

"My descent into homelessness began the first time I was held for 'observation and evaluation' in a psychiatric facility."

International news

Inside, a supplement published by the Mario Einaudi Center for International Studies.

## Clinton taps alumna to lead Justice Department

By Lisa Bennett

When Janet Reno, the 1960 Cornell graduate nominated to become the nation's first female attorney general, pulled into a parking garage in Miami a year ago, the attendant greeted the Dade County state attorney, dismissed the ticket he routinely handed out and said, "Ms. Reno, don't worry about it."

"Could you please give me a ticket?" the chief prosecutor said, her hand still extended.

Reno turned and explained to her passenger, Cornell government senior Naseem Dhanani, who was an extern in Reno's office: "I'm in public office, and I'm a public servant, and I don't take favors."

Then, perhaps taking the principle even further than most, Reno, whom President Clinton last week named as his nominee for attorney general, walked into a luncheon where she was the guest speaker and, Dhanani recalled, "She didn't eat, she didn't drink, she just said what she had to say and we left. She wouldn't let me eat, either."

This, it seems, is how the woman operates. "What she's best at is what the Justice Department needs," said Dale Rogers Marshall, the president of Wheaton College and a member of Cornell's Class of 1959.

**Politics through integrity**  
"I feel the Justice Department has been demeaned in recent years, and she is a perfect fit to help it rise above politics through integrity and outstanding leadership," added Marshall, a Cornell trustee whose father, William P. Rogers, a Cornell Law School graduate, served as attorney general under President Eisenhower.

The editors of the *New York Times* put it this way in a recent editorial: "When asked about Janet Reno, friends and critics alike in the Miami legal community respond first with



Janet Reno '60, President Clinton's nominee for attorney general.

the word, 'integrity.' For a nominee to high office, that's a good beginning."

A 54-year-old single woman with no children who stands six-feet, one-and-one-half inches tall, Reno is known as an advocate for children, the environment and other crime victims, and a fighter against discrimination, racial violence and political corruption.

In Florida, where she has been state prosecu-

tor for 15 years, Reno has been praised for helping to launch a drug court aimed at keeping first-time offenders from a life of crime, for successfully prosecuting high-profile child abuse cases, and for jailing "deadbeat dads" who skip child support payments. The latter made her the subject of a 1988 rap song, *Janet Reno*.

On the other hand "Reno! Reno!" was

*Continued on page 8*

## Study finds 'persuasive evidence' of ESP

By Roger Segelken

Statistical review of 28 studies conducted during the 1970s and 11 new experiments in the 1980s provides the most persuasive evidence yet for the existence of extrasensory perception (ESP), according to a Cornell psychologist and a University of Edinburgh parapsychologist.

Speaking both for himself and the late parapsychologist Charles Honorton, who died in November 1992, Daryl J. Bem, professor of psychology, reported the evidence Feb. 14 at the annual meeting of the American Association for the Advancement of Science in Boston. Bem spoke at a session on "Statistical, Methodological and Substantive Aspects of Meta-Analysis." Meta-analysis is a statistics-based review technique that treats all reported studies of a particular phenomenon as a single experiment and each study as a single observation.

"By overcoming the methodological shortcomings of earlier studies, the new experiments, conducted by Honorton between 1983 and 1989, convinced me that we are seeing a genuine scientific anomaly here," Bem said. "Taken together with the earlier studies, the probability that the results could have occurred by chance is less than one in a billion. The procedural safeguards employed in Honorton's recent experiments rule out — for me — all other reasonable non-psi explanations that have been suggested."

Psi is the parapsychologists' term for processes of information or energy transfer that

**AAAS★93**  
More stories on Pages 6 and 7.

are currently unexplained by known physical or biological mechanisms, Bem said. The term includes telepathy, clairvoyance and precognition, as well as psychokinesis, the mental influence over physical events.

Bem reviewed tests for telepathic communication between one individual who serves as a "receiver" and another who serves as the "sender." The receiver lies in a reclining chair in an acoustically-isolated chamber with translucent table-tennis-ball halves taped over the eyes and headphones over the ears. A red floodlight directed toward the eyes and "white noise" played through the headphones produce a uniform, visual and auditory environment called the *ganzfeld*, a German word meaning "total field."

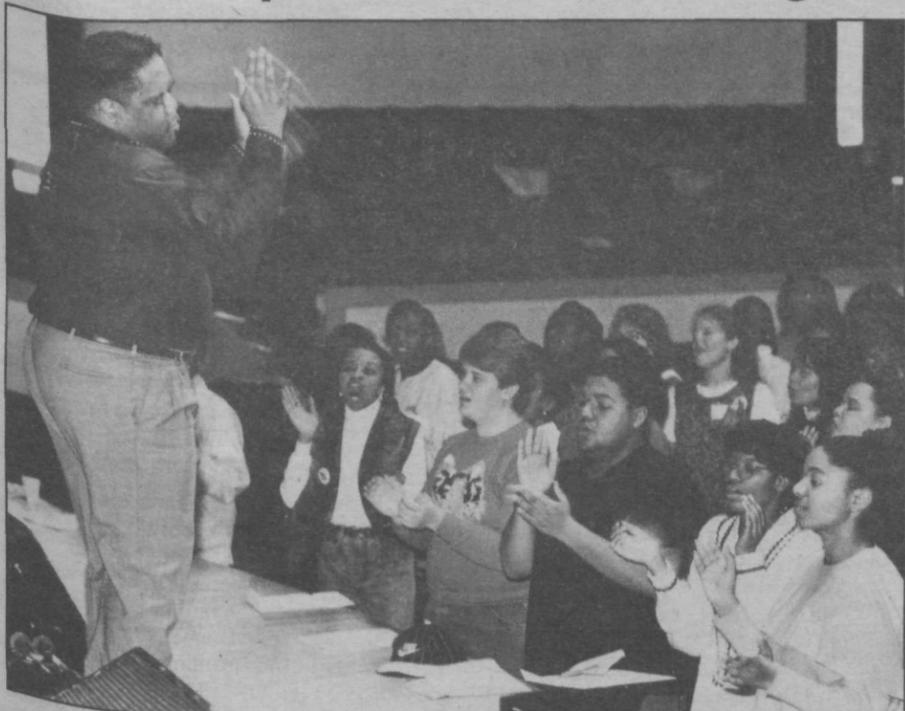
The sender is isolated in a separate room to concentrate on a particular image, such as an art print, photograph or brief film clip, that has been randomly selected to serve as the "target" for that session. While the sender concentrates on the target, the receiver reports all the thoughts, feelings and images that pass through his or her mind for a period of about 30 minutes.

At the end of this period, the receiver is shown four images, including the target, and is asked to identify one that most closely matches the experience during the *ganzfeld* period. If the receiver correctly identifies the target, it is scored as a "hit."

Because the receiver must choose among four alternatives, there is a one-in-four (25 percent) chance that a hit could occur by pure chance. The actual hit rate observed in these studies is typically about 33 percent, which is

*Continued on page 8*

## Preacher praises music that glorifies God



David Gates, a singer and director of the New York City-based gospel group Love, Peace and Joy, leads a mass choir workshop Saturday as part of the annual Festival of Black Gospel.

Peter Morenus/University Photography

By Carole Stone

"The highest form and expression of music is not Roy Haynes at the drums, or Lester Jones on the horn; it is music that directly recognizes, glorifies and praises God," the Rev. Michael Haynes proclaimed from the pulpit of Sage Chapel on Sunday morning.

From the choir, made up of two dozen robed members of Pamoja-Ni, Cornell's gospel singing group, there were "Amens" to the preacher's words.

Haynes, who is the senior minister at the Twelfth Baptist Church in Roxbury, Mass., was invited to preach at Sage Chapel on the third and final day of Cornell's annual Festival of Black Gospel.

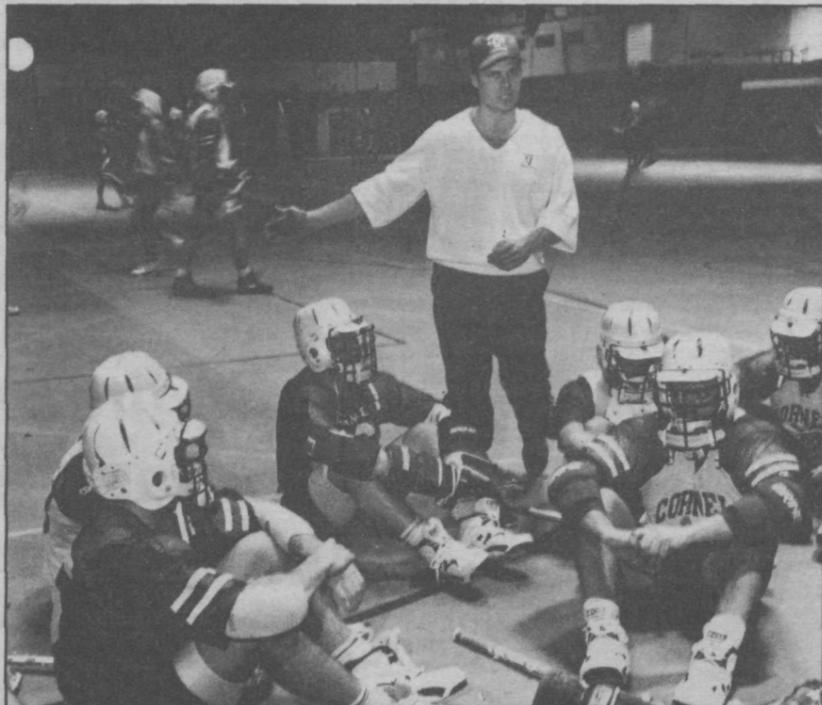
Haynes is a well-known preacher throughout the city of Boston. He comes from a musical family, and he has a special relationship to music.

He spoke of what he called "music from a Bible, or Christian, perspective."

"I was excited when I was asked to participate in your Festival of Black Gospel. But I thought there might be a word missing," the preacher said. "Was it originally a Festival of Black . . . Gospel . . . Music? Or is the music just assumed?"

*Continued on page 8*

## Playing with heart



Peter Morenus/University Photography  
Assistant lacrosse coach Paul Schumoler speaks with players before last week's annual box lacrosse exhibition in Barton Hall. Proceeds from the event benefitted the Heart Association of Tompkins County.

## Employees raise \$503,000 for United Way

Cornell's campuswide campaign once again is responsible for more than one-third of the total funds raised in a United Way of Tompkins County campaign.

Latest figures available show \$503,000 collected on campus, with more than \$1.43 million raised countywide in the recently completed 1992 campaign.

David Solomon, co-chair of the campus campaign and an associate director at the Laboratory of Atomic and Solid State Physics, said that the \$503,000 from Cornell employees and retirees represents 96 percent of the \$526,000 goal. "It's just \$3,000 short of the 1991 campus total, and there's still a chance that we could reach the previous level," Solomon said.

The overall 1992 county campaign came in \$110,000 short of its \$1.54 million goal, reaching about 94 percent of its goal, according to the United Way of Tompkins County.

Organizations funded by United Way provide an array of diverse services, such as counseling and rehabilitation, health and emergency, education and community, and youth and family services.

Solomon praised the efforts of the more than 200 people on campus who volunteered in the 1992 campaign. Other Cornellians serving as co-chairs in the campus campaign were Francille Firebaugh, dean of the College of Human Ecology; Randy Greene, assistant controller; and Professor Emeritus Russ Martin.

## APPOINTMENTS

The following faculty members have been promoted to full professor:

**Hollis N. Erb**, clinical sciences, College of Veterinary Medicine; **Joseph H. Hotchkiss**, food science, College of Agriculture and Life Sciences; **Warren W. Knapp**, soil, crop and atmospheric sciences, Agriculture and Life Sciences; and **Sam Toueg**, computer science, College of Engineering.

The following administrative appointments have been approved:

**Elizabeth D. Earle**, professor of plant breeding and biometry, acting chair of the Department of Plant Breeding and Biometry through April 30; **Ronald J. Herring**, professor of

government, acting director of the South Asia Program in The Mario Einaudi Center for International Studies through August 15; and **Jean Robinson**, professor emerita of consumer economics and housing, reappointed chair of the Health Careers Evaluation Committee through October 31;

The following were granted emeritus status:

**James N. Cummins**, horticultural sciences (Geneva), College of Agriculture and Life Sciences; **Francis H. Fox**, clinical sciences, College of Veterinary Medicine; **A. Gerd Korman**, School of Industrial and Labor Relations; and **Robert McGinnis**, sociology, College of Arts and Sciences.

## OBITUARIES

### Ora Smith

By William Holder

Ora Smith, professor emeritus of vegetable crops whose international distinction in potato research led to his nickname on campus of "Mr. Potato," died Feb. 4 at a nursing home in Ithaca. He was 92.

At the time of his retirement in 1967, he was the best-known potato scientist in the world, according to Elmer Ewing, professor and chair of the Department of Fruit and Vegetable Science. His books are standard references in every potato researcher's library, and he published an extraordinary 500 scientific and popular articles on potatoes.

Smith's technical innovations contributed to the development of potatoes suitable for potato chips and frozen french fries. Prior to his work in the 1940s, only 2 percent of the U.S. potato crop was used for processed products. Now nearly two-thirds is used in this way.

Smith showed that the percent of dry matter in potatoes largely determines their suitability for processing, and he invented a potato hydrometer that still is used all over the world to measure it. He also showed that high levels of reducing sugars (glucose and fructose) produced undesirable dark brown color when potatoes are fried as chips or french fries.

He developed methods to inhibit potato eyes from sprouting during storage and an additive to prevent cooked potatoes from turning gray.

Smith is the only scientist ever to be made both an honorary life member of the Potato Association of America, which he served as president, and an honorary member of the European Association for Potato Research, which he helped to found after World War II. He was the founding research director of the Potato Chip Institute International, now the Snack Food Institute, a post he held for 26 years.

"He loved potatoes and loved to talk about them," Ewing said. He was also a strong, outspoken person, Ewing added. "You dared not say that potato chips or french fries had been cooked in grease. Grease was for automobiles; potatoes were cooked in oil."

Among his 27 doctoral students were two Cornell faculty members (William C. Kelly, professor emeritus of fruit and vegetable science, and Robert Shallenberger, professor emeritus of food science at Geneva), several people who took on leading positions in the food and agricultural industries, and Richard L. Sawyer, the founder and first director general of the International Center for Potato Research in Lima, Peru.

A native of Freeburg, Ill., Smith spent considerable time on a vegetable farm when he was growing up and became intrigued with the problems of this industry. He specialized in vegetable science at the University of Illinois, where he received a bachelor's degree in 1923. He received a master's degree at Iowa State University in 1924 and a doctoral degree in 1929 from the University of California, having studied potatoes.

He joined the Cornell faculty in 1930. During World War II he helped the Army improve the quality of potatoes for military

food. He also served on a farm commission for President Dwight D. Eisenhower.

Smith continued to work at Cornell for many years after his retirement. Many of the items that used to occupy his office and laboratory in East Roberts Hall before the building was torn down were taken to the Potato Museum in Washington, D.C. These include Smith's coat rack, according to Ewing, who said, "The museum director wanted to have the rack upon which Mr. Potato had hung his coat."

He is survived by his wife of 65 years, the former Laura Lee Weisbrodt, a professor emerita of hotel administration at Cornell, as well as a son, daughter, brother, nine grandchildren and one great-grandchild.

### Robert W. Holley

Robert W. Holley, a biologist who won the Nobel Prize for work carried out while he was with the USDA Plant Soil and Nutrition Laboratory at Cornell, died Feb. 11 at his home in Los Gatos, Calif. He was 71.

Holley died of lung cancer, according to a spokesperson for the Salk Institute for Biological Studies in La Jolla, Calif., where he had been a fellow and professor since 1966.

He won the 1968 Nobel Prize for physiology or medicine, along with two other scientists, Marshall W. Nirenberg and H. Gobind Khorana. Holley was the first to decipher the genetic code of ribonucleic acid, or RNA, which directs the building of proteins in every living thing.

His work on alanine transfer RNA, derived from yeast, required three years to isolate a 30th of an ounce of the material from 200 pounds of yeast and another four years to determine the exact sequence of bases that determines its genetic code.

His findings were reported in a two-sentence abstract in a scientific journal in 1965, according to an obituary in the Feb. 14 *New York Times*: "The complete nucleotide sequence of an alanine transfer RNA, isolated from yeast, has been determined. This is the first nucleic acid for which the structure is known."

Holley earned a doctorate in organic chemistry from Cornell in 1947. During World War II he did government research and was part of the five-member team at Cornell that first synthesized penicillin.

He taught organic chemistry at the New York State Agricultural Experiment Station in Geneva, beginning in 1948, and in 1958 he joined the USDA laboratory at Cornell. Starting in 1962, he taught biochemistry and molecular biology at the university and was chairman of the Biochemistry Department from 1965 to 1966.

His subsequent wide-ranging work in cell growth and division won him many awards, including the Lasker Award in 1965, an American Cancer Society research professorship and a National Academy of Science award in molecular biology in 1967.

He is survived by his wife of 48 years, the former Ann Dworkin, a son, three brothers and two grandchildren.

## GRADUATE BULLETIN

**Course changes:** The last day for dropping courses and changing grade options is March 12. A \$10 late fee is charged for each approved change after this date.

**Thesis adviser:** New office hours for the thesis adviser are: Monday, Tuesday and Thursday, 8:30 a.m. to noon and 1:30 to 4 p.m.; Wednesday, 1:30 to 4 p.m.; and Friday, 8:30 a.m. to noon.

**Income tax:** International students with Cornell fellowships from which Cornell withheld tax will receive their Form 1042S by March 15. You need to have this form before filing your federal and state tax returns.

**Commencement** will be held Sunday, May 30. To receive a May degree, the deadline for completing all requirements is May 21. Deadlines are earlier to have a diploma available (March 15) or to have one's name appear in the commencement program (April 2).

**Elections:** Voting will be held March 2 and 3 for student representative to the Board of Trustees and seats on the Student Assembly.

Voting will be held at the Big Red Barn from 11 a.m. to 2 p.m.; at Willard Straight Hall from 10 a.m. to 7 p.m.; at Trillium from 11 a.m. to 3 p.m.; and at RPU and at Noyes Dining from 5 to 8 p.m.

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## Engineers at the mall



Peter Morenus/University Photography  
Paul Brown, a senior in materials science engineering, watches as 11-year-old Elisha Maloney-Lahn of Groton looks through a microscope at computer chips at Pyramid Mall last Saturday. Elisha's mother, Lisa, is at right. Cornell students also displayed an electric car that they designed and built as part of "Engineering Day at the Mall."

## FCR hears task force report on budget

By Sam Segal

A preliminary report on the endowed general-purpose budget — the first fruit of the Faculty Commission on Higher Education — concludes that payroll is by far the greatest area of real growth in the past decade, particularly among faculty and non-academic professionals.

These "tentative conclusions," not yet compiled as a written draft, were presented Feb. 10 to the Faculty Council of Representatives by physics Professor Peter Stein, who chairs the commission's task force on university finances.

Stein acknowledged the budget pressures exerted by soaring financial aid costs and above-inflation increases for adopting technology, complying with government regulation, providing health care benefits and meeting library needs. But the charts he made and projected in the Schwartz Auditorium showed that the real growth in payroll — adjusted according to changes in inflation — dwarfed all other growth.

Fred Rogers, the vice president for finance and treasurer who attended the meeting, called the preliminary report interesting and added:

"While the results of the task force are interesting, I fear that the narrow focus omits a lot of financial data of great significance. The task force has worked independently, so we don't know what data Professor Stein has used in his report.

"With more information, we would be able to work with him in ascertaining the overall accuracy and consistency of his analysis. I would look forward to such cooperation as his task force moves toward a formal report."

For the period from 1980 to 1991, Stein looked at six employee categories — faculty; library staff; graduate research associates and assistants; teaching assistants; non-academic professionals (administrators, managers, student-services staff

and professionals supporting research in such units as Biotechnology); and general support staff.

The real-dollar payroll increase was greatest for non-faculty professionals, second for faculty and third for support staff.

The relative growth in real dollars was more than 100 percent for non-faculty professionals and 60 percent for faculty; as a proportion of the budget during that decade, the non-faculty professionals rose from one-quarter to one-third, the faculty stayed the same at one-third, and the support staff declined from one-third to one-quarter. The other three remained under 10 percent of the budget.

None of Stein's data indicated numbers of people in any category — just dollars spent.

Stein did not belittle the budget pressure caused by rising financial aid or by the other often-cited causes for rising costs. But he said that, even if the university, four years ago, had taken the extreme measure of capping financial aid increases at the rate of general inflation, the increased revenues would not have matched payroll growth. He said a deficit has been avoided only by a healthy rise in gifts and a real reduction in general expenses and utility costs.

He said general expenses can't continually be cut, and payroll can't keep rising as a share of the budget. While cuts may not be necessary, he said, the payroll share of the budget might be capped.

First, he said, there should be better understanding of payroll growth, which he hopes to address in his formal report at an undetermined later date. He said he would also supply similar figures on the state-supported colleges.

The faculty commission, which was started by the FCR's Executive Committee last spring, is also planning task force reviews on cost recoveries in sponsored research and on the learning process.

## CU assists expatriate Chinese scientists

By William Holder

A program administered here offers Chinese scientists in the West a chance to practice science in their native country.

Supported by a \$350,000 grant from the Rockefeller Foundation, the program is open to Chinese scientists working in any Western country. It will place participants in research positions at leading Chinese universities for approximately three months each year for three years. The first participants are expected to arrive in China next summer.

Program directors hope the 16 participants supported by Rockefeller funding will be the first of many. They expect to draw participants from the roughly 20,000 Chinese scientists who have earned doctoral or equivalent degrees in the West within the past eight years.

"Many of these young scientists believe they need to remain in the West to practice research at the frontier, but China is working hard to upgrade its research enterprise," said Xiangzhong Yang, a senior research associate in the College of Agriculture and Life Sciences, an honorary professor of Beijing Agricultural University and director of the new program.

Chinese institutions now are providing laboratory space,

living expenses and funding for scientific projects. In addition, the State Education Commission of China has sanctioned the program and agreed to guarantee essential documents necessary for participants to return to the West.

The program seeks to develop a network of scientists who can promote scientific communication and collaboration among scientists in China and abroad. It also will provide expatriate Chinese scientists with a means to contribute to higher education and research in their native country.

Participating Chinese institutions are Beijing Agricultural University, which operates 100 research laboratories including the State Open Laboratory for Biotechnology; Qinghua University, with almost 4,000 faculty members; and Beijing Medical University, one of the country's leading medical schools.

Chinese sponsors of the program are hoping that some participants will decide to stay in permanent positions. But despite whether the program lands job candidates, Chinese officials are seeking to expand scientific ties with colleagues in the West. They view the project as a model that may lead to larger projects funded by the government and private sectors.

The Cornell International Institute for Food, Agriculture and Development (CIIFAD) will administer the program.

## Campuswide planning effort is on schedule

By Sam Segal

About six months after a strategic-planning effort was launched with top-level university support and participation, "it has really caught on and is getting a momentum of its own," according to Clint Sidle, director of institutional planning.

With the 24 member Strategic Planning Advisory Board meeting monthly — always including both President Frank H.T. Rhodes and Provost Malden C. Nesheim — and with seven study groups meeting every two weeks, Sidle says, the process is moving on schedule toward defining Cornell's values, priorities and strategies. In another year, it hopes to have produced a brief document that can serve as a framework for continuous planning in the future.

The latest mark of the effort's progress, Sidle says, is the strong response to distinct surveys mailed to 1,500 students, 1,000 staff and 800 faculty and other academic employees.

All three surveys concerned satisfaction with Cornell and its constituent parts, what the university's philosophy is and should be, and what its priorities should be.

### Survey responses

Last week, before any return from a reminder mailing, there were already 414 responses in from faculty and 614 from staff. There was no student count yet because the initial mailing was postponed until after the start of the semester.

In the last three weeks of March, Sidle will run nine focus groups — three for each surveyed group — partly to develop the responses appearing on the open-ended questions of the surveys. Then the conclusions, called the "stakeholder analysis," will be presented in April to the advisory board.

At the same time, the board will receive the reports of the seven study groups that have been developing lists of issues in their areas. The areas are: faculty and staff resources; financial and physical resources; outreach, extension and public service; research, graduate and professional education; student recruitment and retention; undergraduate teaching and learning; and university organization and administration.

The groups are now trimming their lists to six to 10 issues. The undergraduate group, for instance, had to start paring from its initial list of about 75 issues, Sidle says.

After these winnowed lists of issues are completed and discussed in light of Cornell's mission and values, a further refined list of cross-cutting critical issues will be drawn, and for each one a task force will be formed to suggest strategies.

The overall process uses wide participation to define what Cornell is and should be and then to set priorities so that, when choices have to be made, there will be an agreed-upon basis for making them.

"The trick is getting the framework for planning," Sidle says. "Once you have that, strategic planning becomes less abstract and more obviously a matter of common-sense management. Our present stage is so important because we're making sure that the entire community is really contributing to the setting of those priorities."

## CU officials seek resumption of free HIV testing

If all goes according to plan, Gannett Health Center will resume free and anonymous HIV testing for students and staff in the near future.

The tests had been free until late January, when New York state officials announced that in a cost-saving move, the state would no longer process the tests free of charge. Since then, Gannett Health Center has been charging \$35 per test to cover the costs of a private laboratory to process the tests.

When Gannett announced that it would no longer be offering free HIV tests because of Department of Health cutbacks, university administrators pressed the issue vigorously at the highest levels of the state Department of Health. Administrators raised the concern that the change in policy would significantly diminish the number of tests requested each month among the high-risk, college-age population. As a result, the opportunity to detect and treat the virus early and help prevent further infection would be seriously compromised.

Further, concerns were raised that the new policy would jeopardize the anonymity of the tests. Gannett continues to offer the testing on an anonymous basis, but while some private health insurance companies might pay for HIV testing, filing a claim would mean the testing or results would no longer be anonymous. For students covered by their parents' insurance, this would compromise their confidentiality in HIV testing.

"We are working very hard to convince the state how important it is for us to continue the free and anonymous program," says Leslie Elkind, M.D., director of Gannett Health Center. "We are now optimistic that it will be reinstated."

Although weekly free and anonymous tests continue to be available in Tompkins County through the state's Department of Health (by calling 1-800-562-9423), the tests are conducted off campus, and the waiting list is more than one month long, says Elkind.

# Robert Howarth hopes to improve water quality around the globe

By Roger Segelken

If you want to embarrass Robert W. Howarth at the beach, ask the oceanographer to identify some species of fish washing up on the shore.

The professor of ecology and systematics, as well as a newly named senior fellow in the Cornell Center for the Environment and an expert in marine ecosystems pollution, knows his strengths. Fish identification he leaves to others as he assembles interdisciplinary teams to study complex water-quality problems.

One such effort is a new international study of nitrogen cycling at regional and global scales. Authorized by SCOPE, the International Council of Scientific Unions' Scientific Committee on Problems of the Environment, the project is co-chaired by Howarth and by John Freney, an agricultural scientist in Australia.

"Nitrogen cycling is important in understanding global climate change, because changes in nitrogen can cause major changes in sources and sinks of carbon dioxide, the major greenhouse gas in the atmosphere," Howarth explained. "We are looking at coastal eutrophication and soil acidification by bringing together environmental chemists, atmospheric scientists, oceanographers, foresters, soil scientists and microbiologists from around the world."

Eutrophication, the increasing level of dissolved nutrients in water bodies, was the focus of another committee-based study by Howarth. The National Academy of Science's Committee on Wastewater Disposal in Coastal Urban Areas, formed



Robert Howarth, professor of ecology and systematics and a newly named senior fellow in the Cornell Center for the Environment, is an expert in marine ecosystems pollution. Peter Morenus/University Photography

harm freshwater lakes and rivers.

But oceans are different from lakes, a fact that would not surprise any child with a mouthful of salt water. It took years of studies and experiments, some by Howarth and his colleagues, to show why a different pollutant — nitrogen — is poisoning coastal waters such as Chesapeake Bay and Long Island Sound.

