

## Employee night: 2 out of 3 isn't bad



It was two wins and one loss during the Seventh Annual Employee/Family Night at the Court on Jan. 16. First, the Big Red women's basketball team defeated Columbia, 64-51. The second win came at mealtime, when College of Human Ecology Dean Francille M. Firebaugh (photo at left) was among those serving



Photographs by Peter Morenus/University Photography  
chicken barbecue and lasagna to employees and their families, including Dwight Widger (photo at right), a technician in Nuclear Studies, who receives an assist from his 3-year-old son, Zachary. Then, the men's team lost to Columbia, 74-64, before a sellout crowd of 4,473. More basketball coverage is on Page 10.

# CORNELL Chronicle

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### Governor's budget 3

The 1993-94 Executive Budget submitted yesterday to the Legislature by Gov. Mario M. Cuomo provides much needed increased support for Cornell's statutory colleges.

### She went to war 5

Survival was not just a matter of holding on to life for alumna Maj. Rhonda Leah Scott Cornum, the Army flight surgeon who was held as a prisoner of war by the Iraqi Republican Guard during the Gulf War.

## What's housework worth? About \$10,000 a year, study finds

By Susan Lang

A married woman's housework is worth \$5.50 per hour after taxes (\$7.64 before taxes) and about \$10,000 a year, according to a Cornell analysis. The average household labor value for married men is about \$9.60 an hour after taxes, or about \$6,600 a year. While men earn a higher hourly rate, they do only 27 percent of the housework.

Using 1981 time use data and 1988 dollar values of time per hour, W. Keith Bryant, professor of consumer economics and housing, and co-authors Cathleen D. Zick, associate professor at the University of Utah, and Hyoshin Kim, a research assistant at Cornell, have calculated the dollar value of household work for married men and women, ages 18 to 65.

"These data are important to families to help evaluate whether to work outside the home, whether and how much life insurance to

purchase, and the indirect costs of having children," Bryant said.

For example, the average value of housework for a married, non-black woman with one child under 1 year old is \$7 per hour after taxes. She would have to be paid at least \$7 per hour, after taxes, for it to be worth accepting employment.

#### Useful in court cases

The research results also are essential for courts where the information is used to help determine settlements in wrongful death and accident cases, Bryant said. In some states, the estimates of the work are used in determining alimony.

The inflation-adjusted values of household work for married women in 1988 are about 1 percent less than those from a similar analysis Bryant and Zick conducted a decade ago. The difference is so slight because real wage rates did not rise over the decade. Furthermore,

married women are doing somewhat less housework than they did a decade ago, in part because more are employed, Bryant points out.

Housework was defined as the time spent cooking, shopping, laundering, caring for the house, yard, car, and pets, care of family members (child care, chauffeuring, etc.) and home management. Leisure activities, sleeping, personal care, eating, work for pay, social activities and volunteer work for non-family members are excluded.

The researchers' estimates of household work are broken down by number of hours the spouses work outside the home, the number of children in the family and the age of the youngest child. They also made separate estimates for black and non-black married people, because the average value of blacks' household labor averages 70 to 75 percent of that of non-blacks because their wage rates are significantly lower.

They present their findings in two publications: *Household Work: What's It Worth and Why?* for consumers and educators, and *The Dollar Value of Household Work*, a more detailed report intended for lawyers and researchers.

Household labor was valued in three ways:

- The *offered wage rate*: what a person could earn if employed during the time spent doing household work.

- The *asked wage rate*: what the person would want to earn if employed rather than doing household work.

- *Replacement wage rate*: what the person would have to pay someone else to do the household work.

Of the three, the researchers prefer the offered wage rate because it is the most reliable statistically and most useful to consumers.

The study is an update of a report by the

*Continued on page 10*

### Campus to honor Martin Luther King

A service celebrating Martin Luther King Jr. will be held in Sage Chapel on Monday, Jan. 25, starting at 12:20 p.m.

The principal speaker will be the Rev. Cyril A. Larmond, pastor of the St. James AME Zion Church at 116 Cleveland Ave.

The service, sponsored by Cornell United Religious Work, is scheduled for one week after the national holiday honoring the slain civil rights leader to accommodate students, who are returning to campus this week from winter break.

Other participants in the service will include the Rev. Gurdon Brewster, the Episcopal chaplain at Cornell, who lived with King's parents in 1961 and in 1966 while serving as an assistant to Martin Luther King Sr. and his son at the Ebenezer Baptist Church in Atlanta.

## Program in Washington exposes students to the nation's 'center of political intellect'

By Albert E. Kaff

For some Cornell students who spend a semester working and studying in Washington, the U.S. capital fires ambitions to become government servants.

"I've always loved politics, and I'm intrigued by the power game," said Meghan McCurdy, a junior majoring in government. A Clinton-Gore campaign poster remained in her room after the election.

Jessica Newill, a junior majoring in government, found Washington satisfying while she wrote press releases for the Overseas Private Investment Corp. that helps small businesses establish overseas operations. "I ultimately would like to work in Washington," she said. "It's the center of things."

Others, such as Lauralynn Taylor, a junior studying environmental systems technology in the College of Agriculture and Life Sciences, react differently.

"I wanted to see what it's like to work in a

government agency," Taylor said. "Well, I did. There is so much red tape, and people work for a whole year preparing legislation and then it's killed in Congress. It's very frustrating." Taylor's solution: "I think I will become a consultant."



Joel Silbey

Each semester, about 55 juniors and seniors are selected to participate in the Cornell-in-Washington Program. Students live and attend classes in the Cornell Center, a four-story brick apartment house located near Dupont Circle about one mile from the White House. Students work three days a week as externs in government and private offices that span Washington's spectrum from the Urban Institute to congressional offices to

the White House. At night and two days a week, they attend classes.

McCurdy found her interest in government work reinforced by her externship at the American Civil Liberties Union.

"I was assigned to analyze documents of the U.N. convention on eliminating all forms of discrimination against women," she said. "My work involved policy analysis to establish ACLU's positions on issues for lobbying the government."

#### Wide range of disciplines

Students from a wide range of disciplines participate in the Washington program, including history, government, economics, policy analysis, communication, biology and society, agricultural economics, consumer economics and housing, and urban and regional planning.

"Many science students apply, because of their interest in public policy issues such as those relating to the environment," said Joel

*Continued on page 10*

## BRIEFS

• **Breakfast with Rhodes:** There are a limited number of openings available for students to have breakfast with President Frank H.T. Rhodes. Those interested are invited to call his office at 255-5201 to make a reservation. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhurst Room in Willard Straight Hall. Reservations are made on a first-come, first-served basis. Those with reservations will be reminded by mail a few days in advance.

• **English classes:** Registration for free English classes sponsored by the Cornell Campus Club will take place on Thursday, Jan. 28, from 7:30 to 9 p.m. in Anabel Taylor Hall's One World Room. There is a \$10 registration fee. Classes begin Feb. 1. For further information call Ann Marie Dullea at 277-2488 or Joan McMinn at 277-0013.

• **Council of Cornell Women grants:** Staff, faculty and students are invited to apply for grants of up to \$2,500 from the President's Council of Cornell Women. Applications will be considered for research by women or for projects that would particularly serve women. Applicants should provide 10 copies of their proposal and supporting documents to the Office of the President's Council of Cornell Women, Alumni House, 626 Thurston Ave. Deadline for submission is Feb. 15. For more information, call Martha E. Eller at 255-6624.

• **HIV-positive support group:** Interested in a support group for men and women in the Cornell community who need a safe and confidential place to discuss issues and problems related to HIV infection? Or, a support group for friends and family that will focus on the issues common to those who are connected to someone who is HIV-positive? If so, call Char Ratner at 255-5208 or Roz Kenworthy at 255-3978. The groups are sponsored by the Contraception, Gynecology and Sexuality Service at Gannett Health Center and by Cornell AIDS Action.

• **Extramural study:** Employees and local residents may register to take a Cornell course this spring through the Office of Extramural Study. Registration will be held Monday and Tuesday, Jan. 25 and 26, from 8:30 a.m. to 4 p.m. in the Biotechnology Building foyer. Applications must be completed before registration. With department approval, non-academic employees may have tuition waived for up to four credits. Call 255-4987 for more information.

• **Housing fair:** Students can receive information about housing options for next year at the 12th annual Housing Fair on Wednesday, Jan. 27, from 10 a.m. to 4 p.m. in the Memorial Room of Willard Straight Hall.

• **University Assembly:** M. Stuart Lynn, vice president for information technologies, will speak about computer policies during a meeting of the University Assembly on Wednesday, Jan. 27, at 4:30 p.m. in the Art Gallery of Willard Straight Hall.

## OBITUARIES

## Frederick Marcham

Frederick George Marcham, who taught at Cornell for almost 70 years, died Dec. 16 at the age of 94 at his home in Ithaca.

A memorial service will be held Sunday, Jan. 24, at 1:30 p.m. in Sage Chapel.

A professor and authority on English constitutional history, he met with his last class at Cornell on Oct. 14. He also served as a long-time village mayor. His 32 years as mayor of Cayuga Heights were believed the longest tenure for a village mayor in New York state.

"For almost 70 years, Fred Marcham was a devoted teacher of Cornell students, an active leader of the university faculty and an involved citizen of the Ithaca community," said Cornell President Frank H.T. Rhodes. "Sturdy, warm and caring to all and especially in his relationship with students, Professor Marcham exemplified the highest ideals of commitment to learning and to integrity in education and citizenship. It was for this reason that he was chosen by the Cornell Board of Trustees as the first individual to receive the Cornell 'Award of Honor' in recognition of distinguished and extraordinary service to the university. All of us at Cornell are deeply saddened by his passing."

Marcham was a "Mr. Chips" at Cornell, continuing to teach as an emeritus professor. He is remembered as a mentor to struggling students and young faculty, a champion of recreational and intercollegiate athletics and coach of boxing. He was a strong proponent of the benefits of exercise and the outdoors.

Born to Frederick and Emma Jane Wheeler Marcham in Reading, England, Fred Marcham won a national scholarship to the public school Christ's Hospital at age 11. He served in the British Army in World War I and won a veteran's scholarship to Oxford University, where he earned an A.B. with first-class honors in modern history in 1923 and was named a life trustee of his college, St. Edmund Hall.

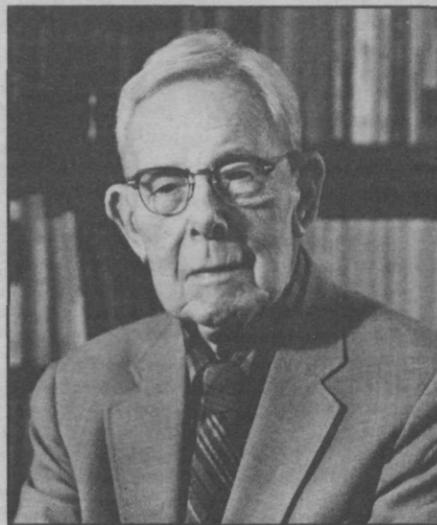
Marcham came to Cornell as a graduate student in 1923; he began teaching classes in 1924. He received the Ph.D. in 1926 and joined the faculty as an assistant professor of English history. He was named full professor in 1930 and Goldwin Smith Professor in 1941. His colleagues elected him a faculty trustee of the university in 1946; he was an advocate of teaching and faculty participation in the governance of the university.

He was the author of *A Constitutional History of Modern England* and of *Louis Agassiz Fuertes: The Singular Beauty of Birds*, and co-author of a source book of documents of English constitutional history.

Marcham was the first chairman of the Ivy League athletic eligibility committee, served twice as chairman of the Department of History and received the university's first Award of Honor for exceptional service in 1987.

In the 1950s he was elected a trustee of Cayuga Heights, in which capacity he opposed the village's annexation by the city of Ithaca. He was later elected and many times re-elected as mayor of the village.

His wife, the former Mary Cecilia Deacon



Charles Harrington/University Photography  
Frederick Marcham

of Reading, died in 1977. He is survived by a daughter, Ann Marcham of Ithaca; two sons, David of Quincy, Mass., and John of Ithaca; a sister, Doris Downs of Reading; five grandchildren; two great-grandchildren; and six nephews.

•••  
**Richard A. Compton**, who taught courses in properties management in the School of Hotel Administration from 1960 until his retirement in 1988 as a senior lecturer, died Dec. 19, 1992, at his home in Ithaca. He was 66.

A native of Ithaca, he earned two degrees at Cornell, a bachelor's degree in mechanical engineering in 1948 and master's degree in mechanical engineering in 1967.

Survivors include his daughter, Carol Ann Barnes of Santa Cruz, Calif.; four sons, Richard A. Compton Jr. of Uncasville, Conn., William A. Compton and James A. Compton, both of Ithaca, and Stephen A. Compton of Logan, Utah; and six grandchildren.

•••  
**George R. Hanselman**, professor emeritus of mechanical engineering, died Jan. 1 at his home in Ithaca. He was 91.

He was a specialist in accounting, cost control and business law as related to engineering administration and served as assistant director of the Sibley School of Mechanical Engineering from 1946 until 1967.

Born in Dunkirk, N.Y., Hanselman earned a bachelor's degree in 1922 and a master's degree in 1936, both from Cornell. He was appointed an instructor at the Sibley School in 1922, assistant professor in 1936, associate professor in 1941 and full professor in 1945.

Survivors include his wife, Hazel M. Hanselman; a sister-in-law, a nephew and a grandnephew.

•••  
**Matthew Kelly**, professor emeritus of industrial and labor relations, died Jan. 18. He was 79 and lived in Larchmont, N.Y.

In its obituary, *The New York Times* reported that Kelly "had for decades arbitrated many labor-management disputes in New York

City." He retired to emeritus status in 1983 but continued teaching through last semester. Kelly also served the university as director of the Institute of Collective Bargaining and Group Relations in New York City.

Kelly held a bachelor's degree from Amherst College and master's and doctorate degrees from Princeton University.

•••  
A memorial fund has been established in the memory of **Liza Malkoun**, a sophomore in the College of Agriculture and Life Sciences who was killed in a car accident in Philadelphia on Jan. 11.

Donations for the memorial fund may be sent to her family: Issam and Evelyn Malkoun, 427 South Ave., Media, Pa. 19063. Funds will be distributed to the United World College, which Liza attended before coming to Cornell, and the Clean Air Council, where she worked for two summers.

A memorial service is being planned.

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**Wallace P. Rogers**, director of purchasing at Cornell for most of his 39 years of service and a nationally recognized authority on critical resources management and buying for educational institutions, died Jan. 12 at Tompkins Community Hospital. He was 71.

He joined the purchasing department upon his graduation from Cornell in 1947. A member of the Class of 1943, he served four years in the U.S. Army during and following World War II before returning to complete his degree. He was born and raised in Staten Island.

Rogers was named manager of purchases in 1955 and director of purchasing in 1966. In 1970, he became director of the university's newly established Division of General Services, a position he held until his retirement in 1986.

He was elected president of the National Association of Educational Buyers in 1976. In 1974, he received the NAEB's highest award for excellence in purchasing programs.

Survivors include his wife, Helen Pirko Rogers of Ithaca; two daughters, Jeanne A. Dorward of Trumansburg and Judy Wood of Ithaca; a son, John W. Rogers of Ithaca; five grandchildren; and a brother, William Rogers of Massapequa.

•••  
**Robert H. Siegfried**, professor emeritus of mechanical engineering, died Dec. 23, 1992, in Hendersonville, N.C., where he resided after retiring from Cornell in 1964. He was 93.

A specialist in engineering drawing, Siegfried joined the Cornell faculty as instructor in 1941. He was named assistant professor in 1946, associate professor in 1950 and professor emeritus upon his retirement.

Born in Pittsburgh, he earned a bachelor's degree in mechanical engineering at Cornell in 1926.

Survivors include his wife, Edith Harris Siegfried of Hendersonville; a daughter, Judith Licht of Cincinnati; two sons, Robert, also of Cincinnati, and John of Cleveland; 16 grandchildren and three great-grandchildren.

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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.

## GRADUATE BULLETIN

**Registration** will be held today and tomorrow, Jan. 21 and 22, from 8:30 a.m. to 4 p.m. in Sage Hall.

**Course enrollment** is through Feb. 12. Bring completed course enrollment forms to Sage Graduate Center.

**New students** should return the completed special committee selection and change form to the Graduate School by Feb. 12. For an entering student, the form must bear at least the signature of a temporary adviser.

**Active File Fee:** To avoid the \$200 active-file fee for spring, Ph.D. candidates who are not registered for this semester must complete all degree requirements by Feb. 12.

**Dissertation/Thesis Seminars** will be held in the Morison Seminar Room, Corson/Mudd Hall, as follows: master's theses, Feb. 15, 1 p.m.; dissertations, Feb. 17, 12:30 p.m.

**Summer Support.** Applications for 1993 Graduate School summer assistance are available in field offices. Completed applications are due in field offices in early February.

**Graduate faculty meeting** will be held Friday, Jan. 29, at 4 p.m. in the General Committee Room, Sage Graduate Center, to vote on January degrees.

**Teaching Assistants:** Teaching development workshops will be held Feb. 6, from 9 a.m. to 4 p.m. For information, see the Office of Instructional Support, Sage Hall, 255-8427.

**Board of Trustees elections:** Candidate's petitions are due Feb. 5; available from Office of Assemblies, 165 Day Hall.

**Fellowships for 1993-94:** *Foreign Language and Area Studies Fellowships:* Application deadline is Jan. 29; *Jacob K. Javits Fellowships:* For doctoral students in the arts, humanities and social sciences; deadline extended to March 15.

**GCA Positions:** Residence Life will hold information sessions for those interested in Graduate Community Assistant positions for 1993-94, main lounge, Sage Hall, Jan. 25, from noon to 1 p.m. For information, phone 255-7920 or 255-9758.

## Rhodes, fraternities express sympathy on student's death

President Frank H.T. Rhodes and two fraternities have issued statements following the death of student Terrence Ward Quinn, 21, of Medford, Mass.

Quinn's body was found lodged in a chimney of the Psi Upsilon fraternity house on the university campus Monday evening, Jan. 18. The Ithaca Police Department, which is heading the investigation of Quinn's death, has said it does not suspect foul play.

He was a senior majoring in mechanical engineering and a member of the Sigma Alpha Mu fraternity.

"On behalf of the entire Cornell community, I want to extend deepest sympathy and condolences to the Quinn family," President Rhodes said in a statement. "We share their sense of loss for a young man who was clearly a leader and much admired not only by his brothers in Sigma Alpha Mu fraternity but by his faculty and fellow students in the School of Mechanical and Aerospace Engineering.

"We are unable to explain fully the circumstances surrounding his death and it would be wrong to speculate or jump to unjustified conclusions," he said.

Quinn's fraternity brothers issued the following statement:

"The brothers of Sigma Alpha Mu are deeply saddened by the death of Terrence Quinn. It's hard to describe the feelings, the emotions, and the shock that come with the loss of such a beautiful human being. Terry's invaluable commitment to the fraternity, his friends, and his family, his undying love for each one of its members, and his tremendous heart have set an indelible example for all. One of Terry's greatest strengths was his ability to bring people together. He has done it once again. We have rallied together with Terry's friends to carry each other through these trying times. We know that Terry wants us to be strong and to remember the good times and the laughter we shared with him. We cherish the time we have spent with Terry and will never forget his contagious smile. Our hearts go out to Terry's family."

Members of Psi Upsilon fraternity said, "We, the brothers of Psi Upsilon, are shocked and saddened by Monday night's chain of events. We extend our deepest sympathies to the Quinn family and the brothers of the Sigma Alpha Mu fraternity. We are unable to explain this tragic event and are struggling to deal with it ourselves."

Questions about the circumstances of Quinn's death are being referred to the Ithaca Police Department, which is handling the investigation with the assistance of Cornell Public Safety.

Plans for a memorial service at the university are under way.

## Town/gown teamwork



Peter Morenus/University Photography

Cornell has received the 1992 "Business Recognition Award" of the New York State Association of Rehabilitation Facilities for fostering the development of business enterprises that remove physical, economic and social barriers for people with disabilities. Cornell was nominated for the award by Challenge Industries, the local vocational rehabilitation center that helps adults with disabilities obtain and maintain employment. Accepting the award from Milt Goldstein (seated, left), Challenge's executive director, is James E. Morley Jr., Cornell senior vice president, who recently completed a term as chair of the Challenge board of directors. They are flanked by (left to right) Peg Lacey, director of Campus Life at Cornell; Ben Kathan, placement specialist at Challenge; Marjorie Proctor, sales representative for Challenge; Dennis Osika, grounds superintendent at Cornell; Fred Bonn, senior sales representative at Challenge; Maureen Updike, senior administrator in Morley's office; and June Franklin, assistant manager of employee benefits in University Human Resource Services. Cornell relies on a number of Challenge activities, including direct- and bulk-mail and microfilm and placement services. Challenge, which is celebrating its 25th year of operation in Tompkins County, also operates a disability management office on campus.

## Cuomo budget raises support for state units

The 1993-94 Executive Budget submitted yesterday to the Legislature by Gov. Mario M. Cuomo provides much needed increased support for the statutory colleges at Cornell, said Henrik N. Dullea, vice president for university relations.

The governor's recommendations include a net increase of more than \$50 million in operating support for the state-operated campuses of the State University of New York.

