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A new look

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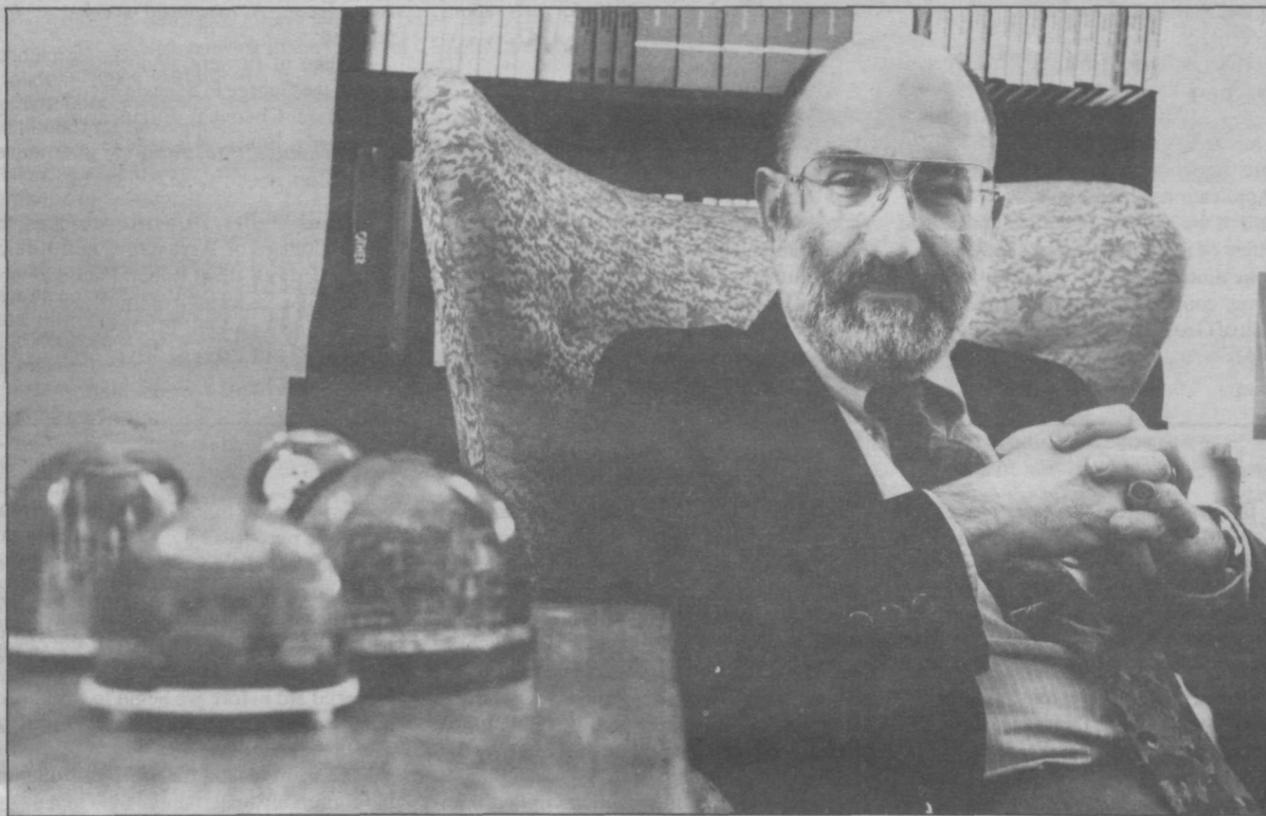
Dramatic improvements at the Hasbrouck Apartments on Pleasant Grove Road promise attractive additions to university housing for next year; but so far, graduate students and families have been slow to sign up.

Environmental needs

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America has the technologies and the resources to solve most of the critical environmental problems of the day, Robert F. Kennedy Jr., a senior attorney for the Natural Resources Defense Council and son of the late senator, said here last week.

Humanities' lobbyist



Peter Morenus/University Photography

"I am concerned with debates within the MLA and within the profession — debates about multiculturalism and the canon and political correctness, but these discussions will make no difference if members of the academy are unemployed," says Professor Sander Gilman, who is on tap to become president of the nation's largest scholarly association in the humanities.