"The sections of coastal ocean that have zero percent oxygen, where we are losing fish and shell fish and finding the 'red tides' and 'brown tides' of the toxic algae blooms, are apparently the result of eutrophication from nitrogen pollution," Howarth said. "We are overwhelming the ability of the natural systems of oceans to deal with nitrogen."

The nitrogen comes from many sources, including acid rain, and from "treated" effluent from sewage-treatment plants that were never designed to remove nitrogen from human wastes. Policy-makers and environmental managers have been slow to deal with the nitrogen problem of coastal oceans, in part, Howarth believes, because scientists had not presented mechanistic evidence explaining the differences between lakes and coastal oceans. One such important difference is the process of nitrogen fixation.

#### Nitrogen fixation

"Nitrogen fixation happens in lakes, but not to any appreciable extent in oceans. If a lake has a shortage of nitrogen, the lake's ecosystem 'encourages' growth that fixes nitrogen," Howarth explained. So, he tried to discover what may be lacking in salt water to prevent blue-green algae from fixing nitrogen in the oceans. It seems, in part, to be molybdenum.

Even though molybdenum is more abundant in salt water than in fresh, something about the chemistry of ocean ecosystems seems to prevent the uptake of the element into the cells of nitrogen-fixing organisms. That something is sulfate, said Howarth and his scientific colleague, Roxanne Marino, in a series of articles in *Science* and other journals.

Sulfate, an ion present in concentrations hundreds of thousands of times greater than molybdenum in seawater, is so chemically similar to molybdenum that blue-green algae cannot adequately discriminate between the two. That makes uptake of the scarcer essential element difficult, reported Howarth and Marino, a research associate in ecology and systematics and also his wife.

Currently competing with the "chemistry explanation" of inadequate nitrogen fixation in oceans is the "physics explanation" that blames turbulence. Howarth thinks he has disproved

the idea that turbulence of wave action disrupts the physiology of nitrogen-fixing bacteria with a novel experiment at Cornell's Oneida Lake Biological Field Station. Working with a hydraulics expert, civil and environmental engineering Professor Gerhard Jirka, Howarth and others in his lab built freshwater wave tanks and gave blue-green algae the ride of their lives.

"Even extremely high turbulence made no difference," he reported. "Algae in all the freshwater tanks fixed nitrogen and prospered. This shows there is not a physical control over nitrogen fixation."

That still leaves most coastal cities with sewage treatment plants that send nitrogen to sea. The ecologist suggests a remedy, based on the natural wetlands that once filtered water before they were drained and paved in the name of progress. He wants to use strategically sited, plant-filled marshes to denitrify runoff before it reaches open water. Not every coastal city has room for a sprawling biofilter, Howarth said, but the technique should be tried in places like Boston, where wetlands around Logan Airport could make the Atlantic a cleaner place.

#### Ecosystem ecologist

Pressed to identify his specialization, Howarth says he's "an ecosystem ecologist who studies how different types of water function due to differing chemistry, biology and sensitivity." But he is best known in some circles for his work with oil spills, a specialty since 1975. Howarth and Marino wrote the oil spill response manual for Greenpeace, the international organization of environmental activists. Greenpeace's principles for handling oil spills have had scant influence in the United States, Howarth notes with some regret, although other nations look to the organization for help.

Whenever a supertanker runs aground and attracts media attention by spilling petroleum on a fragile coast, Howarth is reminded of a more insidious source of oil pollution: sloppy housekeeping on a global scale. His calculations show that much more oil enters the environment each day from millions of "little" spills. That includes leakage from ships and from pipelines that connect off-shore drilling platforms and shipping terminals to shore, as well as illegal dumping on land and water.

"The single largest source of oil pollution, worldwide, is street runoff," he said, adding that a main constituent of runoff sewage is oil from leaks and from unburned diesel fuel in motor exhausts. The latter can be identified by the characteristic "signature" of oil that is partially degraded in the burning process. "The degradation of the environment from oil is cumulative and relatively subtle, but it adds up."

## CORNELL People

at the request of Congress and the Environmental Protection Agency, concluded late last year that eutrophication is the major pollution problem in the estuaries of the United States and that nitrogen inputs are the major cause. Howarth wrote the sections on eutrophication and nitrogen in the committee report, which recommended more stringent requirements in some areas and less in others, depending on their ecological sensitivity.

And when Congress ordered the EPA to determine the role of airborne pollutants on the health of the "great waters" of the United States (the Great Lakes and major estuaries such as Chesapeake Bay and Long Island Sound), the EPA asked Howarth to report on the role of airborne nitrogen. "Although many people think of nitric acid just in terms of acid rain," he said, "the nitric acid is also a major source of nitrogen with serious repercussions in some major estuaries along the East Coast."

Regarding the dead fish on the beach, Howarth cares less about their pedigree than their predicament. The unfortunate animals are in his hands, he thinks, because science has trouble understanding the simultaneous interrelatedness and fundamental differences among different types of ecosystems. And even when science figures out what's going wrong, Howarth worries, it takes public policy too long to catch up.

There is \$70 billion worth of inappropriately engineered sewage-treatment plants that help make his case. Most U.S. waste-treatment facilities were designed to remove organic matter and phosphates, because they were what was known to

# Politics, not science, selects waste disposal sites, Gibbs says

By William Holder

Science is an afterthought in the siting of hazardous waste disposal facilities, according to Lois Gibbs, the one-time housewife who gained national prominence as an advocate for residents near Love Canal, the infamous toxic waste dump in Niagara Falls, N.Y.

Now a full-time environmentalist, Gibbs organized in 1978 the Love Canal Homeowners Association and led her neighbors in a two-and-a-half-year battle to relocate from their neighborhood, which had been found to be sitting atop 20,000 tons of toxic waste.

They won their battle in October 1980 when President Jimmy Carter signed an emergency declaration enabling them to move with compensation.

Gibbs, who now lives in Falls Church, Va., also gained a new career as executive director of Citizen's Clearinghouse for Hazardous Wastes. The message this grass-roots organization delivers is that politics, not science,

undergirds decisions on the siting of incinerators and landfills for hazardous wastes.

On campus Monday and Tuesday to participate in the "Race and Environment" lecture series, Gibbs said her group is seeking to assist "targeted communities," those areas where residents are too poor and uneducated to evaluate the claims made by businesses that disposal facilities will create jobs and spur local economic development. "People of color are targeted, but the biggest target is just income," she said, adding:

"They take the weakest communities, those with the least amount of education and money, and tell them they're going to bring them jobs and revenues. There is something terribly, mor-

ally wrong about that.

"Science has absolutely nothing to do with why they are there," she added. "We try to get residents not to follow the path of scientific argument, in which they can never win, but to follow politics. It's a political decision that will remove any proposal for a facility."

Citizen's Clearinghouse for Hazardous Waste is perhaps best known for its "McToxics Campaign," which Gibbs says pressured McDonald's to abandon the use of polystyrene packaging.

But the mainstay of its work is with community organizations — Gibbs says that the 12 staffers and additional volunteers in her organization keep in touch with some 7,500 community groups across the nation.

They range from the "Mothers of East L.A." to citizens in Eagle, N.Y., where Browning and Ferris Industries is exploring the possible siting of a solid waste landfill, to American-Indian groups and coal-mining towns.

In Sparta, Ga., the organization helped

poor black residents defeat two proposals for incinerators. "I asked them," she said, "if not the incinerator, then what?"

Their response was organic farming, an idea consistent with the local resources and skills as well as responsive to marketplace demand for fruit and vegetables that have been raised without chemicals.

"They don't have to take only what is offered to them," she observed.

Gibbs is an uncompromising opponent of new incinerators or disposal sites, arguing that existing facilities could handle hazardous wastes if other materials were removed for recycling.

She argued, "Incineration makes it almost impossible to do recycling. The plants need a certain quantity of burnable paper and plastics."

Nevertheless, she acknowledges progress in waste disposal. "Recycling used to be something for the hippies on campus. Now everybody's doing it. People are willing to take the steps."



Lois Gibbs

# Language lab gives new meaning to foreign words

By Carole Stone

With the opening of Cornell's language laboratory on Jan. 25, a Russian-language student can log onto a computer at the Language Learning Center, insert a laserdisc of the 1988 Russian movie *Little Vera*, and explore a world in contemporary Russian culture. This is a big step up from last year, when the lab's most advanced equipment was a videocassette player, and the bulk of what it had were 20-year-old tape recorders.

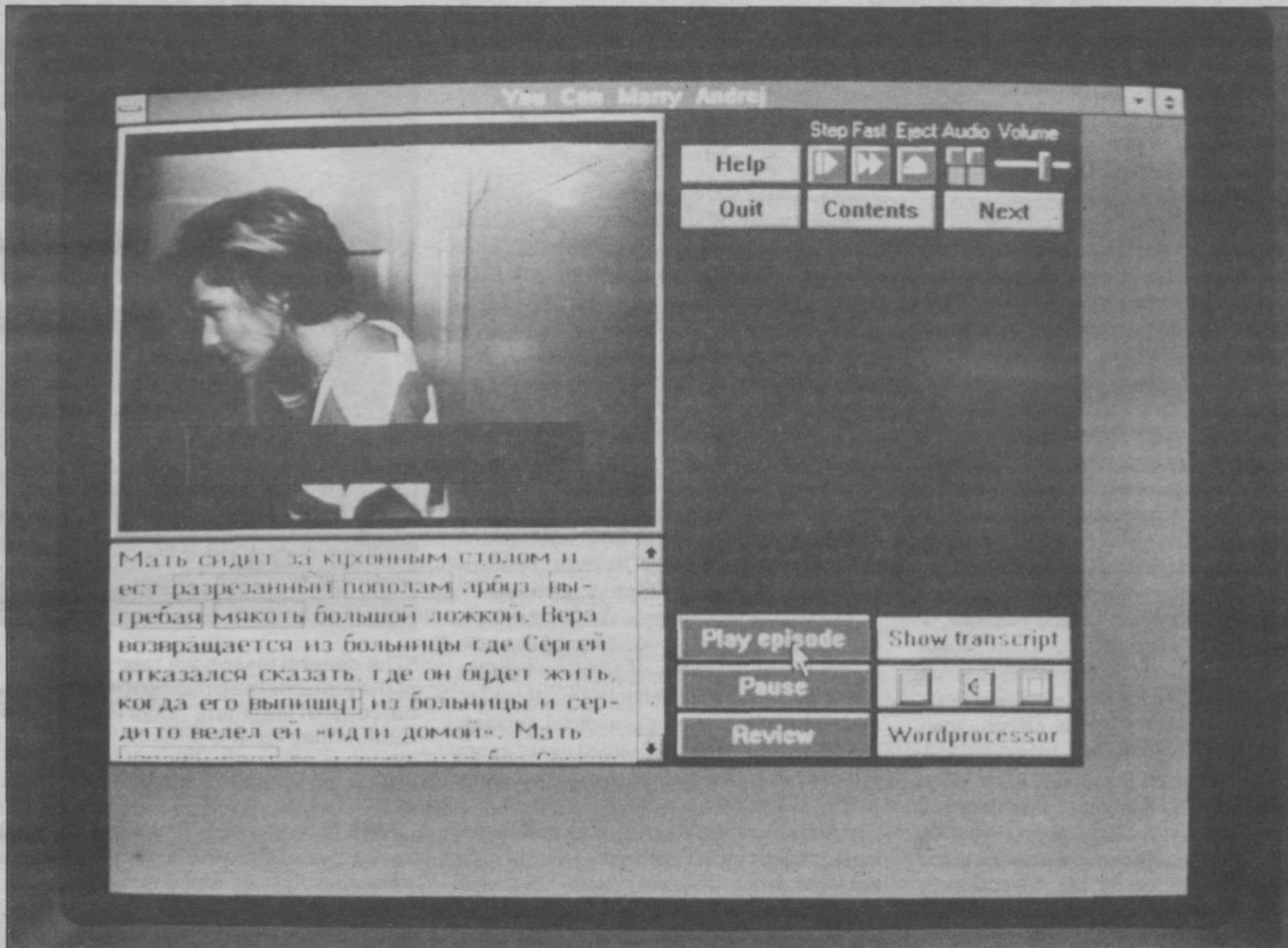
In addition to playing *Little Vera* like a movie — once through from beginning to end — students can replay any section of it any number of times; they can see the movie on half a computer screen and read a transcript in Russian or a translation in English at the same time; they can request an English glossary for an unfamiliar word, make notes in an on-screen note pad, respond to questions prepared by an instructor, and listen to a digital audio recording of relevant social and cultural commentary.

"The computer can free the student from the confinement of the workbook," said Slava Paperno, a senior lecturer who heads the Russian section of the Department of Modern Languages and Linguistics and is the author of the interactive computer program for *Little Vera*.

"By the time students have had six semesters of a language, I want them to be able to say, 'He scratched his head,'" Paperno said, scratching his own head to show that instruction is best when tied to ordinary gestures and expressions.

"I want them to be able to say, 'He spoke with an irony bordering on insult,' or, 'She said, 'I love you,' but her response was mechanical.' These details, these nuances, of how people express themselves, are what make a spoken language a lived experience. And that is what colloquial films like *Little Vera* can do," Paperno said.

With the introduction of hypertext software packages known as authoring pro-



Peter Morenus/University Photography

A Russian-language student can log onto a computer at the Language Learning Center, insert a laserdisc of the 1988 Russian movie *Little Vera*, and explore a world in contemporary Russian culture. Students can see the movie on half a computer screen (above) and read a transcript in Russian or a translation in English at the same time. They can request an English glossary for an unfamiliar word, make notes in an on-screen note pad, respond to questions prepared by an instructor, and listen to a digital audio recording of relevant social and cultural commentary.

## CORNELL Teaching

grams, like the one Paperno used to create his *Little Vera* lessons, "almost any teacher can create programs like this," said Paperno, who is one of the 100 or so DMLL lecturers most enthusiastic about the new communications technology.

### An hour a day

Students studying foreign languages typically spend an hour a day in the language lab, five days a week, and in intensive courses they may spend even more. "Even people who come in just to use the tape recorders for the traditional 'ecouter-repeter' listen and repeat drills will find the new equipment helpful," said Steve Masiel, the new director of the lab and a former designer at Cornell's Interactive Multimedia Group.

Interest in foreign languages at Cornell has been growing by about 10 percent a year for the last decade or so, according to DMLL Chairman John Bowers. His department has one of the fastest growing enrollments here.

Most of the new interest is coming from outside the College of Arts and Sciences, of which DMLL is part, Bowers said. The Arts College is the only school or college at Cornell with a language requirement. But more and more, advisers in other schools and colleges, such as Engineering, Human Ecology and the Johnson Graduate School of Management, are recommending foreign languages to their students, and some of the schools and colleges are seriously considering adding a language requirement.

New interest in less-frequently taught languages — especially Chinese, Japanese and Korean — accounts for much of the increased enrollment in the last decade, according to Jane Pedersen, director of administration and finance for the College of Arts and Sciences.

This year some 5,500 enrolled in DMLL courses, which is almost one-third of all Cornell undergraduates and graduate stu-

dents. And that does not account for all language instruction here. Other departments teach languages, too. Classics teaches ancient Greek and Latin, for example; Near Eastern Studies teaches Hebrew, Arabic and Turkish, Hieroglyphic Egyptian, Akkadian, introductory Sumerian and Ugaritic; Africana Studies and Research Center offers !Xu and Swahili, among others.

### 96 different languages

The Language Learning Center supports all these languages, plus some that are not taught anywhere at Cornell, for example, Lithuanian, New Guinea Pidgin and Onondagan. The lab's audio tape library lists 4,000 titles in 96 different languages.

And with developments in the former Soviet Union and elsewhere, the government is also encouraging universities like Cornell to lengthen their list of language offerings by teaching more courses in Eastern European languages, especially Balkan languages Union, Ukrainian and Uzbeki.

Noyes Lodge on Beebe Lake, home of the new language lab, was formerly a convenience store and campus store annex, so the building was renovated and equipped with a grant from the Pew Charitable Trusts and additional university funds totaling \$2.4 million, Pedersen said. In addition, 40 other

language classrooms in Morrill and Uris Halls were outfitted with VCRs, and the language lab was given operating funds for its first four years.

Between 30 and 40 percent of the language lab's operating budget comes from the production and worldwide sale of instructional tapes, principally to other colleges. This will be important to the lab again when its four-year start-up subsidy runs out. Looking ahead to that time, the lab's directors are preparing to produce language lessons on compact discs when CDs become as widespread as cassette tapes.

The language lab is equipped with 72 Sony audio tape recorders, six Macintosh personal computers with color monitors and CD-ROM drives, five IBM PCs with CD-ROM drives (plus five machines from an earlier language instruction project), 20 VHS videocassette players with Panasonic TVs and four 8mm VCRs, and four Pioneer laserdisc players.

On the lower level of the two-story building there are a recording studio with digital audio tape machines, a tape editing room, a video classroom, a materials development room and administrative offices.

"Cornell's language lab is now comparable with the best labs in the country —

with the exception of the Interagency Language Center that the federal government recently opened," said Jim Lantolf, professor of linguistics and coordinator of languages for DMLL.

The department is committed to keeping class size to 12 students, despite increased demand for classes and the new equipment that could be a way to alleviate the problem. "The lab is not a substitute for student-instructor contact," Bowers said.

Lantolf added, "Language is the most social activity humans engage in. So to destroy the human element is not to go in the right direction. The classroom is still critical, but there are certain aspects of learning that technology can serve."

"Some people are committed to the new technology, others are skeptical about it; some are convinced it won't work, while others are afraid of it altogether and won't go near it," he said.

Bowers said, "There is a lot of talk about [interactive multimedia programs] for learning languages, but there aren't a lot of good programs out there yet."

A few lecturers in the department, besides Paperno, have had experience with the educational technology. Five years ago, German lecturer Deborah McGraw worked with Gerri Gay and other members of Cornell's Interactive Multimedia Group on "Murder auf Deutsch" or "Murder in German," an interactive multimedia mystery video with an original script and videotape.

Spanish lecturers Zulma Iguina and Eleanor Dozier enrolled in one of Gay's courses in the Communications Department and as their class project contributed to "El Avion Hispano" or "Hispanic Airplane," a interactive program that invites students to create stories about fellow passengers they meet on an airplane.

"The department [DMLL] has an enormous potential to produce new learning materials if we allow the classroom expertise of lecturers to be used for materials production," said Dick Feldman, a DMLL senior lecturer.



Bowers



Peter Morenus/University Photography

Freshman Josh Holbreich takes a French test at the language lab, which is equipped with 72 Sony audio tape recorders, six Macintosh personal computers with color monitors and CD-ROM drives, five IBM PCs with CD-ROM drives (plus five machines from an earlier language project), 20 VHS videocassette players with Panasonic TVs and four 8mm VCRs, and four Pioneer laserdisc players.

# AAAS★93 Science and Education for the Future

## Politics does not affect routine court rulings

By Lisa Bennett

A president's politics and the politics of the judges he appoints have no predictable effect on how "run-of-the-mill" court cases are adjudicated, according to a study by two Cornell law professors.

Their finding contradicts conventional wisdom, often expressed during the 1992 presidential campaign, that Republican presidents tend to appoint judges who enforce justice conservatively, and Democratic presidents name judges who make more liberal decisions.

"The general lesson we take from the study is that in most court cases, the ideology of the judge or the president who appoints him doesn't have a systematic effect on the outcome of litigation," said Stewart Schwab, a Law School professor. "So now the plea to President Clinton may be: It's difficult to enforce ideology anyway, so please seek professionalism, apart from politics."

Schwab delivered his report, "The Influence of Judicial Background on Settling and Winning Cases and A Study of the Disputing Pyramid," Feb. 16 at the annual meeting of the American Association for the Advancement of Science. The study is co-written by Theodore Eisenberg, another Law School professor.

More significant than politics in influencing decisions is the gender of the judge and his or her prior professional experience, according to Eisenberg and Schwab.

"Assuming the case otherwise had a 50-50 chance of success, we found the chances of obtaining a favorable judgment in civil rights cases increased to 73 percent if the judge is a woman," said Schwab. Only five of the 52

judges studied were women.

In its study of the influence of political parties, the report is unlike many that have preceded it in the types of cases analyzed, the focus on all stages of the litigation process and in its conclusion.

Most other studies have examined only published appellate court decisions, which represent a tiny fraction of outcomes of cases filed in district courts, the report states.

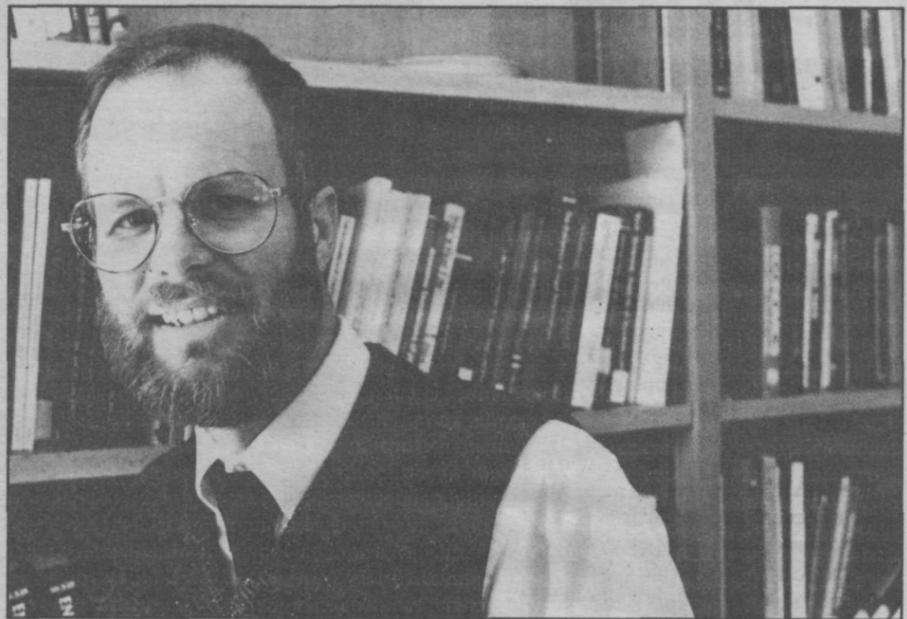
The Eisenberg-Schwab report analyzed the results of some 3,000 cases, or every "run-of-the-mill" civil rights and prisoner cases filed in 1981 in district courts in the Central District of California, the Eastern District of Pennsylvania and the Northern District of Georgia.

"One thing that's unique about this study is that it looks at all cases — the run-of-the-mill, the low-level or the out-of-sight — where the fear is that there is hidden injustice. It studies them at all stages of the judicial process, including those dropped, settled out of court, disposed of by motion, and heard before the judge," Schwab said.

"And it finds that there is no support for the most dramatic cynicism that the effect of politics is rampant in the court system," he added.

Not included in the results are the federal judges appointed by former President Reagan, who, Schwab noted, was known for going out of his way to apply an ideological litmus test to the judges he appointed.

"We have shown that President Nixon's judges were no different than President Carter's — and Nixon judges in his day were talked about the same way as Reagan's," he said. But the study makes no conclusion about the performance of Reagan's judges.



Peter Morenus/University Photography

"The general lesson we take from the study is that in most court cases, the ideology of the judge or the president who appoints him doesn't have a systematic effect on the outcome of litigation," says Professor Stewart Schwab. "So now the plea to President Clinton may be: It's difficult to enforce ideology anyway, so please seek professionalism, apart from politics."

Still, Schwab added, "I think even Reagan's and Clinton's judges will largely face the same constraints that we found that district court judges face in the mass of run-of-the-mill cases, where once a judge rules out the wheat from the chaff, the cases can only be decided one way."

Among other results observed in the study are these:

- Race-based employment discrimination cases fare significantly worse than sex-based employment discrimination claims. Plaintiffs settle or win 59 percent of the sex discrimination claims but only 43 percent of the race

discrimination claims.

- Civil rights plaintiffs can reach a settlement agreement with defendants in less than half the cases, while nearly three-quarters of non-civil-rights cases are settled. In the remaining litigated cases, only 9 percent of the civil rights plaintiffs obtain a favorable court judgment, while plaintiffs in other litigated cases win 40 percent of the time.

- Civil rights cases heard before juries fare significantly worse than cases heard before judges. A case that otherwise has a 50 percent chance of success will succeed only 28 percent of the time before a jury.

## Sex pheromone could help control cockroach populations

By William Holder

Scientists have concocted a Valentine's Day perfume for the brownbanded cockroach.

It's the female sex pheromone of this subtropical pest. Identification and synthesis of this pheromone opens the way for more effective monitoring and possibly biological control of the insect, and it is only the second determination of the chemical structure of a male-attracting cockroach sex pheromone, according to Wendell Roelofs, Cornell professor of entomology.

Roelofs discussed the findings Feb. 13 at the annual meeting of the American Association for the Advancement of Science, at a symposium on "Chemical Communication in the Plant and Animal Worlds."



Roelofs

A nuisance to homeowners and apartment dwellers from Maryland and Washington, D.C., into the South, the brownbanded cockroach is a special problem in hospitals and other settings where use of insecticides must be restricted. Pheromone traps that attract male cockroaches could help pinpoint areas in need of insecticidal control, Roelofs said.

The pheromone also could be used to lure males toward traps that contain fungi or microorganisms harmful to cockroaches, which then could be passed through colonies by mating or other behaviors.

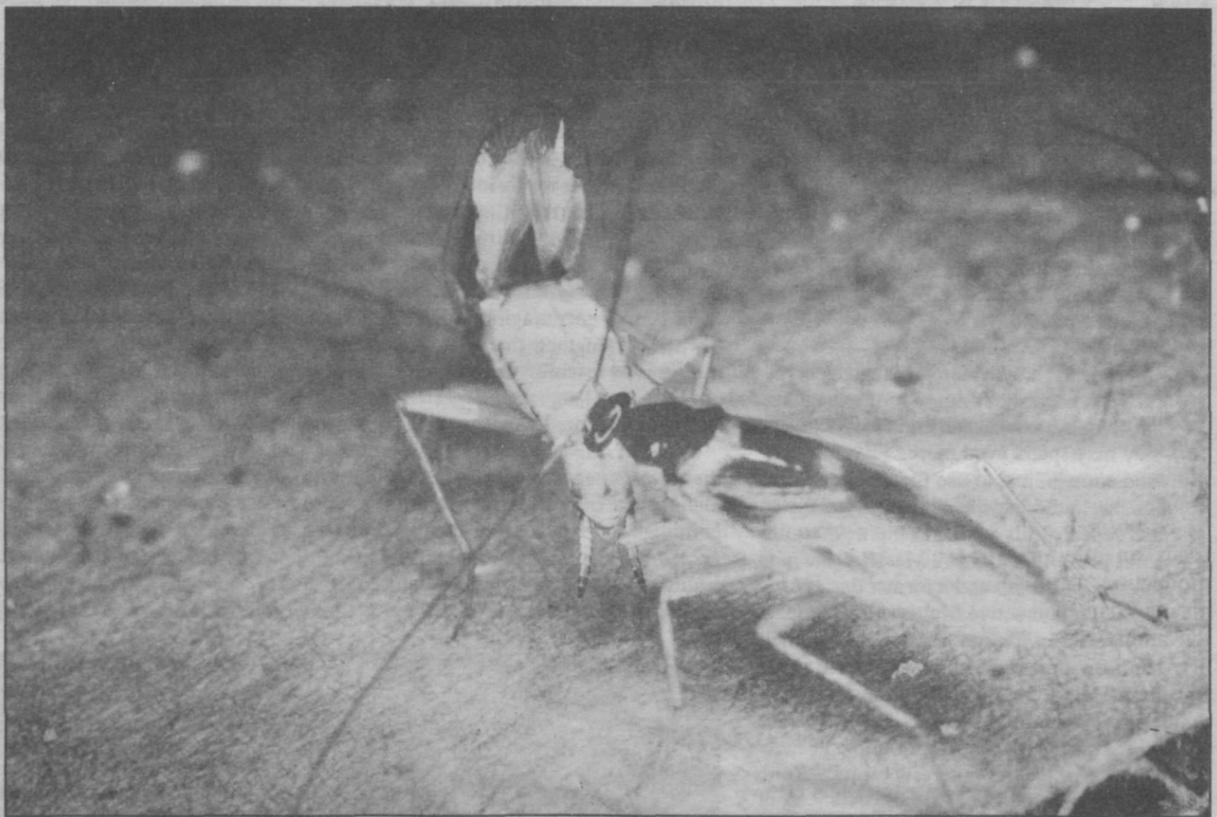
"This is a kind of venereal approach to insect control," Roelofs said.

