manages the day to day operation of the Hotel School development office and is the principal liaison between the school, and the Central Development staff.

Requirements: Bachelors required, advanced degree preferred. 5 yrs. of broad-based fund-raising and marketing activities. Experience in working with and developing volunteer committees. An exceptionally high level of maturity and judgment. Excellent communication skills. Intimate knowledge of school, hotel and hospitality industry. We are strongly committed to a program equal opportunity employment and actively seek applications from women and minorities. Send cover letter and resume to Cynthia Smithbower.

Assistant Dean, Public Affairs (PA0801) HRIII
Veterinary Administration-Statutory
Posting Date: 2/27/92

Responsible for the overall Public Affairs program of the College of Veterinary Medicine, including planning, leading and directing the College's development, alumni and public information programs.

Requirements: Baccalaureate degree. Excellent skills in written and oral expression. Successful supervisory experience. The ideal candidate will have broad and extended experience (at least 5 yrs.) in leadership positions directly involved with college/university development, alumni affairs and public information. Previous employment in a college of veterinary medicine, human medicine, biomedical research institute or organization concerned with animal health is highly desirable. 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 re-

source, 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.

Systems Manager (PT0705) Level 36
Network Resources/Telecommunications-Endowed
Posting Date: 2/20/92

Responsible for the operation of Telecom support systems (personal computers, network connections, and microprocessors). Supervise support staff. Assist other departments with campus data communications integration.

Requirements: BS degree or equivalent in computer science or related field. 5-7 yrs. related experience. Knowledge of applications for administrative systems, database management systems, machine architecture and system utility programs. Demonstrated proficiency with ADABAS, Natural and COBOL; and MVS, JCL, VM/CMS, and UNIX. Experience with other languages and operating systems helpful. Broad exposure to personal computer systems and mainframes required. Send cover letter and resume 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-per-

formance 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.

Director of Alumni Relations (PA0902) HRIII

H.E. Administration-Statutory

Posting Date: 3/5/92

With Director of Public Affairs and Director of Development, assist with the implementation of the public affairs program to increase support for the College of Human Ecology, paying particular attention to Alumni Affairs, annual giving and Leadership Gift donor prospects.

Requirements: Bachelor's degree required, master's degree desirable. Minimum 3-5 yrs. fund raising and alumni relations experience, or equivalent. Excellent oral and written communication skills and strong interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

Personnel Associate (PA0901) HRIII

ILR Dean's Office-Statutory

Posting Date: 3/5/92

Report to Assistant Dean for Administration. With staff of 2, manages compensation, performance appraisal and disciplinary processes for ILR working within the policies set by Cornell University Human Resources office. Oversee staffing requirements, serve as resource to hiring managers on search and selection processes. Work with faculty and staff to facilitate conflict resolution. Develop reports and models data as required. Manage space assignments and is responsible for special projects as assigned by the Deans.

Requirements: MILR or MS in Human Resource Management or a related area. Search committee reserves the right to accept candidates with appropriate combinations of education and experience. 6 yrs. of experience demonstrating familiarity with all traditional human resource functions. Must be able to do their own word processing and be comfortable using LOTUS and DBASE. Send cover letter and resume to Cynthia Smithbower by 3/20/92.

Statistical Consultant (PT0405) HRIII
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) HRIII

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 research. 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.

Executive Staff Assistant (PC0904) HRII
Agriculture and Biological Engineering-Statutory

Posting Date: 3/5/92

Assist the Program Director and other professional staff in the activities of the Technology Transfer Center, including conference and workshop organization and administration; supervision of administrative and office functions; program administration and management; and publication production. Until 12/31/92 contingent on funding.

Requirements: Bachelors degree or equivalent. Minimum 3 yrs. administrative experience, preferably in a service-related field. Highly motivated to work independently. Excellent (oral and written) communication skills. Thorough knowledge of WordPerfect 5.1. Familiarity with DBase III or IV inquiry and desktop publishing. Ability to travel 15-30 days annually. A valid NYS drivers license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Support Specialist I (PT0706) HRII

Veterinary Pathology-Statutory

Posting Date: 2/20/92

Provide technical support and investigative assistance to flow cytometry labs. Plan and execute experiments. Supervise staff. Provide data analysis.