Gilman plans to make political activism a priority at Modern Language Association

By Carole Stone

Sander Gilman, the Goldwin Smith Professor of the Humanities, has been elected president of the Modern Language Association for 1995, and as he begins a three-year tenure — as second vice-president this year, first vice-president in 1994 and president in 1995 — he intends to lead the MLA into national politics more openly than ever.

"The next three years will not be a staid time in the academy. Not with budgets as tight as they are," Gilman said in a recent interview in his office in Goldwin Smith Hall. "It is vital to make academics heard, given the fact of the new administration in Washington and the extraordinary difficulty higher education had under the Reagan administration. Academics must take a more active role."

Gilman wants the 32,000-member MLA, the largest scholarly association in the humanities in the country, to be active in the selection of a director for the National Endowment for the Humanities, for example. Like other organizations, the MLA has been asked by the Clinton administration to submit a list of candidates, which Gilman sees as a good sign.

"Just the fact that this administration solicited names is a good indicator that they will listen," Gilman said. "If we lobby, people will listen."

Lobbying on behalf of the humanities is an activity accomplished to some degree by the National Humanities Alliance, but "the NHA has to be bolstered," Gilman said, holding out as an exemplary lobbying organization the American Association for the Advancement of Science, which he said plays an important role in national affairs.

Beyond just the humanities, Gilman wants the MLA to go on record as supporting student tuition assistance at both the state and federal levels, especially through the national service corps proposed by President Clinton. He wants the MLA to take a strong stand in favor of affirmative action, especially for students who have been denied access to education in the past. He wants to see the MLA study ways for youths to participate in the service corps in higher

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— Sander Gilman

education, as teaching aides at state colleges for example, and not just as helpers in elementary schools.

"I am concerned with debates within the MLA and within the profession — debates about multiculturalism and the canon and political correctness," Gilman said, "but these discussions will make no difference if members of the academy are unemployed."

Gilman's decision to de-emphasize the internecine battles of the MLA and focus instead on the larger world in which the MLA operates is why he won election by his colleagues, he believes.

Although there is no campaigning within the MLA — "It is the last of the genteel people's organizations," Gilman said — three candidates were asked to circulate a brief personal statement of their objectives, and only Gilman discussed "the economic state of the profession."

Another reason for Gilman's election, it was widely agreed, is that his name is well-known. At 49 he has written 30 books and more than 100 scholarly articles, he speaks at conferences frequently, he has assisted in organizing art exhibitions and he is one of the few academics in the humanities who has been on television.

His interests are also the kind that attract attention these days. Although he began his career in what he describes as the rather narrow field of German philology, the political turmoil of the '60s era broadened his outlook. His interests now include sexuality, anti-Semitism, the life and work of Sigmund Freud, psychiatry and the history of mental illness and disease, and the history of medicine.

The link between all these subjects is Gilman's interest in stereotypes and how they function — how they are generated and maintained and how people respond to being stereotyped, he said.

Gilman has four books due to be published this spring: *Freud, Race and Gender*, *The Case of Sigmund Freud: Medicine and Identity at the Turn of the Century*, *Hysteria Beyond Freud*, which he co-wrote with Elaine Showalter and Roy Porter and *Reading Freud Reading*, which he edited. The last book, which is about Freud's reading habits, is a collection of essays written by participants in a National Endowment

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Panel seeks criteria for top teachers

By Sam Segal

Six professors emeriti are working on the criteria for nominating the first Stephen H. Weiss Presidential Fellows, three of whom are expected to be named this spring.

The fellows program, endowed by and named for the Board of Trustees chairman, was announced Oct. 30 by President Frank H.T. Rhodes as a means "to recognize and reward distinguished teaching."

Rhodes said that the fellows would be selected from among "the most effective, inspiring and distinguished teachers of undergraduate students," but he chose to not prescribe the means by which the nominating committee developed its list of nominees.

The committee Rhodes appointed is chaired by the secretary of the faculty, Mary Morrison, professor emerita of nutrition. The other professors emeriti are: Meyer Abrams of English, Maurice Neufeld of industrial and labor relations, Isabel Peard of education, Edgar Raffensperger of entomology and Raymond Thorpe of chemical engineering.