Female sex pheromones send a chemical signal to males announcing the presence of potential mates. Roelofs and his colleagues found that a mere 300 molecules of the cockroach pheromone on filter paper would evoke a response from males, and that is not necessarily the lower limit, he pointed out.

"We've known that cockroaches are extremely sensitive to pheromones. Just a few molecules will set them off," he said.

Roelofs, who has participated in the identification of more than 100 moth pheromones at Cornell's New York State Agricultural Experiment Station in Geneva, said he was at first reluctant to join this project because identification of the sex pheromone of the American cockroach in 1976 by other researchers had been an extraordinary complex project stretching over three decades. "You could get sunk for life working on this thing," he said, characterizing his initial feeling.

But Coby Schal, an entomologist at Rutgers University in New Brunswick, N.J., persuaded him in 1987 that the project was not as difficult, primarily because Schal already knew



Courtesy of Coby Schal, Rutgers University

A female brownbanded cockroach licks the tergal gland of a male — part of courtship behavior stimulated by female sex pheromones. Professor Wendell Roelofs and his colleagues found that a mere 300 molecules of the cockroach pheromone on filter paper would evoke a response from males.

which gland on the female cockroach produced the pheromone and so could obtain it in amounts suitable for analysis.

Schal and his colleagues removed small porous plates covering two of the segments in the middle of the abdomen from some 10,000 cockroaches. Roelofs and Ralph Charlton, a Cornell postdoctoral scientist, isolated the pheromone from a complex chemical mixture derived from the plates. Ultimately, they obtained approximately 5 micrograms (millionths of a gram) of the substance — a substantial amount by pheromone standards.

A key step in the analysis involved the use of an electroantennogram, a device used previously by Roelofs to characterize moth pheromone structures. Insect antennae are attuned to respond to certain chemical compounds, depending on the species. An antennae removed from a male and held between two electrodes, he found, will generate a strong signal observable on an oscilloscope when the appropriate sex phero-

me is blown across it.

Using the electroantennogram and a separation technique known as gas chromatography, the Cornell researchers were able to isolate from hundreds of compounds a fraction containing the sex pheromone and subject it to analytical techniques.

Final determination of the structure required that it be synthesized from precursors whose chemical structures were known, a task carried out by Francis Webster and Aijun Zhang in the Chemistry Department at the State University of New York College of Environmental Science and Forestry at Syracuse.

The structure of the pheromone is unlike any other found in nature and is drastically different from that of the American cockroach. That result did not surprise Roelofs, who said, "We have moths whose pheromones are very similar, but others that use completely different compounds. It all depends upon the biochemical pathway the insect uses to make the substance."

# Cornell International News



published by the Mario Einaudi Center for International Studies

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## Ambassador Luigi Einaudi, Bartels World Affairs Fellow

Ambassador Luigi Einaudi, until recently U.S. Permanent Representative to the Organization of American States, was born in Cambridge, MA and moved to Ithaca when his father, Goldwin Smith Professor Emeritus Mario Einaudi, joined the faculty of the Department of Government in 1945. Dr. Einaudi attended Boynton J.H. School and Philips Exeter Academy, and received a B.A. and PhD in Government from Harvard University. He has taught compara-

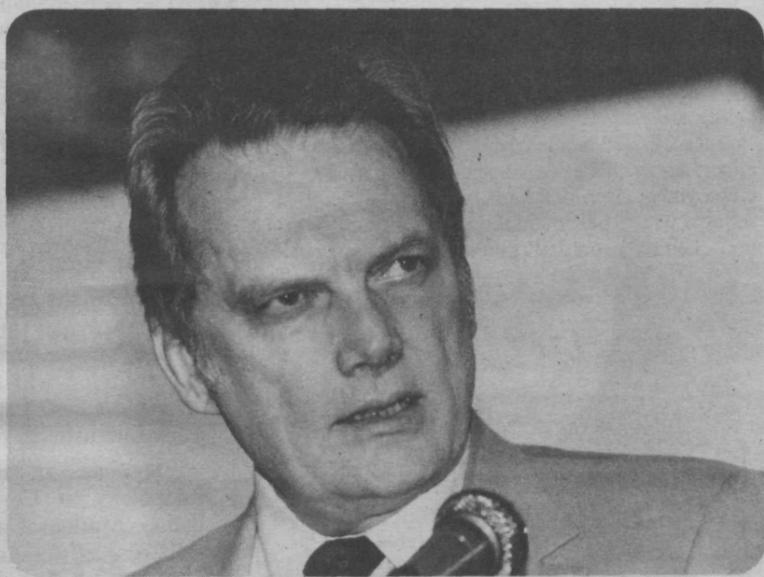
tive politics at Harvard, Wesleyan and UCLA. He is fluent in Spanish, French and Italian and has been active in inter-American affairs since 1955.

Dr. Einaudi has travelled and lectured in 25 countries of Latin America and the Caribbean. His academic publications have dealt with Marxism, arms transfers, and the roles of the Catholic Church, student movements and military institutions in Latin American politics. In 1973-74, the year before he entered the Department of State, he

published a dozen articles and a book, *Beyond Cuba: Latin America Takes Charge of Its Future*.

At the Department of State, Dr. Einaudi has been praised for both written contributions and policy coordination under successive administrations. Interagency and analyses prepared at his direction have dealt with U.S.-Mexico relations, the Panama Canal Treaties, the Falkland/Malvinas conflict, and the recommendations of the National Bipartisan Commission on Central America.

In 1987, President Reagan named Dr. Einaudi a "Distinguished Senior Executive," the highest award in the career public service. Dr. Einaudi belongs to the Council on Foreign Relations in New York, has been a Fellow at the Woodrow Wilson International Center for Scholars of the Smithsonian Institution, and is an advisor to the Institute for Conflict Analysis and Resolution at George Mason University in Virginia.



Ambassador Luigi Einaudi

photo courtesy Carol Einaudi

Ambassador Luigi Einaudi,  
the Spring 1993  
Bartels World Affairs Fellow  
will be discussing  
**"Opportunities for Careers in  
International Affairs"** on  
Monday, March 1, 1993  
Hollis E. Cornell Auditorium,  
Goldwin Smith Hall 4:30 PM  
His public lecture entitled,  
**"Does the Western Hemisphere  
Have a Future?"**  
will be given on  
Tuesday, March 2, 1993  
Schwartz Auditorium  
Rockefeller Hall 4:15 PM  
For further information,  
please contact either  
the Mario Einaudi Center for  
International Studies,  
255-6370  
or Division of Public Affairs,  
University Events, 255-7096.

## East Asia Program's Mitsui Forum Features Lecture and Debate on Auto Industry

Cornell's 1993 Mitsui Forum will focus on effects of Japanese automobile production facilities in the United States, an important policy issue facing the Clinton administration. On Thursday, February 25, Dr. Masazumi Sone, Director of Research, Nissan Research and Development, Inc., will deliver a lecture entitled, "Putting American Ingenuity and Skills to Work: Nissan's Research and Development Activities in the United States," at 4:30 pm in 230 Rockefeller Hall. The following Tuesday, March 2, Dr. Sean P. McAlinden and Dr. James P. Womack will address U.S. policy toward Japanese transplants at 4:00 pm in 110 Ives Hall in a debate entitled, "Jobs Gained or Jobs Lost? Japanese Automobile Transplants and Their Impact on the U.S. Economy." Dr. McAlinden is Associate Research Scientist and Manager of Economic Studies, Office for the Study of Automotive Transportation, Transportation Research Institute, University of Michigan. Dr. Womack is Principal Research Scientist at Massachusetts Institute of Technology's Japan Program and the author of *The Machine That Changed the World* (Harper/Collins, 1991).

The election of Bill Clinton has generated some concern in Japan that the United States may soon move more strongly toward protectionism. Clinton has pledged to address the economic insecurity of the American middle class, with job creation being one of the most important items on his policy agenda.

The appointment of Robert Reich as Secretary of Labor underscores the new administration's interest in direct government intervention in the economy to promote job creation. The appointment of Laura d'Andrea Tyson as head of the Council of Economic Advisors suggests that trade protectionism may be viewed as one means of job creation; Tyson has supported limited protectionism in her academic writings. Indeed, protectionism could extend beyond trade itself, to affect direct investment by Japanese firms in the United States.

Trade in automobiles is the largest single component of the bilateral trade imbalance between Japan and the United States. Automobiles and automobile parts made up almost 40% of total Japanese exports to the U.S. in 1985, while U.S. exports to Japan were negligible. The United States pressured Japan into accepting voluntary

export restraints for its motor vehicle exports to the U.S. during the 1980's. One consequence of this action has been increased direct investment by Japanese automobile producers in automobile factories in the United States. As a result, the market share of Japanese brand automobiles continued to rise through the 1980's despite the export restraints.

Japanese producers claim that their automobile production facilities in the U.S. have helped to create jobs for Americans. Critics have argued that the transplants are primarily "screwdriver plants" that assemble auto parts produced mainly in Japan. In addition, it is alleged that Japanese companies keep many of their best managerial and technical jobs at home in Japan. The debate is complicated by the fact that many of the Japanese transplants have been started as joint ventures with American automobile companies. The NUMMI factory in Fremont, California is an example of such a production facility. Toyota teamed up with General Motors, reviving a defunct GM assembly plant which now produces Geo Prizms and Toyota Corollas on the same assembly line. The complex industrial structure of the contemporary automobile industry makes the policy de-

bate over direct foreign investment a difficult topic that requires highly informed opinion.

The 1993 Mitsui Forum will bring three auto industry experts to Cornell to address these and other major issues in two separate presentations. Dr. Masazumi Sone's talk on February 25 will address the research and development activities of Nissan in the United States, with attention to the jobs being created for American engineers and designers. His talk should place in better perspective many of the allegations that the best jobs are kept in Japan. The March 2 presentation will be a debate about policy toward Japanese transplants by two noted auto industry experts—Dr. Sean P. McAlinden and Dr. James P. Womack. Dr. McAlinden will present the view that Japanese transplants cost American jobs, while Dr. Womack will present the view that leaner production techniques will reduce labor requirements no matter who produces the vehicles. The debate will be moderated by Professor Harry Katz of Cornell's School of Industrial and Labor Relations. Professor Katz is the author of *Shifting Gears: Changing Labor Re-*

continued on page 2

## Cornell in the Philippines

On November 15, 1992, over 100 members of the Cornell Club of the Philippines celebrated the Club's 80th anniversary in Manila. The Southeast Asia Program's Professor Emeritus, Milton Barnett (PhD '52) and Catheryn Obern (PhD '87), Cornell Director of International Public Affairs, attended the event.

The Cornell Alumni Club in the Philippines has approximately 400 members, making it one of the largest and oldest international Cornell alumni groups in over 40 countries where Cornell Clubs exist. The presence of this large group of Cornellians is one sign of Cornell's significance in the Philippines. Cornell has educated many of the country's important citizens and contributed directly to its educational and research programs.

Cornell's College of Agriculture, for example, has played a major role in education, research, and development in the Philippines. The College collaborated very closely with the University of the Philippine's College of Agriculture in Los Banos for the two decades between 1952 to 1973. That collaboration has helped make the Los Banos College one of the most respected graduate agricultural programs in Southeast Asia.

Cornell faculty have been especially active in the International Rice Research Institute (IRRI) in Los

Banos. IRRI has been so successful in developing new high-yielding rice varieties that it has become the rice research and training center of the entire world. In reference to the Los Banos College of Agriculture and IRRI, President Rhodes wrote in November 1992, "One can hardly visit any major international agricultural research center without finding Los Banos trained professionals."

Cornell's outstanding Southeast Asia Program provides an important foundation for the University's presence in the Philippines. The Program is the acknowledged leader of six National Resource Centers for Southeast Asia in the United States. It offers 125 courses in a broad range of subjects including agricultural economics, rural sociology, anthropology, Asian studies, government, history, modern languages, history of art, music, and linguistics. Fifteen faculty members and eight emeritus and adjunct professors are affiliated with the program. The new Carl A. Kroch Library contains Cornell's world-renowned Southeast Asia collection, with over 225,000 volumes in more than 60 languages.

Many Filipino leaders have been Cornellians. For example, in 1987 there were 16 Cornellians in the Filipino government, led by Mamintal Tamaho (LLM '58), then Undersecretary of Foreign Affairs and later Senator of the Land.

Over 50 Fulbright Scholars and two National Scientists in the Philippines have been Cornellians. These National Scientists were Dr. Fronda (PhD '22), the "Father

of the poultry industry in the Philippines and in Thailand" and Dr. Umali (PhD '49), the visionary Dean for ten years of the University of the Philippines College of Agriculture in Los Banos. Singapore's current Ambassador to the Philippines is another Cornell graduate.

Cornellians continue to be prominent leaders in government, business, and hotel management. There are families in the Philippines in which attending Cornell is such a strong tradition that several generations have sent multiple family members to Cornell.

The history of Cornell's involvement in the Philippines can be traced almost to the University's beginnings. In 1899, Jacob Gould Schurman, then the third president of Cornell, went to the Philippines as head of President William McKinley's first Philippine Commission to recommend government policy and action. His unwavering stand for the independence of the Philippines brought him a very warm welcome from the territorial government and Cornell alumni when he returned in 1933.

Currently there are 26 Filipino students at Cornell and a Filipino Student Association. Southeast Asia Program Director, Professor Randolph Barker, who began his career in international agriculture in Los Banos, refers to the Philippines as "one of Cornell's true global cornerstones."

by Lucy Barcelo  
International Public Affairs

## Bolivia Summer Program

This spring the Latin American Studies Program is launching its second year of the Bolivia Summer Program as part of its ongoing efforts to internationalize the curriculum. The Bolivia Summer Program, co-sponsored by the Dept. of Anthropology and the School of Continuing Education and Summer Sessions at Cornell, will be held in Cochabamba, Bolivia from June 14 to August 6, 1993. Courses offered include an intensive Spanish review, elementary and advanced Quechua language, Anthropology 333, Exploring the Andean World: The Inkas of Bolivia, and Anthropology 334, Contemporary Issues in Latin America. Courses offered will be complemented with field trips, guest speakers, and participation in cultural events. In addition, students may choose to be housed with Bolivian families.

Students who attended the first Bolivia Summer Program will hold information sessions on campus throughout the spring semester. For further information, contact Mary Jo Dudley at 255-9532.

Here are some comments made by students who attended the Bolivia Summer Program.

"The Bolivia Summer Program was the most exciting and productive learning experience I've had at Cornell. Normally, as students we learn about abstract theories, and intangible situations. In Bolivia, I was able to share the experience of another country, and how it is affected by the United States in every day life. I was able to better understand their culture, diversity and traditions."

"The Bolivia Summer Program gives an opportunity for students to experience the reality of a different culture. By living with Bolivian families, we were able to see first hand the issues and worries that the Bolivian people experience."

"The greatest benefit of Quechua courses in Bolivia was the opportunity to interact with many native Quechua speakers in various situations."

"Going to Bolivia was a pivotal experience in my life that opened my eyes to issues I was never aware of... and has fueled my interests to continue researching these issues."

## Barbara Lantz, Assistant Dean for International Programs



Barbara Jo Lantz (Ph.D. 1985 Anthropology) has been appointed Assistant Dean for International Programs in the College of Arts and Sciences, where she will be responsible for advising students about study abroad and where she will be working with faculty and students in the international relations concentration within the government department, and with other international programs.

Experience in teaching anthropology at Cornell, Williams, Marlboro and Ithaca Colleges, as well as fieldwork and research in Latin America and North Africa, will inform her work. She will be working with the several hundred students in the College of Arts and Sciences who study abroad each year as they select their programs and plan their courses of study.

Her role with the faculty will involve providing information on programs appropriate for students in the various subject fields and engaging individual faculty members in the design and evaluation of student courses of study.

Dean Lantz will play a significant role in the campuswide network of study abroad advisors in each of the Colleges. She is a member of the Cornell International Education Network. One of her special interests within international education is a concern for helping women students prepare for the particular challenges related to gender issues in living abroad and helping them build bridges to other women in the countries where they study.

## International Students and Scholars Office

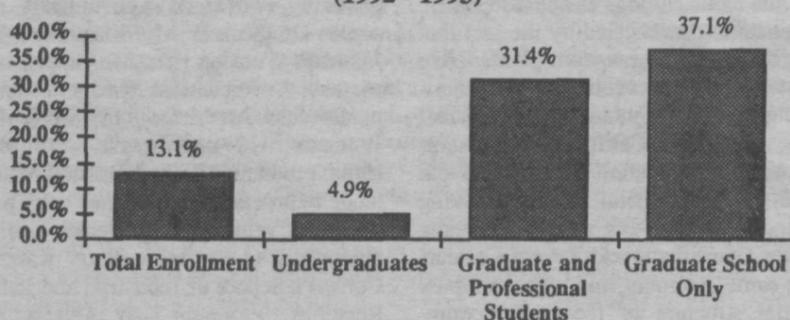
This chart, compiled by the International Students and Scholars Office, reflects the continuing growth in the number of students and scholars from abroad who study and perform research at Cornell University.

Please note the following as you read the chart:

Only students enrolled in degree programs are counted.

A more detailed statistical report on international students and scholars will be available from the International Students and Scholars Office by the end of February.

International Students as Percentage of Total Enrollment  
(1992 - 1993)



## Mitsui Forum

continued from page 1

be moderated by Professor Harry Katz of Cornell's School of Industrial and Labor Relations. Professor Katz is the author of *Shifting Gears: Changing Labor Relations in the U.S. Auto Industry*. We expect this to be a very lively and informative exchange on a central issue in the U.S.-Japan relationship.

The Mitsui Forum was inaugurated in 1986 with a grant to the East Asia Program from Mitsui & Company (U.S.A.),

Inc. The annual series allows individuals who have achieved a high level of eminence in work related to Japan or U.S.-Japanese relations to deliver public talks at Cornell and to consult with faculty and students. All events are free and open to the public. For further information, please contact Laurie Damiani at the East Asia Program, tel. (607) 255-6222.

by Laurie Damiani

## Cornell Researchers Focus on Sustainable Agriculture in Vulnerable Areas

In an effort to find and support better farming systems for rural households in Africa, Asia and Latin America, Cornell faculty and students have been working with colleagues and institutions in a number of countries to establish a scientific basis for policies and practices that promote sustainable land and water resource use. Last fall, faculty and students participated with counterparts in interdisciplinary workshops assessing appropriate technologies and organization for farming systems in southern Africa and Central America.

### Wetlands Utilization in Dry Areas of Africa

During the recurrent droughts of the southern region of Africa, *dambos*, sometimes referred to as wetlands, are the only green patches of land in a vast expanse of gray-brown, parched landscape. These moist areas, fed by subterranean water sources, have traditionally been used by indigenous farmers to produce vegetables during the dry season, and serve as grazing areas for livestock during the rainy season. Dambo cultivation is widely practiced in Zimbabwe although it receives no support or encouragement from the government, or from government extension workers. Government policy has made dambos officially "off-limits." Farming in these areas is technically against two laws: the Water Act of 1927, which outlaws dambo farming based on the perception that cultivation of dambos reduces baseflow of water; and the 1952 Water Resources

Act, which forbids dambo farming in order to prevent erosion and river siltation.

But findings presented at an international conference on small-scale irrigation held in Harare in September, 1992 encouraged reconsideration of both laws. Hydrological studies found that dambo cultivation does not affect dry season baseflow of water, suggesting that the earlier legislation was based in part on an erroneous perception. Research also showed that erosion and siltation are not a result of traditional cultivation practices, and that dambo farming can be safely carried out if both the dambo and its surrounding water catchment are correctly managed.

The international conference, organized by University of Zimbabwe and CIIFAD collaborators, had 50 participants from six countries, including Cornell faculty Ralph Christy, Shelley Feldman, Tammo Steenhuis and H. C. Wien. Graduate students Marc Andreini and Nick van de Giessen presented papers on their research work in Zimbabwe and Rwanda. The current state of knowledge about dambos was reviewed, including perspectives on dambo hydrology, agriculture and water management. Participants also considered some of the socio-economic and political influences on dambo use, and different social, technical and biological factors affecting dambo production.

While the hydrology of dambo water supply is still not thoroughly understood, and it remains important to consider the sustainability of agronomic and water management practices on dambo cultivation, current research findings



"Frijol tapado" means "covered beans." This slash/mulch practice consists of broadcasting bean seeds into carefully selected weeds, then cutting the weeds with a machete so the broadcast bean seeds are covered with a mulch of debris.

photo courtesy of CIIFAD

## Tenth Annual HARROP AND RUTH FREEMAN PRIZE IN PEACE STUDIES

**WHAT:** Prize to encourage Cornell undergraduates to pursue work or study in fields related to peace studies and conflict resolution. Value in 1993 is \$1200.

**WHY:** To recognize contributions of individuals working to promote peace and encourage continued work or education in the field of peace studies. Preference will be given to students who plan to work in peace-related organizations, but students who are going on to graduate work in the field are also eligible for consideration.

**WHO:** Graduating seniors are eligible to apply by submitting

- 1) a letter of recommendation from your advisor or a faculty member who knows your work well;
- 2) a Cornell transcript; and
- 3) a brief (up to two pages) statement of purpose.

**WHERE:** Peace Studies Program  
130 Uris Hall  
255-6484

**WHEN:** The application deadline is March 15, 1993. The winner will be announced in April

suggest possibilities for their judicious use. For Zimbabweans, dambos have traditionally been critically important sources of food, water, and fodder. These areas also hold the potential for generating revenue, contributing to the national horticultural export industry which has grown to a value of (US) \$40 million in the past eight years.

A summary of the research findings is being presented to the Zimbabwe Agricultural Research Council of the Ministry of Lands, Agriculture and Water Development. Conference proceedings will be co-published by the University of Zimbabwe and CIIFAD. This conference was part of continuing Cornell collaboration with the University of Zimbabwe in an effort to assist smallholders in Zimbabwe to undertake horticultural production on a sustainable and beneficial basis. CIIFAD is preparing a joint proposal to USAID to establish a horticulture department at the University of Zimbabwe, faculty exchanges, and collaborative research projects on horticulture in communal areas, those areas reserved for African households.

### Slash/Mulch Cultivation in the Humid Tropics of Latin America

Systems of slash-and-mulch agriculture have been used for centuries by farmers in the humid tropics. In its simplest form, the slash/mulch practice consists of cutting down vegetation on the forest floor and, instead of burning the debris, planting crops in the resulting mulch. Surprisingly, although the practice is a time-honored one throughout the humid tropics, little is found in the literature on traditional slash/mulch systems compared to the extensive literature which exists on the slash-and-burn systems, quite different from the slash/mulch systems with which they are often confused.

In October, 1992 nearly 100 researchers and practitioners from 12 countries met in Turrialba, Costa Rica to exchange information and ideas, and to plan and initiate collaborative research to improve slash/mulch practices used by small farmers throughout Latin America. Thirty invited papers were presented. Participating Cornell faculty included George Abawi, Jane Mt. Pleas-

ant, Margaret Smith and H. David Thurston. Graduate students Steven Ashton, Norma Brenes, Ami Kadar, Kenneth J. Schlather and Bernard Triomphe also attended the workshop.

A field trip to San Ignacio de Acosta provided workshop participants an opportunity to meet with farmers to review their traditional farming systems and to observe some slash/mulch research being conducted by a group of farmers. In Turrialba, the workshop considered recent innovations made both by farmers and investigators working with different slash/mulch systems. This enabled workshop participants to assess different ways in which various systems are being used and some of the science behind the successful application of these practices. For example, farmers in Latin America have found that a slash/mulch system known as "frijol tapado," or covered beans, can be practiced successfully on steep hillsides; scientists have learned that the practice helps control web blight of beans. This and slash/mulch systems utilizing green manures such as velvet beans have the potential to help increase food production in the ecologically disadvantaged hillside areas throughout the Latin American tropics and in the humid tropics elsewhere in the world.

The experience of farmers and researchers in Latin America with slash/mulch systems presents valuable examples of sustainable agricultural practices which cause little or no damage to the environment (when compared to slash and burn systems), and which can make substantial contributions to increasing food production in developing countries. Proceedings of the workshop will be co-published in both English and Spanish by CIIFAD and CATIE (Centro Agronomico Tropical de Investigacion y Ensenanza), a private organization which co-sponsored and hosted the workshop. CATIE carries out, promotes and stimulates research, training and technical cooperation in agriculture and renewable resources in benefit of the American tropics.

by Steve Kearl

## Cornell International Law Journal Symposium on "Redefining Refugees: Toward A Unified Approach"

[tentative title]

DATE: Saturday, February 20, 1993

**PANEL I.** Membership in a particular social group: women and sexual minorities (9:00 - 10:30 a.m.)

**Deborah Anker**, Harvard Law School (article on use of country condition information in asylum law practice).

**Mary Ellen Fullerton**, Brooklyn Law School (article on comparative aspects of membership in a particular social group).

**Suzanne Goldberg**, Lambda Legal Defense and Education Fund, NYC (article on the extension of asylum to sexual minorities)

**Nancy Kelly**, Harvard Human Rights Program (article on women as a particular social group).

**Susan Forbes Martin**, Refugee Policy Group, Washington, D.C. (tentative; possible article on refugee women).

**PANEL II.** Legal and policy aspects of interdiction: Vietnamese and Haitian Asylum-Seekers (11:00 a.m. - 12:30 p.m.)

**Bill Frelik**, U.S. Committee for Refugees, Washington, D.C. (tentative; possible article on principle of first asylum).

**Arthur Helton**, Lawyers Committee for Human Rights, NYC. Harold Koh, Yale Law School (tentative).

**David Martin**, University of Virginia Law School (article on new approaches to interdiction and intervention).

**Hiroshi Motomura**, University of Colorado Law School (tentative).

**Kenneth Star**, U.S. Solicitor General (tentative).

**PANEL III.** Post-Cold War Crises in Refugee Law: the Need for Redefinition and Harmonization (2:00-4:00 p.m.)

**Deborah Anker**, Harvard Law School

**Leonardo Franco**, Director of International Protection, or Sun Chetty, Deputy Director of International Protection, UNHCR, Geneva (depends on travel schedule).

**Julian Fleet**, Senior Legal Officer, UNHCR, Washington, D.C. (able to attend if neither Sun Chetty nor Leonardo Franco is available).

**Guy Goodwin-Gill**, International Journal of Refugee Law, France.

**Arthur Helton**, Lawyers Committee for Human Rights, NYC (article on asylum-sharing arrangements in Europe and North America).

**Warren Zimmerman** or Priscilla Clapp, Bureau of Refugee Programs, U.S. Department of State (schedules subject to change).

Earlier panelists may also wish to participate in Panel III.

The proposed format of the symposium is to have at least two papers per panel written by panelists and submitted and circulated about one month in advance of the conference. Speakers at the conference would then summarize their papers and other panelists would respond. The papers will be edited and published in the symposium issue of the Cornell International Law Journal (tentative publication date is spring, 1993).

## International Legal Studies Program

**HERBERT HAUSMANINGER**, Professor of Law, University of Vienna, Austria.

Professor Hausmaninger is an internationally known scholar in Roman Law, Russian Law and Comparative law. He has been a frequent visitor to Cornell and will teach a course in Russian Law in the spring semester.

**TIBOR VARADY**, Professor of International Law and Director of the Center for International Studies, University of Novi Sad Law School, in the former Yugoslavia.