Under the proposal, the statutory colleges would receive \$115,920,800 in 1993-94, an increase of \$4,933,500 over the adjusted 1992-93 appropriation. This amount would be reduced somewhat by a proportionate share of an \$11.8 million systemwide lump sum reduction to be allocated to each campus by the State University Board of Trustees, Dullea said.

According to the governor, a major purpose of the proposed increase would be to fund previously negotiated salary improvements for faculty and staff as well as necessary price adjustments for goods and services.

"The proposed increase in support for the statutory colleges is most welcome in a period of continued fiscal adversity," Dullea said. "It comes on the heels of several years of dramatic funding reductions for the State University system and indicates the governor's recognition of the important role played by these schools in the state's economic, social and cultural development."

The Executive Budget also contains "welcome" support for the renovation and rehabilitation of several statutory college buildings, including Wing Hall, Mann Library and Rice Hall, as well as major equipment support for the College of Veterinary Medicine teaching facility now under construction, Dullea said.

In the face of rapidly rising state expenditures for student financial aid generated by the national recession, the Executive Budget pro-



Chris Hildreth/University Photography  
Henrik N. Dullea

poses the full funding of existing TAP awards for continuing undergraduate and graduate recipients. An offsetting reduction in the program will be accomplished through a \$200 cut in the maximum award for students entering in September 1993, with proportionate reductions throughout the schedule, as well as the phasing out of the graduate student TAP program. "These reductions will certainly place further stress on the university's already hard-pressed financial aid budget," said Dullea.

Institutional support for private colleges and universities under the Bundy Aid program would be funded at \$36 million statewide, the same level as recommend by the governor in last year's Executive Budget. This represents a \$3 million reduction from the level appropriated by the Legislature for 1992-93.

"While any reduction in this extraordinarily important program is regrettable, the governor's recommendation reflects a major break in the pattern of proposed reductions of 50 percent that we have experienced in the last few years," concluded Dullea.

University officials will work with members of the State Legislature as they evaluate the governor's proposals.

## State issues on trustees' agenda

The Board of Trustees will have several open sessions when it meets today through Saturday in New York City.

The first two hours of the full board's meeting, starting at 9:30 a.m. Friday, will be open, with discussion of the state's financial condition and implications for the statutory colleges, along with reports on the capital campaign, a summary of research done last year, and a report from President Frank H.T. Rhodes.

The first 10 minutes of the board's Executive Committee meeting, starting at 2 p.m. today, also will be open and will include a summary of the state's financial condition.

Both of those meetings, as well as a 9:30 a.m. meeting of the Buildings and Properties Committee today, will be held in the Executive Faculty Room of the Cornell Medical College, 1300 York Ave.

The first 20 minutes of the B&P Committee meeting will be open, with discussion of

the site for the planned eastward expansion of Mann Library.

The Committee on Land Grant and Statutory College Affairs will meet today from 4 to 6 p.m. in the Medical College's Microbiology Library, Room B-307. The full meeting will be open, and there will be a discussion of the Executive Budget issued Tuesday by Gov. Mario Cuomo. (See related story at left.)

The Audit Committee's 6 p.m. dinner meeting today, in Room 117 of the Whitney Building at the Medical College, will be open for about the first hour to discuss the committee's annual report and other matters.

Anyone wishing to attend the open portion of the full board's and Executive Committee's meetings may obtain tickets at the Information and Referral Center in the Day Hall lobby. A limited number of tickets will be available for the public, one per person, on a first-come, first-served basis.

## Officials reassure students on financial aid

Financial aid officials at Cornell and other universities nationwide are reassuring students, and many are extending deadlines for financial aid applications, after the U.S. Department of Education this year changed the one-step procedure for filing aid application forms, administrators said.

Don Saleh, Cornell director of financial aid, said that before 1993, students could fill out one form to apply for federal, state and institutional aid and submit it to a single processing company, such as the College Scholarship Service, which Cornell uses to handle the large volume of aid applications it receives.

That service would compute the amount of aid available from various sources.

Federal officials have objected to the processing fees charged by the companies, Saleh explained.

College Scholarship Service charges a

\$9.75 processing fee and \$7.75 for each college designated to receive the processed information.

So federal officials this year distributed a new form to be filed for federal aid, which must be processed free of charge.

Students still have to fill out another form for state and institutional aid; usually these forms require additional information, Saleh explained.

The new forms from the processing services should be available to students this week, Saleh said.

He said that students will still have time to meet Cornell's financial aid application deadline of Feb. 15, so he and his staff are advising students, "Don't panic."

Other schools, like Columbia University, whose deadline was Jan. 15, have had to extend the time allowed for students to submit their applications, Saleh said.

# Zebra mussels can't hide from student-invented sub

By Roger Segelken

Borrowing from Spiderman, Jules Verne and window-washers, engineering students at Cornell have invented a submarine that crawls along cables to hunt for zebra mussels.

The remote-controlled, video-equipped submarine is finding zebra mussels in water intake pipes on the Niagara River, near Buffalo, one area invaded by the pesky mollusks since



Peter Morenus/University Photography

Engineering graduate students Brad Short (left) and Duane Belongi prepare the cable-crawling submarine for a test in the Teagle Hall pool.

they stowed away in ships from Europe to the Great Lakes in the late 1980s. The mussel-buster submarine relieves human divers of the dangerous task of inspecting and cleaning infestations of zebra mussels that clog water pipes.

Divers also have trouble working in fast-flowing currents of water pipes, as do propeller-driven submarines, including one tested by Cornell engineers two years ago. So graduate students Duane Belongie, Benjamin Martin, Brad Short and Raj Sundra, led by Samuel Landsberger, an assistant professor of mechanical and aerospace engineering, devised a submarine that travels along steel cable. Unlike a cable car, which is pulled by moving cables, the cable-crawler submarine uses motorized capstans to propel itself along stationary cable. The same principle moves window-washers' platforms up the outside of buildings.

## A 'water parachute'

Cable is floated into place with a "water parachute," which follows water currents. The team is testing ways to position the vehicle in pipes ("flight" with underwater wings is one possibility) and to negotiate corners and obstacles (perhaps an automatic "bounce reflex" should the sub become entangled).

Protected by a 30-by-48-inch, teardrop-shaped acrylic shell, the 120-pound submarine travels up to 2 feet per second. One video camera shows where the sub is located, while a second records life among the zebra mussels. An electrical cable transmits commands from a hand-held control panel to the submarine – as well as power to run its halogen lights, motor and cameras – and sends back video images. An October test for the Erie County Water Authority, which funds development of the submarine, found "only" one zebra mussel per square inch of pipe surface.

But another intake pipe used by the water authority may have mussel colonies several inches thick, and that gives the engineers the idea for an added feature: A remotely operated drill could retrieve core samples of the fast-growing mussels, according to student engineer Belongie, and a third video



Chris Hildreth/University Photography

Viewed from below the surface, the submarine carries video cameras to measure zebra mussel infestations in water pipes.

camera on a snake-like arm would allow close-up inspections.

So far, development of the cable-crawler has cost about \$50,000 – not counting thousands of hours of student time – with support from New York Sea Grant, Cornell's College of Engineering, Systematics Inc. of Lexington, Mass., and from the water authority.

The cable-crawler won't be a true mussel-buster until it has

**CORNELL**  
Research

some means of removing the mollusks, said student engineer Brad Short. In the second phase of the submarine's development, the Cornell team will incorporate mussel-fighting capacity, such as high-pressure water jets. That would be an environmentally acceptable alternative to toxic chemicals, which are now used to kill zebra mussels. Other possible uses for the cable-crawler, Short said, could be inspecting nuclear reactor cooling vessels or the hulls of damaged ships.

# Officials here reject lowering standards to cut pesticide use

By William Holder

Altering federal cosmetic standards for fresh fruits and vegetables in hopes of diminishing pesticide use is futile, Cornell experts say.

Instead of altering standards, the researchers advocate a national program to educate consumers about the direct connection between pesticide use and product appearance.

Competition in the marketplace for the "perfect 10" in product appearance – not government standards – encourages use of pesticides, according to scientists at the New York State Agricultural Experiment Station.

The scientists, representing the official position of the Experiment Station, presented their comments in a letter to the U.S. Department of Agriculture. Congress had ordered the USDA to consider the link between cosmetic standards and pesticide use.

The USDA also might consider overseeing development of an index that would tell shoppers about pesticide use on products, said Robert Seem, associate professor of plant pathology and associate director of the Experiment Station. Co-authors are Anthony Shelton, associate professor of entomology, and Curtis Petzoldt, extension associate.

"Though we believe a system of supermarket labeling might be desirable, clearly it could not be implemented on the fly," Seem said. "We don't have a mechanism to put it in place at this time, and there are many issues that would have to be considered."

## Shoppers want information

Shoppers want such information, according to a 1989 survey of 540 consumers by Cornell's Integrated Pest Management Program. Three-quarters of the respondents said that if produce were certified pesticide-free, they would accept more blemishes. Fully 82 percent said they would pay more for pesticide-free produce.

Almost all of the respondents – 95 percent – said they would prefer produce grown with integrated pest management techniques, once they understood that the approach uses non-chemical pest control methods to minimize the need for chemical pesticides.

Consumers also rate highly factors such as fresh appearance of fruit and vegetables (89 percent said this is "very important"), but the researchers pointed out that consumers almost never have any information about pesticide use in making produce buying decisions.

Changing consumer attitudes would not be easy, said David Rosenberger, associate professor of plant pathology at the Geneva station and superintendent of its Hudson Valley Labo-

ratory. "Several apple growers who have tried producing apples with minimal spray programs have told me that even food co-ops and shoppers in New York City Green Markets will not accept apples with fungal blemishes on the skin – even when these blemishes have no effect on internal fruit quality," he said.

Rosenberger also pointed out that it is not possible to produce fruit with a set level of blemishes. If pesticide spraying were curtailed, the level of blemishing would depend upon weather conditions. Further, integrated pest management (IPM) programs have significantly reduced pesticide use since the 1970s. "This factor has been largely overlooked by those who believe changes in grade standards would result in another quantum change in pesticide use," he said.

New York's IPM program is geared to produce high-quality produce with reduced pesticide use, but it requires skill and, in some cases, additional expense, said Seem. In many cases scientists still do not have the knowledge that would guarantee

quality fruits and vegetables.

Growers therefore have little incentive to decrease pesticide use if the result is blemished produce. Most fresh market growers exceed federal cosmetic standards. Additionally, marketing programs in several states attempt to distinguish produce from other states by exceeding those standards.

"Because of market competition, it is unlikely that the lowering of USDA standards will be followed by states or individual retailers," the researchers said, adding:

"If the market demand for produce with lower cosmetic standards could be increased through educational programs, then pesticide input might be reduced."

Although decreasing use of pesticides is desirable for many reasons, the researchers point out that fresh fruits and vegetables are safe and healthy components of the American diet. Most produce has little or no pesticide residues at the time of consumption. When residues do exist, the majority are well within safety tolerances for human consumption, they said.

# Biotech technique confers virus resistance

By Larry Bernard

Cornell researchers have discovered a new biotechnological technique that results in resistance to viruses in tobacco plants and potentially in other important crops.

The scientists stumbled upon the discovery while trying to study a gene in tobacco mosaic virus that had no known function. When they inserted this gene – for the enzyme replicase – into the tobacco plant, the plant was resistant to the viral disease, and the scientists set out to determine why.

"We were surprised to see plants that were virus-resistant," said Milton Zaitlin, a plant pathologist and associate director of the Biotechnology Program. "The mechanism is unclear, but this gene does interfere with the virus' ability to replicate."

Lead by Zaitlin, the research team then used that information to combat cucumber mosaic virus. They inserted a defective gene for the enzyme replicase, which they found inhibited virus replication, into the plant's DNA. The cucumber crop became extremely resistant to the mosaic virus.

The work, by Zaitlin, Joseph M. Anderson, now with the U.S. Department of Agriculture in Montana, and Peter Palukaitis of Cornell, was reported in the *Proceedings of the National Academy of Sciences* (September 1992). Zaitlin and colleagues reported their original work two years ago in the *Proceedings of the National Academy of Sciences* (August 1990).

Zaitlin, who calls the system replicase-mediated resistance, said he believes that the technique could be used for any number of important crops. "The transformed plant is so resistant to infection, this could be used with almost any crop – potatoes, peppers, squash, cucumbers, melons," he said. "While the resistance is specific to a virus, I see many, many viruses for which this has the potential of being useful."

Indeed, Molly Kyle, a Cornell plant breeder, is using the technique to see if it will work on melons, cucumber and squash. "We are transforming several high value crop species with a construct derived from the replicase gene of cucumber mosaic virus that confers extreme resistance to the disease," Kyle said.

Using this technique, a crop afflicted with two important viruses could become resistant to both. Cucumber mosaic virus is responsible for millions of dollars of losses in crops each year in New York state alone. A method that could confer resistance could help avoid decreased yields, higher prices, lower quality and increased pesticide use, the researchers said.

Further, the technique may be useful as a way of conferring resistance to viruses in animals as well, Zaitlin said, and researchers in the College of Veterinary Medicine are investigating that theory.

The Cornell Research Foundation has filed for a patent on the technology.

# 'Suffering is stupid, but whining is worse'

## Persian Gulf veteran 'vowed to survive'

"The crash had been so devastating that I should have died. . . . The Iraqis could have killed us easily when they found us at the crash site, but they chose not to. . . . It was just enough good luck for me to grab on to and hold. I vowed to survive."

— From *She Went to War: The Rhonda Cornum Story*

By Linda Grace-Kobas

Survival was not just a matter of holding on to life for Maj. Rhonda Leah Scott Cornum '75, Ph.D. '78, the Army flight surgeon who was held as a prisoner of war by the Iraqi Republican Guard during the Gulf War and whose subsequent testimony of sexual abuse by her captors caused a sensation and made many question whether women should be sent into combat areas.

By the time her captors found her in the desert with two other survivors from the search-and-rescue Army Black Hawk helicopter they had shot down, she had already been shot in the shoulder (though she wouldn't know it for days); suffered two broken arms, a torn knee ligament and fractured finger; pushed herself clear of burning wreckage; and matter-of-factly concluded that she was in so much pain from her injuries, she must still be alive.

### 'I'll be OK'

Survival for Cornum also meant exhibiting integrity and moral courage. It meant not showing cowardice during her weeklong interrogation and 11 moves from one Iraqi bunker to the next, without treatment for her injuries. It meant careful answering of interrogators' questions, so that she would not inadvertently reveal information that could harm her fellow soldiers. It meant trying to keep up the spirits of her fellow American captives, who were also injured and, in one case, tortured. And it meant, during the highly publicized incident of sexual abuse in the back of a bouncing Iraqi army truck, while she lay too wounded to even move

forebears, writing, "Women in our family did not burn their bras, they just went out and did what they wanted to do."

Cornum's first choice for college was Cornell, she said in her interview, but because she couldn't afford it as a freshman, she enrolled first in Wilmington College in Ohio, then transferred here. She earned her B.S. in microbiology and genetics in 1975 at the age of 20 and her Ph.D. in biochemistry and human nutrition in 1978.

### Cornell memories

"I particularly remember Mal Nesheim, who was on my graduate committee," she says of the current university provost. "And Dick Austic and Milton Scott. They were all amazed when I went into the military. My husband at the time was a long-haired hippie type."

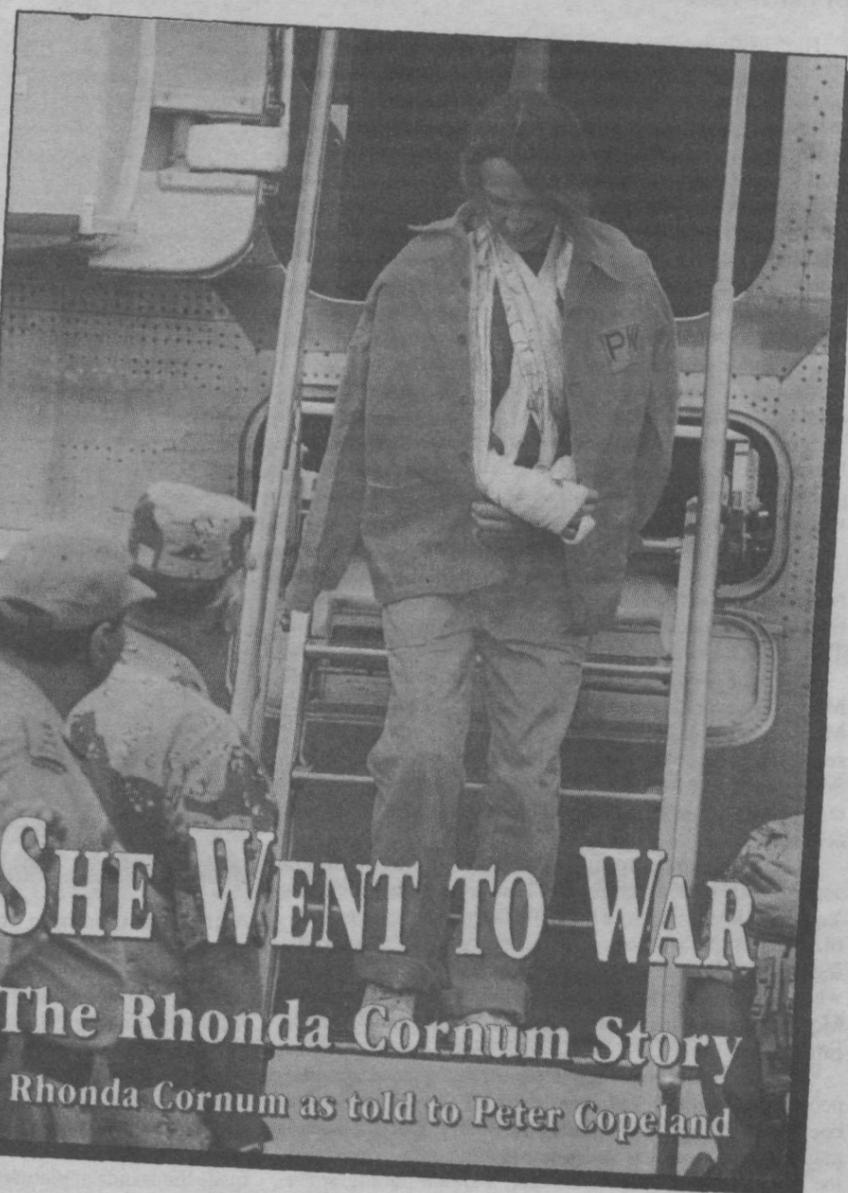
Cornum said in those days she never dreamed she would have a military career. But during her second year of graduate school, she presented an abstract on amino acid metabolism at a conference in Atlantic City — the first conference she ever went to — and was approached by an officer from the Letterman Army Institute of Research at the Presidio in San Francisco. He invited her to the Presidio to learn a technique related to her Cornell work. She was impressed by the lab, which wasn't at all what she imagined the Army to be, so, needing a job after graduation, she signed up.

Cornum admits she immediately became totally gung-ho for the military life and signed on for extra field courses and training. She was even considered as a candidate for astronaut training. She earned her medical degree in 1986 from the Uniformed Services University in Bethesda, Md., and interned in general surgery at Walter Reed Army Medical Center. She met her current husband, Air Force Maj. Kory G. Cornum, at medical school while they were both students.

Cornum was serving as a flight surgeon assigned to the 2nd Battalion, 229th Attack Helicopter Regiment when the unit deployed to Southwest Asia as one of the first units in Operation Desert Shield. Her primary duties were providing medical care to the more than 300 members of the unit.

She was shot down on Feb. 27, 1991, the fourth day of the 100-day ground war, while aboard a UH-60L Black Hawk utility helicopter on a mission to rescue the pilot of a U.S. Air Force F-15 who was shot down behind enemy lines. Cornum was one of a crew of eight, five of whom were killed when the copter was hit by intense anti-aircraft and automatic weapons fire. The pilot of the F-15, ironically, was also taken prisoner and was released with Cornum and other American POWs on March 6.

*The New York Times Book Review* called Cornum's book "an unapologetic and illuminating memoir by a woman who sees the



world through military eyes, and thrives on what she sees" and "a terrifically readable book." It is, in addition, "a new and sobering genre of autobiography" that will be written by the women who forge new roles for their sex in the military.

Rhonda Cornum is tough, and her book reflects her non-flinching outlook on life. "Suffering is stupid, but whining is worse" was a sign that hung in her war zone aid station. Philosophically, she supported the war and believed that she could save lives if she went. If she were killed, well, that was the chance she took. She writes that her biggest regret about her capture was the fact that she couldn't remove and swallow her wedding ring before it was taken by one of her captors.

Cornum supports an equal role for women in the military, including a combat role.

"Everyone should be allowed to compete for all available jobs, regardless of gender," she writes. "The qualities that are most important in all military jobs — things like integrity, moral courage and determination — have nothing to do with gender."

In fact, she says, the Gulf War drama-

tized the fact that the role of women in the military has already changed. There were nearly 41,000 women in the Gulf performing a wide range of tasks in places as divergent as Gen. Norman Schwarzkopf's headquarters to foxholes in Iraq and Kuwait.

And what about her POW experience, which she describes as "one of the world's most famous sexual assaults"?