Requirements: BS degree in the biological sciences, MS preferred. Knowledge of techniques related to flow cytometry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

Professional Part-time Temporary

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 appli-

cations. 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 a 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 GR19 (T0801)
Veterinary Pathology-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 2/27/92

Provide technical support for activities in a flow cytometry lab including cell cultures and protein and nucleic acid analysis. Perform experiments on the effect of oncogenes and chromosomal alterations on cell differentiation. Order supplies, maintain lab order, keep records and perform library searches.
Requirements: AAS in a biological or physical science or equivalent. Minimum 1 yr. related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

Technician GR19 (T9404)
Agriculture and Biological Engineering-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 12/12/91 Repost

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

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

Technician GR20 (T0806)
Plant Breeding and Biometry-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 2/27/92

Assist in amplification and distribution of rice clones. Prepare Media. Execute molecular biology protocols. Grow rice plants. Conduct semi-independent research, analyze and report data.

Requirements: Minimum B.S. degree preferably in biology, molecular biology, biochemistry or related area. Lab Experience. Send cover letter and resume 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 histo-

ries, 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. Send cover letter and resume to Sam Weeks.

Technician GR20 (T0703)
QMPS-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 2/20/92

Collect and culture milk samples for isolation of mastitis causing organisms. Perform microscopic examination of stained films or wet preparations. Identify mastitis organisms biochemically and serologically. Perform antibiotic sensitivity tests. Perform detailed protocols for research projects. Keep accurate records of procedures and results. Train vet students and techs in lab methods. Perform lab housekeeping duties.

Requirements: BS degree desired with background in microbiology. 1-2 years previous experience in diagnostic microbiology desired. Excellent knowledge of procedures used in microbiology labs. Some knowledge of computers helpful. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

Technician GR21 (T0601)
Clinical Pathology/Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 2/13/92

Perform tests in hematology, cytology, urinalysis, chemistry and immunology. Operate and maintain equipment, participate in "on call" coverage for "off-hours" and holidays. Use computer specimen accession, data entry and information retrieval.

Requirements: Associates in Medical Technology required; BS degree & ASCP certification preferred. 1-2 years general experience in clinical lab setting. Send cover and resume to Sam Weeks.

Lab Coordinator GR22 (T0704)
Genetics & Development-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 2/20/92

Prepare media for Drosophila and bacterial genetic experiments; wash and autoclave bottles and vials. Maintain mutant strains and provide them to the lab students. Maintain equipment and order supplies. Conduct trial experiments. Instruct teaching assistants in lab operations. Supervise half-time technician.

Requirements: Bachelors in Biology or equivalent. 2-4 years lab experience in microbiology desirable. Excellent organizational skills; ability to work independently and able to lift 35 pounds. Send cover letter and resume to Sam Weeks.

Technician GR24 (T0902)
Plant Pathology (Geneva)-Statutory
Minimum Biweekly Salary: \$701.22
Posting Date: 3/5/92

Coordinate a multidisciplinary USDA-LISA project on organic viticulture. Assist in collecting, entering, and analyzing data, and summarizing results. Supervise technicians and conduct field and laboratory studies on effects of pesticides on biological control agents and other nontarget organisms.

Requirements: BS with work experience in biological sciences. Masters preferred. Course work in plant pathology, entomology, horticulture, chemistry, statistics and computing. Drivers license and able to obtain pesticide applicators license. Training or experience in common laboratory techniques and use of laboratory and office equipment. Experience in supervising employees and coordinating work schedules. Send cover letter and resume to Sam Weeks.

Technical Part-time

Casual Animal Technician (T0603)
Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$6.80
Posting Date: 2/13/92

Assists in routine experiments, compiles records and data using computer, cares for rats; feeding, watering, cleaning and observing for disease; works independently. 10-15 hrs/week.

Requirements: Animal handling experience helpful. Send cover letter and resume to Sam Weeks.

Technical Temporary

Temporary Service Technician (T0803)
Entomology-Statutory
Hiring Rate: \$5.35
Posting Date: 2/27/92

Provide technical support to entomology lab working on various aspects of tick biology and lyme disease. Assist in research on tick survival, behavior, and vector efficiency. Set up and conduct experiments, form protocols.
Requirements: Biological sciences, entomology or related areas. Some experience with Macintosh computers desirable. Send cover letter and resume to Sam Weeks.