Rhodes has also invited three students to join the committee, which, some time in April, will present a slate of six nominees to Rhodes for his decision.

In the meantime, the committee welcomes ideas from students or faculty on the criteria for nomination. (A call for nominees will come next month once the criteria are set down.)

So far, the committee is considering criteria stipulating that nominations may come from juniors, seniors or faculty members and that nominees must be tenured; that they must be outstanding as advisers and mentors as well as lecturers; and that their teaching must reflect innovation, use of a breadth of resources, adaptability to students' learning needs, and creation of scholarly materials for students.

"For me, the best teachers were informative, were organized and had a sense of humor," Morrison says, "and those who served as mentors were particularly important. But I know ideas differ. We welcome suggestions."

Suggestions for nomination criteria may be sent to Morrison at the Dean of the Faculty's office, 315 Day Hall.

Weiss Presidential Fellows will carry their titles as long as they stay at Cornell and may hold them concurrently with other named professorships. For the first five years, they will also receive a \$5,000 stipend.

Need-blind policy is retained; wait list for aid is possible

By Sam Segal

The administration will ask the Board of Trustees in March to continue need-blind admission at least through 1994-95; but, with the uncertainty of the economy and of government revenues, it is preparing for the possible use of a financial aid waiting list for a small number of students admitted to the Class of 1997.

Financial aid commitments to continuing students would not be affected by such a waiting list.

Susan Murphy, dean of admissions and financial aid, says she hopes that all of next year's 3,000 freshmen will end up receiving

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BRIEFS

• **Bird-watching course:** The Laboratory of Ornithology will offer "Spring Field Ornithology," a non-credit introductory bird-watching course, from March 31 to May 19. Designed for the general public as well as students with a beginning interest in birds, the course will focus on identification and biology of resident and migratory birds of the Cayuga Lake area. Students can arrange for course credit. Instructor for the course will be Stephen W. Kress, a National Audubon Society biologist and associate of the Laboratory of Ornithology. In Wednesday evening lectures, Kress will explore bird life histories and behavior, using slides and tape recordings. During Saturday morning field trips, small groups will visit a variety of local birding habitats, such as Montezuma National Wildlife Refuge, Derby Hill and Arnot Forest. Participants in an optional visit May 8-9 to Briggantine National Wildlife Refuge and Delaware Bay will witness masses of migrating shorebirds feeding on horseshoe crab eggs. Enrollment fee is \$150 for the complete course or \$75 for either lectures or field trips. For information or to register, contact the Laboratory of Ornithology, 159 Sapsucker Woods Road, or call 257-7308.

• **Flora Rose Prize:** Nominations are being sought for the 1993 Flora Rose Prize for a junior or senior who, in the words of the donor,

"shall demonstrate the greatest promise for contributing to the growth and self-fulfillment of future generations." Letters of nomination may come from any member of the Cornell community. Supporting letters of recommendation are required from two others persons. The deadline is March 5. Nominations should be sent to Joe Selden, MVR N-101.

• **Fuertes Memorial Prize:** The 1992-93 Fuertes Memorial Prize is available for the best popular-interest student-written article of 10 to 15 pages on a topic of current interest in the physical and biological sciences. First prize is \$350, second prize is \$150 and third prize is \$50. All articles must be submitted by April 2 to Professor Robert W. Kay, Department of Geological Sciences, Snee Hall.

• **Sigma Xi research grants:** The Cornell chapter of Sigma Xi announces its 1992-93 Grants-in-Aid Program. The program provides small research grants of \$200 to \$300 for graduate students or advanced undergraduates. Applications should include a brief description of the project, a detailed budget and two letters of recommendation. The deadline for applications is April 5. For additional information, contact Professor R.W. Kay, Department of Geological Sciences, Snee Hall, at 255-3461.

Gilman *continued from page 1*

for the Humanities summer seminar that Gilman taught.

This spring Gilman will appear on television again. He was last seen in Jonathan Miller's *History of Madness* and before that on ABC's *Nightline*. His latest on-camera interview is part of a British television production on the history of anti-Semitism.