### Comrades suffered worse

"It's absolutely been overplayed by the media," she said. "The American Puritan mind-set focuses on sex." She feels that some of her male comrades suffered far worse from beatings and tortures than she did from her brief encounter with one Iraqi.

And, in spite of episodes like the Tailhook scandal, she feels that the majority of men in the military do not have a problem working with women. She believes part of that attitude is generational, with older men having more difficulty accepting women in non-traditional roles. She thinks it will be even easier for her daughter's generation.

Cornum says she has no real physical or emotional aftereffects from her war experiences. She recently completed a course in crash investigations. ("It was interesting to reconstruct your own crash," she said.) She is planning to start a urology residency this summer. Her daughter is a senior in high school and looking at colleges.

Hollywood has already approached Cornum for a possible movie to be made from her experiences. She'd like Sigourney Weaver or Veronica Hamel to play her.

Cornum has been a winner throughout her Army career. In 1988, she was named Flight Surgeon of the Year at Fort Rucker and Army Flight Surgeon of the Year in 1990. She is one of few women in the military to earn both the Expert Field Medical Badge and the Airborne Parachuting Badge. Because of her war service, she also has the Purple Heart, Prisoner of War Medal and Liberation of Kuwait Medal, among other honors.

Her commander wrote of her Gulf service: "She is a true ultimate warrior."

And Cornum said of herself: "A long life in and of itself is not my goal. I hope I have one, but not at the expense of a great life en route."

## CORNELL People

while an enemy soldier fondled her and "violated [her] manually," thinking this: "My biggest fear was not so much being raped, but that Dunlop [her fellow captive] might try to do something stupid to defend me and get himself shot." She managed to squeeze his foot despite intense pain to tell him, "It's OK, sergeant. I'll be OK."

Few people reading Cornum's riveting account of her capture during the Gulf War, written with journalist Peter Copeland, could guess that this gung-ho, no-nonsense military flight surgeon was once a self-described "hippie" living a back-to-the-land fantasy while a Cornell graduate student in the 1970s. Or that that experience could help forge her toughness and prepare her for war.

"My then-husband and I lived in a log cabin in Freeville," she said during a recent interview. "Freeville was worse" than her Army base camp in the desert. "It was very cold, and we had no money. I used to say at camp that I bet I'm the only one here who ever lived without running water before."

Cornum even gave birth to her daughter, Regan, in that wood-heated cabin, an experience she remembers vividly: "It was May 19 and we had a snowstorm. A midwife delivered my baby. My dog had 19 puppies, which were three weeks old. The goat had triplets. I really felt after that experience I could do anything."

Born in Dayton, Ohio, in 1954, Cornum spent most of her childhood in East Aurora in Western New York. She was heavily influenced by the way her father, an electrical engineer, and grandfather treated her: they "didn't consider me a girl," she writes in her book. She also admires her female



From "She Went to War"

In the months before the war, Maj. Rhonda Cornum and her medical team practiced for search, rescue and evacuation of casualties.

## Hedda Morrison photographs of Asia added to archives

By Carole Stone

High in the jungles of Sarawak, Malaysia, on the veranda of a wooden longhouse, several men sit and discuss a dispute. Garu, the headman of the 30-door village under one roof, draws on a cigarette while the two contestants argue their cases. Some of the men, including Garu, are in loincloths. Some wear shorts. Many are heavily tattooed. Their faces show interest, but their limbs are relaxed.

This 1950s picture of life along the Ngemah River was made by Hedda Morrison, a German-born photographer who spent most of her adult life in China and Southeast Asia. It is one of several thousand of Morrison's black-and-white photographs recently acquired by the Division of Rare and Manuscript Collections of the University Library.

"This is a marvelous collection," said Elaine Engst, curator of manuscripts for the library. "Hedda Morrison was both a photographer and an ethnographer, and in Sarawak, for instance, she photographed people and a way of life that practically do not exist anymore. Some of these were people who had not had any contact with the Western world."

### Warm rapport with people

The beauty of Morrison's work, Engst said, is that "you feel she had a warm rapport with people. She got up close to them, and they allowed her to take such intimate portraits. They seem so relaxed when you look at them."

*National Geographic* magazine published some of Morrison's work, and Edward Steichen included some of Morrison's prints in the *Family of Man* exhibition he assembled for New York's Museum of Modern Art in 1955. Seven books of Morrison's photographs were published during her lifetime, including *Life in a Longhouse* and *Sarawak*.

When the photographer died in 1991 at the age of 83, some 10,000 of her pictures of China went to the Harvard-Yenching Institute. More than 30,000 prints and negatives of Southeast Asia — Sarawak and other places in Malaysia, Indonesia, Vietnam, Laos and Tahiti — came to Cornell, which has the world's finest library on Southeast Asia. Morrison bequeathed her work to Harvard and Cornell, Engst said.

"This beautiful collection of photographs should remind people that our archives contain visual as well as written documents," Engst said. Among the other important photographic collections in the Cornell archives, for example, is the work of Neils Douwes Dekker, a Dutch photographer who documented daily life in Indonesia, including the post-World War II civil war and the atrocities committed during that struggle, events rarely captured on film.

Morrison's work focused on daily life rather than great events and important people. She was a zealous jungle



Hedda Morrison, courtesy Division of Rare and Manuscript Collections

A group of Iban men and women in Sarawak, Malaysia, in a photograph taken by German-born photographer Hedda Morrison, whose photographic archives were recently added to the Cornell Library.

traveler with a keen understanding of people, and she was superbly skilled with a camera, according to writer Malcolm MacDonald.

Born Hedda Hammer, Morrison left Germany in the 1930s to escape totalitarianism. She relocated in Australia and met her husband in Sarawak, where he was posted with the British Colonial Service. Between 1947 and 1967 she made thousands of pictures in Sarawak and the surrounding region.

The Iban of Sarawak were known for a long time as the headhunters of Borneo. Indeed, they believed that human heads had magical powers and regarded the taking of head as a proof of manhood.

Morrison watched life change dramatically for the Iban, the Penan and other people who lived upriver of the Malays and the Chinese on the island that Sarawak shares with Borneo. After Sarawak became part of Malaysia, through independence from the British, the people of Sarawak became less self-sufficient. Schools were built, and local government extended to the interior. Morrison captured these changes with pictures, for example, of young girls in school learning to count on an abacus.

"The landscape and the lifestyles of the Iban, Penan and other Bornean peoples changed dramatically," Engst said. "What we have in these photographs is a documentary archive of historical, ethnographic and cultural significance."

## Effort turns clothes into works of art

By Susan Lang

Although secondhand clothing has always been a way to recycle some of the millions of pounds of apparel produced every year, a Cornell art historian and apparel designer is working on another option: she's transforming garments into artistic tapestries.

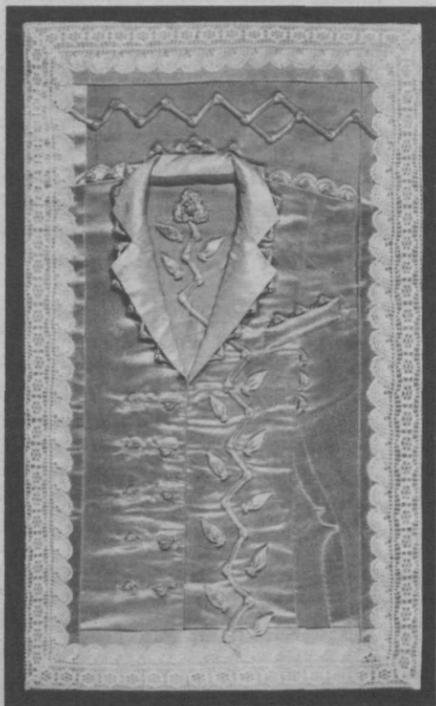
"My inspiration was the need to develop innovative solutions for recycling garments in view of the international concern with waste materials smothering the Earth," says Beate Ziegert, a senior lecturer in the Department of Textiles and Apparel. "This way, garments can continue to be aesthetically appreciated long after they are worn."

Ziegert's three tapestries were made from two pieces of old clothing: a 1981 blue silk men's shirt and a 1950s pale-lilac heavy satin, full-length fitted evening coat by a Paris fashion designer. Two have been accepted for exhibition at the annual meeting of the International Textile and Apparel Association (ITAA) in Columbus, Ohio, this month.

Thousands of tons of clothing are discarded each year. Although few statistics are available, the Swiss report some 65,000 tons are thrown away in their country annually. Unlike most countries, the Swiss recycle more than half that clothing into cleaning cloths, reclaimed wool, cardboard and roofing felt; the remainder goes to developing countries.

In Tompkins County, with a population of about 100,000 people, the Tompkins County Economic Opportunity Corp., one of four clothing recycling spots in the area, receives some 400,000 gallons (in garbage bags) of clothing each year that is given to the needy.

Apparel has been recycled by becoming part of historical collections changing owners or



Peter Morenus/University Photography

Recycled from a Paris-designed heavy lilac satin, full-length evening coat, the tapestry "Baroque Portrait" was inspired by the Mannerism period.

being remade into slipcovers or quilts; the rest has contributed to the waste problem. Clothing takes years to biodegrade.

The lilac evening coat was turned into two tapestries: the *Baroque Portrait*, which retains the original coat and seam finishes, was embellished in the neckline with knots, Chinese buttons, stems and leaves; and *Spaces*, a flat tapestry of ten images, each conveying perspective with machine-stitched lines. The blue silk men's shirt was transformed into *The Shirt*, an abstract series of three images: one conveying power and aggression, the second showing calm and continuity, and the third providing an impression of a shimmering water landscape.

## Marketing firm stays in county, moves to CU Business Park

Officials from Claritas/NPDC have agreed to keep and expand their local operations in Tompkins County. The marketing information vendor, which had been considering a move out of the area, will relocate to the Cornell Business and Technology Park during summer 1993.

Claritas/NPDC (formerly National Planning Data Corp.) will relocate from its space in the Terrace Hill office complex in downtown Ithaca into 15,000 square feet of space in a new 23,000-square-foot building to be constructed at the Business and Technology Park adjacent to Tompkins County Airport. The new facility — Park View Executive Center II — also will allow for future expansion of the firm into the remaining portions of the building.

Michael B. Stamm, president of Tompkins County Area Development (TCAD), said the decision by Claritas/NPDC to expand in Tompkins County is "a significant success for TCAD because the project will retain 60 jobs. In the long run, the company is likely to create another 20 or more quality employment opportunities in the Ithaca area."

Stamm said, "This project continues a recent trend of local companies owned by out-of-town parents deciding to expand their operations in Ithaca and, in some cases, shifting activity here from other parts of the country and world. TCAD has been helping convince such companies of the many benefits of living and doing business in Tompkins County."

Regina Knapp, vice president of administration and human resources for Claritas/NPDC, said the firm is expected to grow its telemarketing and information-processing components in coming years, while maintaining its Ithaca-based support departments.

Knapp added, "TCAD responded quickly to our request for assistance, structuring an incentive package that made an Ithaca loca-

tion economically viable and convincing our parent company (VNU-BIS) that Ithaca placed great value on keeping and expanding Claritas/NPDC in Tompkins County. We were impressed with the process, as it was clear that TCAD carefully considers the needs of the company and the impacts on the community."

### A team effort

John Majeroni, Cornell's director of real estate and the Technology Park, praised a team effort that involved Integrated Acquisition & Development Corp. of Ithaca (the developer of the building), TCAD, and the village of Lansing, where Cornell Business and Technology Park is located, for "retaining this valuable local employer in the county."

Though possibly not well known in the Ithaca area, Claritas/NPDC — headquartered in New York City — is a leading vendor of marketing information systems and data for strategic market analysis. It is part of VNU, a \$1.6 billion multinational corporation with approximately 11,000 employees worldwide and about 1,500 within the United States alone.

"Employee-related amenities provided at Cornell Business and Technology Park offer a superior work environment, giving businesses a significant advantage in attracting and keeping quality employees," according to the Park View Executive Center II developers. Amenities include landscaped green spaces linked by a network of walking and exercise trails, a scenic three-acre pond, a day-care facility, on-site catering, ample on-site parking, and a proposed hotel/restaurant facility and a health-club facility.

Regular bus service is provided from the technology park to all major points in the Ithaca area and a proposed multimillion-dollar airport improvement program will provide expanded runways, a new terminal, improved parking, dining and car-rental facilities.

# Agriculture outlook dim in early 1993

By William Holder

Growers of fresh fruits and vegetables in New York can expect to benefit from health-conscious consumers, but most agricultural sectors should expect little gains in the first half of 1993, according to Cornell faculty speaking Dec. 15 at the annual Agricultural Outlook Conference.

"Farm income in New York probably will be less in 1992 than in 1989 and 1990," said Bernard Stanton, professor of agricultural economics.

Nationally, farmers in 1992 paid somewhat more for supplies and received less net income for their products than at any time since 1988, he added. Large national crops of wheat, corn and soybeans have depressed prices in the second half of 1992.

"With substantial world supplies of most agricultural commodities, the prospects for major increases in farm prices during the first half of 1993 are small," he said.

Stanton predicted continued and possibly greater volatility in agricultural prices. Farmers, however, do have opportunities to increase their sales of high-value fruit, vegetable and livestock products overseas, he said.

Highlights from the conference included:

- **Vegetables:** The third coldest summer since 1895 has taken its toll on vegetable producers, according to Associate Professor Enrique Figueroa, who said shipments of crops such as cabbage, sweet corn and lettuce would be down.

- **Fruits:** Total production of New York fruits is up 3 percent in 1992, but falling prices will shave the value of the major fruit crops from a record \$200 million in 1991 to an estimated \$175 million this year, said Professor Gerald White.

- **Wine:** Consumption of table wine in the United States jumped 17 percent in the first six months of 1992. Much of the gain is attributable to publicity about the purported health benefits from drinking red wine, which is claimed to lower risk of heart disease. Also, wine merchants increased their stocks of all wines in anticipation of a tariff on French imports. Increased red wine consumption is of less help to New York producers, White said, because the state is more noted for its white wines.

- **Poultry:** Per capita consumption of chickens is expected to equal beef consumption for the first time ever in 1992, according to Steve Ford, assistant professor of agricultural economics at The Pennsylvania State University. Beef and pork markets will continue to expand despite increases in poultry production.

- **Corn:** Corn for grain production in 1992 is setting a record at 9.3 billion bushels, 25 percent above 1991 levels, said Professor George Casler. New York production mirrors the national trend, with a 19 percent increase. Sorghum production is up 51 percent from the 1991 level. Soybean production is up 9 percent; wheat is up 24 percent.

- **Milk:** Generally favorable prices for milk in 1992 are expected to spur production in 1993, according to Andrew Novakovic and Wayne Knoblauch, both Cornell professors of agricultural economics. The result may be "enough of a surplus situation toward the end of 1993 to hold farm prices down in 1993 and early 1994."

## 'Race, Equity and the Environment' is lecture series topic

By William Holder

"Race and the environment" is the topic for a series of public talks beginning in February.

The 13-part "Race, Equity and Environment" series will examine issues such as the siting of toxic waste sites near low-income or minority communities and the views of minorities on environmental issues, according to its co-organizer, Charles Geisler, associate professor of rural sociology.

All talks will be held from 4 to 5 p.m. in the Alumni Auditorium of Kennedy Hall. Also serving as co-organizers are Marianne Krasny of the Department of Natural Resources and Robert Barker, director of the Center for the Environment.

The series will open Feb. 2 with a talk by Charles Lee of the Commission for Racial Justice of the United Church of Christ, who has worked for passage of the Environmental Justice Act now before Congress.

Bunyan Bryant, a faculty member at the University of Michigan who co-edited the just-released book *Race and the Incidence of Environmental Hazards*, will speak Feb. 23.

Other speakers will include George Cornell of Michigan State University, a leading authority on the origin of American Indian environmental values; Richard Moore, coordinator of the Southwest Network for Environmental and Economic Justice; and Michael Heiman, an expert in risk assessment related to waste, race and class.

Ben Chavez, also with the Commission for Racial Justice, will speak April 6.

The series also will include Cornell faculty members, whose expertise ranges from the international to ethical dimensions of environmental quality.



Peter Morenus/University Photography

"TV Guide" may have outlived its usefulness, says Glenn Altschuler, co-author of "Changing Channels," dean of the School of Continuing Education and Summer Sessions and professor of American studies.

## If it's on television . . . Scholars study history of 'TV Guide'

By Carole Stone

*TV Guide* once helped tens of millions of Americans decide what to watch and how to understand what they saw on television, but the magazine may have outlived its usefulness, according to two Cornell professors who co-wrote a book about the magazine, *Changing Channels: America in TV Guide*.

With daily newspapers offering detailed television listings and cable stations offering many more viewing choices than the half-dozen television stations available in the early days of *TV Guide*, the magazine may not be needed at all, said Professor Glenn Altschuler.

"But more than that, the magazine itself has succumbed to the very 'infotainment' it used to rail against," he said. "There is still a need for analysis of the television, but *TV Guide* is no longer giving it."

Why did a couple of Cornell professors write a book about *TV Guide*?

"As students of American culture, we were interested in the most successful magazine in the history of American publishing," said Altschuler, explaining why he and Professor David Grossvogel re-read every issue of the weekly magazine since it first appeared on April 3, 1953, with Lucille Ball and her new baby on the cover.

"In its heyday, the magazine succeeded in making American television watchers more self-conscious about the medium and about how to watch television," Altschuler said. The magazine's aim, according to its long-standing editor, Merrill Panitt, was to show viewers that television was a business and remind the television industry that the medium was an art form, Altschuler added.

### Shaping American values

*TV Guide* was an important magazine in the 1960s, according to Altschuler, professor of American Studies and dean of Cornell's School of Continuing Education and Summer Sessions: It was read by 40 million people, and it reflected and shaped American values and beliefs.

*'In its heyday, the magazine succeeded in making American television watchers more self-conscious about the medium and about how to watch television.'*

— Dean Glenn Altschuler

Almost from its start in the 1950s, *TV Guide* railed against television shows it thought were beneath the intelligence of the American public. The magazine espoused the concept of "dialsmanship": it would help viewers make informed choices about which programs to watch, Altschuler said.

*TV Guide* magazine's writers and editors hated game shows and the number of Westerns on the air; they pleaded with their readers to give Shakespeare a try, or a symphony orchestra, according to *Changing Channels*.

In the 1960s, the editors cut back on their profiles of TV personalities and commissioned articles on Johann Sebastian Bach, Huckleberry Finn and Theodore Roosevelt.

They ran essays by William Saroyan, Margaret Mead and John Updike alongside stories on comedian Phil Silvers and disdainful articles about programs such as *Hee Haw*. When public broadcasting was introduced in the 1960s, *TV Guide* praised it highly.

Politically, the magazine was conservative, according to the authors. Its publisher, Walter Annenberg, was a close personal friend of President Richard Nixon.

In the 1970s, when protests against the Vietnam War rocked the country and its college campuses, *TV Guide* became more overtly political, championing anti-communism in the name of American values and crusading against what it considered biased liberal news reporting, they added. It printed an essay by Vice President Spiro Agnew, and Patrick Buchanan became a regular contributor.

The magazine's most influential hour was in 1982 when it ran an article indicting CBS News for airing a documentary that accused Gen. William Westmoreland of deceiving the American public about the strength of Vietcong troops in the months before the Tet offensive.

CBS News later acknowledged serious violations of its guidelines in airing *The Uncounted Enemy: A Vietnam Deception* and settled out of court a \$120 million libel lawsuit brought against it by Westmoreland.

"*TV Guide* and its feature articles were a mirror of social and political issues related to television, issues of politics and race and women," said Grossvogel, the Goldwin Smith Professor of Comparative Literature and Romance Studies at Cornell. His 1987 book, *Dear Ann Landers*, examines the famous columnist's replies to readers' letters.

### Race relations

In the area of race relations, *TV Guide* tread tentatively, the authors said. In all of the 1950s, the magazine printed only one article about a black performer. In 1963, when it began printing more frequent articles, it still remained militantly anti-black militant and pro-integrationist, Altschuler said: "*TV Guide* loved Flip Wilson but could not stand Bill Cosby, because he wore a black power button on his lapel," Altschuler said.

These days, especially since publisher Rupert Murdoch bought the magazine in 1988, *TV Guide* has ceased publishing in-depth analysis of television news. The magazine publishes "the kind of fluffy, celebrity pieces the magazine printed in its first three or four years when it was a booster for television, a fan magazine for television stars," Altschuler said.

"In a sense, *TV Guide* was giving up on dialsmanship," the authors write. "It gave readers the 'infotainment' in 'grubby new forms' that it had complained about through much of the eighties. . . . By the 1990s, they had surrendered to the superficial."



Claude Levett

David Grossvogel

## Alumni give students career-related experiences

By Carole Stone

Do not expect to get hands-on experience shadowing a brain surgeon, Christine Schelhas-Miller tells pre-medical students when they inquire about the externships arranged through her office. But you can expect to observe a doctor close-up, she adds, and you may be invited inside an operating room — where students have been known to faint.

Schelhas-Miller matches students who would like to explore a career field with alumni willing to take a student or two into their workplaces for a day, two days or even a week.

"The idea is for students to see what people do in a particular workplace, expose them to its culture and enable them to ask questions in a situation that is not an interview," said Schelhas-Miller, assistant director for Arts and Sciences of the University Career Center and director of the 3-year-old Cornell Extern Program.