Technical Part-time Temporary

Temporary Technician (T0804)
Veterinary Pathology-Statutory
Hiring Rate: \$9.00
Posting Date: 2/27/92

Provide technical support in processing frozen sections for histochemistry and immunohistochemistry. Assist in cell culture studies. Routine lab maintenance.

Requirements: Associates or bachelors degree required. Experience in histologic or cell culture techniques or experience in a laboratory preferred. Send cover letter and resume to Sam Weeks.

Temporary Field Assistant (T0802)
Entomology-Statutory
Hiring Rate: \$5.50
Posting Date: 2/27/92

Assist the farm manager in operating the departmental research farm. Includes tillage, planting, maintenance, and harvest of field plots for research on vegetables and field crops. Assist in maintenance of the grounds. Assist in repair and maintenance of farm machinery and facilities.

Requirements: NYS class 3 operators license and pesticide applicator certification (commercial category) desirable, but not essential. Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. 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, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

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

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

Office Assistant GR16 (C0909)
Cost Analysis-Endowed
Minimum Biweekly Salary: \$511.68
Posting Date 3/5/92

Responsibilities include pulling files for the analysts, refiling files, data entry, including spreadsheet entry on the PC, type correspondence, use of the copier and Fax machines, proofreading spreadsheets.

Requirements: High School diploma or equivalent knowledge of PC and its operation. Good typing skills. Some previous office experience. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR18 (C0902)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/5/92

Front desk reception in the Small Animal Clinic, gathering patient history, client information, operating computer terminal for medical records, handling the admissions and discharge of patients and cashiering. Monday-Friday 39/hrs 9:30-6:00 and 9:30-5:00 on Friday.

Requirements: Some college coursework preferred. High School diploma or equivalent. Knowledge of medical terminology. Strong organizational, interpersonal and communication skills. Able to work independently in an active, complex environment. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C0805)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 2/27/92

Act as secretary/receptionist in the Admissions department of the Student Services office; act as secretary for the Director of Minority Programs. Act as public relations liaison for the Student Services complex with all visitors, including applicants, parents, alumni, faculty, and the Cornell Community. 10 month position off mid-June to mid-August.

Requirements: High School diploma or equivalent. Related receptionist experience in high volume office. Excellent interpersonal skills with the public. Knowledge of Macintosh computer and related software essen-

tial. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include and employee transfer application.

Searcher GR18 (C0209)
Acquisitions/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 2/27/92-Repost

Search monograph orders and books for the library system using local/national databases. Create preliminary original machine-readable bibliographic records for orders and books in the NOTIS database using RLIN and other bibliographic sources following established standards and guidelines.

Requirements: High School diploma or equivalent. Previous library technical services experience. Some college coursework preferred. Knowledge of one or more western European languages required. Ability to use several microcomputer systems for creating bibliographic records, searching, and updating. Strong interpersonal and communications skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees include employee transfer application.

Office Assistant GR19 (C0908)
Alumni Systems and Gift Services-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/5/92

Performs all functions in recording of gifts received at the university and initiates receipt acknowledgement to donors. Processes stock gifts.

Requirements: High School diploma, some college coursework preferred. Minimum 2 yrs. of job related experience, including use of computers. Knowledge of Cornell accounting helpful. Strong mathematical skills, good organizational and interpersonal skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C0907)
Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/5/92

Provide administrative and secretarial support for four faculty and their teaching, research and extension responsibilities in the DNS. Duties include technical typing of scientific manuscripts and grant proposals; developing, maintaining and monitoring automated files for research, grant and class accounts; ordering lab supplies; providing support for committee activities; directing visitors, students.

Requirements: High School school diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience. Proficiency in technical typing/word processing skills (MAC) and working knowledge of spreadsheet management; detail-oriented; ability to set priorities; strong organizational, communication and interpersonal skills; ability to make independent decisions, particularly in the absence of faculty supervisors. Prefer experience with graphics software. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C0802)
Computer Science-Endowed
Minimum Biweekly Salary: 2/27/92
Posting Date: 2/27/92

Serve as information resource department, staff and visitors and to provide secretarial and clerical support to the administrative office under supervision of Administrative Aide.