Professor Varady holds an S.J.D. (doctorate in law) from Harvard Law School. He has lectured throughout the United States and Europe and written extensively on international law, international commercial law, jurisprudence, and joint ventures. Until very recently, he was Justice Minister in the Panich government in Yugoslavia. In the spring semester he will teach a course in International Commercial Arbitration in the Law School.

**ALEXANDER BLACK**, Lecturer in Law, University of Glasgow, Scotland.

Professor Black holds an LL.M. from the University of British Columbia. In the spring semester he will teach a course in Property and a seminar on Comparative Regulatory Policy and Energy Trade.

## Latin America Studies Program

**EDUARDO ALMEIDA**, Professor of Social Psychology at the National University of Mexico and M. Eugenia Sanchez, researcher in sociology at the Proyecto de Animacion y Desarrollo (PRADE, A.C.) in Mexico, are scholars conducting research on the social and psychological aspects of human development through participatory action research. While at Cornell, they are writing a set of books based on their experiences and research in the Sierra Norte Puebla region of Mexico. Eugenia's book will focus on the description, analysis and interpretations of the varied approaches to rural, ethnic and ecological development from a sociological viewpoint. Eduardo's book will focus on the development of a social psychological theory of approaches to rural ethnic and ecological development from a psychological viewpoint.

**SILVERIO GONZALEZ-TELLEZ** is a Professor of City & Regional Planning from the Universidad Simon Bolivar of Venezuela. For the past ten years, Silverio has been involved in research on public policies and their sociological implications in developing countries, particularly Venezuela. During his sabbatical year at Cornell, he plans to further analyze the data he has collected and use it to develop an analytical framework as a basis for understanding barriers that inhibit social change in Venezuela.

## ANNOUNCEMENTS

### International Programs at the Medical College

For many years the Cornell University Medical College has had major research interests in international medicine, infectious disease and tropical medicine. The Division of International Medicine, headed by Dr. Warren Johnson, has research programs in Brazil and Haiti, and led one of the early Cambodian refugee camp health programs in Thailand. Students and faculty participate in the programs. Last year two major international fellowship funds were developed for fourth year student electives.

The reunion classes of 1964 and 1965 set up a fund in honor of Dr. Ben Kean, a beloved teacher of parasitology, and the Dr. Milton Rosenbluth Foundation gives an annual gift. In recent years students have worked in such countries as Kenya, the Gambia, Ghana, South Africa, India, Brazil, Chile, Argentina, Guatemala, and Thailand. In some cases their preceptors were Cornell graduates.

Mrs. Joan May, Assistant Dean of Student Affairs and Financial Aid coordinates information about opportunities for medical students. University faculty with information about programs and sites may reach her at 212-746-1065 or E-mail at joan\_may@qmcumc.mail.cornell.edu.

### FEDERAL EXPRESS SERVICE

Effective March 1, 1993, the Einaudi Center for International Studies will have Federal Express service available to international staff and students. These services will be available by charge card only.

For more information, call 255-6370 or stop by the Center at 170 Uris Hall.

### "Issues in Indian History and Historiography"

Lecture to be given by **Professor Tapan K. Raychaudhuri**, Professor of History and Director, Centre for Indian Studies, St. Anthony's College, University of Oxford.

DATE: April 9th, 12:15 PM  
Room G08, Uris Hall

Sponsored by: University Lectures and the South Asia Program

## Einaudi Center TRAVEL GRANTS

Applications for the Einaudi Center Travel Grants are due by **March 1, 1993** and are available at the Einaudi Center 170 Uris Hall **CALL 255-6370** for further information.

## Visiting International Fellows, Professors and Scholars

**NYDIA RUIZ**, Professor of Anthropology and Chair of the Department of Social Sciences at the Universidad Central de Venezuela, is conducting research on political discourse in Venezuela from 1750 to 1810. This spring semester, in conjunction with the Dept. of Anthropology at Cornell, she is teaching a course entitled, Discourse of Power in Latin America (1750-1810). The course serves to examine public and official language as expression of autocratic discourse: a) in the documents of the Royal Spanish Crown directed to Latin American governments (especially "reales cédulas" y "reales provisiones"), for the accomplishment of "directive speech acts." b) epochal "catechistic" literature aimed at accomplishing socialization functions, and c) the official language of emergent republic power.

**CARLOS CARAFA**, technical advisor to the Swiss Technical Cooperation in Bolivia, is conducting research in self-reliance and impact indicators in rural development projects during his sabbatical year at Cornell. His research, thus far, indicates that Bolivia has one of the highest indicators of poverty in Latin America. Although there are many projects and international cooperation agreements established to address the problem of poverty, none have found an effective and efficient way to overcome this problem. Therefore, his goal is to develop a framework to evaluate the impact of rural development projects from a self-reliance point of view.

America Section of the Foreign Affairs and National Defense Division of the Congressional Research Service is conducting research on U.S. security policy for Latin America. The project is part of a larger effort of Latin American scholars, under the auspices of FLASCO-Chile, to redefine national security concepts and appropriate roles and missions for the military in Latin America.

In addition to her research, Nina is collaborating with the Latin American Studies Program in the coordination of a three-day workshop on civil-military relations. The workshop, co-sponsored by the Peace Studies Program, will be held on March 12, 13 and 14. For more information about the workshop, call Mary Jo Dudley at 255-9532.

## Peace Studies Program

New Visitors (Spring 1993)

**JOSEPH PILAT**, a staff member at the Center for National Security Studies at the Los Alamos National Laboratory, is a Visiting Professor in the Government Department teaching International Security in the New World Order (Govt 395) and Terrorism and Modern Imagination (Govt 400). His office is with the Peace Studies Program in 130 Uris Hall.

**JUHA RAUTJAERVI**, a senior official of the International Atomic Energy Agency and currently on leave from his position in the Department of Safeguards, will be a Visiting Scholar with the Peace Studies Program from February 15-March 15, 1993. Rautjaervi is from Finland.

# Science and Education for the Future AAAS★93

## Changes needed to enhance international science

By Larry Bernard

The way scientific issues are identified and framed must be changed for there to be true international cooperation in science, because different countries have different cultural needs for investigation and regulation, a Cornell scholar says.

New ground rules for conducting scientific investigations will have to be developed in order to come to terms with such global environmental problems as overpopulation, climate change, greenhouse effect, ozone depletion, species loss and deforestation, said Sheila Jasanoff, professor and chair of the Department of Science and Technology Studies.

Jasanoff made her comments at a topical lecture of the American Association for the Advancement of Science annual meeting Feb. 13 on the subject of "Science, Environmental Change and International Cooperation."

Comparative regulatory policies of the United States and Europe show how science plays different roles in different societies, she said. "Even in democracies, countries you would think would react in same ways to an environmental problem, scientific analysis is not conducted in the same way or for the same purposes."

For example, lead in the environment was a concern in the United States and in Great Britain. But while U.S. scientists continue to refine the methods for measuring how low-level lead exposures affect children, "the British decided they did not need to get to the bottom of the controversy. They just said they would regulate lead based on other types of evidence," she said.

This example points to a critical problem in international scientific cooperation, Jasanoff argues. "In America, there is a much greater tendency to pursue an environmental debate in scientific terms to the Nth degree of sophistication. Other countries don't follow this strategy. The question is, why?"

Jasanoff argues that the way science is politically organized in each country reflects cultural expectations. The United States has a system she calls scientific pluralism, in which scientific authority is distributed in much the same way as political authority. "Scientific truth is almost always invoked to rationalize political decisions," she said, citing as an example the use of social science by the U.S. Supreme Court to rule on *Brown vs. Board of Education*. In that landmark case, the nation's highest court used social science to support its ruling that segregated schools were unconstitutional. Another example is Congress forming its own Office of Technology Assessment to perform technical analyses instead of relying on the president's administration.

"We take these arrangements for granted, but no other



Jill Peltzman

**"Even in democracies, countries you would think would react in same ways to an environmental problem, scientific analysis is not conducted in the same way or for the same purposes," says Professor Sheila Jasanoff, chair of the Department of Science and Technology Studies.**

country has equivalent expertise at the legislative level," Jasanoff said. "Technology assessment in Europe is aimed at giving citizens the means to make decisions. Science plays a different role in defining policy arguments and coming up with solutions in different countries."

As a result, what is meant by "international cooperation" is often neither truly international nor truly cooperative, making

it difficult for panels investigating global change to come up with global answers. The Intergovernmental Panel on Climate Change is such a case, she said.

"You must have a long history of meteorological science and adequate computer capacity, that is, economic and technical resources, to study climate change. Poorer countries generally don't have that capacity. So it's possible to create a panel on climate change that looks international, but where nine-tenths of the representatives are silenced because they don't have the technical resources to provide criticism or alternate views," Jasanoff said.

Another problem, she continued, is that what is a scientific issue to some is an ethical issue to others. Most scientists believe that overpopulation is the biggest global environmental problem. In the West, scientists unanimously believe that something must be done about the population explosion. "But in developing countries, the true problem is ethical. It has to do with how much people in the West are consuming, compared with people in the Third World. Scientists in the West rarely mention consumption, yet addressing that is a possible solution to the so-called population problem," Jasanoff said. "By casting a problem as 'scientific,' one often is deflecting attention from its ethical dimensions. For there to be true international scientific cooperation, the scientific and ethical issues must be on the table at the same time."

The answer, she argues, is in changing the way science is applied to policy problems. "Instead of refining existing analytical models, we first must ask which are the right problems and how should we recognize them? Is the problem too many people or unequal access to food or fuel? Is it cutting down trees in subsistence economies or subsidizing the milk prices of the already rich, thereby increasing demand for grazing lands?"

Jasanoff continued, "Where should we look for the 'causes' of deforestation in the Amazon basin, the rising incidence of brain or skin cancer in parts of the world, or the industrial catastrophes that have occurred in various Third World countries? The cause may truly lie in the social life of Europe or North America. Yet one may not see the connecting threads without drawing on as yet unsystematic bodies of knowledge or engaging in inquiry that cuts across more orthodox approaches to science."

Jasanoff is the author of three books, most recently *The Fifth Branch: Science Advisers as Policymakers*. Another book, *Science at the Bar*, is due out within a year. A graduate of Harvard University Law School with a doctorate in linguistics from Harvard, she has been an environmental attorney in private practice and is a AAAS Fellow.

## Research is hindered by inadequate computing

By Larry Bernard

Federal researchers studying such critical areas as protein-folding in medicine, transportation networks, space flight and weather have "severe computing needs" that must be met for the nation to remain competitive, a Cornell computer scientist says in a report by a National Research Council committee.

In fact, many of the federal mission-oriented agencies have a need for computer scientists to work with scientists, doctors, engineers and other professionals within those agencies to become more effective, said Juris Hartmanis, chair of the Computer Science Department. The agencies, such as NASA, the National Institutes of Health, and the Departments of Transportation and of Commerce, all have expertise in their respective areas but are not at the forefront of computational science.

Hartmanis was chairman of a National Research Council committee that looked at the state and direction of computer science in the nation. The NRC released the committee's report, "Computing the Future: A Broader Agenda for Computer Science and Engineering," last summer. The Computer Science and Telecommunications Board of the NRC formed the committee to produce the report, two years in the making.

Hartmanis described the almost-300-page report Feb. 12 at the annual meeting of the American Association for the Advancement of Science in a talk, "Computing the Future," in the session organized by the NRC Computer Science and Telecommunications Board and the HPCC Program. HPCC is the High Performance Computing and Communications Program, one of the federal government's Grand Challenges to accelerate the use and availability of the next generation of high-performance computers and networks.

The committee report recommends fully

funding this program, because it is essential to the nation's future economic strength and competitiveness, and it addresses the growing need for more advanced computing tools, he said.

"The basic message is, computer science is terribly important in our society," Hartmanis said. "Computing is ubiquitous. It penetrates everything. Computing clearly is the enabling technology for almost all intellectual activities in our society, and computer expertise is badly needed in all segments of society. That is one undeniable fact."

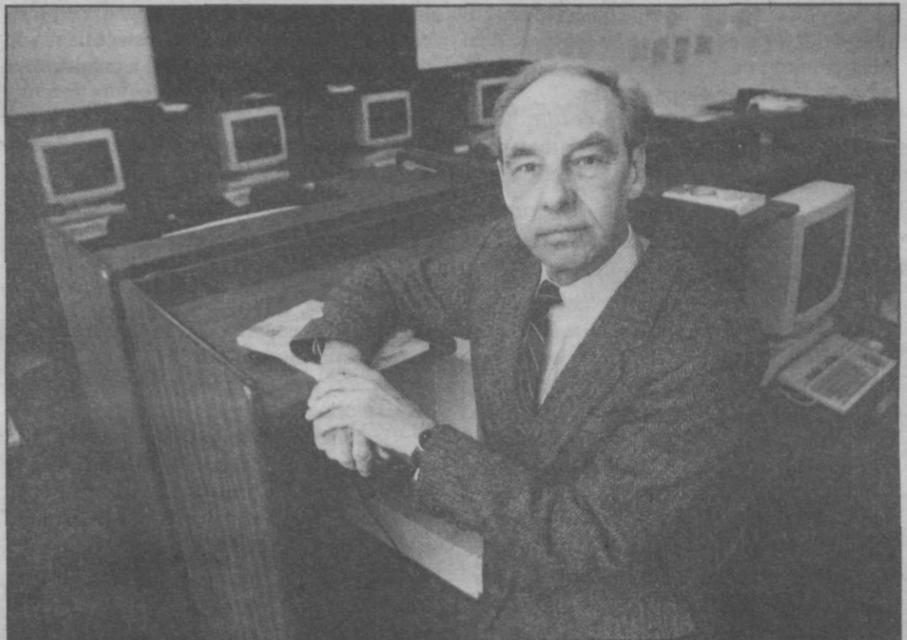
The report recommends that federal agencies invest in joint, interdisciplinary work with computer scientists, because the needs for computer expertise are so great. "We really saw a vacuum in the mission-oriented agencies," Hartmanis said. "Many of them have severe computing needs and very little in-house computer science expertise."

The field now has the luxury of broadening its scope because academic computer science has grown so much over the last two decades, from having a few hundred Ph.D.s per year in the 1970s to almost 1,000 per year today. There are 3,000 computer science faculty members at all Ph.D.-producing departments.

"Computer science now has the obligation and luxury to really start interacting far more intensively with other disciplines. We can afford to have these people getting involved in more disciplines and take on more applications," Hartmanis said, echoing recommendations of the NRC report.

For universities, that means broadening the research scope to be more applications-oriented. To do that, Ph.D.s in computer science should have an outside minor as well, from any field: math or music, biology or astronomy. Such training is required at Cornell.

"The committee also says that universities should broaden the policies on promotions and rewards, by being less rigid in interpreting



Peter Morenus/University Photography

**"Computing clearly is the enabling technology for almost all intellectual activities in our society, and computer expertise is badly needed in all segments of society. That is one undeniable fact," says Professor Juris Hartmanis, chair of the Computer Science Department.**

what is rewardable intellectual achievement. Interdisciplinary work should be rewarded, as should applications and technology transfer work," Hartmanis said.

But more federal money is needed for four-year colleges that do not have a Ph.D. computer science program, Hartmanis said. "We recommend that the federal government systematically improve undergraduate education, and retrain computer science faculty in non-Ph.D. departments." The report shows that only one-fourth of the people teaching computer science in non-Ph.D. departments have their doctorates in computer science.

The report generated some controversy as well. A petition organized at Stanford University to withdraw the report was delivered to the NRC, but the committee, after review, stood by it. Frank Press, president of the National

Academy of Sciences, said that the report would not be withdrawn.

Among the issues was the report's recommendation that computer science be more application-oriented, making the observation that the federal government and other sectors may demand justification for research in terms of positive benefit to the nation. "But this was just an observation about trends, not an endorsement of that," Hartmanis said. "The committee believed this [petition] was a case of badly misreading the report," he added.

Another contentious item was that the committee looked at computer science and engineering, rather than separating the fields. "Computer science and engineering should not be separated," he said. "Computer science has no difficulty justifying itself on its importance to the nation."

# CU takes steps in response to report on student drinking

By Sam Segal

Law School Professor John Siliciano's final report on "Undergraduate Drinking at Cornell" has been accepted by Larry I. Palmer, vice president for academic programs and campus affairs, who has begun implementing the report's recommendations.

First on Siliciano's list was that Cornell "centralize in a single senior administrator" overall responsibility for alcohol-related policies. Siliciano noted that the central administration, Dean of Students Office and Residence Life had major roles in aspects of policy, which also involves staff from the Gannett Health Center, Public Safety and other offices.

Palmer announced that Senior Vice President James E. Morley Jr. had agreed to take overall responsibility and that Morley would soon discuss details with the Deans' Council.

## Campus Code

Morley has already asked the University Assembly to begin action toward implementing Siliciano's second recommendation — to repeal a "symbolically destructive" provision of the Campus Code that restricts the penalties for illegal possession of alcohol.

"As for the other five recommendations," Morley said, "I have asked Larry Palmer to seek specific suggestions from staff in his division, which has most of the front-line involvement with this matter."

Palmer's division includes the dean of students and assistant

dean for greek life, the recently merged offices of Residence Life and Cornell Dining, and the Noyes and Purcell Community Centers.

The other recommendations called for more education focused on "low-risk drinking and responsible social behavior," earlier referrals for students showing potential drinking problems, and more social activities that play down or exclude alcohol.

"I will be asking my staff for realistic ways to implement these recommendations," Palmer said, adding: "I would expect some ideas can be realized almost immediately."

Siliciano, a member of the Law School faculty who was an undergraduate at Cornell, gave Palmer his final report on Jan. 7 after having widely discussed his preliminary report with faculty and students, including the Student Assembly.

Palmer had enlisted Siliciano's efforts in January 1992, after the Board of Trustees asked Palmer to review alcohol policies on campus.

Siliciano's report concluded that Cornell's combination of regulation, education and treatment worked reasonably well despite the fact that 85 percent of undergraduates drink, with up to 20 percent drinking heavily — as determined by frequency and volume of consumption.

"But there is no obvious 'magic bullet' to the problem of abusive and illegal drinking, thus patience is in order," he said.

Over the past decade, Residence Life, Gannett Health Center and the judicial administrator have reached several

thousand students a year with educational programs. Such programs, Siliciano said, seem to have reduced "binge drinking," and cooperative efforts with fraternities have reduced some of the excesses formerly associated with illegal drinking at fraternities.

But Siliciano said that drinking at Cornell is about as prevalent as it is at other campuses and that raising the legal age to 21 did not seem to reduce drinking, even with the diligent regulation and education efforts at Cornell.

## Draconian enforcement

He cautioned that trying more Draconian enforcement would likely force students to seek more dangerous ways to do the drinking that is likely to get done anyway.

The recommendations that Morley and Palmer will begin implementing are intended to take the long-term approach of gradually affecting the culture in which drinking takes place.

Noting that changed attitudes toward smoking developed over a generation, Siliciano said in his conclusion:

"Over time, it is likely that these and other efforts will yield at least incremental improvements in the picture. . . . Students, like everyone else, both seek and deserve a healthy and enjoyable life. Developing a mature posture towards alcohol is a necessary component of such a life, and assisting students in this process is well within both the educational mission and the institutional competence of the university."

The full report is available in Palmer's office and at the reference desks of Uris and Olin Libraries.

## Reno *continued from page 1*

angrily chanted in the streets by blacks after she lost a case against four police officers accused of fatally beating a black insurance agent, which set off the Liberty City riots in 1980. She later won back confidence, in part by being, as many have reported, one of the most fair-minded and accessible figures in politics. The fact that her telephone number is listed is becoming legendary.

If confirmed by the U.S. Senate, Reno would oversee some 90,000 workers in the Justice Department. Her priorities, she has said, would be to boost morale, aggressively enforce civil rights laws, prosecute federal child abuse and child support cases, and punish polluters. Whether she can meet these challenges remains to be seen, but this much is clear: Reno is a leader and has been at least since she was a Cornell undergraduate in the College of Arts and Sciences, Marshall recalled.

"She just stood out back then as very straightforward, someone with very clear opinions and very independent. She did not try to just go along with the group. Whatever the issue, she thought things out for herself," she said.

## Career plans change

Originally planning to be a doctor, Reno studied chemistry while working her way through college as a waitress. Then in her

junior year, she was elected president of the Women's Student Government Association and in a last-minute change of career, she went on to study law at Harvard University School of Law, graduating in 1963.

She returned to her home state of Florida, where her parents were both journalists, worked in private practice for several years, then took her first public service job in 1971 as staff director of the Florida House Judiciary committee. She joined the Dade County state attorney's office in 1972, set up its first juvenile division the following year and, in 1978, became Florida's first female state attorney.

And then, during a 15-year tenure many consider remarkable, this liberal Democrat in a mostly conservative Republican county was re-elected four times.

"In a community that has so much divisiveness, she has won every election by what I would consider a landslide," said Nancy Persily, a 1964 graduate of the School of Industrial and Labor Relations who was president of the Cornell Club of Greater Miami and the Florida Keys and a health administrative consultant in Dade County before recently moving to Washington, D.C.

"I was proud she was a Cornellian," Persily said, adding, "She's been involved in many of

the issues that reflect what's going on in the nation: immigration, riots, a very mixed community, white collar crime, violent crime."

In the meantime, Reno cared for her elderly alligator-hunting mother in the house that her mother built not far from the Florida Everglades, where peacocks, if not door and window locks, abound.

And throughout her tenure, Marshall said she continued to admire Reno, too.

"Whenever the Cornell board considered outstanding Cornell women for a post, I always suggested Janet. I wished she had been able to be a trustee," Marshall said. Reno never had the time for that, but she did remain involved in Cornell in other ways.

She served on the Cornell University Council from 1972 to 1975 and was on the Steering Committee of Alumni Leaders from 1984 to 1990. Then in 1990, she became one of the 120 original members of the President's Council of Cornell Women, a group dedicated to

strengthening and supporting all women affiliated with the university by, among other things, improving career counseling.

It is through this network that Reno this past January opened her office to extern opportunities for a Class of 1994 student, Johanna Calabria, and last January spent a week with Dhanani, whom she let shadow her, literally, for a week, then invited her back as an intern over this past summer.

## Change of career plans

The result of the experience for Dhanani, whose family lives in Dade County, was a change of career plans, and of heart.

"Before I met Ms. Reno, working for the government wasn't something I wanted to do. I was focused more on private practice," she said. "But after I saw what kind of woman she was and how she was contributing to the community, I really learned a sense of giving something back to the community. . . . She's become a role model for me, and a lot of other women, too."

That potential is what Marshall remembers, even from the early days.

"I remember thinking she was a powerhouse," said Marshall, "and a woman who should inspire other women to be all they can be and do what they think is best."



Naseem Dhanani

## Black Gospel Festival *continued from page 1*

"Because what I am most excited about is the Gospel! The Gospel that includes everybody, that includes me! The Bible that is a thrilling historical record of how God is working to lead his people into his kingdom," he said.

Haynes' family includes many jazz musicians — Berkeley College of Music honorees, he said — and his brother is an internationally known drummer.

Music, he said, is a universal language that

*'Music is a universal language that can break down the barriers between people.'*

can break down the barriers between people; racial barriers were broken down between jazz musicians in the 1950s, even before the Civil Rights movement, he said.

Listen to all kinds of music, from rappers to Burt Bacharach, Haynes suggested. Listen to what they are saying. But ask yourself if what you are hearing are the songs of "a soul set free," he said.

## The real heroes

The real heroes of his sermon were George Frederic Handel, whose *Messiah* is played with the same notes in Japan and in America; the biblical David, whose music soothed the anguish of King Saul and who later assembled a 4,000-voice choir to praise God; Mahalia Jackson, who preferred spirituals to nightclub songs; and Thomas Dorsey, "the father of Gospel music," who died last month and whose

memory was honored by the flowers on the Sage Chapel altar.

Besides being a minister, Haynes is also a social worker, and he served three terms in the Massachusetts House of Representatives.

After graduating from theology colleges and the Boston University School of Social Work, he returned to his hometown of Roxbury and began a dual career in social work and church work. As a result of serving in the state legislature, he was appointed to the Massachusetts Parole Board, which he referred to in his sermon.

"In 16 years on the parole board, I saw the inside of every prison in the commonwealth of Massachusetts," he said.

"I have seen men and women whose lives were broken, whose lives were disheveled, who were lost and could not find their way," Haynes added.

## Achieve harmony

"I have seen this in outstanding members of the Boston Celtics [basketball team] who felt they needed something to feel better and to think better, to achieve a feeling of harmony with the world and with whatever powers are in this world," he said.

What they are looking for, Haynes suggested, is a "personal relationship with the God of the universe that surpasseth all.

"When you have that, then you will know the peace that God gives."

During the 90-minute service, the Cornell student group Pamoja-Ni sang *The Storm Will Pass* and *Trouble Don't Last Always*. The service began with the playing of *Amazing Grace* and ended with *Precious Lord, Take My Hand*.

## ESP *continued from page 1*

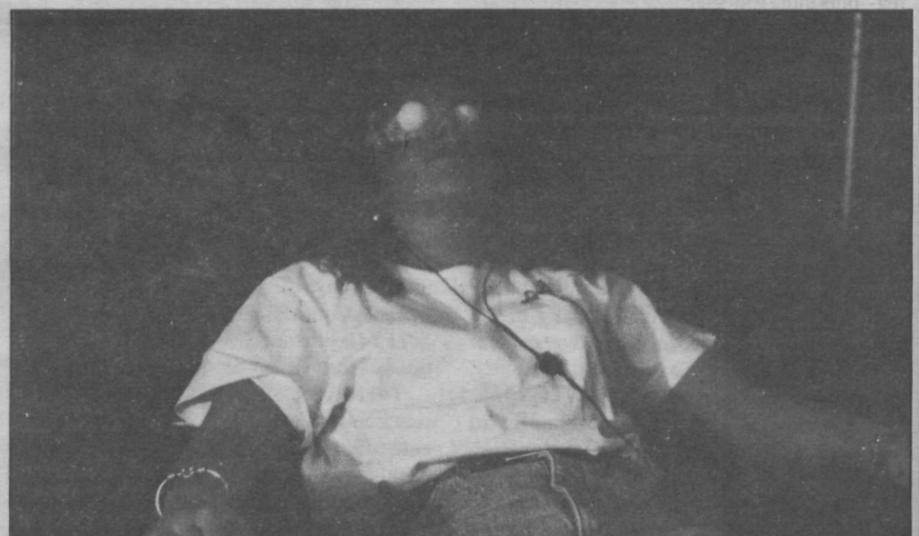
significantly above chance, Bem reported. When film clips taken from movies, cartoons or television commercials — rather than static images — are used as targets, the hit rate rises to about 40 percent. To date, the most successful results have been obtained by students from The Juilliard School, who achieved a hit rate of 50 percent.

In Honorton's recent experiments, 100 men and 141 women participated in 355 separate sessions. Since 1974, when the *ganzfeld* procedure was first introduced, there have been more than 60 *ganzfeld* studies, averaging

about 30 sessions each.

Bem, who is a magician as well as an experimental social psychologist, first became aware of the ESP studies in 1983 when Honorton invited him to his laboratories to inspect the *ganzfeld* procedures, and, especially, to inspect the safeguards against potential cheating by subjects or experimenters.

"I was impressed by the safeguards," Bem said. "I told Honorton that if these experiments were successful under such stringent conditions, I would be willing to try getting the results published in a mainstream journal."



Courtesy of Daryl J. Bem

Tests for telepathic communication involve a "receiver" who lies in a reclining chair in an acoustically-isolated chamber with translucent table-tennis-ball halves taped over the eyes and headphones over the ears.

## COMMENTARY

## Once homeless, I know their cold, hunger, defeat, despair

*Editor's note: Fred A. Wilcox, who once was homeless and now teaches in the writing program at Ithaca College, spoke on campus Feb. 11 as part of a lecture series in the School of Hotel Administration. The Hotel School was the nation's first academic institution to apply skills of the hospitality industry to caring for the homeless.*

By Fred A. Wilcox

My descent into homelessness began the first time I was held for "observation and evaluation" in a psychiatric facility.