Gale Steves '64, a graduate of the College of Human Ecology and editor in chief of a design and remodeling magazine, *Home*, said the two women she brought into her office for

a week were "agog" at budget meetings. "The impressions they came in with about what the real world of magazines is like were nowhere near accurate," she said.

### More than 450 opportunities

Last January, the externship program placed 255 students with alumni. This month, there were more than 450 opportunities. The visits take place during Cornell's winter break. Law and medicine were the most popular fields last year, although there was considerable interest in investment banking, government, journalism, advertising and education. And there were a few more unusual ones: a free-lance musician sponsored a student, as did the artistic director of a children's theater, the owner of an Athlete's Foot retail store and the owner of a corporate travel service.

Andrew Stratton, a 1992 graduate with a degree in biochemistry, spent two-and-a-half days following Brian Heppard '90, an entry-level employee at Merck and Co.'s manufacturing division in West Point, Pa., last January. He said he learned more in those few days about what to do with his degree than in any other experience at Cornell.

"I didn't know anything about industry before I went there, but I had been looking for an alternative to going into medicine right away," he said. At Merck, he got a glimpse of the way pharmaceuticals are made, spent some time in the biological quality control section of the plant and gave serious thought to going to work there. The company later offered him a position.

When many students apply for a particular externship — with, for example, David Unger '67 at the editorial board of the *New York Times* or with Tim Minton '79, an on-air reporter for WABC-TV news — Schelhas-Miller makes a selection based on the applications students submit.

### Open to all colleges

Started as an Arts and Sciences project, the externship now welcomes students from all colleges. Students in colleges whose alumni are active in the extern program are given first priority in applying to the program in the fall. Members of the President's Council of Cornell Women and the Cornell Asian Alumni Association, the Cornell Black Alumni Association and the American Indian Program also

sponsor externships for which women and minorities are encouraged to apply.

Most students live at home while they do externships. But at least one student traveled a long distance for the chance to explore her career options: Jennifer Iverson did a weeklong externship in Milan with the marketing director of Polaroid in Italy. In that case, the sponsor paid for the student's housing and meals. In most cases they do not. Alumni sponsors have no financial obligations to the students.

Alumni sponsor externs for many reasons. It keeps them in contact with the university and with students, usually juniors and seniors. It gives them and their staff a chance to "show off," as one alumna put it, and that can be fun. Or to come down to Earth: "After six years in city government, it is a learning experience for me to remember to put things in English for them and not in government-ese," said Jordana Zubkoff '85 of the Council for Excellence in Government.

The most common reason alumni give is that sponsoring an extern gives them a chance to do something to help the university by assisting its latest students.

## 'Hairy potato' wins accolades for its potential

By William Holder

A pest-resistant potato developed by Cornell researchers has won accolades as a promising new star in the "green revolution" to feed the hungry.

The "hairy potato," as a national Associated Press story labeled it, garnered an award for the International Potato Center in Peru, sponsor of the research, as well as recognition at a National Press Club press conference for its breeder, Robert Plaisted, professor of plant breeding and biometry, and his colleagues in the decade-long effort, John Steffens, a biochemist in the same department and Ward Tingey, professor of entomology.

Plaisted attended a ceremony last fall in Washington, D.C., at which representatives of the International Potato Center accepted the King Baudouin award (named for a king of Belgium).

The award is given annually by the Consultative Group on International Agricultural Research, a consortium of foundations, government agencies and other organizations.

The fourth most important food crop in the world, potatoes require the heaviest applications of agricultural insecticides, costing developing countries alone some \$300 million a year, according to a statement from the Consultative Group.

### Resistance to insects

Plaisted told reporters that the new cultivar represents "the best method yet to give a broad spectrum of resistance to insects." The potato controls various pests from 50 to 95 percent, including the notorious Colorado Potato Beetle, he said.

Cornell and the potato center have tested the cultivar in the United States, Asia, Africa, Latin America and Europe. Next year, potato varieties derived from the Cornell potato will be introduced for cultivation in 30 to 40 countries.

The cultivar was derived through conventional cross-breeding techniques from a South American variety that has leaf hairs with glands to trap certain insects, according to Plaisted.

Two types of glands in the leaves are active in trapping insects. One gland exudes a sticky secretion, and the other ruptures on contact, releasing a liquid that quickly hardens into a brown substance that fixes insects in place.

"For small insects, walking on the leaves is like stepping on fly paper," Plaisted said. Aphids, flea beetles and leafhoppers are vulnerable to this entrapment.

All are important pests of potato, but the plant also resists attack by the most significant pest, the Colorado potato beetle, through an entirely different route.

"Just about every aspect of the life cycle of the beetle is affected by the chemistry of the plants," said Tingey.

"Females experience terrible constipation, their ovaries don't develop, and young beetles mature much more slowly."

## Engineering a relationship



Peter Morenus/University Photography

High school teachers from Altoona, Pa., toured facilities at the College of Engineering Monday and Tuesday to help integrate programs into their curricula. Lori Mangan (right), a math teacher, and Craig Cuyar (center), a physics teacher at Altoona High School, learn about the Computer Aided Design Instructional Facility at the Engineering College. Robert Levine (left), a senior programmer who runs CADIF, shows the pair the computerized audio-video production facility. The teachers are taking part in Synthesis, a nationwide initiative headed by Cornell to revolutionize the way engineering is taught. The high school teachers are using Cornell contacts and electronic links to schools around the country to improve their curricula, said Tony Ingraffea, Synthesis director. Their program was made possible by a donation from Cornell alumnus and Altoona resident Anthony Misciagna '44. His support will allow the teachers and two high school students to return for monthlong projects this summer.

## Professor-at-large visits are set

Persi Diaconis, a Harvard University professor of mathematics and an avid magician, is visiting campus as an A.D. White Professor-at-Large until Feb. 2.

Diaconis, an expert on statistics, will give a free public lecture, "On Coincidences," Wednesday, Jan. 27, at 4 p.m. in the Martha Van Rensselaer Hall Amphitheatre, Room 265. The title of the talk is the title of one of three books he has in preparation.

His host is Professor Lawrence Brown, director of the Cornell Statistics Center. This is his first visit as a professor-at-large. Anyone seeking to meet Diaconis may arrange it through Jan Parente at the Statistics Center by calling 255-8066.

Other professors-at-large scheduled to visit this spring include David Billington, Princeton

University professor of civil engineering, March 10 to 20; Seyyed Hossein Nasr, the University Professor of Islamic Studies at George Washington University, March 29 to April 3; and veterinary scientist Peter M. Biggs, April 22 to May 9.

Diaconis, 47, has been at Harvard since 1974. He was a statistics professor at Stanford University from 1981 to 1987. At age 37, he became the youngest mathematician to win a MacArthur Fellowship, or "genius award." Diaconis also is statistical consultant to the Stanford Linear Accelerator Center and to Bell Telephone Laboratories. He is a fellow of the American Academy of Arts and Sciences.

Diaconis earned an undergraduate degree from the College of the City of New York in 1971 and graduate degrees from Harvard.

## Writing unit director's post is endowed

By Lisa Bennett

Katherine Gottschalk, who has a reputation as a "teacher's teacher" and has been one of the most important guiding forces behind Cornell's efforts to improve the quality of student writing, has assumed the first endowed directorship of the Freshman Writing Seminars Program.

Gottschalk is no stranger to the Freshman Writing Seminars: She has held the director's position since 1988 and was associate director since 1982. In November, she was appointed to the newly endowed position as the Walter C. Teagle Director of the Freshman Writing Program. Her term runs through June 30, 1995.

The endowed position results from a \$750,000 grant that the Teagle Foundation authorized to Cornell. The foundation was established in 1944 by Walter C. Teagle, Class of 1899.

The Freshman Writing Program, which provides all freshmen with intensive instruction in writing in seminars of no more than 17 students each, was selected by Cornell officials as among its highest priorities for use of the grant.

The program is administered within the John S. Knight Writing Program, which also has a relatively new director. Jonathan Monroe, associate professor of comparative literature and former graduate faculty representative, assumed this position in July. The Knight Writing Program also provides the Writing Workshop, which provides assistance to students having trouble with their writing, and Writing in the Majors, a program that helps professors redesign upper-division courses to include an emphasis on written communication.

The Freshman Writing Seminars program, which was begun in 1967 to improve the quality of writing across the curriculum, now offers 348 seminars a year in 110 different courses across 30 departments, primarily within the College of Arts and Sciences, while serving the majority of Cornell freshmen.

It also offers many graduate students the opportunity to design and teach these seminars, for which they receive extensive training in how to teach, carry full responsibility and are supervised by faculty members within their departments.



Gottschalk



Monroe

## Deans reappointed

### Francille Firebaugh, Human Ecology

By Susan Lang

Francille Firebaugh, dean of the College of Human Ecology, has been reappointed by the university's Board of Trustees for a five-year term beginning July 1.

Considered one of the nation's best colleges in the human- and home-service disciplines, the College of Human Ecology has 1,250 undergraduate students, 225 graduate students, 102 professors, 86 other professional staff and an annual budget of some \$41.5 million.

Under Firebaugh's term, involvement of the college in Cornell's capital campaign has had high priority, resulting in the establishment of the first two endowed professorships in the college. Also under her leadership, the college has established the interdisciplinary Life Course Institute and has developed the Family Life Development Center into a collegewide center.

Firebaugh also has been instrumental in fostering a greater sense of community among the faculty and students through expanding faculty awareness of colleagues' work, special events recognizing academic achievement, meetings with students and a lecture series tied to faculty promotions.

The college also is formulating a master plan for facilities that reflects the commitment to improved classrooms and more sophisticated and interdisciplinary research and outreach endeavors in human development, social and economic well-being, nutrition and health, and environmental design and technology.

Firebaugh is a specialist in family resource management and the author or co-author of more than 50 scholarly articles and two books. She came to Cornell as Human Ecology dean in 1988 from Ohio State University.

Before joining Cornell, Firebaugh held a series of posts at Ohio State, most recently vice provost for international affairs. She earned a B.S. in dietetics and home economics from the University of Arkansas, an M.S. in home management and family relations from the University of Tennessee, and a Ph.D. in household economics and management from Cornell.

### David Lipsky, Industrial & Labor Relations

By Albert E. Kaff

Reappointed dean of the School of Industrial and Labor Relations for his second five-year term, David B. Lipsky will oversee a new plan designed to ease freshmen into academic life by their meeting with faculty in small groups.

Also high on his list of priorities:

- Evaluating and rewarding faculty for their teaching skills.
- Building on ILR programs: the Center for Advanced Human Resource Studies, the Institute for Labor Market Policies, the Institute in Collective Bargaining and the R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies.
- Developing ILR's new master of professional studies, a one-calendar-year degree program designed in part to attract mid-career adults and students from abroad.

• Implementing ILR's International Initiative, established in November under the directorship of Gary S. Fields "to promote the highest quality research, graduate and undergraduate education, and extension programs in the international industrial relations field."

In late December, shortly after Cornell's Board of Trustees had approved Lipsky's second term that starts on July 1, 1993, he discussed ILR's plans to enhance undergraduate education.

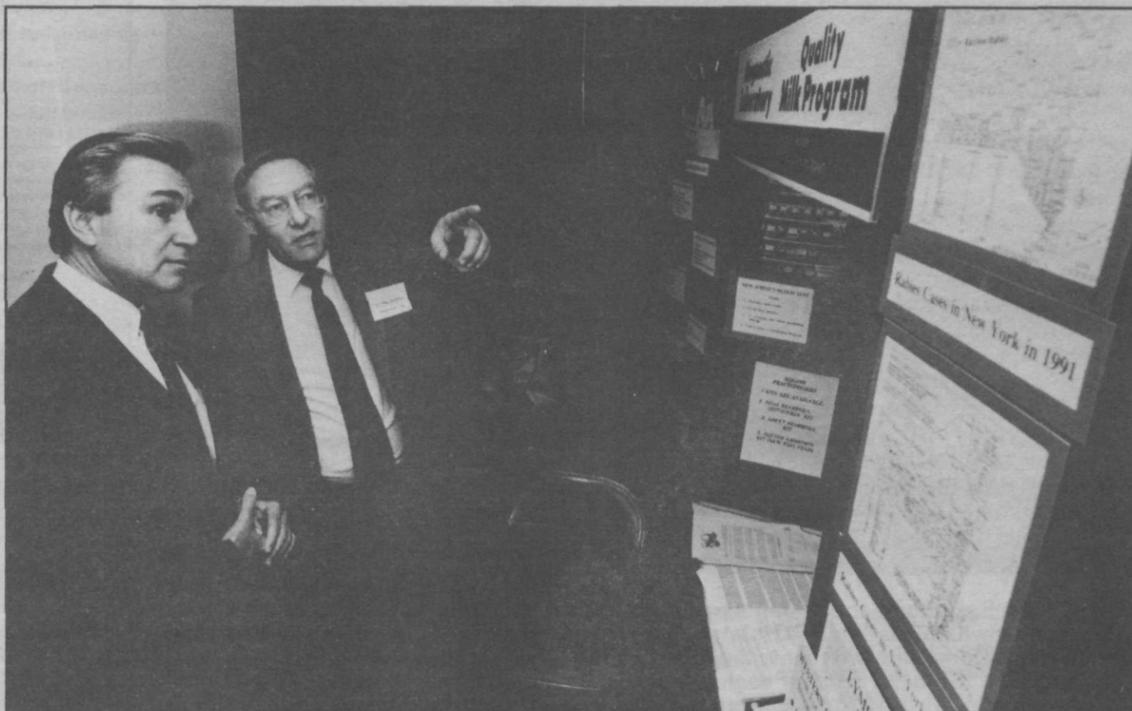
"The faculty has approved curriculum revisions to improve the quality of undergraduate education," Lipsky said. "Some changes are scheduled to start in the fall of 1993, and the full revisions will be in place by fall of 1994."

"In the 1993 fall term, we will start freshman colloquiums in which all first-year students will meet with faculty in groups of 10 to 14 students. The colloquiums will introduce our students to the field of industrial and labor relations that they will be dealing with over the next four years.

"We believe that meeting with faculty in small groups in their first year will help freshmen overcome some of the problems they face in entering a university and will help develop advisory relations between faculty and students."

Lipsky joined the ILR faculty as an assistant professor in 1969 and became a full professor in 1979. He served as ILR's associate dean from 1985 to 1988, when he was appointed dean. Lipsky earned his B.S. degree in 1961 at the ILR School and his Ph.D. in economics in 1967 at the Massachusetts Institute of Technology, where he was a classmate of Les Aspin, nominated by President Clinton to be defense secretary.

## Sharing information



Photographs by Peter Morenus/University Photography

Three federal and state lawmakers visited campus last week to confer with deans, administrators and others about issues of mutual interest and concern. U.S. Rep. Maurice Hinchey (at left in top photo) learns about the College of Veterinary Medicine's Diagnostic Laboratory from Dr. Michael Brunner. State Sen. James Seward (at left in bottom photo) and Assemblyman Marty Luster (right) compare notes with Provost Malden C. Nesheim (center).

## Faculty invited to join small-business unit

By Sam Segal

An ambitious new small-business program is seeking proposals — from faculty of any Cornell college — for teaching, research or extension plans that will help make Cornell a national leader in entrepreneurship education.

Starting in the fall, J. Thomas Clark Professorships of Entrepreneurship and Personal Enterprise, with maximum terms of three years and maximum annual funding of \$40,000, will be offered to two professors with the best proposals in one of three areas:

- Developing or revising courses with implications for small-business or new-business development.
- Developing outreach courses for small-business owners.
- Conducting applied research that will expand knowledge about small business and entrepreneurship.

The professorships are a key part of the Entrepreneurship and Personal Enterprise Program, which will also bring to campus visiting scholars and entrepreneurs and will intensify the communication among alumni entrepreneurs and Cornell students with an interest in small business. The first meeting of a 40-member alumni council was held Jan. 15 at the Cornell Club in Manhattan.

The new program was initiated by the College of Agriculture and Life Sciences and the Johnson Graduate School of Management. It builds on the work of the Agriculture College's Michael Hudson, the Bruce F. Failing Sr. Professor of Personal Enterprise, and the Johnson School's David BenDaniel, the Don and Margi Berens Professor of Entrepreneurship.

But in announcing the program recently, Agriculture College Dean David L. Call and Johnson School Dean Alan G. Merten emphasized their interest in involving faculty of other Cornell colleges for the development of "a truly distinctive interdisciplinary program serving undergraduates and graduate students on campus as well as small-business managers and entrepreneurs around the state and nation."

The Clark Professorships themselves will support work in the individual college of the professor. But those professors, their students and interested alumni will be brought together through seminars and conferences, through cooperative outreach programs, and through interaction with visiting scholars and entrepreneurs. The program, directed jointly by BenDaniel and Hudson, will also see that materials and information are shared among participants.

The co-directors say they hope the program will make Cornell "pre-eminent in an increasingly important business-education field."

To fund the new faculty positions, the program has received \$2 million from Clark, an alumnus of both the Agriculture College and the Johnson School.

"With so many corporations downsizing, it's clear that the opportunities of the next decade and more will be in the small and medium-sized companies, including startups," says Clark, president of the Greenwich, Conn., investment firm Dubin Clark and Co.

"We want to better prepare Cornell students to go into the small-business world," says Clark, whose firm buys and builds small and medium-sized businesses.

Copies of the call for proposal may be obtained at deans' offices and should be submitted, through the deans, to BenDaniel or Hudson. Proposals should demonstrate leadership in one of the three pertinent areas, indicate audience and links with other work of the applicant, and explain how the funded efforts will continue after the term of the Clark Professorship.

Decisions will be made by a deans' panel appointed by the provost, after consultation with the program's leadership.



Lipsky

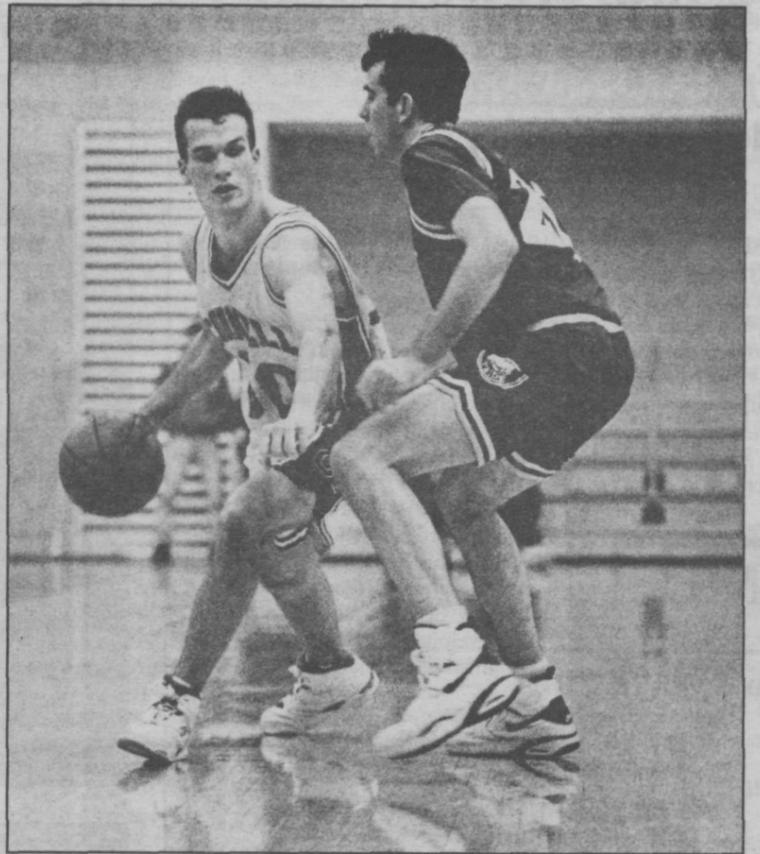


Clark

## Take that, Dad!



Photographs by Peter Morenus/University Photography  
 Cornell head basketball coach Jan van Breda Kolff (top photo, left) really is having an amicable chat with his father and Hofstra head coach, Butch van Breda Kolff, at Alberding Field House before their two teams took the court on Jan. 12. They became only the third father-son duo to coach against each other in a college basketball game, with Cornell coming away the winner, 70-56. During the game, senior Jeff Gaca drives past a Hofstra player (at right). The basketball team is sporting a 5-6 record after an early season schedule that included powerhouses Syracuse, Pittsburgh, Seton Hall and North Carolina. The Big Red defeated nationally ranked California-Berkeley during the semester break.



## Housework *continued from page 1*

same name published in 1980 which used 1967 time use data from the Syracuse area and valued it with 1979 wage rates. The current study, which uses 1981 time use data from a nationally representative sample of married families, shows that married women were doing about an hour less household work per day than in 1967, Bryant says, and men about

### Median Hours Spent in Household Work per Week

	Black	Non-black
Married men	10	13
Married women	30	35

half an hour less. The current study uses the values per hour for 1988 which come from the 1989 Current Population Survey.

The value of household work is found by calculating its value per hour and then multiplying it by the hours spent in household work. For example, the researchers found that:

- In looking at just non-black married women with a youngest child between 2 and 5 years of age, the non-employed mother spends 53 hours per week in household work, compared with 41 hours if working part-time outside the home, and 35 hours if working full time. Their per-hour after-tax values of household work are \$5.09, \$6.22 and \$5.70, respectively.