Requirements: High School diploma or equivalent and familiarity with academic environment. Minimum of 1-2 yrs. related experience. Macintosh computer skills. Ability to set priorities. Excellent communication and organizational skills. Ability to interact with diverse group of people. Self-starter with demonstrated initiative. 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 (C0901)
Nuclear Science and Engineering-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/5/92

Provide administrative and secretarial assistance to Director, 3 professors, 1 supervising engineer, 1 assistant facilities manager. Maintain department and research accounts; process purchase orders, invoice, vouchers, accounts receivable; keep personnel files; process appointments and payroll vouchers; act as Graduate Field Secretary, maintain student and alumni files; compose and sign routine letters; maintain office records, including ones required by Nuclear Regulatory commission; act as receptionist.
Requirements: A.A.S. or equivalent. Minimum 3 yrs. secretarial experience (Cornell preferred). Bookkeeping. Technical typing and word processing (Macintosh). Accuracy in typing, spelling, and arithmetic essential. No smoking in building. This is a one person office. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C0905)
CISER-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 3/5/92

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 submission of research proposals with Administrative Manager; maintain CISER databases.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 yrs. related experience. Computer proficiency (IBM PC) in WordPerfect 5.0/5.1 required. Knowledge of DBASE III+, LOTUS 1-2-3 required. Excellent interpersonal and organizational skills. Able to work independently and set priorities. Mainframe experience preferred. Must know Cornell systems (payroll, accounting, etc.) Medium typing. Regular Cornell employees only. Send cover letter, resume and transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Front Office Supervisor GR21 (C0807)
Statler Hotel Front Office-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 2/27/92

Under the supervision of the Front Office Manager, coordinates and participates in Front Desk Operations. Flexible nights and weekends.

Requirements: A.A.S. degree in hotel management preferred or a minimum of 2 yrs. related experience. Excellent interpersonal and communication skills. Must demonstrate leadership qualities. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Assistant Textbook Buyer GR21 (C0107)
Campus Store-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 2/13/92

Under general supervision, assists the Senior Textbook Buyer in purchasing academic course books. Interacts with faculty and vendors regarding product availability and special orders. Responsible for organization and placement of 50,000 textbooks during biannual book rush. Provides customer services on sales floor as needed. Monday-Friday 8:30-5:30pm, occasional Saturday.

Requirements: Associates degree or equivalent level of education and experience. 2-3 yrs. experience in related field. Familiarity with microcomputers. Strong communication, organizational, and interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time

Office Assistant GR18 (C0906)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 3/5/92

Under direct supervision, provide secretarial support for one administrative aide and one academic staff member in the area of teaching and research in the food and beverage management department. Monday-Friday, 8:00-12:00.

Requirements: High School diploma or equivalent. Secretarial school preferred. 1 yr. related office experience. Ability to use word processing (IBM). Excellent organizational, interpersonal and communication skills. Ability to compose correspondence helpful. Excellent phone skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include transfer application. Women and minorities are particularly encouraged to apply.

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 par-

tical demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Administrative Aide (S0301)
Human Development and Family Studies
Casual Appointment/15 Hours Per Week
Posting Date: 1/23/92

Provide administrative and secretarial support to a faculty member in Human Development and Family Studies. Must be able to work independently and be self motivated. Ability to compose correspondence and conduct library research is a must.

Requirements: 1-2 yrs. related office experience is required. Use of Macintosh (preferably Microsoft word) is essential. 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.

Vehicle Mechanic SO09 (G0802)
CU Transit, Inc-Endowed

Hiring Rate: \$8.66
Posting Date: 2/27/92

Provide routine servicing and preventative vehicle maintenance. Perform major repair work on engines, drive train, chassis and body includes a variety of public transport vehicles i.e. over the road coaches and wheel chair equipped mini buses.

Requirements: High School diploma or equivalent. Valid NYS Class C w/passenger endorsement drivers license. Minimum 5 yrs. Auto/Bus mechanic experience working with diesel engines required. Must provide own hand tools. Shift work. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Academic

Extension Associate, 2 Positions
Division of Nutritional Sciences
Posting Date: 3/5/92

Nutrition Extension Positions: Cornell University's Division of Nutritional Sciences invites applications for 2 Extension Associate positions. Support Cornell Cooperative Extensions Expanded Food and Nutrition Education Program and other nutrition education efforts for use with limited resource audiences.