Like millions of Americans, my parents believed what they read in the *Reader's Digest*, a magazine that told people how to ferret out communists and how to recognize the signs of mental illness in friends and loved ones.

My symptoms: Wanting to write poetry; dressing, I hoped, like Jack Kerouac; no longer believing in God. Like so many people in the '60's — blacks fighting racism, women wanting out of abusive relationships, homosexuals refusing to stay in the closet, adolescents trying to emulate Allen Ginsberg or James Dean — I got caught up in the psychiatric revolving door. Over and over, psychiatrists — they are far more dangerous than their patients — demanded to know if I were a "beatnik."

"But of course," I would reply, with great pride. One charlatan pumped electricity through my brain 13 times before declaring his treatments successful. My synapses were fried. Memories of my childhood were permanently erased. I couldn't read, couldn't concentrate and couldn't even remember the names of close relatives. For two years, my head felt like it was filled with wet sand.

#### No place to live

The day I boarded a Greyhound bus in Des Moines, Iowa, a one-way ticket to New York City in my pocket, I didn't really care where I was going, just so I never had to see my family again. I had no job skills, no money, no relatives in the city and no place to live. I didn't have the slightest idea



Wilcox

how to survive on Manhattan's mean streets, but I soon learned — when the person with whom I was temporarily staying threw me out without my clothes — just how gratuitously cruel and unexpectedly kind people can be.

One afternoon I was sleeping on a park bench, when suddenly I awoke with my feet on fire. "Hey," I shouted at the cop who had smacked the soles of my feet with his night stick. "Get the f— out of here, before I break your head," he snarled.

I watched the police attack people, saw them taking payoffs and learned to hate and fear them. I slept in junkie crash pads, on peoples' couches, in rat-infested tenements, in furnished rooms and in rancid-smelling, cockroach-crawling hotels. I huddled by the stove with welfare recipients whose slumlord had turned off the heat mid-January, and I discovered just how creative, persevering and courageous the poor must be to survive in a nation that blames them for their misery.

I worked at marginal, low-paying, exploitive jobs, never earning enough money to buy clothes or to save for an apartment. When I was particularly down and out, I would lie on a table in a squalid little blood bank just off the Bowery, waiting for a plastic bladder to fill with blood. The owners paid winos, junkies and others down on their luck five bucks for a pint of blood, and didn't care whether we had VD, were jaundiced, or were half dead. They resold our blood for \$50 a pint.

Once, I tried to convince a welfare worker to help me return to school.

"Have you ever been certifiably insane?" she asked.

"No," I said.

"Unless you can get a certificate stating that you were once insane, we can't help you," she said.

#### Packed up my things

In spring 1968, after nearly six years on the streets, I packed up my things (everything I owned fit into a paper bag) and left New York City. I couldn't sleep without drinking heavily, carried a knife, and was constantly frightened. If I didn't leave the city, I was going to hurt or even kill someone. I took a bus to New Hope, Pennsylvania, walked into a French restaurant, and asked for a job. The owner wanted to know if I had ever worked in such a fashionable setting.

"Oh, oui-oui," I replied.

"Do you know French cuisine," she demanded.

"Oh, oui, madame."

"You're a bad liar," she laughed, "but I'll hire you anyway."

I worked 14-hour days, putting all the money I earned in the bank so that I could return to college, which I did that fall, studying sociology, and later returning to the Iowa Writers Workshop for an M.F.A. In time, I also earned a doctorate in English and writing from SUNY-Albany.

Two years ago, I chaperoned a group of Ithaca College students, along with my daughter, on a trip to New York City. The students were going to spend one week working on a project for Habitat For Humanity, and we stayed in a battered old church on Sixth Street and Avenue B, sleeping on the floor and sharing the kitchen with a group of homeless men who lived upstairs.

When the students weren't working, we toured my old neighborhood. I pointed out places where I used to drink, fight and "crash," taking them past the basement where Groovy and Linda, two of the Lower East Side's most notorious hippies, had been murdered. We walked through Tompkins Square Park, where homeless squatters huddled or slept under heaps of rags and plastic and studied wall murals dedicated to victims of drugs. I sensed that the students were frightened of homeless people, and when I asked them why, they said they didn't know.

#### Just one step away

I talked to them about *Chasing Shadows*, the book I was writing about the years I spent homeless. I explained that homeless people are not criminals. I told them that between 2 million and 4 million Americans are homeless, 500,000 of them children, and that millions more are just one step away from living in the streets.

Many homeless Americans hold full-time jobs, and it's the owners of slumlord hotels, not their homeless tenants, who are cheating the American taxpayers.

I told the students that between 150,000 and 250,000 war veterans are homeless.

Some homeless people might get lucky, like I did, and manage to get back on their feet. But far too many will succumb to despair, madness or disease. When I see men, women, and even children huddled in doorways, I feel their cold. When I see hungry people, I feel the knots in their stomachs.

I will never forget what it's like to go without food, to have nowhere to sleep, to feel defeated and hopeless.

Homelessness is a national disgrace. President Clinton has promised to do something about it. Let's insist that he keep his word.

## Appointments

### David McCann, Asian studies

At Cornell and other colleges, Asian studies are attracting more and more students, and David R. McCann sees opportunities to enhance scholarship on the region.

In January, McCann, an associate professor of Korean literature, became chair of the Department of Asian Studies, a three-year appointment.

He said that he will encourage greater exchange of research among the department's 11 faculty members who teach the literature, religion and philosophy of three core nations — China, Japan and Korea — plus India and Southeast Asia, particularly Vietnam.

"For example, in my work on Korean literature, I am interested in how Japanese writers dealt with issues that Koreans were writing about in the early part of this century," McCann said, speaking of the period when Korea was a Japanese colony.

McCann said teaching and research should include comparative studies on how various Asian peoples affected each other and how they viewed events that bridged nationalities.

In a normal rotation of department chairs, McCann succeeds Edward M. Gunn Jr., professor of Chinese literature.

At Cornell, the number of students majoring in Asian studies has increased from 34 in 1982 to 73 this academic year. During the same period, students taking courses in Asian studies including non-majors increased from 249 to 1,084.

"I don't know if anyone really has studied the reasons for this increase, but it reflects

partly the recognition of Japan as an important economic partner," McCann said.

"Also at universities, there has been a shift away from study of Western civilizations to civilizations in other parts of the world," McCann added.

Careers selected by Asian majors include teaching, international business and government service.

McCann's own academic career illustrates the growth of Asian studies at Cornell. From 1979 to 1990, he held executive positions in Cornell's Development Office, teaching part time. Cornell decided to expand Korean studies, in part to meet requests from Korean-American students who wanted to learn about their heritage. So McCann left development for a faculty office in Rockefeller Hall, becoming the third professor in the United States to teach Korean literature full time.

He said his experience in the Development Office that administers university fund-raising programs will stand him in good stead as an academic advocate during the current period of financial restraints on university spending.

McCann is one of the founding editors of *Black Crane*, believed to be the world's first English-language journal of contemporary Korean literature. Funded by a South Korean publisher, the editors have been working on the project for more than two years, and they expect to publish their first issue this spring.

McCann, who received his undergraduate degree in Western European history from Amherst College, learned Korean in the Peace Corps while teaching English in a South Korean high school. He then earned master's and doctoral degrees in East Asian languages and civilizations at Harvard University, studying modern and classical Japanese, classical Chinese and Korean.

— Albert E. Kaff

### Andy Garcia-Rivera, Environmental health

Andy Garcia-Rivera, director of environmental health and safety at the University of Colorado Health Sciences Center in Denver, is the new director of Cornell's Office of Environmental Health.

The office serves as a clearinghouse for environmental health and safety information and offers a wide variety of safety programs and consultative services for the university.

Garcia-Rivera took over Dec. 1 from Ted Murray, the senior environmental hygienist who served as acting director of the office since 1991. He holds a master of science degree in environmental health and preventive medicine from the University of Iowa and a bachelor of science degree in zoology from the University of Massachusetts at Amherst.



Garcia-Rivera

A specialist in biological safety and industrial hygiene, Garcia-Rivera said he hopes to see environmental health and safety services coordinated with other key university service departments to facilitate services, timely resolution of issues, "and to have our program recognized nationally as being the very best."

"I am in the process of getting to know the university by visiting the facilities and meeting with administrators, faculty, staff and students," Garcia-Rivera said. "This will give me a clearer picture of the status of environmental health and safety programs at Cornell. I will provide proactive leadership to correct, comply with, and advance the continuation of a healthy, safe environment at the university."

— Roger Segelken

## Ramadan, Lent start next week

By Lisa Bennett

Muslims will begin a period of fasting from dawn until sunset on Feb. 23. This period of Ramadan, the ninth month of the Islamic calendar, will continue until March 25.

For Christians, Ash Wednesday, a day of fasting and penitence, is Feb. 24. Also the beginning of Lent, Ash Wednesday commemorates Jesus' fasting in the wilderness.

Muslims are commanded to forgo all food, water, sex, smoking and misconduct during Ramadan as an act of obedience to God and an exercise in self-restraint and patience.

For the estimated 250 to 300 Muslim faculty, staff and students at Cornell, there also will be special services in Anabel Taylor Hall, according to Omar Afzal, adviser to the Ithaca Muslim Community, one of two Muslim groups at Cornell, and a senior searcher for the University Library.

There will be a special prayer service every night, beginning 90 minutes after sunset; a gathering for the breaking of fast on Friday evenings; and a potluck dinner every Saturday.

On the subject of fasting, the Koran, the holy book for Muslims, states, "O you who believe, fasting is prescribed to you as it was to those before you, that you may learn self-restraint." It is believed that Allah handed down the Koran as a guide during this month.

Referrals for information about the Ithaca Muslim Community or the student-group, Muslim Cultural and Education Association (MECA), is available by calling 255-4214.

On Ash Wednesday, the Roman Catholic community will hold services at 12:20, 5:15 and 7:30 p.m. in the Anabel Taylor Hall auditorium; the Episcopal community, at 7:30 a.m. and 12:15 and 5:30 p.m. in the Anabel Taylor Hall chapel; and the Protestant Cooperative Ministry at 7:30 p.m. in Anabel Taylor Hall chapel.

# CALENDAR

continued from page 12

## Society for the Humanities

"Against Arbitrariness: Imitation and Motivation Revived," Linda Waugh, modern languages and linguistics; romance studies; and comparative literature, Feb. 24, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

## University Lectures

"Patriarchy and Divorce in Quattrocento Venice," Stanley Chojnacki, Michigan State University, Feb. 19, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

## University Program Board

"Our Environmental Destiny," Robert F. Kennedy Jr., environmental attorney and son of the late senator, Feb. 18, 8 p.m., Bailey Hall.

## Women's Studies

"Feminist and Gay/Lesbian Politics in the Military," Mary Katzenstein, government, Feb. 19, 3:30 p.m., faculty lounge, Ives Hall.

"Health and Love: A Move Towards Power," Dazon Dixon, Sister Love Inc. Women and AIDS Project, Feb. 25, 4:30 p.m., 156 Goldwin Smith.

# MUSIC

## Department of Music

A free concert in honor of guest composer Jacob Druckman will be given Feb. 19 at 8:15 p.m. in Barnes Hall. The Cornell Contemporary Chamber Players will perform Druckman's "Animus 3" (for clarinet and tape) and his "Reflections on the Nature of Water" (solo marimba); Edgar Varese's "Density 21.5" (solo flute); Roberto Sierra's "Cronicas del Descubrimiento" (flute and guitar); and Erik Satie's work for solo piano; as well as Alfred Schnittke's "Piano Quintet."

On Feb. 20 at 8:15 p.m. in Barnes Hall, Tony Cedras from Cape Town, South Africa, and his group will perform a unique blend of African/American crossovers inflected with traditional African and Latin music. Cedras will share his views on jazz as an original African art form which developed into a music form that connects many cultures and races. This free concert is part of the Contemporary African Arts Festival.

As part of the Mendelssohn-Family colloquium, a short concert on Fanny Mendelssohn's music will be performed Feb. 21 at 5 p.m. in Barnes Hall. Pianist Sarah Rothenberg will play "Das Jahr," and soprano Judith Kellock with pianist Andrew Willis will perform seven songs by Felix Mendelssohn's sister. Call 255-4760 for information.

Also Feb. 21 at 5 p.m. in Sage Chapel, the Cornell University Chorus and University of Toronto Women's Chorus will perform works by Galuppi and Holst. Call 255-2324 for information.

Ithaca pianist Michael Salmirs will give a solo recital Feb. 22 at 8:15 p.m. in Barnes Hall. Featured compositions are Beethoven's "Pastoral Sonata," Scriabin's "Sonata No. 5" and Liszt's "B Minor Sonata."

## Bound for Glory

Feb. 21: Mike Agranoff, a storyteller, fine instrumentalist and traditionally flavored folk

singer. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## CUSLAR

A CUSLAR Cafe benefit concert featuring the Andean music of Chaski will be presented Feb. 20 at 8:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Admission is \$4 to \$7.

Feb. 25: Donna the Buffalo, 8 p.m., third floor lounge, Noyes Center, benefit for caravan to El Salvador, \$5 cover.

# RELIGION

## Sage Chapel

John Taylor, Unitarian-Universalist university minister, will give the sermon Feb. 21 at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist.

## 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.

Ash Wednesday Masses: 12:20, 5:15 and 7:30 p.m., Anabel Taylor Hall Auditorium.

## Christian Science

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

## Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m., Rev. Gurdon Brewster, chaplain, Anabel Taylor Chapel. Ash Wednesday services: 7:30 a.m., 12:15 and 5:30 p.m., Anabel Taylor Hall Chapel.

## Friends (Quakers)

Sundays, 9:45 a.m., discussion; 11 a.m., 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.

## 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. Call 255-4214 for information on special Ramadan services.

## Protestant Cooperative Ministry

Sundays, 11 a.m., chapel, Anabel Taylor Hall. Ash Wednesday service at 7:30 p.m., ATH Chapel.

## Sri Satya Sai Baba

Sundays, 10:30 a.m., 319 N. Tioga St. For details call 273-4261 or 533-7172.

## Zen Buddhist

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

# SEMINARS

## Anthropology

"Two Incidents on the Plans of Southern Transylvania: Pitfalls and Pratfalls of East European Privatization," David Kideckel, Connecticut State University, Feb. 19, 3:30 p.m., 215 McGraw.

"Selection for Reduced Toxicity in the Domestication of Crop Plants," Tim Johns, McGill University, Feb. 25, 2 p.m., Bailey Hortorium.

## Applied Mathematics

"The Uniqueness of Deligne-Lusztig Function Fields," Jens Peter Pedersen, Technical University of Denmark, Feb. 26, 4 p.m., 456 Theory Center.

## Astronomy

"Stellar Populations, Chemistry and Kinematics of Two Local Group Dwarf Galaxies: Formax and the SMC," Eduardo Hardy, Universite Laval, Feb. 18, 4:30 p.m., 105 Space Sciences.

"The Smithsonian Submillimeter Array," James Moran, Smithsonian Astrophysical Observatory, Feb. 25, 4:30 p.m., 105 Space Sciences.

## Biochemistry, Molecular & Cell Biology

"DNA and Protein Organization in the Centromere-Kinetochore Complex," Bill Brinkley, Baylor College of Medicine, Feb. 19, 4 p.m., Large Seminar Room, Biotechnology Building.

## Biophysics

"The Role of Interactions Between *B<sub>y</sub>* Subunits of G Proteins and *B-Adrenergic* Receptors," Ernst Helmreich, University of Wurzburg, Feb. 24, 4:30 p.m., 700 Clark Hall.

## Chemistry

"Organometallic Chemistry in the 1990s," George Parshall, Du Pont, Feb. 18, 4:40 p.m., 119 Baker.

"Stereocontrolled Methods for Ring Formation," Larry Overman, University of California, Irvine, Feb. 22, 4:40 p.m., 119 Baker.

"Single Nerve Cells: Monitoring Neurotransmitter Dynamics with Voltammetric Sensors and Capillary Electrophoresis," Andrew Ewing, Pennsylvania State University, Feb. 25, 4:40 p.m., 119 Baker.

## Ecology & Systematics

"Null Models and Community Structure," Bart De Stasio Jr., Lawrence University, Feb. 24, 4 p.m., A106 Corson Hall.

## Electrical Engineering

"Thin Film Transistor/Liquid Crystal Displays," Webster Howard, IBM, Feb. 23, 4:30 p.m., 219 Phillips Hall.

## Environmental Toxicology

TBA, Ernest Hodgson, North Carolina State University, Feb. 19, 12:20 p.m., 135 Emerson.

## Epidemiology Forum

"Applications of Disease Clustering Methodology," Bruce Turnbull, operations research, Feb. 22, 12:20 p.m., NG-03 MVR Hall.

## European Studies

"Citizenship, Gender and Women's Movements in East Central Europe," Barbara Einhorn, University of Sussex, Feb. 19, 12:15 p.m., 153 Uris Hall.

## Farming Alternatives Program

"Sustainable Agriculture Research: The Changing Roles of Farmers and Land-Grants," Tom Frantzen, Practical Farmers of Iowa, Feb. 19, 2 p.m., 401 Warren Hall.

## Food Science & Technology

"Food, Pests and Pesticides," David Pimentel, ecology & systematics, Feb. 23, 4:30 p.m., 204 Stocking Hall.

## Fruit & Vegetable Science

"Long Island: An Overview of the Vegetable Industry and Research Programs," Darlene Wilcox, fruit & vegetable science, Feb. 18, 4 p.m., 404 Plant Science.

"North American Free Trade Agreement," Enrique Figueroa, agricultural economics, Feb. 25, 4 p.m., 404 Plant Science.

## Genetics & Development

"Translation of E74A Protein in *Drosophila melanogaster*," Lynn Boyd, Feb. 24, 12:20 p.m., small seminar room, Biotechnology Building.

## Geological Sciences

"Mantle Melting and Crustal Recycling at Subduction Zones," Terry Plank, geological sciences, Feb. 18, 4:30 p.m., 1120 Snee Hall.

"The Cretaceous Through Cenozoic History of the Atolls & Guyots of the West Central Pacific," Janet Haggerty, University of Tulsa, Feb. 23, 4:30 p.m., 1120 Snee Hall.

## Immunology

"Heritability of Resistance to Nematode Infections in Small Ruminants," Leo Le Jambre, Pastoral Research Laboratory, CSIRO, Armidale, Australia, Feb. 19, 12:15 p.m., Boyce Thompson Auditorium.

## Industrial & Labor Relations

"The Union Role in Environmental Protection," James Valenti, United Steelworkers of America, Feb. 25, 4 p.m., 114 Ives Hall.

## International Nutrition

"The Determinants of Kwashiorkor and Nutritional Marasmus in Sudanese Children," Zeinab Sayed, nutritional sciences, Feb. 18, 12:20 p.m., 200 Savage.

## International Studies in Planning

"Historic Preservation in Melaka and Singapore: Recreating History for the Tourist Economy," Carolyn Cartier, Vassar College, Feb. 19, 12:15 p.m., 115 Tjaden Hall.

## Jugatae

"Molecular Systematics of Tiger Beetle Populations: Case Studies in Conservation Biology," Alfred Vogler, AMNH, Feb. 18, 4 p.m., A106 Corson Hall.

"Communal Bees and Big-Headed Males," Brian Danforth, Smithsonian Institution, Feb. 25, 4 p.m., A106 Corson Hall.

## Latin American Studies

"Latin American Summer Program in Cochabamba, Bolivia," Billie Jean Isbell, Latin American studies, information meeting, Feb. 23, 12:15 p.m., 153 Uris Hall.

Continued on page 11

## Cinema to present four Ithaca premieres

Cornell Cinema will present the Ithaca premieres of four new movies at the end of this month: *Deep Blues*, a documentary down the blue highways of Mississippi music and culture; *The World's Best Commercials*, a collection of 105 award-winning ads; *Twin Bracelets*, a story of lesbian love in rural China; and *Proof*, a black comedy about a blind man in search of the truth about the world.

*Deep Blues* features Dave Stewart of the pop duo Eurythmics and *New York Times* music critic Robert Palmer. It begins in Memphis, on Beale Street in the city's legendary blues quarter, which has been refurbished into a kind of blues theme park, and then dips from the hill country of northern Mississippi down into the Delta. On the way director Robert Mugge, maker of *The Gospel According to Al Green*, records musicians playing on front porches, in living rooms and in rural and urban juke joints. The picture shows Feb. 20 and 23.

*The World's Best Commercials* presents ads that are by turns suspenseful, schmaltzy, slick, surreal, sexy and satirical — as well as being brilliantly produced and entertaining. They are culled from the International Advertising Film Festival. The *Arizona Republic* writes that the ads range from "Australian beer

ads that leave ours flat, to Mercedes and Volkswagen ads that run ours off the road, and British credit-card ads that make you wish Visa and American Express would fight it out in private." The ads show Feb. 19 and 20.

The hit of the 1991 San Francisco Lesbian and Gay Film Festival, *The Twin Bracelets*, has been described as a contemporary lesbian version of *Raise the Red Lantern*. Written and directed by women, the film tells the story of an energetic and rebellious teen-ager growing up in a fishing village where people have no idea of feminism, let alone lesbianism, where women are purchased as brides and are allowed to see their husbands only three times a year if they cannot bear children. In this world, Hui-Hua pleads with her childhood buddy, Hsiu, to fulfill their childhood vow to be "sister man and wife: to live together and die together." The film doubles as February's Gay Film Friday on Feb. 26.

*Proof* is a witty black comedy by Australian director Jocelyn Moorhouse about a blind man who cannot trust himself or others, particularly women because his own mother mediated reality in a cruel and duplicitous manner. His ongoing relationship with his housekeeper merely repeats his torment. Finally, he befriends a



Musicians from all over the Delta jam in "Deep Blues," a trip down the blue highways of Mississippi music and culture. The film shows Feb. 20 and 23.

cook in a local restaurant, creating a strange psychosexual love triangle. The film, which has received three Australian academy awards and won a special mention at the Cannes Film

Festival, plays on Feb. 27.

For more information, see the Cinema flick sheet or stop by the Cinema office, 104 Willard Straight Hall.

# CALENDAR

continued from page 10

## Mechanical & Aerospace Engineering

"Leadership Primitives," Kenneth Hammer, the John R. Bangs Jr. Fellow, Feb. 18, 4:30 p.m., 155 Olin Hall.

## Microbiology

"Molecular Genetics of Parasitic Nematodes," Leo Le Jambre, Pastoral Research Laboratory, CSIRO, Armidale, Australia, Feb. 22, 12:15 p.m., G-3 Veterinary Research Tower.

## Natural Resources

"Perspectives on the Lake Ontario Sport Fishery," a round table discussion: Dave MacNeill, New York Sea Grant; Robert O'Gorman, U.S. Fish & Wildlife Service; Chad Dawson, SUNY-ESF Syracuse; Tommy Brown, natural resources; and Edward Mills, natural resources; Feb. 18, 3:35 p.m., 304 Fernow Hall.

"Global Warming and Fishery Biology," Bart De Stasio, Lawrence University, Feb. 25, 3:35 p.m., 304 Fernow Hall.

## Neurobiology & Behavior

"The Origin of Flight in Insects: A Paleoneuroethological Scenario," John Edwards, University of Washington, Feb. 18, 12:30 p.m., A106 Corson Hall.

"Immediate-early Genes in Brain: Is There Life After Fos?" James Morgan, Roche Institute of Molecular Biology, Feb. 25, 12:30 p.m., A106 Corson Hall.

## Ornithology

"The Ecological Impacts of Livestock in the West," George Wuertner, Prescott College/San Francisco State University, Feb. 22, 7:45 p.m., Fuertes Room, Laboratory of Ornithology, 159 Sapsucker Woods Road.

## Peace Studies

"The Challenge of State Building in Central Asia," Martha Brill Olcott, Colgate University, Feb. 25, 12:15 p.m., G-08 Uris Hall.

## Pharmacology

"Nitric Oxide: Neuromodulator and Neurotoxin," Valina Dawson, Addiction Research Center, National Institute on Drug Abuse, Feb. 22, 4:30 p.m., G-3 Veterinary Research Tower.

## Physiology & Anatomy

"The Dog Model of Persistent Mullerian Duct Syndrome," V. Myers-Wallen, pathology, Feb. 23, 4:30 p.m., G-3 Veterinary Research Tower.

## Plant Biology

"Harpin a Bacterial Protein and Its Interaction with Plants," Steven Beer, plant pathology, Feb. 19, 11:15 p.m., 404 Plant Science.

## Plant Pathology

"The Potential of Cell Wall Degrading Enzymes in Biological Control of Plant Pathogens," Christopher Hayes, horticultural sciences, Geneva, Feb. 18, 3 p.m., A133 Barton Laboratory, Geneva.

"Bicarbonate Inhibition of Selected Phytopathogenic Fungi: Mechanistic Studies and Disease Control Implications," L. Porter, plant pathology, Feb. 23, 4:30 p.m., 404 Plant Science.

"Creeping Death Down Under: Armillaria Root-Rot of Kiwifruit in New Zealand," Ian Horner, plant pathology, Feb. 24, 3 p.m., A133 Barton Laboratory, NYSAES, Geneva.

## Psychology

"Perinatal Choline Supplementation, Neurogenesis of Basal Forebrain Neurons and the Sexual Differentiation of Spatial Memory," Christina Williams, Columbia University, Feb. 19, 3:30 p.m., 202 Uris Hall.

## Statistics

"Generalized Rasch Models and the Analysis of Repeated Categorical Measurement Data," Alan Agresti, University of Florida, Feb. 24, 3:30 p.m., 100 Caldwell.

## Textiles & Apparel

"Advanced Restraint System for Tactical Navy Air Crew," Gary Whitman, Naval Air Warfare Center, Feb. 18, 12:20 p.m., 317 MVR Hall.

"Textiles for Space," E. Peter Scala, Cortland Cable Corp., Feb. 25, 12:20 p.m., 317 MVR Hall.

# SYMPOSIUMS

## European Studies

"Theorizing a Material World: Objects in the Romance Languages and Literatures," co-sponsored with Entralogos, the graduate student organization of Romance studies. Feb. 19 and 20. Call 255-8222 for information.

"The Mendelssohn Family: Music, Gender and Culture in Early 19th-Century Germany," Feb. 21, A.D. White House and Barnes Hall. At 1 p.m.



Christian Steiner

## Christopher Parkening

with soprano Kathleen Battle on a recording titled "The Pleasure of Their Company." That recording and another by Parkening were nominated for Grammy Awards for "Best Classical Recording."

He has performed with many of the world's leading orchestras, including the New York Philharmonic, the National Symphony and the orchestras of Chicago, Philadelphia and Los Angeles. He played in the Carnegie Hall 100th anniversary celebration season. He has also appeared on many nationally broadcast television programs, including *Live from Lincoln Center* with Pacido Domingo, *The Tonight Show*, *20/20* and *CBS Sunday Morning*.

Parkening, who resides in southern California with his wife, Barbara, has world-class talent in another area, too. He enjoys the sport of fly-fishing and has won the Western United States All-Around Casting Championship and taken first place in the International Gold Cup Tarpon Tournament held in Islamorada, Fla. — the Wimbledon of fly-fishing.

Tickets for the Parkening concert are \$10.50 to \$17 for students and \$12 to \$20 for the general public. They are on sale at the Lincoln Hall ticket office, Monday to Friday, 9 a.m. to 1 p.m., telephone 255-5144. Cornellcard, VISA and MasterCard are accepted.

## Classical guitarist to perform March 4

Guitarist Christopher Parkening, one of the pre-eminent virtuosos of the classical guitar, will give the final recital of the Cornell Statler Auditorium Chamber Music Series on Thursday, March 4, at 8:15 p.m.