- An hour of household work is worth \$9.93 for white married men compared with \$5.67 for white married women; \$7.03 for black married men compared with \$4.26 for black



Keith Bryant

white married women.

- The current value of household work a white married woman, age 25-34 years old, does until she is 65 years old amounts to \$380,132 compared with \$234,530 for a married white man of similar age.

married women.

- Annually, the time married black men spend in household work is worth \$3,142 compared with \$6,695 for black married women; the time for married white men is worth \$7,077 compared with \$10,391 for

### After-Tax Value of Household Work Time (in 1988 dollars)

	Dollars per hour	
	Married Men	Married Women
Black	\$7.03	\$4.26
White	9.93	5.67

	Dollars per year	
	Married Men	Married Women
Black	\$3,142	\$ 6,695
White	7,077	10,391

## Washington *continued from page 1*

H. Silbey, the President White Professor of History and director of Cornell-in-Washington. As one of the founders of the program, Silbey sees Washington as a superlative experience for students.

"From its restaurants to its museums, Washington is one of the most exciting cities in the United States," said Silbey, who is a historian of American politics. "It's the center of America's political culture. This is a particularly exciting time to be in Washington, because we are redefining relations between government and the economy, we are dealing with a multitude of environmental issues, and we are going through many changes in this post-Cold War period."

Silbey noted that in Washington students conduct research in the Library of Congress, the National Archives and in universities located in the Washington area. Also, to prepare the theses they are required to write, students consult specialized libraries and data bases in government agencies and private organizations where they serve their externships.

### Center of political intellect

"Washington is a center of political intellect second to none," Silbey said. "Our students sense that they are accomplishing something in Washington that they could not achieve elsewhere. We are giving them an intellectual experience that they would not find on the campus."

"The idea of our students doing externships in Washington organizations to provide them with hands-on experience was a part of our original concept," Silbey said, comparing externships with a laboratory where "students gain experience in the arena."

Just as if they were job hunting, students apply to public or private organizations for the opportunity to work as externs. Except to

suggest organizations, Cornell does not help students find placements, said Linda Jarschauer Johnson, the program's executive director.

In 1992, some Washington instruction was pegged to the election. Silbey, whose 10 books include *The American Political Nation, 1838-1893* and *The History of Congress, 1789-1989*, taught "History of the 1992 Election" along with other Cornell political experts, including Professors Theodore J. Lowi, Walter F. LaFeber, Glenn Altschuler, Walter R. Mebane and Steven I. Jackson, associate director of the Washington Program.

Brad Kaufman saw the White House in action during the presidential campaign. A junior majoring in biological sciences in the College of Agriculture and Life Sciences, Kaufman worked in the White House media affairs office, answering questions from news

reporters, helping arrange interviews with President Bush and working on op-ed articles.

### In the White House

"I was in the White House on election night, watching the returns come in," said Kaufman. "The reaction was shocking. Everyone's hopes were crushed that night."

Another student who obtained an externship in the White House was David Bernstein, a junior in the College of Human Ecology, who worked with the presidential counsel.

Bernstein spent election night with staff members from the White House and the Republican National Committee. "The mood was pessimistic," Bernstein reported. "I'm interested in law and public policy. I might want to do some political work, but there's not much place for me the next couple of years. I'm a Republican."



Albert E. Kaff/University News Service

Students (from left) David Bernstein, Brad Kaufman, Jessica Newill and Meghan McCurdy outside the Cornell Center in Washington, D.C., their home last semester.

All students in the program take a required course in the theory, research and practice of politics and policy. Elective courses include natural resources and environmental policies, international trade, governmental institutions and history of Washington architecture.

Classes are small. Richard J. McNeil, a professor of natural resources, opens his class on natural resources and environmental policies by asking each of his nine students what they did during the past week. During a break in the two-hour class, two students popped corn to pass around the table, and McNeil shared a can of krill.

Cornell doctoral candidates, usually four each semester, live in the Cornell Center as resident advisers and tutors. Paul Doremus was concluding his dissertation on intellectual property rights and new information technologies.

"I joined the Washington program because this is a good place to work on my dissertation," said Doremus, who has spent five semesters in the Cornell Center. "The students are very high caliber and quite motivated. They combine their externships with writing of a public policy research paper, and their work is excellent."

Students are selected for Washington on the basis of a statement of purpose for wishing to study in the nation's capital, their university transcript and a faculty recommendation. For the 1992 fall semester, about 100 students applied for the 55 places.

True to its traditions, Cornell put a touch of the Ithaca campus on its Washington Center. When President Frank H.T. Rhodes dedicated the Cornell Center in 1985, he planted ivy from Cornell Plantations next to the building and sprinkled the plants with water from Beebe Lake.

# CALENDAR

continued from page 12

## LECTURES

### Archaeology

"Timescales for 10,000 Years of Global Change (Or More About Dating Than You Ever Wanted to Know)," John Pilcher, Queen's University, Belfast, Jan. 25, 4:30 p.m., Room D, Goldwin Smith Hall.

### Professors-at-Large

"On Coincidences," Persi Diaconis, Harvard University, Jan. 27, 4 p.m., 265 Van Rensselaer Hall.

## MUSIC

### Department of Music

The Music Department offers the following free concerts at 8:15 p.m. in Barnes Hall:

On Jan. 26, fortepianist Tom Beghin will play Haydn (I), six "Auenbrugger" sonatas.

"Bach Arias," accompanied by Cornell faculty and students on original instruments, will be performed Jan. 28.

### CUSLAR

A CUSLAR Cafe concert to benefit Guatemala work: "Grupo Tropicalis" with Antonio Scherer-Centeno and Friends, Bossa Nova music, Jan. 30, 9 p.m., Commons Coffeehouse, Anabel Taylor Hall. Donation. Call 255-7293 for more information.

### Bound for Glory

Jan. 24: "Isn't It." Contemporary acoustic music with Jeannie and Terry Burns and Walter Strauss. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory is free and open to the public and can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## RELIGION

### Sage Chapel

There will be no service until Jan. 31.

### Afro-American

Sundays, 6:30 p.m., Robert Purcell Union.

### Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

### Christian Science

Testimony and discussion meeting every Thursday, 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, 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.

Reform: Fridays 5:30 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 5:30 p.m., Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Friday, call 272-5810 for time, and Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

### Korean Church

Sundays, 1 p.m., chapel, Anabel Taylor Hall.

### Muslim

Friday prayers, Founders Room at 1 p.m.; Edwards Room at 1:25 p.m. Daily prayer, 1 p.m., 218 Anabel Taylor Hall.

### Protestant Cooperative Ministry

Sundays, 11 a.m., chapel, Anabel Taylor Hall.

### Zen Buddhist

Thursdays, 5 p.m., chapel, Anabel Taylor Hall.

## SEMINARS

### Advisory Committee on the Status of Women

A Panel Discussion: A Commentary on Cornell University's 1992 "Progress Towards Diversity" Report, Jan. 26, noon, G-03 Biotechnology Building.

### Astronomy

"Molecular Gas at High Redshifts: Observations of Protogalaxies," Paul Vanden Bout, NRAO, Jan. 28, 4:30 p.m., 105 Space Sciences.

### Chemical Engineering

"How Students Learn, How Teachers Teach, and What Usually Goes Wrong with the Process," Richard Felder, North Carolina State University, Jan. 26, 4:30 p.m., 155 Olin Hall.

### Cornell Research Club

"Where is the Cradle of Human Evolution?" Kenneth Kennedy, ecology and systematics, Jan. 28, 4:30 p.m., Kaufmann Auditorium.

### Ecology & Systematics

"Population Genetics of Slightly Deleterious Mutations," Alexi Kondrashov, visiting assistant professor, Jan. 27, 4 p.m., Morison Seminar Room, Corson Hall.

### Fruit & Vegetable Science

"Vegetable Production in the Jordan Valley," Fawzi Hafidh, Jordan University Science and Technology, Jan. 28, 4:30 p.m., 404 Plant Science Building.

### Genetics & Development

"PCR Based Method for Mapping Germinal Sequences in *Tetrahymena thermophila*," Donna Cassidy-Hanley, Jan. 27, 12:20 p.m., small seminar room, Biotechnology Building.

### Geological Sciences

"Paleobotanically Estimated Climate and Altitude of the Late Eocene Southern Rocky Mountains, Colorado," Kathryn Gregory, Lamont-Doherty Geological Observatory, Jan. 26, 4:30 p.m., 1120 Snee Hall.

### International Nutrition

"The World Nutrition Situation: Second Report from SCN," Reynaldo Martorell, nutritional sciences, Jan. 28, 12:20 p.m., 200 Savage Hall.

### Pharmacology

"Insites on the Acetylcholine Receptor," Michael White, Medical College of Pennsylvania, Philadelphia, Jan. 25, 4:30 p.m., G-3 Veterinary Research Tower.

### Plant Pathology

"Long Distance Movement of Cauliflower Mosaic Virus in Plants: A Model System for Studying Virus Resistance," S.H. Howell, Boyce Thompson Institute, Jan. 26, 4:30 p.m., 404 Plant Science Building.

### Psychology

Title TBA, Patricia Maes, Massachusetts Institute of Technology, Jan. 29, 3:30 p.m., 202 Uris Hall.

### Soil, Crop & Atmospheric Sciences

"Protein Synthesis in Loblolly Pine Seedlings During Water Deficit," Tim Artlip, soil, crop & atmospheric sciences, Jan. 26, 3:30 p.m., 135 Emerson Hall.

### Southeast Asia Program

"The Indonesian Revolution: Neither Revolutionary Nor Indonesian," Jan-Aart Scholte, University of Sussex, England, Jan. 28, 12:20 p.m., Kahin Center, 640 Stewart Ave.

### Statistics

"Mathematics of Mixing Things Up," Persi Diaconis, Harvard University and A.D. White Professor-at-Large, Jan. 28, 4:30 p.m., 328 White Hall.

### Textiles & Apparel

"Development of Cold Weather Handwear for Military Air Crew," Laurie Wormser, Jan. 28, 12:20 p.m., 317 Martha Van Rensselaer Hall.

## MISC.

### Alcoholics Anonymous

Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Saturday evenings 7 p.m. in Anabel Taylor Hall. For more information call 273-1541.

### NOVA program

The NOVA program "The Deadly Deception," airing Jan. 26 at 8 p.m. on WCNY-TV, includes scenes from "Miss Evers' Boys," a stage play by Professor and Artistic Director David

Feldshuh about dilemmas presented by the Tuskegee Study.

### Plantations

Botanical Craft Workshop: German stative heart wreath, Feb. 9, 7 to 9:30 p.m. Call Cornell Plantations for complete description, fee and registration information, 255-3020.

### Tai Chi Classes

Tai Chi Chuan, Chinese martial art, done for health and self-defense, taught by Kati Hanna. Mondays and Thursdays, Edwards Room, Anabel Taylor Hall. Starting Jan. 25. Beginners, 5 p.m.; Advanced & Correction, 6 p.m. Fourteen weeks. Open to people of all ages and physical abilities. Fee charged. Register at first class. Call Kati Hanna, 272-3972, for more information.

Tai Chi Chi Gung Exercises, taught by Robert Tangora, relaxing, invigorating, meditative. Monday through Thursday, 8 to 8:40 a.m., Edwards Room, Anabel Taylor Hall. Attendance every day not required; just show up and try it out.

### Theatre Arts

Stage Crew Meeting: Jan. 26, 7:30 p.m., Proscenium Theatre, Center for Theatre Arts, 430 College Ave. Open to all students. Learn how you can become involved in production laboratories and earn credit. Call Pamela Lillard at 254-2703.

### Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Sunday, 2 to 8 p.m., 178 Rockefeller Hall; Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m., 178 Rockefeller Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., 112 Noyes Center.



A scene from "Zentropa," which one reviewer called "one of the most mesmerizing films I have ever seen . . . a journey into the illusory heart of cinema itself." Cornell Cinema presents the film tonight at 7:30 p.m. in Willard Straight Theater and on Jan. 22, 23 and 26. See the Films listing for information.

## SPORTS

### Home contests in ALL CAPS

#### Men's Basketball (5-6)

Jan. 23, at Columbia, 7:30 p.m.

#### Women's Basketball (5-6)

Jan. 23, at Columbia, 5:15 p.m.  
Jan. 25, HOFSTRA, 7:30 p.m.

#### Men's Fencing (1-6)

Jan. 23, at Penn State Invitational

#### Women's Fencing (3-4)

Jan. 23, at Penn State Invitational

#### Men's Gymnastics (2-0)

Jan. 23, SYRACUSE, 1 p.m.

#### Women's Gymnastics (0-1)

Jan. 23, at Westchester, 1 p.m.

#### Men's Varsity Hockey (4-8-1)

Jan. 22, UNION, 7:30 p.m.  
Jan. 23, RPI, 7 p.m.

#### Women's Hockey (2-4-1)

Jan. 22, PROVIDENCE, 2 p.m.  
Jan. 24, TORONTO, noon

#### Men's Squash (3-5)

Jan. 23, at Dartmouth w/Trinity, 11 a.m.

#### Men's Swimming (2-3)

Jan. 24, at Princeton, 11 a.m.

#### Women's Swimming (4-1)

Jan. 24, at Princeton, 11 a.m.

#### Men's Indoor Track (0-1)

Jan. 23, ARMY, BUCKNELL and PENNSYLVANIA

#### Women's Indoor Track (0-2)

Jan. 23, ARMY, BUCKNELL and PENNSYLVANIA

#### Wrestling (8-4)

Jan. 22-23, NYS Championships at New York University

### ECAC Men's Hockey

Team	ECAC	Overall
Harvard	12-0-1	13-1-1
Yale	7-1-2	8-5-2
Brown	5-4-2	6-7-2
Rensselaer	5-3-1	8-5-4
St. Lawrence	5-4-1	10-6-2
Vermont	4-5-0	6-9-2
Dartmouth	4-6-0	6-8-0
Cornell	3-5-1	4-8-1
Princeton	3-6-1	5-8-1
Clarkson	2-5-3	6-8-4
Colgate	2-7-0	4-9-3
Union	2-8-0	2-11-0

## Cornell harriers hold awards banquet

Just two weeks after respective 19th- and fourth-place finishes at the NCAA Championships, the men's and women's cross country squads held their awards banquet.

Junior All-Americans Brian Clas (Endicott) and Pam Hunt (Bloomsburg, Pa.) were the big winners. Both captured team Most Valuable Runner honors, and both were elected captain for the 1993 season.

Senior All-American Loren Mooney (Birmingham, Ala.) garnered the John S. Reif Award (for consistent excellence in effort, running and academic scholarship) and the John Moakley Award (for the senior who has done the most for Cornell cross country).

Freshman Erica Sofianek (Danville, Pa.) won the Most Valuable Frosh Award along with the Fifth Woman Award. Sophomore Carl Anstrom (Endicott) was named Most Improved Male and classmate Giana Angelo (Bethlehem, Pa.) was Most Improved Female. Junior Lenny Phillips (Pittsburgh) won the Fifth Man Award.

# CALENDAR

All items for the Chronicle Calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to 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

### Jitterbug Club

Six-week series of beginning jitterbug begins Feb. 3 at 7:30 p.m. in Edwards Room, Anabel Taylor Hall. No partner needed; class size is limited. Advance registration is \$35.

West Coast Swing, a six-week series for beginners, starts Feb. 4.

Call Bill Borgida at 255-6483 or 273-0126 for information.

## EXHIBITS

### Johnson Art Museum

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

The Johnson Museum has completed a major reinstallation of its European and American paintings, drawings, prints and sculpture. A chronological presentation of European art, from ancient Greek art to the 20th century, is on the first floor. The second floor features works from the museum's American art collection. Pre-Columbian art has been installed in a case on the mezzanine, between the first and second floors, and a selection of African art is featured in cases on the second lower level.

In conjunction with the reinstallation of the permanent collection, the museum has placed on exhibition selections from its collection of Old Master prints. The show, "Myth, Religion and Everyday Life in Print: 1500-1700," runs through March 7.

"The Patricia and Phillip Frost Collection: American Abstraction, 1930-1945" is on view through March 21. The exhibition features paintings, drawings, collages and sculpture from the Frost collection by members of the American Abstract Artists group of the 1930s and '40s.

"Creative Impulses/Modern Expressions: Four African Artists" will run from Jan. 22 through March 14 as part of Cornell's Festival of Contemporary African Art this spring.

The exhibition "Changing Reality: Recent Soviet Photography" will be on view Jan. 23 through March 7. Fifteen photographers from the then-Soviet Union examine once-forbidden societal issues. In conjunction with this show, the museum will present the exhibition "Russian Prints from the Early 20th Century."

On the air: Every Wednesday at 2 p.m., museum staff members and guests will appear on Casey Stevens' radio program on WHCU 870 AM. On Jan. 27, Frank Robinson, the Richard J. Schwartz Director of the museum, will talk about the Frost Collection and the reinstallation of the permanent collection.

Box Lunch Tours: Every Thursday at noon during the semester (except spring break), the museum will present a free Box Lunch Tour, a half-hour tour of a special exhibition or aspect of the permanent collection. Following the tour, participants are invited to enjoy their lunch in the museum. Today, Linda Price, art instructor in the education department, will conduct a tour of the Medieval Collection, which has been reinstalled on the first floor. On Jan. 28, Cathy Klimaszewski, the Ames Coordinator of University Education, will conduct a tour of "Japanese Woodblock Prints of the Floating World."

Free tours: Every Saturday and Sunday from 1 to 2 p.m., the museum offers a free tour of its collections and exhibitions. The Johnson Museum also offers foreign language tours by appointment. For more information and to schedule a tour, please contact the education department at 255-6464.

Children's workshops: Beginning Jan. 30, the Johnson Museum will present a five-part series for children ages 8 through 10 entitled

"Europe on \$5 a Day." Taught by Ann Spencer and Josephine Minutillo, the program will explore European art from prehistoric times to the 20th century. Following an introduction about the period to be studied, children will participate in a hands-on activity related to the subject. The workshops will run from 10 a.m. until noon on Jan. 30, Feb. 13, March 13, April 10 and May 8. A fee of \$22.50 for museum members and \$25 for non-members will be charged, and registration is due by Jan. 22. Space is limited and available on a first-come, first-served basis. To register, call the education department at 255-6464.

### Martha Van Rensselaer Hall

Dresses and other items worn by Martha Van Rensselaer are on display in the showcase outside G19A MVR Hall through January. Included are a 1930 purple silk satin gown worn at the White House and a 1924 gown and shoes worn during presentation to the queen of Belgium. All items are from the Cornell Costume Collection housed in MVR Hall.

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

### Thursday, 1/21

"Zentropa" (1992), directed by Lars von Trier, with Jean-Marc Barr, Barbara Sukowa and Max von Sydow, 7:35 p.m.

"Unforgiven" (1992), directed by Clint Eastwood, with Clint Eastwood, Gene Hackman, Morgan Freeman and Richard Harris, 10 p.m.

### Friday, 1/22

"Unforgiven," 7 p.m., Uris.

"Zentropa," 7:35 p.m.

"The Princess Bride" (1987), directed by Rob Reiner, with Cary Elwes, Robin Wright and Mandy Patinkin, 9:50 p.m., Uris.

"Last Tango in Paris" (1973), directed by Bernardo Bertolucci, with Marlon Brando and Maria Schneider, 10 p.m.

"Unforgiven," midnight, Uris.

### Saturday, 1/23

"Broadway Bill" (1934), directed by Frank Capra, with Warner Baxter, Clarence Muse and Myrna Loy, 7 p.m., Uris.

"Lovers" (1991), directed by Vicente Aranda, with Victoria Abril, Jorge Sanz and Maribel Verdu, 7:30 p.m.

"Unforgiven," 9:10 p.m., Uris.

"Zentropa," 9:50 p.m.

"The Princess Bride," midnight, Uris.

### Sunday, 1/24

"Decalogue 1-2" (1988), directed by Krzysztof Kieslowski, Expanding Cinema/Eastern Europe Film Festival, 2 p.m., Johnson Museum, free.

"The Princess Bride," 4:30 p.m.

"The Battle of Algiers" (1966), directed by Gillo Pontecorvo, with Jean Martin and Yacef Saadi, 7:30 p.m., Uris, free.

"Last Tango in Paris," 8 p.m.

### Monday, 1/25

"Sex, Lies and Videotape" (1989), directed by Stephen Soderbergh, with James Spader, Andie MacDowell, Laura San Giacomo and Peter Gallagher, 7:40 p.m.

"Unforgiven," 10 p.m.

### Tuesday, 1/26

"Asian Insight with John Temple: Thailand," Southeast Asia Film Series, 4:30 p.m., Kabin Center, 640 Stewart Ave., free.

"Zentropa," 7:35 p.m.

"Sex, Lies and Videotape," 10 p.m.

### Wednesday, 1/27

Safer Sex Program, short films that are part of the Hot Winter Nights series, special \$2 admission includes a free condom, 7:30 p.m.

"The Last of the Mohicans" (1992), directed by Michael Mann, with Daniel Day-Lewis, Madeleine Stowe and Russell Means, 10 p.m.