Qualifications: At least master's degree; at least one degree in foods and nutrition; course work including food-nutrient relationships, consumer food science and education or communication. Ability to design and facilitate implementation of food and nutrition experiences appropriate for ethnically diverse limited resource audiences. Demonstrated expertise in nutrition education in community setting with at least 5 yrs. experience. Familiarity with Cooperative Extension programming highly desirable. Willingness to travel in New York State and U.S. Drivers license essential. Bilingual applicants=nts requested to submit sample food/nutrition resource that she/he has translated to Spanish along with English version. Competitive salaries commensurate with background/experience. Available June 1, 1992 (or as negotiated) for an initial 3yr period. Attractive fringe benefits. Qualified applicants should submit cover letter, statement of professional goals, names, addresses and phone numbers of 3 references to : Professor Muriel S. Brink, Division of Nutritional Sciences, 3m24 MVR hall, Cornell University, Ithaca, NY 14853. Deadline: April 1, 1992 or until position is filled. AAE/EOE.

Senior Research Associate/Fishery Ecologist
Cornell Biological Field Station, Oneida Lake, NY
Posting Date: 3/5/92

Lead research program on the fish community and fisheries of the complex and rapidly changing Oneida Lake ecosystem. An existing internationally recognized long term database defining ecosystem components and their interactions provides a strong foundation for the research program. This is a full time research position: Individuals will be encouraged to interact with undergraduate and graduate students. It is expected that external funding will be sought to expand studies on Oneida Lake and on other waters. This position is part of a cooperative Cornell University- New York State Department of Environmental Conservation research program to enhance the management of warmwater fisheries.

Requirements: Ph.D. in fishery science/ecology or closely related field required. The successful candidate must have a strong background in quantitative ecology and must have demonstrated the ability to conduct independent research and to publish results. Send a letter of application, curriculum vitae, reprints, copies of transcripts and the names and addresses of three references to: Edward L. Mills, Chairperson, Search Committee, Cornell Biological Field Station, 900 Shackleton, Pt. Rd., Bridgeport, NY 13030-9750. (315)633-9243. Applicant screening will begin March 16, 1992.

PA#4 Area Dairy Specialist-WNY
Location: Seneca County, Waterloo, NY
Posting Date: 3/5/92

In close cooperation with members of a three person team, Cornell University faculty, staff and regional dairy and field crops program advisory committee, plan, conduct and evaluate and educational program for the commercial dairy industry in Ontario, Seneca, Wayne and Yates counties. Identify program needs and develop short and long range informal educational programs to meet identified needs within available resources. Prepare reports on program progress and accomplishments or area programming for local, state and federal use. Communicate and interact with agriculture and natural resources program leaders within the area to insure program integration into association programs.

Minimum Qualifications: Masters degree in agriculture with a major in animal science.

3 yrs. of directly related experience in Cooperative Extension, teaching or in an equivalent related agribusiness field. Salary: \$30,000, commensurate with qualifications. Send letter of intent, resume and transcript(s) by March 19, 1992 to: 365 Roberts Hall, Cornell Campus.

Research Associate
Section of Biochemistry, Molecular and Cell Biology

Posting Date: 2/27/92

Conduct original research on (1) mechanism of action receptor proteins using photolabile compounds in order to make us kinetic measurements on primary and clonal nerve and muscle cells; (2) chemical signal transmission between cells in vivo by laser microscopy. The position involves characterizing photolysis of compounds to be synthesized, making chemical kinetic measurements on cells using laser photolysis, developing techniques and equipment to achieve high time resolution, and requires design/ construction/ modification of optical, electronic, flow, and rapid mixing components; computer interfacing of photolysis systems and cell current-recording systems with peripheral facilities including optical devices and lasers; computer programming for advanced chemical kinetic analysis; chemical characterization of photolabile compounds; and development of primary and clonal cells for use in measurements.

Requirements: Ph.D. in Chemistry or Biochemistry with at least 1 yr. postdoctoral experience; strong research background in rapid reaction kinetics applied to enzyme mechanisms and proven productivity as evidenced by publications are essential, as is familiarity with numerical analysis, spectroscopy, computer programming, laser photolysis and microscopy, and development, preparation, and maintenance of primary and transformed cells, as shown by coursework and publications; strong organic chemistry background is desirable. Minimum yearly salary is \$21,400. At least 39 hrs. work per week. Job is in Ithaca, NY. Send application with cover letter and names of three references to George Hess, Biochemistry, Molecular and Cell Biology, 107D Biotechnology Building, Cornell University, Ithaca, NY 14853.



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.

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

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

CORNELL
Employment News

EDITOR: Nancy Doolittle

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

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