His program will include works by Michael Praetorius, J.S. Bach, Mauro Giuliani, Heitor Villa Lobos and Isaac Albeniz, Manuel de Falla, Andrew York and Mario Castelnuovo-Tedesco, and others. Guitarist David Brandon, who has toured with Parkening since 1984, will be the assisting artist in the performances of compositions for two guitars.

Parkening's critically acclaimed 1991 release, "A Tribute to Segovia," is dedicated to his late mentor, the legendary Andres Segovia, and was recorded using one of Segovia's own concert guitars. The artist has collaborated

in the Guerlac Room, A.D. White House, speakers include: John Toews, University of Washington; Michael Marissen, Swarthmore College; Jonathan Knudsen, Wellesley College; and David Sabeen, Cornell. At 5 p.m. in Barnes Hall, pianist Sarah Rothenberg will perform Fanny Mendelssohn's piano cycle "Das Jahr," and Judith Kellock and Andrew Willis will perform songs of Fanny Mendelssohn.

## Industrial & Labor Relations

"Perspectives on NAFTA: How the North-American Free Trade Agreement Could Affect Our Future," Feb. 18, 3:30 to 5:30 p.m., 110 Ives Hall. Numerous faculty members will critically examine the NAFTA's impact on the peoples and economies of the Americas. The forum will include a panel discussion and questions from the audience. Presenters include Vernon Briggs Jr., Maria Cook and Robert Hebdon from the ILR School; Stephen Yale-Loehr from the Law School; Alan McAdams from the Johnson School; Duane Chapman and graduate student Jean Agram from agricultural economics; and Phillip McMichael from rural sociology. Ronald Seeber from the ILR School will serve as moderator. Sponsors are ILR School, Latin American studies, Frontlash/Committee on Labor Action, and Latin American Business Association in the Johnson School.

## Law School

"Refusing Refugees: Political & Legal Barriers to Asylum," Feb. 19 and 20. Pierre Bertrand, chief of the legal advice section in the division of international protection of the United Nations High Commission for Refugees in Geneva, Switzerland, will deliver the keynote address Feb. 19 at 8:30 p.m. in G90 Myron Taylor Hall. Three panel discussions will follow on Feb. 20 in Myron Taylor Hall's MacDonald Moot Court Room:

- 9 to 10:30 a.m.: "Obtaining Refugee Status for Those Persecuted on the Basis of Gender and Sexual Orientation," with Deborah Anker of Harvard Law School; Maryellen Fullerton of Brooklyn Law School; Suzanne Goldberg of the Lambda Legal Defense & Education Fund; and Nancy Kelly, Harvard Human Rights Program.

- 11 a.m. to 12:30 p.m.: "Vietnamese and Haitian Asylum-Seekers: The Crisis of Forced Repatriation," with Julian Fleet, senior legal officer for the United Nations High Commission on Refugees; Bill Frelick of the U.S. Committee for Refugees; Arthur Helton of the Lawyers Committee for Human Rights; Harold Koh of Yale Law School; and Hiroshi Motomura of the University of Colorado Law School.

- 2 to 4 p.m.: "Post-Cold War Crises in Refugee Law," with Deborah Anker, Pierre Bertrand; James Hathaway of the Osgoode Hall Law School; Arthur Helton; David Martin of the University of Virginia Law School; and David Stewart of the U.S. Department of State.

The conference is sponsored by the student-run *Cornell International Law Journal*.

# THEATER

## Department of Theatre Arts

"The Caucasian Chalk Circle," written by Bertoldt Brecht in 1945 and first performed in

English in the United States in 1947, will be performed Feb. 18 through 21 and 24 through 27 at 8 p.m. and Feb. 21 and 27 at 2 p.m. in the Center for Theatre Arts' Class of '56 Flexible Theatre.

"The Caucasian Chalk Circle," directed by Keith Grant, features resident professional actors Frank Farrell, Brent Harris, David Studwell and Kathleen Mulligan; undergraduates Maggie Rowe, Meta Golding and Chris DeWan; and graduate student Yvonne Singh.

Tickets are \$5 for students and seniors and \$7 for general admission and are available at the Center for Theatre Arts ticket center, 430 College Ave. Or call the ticket center between 12:30 and 5:30 p.m. Monday through Friday at 254-ARTS.

# MISC.

## ACSW Meetings

The Advisory Committee on the Status of Women regularly holds brown bag luncheons open to the entire community on the fourth Tuesday of each month. For more information, call ACSW Chairwoman Ruth Sabeen, director of Cornell Information Technologies, at 255-3299, or Associate Chairwoman Risa Lieberwitz, associate professor of industrial and labor relations, at 255-3289.

## 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.

## Computer Workshops

Mann Library is offering free computer work-

shops in February about "The Electronic Library." Topics include hands-on searching with the following databases: BIOSIS, Agricola, ERIC and ABI/INFORM; and basic search techniques will be demonstrated. Call 255-5406 for more information.

## Latin American Studies Program

Latin American coffee hour will be held on Tuesdays at 5 p.m. in G-08 Uris Hall.

## Plantations

"Woody Plants for Problem Places" class with emphasis on trees and shrubs that will thrive in difficult sites, Feb. 25, 7 to 9 p.m. with a field trip Feb. 27, 9 a.m. to noon. Registration is necessary. Call 255-3020 for additional information.

## 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.

# SPORTS

## Home contests in ALL CAPS

### Men's Basketball (11-9)

Feb. 19, at Yale, 7 p.m.  
Feb. 20, at Brown, 7 p.m.

### Women's Basketball (9-11)

Feb. 19, YALE, 6:30 p.m.  
Feb. 20, BROWN, 6:30 p.m.

### Men's Fencing (2-13)

Feb. 20, COLUMBIA and PENNSYLVANIA, 9 a.m.

### Women's Fencing (6-10)

Feb. 20, COLUMBIA and PENNSYLVANIA, 9 a.m.

### Men's Gymnastics (5-1)

Feb. 20, at Massachusetts, 1 p.m.

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

Feb. 21, at Ithaca College Invitational, 1 p.m.

### Men's Varsity Hockey (5-14-1)

Feb. 19, HARVARD, 7:30 p.m.  
Feb. 20, BROWN, 7 p.m.

### Women's Hockey (3-11-1)

Feb. 20, BROWN, 2 p.m.  
Feb. 21, YALE, 2 p.m.

### Men's Squash (6-10)

Feb. 20-21, NYS CHAMPIONSHIPS

### Men's Swimming (3-6)

Feb. 20, DARTMOUTH, noon

### Women's Swimming (6-4)

Feb. 25-27, Easterns at SUNY Buffalo

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

Feb. 20, KANE INVITATIONAL

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

Feb. 20, KANE INVITATIONAL

### Wrestling (17-4)

Feb. 18, at Syracuse, 7 p.m.



Patricia Reynolds

A scene from "The Caucasian Chalk Circle," being performed at the Center for Theatre Arts. From left, Meta Golding, Maggie Rowe and Kathleen Mary Mulligan.

# 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

### Cornell International Folkdancers

All events are free and open to the Cornell community and general public, unless stated otherwise. For further information, call 539-7335 or 277-3638.

Feb. 21, North Room, Willard Straight Hall: Advanced Balkan teaching, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m.

Global Dancing, beginning couple dances, meets Tuesdays in Helen Newman Hall dance studio: teaching, 8:30 p.m.; open dancing, 9:45-10:30 p.m. The dance for Feb. 23 is the Tango.

### Israeli Folkdancing

Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

## EXHIBITS

### Johnson Art Museum

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

The Johnson Museum has completed a major reinstallation of its European and American paintings, drawings, prints and sculpture. 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.

• "Creative Impulses/Modern Expressions: Four African Artists" runs through March 14 as part of Cornell's Festival of Contemporary African Art this spring.

• The exhibition "Changing Reality: Recent Soviet Photography" is on view through March 7.

• "Rewe," a video exhibition by Juan Downey will be on view Feb. 19 through March 20.

• **On the air:** Every Wednesday at 2 p.m., museum staff members and guests will appear on Casey Stevens' program on WHCU 870 AM.

• **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, Feb. 18, the Frost Collection will be toured. On Feb. 25, Gavriel Shapiro, assistant professor of Russian literature, will conduct a tour of the collection of Russian prints.

• **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.

• **Workshops:** The museum is offering a drawing class for children ages 9 and 10. The course, which runs for six weeks, will meet every Sunday, from March 7 through April 4, from 1 to 3 p.m. A fee of \$5 for museum members and \$50 for non-members will be charged. Register by Feb. 19; call Linda Price at 255-6464 to register and for information.

In conjunction with the Contemporary African Arts Festival, an interpretive workshop on African art will be held Feb. 20 from 9:45 a.m. to 5:30 p.m. Although this workshop is designed for teachers, members of the public are welcome to attend. Call the education department in advance at 255-6464.

### Hartell Gallery

Works by students of Penelope Jones will be on view through Feb. 20.

The Rome Program Show will be on exhibit Feb. 22 through 27.

### Mann Library

As part of the Contemporary African Arts Festival, a display of traditional African clothing and accessories is being exhibited in the first-floor exhibition area through mid-March.

## Auto experts to explore effects of Japanese plants on U.S. economy

In two upcoming programs open to the public at Cornell, auto experts from Japan and the United States will discuss the effects of Japanese automobile transplants on the U.S. economy.

Economic issues developed by Japanese production in America will be examined at two sessions of the annual Mitsui Forum, sponsored by the East Asia Program. The schedule:

• Feb. 25 at 4:30 p.m. — Masazumi Sone, director of research at Nissan Research and Development Inc., will speak on the topic, "Putting American Ingenuity and Skills to Work: Nissan's Research and Development Activities in the United States." The lecture will be in Room 230, Rockefeller Hall.

• March 2 at 4 p.m. — Sean P. McAlinden, a research scientist in the Transportation Research Institute at the University of Michigan, and James P. Womack, a research scientist in the Japan Program at Massachusetts Institute of Technology, will debate the question "Jobs Gained or Jobs Lost? Japanese Automobile Transplants and their Impact on the U.S. Economy." The debate will take place in Room

110, Ives Hall.

McAlinden will contend that Japanese transplants cost American jobs. Womack, author of *The Machine That Changed the World* (Harper/Collins 1991), will argue that leaner production techniques reduce labor requirements no matter who produces the vehicles. The debate will be moderated by Harry Katz, a professor in the School of Industrial and Labor Relations and a national expert on auto unions.

"Japanese producers claim their automobile facilities in the U.S. have helped create jobs for Americans," said Marcus Rebick, an assistant professor in the ILR School and the Mitsui Forum's faculty coordinator. "Critics have argued that the transplants are primarily screwdriver plants that assemble auto parts produced mainly in Japan. In addition, it is alleged that Japanese companies keep many of their best managerial and technical jobs at home in Japan."

Inaugurated in 1986, the annual Mitsui Forum is funded by a grant from Japan's Mitsui & Co. (U.S.A.) Inc. For more information, telephone the East Asia Program at 255-6222.

### Tjaden Gallery

Photographs and prints by Nihal El Rayess, through Feb. 20.

Paintings by Hyun Joo Kim, Feb. 21-27.

## 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 Ithakid 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, 2/18

"Trans Americas," directed by Juan Downey, 4:30 p.m., free.

"Husbands and Wives" (1992), directed by Woody Allen, with Woody Allen and Mia Farrow, 7:30 p.m.

"Blade Runner" director's cut (1982/1992), directed by Ridley Scott, with Harrison Ford, Rutger Hauer and Sean Young, 10 p.m.

### Friday, 2/19

"The Thinking Eye: Culture as an Instrument of Active Thought," directed by Juan Downey, 4:30 p.m., free.

"World's Best Commercials 1991," 7:15 p.m., Uris.

"My Life as a Dog" (1987), directed by Lasse Hallstrom, with Anton Glanzelius and Melinda Kinnaman, 7:45 p.m.

"Blade Runner" director's cut, 9:10 p.m. and midnight, Uris.

"Husbands and Wives," 10 p.m.

### Saturday, 2/20

"Lumumba: Death of a Prophet" (1992), directed by Raoul Peck, with discussant Tikumbi Kasongo-Lumumba, senior visiting fellow in the Institute for African Development, part of the African arts show and festival, 2 p.m., Johnson Museum, free.

"International Children's Television: The Crystal Maze" (1991), IthaKid Film Fest, recommended for ages 7 to 9, 56 minutes, 2 p.m.

"World's Best Commercials," 7:25 p.m., Uris.

"Husbands and Wives," 7:30 p.m.

"Blade Runner" director's cut, 9:10 p.m., Uris.

"Deep Blues" (1992), directed by Robert Mugge, with Booker T. Laury, R.L. Burnside and Junior Kimbrough, 9:55 p.m.

"The Wizard of Oz" (1939), directed by Victor Fleming, with Judy Garland, Frank Morgan and Margaret Hamilton, midnight, Uris.

### Sunday, 2/21

"Decalogue 9-10" (1988), directed by Krzysztof Kieslowski, 2 p.m., free.

"The Wizard of Oz," 4:30 p.m.

"Vampyr" (1932), directed by Carl Theodor Dreyer, shown with "Nosferatu" (1922), directed by F.W. Murnau, presented by Pentangle, 7:30 p.m., Uris, free.

"Blade Runner" director's cut, 8 p.m.

### Monday, 2/22

"My Life as a Dog," 7:15 p.m.

"Once Upon a Time in the West" (1969), directed by Sergio Leone, with Henry Fonda, Claudia Cardinale, Jason Robards and Charles Bronson, 9:30 p.m.

### Tuesday, 2/23

Films on rice farming in Thailand, Southeast Asia Film Series, 4:30 p.m., Kahin Center, 640 Stewart Ave.

"Deep Blues," 7:45 p.m.

"The Wizard of Oz," 10 p.m.

### Wednesday, 2/24

"A Door to the Sky" (1988), directed by Farida Ben Lyazid, with Zakia Taheri, Eva Saint Paul and Chaibia Aadroui, 7:45 p.m.

"Under Siege" (1992), directed by Andrew Davis, with Steven Seagal, Tommy Lee Jones and Gary Busey, 10 p.m.

### Thursday, 2/25

"Enchanted April" (1991), directed by Mike Newell, with Joan Plowright and Miranda Richardson, 7:40 p.m.

"Under Siege," 10 p.m.

## LECTURES

### Africana Studies

"In the 'National Interest': Race, Class and Gender in the Drug Debate," Rae Banks, fellow, Society for the Humanities, Feb. 24, noon, Hoyt Fuller Room, 310 Triphammer Road.

### Art History

"Climate Variability Before the Greenhouse Crisis: The Record of the Last 1000 Years," Malcolm Hughes, University of Arizona, Feb. 22, 4:30 p.m., Room D, Goldwin Smith Hall.

### Center for the Environment

Race, Equity & Environment lecture series: "Race and the Incidence of Environmental Hazards," Bunyan Bryant, University of Michigan, Feb. 23, 4 p.m., Alumni Auditorium, Kennedy Hall.

### Classics

"The New Dedication to the Most High God From the Negev," Yulia Ustinova, Ben-Gurion University of the Negev, Feb. 19, 4:30 p.m., 122 Goldwin Smith Hall.

Townsend Lecture: "The Theater of Dionysos is Not in the Agora," Nicole Loraux, Ecole des Hautes Etudes en Sciences Sociales, Feb. 23, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

### Cornell India Association

Shakuntala Devi, the Guinness Book of World Records "Human Computer," will give a performance Feb. 20, 5:30 p.m., 155 Olin Hall.

### East Asia Program

Mitsui Forum: "Putting American Ingenuity to Work: Nissan's Research and Development Activities in the United States," Masazumi Sone, Nissan Research and Development Inc., Feb. 25, 4:30 p.m., 230 Rockefeller Hall.

### Hotel Administration

Doug Fuller, a 1988 graduate of the Hotel School, will explain how the course, "Housing and Feeding the Homeless," changed his career goals, Feb. 25, 11:55 a.m., 465 Statler Hall.

### Music

Guest composer Jacob Druckman will lecture on composing music in relation to his own on Feb. 19 at 1:25 p.m. in 301 Lincoln Hall.

Continued on page 10

## the Cornell Costume Collection

The Cornell Costume Collection part of the Department of Textiles and Apparel in the College of Human Ecology, is housed in Martha Van Rensselaer Hall. It contains more than 5,000 items, including clothing and accessories worn by American women, men, and children from the 1800s to the present, a world culture collection, textiles, and dolls. The Cornell Costume Collection serves as a valuable research and teaching resource for the university and the general public.

African Selections from the World Cultures Collection



Peter Morenus/University Photography

Traditional African clothing and accessories are on display in Mann Library's first-floor exhibition area, through mid-March. The exhibit comes from the Cornell Costume Collection and the Department of Textiles and Apparel in the College of Human Ecology, and is in conjunction with the ongoing Festival of Contemporary African Art.

# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## Bringing Together Theory, Practice, and Service Toward an Integrated Faculty/Staff Health Program

— Beth I. Warren

Greetings!

In this week's issue of *The Cornell Workplace*, all of the major articles focus on individual and organizational health. Today I'd like to share my reflections on the ways in which I think we as an organization and as members of the Cornell community can take greatest advantage of the health-related programs, resources, and expertise that currently exist at the university to forge a systematic and integrated approach to individual and organizational health and wellbeing.

Over the past several months, a number of my colleagues and I have been laying the foundation for such an integrated approach by refining and remodelling existing services and by forming new alliances and networks across the university. We have come to the conclusion that Cornell already has many of the components for such an approach in place: the health insurance programs for endowed and statutory faculty and staff, long- and short-term disability, workers compensation, risk

management, life safety, environmental health, the Wellness Program, AIDS Action, the blood pressure

clinic, the Employee Assistance Program (EAP), the Back Safety Program, Work and Family Services, and the preventive and monitoring tests and vaccines provided by the Gannett Health Service. Until recently, however, the connections between these different programs and services have been informal, each service operating well within its own area of expertise but lacking overall coordination and focus at the university-wide level. As a result of many discussions, I believe that the university and the individuals who work and teach here would be most effectively served through the articulation of a strategic, collaborative,

team-based partnership between all these areas, operating within a framework of prevention and early intervention and coordinated through a case management approach.

### REFLECTIONS On The Horizon

#### Defining Preventive Management

What does it mean to have a framework of prevention and early intervention? James C. and Jonathan D. Quick provide a context for a preventive approach to organizational and individual health in *Organizational Stress and Preventive Management*:

*Preventive management is an organizational philosophy and set of principles which employs specific methods of promoting individual and organizational health while preventing individual and organizational distress.*<sup>1</sup>

They note that preventive management is the responsibility of both the organization and the individuals within it and that the two sets of responsibilities are interdependent: "Management's responsibilities include diagnosing organizational stress, selecting appropriate organizational-level and individual-level methods of preventive management, and implementing programs tailored to the particular needs of the organization. . . . The ultimate responsibility for one's health lies with the individual. Each person must take responsibility for his or her own life, health, and wellbeing."<sup>2</sup>

These authors describe three stages of prevention that would be factors in a systematic and holistic health program (see Chart 1).<sup>3</sup> The first stage, primary prevention, deals with the number of stressors that exist and their intensity (in this context, "stressor" means "any demand, either of a physical or psychological nature, encountered in the course of living"<sup>4</sup>). At an organizational level, stressors include the task, role, physical, and interpersonal demands of the job.

(continued on p. 2)

## Susanne M. Bruyere Assumes Joint Appointment

Susanne M. Bruyère, Ph.D., C.R.C., currently director for the Program on Employment and Disability and project director for the National Materials Development Center on the Employment Provisions of the Americans with Disabilities Act, New York State School of Industrial Relations, Extension Division, has assumed additional responsibilities as director and senior consultant of the integrated Faculty/Staff Health Program in University Human Resource Services (see "Reflections," this page). Susanne Bruyère will continue to fulfill her current educational responsibilities with ILR Extension. The joint appointment will mutually reinforce and strengthen the respective endeavors of both the New York State School of Industrial Relations and University Human



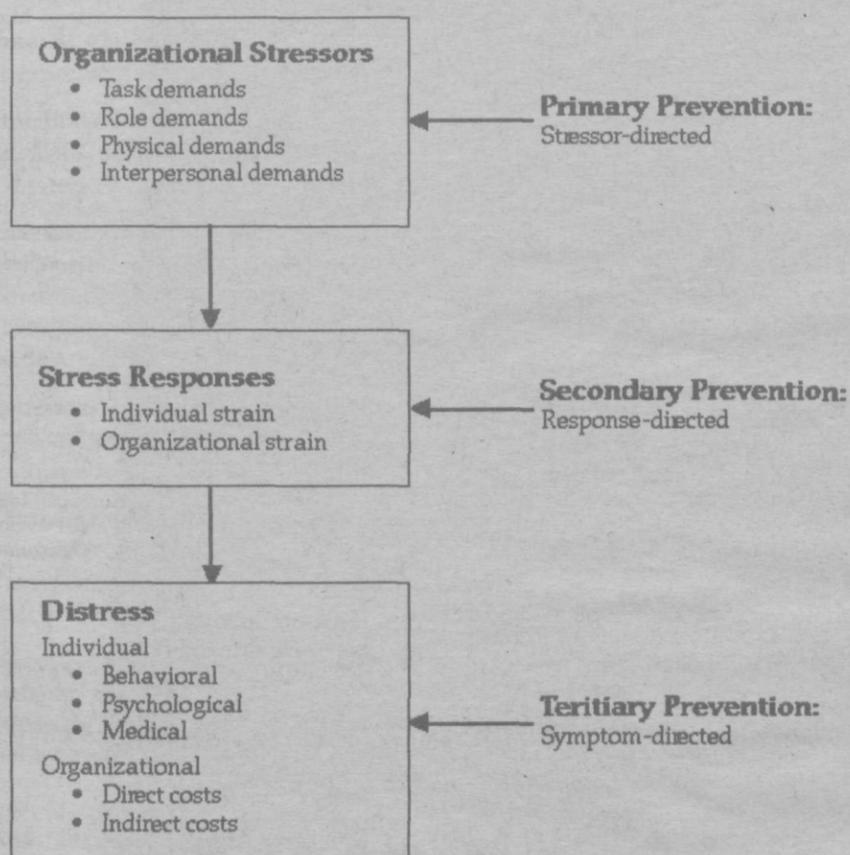
Susanne M. Bruyère, Ph.D., C.R.C.

Resource Services in organizational and individual health, and will enable Susanne Bruyère to apply her strong theoretical and practical background in disability management to the worklife challenges Cornell faces as a university of the first rank and a major employer in the upstate New York area.

"The purpose of the Faculty/Staff Health Program at Cornell," she explains, "is to facilitate a collaboration of the many resources on our campus which can be brought to bear to enhance the health and wellbeing of all staff and faculty at Cornell, to maximize the quality of working life, and to minimize the negative impact of illness and disability."

(continued on p. 3)

Chart 1



The stages of preventive management.  
(from Quick and Quick, p. 152)

# Reflections

(continued from p. 1)

Task and physical demands can be managed by 1) redesigning the tasks of a job, 2) by exploring strategies such as participative management, flexible work schedules, and career development, so that people have greater control over their own worklives; and 3) by evaluating the physical environments in which work is done. Role and interpersonal demands can be managed through role analysis (determining what the perceived role of a given job is within the organization), goal-setting, social supports both in and outside of work, and team-building.

When one talks about primary prevention at the individual level, it includes ways in which individuals can manage the frequency and intensity of the stressors in their lives. Strategies include providing education in how a person can manage his or her personal perceptions of stress, how individuals can manage their work environment (such as time management, priority-setting, etc.), and how they can modify their lifestyles to reduce their personal stressors.

The second stage, or secondary prevention is directed at the responses of the individual and the organization to stress. Secondary prevention comes through activities such as relaxation techniques, exercise programs, and recreation, and through the interpersonal rejuvenation provided by support groups and socialization with colleagues, friends, and family.

The third stage of prevention, called tertiary prevention, deals with the symptoms that appear when there is too much stress. On an individual level, behavioral, psychological, or medical symptoms may appear, and, on an organizational level, they have either direct costs (such as an increased recurrence of accidents) or indirect costs (such as decreased performance and productivity).

## How Prevention Will Be Enhanced by the Collaborative Partnership

The advantages of a collaborative, networked partnership in faculty and staff health are that some of the larger primary intervention issues can be addressed at the university-wide level through strategic planning, policy formulation and implementation, organizational development, the Quality-Improvement Process, and the supervisory and individual educational programs offered through Human Resource Relations and Development and elsewhere, while also being coordinated with specific secondary and tertiary prevention activities such as those offered through the Wellness Program, the Cornell Recreation Community (formerly the Cornell Recreation Club), support groups dealing with work and family issues, and the Employee Assistance Program (EAP).

## An Example

Consider, for instance, just one kind of situation that shows how this partnership might address these levels of prevention and early intervention: the situation of a staff or faculty member who incurs or experiences a disabling condition while at work.

In *Disability Management: A Complete System to Reduce Costs, Increase Productivity, Meet Employee Needs, and Ensure Legal Compliance*, Sheila H. Akabas, Lauren B. Gates, and Donald E. Galvin describe some of the psychological patterns that are set in motion when someone begins to experience a disabling condition. I quote from them at some length:

Imagine that . . . one day you are working, a fully functional human being. You leave your office to visit a customer, and have a serious automobile accident. If you're like most Americans, you were not wearing your seat belt, are a little fat, and have not been exercising, and so your injuries are more serious that they needed to be, and clearly disabling. You lie abed, contemplating your financial and health problems, with lots of time, particularly since not too many calls come from your workplace supervisors and managers. You wonder if you will ever be able to return to your former job; then . . . a check arrives from the workers compensation insurer. It's not as much as your usual earnings, but it's some help with the bills that are beginning to pile up, and your medical costs are covered as well. Then, two weeks later, another compensation check arrives. The doctor keeps telling you to be patient, that your body will heal after a while, but you know how much you are hurting, how little you can do. You feel sure that you cannot perform all the tasks of your usual work and suspect that you may never be able to do so. With no word from the workplace, you begin to believe that there is no interest in your return.<sup>5</sup>

Akabas, Gates, and Galvin cite studies that show that only one half of the 500,000 newly disabled workers each year who remain on disability five months or more ever return to work. The longer people are out on disability, the more depressed they are, the less control they feel they have over their own lives, the lower their self-esteem, and the greater their anxiety, fear, and uncertainty of the future: "Research shows that motivation to return to work is greatly diminished when the employer has no contact with the employee following the onset of disability and there is no process in place to assist return and assure the worker that there is a place for him or her at the workplace. In response to the perceived attitudes of employers toward return to work, workers with disabilities become 'disability dependent'. . . . They are discouraged workers. They come to believe that they cannot return to work and lose the motivation to try."<sup>6</sup>

The possibility for a different outcome can occur with a disability management program in place, these authors say. A disability management program can "provide early identification and referral and humane, responsive attention to the needs of the person with the disability."<sup>7</sup>

With such a program, a short time after notifying the workplace about the accident or disabling condition, "you would receive a call from your supervisor. . . . Then, you might be called by a case manager who would check on your medical care and other concerns, refer you to services and for care that would fill any gap in the system you have activated, and begin to talk with you and your attending physician about the possibilities of accommodated work, or a transitional assignment. . . . You would not view yourself as a disabled person."<sup>8</sup>

## The Cornell Faculty/Staff Health Program

Cornell as a whole and its staff and faculty have much to gain by the collaboration between health-related programs and the engagement in a coordinated, university-wide disability management effort aimed at prevention and early intervention. The costs to Cornell that are related to Workers' Compensation and to long- and short-term disability have increased by 33% since 1990, from \$2.1 million to \$3.1 million in 1992. And in 1991 mental and nervous disorders replaced back injuries as

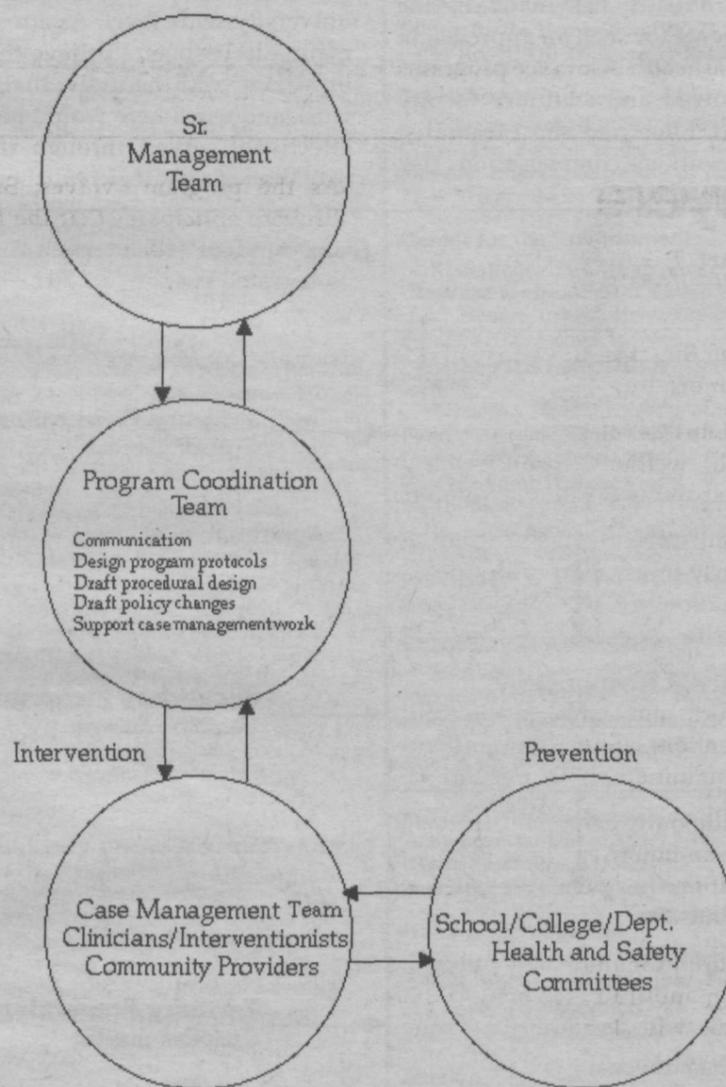
the second most prevalent medical condition leading to short term disability (maternity is the most common cause of short term disability). Mental and nervous disorders are also a major factor in long term disability.