### Thursday, 1/28

"The Hairdresser's Husband" (1992), directed by Patrice Leconte, with Jean Rochefort and Anna Galiena, 7:45 p.m.

"The Last of the Mohicans," 10 p.m.

## Johnson Museum opens three exhibitions, reinstalls works from permanent collection

By Carole Stone

The Johnson Museum of Art is opening three shows this week: contemporary and traditional African art, recent Soviet photography and American abstract painting and sculpture from the 1930s and '40s.

This week, too, the museum is opening its reinstallation of works from its permanent collection: visitors can now take self-guided tours of European and American art on the first two floors of the museum.

"Creative Impulses/Modern Expressions: Four African Artists" features the work of four contemporary African artists: Amir Nour, an abstract sculptor from the Sudan who teaches at Truman College in Chicago; Ethiopian painter Skunder Boghossian, an associate professor of art at Howard University in Washington, D.C.; Sudanese printmaker Mohammed Omer Khalil, who teaches at Pratt Institute and the New School in New York City; and Sudanese painter and printmaker Rashid Diab, who lives and works in Madrid, Spain.

The exhibition was curated by Salah Hassan, visiting scholar in African studies, as part of the Festival of Contemporary African Arts at Cornell this spring. The festival was organized by the Africana Studies and Research Center and Institute for African Development in cooperation with the museum and will include contemporary cinema, music and drama, a workshop and training program for art teachers and a scholarly conference on contemporary and popular African arts.

The museum exhibition will be on view from Jan. 22 to March 14. Works from the museum's collection of African art will be on display in an adjoining gallery.

"Changing Reality: Recent Soviet Photography" is an exhibition of black-and-white photographs by 15 Soviet photographers from the 1970s.

A new Soviet photography emerged, not in the 1980s during the era of glasnost, but during the stagnation of the 1970s, in the Brezhnev years when official ideology began to fall apart, according to Jill Hartz, director of publications at the museum. With state institutions no longer vital or even viable and intellectuals and workers losing faith in the party leadership and the system itself, photographers turned inward to their private lives for sustenance.

Repudiating the official artistic style, Social Realism, they turned their attention to societal issues and forbidden topics, including poverty, drunkenness, alienation, prisons, old age homes and psychiatric wards. Even familiar subjects were photographed in unusual ways, Hartz said.

Photographers featured in the exhibit are Alexander Lapin, Gennadi Bodrov, Vladimir Filinov, Igor Gavrilov, Sergei Gitman, Edward Gladkov, Lyala Kuznetsova, Yuri Rybchinski, Vasili Shaposhnikov and Vladimir Siomin.

In conjunction with the show, the museum will present "Russian Prints from the Early 20th Century," an exhibition including Wassily Kandinsky's print series *Kleine Welter*, El Lissitzky's untitled image from *Victory over the Sun*, Kasimir Malevich's *Arithmetic* and examples of Russian publications illustrated by Natalia Goncharova and El Lissitzky.

The Soviet and Russian exhibitions will be on display from Jan. 23 to March 7.

"The Patricia and Phillip Frost Collection: American Abstraction, 1930-1945" features paintings, drawings, collages and sculpture produced in the 1930s and '40s by members of the American Abstract Artists group.

The AAA was formed in 1937 to promote abstraction in an art world rife with regionalist and social realist work, Hartz said. The organization represented a broad-ranging modernism whose impulse lay in merging cubist, constructivist and Bauhaus concepts of style and social function.

Among the artists represented in the Frost collection are Americans Byron Brown, Carl Holty, Gertrude and Balcomb Greene and emigres Werner Drewes, Hans

Hofmann, Josef Albers and Laszlo Moholy-Nagy.

The exhibition is on view through March 21.

The Johnson Museum recently completed the reinstallation of its Permanent Collection of European and American Art, and that exhibition is on view on the first and second floors of the museum.

On the first floor visitors will find a chronological presentation of European paintings, drawings, prints and sculptures from ancient Greek art to the 20th century. The second floor features works from the museum's American art collection. Pre-Columbian art is installed in a case on the mezzanine between the two floors, and a selection of African art is in cases on the second lower level. The museum's collection of Asian art is on display on the fifth floor.

In conjunction with the reinstallation, the museum is exhibiting selections from its rich collection of Old Master prints, including Durer's masterwork *St. Jerome in his Study*, recent acquisitions by Hans Lautensack and Dirk Vellert, Magdalena van de Passe, Adriaen van Ostade and Ferdinand Bol. The exhibition, entitled "Myth, Religion and Everyday Life in Print: 1500-1700," also features Rembrandt's *Goldweaver's Field* and Durer's *Melencolia I*.

## Expanding Cinema opens its 10th year with Kieslowski's 'The Decalogue'

To commemorate its 10th anniversary at the Johnson Museum of Art, Expanding Cinema will devote this year to a retrospective of the last decade, beginning with Krzysztof Kieslowski's "The Decalogue" on Sunday, Jan. 24.

Expanding Cinema, Cornell Cinema's showcase for its most adventurous films and videos, is held Sundays at 2 p.m. in the Johnson Museum lecture room. Programs are free and open to the public.

In 1985, Expanding Cinema showed a series of new Polish feature films, including "Camera Bluff" by Kieslowski. Three years later, his "Decalogue" was an international sensation at film festivals, said Richard Herskowitz, director of Cornell Cinema and adjunct curator of film and video at the museum. Only its language and length kept the 10-part series of television films based on the Ten Commandments from reaching American theaters and public television, Herskowitz added.

Decalogue 1 and 2 will be shown on Jan. 24., Decalogue 3 and 4 will follow on Jan. 31. Decalogue 5 and 6 will be presented on Feb. 7, Decalogue 7 and 8 on Feb. 14, and Decalogue 9 and 10 on Feb. 21.

Kieslowski's recent film, "The Double Life of Veronique," will be shown at Cornell Cinema on Feb. 6 and 9.

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# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## New Programs, New Energy, and New Vision

### Joanne Kaplan Talks about Human Resource Relations and Development

*Editor's Foreword: In many of the Fall 1992 articles in The Cornell Workplace, continuous learning was addressed as a way of conceptualizing work life and goals. In a world of continuous change, one must, like Alice in Wonderland, continuously keep running just to keep in the same place, and, as the Red Queen says, "if you want to get some where else, you must run at least twice as fast as that!" (Lewis Carroll, Through the Looking Glass, Chapter Two). In the world of change, continuous learning is needed not just to keep up with change but to anticipate change and— even more—to bring about change.*

*In The Fifth Discipline, Peter Senge looks at organizations that remain competitive by their involvement in continuous learning and their encouragement of their staff to be involved in a lifelong process of continuous learning. Continuous learning happens whenever someone discovers something new or rediscovers something known before from a different perspective or in a different context. It happens informally, when people learn from mistakes—or even successes—and figure out a better way. It happens each time someone takes on a new responsibility, a new challenge, and rises to meet it. It happens when colleagues or supervisors are asked to share their skills or experience, and they thereby become mentors and coaches. And continuous learning takes place formally through reading, conferences, workshops, seminars, and degree-oriented courses.*

This week I interviewed Joanne Kaplan, director of human resource relations and development, about some of the changes that have taken place in the Human Resource Relations and Development section of University Human Resource Services since she arrived at Cornell in October 1992. Not only is her section a primary university resource for formal continuous learning, but it is itself a learning organization, learning from the past and taking on new challenges to meet the changing needs of a changing workplace. In the interview that follows, Joanne shares some of the ways she would describe the evolving roles of Human Resource Relations and Development—both as an organization undergoing change and as an organization that makes change happen.

**Q.: Joanne, what changes in Human Resource Relations and Development have you and your staff been working on?**

**A:** There are basically three: 1) the merger of what used to be Training and Development and Employee Relations into one coherent, integrated unit, called Human Resource Relations and Development, 2) the dovetailing of the educational goals of Human Resource Relations and Development with the Quality Improvement Process (QIP) that is being spearheaded by Senior Vice President James E. Morley, Jr., and 3) the redesign of *The Calendar: Educational*



Joanne Kaplan, director, HRR&D

*Workshops and Seminars* to strengthen and support an environment focused on quality.

**Q.: I thought that Employee Relations and Training and Development had been combined for some time and called "Staff Relations and Development"?**

**A.:** Yes, on a formal organizational level they had. But though the two sections and staffs had been combined, they still remained distinct on a functional level: the Employee Relations staff dealt with policy issues, staff/supervisor relations, and personal issues, and the Training and Development staff dealt with coordinating and facilitating workshops and seminars for staff and supervisors.

To some extent, these distinctions still hold. Vashti Peagler, Theresa Rapacki, and Regina Wharton are primarily responsible for staff/supervisor relations, for interpreting university human resource policies, and as resources to provide for the resolution of a broad range of problems. Ellen Ely and Michael Knaus are primarily responsible for designing, coordinating, and facilitating educational programs to enhance staff and supervisors' quality of work and quality of life. JoAnn Shepherd, Donna Palmer, and Jamie Washburn help keep these multiple efforts coordinated.

But there is also an articulated common vision that unites these efforts: continuous learning and continuous improvement. In their various roles, all the staff in Human Resource Relations and Development address ways that staff and supervisors can build upon their knowledge and skills, and learn new attitudes and ways of doing things so that the needs of both the organization and the individual are addressed.

For instance, certain themes or issues—issues around performance dialogues or release time, for instance—may recur throughout a number of group or individual consultations. Without violating confidentiality, the facilitator of those consultations might suggest that we either print something in *The Cornell Workplace* to clarify certain policies or offer educational programs that address those themes in broad-based terms. Conversely, as Ellen and Michael present educational programs, they might be approached by a staff member or supervisor who would benefit by consulting individually with Vashti, Regina, or Theresa on a specific policy matter, but who, until then, did not know whom to call.

**Q.: How would you define the mission of Human Resource Relations and Development?**

**A.:** Human Resource Relations and Development works to provide edu-

cational, consultative, and interventional services to meet and enhance the needs of the Cornell workplace. It addresses this mission by designing, coordinating, and implementing a variety of educational programs, and by resolving workplace issues through the administration and interpretation of Cornell's policies and practices, and through consultations, counseling, and intervention.

Educational programs are available through the New Employee Orientation Program, customized in-unit presentations, and yearly in-service developmental and educational programs offered through *The Calendar*. We administer and coordinate Cornell's Extramural Educational Program, the Employee Degree Program, the Office Professionals Curriculum, the Supervisory Identification Program, the Results-Oriented Supervision Program, and the Tuition Aid Program.

Workplace issues are addressed through confidential, oftentimes individualized, consultation, and through policy interpretation, intervention, and the university's grievance procedure for non-bargaining unit employees. The probationary review process, layoff administration and approval, and the exit interview process are conducted by our office.

**Q.: What do you mean by "in-service"?**

**A.:** "In-service" means educational opportunities that are available through the employer, i.e., Cornell, and that can be counted as "time worked" if they are taken during normally scheduled working hours. Each semester we distribute a listing of upcoming educational programs for supervisors and staff called *The Calendar: Educational Workshops and Seminars*. The spring semester's issue of *The Calendar* will be mailed to all staff and faculty in mid-February.

**Q.: What about "in-unit"? What does this mean?**

**A.:** This phrase refers to programs designed for a unit or department rather than for individuals. Sometimes a department will ask for us to provide an in-unit program that

(continued on p. 2)

## Kaplan

(continued from p. 1)

deals with a specific topic, such as diversity, team-building, or time-management. Often, however, a supervisor or manager will ask us to conduct a needs assessment of his or her department or unit first. We will then design and present a curriculum around the needs that are highlighted. We also provide mediation services if those are appropriate.

**Q.: I notice that the title of your section had changed from "Staff Relations and Development" to "Human Resource Relations and Development." That's a fairly long title. Is there a reason for this title change?**

A.: Yes. The name is long—we call ourselves HRR&D for short. But the function of the section has broadened from individualized staff relations to the entire spectrum of human resource relations—individual staff development, supervisory development, and organizational development.

One of our goals has been to increase our outreach to departments, working with their administrators, managers, supervisors, and staff to develop general awareness of sound human resource management philosophy. There are specific ways of dealing with conflicts or potential conflicts that can keep them from escalating into something that needs mediation and resolution from outside the department. We would like to provide managers and supervisors with the tools, resources, and broad awareness that will help them feel comfortable and skillful in dealing with uncomfortable situations before they become serious situations. In our consultative role, we can also suggest others in University Human Resource Services—from Benefit Services, Work and Family Services, the Employee Assistance Program, and Employment Services, for example—who, should the department or individual desire, would also be able to help address particular issues and bring them to resolution.

Our name change makes perfect sense, too, with the ways in which our work reinforces the efforts of Senior Vice President James E. Morley and the Quality Improvement effort throughout campus.

**Q.: Can you explain further?**

A.: Jay Morley has asked Beth I. Warren, associate vice president for human resources, to head the administration of the Quality Improvement Process as part of an ongoing effort to effect a major cultural change in the way staff and supervisory programs impact the quality of work done throughout the university. He also suggested that Terri Harget, quality improvement administrator/consultant, work with me in our efforts to share the concepts of QIP with Cornell staff and supervisors. So the concept of QIP, as it is carried out on the day-to-day

level, is implied in the title "Human Resource Relations and Development" as well.

**Q.: What is QIP?**

A.: QIP stands for the Quality Improvement Process at Cornell. In brief, QIP is a long-term commitment by the university to focus on the quality of our individual and collective efforts in order to continuously improve everything we do. It engages teams of people in problem-solving endeavors that affect them and those whom they serve.

**Q.: How do you envision the Cornell community learning about QIP?**

A.: The primary focus of educational activity around the Quality Improvement Process will continue through the structures and approaches that Jay Morley, the Quality Council, and the Design Team have already set in motion. In addition, a number of those who have already been educated in the Quality Improvement Process at Cornell will be identified and given further instructor education so that they can instruct others on campus in the Quality Improvement Process. This way, the number of teams, team leaders, and facilitators can be multiplied quickly and efficiently. Eventually we expect to design a certificate program, with core courses and electives, for those receiving QIP education.

We also expect to offer QIP awareness workshops for departments who already have teams in place and for departments thinking about developing teams in their areas. These will be scheduled as departments request them, and one of their purposes will be to brief the department members on other QIP efforts on campus.

**Q.: How do the programs you offer in the redesigned Spring 1993 curriculum of The Calendar: Educational Workshops and Seminars address QIP?**

A. The success of the Quality Improvement Process depends on certain values that we can help promote through all our educational programs: scholarship; learning; service; decision-making based on fact; continuous improvement as a way of doing business; an environment that is supportive of teamwork between people who respect each other and are committed to serving others and being wise stewards of the university's resources.

All current and future programs in *The Calendar* are being designed to support the Quality Improvement Process, either directly or indirectly, by focusing on the quality of skills or the quality of life. There are specific programs that build on skills intrinsic to the Quality Improvement Process: problem-solving skills; the ability to conduct quality meetings; quality supervisory skills; coaching staff for quality performance; developing quality work relationships; giving effective presentations; understanding and working with group dynamics. There are also programs that can help

enhance the life of the individual, both at home and at work. These include programs that deal with life-improvement skills—stress-management; dealing with transitions and changes in the workplace; handling the overlap of work and family issues; becoming proactive in career exploration, for instance.

In addition, we have redesigned the performance dialogue program to include considerations of the staff member as an effective team member and to provide opportunity to gauge a team's effectiveness.

I am also very excited about an entirely new program, currently in the design phase. It is based on "Connections," a program by consulting firm Noel-Levitz. This program will explore ways to deliver quality customer service to students. An advisory group is helping in the design and implementation of this program, and we hope to begin pilot groups this summer.

**Q.: Of course, you know that just because something is learned in the classroom does not guarantee it being carried over into everyday life. Are there any ways you are addressing this issue?**

A.: Yes. First, we are working in conjunction with those involved in the Quality Improvement Process and with Beth Warren and staff from the rest of University Human Resource Services to effect a major cultural change and create an environment that supports the six principles of QIP: scholarship, learning and service; satisfying those whom we serve; respecting people,

exercising stewardship; striving for continuous improvement; and managing by fact. This environment will, on a broad level, reinforce the programmatic content of our educational programs.

Second, supervisors are not aware sometimes of the new knowledge, skills, and tools that their staff are learning outside of the immediate workplace. Through our increased outreach to departments, we should be able to keep them apprised of the educational directions in which we are moving. We also will be sending briefing materials to supervisors of staff who participate in our programs, letting them know the objectives and content of the program their staff members attended. In this way, supervisors can encourage their staff in their new-found knowledge and can also give us feedback on the usefulness of the program to their particular worksite.

**Q.: If you had one message you wanted to convey to the Cornell community, what would it be?**

A.: It would be that the redesigned Human Resource Relations and Development is, indeed, a new section—with new programs, renewed energies, and an exciting and relevant vision of continuous learning, continuous feedback, and continuous improvement. Whether by providing educational programs or by resolving workplace issues, our main purpose is to assess and address the needs of individuals and departments as together we strive to enhance the quality of our lives and the quality of our work.

## Ithacare Announces New Adult Day Community

Mom and dad leave for work. The kids leave for school. Once again, grandmother or grandfather is alone for the day.

This scenario is far too familiar to many Tompkins County families and can result in lonely and isolated seniors. Since opportunities for socializing with others their age are few and far between, these seniors rely on television for their entertainment. Ithacare can help meet the need for social recreation for seniors with its newly established Adult Day Community. Families can rest assured their loved ones are in safe hands and receiving the care and attention they need and desire.

Executive Director Mark Macera believes the new day community is a natural addition to Ithacare's service package. "Our day residents become part of the Ithacare family, participating in daily social activities, therapeutic recreation, and much more."

"This is the only program of its type in Ithaca," Macera notes. Day residents may also use Ithacare's library, solarium, greenhouse and chapel.

Dining services feature hot, nutritious meals and snacks served in a cheerful dining room. A dietician can coordinate special menus to meet any requirements.

Ithacare is licensed by the State of New York to provide social day care to adults on a day-to-day basis. The program is held on Tuesdays and Thursdays from 9:00 a.m. until 3:00 p.m. and costs just \$30 a day. Need-based assistance is available as a result of private donations and contributions from organizations such as the Tompkins County Office for the Aging. Transportation can be provided by Gadabout for a small fee. If you are taking care of a senior who would benefit by being part of a day community for seniors, contact Ithacare at 273-4080.

Ithacare is a not-for-profit adult care residence that has catered to the needs of seniors since 1974. It is located in the center of Ithaca, a short walk from The Commons. Ithacare's handsome brick building overlooks scenic Six Mile Creek. The landscaped grounds offer a country setting with city conveniences.



# THE Bulletin Board

## New Phone Numbers for Employment Services

Employment Services has moved to 20 Thornwood Drive. You can reach Employment Services by calling 254-8370, or by directly contacting any of the staff below:

- Patricia Hutton, director 254-8369
- Scott Barton 254-8358
- Dee Dee Berry 254-8366
- Allan Bishop 254-8359
- Vicky Boles 254-8370
- Holly Cary 254-8355
- Sandy Dennis-Conlon 254-8354
- Courtney Fletcher 254-8350
- Micaela Grill TBA
- Anita Harris 254-8357
- Mary Beth Jordan 254-8360

- Monica Lacey 254-8361
- Wendy Manzanares 254-8372
- Karen McLean 254-8371
- Patricia Peck 254-8365
- Karen Raponi 254-8368
- Peggy Reynolds 254-8373
- Dawn Shoemaker 254-8363
- Esther Smith 254-8367
- Cynthia Smithbower 254-8352
- Sue Tvaroha 254-8362
- Sam Weeks 254-8353
- Fax Line 254-8364

Employment Services staff can also be contacted through QuickMail, E-Mail, and Audix. There is also a "drop-box" in 130 Day Hall

## Want to Make a Difference?

Yes, Cornell is going through a period of financial constraints, and that has placed certain limitations upon it. But these are also exciting, challenging times, with the Quality Improvement Process led by Senior Vice President James E. Morley, Jr., and the changes in philosophy about university-wide human resource management that have been initiated by Beth I. Warren, associate vice president for human resources. In this time of tremendous activity at both the college and university levels, the Employee Assembly is well-positioned to help influence the direction of some of these changes and the future directions of the university.

The Employee Assembly was formed to seek out and effectively voice the interests and concerns of university employees to the administration in regard to university human resource policies and other policies affecting the worklife environment. It gives Cornell employees a vehicle for continuous involvement in the governance of nonacademic affairs and in the life of the university.

Any Cornell employee interested in becoming a member of the Employee Assembly must submit a written statement of intent and a petition carrying 25 signatures of other Cornell employees to the Office of Assemblies at 165 Day Hall by February 12, 1993. Ballots carrying the names of prospective members will be mailed to all employees during the week of March 2, 1993. Release time from work is granted to any employee who is elected to serve on the Employee Assembly.

For copies of the petition or for further information, stop by the Office of the Assemblies, 165 Day Hall. Further information on the Employee Assembly will be printed in next week's issues of *The Cornell Workplace* and *Networking*.

## HIV Friends and Family Support Group

HIV+ Support Group for men and women in the Cornell community who need a safe and confidential place to discuss issues and problems related to HIV infection begins.