In refining and interrelating Cornell's health-related programs, we have made three major changes in the current organizational structure. The first has been to ask Susanne M. Bruyère, director for the Program on Employment and Disability and project director for the National Materials Development Center on the Employment Provisions of the Americans with Disabilities Act, New York State School of Industrial Relations, Extension Division, to share her expertise with us in facilitating the coordination of the integrated faculty/staff health program. Susanne Bruyère will hold a joint appointment, continuing to fulfill her current responsibilities with ILR, but also serving as the director/senior consultant through University Human Resource Services for the Faculty/Staff Health Program. This joint appointment will give her connections in each area that will serve to reinforce and strengthen each other. (Editor's note: see related article, page one). She will continue to have her office in the ILR school and can be reached at 5-2906.

The second and third organizational changes have been to renegotiate the contracts Cornell has been holding with Challenge Industries and with Family and Children's Services

(continued on p. 3)

Chart 2



**Cornell Faculty/Staff Health Program  
A View of the Collaborative/Team-Based Model**

## Reflections

(continued from p. 2)

so that these organizations could dedicate one staff member each to meeting Cornell's needs on campus. Consequently, Paul Remsky, from Challenge Industries, now has an office in 111 Day Hall (5-1503) and is providing rehabilitative services for the Cornell community. Similarly, Linda Starr, from Family and Children's Services, provides on-campus EAP counselling and case-management. She has an office in 111 Day Hall and can be reached by calling 5-6276. (Other EAP counsellors are still available through the downtown Family and Children's Services office.)

We also have incorporated some of the concepts of disability management outlined by Akabas, Gates, and Galvin in integrating the health-related departments on-campus into one strategic partnership. This collaborative partnership consists of three teams: a senior management team, a program coordination team, and a case management/intervention team (see Charts 2 and 3):

**1. The Senior Management Team** is responsible for overall planning, policy formulation, and problem-solving. It consists of myself; Harold D. Craft, Jr., associate vice president, Facilities and Business Operations; and Dr. Leslie Elkind, director of University Health Services.

**2. The Program Coordination Team** develops administrative and reporting procedures and systems, establishes and maintains lines of communication, and ensures the coordination and linkage of activities.

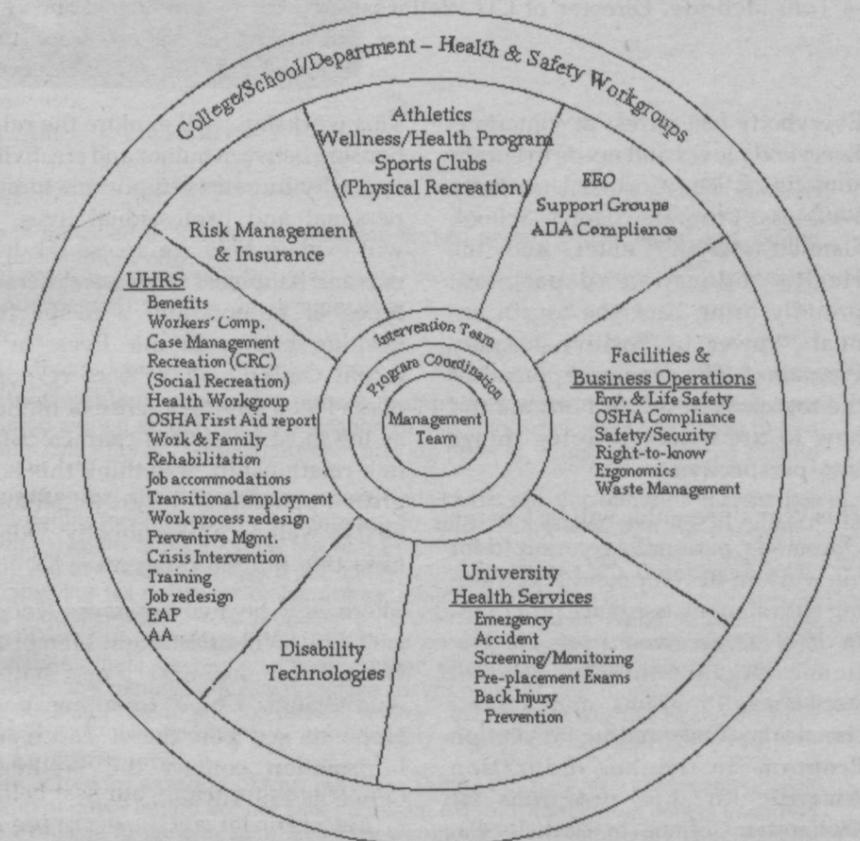
It includes Susanne Bruyère, a number of consultants from various areas within University Human Resource Services, and a cross-section of people across campus with broad responsibilities for overall faculty, staff, and organizational health.

**3. The Case Management/Intervention Team** works at the individual, workgroup or departmental level on specific health-related cases. It provides client assessment and planning; uses professional, specialized services and works with supervisors and work units to maximize the recovery and effective transition of both new hires and returning faculty and staff with disabilities into the workplace; ensures quality care in a timely fashion; provides consultative services in work accommodation and design; monitors, evaluates and provides follow-up for cases; and supports the legal obligations of the Americans with Disabilities Act (ADA), OSHA, Equal Opportunity, Workers' Compensation and other pertinent federal and state laws and regulations. Led by Susanne Bruyère, the case management/intervention team will consist of a case manager and, as appropriate, a rehabilitation consultant, physical therapist, and/or EAP clinician, as well as other consultants and specialists.

### Where Will This Partnership Lead?

The end result of this strategic partnership will be (are you ready?) a bio-psycho-social eco-systems context for addressing the prevention and disability management needs of Cornell faculty and staff. In short, this collaborative partnership provides a holistic approach that takes into account not just the physical safety and health of those who teach

Chart 3



### Cornell Faculty/Staff Health Program A Comprehensive View

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and work here, but all relevant aspects of their lives and of those around them.

Stay well!

*Beth I. Warren*

— Beth I. Warren  
Associate Vice President  
for Human Resources

<sup>1</sup>James C. Quick and Jonathan D. Quick, *Organizational Stress and Preventive Management* (New York: McGraw-Hill

Book Co., 1984), 13.

<sup>2</sup>Quick and Quick, 148.

<sup>3</sup>Quick and Quick, 152-53.

<sup>4</sup>Quick and Quick, 3.

<sup>5</sup>Sheila H. Akabas, Lauren B. Gates, and Donald E. Galvin, *Disability Management: A Complete System to Reduce Costs, Increase Productivity, Meet Employee Needs, and Ensure Legal Compliance* (New York: American Management Association: 1992), 11-12.

<sup>6</sup>Akabas, Gates, and Galvin, 250-52.

<sup>7</sup>Akabas, Gates, and Galvin, 13.

<sup>8</sup>Akabas, Gates, and Galvin, 12.

## Bruyere

(continued from p. 1)

Some of the specific goals of this program are to:

- facilitate the collaboration between health, wellness and disability-related resources on our campus;
- minimize the impact of disability by early intervention through coordination of medical services, worksite support, and counseling;
- support and expand disability prevention, safety, and health promotion initiatives on our campus;
- provide outreach to workers who incur an injury or other disabling condition in their worksites to facilitate their return to work;
- support promotion of recruitment, hiring, and full inclusion of individuals with disabilities as Cornell employees;
- assess the effectiveness of disability management initiatives on campus through evaluative research;

As the program evolves, Susanne Bruyère anticipates that the following services will be central to this integrated Faculty/Staff Health Program:

- crisis intervention and support services to faculty and staff needing assistance because of illness or injury to one's self or family member;
- coordination and referral of campus and community resources that relate to health and wellness, disability prevention, and disability management;
- consultation on job modification and redesign for accommodation of workers who have incurred a disability;
- vocational/career assessment and counselling for injured workers who need to explore a career change;
- consultation to work units on the integration and reintegration of workers with disabling conditions;
- education to faculty and staff on topics related to disability prevention, disability management, and the rights of persons with disabilities as employees;

- educational internship opportunities for students wishing to study effective policies and practices in primary prevention, early intervention, and disability management.

"I am very excited about this opportunity to serve as director of the Faculty/Staff Health Program," said Susanne Bruyère. "I always emphasize the practical applications as well as theoretical foundations when I teach practicing professionals and students. This program will allow us to create a model service delivery system at Cornell, drawing together the best we know as sound preventive and early intervention health and disability management systems and practices." In speaking of her continuing work with Cornell students, Susanne Bruyère noted that the Faculty/Staff Health Program will create a model program for students who could benefit from their respective disciplines. "The impact of this program goes beyond the faculty and staff it serves," she said. "As a model for the students, the Faculty/Staff Health Program is likely to be replicated when the students graduate and begin to pur-

sue their careers in business and health-related fields."

Before serving in her position as director for the ILR school, Susanne Bruyère was associate director of the Human Services Administration Program and project director of the Rehabilitation Workshop and Facility Personnel Grant, also in ILR Extension. Her earlier work in rehabilitation and health include being assistant and associate professor in the Department of Rehabilitation and assistant director in the Regional Rehabilitation Continuing Education Program, both at Seattle University, and psychology associate in behavioral medicine at the Biofeedback and Stress Management Clinic in Seattle.

She presently serves as editorial board member for the *Journal of Vocational Rehabilitation* and as editorial advisory board member for the *Rehabilitation Education Journal of the National Council on Rehabilitation Education*. She has been elected president for the National Council on Rehabilitation Education (1994-95 term) and serves on several taskforces on the President's Committee on Employment of People with Disabilities, Washington, D.C.

## Welcome Back Power of Positive Insanity Program, March 9th

— Toni McBride, Director of CU Wellness

Everybody feels stress at sometime. Everybody loves and needs to laughs sometimes. The Cornell University Wellness Program, Hotel School, Gannett Health Center, and the Health Education department proudly bring back the fourth annual "Power of Positive Insanity Programs." This program approaches the topic of stress and burnout and how to use humor to bring things into perspective.

This year's presenter will be George Obermeier, nationally recognized for his work in development and training with student assistance programs. In 1990 he received from the National Organization of Student Assistance Programs and Professionals the "Outstanding Prevention Program in Higher Education Award" for his programs at Dickenson College in Carlisle, Pa. His work with "The Use of Humor and Creativity to Avoid Burnout" has had national acclaim. George is currently the vice president of J. Mayer & Associates, an educational consultant firm promoting wellness and developing human potential. Mr. Obermeier considers himself an educational humorist with a positive prevention message.

This workshop will explore the relationship between humor and creativity and why humor is important to our personal and professional lives. It will explain how we access the humor and happiness response, different types of humor, and a recipe for keeping humor in our lives. In a recent Gallop poll, 67% of respondents listed having a sense of humor as the most important characteristic in a relationship. We think this is a great opportunity to grow personally as well as professionally. Don't miss this unique program.

There will be two sessions: Noon-1:00 p.m., Willard Straight Memorial Room, and 4:45-6:00 p.m., Statler Auditorium. Come to either one. Hope to see you there! For more information contact the Wellness Office at 255-5133.



## Courses Offered on Individual Health in The Calendar

By now all staff and faculty should have received a copy of the Spring/Summer '93 issue of *The Calendar: Educational Workshops & Seminars*. If you haven't received your copy, please call Human Resource Relations and Development at 5-7170.

There are a number of courses offered this spring relating directly to the individual health and wellbeing issues we have focussed on in today's *Cornell Workplace*, including:

**Short-term Disability, Long-term Disability**, June 16, Alice Boose and June Franklin.

**Empower Yourself for High Quality Performance**, March 31, Let Davidson.

**Effectively Managing Stress**, June 22, Esther Herkowitz and Charlene Temple.

**Juggling Work and Personal Life**, May 21, Marilee Bell, Regina Wharton, and Donna Bugliari.

**Caregivers Support Network**, second Monday of each month, Evelyn Kalish.

**Single Parents Support Network**, second Tuesday of each month, Linda Starr.

**Child Care Support Network**, second Tuesday of each month, Marilee Bell.

**Community CPR**, see *The Calendar* for dates, American Red Cross.

**Standard First Aid**, see *The Calendar* for dates, American Red Cross.

**Standard First Aid Progression**, April 22, American Red Cross.

**Computer Workstation Ergonomics**, March 30 or April 22, Robin Goodloe.

**Right-to-Know: Hazard Communications Training**, see *The Calendar* for dates and details.

**Basic Life Support**, April 27 & May 4, American Red Cross.

**LifeSteps**, call CU Wellness Program at 5-5133 for more information.

**HIV/AIDS Education and Training**, see *The Calendar* and call AIDS Action at 5-4782 for more information.

### Eurythmy Performance for Children 9 - 99 Years Old

What is eurythmy? Eurythmy is the art of movement; it is visible song, visible speech. Come to a special performance, sponsored by The Waldorf School of the Finger Lakes, by the Spring Valley Eurythmy troupe on February 22 from 7-8:30 p.m. in the Boynton Middle School. The program includes a Finnish tale, poetry by William Blake, music by Robert Schumann, J.S. Bach and Frederick Chopin, a ballad, and several amusing pieces from Mother Goose. A special feature of this tour includes workshops with Cornell University dance students at the Performing Arts Center on campus. For younger children, best suited up to age 9, until 7:40 p.m., just before the ballad "The Sorrowful Crowning." Tickets on sale at the door and in advance from The Waldorf School of the Finger Lakes, 855 Five Mile Drive, 273-4088. Family price \$15, adults \$7, students \$4.50, and under eighth grade \$3. Seats are limited; advance purchase is encouraged.

### Volunteers Sought for a Study of Retirement

— Janet Kalinowski, Ph.D. and Joel Savishinsky, Ph.D. Ithaca College

The Gerontology Institute at Ithaca College is sponsoring a study of how people are affected by retirement. We and our students will begin investigating this topic in the next few months. If you expect to retire between March and October 1993, we could use your help as a volunteer participant in our project.

Our study will examine how people feel about retiring, and how the actual experience of retirement af-

fects their daily activities and thoughts and personal lives. We are also curious to find out more about how people 'celebrate' retirement. Participation in the study is, of course, voluntary, and we will keep our records of the project confidential.

If you are interested, or would like more information, please contact us at 274-3304 (Janet) or 274-1331 (Joel).

### Have You Filled Out the Summer Vacation Day Camp Survey?

Last week the Summer Vacation Day Camp Survey, was published in *The Cornell Workplace*, which we would like all interested staff and faculty to complete and return to us so that we can assess the need and strategies for such a program. If you have not sent in your copy, please do so. If you need a copy of the survey, call Work and Family Services at 5-3649, and we will send you one.

### Open House for University Cooperative Nursery School

University Cooperative Nursery School (UCNS) will hold an Open House Saturday, February 20, from 10:00 a.m. to 12:00 noon in Room 227, Robert Purcell Union. UCNS is now accepting applications for fall 1993. For further information, refer to page three of last week's (February 11, 1993) issue of *The Cornell Workplace*, or call 255-6342.

### Attention: Statutory and Cooperative Empire Participants

All 1992 Empire Medical and Drug Claims must be submitted by March 31, 1993.

# CAREER Opportunities

Employment Services, 20 Thornwood Drive, Cornell University, Ithaca, NY 14850-1265

- 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

**Director, Psychological Services (PA5502) HRIII**  
**University Health Services-Endowed**  
**Posting Date: 2/11/93**

Provide and oversee therapy/counseling to Cornell students; to maintain screening procedures for all incoming clients in order to place them appropriately; deal with emergency or crisis psychological difficulties; to provide service and education regarding mental health to campus community.

**Requirements:** PhD or Psychology degree in clinical or counseling psychology from an APA accredited program, or MD board certified or eligible in psychiatry. NYS license. Minimum 5yrs. broad-based clinical experience at least 3 of which should be in college/university mental health, minimum of 1yr. administrative supervisory and clinical supervisory experience in a mental health setting. Send cover letter and resume to Cynthia Smithbower.

**Senior Systems Programmer/Analyst (PT5506) Level 35**  
**Theory Center-Endowed**  
**Posting Date: 2/11/93**

Provide technical expertise in effective implementation of algorithms for improving performance of parallel computers. Provide parallelization and optimization support for key applications. Act as a consulting backup for Theory Center staff.

**Requirements:** Bachelor's degree in computer science or a scientific discipline. Master's degree or Ph.D. preferred. 5yrs. FORTRAN or C programming experience in a scientific environment. Knowledge of algorithms pertaining to scientific applications. Excellent oral and written communication skills. Ability to work with minimal guidance. Parallel computing

experience preferred. Send cover letter and resume to Sam Weeks.

**Research Analyst III (PA5603) HRII**  
**University Human Resource Services-Endowed**

**Posting Date: 2/18/93**

Provide quantitative and qualitative research support to the Life/Work Planning and Development Consortium; collect, analyze and evaluate data relating to various complex human resource issues such as retirement, retirement planning, career and skill development/assessment, measurement tools, etc. 2yr appointment with possible renewal.

**Requirements:** Master's degree or equivalent with 3-5yrs. related experience; ability to develop and utilize complex data bases and statistical methodology. Send cover letter and resume to Patricia E. Hutton, Director, Employment Services.

**Research Support Specialist III (PA5602) HRII**  
**University Human Resource Services-Endowed**

**Posting Date: 2/18/93**

Provide quantitative and qualitative research support to the Faculty/Staff Health Program; collect, analyze and evaluate data relating to various complex human resource issues such as disability, mental health, occupational health, etc. 2yr. appointment with possible renewal.

**Requirements:** Master's degree or equivalent with 3-5yrs. health related experience preferred; ability to develop and utilize complex data bases and statistical methodology. Send cover letter and resume to Susanne Bruyere, Director Faculty/Staff Health Program, 106 ILR Extension.

**Assistant Director (PA5501) HRII**  
**Public Affairs, Architecture, Art, and Planning-Endowed**

**Posting Date: 2/11/93**

Assist director with the coordination of various fundraising and public affairs initiatives and projects for the college.

Work closely with the director and other staff in carrying out those responsibilities to promote the college and its programs.  
**Requirements:** Bachelor's degree or equivalent in experience required. Excellent oral and written communication skills. Excellent interpersonal skills. Experience with Macintosh computers and public affairs record system preferred. Send cover letter and resume to Cynthia Smithbower.

**Computer Staff Specialist (PT5609) HRII**  
**Ecology and Systematics-Statutory**

**Posting Date: 2/18/93**

Responsible for customization of software for users, user support and communications, and documentation for a federally supported project which designs and produces software for natural history collections.

**Requirements:** M.S. or equivalent experience in computer science, biology, technical communications, or a related field. Three years of education/experience with computer systems, including system development methods. Experience with word processing essential. Exposure to various types of microcomputer hardware helpful. Knowledge of database software required. Send cover letter and resume to Sam Weeks.

**Research Support Specialist II (PT5602) HRI**

**Ecology and Systematics-Endowed**

**Posting Date: 2/18/93**

Participate in design, execution, and analysis of laboratory and field work in plant ecology, whole plant physiology, and plant breeding. Grow and care for greenhouse plants. Process plant samples for nutrient and biomass analyses. Assist with establishment of electrophoresis lab. Organize and participate in field trips. Must be able to be away from campus for extended (1 week) field trips.

**Requirements:** Bachelor's degree or equivalent in biological sciences or related field required. 2-3yrs. experience in plant field or laboratory research and data manipulation preferred, but training will be provided if required. Must have ability to work independently. Facility for instruments desirable. Meticulous work habits a must. Send cover letter and resume to Sam Weeks.

**Assistant Director Alumni Affairs (PA5601) HRI**

**Hotel Administration-Endowed**

**Posting Date: 2/18/93**

Assist in establishing goals, priorities and strategies for the over 8500 members and 45 chapters worldwide, of the Hotel school's alumni organization, the Cornell Society of Hotelmen, referred to hereafter as the "Society". Coordinate all relevant School of Hotel Administration and Society events, VIP and other visits, meetings, trade shows functions, and other events.

**Requirements:** Bachelor's degree or equivalent required with significant coursework in communication, education, organization or leadership development desirable. 3-5yrs. experience and demonstrated success in recruiting or training volunteers and in organizational development. Ability to handle multiple

projects with exceptional attention to details. Computer word processing skills required. Excellent written communications skills required. Send cover letter and resume to Cynthia Smithbower.

**Financial Analyst (PA5605) HRI**  
**Controller's/Accounting-Endowed**  
**Posting Date: 2/18/93**

Work with all areas of the accounting office in the definition, creation, and coordination of manual and computerized accounting report applications. Additionally responsible for maintaining department wide databases and other computerized report applications including the documentation and procedural manuals on them.

**Requirements:** Bachelor's degree or equivalent with emphasis in accounting. Knowledge of not for profit accounting desirable. 3-4yrs. accounting experience. Experience with Excel, Foxbase/Foxpro and FISC/IRIS essential. Programming experience desirable. Send cover letter and resume to Cynthia Smithbower.

**Program Analyst (PA5504) HRI**  
**Statutory College Affairs-Statutory**  
**Posting Date: 2/11/93**

Provide analytical support and backup for the director of statutory college affairs and participate in research projects, planning projects and analysis conducted by the office of institutional planning and analysis.

**Requirements:** Master's degree in public administration, H.E. administration, business administration, policy analysis, planning, or equivalent preferred. 2-3yrs. program or administrative experience in higher education, and in the SUNY system in particular, desirable but not required. Send cover letter and resume to Cynthia Smithbower.

**Clinic Office Manager (PA5604) HRI**  
**Law-Endowed**

**Posting Date: 2/18/93**

Responsible for general office administration of Cornell Legal Aid Clinic. The clinic is a law office staffed by law students and attorneys representing low income people in civil matters in Tompkins County. Under the direction of the Clinic Director/Faculty Attorney, supervise 2 clerical staff, student employees, assist in formulation and execution of office policies, oversee all financial transactions and Clinic accounts. Work in a paralegal capacity.

**Requirements:** Bachelor's degree or equivalent combination of education and experience required. 2-3yrs. related experience required. Excellent organizational, communication and interpersonal skills. Supervisory, paralegal and accounting experience is highly desirable. Knowledge of IBM PC WordPerfect desirable. Absolute confidentiality required. Send cover letter and resume to Cynthia Smithbower.

**Budget Data Analyst (PA5305) HRI**  
**Financial Planning and Budget Management-Statutory**  
**Posting Date: 2/18/93**

**Repost**  
A challenging position that requires a creative and self-directed individual. Provides the

## The Cornell Workplace

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

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opportunity for extensive use of analytical and communication skills as well as requiring technical training and experience in programming. Will provide technical support to the Financial Planning Office by developing and managing financial and related data extracts from both central system databases as well as local unit systems. Individual will train a support user in accessing and manipulating data and play a key role in the development of management information used to support strategic budgeting and planning projects.

**Requirements:** Bachelor's degree or equivalent. Critical technical skills will include 2-3yrs. of training or experience using programming languages and database management software such as SAS, FoxPro, Natural/Adabase or other relevant programming experience. Knowledge of Not-Profit fund accounting and Cornell financial information is a plus. Send cover letter and resume to Cynthia Smithbower.

**Student Insurance Representative (PA5503) HRI  
University Health Service-Endowed  
Posting Date: 2/11/93**

Supervise the operation of the student insurance office, i.e. supervise the claims handling process for AMLI, general student body and intercollegiate athletic coverage; inventory completed claims; forward completed intercollegiate claims to athletic insurance carrier.

**Requirements:** AS degree or equivalent required. 2-3yrs. experience in insurance, medical or health-related office required. Able to work with subscribers, physicians, medical support staff other insurance companies and various university staff. Knowledge of medical terminology and procedures. Send cover letter and resume to Cynthia Smithbower.

**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**

**Research Support Specialist II (PT5613) HRI  
Agricultural Economics-Statutory  
Posting Date: 2/18/93**

Assist in the design and management of information for program evaluation and reporting. Assist in the management and analysis of project information using a microcomputer environment. Support and assist program staff in computer use and software enhancement.

**Requirements:** Bachelor's degree in relevant field or equivalent experience required. Experience with PC microcomputer environment (LAN and Windows experience helpful.) Database management, word processing and statistical analysis skills helpful. Good interpersonal skills. Self-directed, able to set priorities. Send cover letter and resume to Sam Weeks.

**Systems Programmer II (PT5507) HRI  
Agricultural Economics-Statutory  
Posting Date: 2/11/93**

Provide computer software support to faculty, professional staff and graduate students. Assist users with applications in research, teaching and extension activities. Support advanced applications of word processing and spreadsheet. Design, implement and maintain new applications programs. Assist with departmental network operations. Simple micro computer repair tasks. 1yr. contingent upon need and funding.

**Requirements:** Competency in use of common word processing and spreadsheet programs is essential. Bachelor's degree with computing related courses or equivalent. Entry level skills in FORTRAN and PL/I is desirable. Strong interpersonal skills are important. Experience in an academic organization is

desirable. Experience in both micro and mainframe applications if preferred. Send cover letter and resume to Sam Weeks.

**Professionals Temporary**

**Dining Supervisor (PA5505)**

**Cornell Dining  
Hiring Rate: \$9/hr  
Posting Date: 2/11/93**

Supervise all facets of operation. Ensure that sanitary and health regulations are maintained. Contribute creative ideas to improve our business. 3-6months.

**Requirements:** Associate's degree and 2yrs. related experience or the equivalent. 1yr. of food service supervisory experience preferred. Send cover letter and resume to Bryn Kehrl, Personnel Manager, Cornell Dining, 1140 N. Balch Hall, Ithaca, NY 14853-1401, 607-255-5394.

**Research Support Specialist (S5506)**

**Family Life Development Center  
Hiring Rate: \$10.00  
Posting Date: 2/11/93**

The Child Protective Services Training Institute (CPSTI) would like to hire a part-time researcher for its Evaluation Unit. Duties include evaluation design and implementation for the CPSTI program. Analyze evaluation data from training programs and provide feedback to training staff, administration, and State DSS personnel. Develop research instruments and design data collection strategies. Provide written reports to administrators and State DSS personnel. Publish findings in relevant professional literature.

**Requirements:** Masters degree in social science with an emphasis on program evaluation and data collection. 3-5 years experience in evaluation and curriculum development. Excellent research writing skills. Publication record preferable. Position will start as soon as suitable candidate is found and will last for six months. Part-time 20-25 hours per week. Please send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

**Technical**

**Technician (T5605) GR18  
Genetics and Development-Statutory**

**Minimum Biweekly Salary: \$542.89  
Posting Date: 2/18/93**

Carry out genetic, biochemical, and molecular biology experiments including Drosophila crosses, DNA isolation, blotting, and sequencing. Responsible for general lab organization, ordering of supplies, reagents, and microbiological supply preparation.

**Requirements:** High school diploma or equivalent required. Associate's degree, or other formal training program preferred. 6 months to one year related experience required. Send cover letter and resume to Sam Weeks.

**Research Aide (T5608) GR18**

**Entomology-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 2/18/93**

Assist in veterinary entomology research on dairy farms, involving seasonal field work on cattle pests. Assist with laboratory experiments. Sort and process lab or field samples. Collect data and tabulate data. Mount and identify insects. Maintain insect colonies. Obtain supplies.

**Requirements:** Associate's degree or equivalent in entomology, animal science, or related field required. Minimum of one year experience handling large animals and entomology experience. Good communication skills, familiarity with computers, and E-mail or C-net. NYS driver's license. Send cover letter and resume to Sam Weeks.

**Technician (T5607) GR19  
Entomology-Statutory**

**Minimum Biweekly Salary: \$566.28  
Posting Date: 2/18/93**

Provide technical assistance in the field of medical entomology working with lyme disease infected ticks. Provide laboratory animal care and cage washing following strict protocols. Trap rodents and collect insects and ticks in field. Rear and maintain infected insects and ticks. Perform lab bioassays of insecticides, sterile technique, fluorescent antibody technique. Maintain lab equipment. Purchase supplies. Use Macintosh computer.

**Requirements:** High school diploma or equivalent required. Associate's degree or equivalent preferred. 1-2yrs. related experience in lab bioassays, lab animal care, rodent trapping, handling infectious disease agents, insects, and ticks. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T5505)  
Nutritional Sciences-Statutory  
Minimum Biweekly Salary: \$566.28  
Posting Date: 2/11/93**

Provide technical lab support for basic and applied research program on carbohydrates and proteins. Prepare samples and perform quantitative chemical and biochemical assays, as well as chromatographic (HPLC, GLC), electrophoretic and spectroscopic procedures to characterize plant components. Assist in lab maintenance. Maintain records and prepare reports.

**Requirements:** Bachelor's degree or equivalent in chemistry, biochemistry or related field required. 1-3yrs. lab experience preferred. Experience should include understanding of analytical accuracy. Biochemical lab experience desirable; requires versatility and ability to learn new procedures and techniques as well as ability to read and interpret scientific literature. Send cover letter and resume to Sam Weeks.

**Animal Health Technician (T5612) GR20  
Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary: \$590.45  
Posting Date: 2/18/93**

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.

**Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T5501)  
Physiology-Statutory**

**Minimum Biweekly Salary: \$590.45  
Posting Date: 2/11/93**

Participate in reproduction and endocrinology studies in dogs. Perform all aspects of general maintenance of the laboratory and records relating to the experiments. Collect blood samples from dogs; perform hormone radioimmunoassays.

**Requirements:** B.S. degree in biology or chemistry or animal science required. 1-2 yrs. related experience handling small animals (especially dogs) helpful. Experience with general lab procedures. Experience with hormone assays, reproductive research helpful. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T5509)  
Nutritional Sciences-Statutory**

**Minimum Biweekly Salary: \$615.42  
Posting Date: 2/11/93**

Support laboratory program in vitamin metabolism, including recruitment of subjects for human studies and qualitative and quantitative instrumental analysis. Acts as lead to less experienced lab workers.

**Requirements:** Bachelor's degree in a biological science, chemistry or nutritional biochemistry required. 2-4 yrs. related experience. Lab experience with quantitative analytical procedures. Prior experience with solvent extraction and gas or liquid chromatography. Experience with human metabolic studies is preferred but not required. Supervisory experience helpful. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T5504)  
Diagnostic Laboratory/VET-Statutory**

**Minimum Biweekly Salary: \$615.42  
Posting Date: 2/11/93**

Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.

**Requirements:** BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP, D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T5502)  
Veterinary Microbiology/JABIAH-Statutory**

**Minimum Biweekly Salary: \$615.42  
Posting Date: 2/11/93**

Provide technical services to a virology/molecular biology lab investigating viral

diseases of animals and/or humans. Prepare and maintain cell culture viruses, bacteria and plasmids. Conduct a variety of virological, immunology, molecular biological and bacteriological procedures. Assist in maintenance of the lab.

**Requirements:** Bachelor's degree or equivalent in the biological sciences. 2-3yrs. related experience required including some work in virology, immunology, molecular biology and/or bacteriology. Send cover letter and resume to Sam Week.

**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 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.

**Electronics Technician (T5604) GR23  
CIT/Network Resources-Endowed**

**Minimum Biweekly Salary: \$669.23  
Posting Date: 2/18/93**

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

**Requirements:** A.A.S. degree or equivalent in electronics or a 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.

**Glass Artisan GR27 (T5301)  
Chemistry-Endowed  
Minimum Biweekly Salary: \$805.74  
Posting Date: 1/28/93**

Fabricate wide variety of complex, custom designed glass apparatus, including high vacuum systems. Meet research and teaching needs of chemistry department and other university departments. Serve as design consultant for those requiring fabrication of novel apparatus. Advise and serve as educational resource to researchers requiring knowledge of glass blowing skills.

**Requirements:** Recommended formal training program or apprenticeship. 4-6yrs. experience in scientific glass blowing. Send cover letter and resume to Sam Weeks.

### Technical Off-Campus

**Technical Assistant (T5603) GR16  
Entomology-Geneva-Statutory  
Minimum Biweekly Salary: \$511.68  
Posting Date: 2/18/93**

Analyze insect digestive enzymes using spectrophotometric evaluation of enzyme assays and measuring the biological effects of proteinase inhibitors through the use of feeding assays. Assist in the set-up and evaluation of bioassays. Maintain colonies of insects for use during study.

**Requirements:** High school diploma or equivalent required. A.A.S. degree or equivalent in biology preferred. Experience with use of spectrophotometer, analytical balances and pH meter. Send cover letter and resume to Sam Weeks.

**Technician (T5606) GR18  
Horticultural Sciences-Geneva-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 2/18/93**

Assist professor in gene linkage mapping by performing routine experiments. Provide data entry into computer. Perform library research. Maintain lab inventory.

**Requirements:** High school diploma or equivalent required. Associate's degree or equivalent preferred. 6 months to 1 year job related experience required. Send cover letter and resume to Sam Weeks.

**Computer Operator (T5614) GR20  
Horticultural Sciences/PGRU/Geneva-Statutory  
Minimum Biweekly Salary: \$590.45  
Posting Date: 2/18/93**

Manage database processing in support of service and research activities for a component of the National Plant Germplasm System. Direct, process and modify recurring production jobs. Develop customized applications of unit software. Serve as principal unit contact with national database management personnel. Provide training for local staff.

**Requirements:** Formal training of 1-2yrs. 2yrs. of college coursework or Associate's degree beyond high school diploma. 6 months, but less than 1 year related experience. Send cover letter and resume to Sam Weeks.

**Technician (T5601) GR22  
Plant Pathology-Geneva-Statutory  
Minimum Biweekly Salary: \$641.92  
Posting Date: 2/18/93**

Conduct laboratory, greenhouse, and field experiments dealing with the biology of soil borne, fungal, and nematodal pathogens and the integrated control of their resultant diseases on vegetable crops. Coordinate planting, maintenance and harvesting of vegetables in the greenhouse and field plots. Provide culture media and maintain fungal and nematodal plant pathogens.

**Requirements:** B.S. or equivalent with coursework in biological sciences, plant protection or soil sciences. 1yr. related experience. Skills and ability to operate and repair tools and farm equipment are advantageous. Must be imaginative, dependable, keep accurate and neat records and work with minimum supervision. Valid driver's license. Send cover letter and resume to Sam Weeks.

**Technician GR24 (T5508)  
Plant Pathology (Geneva)-Statutory  
Minimum Biweekly Salary: \$701.22  
Posting Date: 2/11/93**

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

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

### Temporary

**CUINFO Programmer (T5611)  
CIT/Information Resources  
Hourly Rate: \$9.81  
Posting Date: 2/18/93**

Maintain, develop, install, document, and modify CUINFO and Gopher software and data files. Six month appointment.

**Requirements:** Bachelor's degree or equivalent with computer related courses. Knowledge of CMS, UNIX, MAC, and DOS systems and software. Some experience with PERL, C, XEDIT, REXX. Knowledge of file conversion and transfer methods. Send cover letter and resume to Sam Weeks.

### Office Professionals

**Secretary GR17 (C5105)  
Family Life Development Center-Statutory  
Minimum Biweekly Salary: \$530.38  
Posting Date: 2/4/93**

Position will provide telephone reception and general office support to the staff of the Child Protective Services Training Institute. Regular full time appointment until 9/30/93.

**Requirements:** High School diploma or equivalent required. Minimum 6 months office experience. Familiar with Macintosh computer and word processing program. Excellent organizational, interpersonal and communication (written and oral) especially concerning telephone communication. Medium typing. Cornell employees only. Send employee transfer application, cover letter, and resume to Esther Smith.

**Accounts Assistant (C5608) GR18  
University Accounting Office-Endowed  
Minimum Biweekly Salary: \$542.89  
Posting Date: 2/18/93**

Responsibilities involve the coordination and control of the processing of journal vouchers and the distribution of microfiche, preparation of miscellaneous accounting documents, and overseeing month-end mailing.

**Requirements:** High school education or equivalent. Some college coursework preferred. Minimum of 2yrs. related work/office experience. Familiarity with computers and data entry. Cornell employees only. Send cover letter, resume and transfer application to Esther Smith.

**Secretary (C5610) GR18  
ILR/Personnel & Human Resource  
Studies-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 2/18/93**

Prepare and handle correspondence, memos, budgets, course materials, technical manuscripts and research proposals. Includes designing statistical tables, charts/graphs, and using spreadsheets. Arrange travel reservations and prepare vouchers. Process incoming mail, photocopy, operate fax, develop and maintain filing systems, monitor and order office supplies. Arrange and coordinate seminars; coordinate work with other secretarial team members, perform library research.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. PC experience using WordPerfect 5.0 and 5.1, and database and spreadsheet software. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Secretary GR18 (C5505)  
Patents and Technology Marketing-Endowed  
Minimum Biweekly Salary: \$542.89  
Posting Date: 2/11/93**

Provide secretarial, receptionist and clerical support for staff members in a law office environment. Greet visitors; screen calls; type; handle mail; copying; maintain accurate files. Other duties as assigned.

**Requirements:** High school diploma or equivalent. College coursework preferred. 1-2 yrs. related experience required. Strong secretarial, organizational, interpersonal and communication skills required. Accuracy and timeliness are essential. Able to work under pressure with several interruptions. Must be able to use

standard office business machines and strong knowledge of IBM PC's or compatible (WP5.1). Confidentiality a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Secretary GR18 (C5409)  
Human Service Studies-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 2/4/93**

Provide general clerical/secretarial support for multiple faculty (4-6) in an academic department.

**Requirements:** High school diploma or equivalent. Some college or professional training preferred. Macintosh and IBM compatible; i.e. Microsoft 4.0, IBM 5.1, Filemaker Pro. Minimum 1yr. related experience. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Help Desk Consultant GR19 (C5403)  
School of Hotel Administration-Endowed  
Minimum Biweekly Salary: \$566.28  
Posting Date: 2/4/93**

Provide liaison between the students, faculty, and staff of the Statler buildings and the Statler Information Technology and Statler Information Resources and Training departments. Coordinate the HELP Desk operations for the Statler constituents, providing computer support for both emergency and daily operations. Provide superior support services in the pro-active manner to enhance the relationships between the computing functions of the building and the building constituents.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2yrs related experience required. Familiarity with a variety of microcomputer applications software and both Mac and IBM platforms required. Excellent communication (written and verbal) skills required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

**Accounts Assistant GR20 (C5408)  
Biochemistry, Molecular, & Cell Biology-Statutory  
Minimum Biweekly Salary: \$590.45  
Posting Date: 2/4/93**

Perform accounting, budget, and administrative services for a large research and teaching facility.

**Requirements:** A.A.S. degree in Accounting or equivalent required. Minimum 3yrs experience in accounting. Some Cornell accounting experience preferred. Since the section is both State and Endowed, experience with either system preferred to no Cornell experience and all. Familiarity with Federal Grants and contracts a plus. Light typing. Cornell employees only. Send employee transfer application, cover letter, and resume to Esther Smith.

**Administrative Aide (C5611) GR20  
University Development/Public Affairs-Endowed  
Minimum Biweekly Salary: \$590.45  
Posting Date: 2/18/93**

Work with the associate director of the Cornell Fund to provide administrative support for the Reunion Campaign program. The program consists of 13 reunion campaigns per year that are managed by 6 program staff. The administrative aide will support the associate director in the day-to-day management of 2 reunion classes as well as the overall coordination of all aspects of the reunion campaign program. There is primary responsibility for coordinating operational logistics between other Cornell Fund programs, and the regional college, alumni affairs, and alumni systems, and other central development offices.

**Requirements:** Associate's degree or the equivalent in education, experience, and training required. Excellent organization, communications (written and oral), and interpersonal skills. Ability to handle confidential information. Ability to prioritize assignments and work under pressure. Working knowledge of computers (Macintosh preferable). Knowledge of Cornell desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Accounts Assistant (C5606) GR20  
University Payroll Office-Statutory  
Minimum Biweekly Salary: \$590.45  
Posting Date: 2/18/93**

Provide a broad range of administrative/organizational support to the payroll coordinator of taxes and reporting. Primary duties include: preparation of state funded payroll reimbursement request, tax payment

notification, preparation of exempt payroll voucher, maintenance of vacation/sick leave records, maintain appointment calendars, purchase supplies and special projects.

**Requirements:** Associate's degree or equivalent payroll/accounting experience. 2-3yrs. related experience. Excellence interpersonal and organizational skills. Accounting/administrative support experience. Macintosh and PC computer skills desirable. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Research Aide (C5603) GR21  
University Development-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 2/18/93**

Meet the information needs of those persons engaged in development work. More specifically, the research aide locates, compiles, organizes, and evaluates public and confidential information about Cornell alumni/ae and friends, foundations and corporations which are current or potential supporters of the university. Generally, the finished written product is used by the president, trustees, administrators, public affairs, and developmental staff, and alumni/ae of Cornell for fund raising activities.

**Requirements:** Associate's degree or equivalent. Bachelor's degree or equivalent preferred. 2-3yrs. related experience. Demonstrated writing ability. Good interpersonal skills. Ability to use personal computers. Ability to use standard library reference materials. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Administrative Aide (C5609) GR22  
Board of Trustees-Endowed  
Minimum Biweekly Salary: \$641.92  
Posting Date: 2/18/93**

Important interface with senior administrators and university trustees in meetings in Ithaca and New York. Coordinate facilities, food, travel, work papers for trustees attending meetings of executive and board membership committees and full board of trustees.

**Requirements:** A.A.S. degree or equivalent. 3-5yrs. of executive and/or law office experience. Heavy use of Macintosh, using MS word and Filemaker Pro, federal express, and faxing. Excellent English language skills required. Must be a self-organizer, challenged by several ongoing activities. Typing accuracy more important than speed. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Office Professionals Part-Time

**Secretary GR18 (C5503)  
ILR/Personnel and Human Resource  
Studies-Statutory  
Minimum Full-Time Equivalent: \$542.89  
Posting Date: 2/11/93**

Prepare and handle correspondence, memos, budgets, course materials, technical manuscripts and research proposals. Includes designing statistical tables, charts/graphs, and using spreadsheets; arrange travel reservations and prepare vouchers; process incoming mail, photocopy, operate FAX, develop and maintain filing systems, monitor and order office supplies; arrange and coordinate seminars; coordinate work with other secretarial team members; perform library searches. 10month position, hours to be arranged.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. PC experience using Wordperfect 5.0 and 5.1, databases and spreadsheet. This position may go full time. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Office Assistant GR18 (C5502)  
ILR/Center for Advanced Human Resource  
Studies-Statutory  
Minimum Full-Time Equivalent: \$542.89  
Posting Date: 2/11/93**

Maintain and manage several mailing list databases; execute day-to-day activities of office; manage variety of duties simultaneously as they relate to preparing for on-and off-shore executive-level programs; provide customer service oriented assistance to potential program participants; conduct telephone inquiries; prepare routine correspondence and create and maintain spreadsheets for program budgets; handles over \$100,000/year in registration fees requiring accuracy. Hours to be arranged.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. 1yr. of related

experience. Knowledge of Mac and PC. Ability to use spreadsheet programs, database programs and word processing. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

#### Office Assistant GR18 (C5405)

**Lab of Ornithology-Statutory**  
**Minimum Full-time Equivalent: \$542.89**  
**Posting Date: 2/4/93**

To assist in the Laboratory's Education and Information Services Program including the Home Study Course in Bird Biology, (a correspondence course offered by the Cornell Lab of Ornithology), answering correspondence, daily operation of the Library and other jobs as assigned. Part-time, 6 month term, 20 hrs/week.

**Requirements:** High School diploma or equivalent. College coursework in sciences preferred. 1-2yrs related experience. Macintosh computers and databases. Experience with Claris fileMaker Pro preferred. Knowledge of library operation, including cataloging, on-line bibliographic databases and ornithological literature. Commitment to the Lab's mission and demonstrated interest in birds. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

#### Editorial Assistant GR20 (C5407)

**Biochemistry, Molecular & Cell Biology-Statutory**  
**Minimum Full-time Equivalent: \$590.45**  
**Posting Date: 2/4/93**

Provide every aspect of editorial and clerical assistance required by the Associate Editor of the Journal of Biological Chemistry. This is a prestigious international journal consisting of eleven Assoc. Editors and approx. two hundred reviewing editors. The Editorial Assistant handles 90% of the responsibility involved with the daily functioning of the journal in the Assoc. Editor's Office. Regular part-time M-F 25-30 hrs/week.

**Requirements:** Associate's degree or two years college coursework or equivalent experience. 1-2yrs related experience. Detail and accuracy is of the utmost importance. Excellent typing skills. Knowledge of the IBM-PC (wordperfect) essential. Medium typing.

External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

#### Administrative Aide (C5605) GR20

**Psychology-Endowed**  
**Minimum Full-time Equivalent: \$590.45**  
**Posting Date: 2/18/93**

Provide administrative and secretarial support. Duties include word-processing; filing; mailings; answering telephone, and providing back-up for main reception area. Coordinating colloquium speaker series, including travel arrangements. Oversee accounts. Managing the department library. Other duties as assigned. M-F 9:30am-2:00pm, 20 hours/week.

**Requirements:** A.A.S. or equivalent in secretarial science. 2yrs. related office and word processing experience. Experience with Macintosh computers and office based software or aptitude to learn specific software programs. Strong interpersonal, communication, and organizational skills required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

#### Office Professional Temporary

**Temporary Front Office Clerk**  
**Statler Hotel**

**Hiring Rate: \$7.00**  
**Posting Date: 2/11/93**

Perform daily duties of the front office in a manner which conveys hospitality and genuine interest in the hotel guests. Duties include checking guests in and out. Posting guest and club account charges and payments. Serve as an accurate information source for all guests. Knowledge of HIS (Hotel Information System) and Excel is desirable. Position will begin immediately and will last until June 1993. Monday-Friday, 7:00am - 3:30 pm. Please submit a cover letter and resume to Karen Raponi.

#### Office Professional Casual

**Casual Accounts Assistant (S5315)**  
**Center for the Environment**  
**Posting Date: 2/18/93**

Provide assistance in the area of accounts payable. Cornell accounting experience is preferred. Macintosh experience is

necessary, especially with Filemaker. 10-15 hours per week, approx 6 months. Hours to be arranged. Please send a cover letter and resume to Karen Raponi.

#### General Service

**Custodian SO02 (G5601)**

**Residence Life-Endowed**

**Hiring Rate: \$6.90**

**Posting Date: 2/18/93**

Responsible for maintaining cleanliness for the area to which he/she is assigned. 39 hrs/week, Saturday-Wednesday schedule.

**Requirements:** Basic reading and writing skills. Able to lift 50lbs. Operate necessary power equipment. Able to climb 8' ladder. Must be able to communicate with students. Cornell employees only. Send employee transfer application to Esther Smith.

#### General Service Part-time

**Security Guard GR01 (G5602)**

**Johnson Museum-Endowed**

**Hiring Rate: \$7.49**

**Posting Date: 2/18/93**

Responsible for guarding works of art following security procedures and responsible for ensuring the safety of museum visitors according to established safety procedures. Responsible for promoting good public relations with the visitors. Available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum. 3days/week (24hrs.) plus some evening hours.

**Requirements:** High school diploma or equivalent. Background in the security area highly preferred. Previous public service position preferred. Able to work with schedules and in a group situation. Dependable in reporting and attentive to detail necessary. Good communications skills and public interaction. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

#### General Service Off-Campus

**Field Assistant GR18 (B5602)**

**Horticultural Sciences-Statutory**

**Minimum Biweekly Salary: \$542.89**

**Posting Date: 2/18/93**

Direct operations for crop and seed production at the Northeast Regional Plant Introduction Station whose mission is conservation and utilization of selected crop plants and their relatives. Includes plot layout, tillage, seed bed preparation, mowing, cultivating, transplanting, sowing cover crops, operating machinery, assist in integrated pest management, maintain controlled pollinations.

**Requirements:** High school diploma or equivalent required. Formal training of 6months to 1yr. education preferred. At least 2yrs related experience. Knowledge of crop production practices. Familiarity with farm machinery. Ability to work with crop plants and wild relatives that are difficult to grow and work in a research environment where consistency is important and margin of error must be low. Ability to work smoothly with diverse people in work environment. Must have NYS Certified Pesticide Applicator's License. NYS driver's license. Send application materials to Susan Dwyer, NYS Agricultural Experiment Station, Geneva, NY 14456.

**Field Assistant GR19 (B5601)**

**Horticultural Sciences-Statutory**

**Minimum Biweekly Salary: \$566.28**

**Posting Date: 2/18/93**

Assist farm manager with daily operations of orchards, vineyards, nurseries, and greenhouses associated with the conservation and utilization of plant genetic resources assigned to the work group as a component of the National Plant Germplasm system. Appointment 1yr from start date.

**Requirements:** AAS or equivalent in agriculture. NYS Pesticide Applicator's Certification and NYS driver's license (or ability to procure and maintain both). 1-2yrs. experience in operation of farm machinery, in propagation (grafting, budding). Pesticide applicator certification. Send application materials to Sue Dwyer, NYS Agriculture Experiment Station, Geneva, NY 14455.

#### Academic

**Chief Scientist**

**Ornithology/Bird Population Studies**

**Posting Date: 2/18/93**

2yr. appointment (12months/yr) with

possibility of extension. 1yr sabbatical considered. Cornell appointment as Research Associate, Senior Research Associate or Visiting Professor as appropriate. Starts June 1, 1993 or as negotiated. Direct all scientific aspects of Project FeederWatch and the National Science Experiments. Includes research on the effect of habitat fragmentation on Tanager breeding success, a bird seed preference test, and observations and experiments on city pigeon populations. Provide ornithological guidance including the supervision of data analysis and creation of new experiments for several fully funded projects. Supervise 3-4 support staff.

**Requirements:** PhD in biology or related subject is expected as well as research experience in ornithology. Evidence of interpersonal skills, ability to organize programs and experience in analyzing data are required. Submit letter of application, vita, and names and telephone numbers of three references to: Charles Walcott, Executive Director, Cornell Laboratory of Ornithology, 159 Sapsucker Woods Rd. Ithaca, NY 14850. For questions, phone (607) 254-2410. Closing Date: March 15, 1993

**Postdoctoral Associate**

**Veterinary Microbiology**

**Posting Date: 2/18/93**

Carry out studies examining cellular and molecular mechanisms of photoreceptor cell differentiation and disease in the mammalian retina. Utilize different molecular and cytochemical (lectin-, immuno- and in situ hybridization histochemistry) methods to examine in the retina the expression of genes that are specific to the photoreceptor cells, or are involved in programmed cell death.

**Requirements:** MD, DVM, or PhD. Experience in microscopic anatomy and/or pathology preferred. Individuals interested should send their curriculum vitae and a list of 3 references to: Mrs. Susan Hamlin, Baker Institute for Animal Health, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853. Telephone 607-277-3044.

**Senior Research Associate I, CA07**

**Baker Institute**

**Posting Date: 2/11/93**

Study molecular genetics of hereditary retinal degeneration's in dogs. Establish an independent program.

**Requirements:** PhD in biochemistry/molecular biology a must. Experience in work involving identification of candidate gene for a disease, including experience pulse-field gel electrophoresis, characterization of genes by cloning and sequencing preferred. 6yrs. postdoctoral experience. Send resumes to Sue Hamlin (Administrative Manager) at the James A. Baker Institute for Animal Health, Cornell University, Ithaca, NY 14853.

**Research Associate IV-CA06**

**Evaluation Manager**

**Family Life Development Center**

**Posting Date: 2/11/93**

Responsible for the management and operation of current and new program and

training evaluation services. Salary commensurate with qualifications and credentials.

**Requirements:** Doctorate in the social sciences, human services or social work, with an emphasis on program evaluation, data collection, and research methodology, plus five years experience in research, evaluation, and curriculum development required. Excellent interpersonal, verbal and written communication skills required. History of publications in professional journals and other evidence of creative scholarly work required. Send resume and the names of three references to Judy Virgilio, Administrative Manager, Family Life Development Center, G-20 MVR Hall, Cornell University, Ithaca, NY 14853 by March 15, 1993. For more information about the position, or a copy of the position description call Brenda Marcus at 305-292-8486.

**Research Associate**

**Fruit and Vegetable Science**

**Posting Date: 2/11/93**

Maintain herbicide registration for minor crops (vegetables) in NYS; design, monitor and evaluate research trials conducted under good laboratory practices for the collection of crop residues. Evaluate alternatives to current herbicide use including: review of current/older herbicide programs to determine where cover crop residues, tillage practices, reduced herbicide rates, new "environmentally-soft" herbicide use, etc., can be selected for new herbicide strategies within the state. Cooperate with current Cornell vegetable weed scientist, industry, extension, etc., in planning and implementing weed research within the state.

**Requirements:** PhD. in weed science with a working knowledge of vegetable production. Experience with IR-4 protocols, including GLP requirements and recordkeeping, sprayer and pesticide calibration, field residue harvesting and data collection. Experience with field and laboratory experimental design and analysis, computer skills, and journal manuscript/scientific writing. Certified Pesticide Applicators license. Experience with fungicides and insecticides helpful. Able to lift 50lbs. Rating of experimental plots/visual concentration. Send cover letter and resume to Robin Belleinder, 164 Plant Science, Fruit and Vegetable Science, Cornell University, Ithaca, NY 14853.

**Associate or Full Professor**

**Organizational Behavior/ILR**

**Posting Date: 2/11/93**

Teach about 4 courses a year in the undergraduate, MILR or Ph.D. programs. Begins September 1994.

**Requirements:** Ph.D. in organizational behavior, psychology or sociology. Strong research record in either macro or micro organizational behavior. Salary is competitive and negotiable depending on qualifications. Interested candidates should send a vita, copies of published work or work in progress, and at least three letters of reference to: Lawrence K. Williams, Search Committee Chair, Department of Organizational Behavior, NYS School of Industrial and Labor Relations, Cornell University, Ithaca, NY 14853-3901