# Understanding Your 1992 W-2 Form — Wage and Tax Statement

It's that time of year again—Cornell 1992 W-2 Forms were mailed January 15. Since this was just prior to the Martin Luther King federal (and postal) holiday, staff and faculty can expect to receive their W-2 forms on or after January 19.

The W-2 form is your wage and tax statement and is needed for filing your tax return; its appearance has changed little from last year. To assist you in understanding your W-2 Form, the Payroll Office has prepared the following questions and answers. Additionally, look for an informational insert mailed with your W-2 form.

## To what address was the W-2 mailed?

The address that resides in the Human Resource/Payroll database was used to mail your W-2. This is the same address that is printed on your paycheck. For students, this address may be drawn from other database sources and may be your parents' address. If you need to change your address contact University Human Resource Services, Records Administration, 130 Day Hall, 5-6883.

## What do I do if my Social Security number is incorrect?

Please check box 5 "Employee Social Security Number" for accuracy. If this number is incorrect, contact the Payroll Office for further instructions.

## What is the "Pension Plan" box 6?

The Pension Plan box will be checked if you are eligible to participate in one of the retirement plans offered by the university. Students and temporary employees are generally excluded.

## What is "Deferred Compensation" box 6?

The Deferred Compensation box will be checked if contributions were

LESS...NYS tax deferred retirement (Box 18)

PLUS...Other taxable payments (i.e., personal use of university au-

The Internal Revenue Service developed a coding system to report a variety of information in Box 17. These codes are explained on the back of the W-2 form, copy C. The codes used by Cornell University are listed below:

Code D: Retirement plan reductions - 401(k)

Code E: Retirement plan reductions - 403(b) (see box 6)

## What is "Other" box 18?

Tier 3 and 4 New York State Retirement deductions under IRS Section 414(h).

## What is "Dependent Care Benefits" box 22?

Dependent Care Benefits is a before-tax deduction under the Select Benefits Program.

## What is "Fringe Benefits" box 23?

The Fringe Benefits total is the sum of two items:

1. Declared personal usage of university vehicles

2. Cornell Children's Tuition Scholarships for graduate students.

The remaining boxes should be self-explanatory. If you have other questions regarding your W-2 form, direct them to the Payroll Office, B-7 Day Hall, 255-5194.

Also, a new tax withholding certificate (W-4 Card) should be completed for 1993 if your tax status has changed during the year (i.e., marital status, number of dependents, etc.) or if you wish to increase or decrease your withholdings. W-4 cards are available through your department payroll representative or at the Payroll Office.

Employer's name, address, and ZIP code		6 Deceased Pension plan <input type="checkbox"/> Deferred compensation <input type="checkbox"/>	
3 Employer's identification number		7 Allocated tips	8 Advance EIC payment
4 Employer's state ID number		9 Federal income tax withheld	10 Wages, tips, other compensation
5 Employer's social security number		11 Social security tax withheld	12 Social security wages
Employee's name, address, and ZIP code		13 Social security tips	14 Medicare wages and tips
20		15 Medicare tax withheld	16 Nonqualified plans
21		17 Code description on back of Employee copy C	18 Other
22 Dependent care benefits		23 Benefits included in Box 10	
24 State income tax	25 State wages, tips, etc	26 Name of state	27 Local income tax
			28 Local wages, tips, etc
			29 Name of locality

Copy B To be filed with employee's FEDERAL tax return

Dept. of the Treasury--Internal Revenue Service

## W-2 Wage and Tax Statement 1992

made to a deferred retirement plan covered under IRS section 403(b) or 401(k). The 403(b) plans include Tax Deferred Retirement plans under TIAA/CREF, Dreyfus, Equitable, Fidelity, and Unum. The 401(k) plan is the Tax Deferred Savings Plan for cooperative extension employees.

## How is "Wages, Tips, and Other Compensation" box 10 calculated?

This amount is calculated as follows:

YTD Taxable Gross Wages (from last 1992 paycheck)

LESS...Tax deferred retirement deductions (Box 17)

LESS...Select benefit deductions (i.e., before-tax health insurance, dependent care reimbursement and medical reimbursement)

tos, auto allowances, Cornell Children's Tuition Scholarships, graduate level education assistance, and other miscellaneous compensation commonly processed through Accounts Payable).

## What is "Medicare Wages and Tips" box 14 and "Medicare Tax Withheld" box 15?

The Medicare Wages and corresponding Medicare Tax are the hospital care portion of Social Security. Prior to 1991, Medicare was included in Social Security withholding. Social Security and Medicare withholding are now separated for payroll deduction and reporting purposes.

## What are the items shown in box 17?

# Bulletin Board

(continued from p. 3)

HIV+ Friends and Family Support Group will focus on the problems and issues common to those who are connected to someone who is HIV+.

Char Ratner and Roz Kenworthy will facilitate these groups. If you are interested please call Char at 255-5208 or Roz at 255-3978 for an initial appointment before February 1, 1993. (Group times to be determined). Sponsored by Contraception Gynecology and Sexuality Service (CGSS), Gannett Health Center.

## The Cornell Workplace Placed on CUINFO

The Cornell Workplace can now be accessed through CUINFO. You may locate The Cornell Workplace through CUINFO under "Services," "Personnel," "Workplace," or under "News," "Workplace."

## Brown Bag Luncheon Presents A Commentary on Cornell's 1992 Progress Towards Diversity Report

The Advisory Committee on the Status of Women Brown Bag Luncheon Series presents a panel discussion: *A Commentary on Cornell University's 1992 Progress Towards Diversity Report*, Tuesday, January 26, 1993, G03 Biotechnology Building (The Conference Room), 12 noon to 1:30 p.m. Are we making progress? What do the figures say? What does the future hold? Bring your questions and concerns; audience participation welcome. Luncheon can be purchased in the foyer of the Biotechnology Building.

## Mail Order Prescriptions

Benefit Services has received phone calls from faculty and staff in the endowed healthcare program requesting information on Express Pharmacy's Mail Order program.

The elimination of West End Pharmacy as a mail-order provider has created complications in getting refills for some faculty and staff. Benefit Services can send you the claim materials necessary to begin using the mail order program or can assist with difficulties getting medication quickly if your prescription has run out. Call Benefit Services at 255-3936 and our client services team will assist you.

## CHRISP Training Repeated

CHRISP Input/Update Screens - Friday, January 22, 9:30-11:00 a.m.

## Select Benefits Claims Schedule 1993

The cut off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory benefits office no later than the dates

shown below. Reimbursement will be delayed until the next two week cycle is completed if materials are not in our office by the cut off date.

1/29	5/07	8/13	11/18*
2/12	5/21*	8/27*	12/3
2/26	6/04	9/10	12/16*
3/12	6/18	9/24	
3/26	7/01*	10/8	
4/09	7/16	10/22	
4/23	7/30	11/5	

\* Early deadlines due to Memorial Day, July 4th, Labor Day, Thanksgiving and winter holiday.

# CAREER Opportunities

Employment Services, 20 Thornwood Drive, Cornell University, Ithaca, NY 14853-2801

- 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.
- Employment 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.
- The Cornell Workplace, including Career Opportunities, can be found on CUINFO

### Please note the following different procedures for each category of positions:

- **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 Employment Services 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.
- **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 Employment Services 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, 20 Thornwood Drive. Skill assessment check lists, available at Employment Services, are a valuable aid when applying for computer or laboratory related positions.
- **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. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested. All external candidates must have a completed signed employment application on file with Employment Services before they can be interviewed for a position. The submitted application and resume 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. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi for details.
- **All external candidates should 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. If you are currently available for employment, you may want to consider temporary opportunities at the university. Please contact Karen Raponi for details.

## Professional

### Senior Technical Advisor (PT5010) Level 40 Financial Systems Development-Endowed Posting Date 1/7/93

As a member of a team of financial and systems professionals, bring strategic technology and software to bear on "re-engineering" current business practices at Cornell. Become knowledgeable of the "best practices" in higher education financial systems. Investigate new applicable technologies. Promote appropriate "state of practice" technologies. Develop plans for the design and implementation of new resource management systems. Coordinate user and system development teams. Recommend operational changes to improve service and lower costs. Recommend software and hardware platforms.

**Requirements:** BS degree or equivalent with advanced course

work in financial and systems areas. 7 or more years experience in systems development and analysis. Experience in complex, research university. Experience in service oriented financial administration. Excellent communication skills. Send cover letter and resume to Sam Weeks.

### Senior Technical Consultant (PT5202) Level 35 Theory Center-Endowed Posting Date: 1/21/93

Provide highly specialized and complex scientific consulting and applications support to the Theory Center's national and international scientific and research community. Provide assistance to users enabling scientific applications on parallel architecture's, analyzing program execution, and optimizing performance.

**Requirements:** Bachelor's degree or equivalent in computer science or a scientific discipline. Master's degree with 4-6yrs. related experience strongly preferred. Ability to

work with scientific researchers using high performance computing. Scientific computing experience highly desirable. Excellent interpersonal and communications skills. Fluency in at least two programming languages. Experience with mainframe computers essential: UNIX experience desirable. Send cover letter and resume to Sam Weeks.

### Senior System Programmer/Analyst (PT5101) Level 35 School of Hotel Administration-Endowed Posting Date: 1/14/93

Provide ongoing development and support for the Hotel school/Statler communities information systems. Provide support for applications development, proprietary software installations, and especially connectivity between software packages/systems. Train users on internally developed applications and procedures. Develop and implement software/hardware inventory audit. Provide support for Statler's help desk.

**Requirements:** BS degree or equivalent in computer science. 4yrs. practical experience working with third generation language such as Pascal, PL/I, FORTRAN. Some experience with fourth generation languages and SQL desired. Send cover letter and resume to Sam Weeks.

### Technical Consultant III (PT5201) Level 34 Theory Center-Endowed Posting Date: 1/21/93

Provide scientific consulting and technical applications support to the Theory Center's national and international scientific and research community. Provide assistance and advice in enabling application on parallel architecture's, analyzing program execution and optimizing performance. Assist users in analyzing problems and developing solutions. Investigate and resolve system problems.

**Requirements:** Bachelor's degree or equivalent in computer science or a scientific discipline required.

Master's degree preferred. Demonstrated ability to work with scientific researchers using high-performance computing. Scientific computing experience highly desirable. Excellent interpersonal and communication skills. Fluency in at least two programming languages. Experience with mainframe computers essential: UNIX experience desirable. Send cover letter and resume to Sam Weeks.

**Assistant Football Coach (PA5202) HRII**

**Athletics-Endowed**

**Posting Date: 1/21/93**

Assist the head football coach in the planning and operation of men's intercollegiate football program. On field coaching, scouting, recruiting and other administrative duties as assigned by the head coach.

**Requirements:** Bachelor's degree or equivalent required. Advance coursework preferred. Minimum 3yrs. related experience required. Proven skills in coaching, teaching, recruiting and in working with college age students and athletes. Send cover letter and resume to Cynthia Smithbower.

**Systems Administrator (PT5012) HRII**

**Lab of Ornithology-Statutory**

**Posting Date: 1/7/93**

Operate and maintain the Bioacoustic Lab's computer facilities, including UNIX workstations, Macintosh computers and networks. Recommend, evaluate, configure & install new equipment and software. Provide assistance to students & researchers in use of equipment & software. Facilitate transfer & storage of large amounts of digitized sound data. Perform systems & applications programming as required.

**Requirements:** Bachelor's degree or equivalent in computer science or electrical engineering. Master's degree preferred. 2-3 years of related experience with UNIX operating system and networking software. Programming & data acquisition experience required. Proficiency in "C" and assembler. Send cover letter and resume to Sam Weeks.

**Assistant Controller (PA5204) HRI**

**Statler Hotel-Endowed**

**Posting Date: 1/21/93**

Responsible for the timely and accurate recording and reporting of financial information for the hotel management and Cornell University. Supervises receiving, accounts payable, and payroll functions.

**Requirements:** Bachelor's degree or equivalent in accounting or business administration preferred. A minimum of 3yrs. experience in accounting, preferably hotel accounting. Food and beverage experience helpful. Strong organizational, supervisory and computer skills required. Must be able to work independently in a fast-paced environment. Send cover letter and resume to Cynthia Smithbower.

**Statler Club Administrator (PA5205) HRI**

**Statler Hotel-Endowed**

**Posting Date: 1/21/93**

Serve as primary representative of Statler Club's management to the membership. Responsible for the financial reporting and maintenance of all Statler Club records and accounts receivable. Assist in development of future Statler Club goals and programs. Flexible nights and weekends.

**Requirements:** Associate's degree or equivalent in accounting or business administration. Minimum of 3yrs. experience in financial management, preferable in service

operation. Excellent oral and written communication, customer service, computer, and analytic skills required. Must be able to work independently in a fast-paced environment. Send cover letter and resume to Cynthia Smithbower.

**Executive Staff Assistant (PC5003) HRI**

**ILR International Initiative-Statutory**

**Posting Date: 1/14/93**

Provide administrative support for director, executive director, and associate director. Provide full range of support for visiting academics or practitioners including assistance in finding lodging, meals, materials and travel arrangements. Help directors develop agendas for visitors. Develop and maintain database of faculty and staff international experience and interests and data base of international contacts of the school. Assist in developing and supervising a budget and maintaining records of expenditures.

**Requirements:** Associates's degree or technical/vocational school degree. Bachelor's degree preferred. 5-7yrs. related experience. Ability to read, write and speak additional languages desirable. Ability to work independently and to supervise others. Willingness to work unusual hours from time to time. Send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Development Assistant, Major Gifts (PA5101) HRI**

**University Development-Endowed**

**Posting Date: 1/14/93**

Assists the Director of Major Gifts with the management, coordination, and implementation of fund-raising initiatives toward individuals who have the capacity to give Cornell between \$1 and \$5million. Prepare briefings and biographies. Initiate and coordinate new prospect research. Coordinate and prepare written materials for annual events such as Trustee Council weekend and Major Gift committee meetings. Write, edit, and coordinate proposals and project materials.

**Requirements:** Bachelor's degree or equivalent education and work experience required. 2-3yrs. related experience. Excellent written and oral communications skills; strong interpersonal; some management and organizational skills; aptitude for detail oriented work. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director, Career Services Office (PA5102) HRI**

**JGSM-Endowed**

**Posting Date: 1/14/93**

Lead in the development of career resources for Johnson School alumni and international students, including the development of a formalized global alumni network. Assist in the overall effectiveness of the Career Services office.

**Requirements:** Master's degree or equivalent. 3-5yrs. work experience desired. Marketing experience, superior organizational abilities and interpersonal skills required. International experience and/or foreign language ability preferred. Computer literacy and familiarity with computer systems/databases desirable. Send cover letter and resume to Cynthia Smithbower.

**Applications Programmer I (PT5011 & PT5013) HRI**

**Lab of Ornithology-Statutory**

**Posting Date: 1/7/93**

Design, develop and maintain software in support of Bioacoustics research programs using leading edge signal processing techniques. Support digital acoustic data analysis programming utilizing both high level UNIX and Macintosh programming & low level real-time DSP assembly. Write user interface & data manipulation modules optimized for operator speed & convenience. Implement or assist with specified signal processing algorithms. Assist & train researchers & students in use of data analysis programs.

**Requirements:** Bachelor's degree or equivalent in either electrical engineering with DSP experience, or computer science. Master's degree preferred. One year of programming experience in the UNIX environment with C programming language. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT3605) HRI**

**School of Chemical Engineering-Endowed**

**Posting Date: 9/10/92**

Design and conduct experiments involving differentiated cells and vesicles. Provide support to a research group (primarily graduate students) in instruction in maintenance of analytical devices, and in appropriate laboratory procedures. Perform and assist in experiments using radiolabels. Establish and maintain primary cell lines. Operate HPLC and Coulter Counter. Perform ELISA and gel electrophoresis (DNA and protein gels). Maintain equipment.

**Requirements:** B.S. or equivalent in biochemistry, cell biology, microbiology or related area. Experience with mammalian cell tissue culture is essential. At least 2yrs. as laboratory technician is desirable. Send cover letter and resume to Sam Weeks.

**Professional Part-Time**

**Teaching Support Specialist I (PC5203) HRI**

**Human Development Family Studies-Statutory**

**Posting Date: 1/21/93**

Provide a developmentally appropriate preschool program for sixteen 3-5yr. olds. Plan and supervise daily activities for children in cooperation with head teacher. Monday-Friday 12:00pm-6:00pm, 11 months.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalency in education and experience is required. A minimum of 2yrs. experience with preschool children. External applicants send cover letter and resume to Esther

Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Professional Temporary**

**Human Resource Associate/Consultant (PA5010)**

**University Human Resource Services-Endowed**

**Posting Date: 1/7/93**

This 3/4 time; 6 month position reports to the Director of Human Resource Relations and Development and is designed to assist the planning, development and implementation of in-service educational programs, career development activities and employee relations policies and procedures. Primary responsibilities include coordination of the University's Results Oriented Supervision Program, the Office Professionals Program and career-development activities for staff.

**Requirements:** Master's degree or equivalent in human resource management, education, communication. 3-5 years of experience in training and organizational development programming, including program design and implementation, excellent teaching skills, demonstrated written and oral communication skills, expertise in career development including conceptual development and counseling skills. Knowledge of Total Quality management Principles helpful. Basic knowledge and skill in using packaged computer programs helpful. Send cover letter and resume to Cynthia Smithbower.

**Boyce Thompson Institute**

**Research Specialist**

**Plant Production, Granados Lab**

**Salary: \$15,700-\$25,120, Commensurate with experience**

**Posting Date: 1/21/93**

Conduct and support research in molecular entomology lab. General laboratory duties will include insect rearing and insect bioassays. Research projects in biological control of insects will require experience in isolation and analysis of proteins and/or nucleic acids and routine recombinant DNA techniques. Additional training will be provided, will also be required.

**Requirements:** MS or BS in biology with 3- 5yrs. experience in biochemistry/molecular biology or related fields. Contact Ann Zientek, 254-1239.

**Technical**

**Animal Technician GR18 (T4903)**

**Equine Drug Testing-Statutory**

**Minimum Biweekly Salary: \$542.89**

**The Cornell Workplace**

**Mission of University Human Resource Services: "to advance the practice of human resource management in the Cornell workplace."**

EDITOR: Nancy Doolittle, 255-3541 PRODUCTION: Cheryl Bishop, 255-6890  
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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.

**Posting Date: 12/17/92**

Provide full care of horses including feeding, watering, grooming and stall/barn cleaning. Collect blood and urine samples from horses. Keep records of drug administration trials. Administer drugs, antibiotics and medicines under the direction of a veterinarian.

**Requirements:** High school diploma or equivalent. AAS in animal science helpful. 1-3 yrs. experience with horses and farm work required. Send cover letter and resume to Sam Weeks.

**Ambulatory/Pharmacy Technician GR18 (T4808)****Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 12/10/92**

Half time: Assist vet clinicians with research projects, clinical service programs and teaching activities. Half time: Dispense pharmaceuticals and treatment items on the order of a veterinarian. Maintain inventory of the large and small animal clinic pharmacy.

**Requirements:** AAS degree or equivalent experience. 1yr. related experience working as a lab assistant, veterinary assistant and/or in a pharmacy. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T4902)****Food Science-Statutory**

**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 12/17/92**

Perform a variety of microbiological techniques on raw and processed milk and dairy products. Assist in pre-incubation research, chemical and organoleptic analysis. Prepare stock solutions, media and maintain laboratory environment including washing glassware.

**Requirements:** Bachelor's degree or equivalent desirable in microbiology or related field with emphasis in microbiology. 1-2yrs. experience, preferably in dairy science. Familiarity with bacterial purification and identification, spectrophotometry, fluorimetry and titration techniques. Must have ability to keep accurate records and procedures, be able to function independently after training. Basic computer knowledge helpful. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T3405)****Biochemistry, Molecular and Cell Biology-Statutory**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 1/7/93 Repost**

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

**Requirements:** BS degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2yrs. experience in lab recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

**Animal Health Technician GR20 (T4802)****Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 12/10/92**

Provide assistance and coordination in surgery. Maintain aseptic conditions. Coordinate surgery team in the operating room during surgical procedures. Clean and sterilize surgical and hospital equipment. Inventory and order supplies. On-

call Schedule.

**Requirements:** AAS degree in animal health technology, licensed or eligible for NYS license. Experience with small animals. Experience with surgical procedures preferred. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T4304-5)****Division of Nutritional Sciences-Statutory**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/29/92**

Provide technical lab support for a program investigating vitamin metabolism in humans. Analyze blood for various nutrition related factors including vitamin A and carotene. Perform solvent extractions, HPLC separation/quantification, and gas chromatography-mass spectrometry. Maintain lab, glassware and supplies. Assist in recruiting subjects. Assist in maintaining computer bibliographic and reprint files.

**Requirements:** BS degree or equivalent in biological science or chemistry required. 2-3yrs. lab experience including quantitative analytical procedures. Experience with solvent extraction, gas, or liquid chromatography and human metabolic studies preferred. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T5203)****Entomology-Statutory**

**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 1/21/93**

Carry out, record and assist in analysis of experiments in molecular biology and population genetics. Contribute to the supervision of general laboratory functioning. Assist in teaching techniques to new personnel. Perform isolation and molecular analysis of nucleic acids. Carry out analysis using radioactive labeling, enzymatic digestion, DNA cloning, electrophoresis, DNA sequencing, etc. Perform computer analysis of data.

**Requirements:** BS. in biology or chemistry or equivalent required. Background in molecular biology, biochemistry or genetics desirable. 1-2yrs. related experience. Previous laboratory experience needed and the ability to work independently. Send cover letter and resume to Sam Weeks.

**Virology Technician GR21 (T4811)****Diagnostic Laboratory-Statutory**

**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 12/10/92**

Perform a comprehensive range of microbiological, immunological, and serological tests to aid in the diagnosis of viral, chlamydial and rickettsial infections. Respond to the daily demand for prompt test results.

**Requirements:** BS degree or equivalent in biology or microbiology. 2yrs. related lab experience preferred. Experience in tissue culture, good sterile technique, basic microbiological techniques and manual dexterity. Some experience in virus and chlamydia isolation procedures. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T2704)****Center for Advanced Imaging Technology-Statutory**

**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 12/3/92 Repost**

Provide technical assistance in the daily operation and maintenance of the center for advanced imaging technology (CAIT)-at the NYSCVM. Train and assist as needed, faculty, staff, students, and visitors involved in research, teaching, and diagnostic activities in techniques of scanning and transmission electron microscopy.

**Requirements:** BS in biological or physical sciences; technical/vocational school degree in electron microscopy. 1-2yrs. related and relevant experience. Demonstrated knowledge of and ability to use electron microscopes, and high quality photographic experience. Effective communication skills, excellent hand/eye coordination.

**Technician GR21 (T3303)****Diagnostic Laboratory/Clinical Pathology-Statutory**

**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 8/20/92**

Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval.

**Requirements:** AAS in medical technology required. BS in medical technology and ASCP certification. 1-2 yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T4901)****Vet Diagnostic Laboratory-Statutory**

**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 1/21/93 Repost**

Prepare, inspect and aliquot samples and reagents for clinical radioimmunoassays. Perform complicated non-routine radioimmunoassays which may entail radioiodination of protein hormones, extraction's with volatile substances, chromatography and validations. Set up and do assigned routine radioimmunoassays. Maintain lab. Maintain computer files.

**Requirements:** BS degree or the equivalent in experience and formal training. Minimum of 2yrs. related lab experience. Ability to lift 10-20 pounds. Possess a high degree of concentration requiring acute eye/hand coordination. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T5104)****Floriculture and Ornamental Horticulture-Statutory**

**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 1/14/93**

Provide research support for the Urban Horticulture Institute. Assist in design, execution and analysis of experiments dealing with plant responses to stress, cultural techniques and propagation methods. Maintain plant materials and research facilities. Collect, analyze and summarize research data. Supervise temporary help and coordinate support for grad students. Assist in teaching labs and extension programs.

**Requirements:** BS or equivalent in a plant science related discipline. Coursework in horticulture and plant physiology. 2yrs. experience including maintenance and management of woody plants. Computer literate. Training experience helpful. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T4202)****Animal Science-Statutory**

**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 10/22/92**

Supervise and carry out routine meat animal slaughter, carcass evaluation, carcass fabrication and meat merchandising. Assist in sample collection and analysis. Assist with teaching meat science undergrad courses. Maintain facilities and equipment to USDA requirements.

**Requirements:** BS degree or equivalent in animal science, food science or related field. 1yr. experience in meat animals slaughter, carcass evaluation, carcass fabrication and meat processing. Teaching skills. Computer experience: spreadsheet and word

processing desirable. Send cover letter and resume to Sam Weeks.

**Electronic Technician GR23-25 (T5103)****CIT/Network Resources-Endowed Minimum Biweekly Salary: \$701.22**

**Posting Date: 1/14/93**

Under general supervision, provide basic technical support for the campus telecommunications systems through the assembly, installation, testing and maintenance of the system including its equipment and peripherals. Ensure the connection of ancillary hardware and coordinate the process as needed.

**Requirements:** AAS degree or equivalent in electronics or related field required. 3-5yrs. experience in installation and maintenance of telecommunications equipment; including PBX. Considerable electronic testing and ability to read building and underground plant prints. Send cover letter and resume to Sam Weeks.

**Technical Off-Campus****Laboratory Technician GR20 (T4101)****Quality Milk Promotion Services/Geneseo-Statutory**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/15/92**

Provide technical microbiology lab and administrative support for a veterinarian and field technicians promoting quality milk. 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 brucellosis card tests. Keep accurate records of procedures and results. Enter data into a computer. Clean and sterilize glassware. Maintain stock cultures, equipment and supplies.

**Requirements:** BS degree or equivalent in microbiology. At least 2yrs. microbiology coursework and experience in diagnostic microbiology. Typing and strong communication skills. Basic knowledge of computer programs: WP 5.1 and Lotus. Ability to work with minimal supervision. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T3801)****Food Science and Technology/Geneva Experiment Station-Statutory**

**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 11/5/92 Repost**

Provide technical lab support by carrying out specialized physiological, biochemical, immunological and genetic experiments with plants and their tissue cultures. Record and analyze data. Order chemicals and supplies. Instruct graduate students in the use of laboratory equipment. Perform general laboratory work and upkeep.

**Requirements:** B.S. or equivalent required. M.S. degree preferred in plant physiology, biochemistry, molecular biology or related fields is required. Must be familiar with general biochemical, immunological and molecular biology techniques, including HPLC, FPLC, column chromatography, gel electrophoresis, handling of radioisotopes, sterile techniques and tissue culture propagation. Knowledge in the use of a personal computer for word processing and data analysis is required. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Technician GR20 (T4803)**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
**Minimum Full-Time Equivalent: \$590.45**

**Posting Date: 12/10/92**

Assist with biochemistry experiments with anaerobic bacteria. Assist in developing enzyme assays and enzyme purifications. Perform spectrophotometric assays, gel electrophoresis, and chromatographic and HPLC separations. Prepare media, inoculate and harvest bacterial cultures. Work with radioactive materials. Keep thorough records and maintain lab tidiness. 30hrs, Monday-Friday.

**Requirements:** BS degree or equivalent in biological sciences with some courses in biochemistry and microbiology. 1-2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T4807)**  
**Microbiology, Immunology and Parasitology-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 12/10/92**

Provide technical support for an immunology lab. Conduct nutritional and cellular immunology experiments using rat and chicken animal models and in vitro cellular systems. Evaluate cellular immunity, flow cytometry and other related assays. Maintain rats. Perform routine lab duties including data analysis, lab maintenance, record keeping and preparation of supplies and reagents, etc. 32hrs/wk.

**Requirements:** BS degree or equivalent, in biology, biochemistry or related field. 2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

## Technical Temporary

**Temporary Technician GR21 (T4904)**  
**Design and Environmental Analysis-Statutory**  
**Hiring Rate: \$9.00**

**Posting Date: 12/17/92**

Provide assistance with a project working on the etiology of coronary heart disease among children and funded by NIH. Perform biochemical assays of urine specimens in order to measure chronic stress levels. Use HPLC, radioactive isotopes and ELISA. Perform some library research and provide routine lab management.

**Requirements:** BS degree or equivalent. Experience with HPLC, radioactive isotopes, ELISA, and computers. Some lab technician experience. Send cover letter and resume to Sam Weeks.

**Temporary Laboratory Technician (T4704)**

**Plant Breeding**  
**Hiring Rate: \$8.40**

**Posting Date: 12/3/92**

Provide about 6 months technical assistance to a plant genetic lab project, mapping tomato genes. Perform molecular biology techniques. Propagate, isolate and ship plasmid clones. Maintain and ship yeast strains. Perform experiments with plant DNA. Keep records and perform data management.

**Requirements:** BS degree or equivalent in biology or microbiology field. 1yr. experience in recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

**Service Research Technician (T4001)**

**Entomology-Statutory**

**Hiring Rate: \$7-9.00**

**Posting Date: 10/8/92**

Provide technical support in a laboratory conducting studies in toxicology, molecular genetics, and receptor ligand interactions. Conduct biochemical assays on insects. Order supplies, general laboratory maintenance, data analysis, recordkeeping and library work.

**Requirements:** BS degree or equivalent in a biological science or relevant course experience. Master's degree or relevant job experience with biochemical assays strongly desired. Send cover letter and resume to Sam Weeks.

## Office Professionals

**Communications Attendant GR17 (C5102)**

**CIT/Network Resources-Endowed**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 1/14/93**

Telephone operator, operate telex. Responds promptly and politely to all callers. Answers all incoming calls to Cornell's main phone number and 800 wats lines. Handles call transfers and requests for directory assistance. Monday-Friday, 8am-4:30pm, hours could be subject to change.

**Requirements:** High school diploma or equivalent. 1yr. related experience. Ability to work independently, communicate clearly, and remain supportive at all times. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Secretary GR18 (C5201)**  
**Family Life Development Center-Statutory**

**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 1/21/93**

Responsible for word processing; telephone receptionist; travel arrangements; assembling training materials. Other duties as assigned. Monday-Friday 8:30-5:00. Until 9/30/93, contingent upon funding.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related office experience. Knowledge of computers, (Macintosh). Familiar with Cornell travel and voucher systems helpful. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Office Assistant GR18 (C5106)**  
**Media Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 1/14/93**

Assist Coordinator of publications to ensure efficient tracking, routing, and records keeping; manage circulation of quarterly magazine; provide general office assistance, including word processing; order supplies; provide backup for telephones.

**Requirements:** High school diploma or equivalent. 1-2yrs. related experience with personal computers, (preferably Macintosh) required. Familiarity with Writenow, Filemaker software a plus. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Large Animal Clinic Receptionist GR18 (C5103)**

**Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary: \$542.89**

**Posting Date: 1/14/93**

Receptionist for Large Animal Front Office. Gather client/patient information for computer input and retrieval; telephone communications; set up appointments; interact with clients for deposit, payment policy and payment agreements; type, file and cashiering.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Strong public relations, computer and telephone skills essential. Medical/veterinary terminology. Experience with WordPerfect word processing and knowledge of large animals helpful. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Sales Assistant GR18 (C5006)**  
**Food Science-Statutory**

**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 1/7/93**

Assist coordination of operations in the cheeseroom, office, and salesroom along with salesroom assistant. Assist sales manager in setting up daily activities in each area and oversee their completion. Train student employees. Tues: 10:30-6pm, W-S 9:30-6pm.

**Requirements:** High school diploma or equivalent. 1-2 years related experience in a supervisory capacity and experience with Lotus and WordPerfect helpful. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include an employee transfer application.

**Secretary GR19 (C5104)**  
**Near Eastern Studies-Endowed**

**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 1/14/93**

Provide secretarial/receptionist support for department and a program. Assist with graduate program and lecture series; maintain student records and coursework materials; light accounting.

**Requirements:** High school diploma or equivalent. Some college coursework in secretarial science preferred with 2-3yrs. office experience essential. Extensive experience with IBM computer and WordPerfect 5.0/5.1 required. Excellent organizational and communications (written and oral) skills. Able to set priorities and work in active environment. Heavy typing. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Research Aide GR20 (C5202)**  
**CRSR-Endowed**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 1/21/93**

Provide support for research group in planetary science including library research, typing technical papers and government proposals, making complex travel arrangements, processing purchase orders, vouchers, etc., handling sensitive and diverse telephone calls, provide backup for general clerical duties.

**Requirements:** A.A.S. degree. Bachelors degree or equivalent. Some science experience helpful. Word processing, accurate typing and good language skills required. Some technical typing experience helpful. Familiarity with Cornell library system and accounting use-

ful. Excellent telephone technique. Ability to handle large range of projects under pressure. Medium typing. CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive.

**Assistant to the Director GR20 (C5001)**

**University Relations/Information & Referral Center-Endowed**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 1/7/93**

Assist director with management of the university's Information and Referral Center (IRC), dissemination of general campus information, and visitor services. Supervise 30-40 student information specialist/tour guides and occasional temporary staff; maintain several computerized databases; serve as primary information coordinator for high-volume public information desk/visitor reception area in Day Hall; manage publications inventory; arrange facility tours for visiting groups; provide administrative, clerical, and accounting support for IRC. Medium typing.

**Requirements:** Associates degree or equivalent. 2-3 years related experience, preferably working with students. Developed analytical skills with customer service orientation. Extraordinary communication skills. Extensive knowledge of Cornell community. Familiarity with Macintosh computers preferred. Ability to work beyond normal business hours and occasional weekends. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include an employee transfer application.

**Senior Department Assistant GR20 (C4808)**

**Catalog/CTS/University Library-Endowed**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 12/10/92**

Responsible for the conversion of catalog information for a collection of rare books and pamphlets pertaining to the French Revolution. Create bibliographic records for rare books and pamphlets from non-machine readable source records. Search various on-line databases identifying bibliographic records in French. Update headings in the records when appropriate. Appointment until 1/1/94.

**Requirements:** B.A. with emphasis in French history or equivalent experience or training. 2yrs. of cataloging experience. Excellent interpersonal and communication skills. Ability to do detailed work requiring significant judgement accurately under pressure. Must be dependable. Reading knowledge of French. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Administrative Aide GR21 (C5108)**

**Building Care-Statutory**

**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 1/14/93**

Provide extensive confidential administrative support to the superintendent, assistant superintendent and 10 supervisory line managers. Plan, coordinate and facilitate department's management group including appointments, meetings, special events and conferences. Prepare correspondence, formal reports and budgets. Develop and maintain computer database for administrative information.

**Requirements:** Associates degree or equivalent (2-3yrs. related ex-

perience). Extensive experience in an administrative support capacity. Excellent communication, interpersonal and organizational skills are essential. Ability set priorities and work independently under pressure to meet deadlines. Proficiently in Macintosh and its software. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Secretary GR21 (C5005)  
Life Safety Services-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 1/7/93**

Provide secretarial/receptionist support for the department. Maintain a high level of confidentiality. Heavy typing.

**Requirements:** Associates degree or equivalent. 3-4 years secretarial experience preferred. Excellent organizational, communication (written/oral) and word processing skills. Macintosh computer experience essential. Knowledge of Cornell campus helpful. Able to be flexible, set priorities and work independently in a complex, active environment with frequent interruptions. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Collection Development Associate GR22 (C4503)**

**Albert R. Mann Library-Statutory  
Minimum Biweekly Salary: \$641.92  
Posting Date: 1/7/93 Repost**

Under the direction of the head of collection development and preservation, manages a wide variety of procedures and workflows associated with the development of the library collection. Provides administrative, computer, and bibliographical support for librarians involved in building and evaluating the collections. Pre-selects print and electronic titles which fall within the subject scope of Mann library. Manages the handling and routing of selection sources. Conducts collection evaluation projects, complex searching, and problem-solving. Manages gifts and exchange program. Performs clerical/secretarial functions as needed.

**Requirements:** Bachelor's degree or equivalent required. Excellent organizational skills. 2yrs. of library or other information handling and analysis-related experience. Well developed microcomputer skills, and medium typing skills required. Demonstrated writing, analytical, and interpersonal skills essential. Ability to manage multiple tasks under pressure. Education in agriculture, biology, or human ecology highly desirable. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Administrative Aide GR22 (C5007)  
University Controller's Office-Endowed**

**Minimum Biweekly Salary: \$641.92  
Posting Date: 1/7/93**

Provide with minimal supervision administrative support for the Assistant Controller, manager of Financial Systems, Manager of Financial Operations, Manager of Financial Reporting as well as a number of other office supervisors. Medium typing.

**Requirements:** Associates degree or equivalent. 3-4 years related experience. Knowledge of MS Word, Excel. Ability to work independently and under pressure. Excellent or-

ganizational, interpersonal, and communication (written & oral) skills. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include an employee transfer application.

**Office Professionals Part-time**

**Administrative Aide GR19 (C4902)  
Agricultural Economics-Statutory  
Minimum Full-time Equivalent:  
\$566.28**

**Posting Date: 12/17/92**

Requires proficiency with IBM computer systems and corresponding software, including graphics, maintaining data bases, and data entry. Editing skills are essential as is maintaining and extensive collection of files. Requires excellent public relation skills. Monday-Friday 20hrs.

**Requirements:** High school diploma or equivalent. Minimum of 2yrs. vocational training. Computer, secretarial program or some college coursework in arts and science. Minimum of 2yrs. experience working with IBM systems, preferably Word and Windows, office organization with regards to filing, scheduling, communications, and research project support. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**Senior Information Assistant GR20 (C4712)**

**Reference Department/Olin Library-Endowed**

**Minimum Full-time Equivalent:  
\$590.45**

**Posting Date: 12/3/92**

Staff busy information desk in the research library for social sciences and humanities. Provide a wide range of information and reference services. Assist library patrons, in person and on telephone, in using Cornell University library by providing information about the libraries organization and services. Perform complex bibliographic searches, answering government document questions and locating factual information. Refer users to appropriate resources or other staff for answers to subject queries; recommend and provide instruction in the use of manual and automated library files and resources. 20hrs/week, includes evenings and weekends.

**Requirements:** Associates degree or equivalent in social sciences or humanities. 2-3yrs. related experience. Excellent interpersonal and communication skills and ability to work calmly under pressure required. Experience in a research library, knowledge of bibliographic resources and teaching skills desirable. Knowledge of at least one foreign language. External applicants send cover letter and resume to Esther Smith, Employment Services, 20 Thornwood Drive. Employees should include employee transfer application.

**General Service**

**Driver, CU Bus SO06 (G5003)**

**CU Transit, Inc.-Endowed**

**Hiring Rate: \$8.26**

**Posting Date: 1/21/93**

Drive Tomtran and CU Transit buses within Tompkins County. Thursday-Wednesday, 5pm-2am.

**Requirements:** Class B with diesel passenger and air brake endorsements. Prior experience driving bus in urban setting preferred.

CU employees only. Send employee transfer application to Esther Smith, Employment Services, 20 Thornwood Drive.

**General Service Part-Time**

**Food Service Worker SO01 (G5101)  
Dining-Endowed, Regular Part-Time, 32hrs. Weekly**

**Hiring Rate: \$6.63**

**Posting Date: 1/14/93**

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make stale transactions by cash or credit card. Shift subject to change.

**Requirements:** Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and writing skills. Interested external applicants contact Esther Smith, Employment Services, 20 Thornwood Drive, phone # 255-8081. Employees should send an employee transfer application.

**General Service**

**Groundworker (B5201) SO04  
Grounds Department-Endowed**

**Hiring Rate: \$7.52**

**Posting Date: 1/21/93**

Performs all general landscape maintenance and landscape construction. Tasks: may be assigned other groundworkers, both regular and seasonal, to aid in carrying out assignments. Frequent nights and weekend work during winter snow season.

**Requirements:** High school diploma or GED equivalent. Courses in agronomy horticulture or related fields desirable. Pesticide applicators license desirable: 1-2yrs. related experience in commercial landscape maintenance, landscape construction and related equipment. Minor equipment repair experience desirable. Valid drivers license. Send cover letter and resume to Cynthia Smithbower.

**Swing Shift Dairy Worker SO04 (B5101)**

**Animal Science-Statutory**

**Hiring Rate: \$7.52**

**Posting Date: 1/14/93**

Under general supervision, mix and feed dairy cattle rations to cattle at various sites. Maintain and repair equipment used in feed areas. Operate equipment such as tractors, trucks, skidloaders. Assist other crews such as milking, herd health, etc., as required. Some evenings, nights and weekends.

**Requirements:** High school diploma or equivalent. NYS class 5 drivers license. Physical examination required. 2-4yrs. related experience. Send application materials to Cynthia Smithbower.

**Academic**

**Extension Associate III, CA05  
Family Life Development Center  
Posting Date: 1/21/93**

Main function and purpose will be as a field instructor for the Child Protective Services Training Institute (CPSTI). Based in NYC. Call (607) 255-7794 for position announcement. Send resume and three written references to Judy Virgilio, Family Life Development Center, G20 MVR Hall, Cornell University, Ithaca, NY 14853.

**Extension Associate III, CA05  
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Two positions whose main function and purpose will be as field instructors for the Child Protective Services Training Institute (CPSTI). Call (607) 255-7794 for position announcement. Send resume and three written references to Judy Virgilio, Family Life Development Center, G20 MVR Hall, Cornell University, Ithaca, NY 14853.

**Coordinator of Centers for Public Access to the Electronic Library  
Albert R. Mann Library/Cornell University**

**Posting Date: 1/14/93**

Manage the areas within the library which provide the public with access to the electronic library. Manage two microcomputer centers, one on the first floor and one on the second floor of Mann library; administer the operational budget; supervise one support and several student staff; participate in the library's collection development program by selecting applications software and multimedia materials; and determine how equipment and resources should be arranged. Also responsible for teaching students and faculty how to use information retrieval systems and applications software, and training staff to assist in the use of databases and the management of information.

**Requirements:** MLS from ALA accredited school required. Excellent communication, teaching, and interpersonal skills. Minimum 3yrs. professional library experience in an academic setting. Supervisory experience. Experience with computer, compact disk, and telecommunications technologies for information management. Experience with teaching information management and computer use highly desirable. Experience with providing reference service in an academic setting. Subject background in life or social sciences. Applications requested by January 31, 1993 but will be accepted until position is filled. Send cover letter, resume, and a list of three references (including addresses and phone numbers) to Ann Dyckman Director of Cornell University Library Human Resources, 201 Olin Library, Cornell University, Ithaca, NY 14853-5301.