While the reviews of Gilman's work generally have been favorable, the same cannot be said for the organization he is about to lead. In recent years the MLA has been criticized by a number of reporters, writers and other outside observers.

A *New York Times Magazine* article on the MLA's 1990 convention titled "Deciphering Victorian Underwear and Other Seminars" characterized the MLA as "the largest, wordiest, most angst-ridden gathering in American arts and letters." Under the headline "Tongue Twisters of Tomorrow?" a contributor to *The Wall Street Journal* deplored the arcane vocabulary and prose styles in the *PMLA*, *Publications of the Modern Language Association*, the organization's semimonthly journal.

Gilman believes most of this criticism is unfair.

"It angers me because I sat through papers at the convention in New York that were absolutely first-rate and that didn't use jargon," he said.

"It is surprising the number of sessions on pedagogy, on teaching and cultural or multicultural topics. There were great papers on computer-assisted second language acquisition. Nobody ever talks about this aspect of the

MLA! But teaching languages is one of the things we do! And in all of those funny articles about the MLA in *The New York Times* and *The Wall Street Journal*, that is never mentioned."

Gilman is also annoyed by what he described as an attack on intellectual freedom and breadth. "What bothers me is that the conservatives who have denounced universities as too liberal, such as Dinesh D'Souza and others, think that this other end of the spectrum should not be there at all, and they take the MLA to be exemplary of this," he said.

Journal revamped

Gilman further defended the organization by praising its journal, the *PMLA*, which was recently revamped under the direction of John Kronik, Cornell professor of Romance studies.

"The *PMLA* is a first-rate, middle-of-the-road journal," Gilman said. "Some articles are quite conservative and others are off-the-wall, and some of them that are off-the-wall are of great merit! Nobody will like every piece in an issue, but it is eclectic and it is balanced."

Besides, he said, if the *PMLA* were not eclectic, if everyone in the field agreed with everyone else, there would not be movement. "Diversity drives things. We have lots of voices and we make space for them," he said.

"If all the physicists had the same notions of how the world works, we could close down the physics department. There would be no need for it. In every field there are camps of people who believe in different ideas. Medical scientists are just as divided as humanists — and often as flaky. It is just that the humanists are not taken seriously."

• **Summer Session:** The 1993 Summer Session catalog is available and is being mailed to first-year students, sophomores, juniors and faculty members. The catalog also is available in B20 Day Hall. The theme for this summer's program is "Ethics, Morals, Values."

• **Accounting workshop:** John S. Ostrom, controller emeritus, will give a workshop March 22 through 24 from 9 a.m. to 1 p.m. to provide individuals with a deeper understanding and perspective of fund accounting. Participants should have an understanding of basic accounting principles in order to get the most out of the course. The workshop costs \$25 and is open to 60 people on a first-come, first-served basis. Questions should be directed to Randy Greene at 255-6240; for reservations, contact Chris Hammond at 255-4242.

• **Volunteers sought:** Ithaca College's Gerontology Institute is seeking volunteers who will be retiring between March and October to participate in an investigation of retirement and the changes, expectations and effects that come with it. All information gathered is confidential, and participants will be able to attend numerous cultural and recreational activities at Ithaca College free of charge. If interested, call Janet Kalinowski at 274-3304 or Joel Savishinsky at 274-1331.

OBITUARIES

George F. Scheele, 57, associate director and professor of chemical engineering, died Feb. 13 at the New England Medical Center in Boston, due to complications following a liver transplant.

Scheele joined the Cornell faculty in 1961 and became associate director of the School of Chemical Engineering in 1982. Known for his dedication to undergraduates, Scheele was a winner of the College of Engineering's Excellence in Teaching Award.

His research focused on fluid dynamics relating to drop coalescence and jet dynamics. He was a fellow of the American Institute of Chemical Engineers.

He is survived by his wife, Carol Teaman Scheele of Ithaca; his mother; one sister; and two nieces. A memorial service is being planned.

In lieu of flowers, contributions may be sent to the George F. Scheele Memorial Fund, School of Chemical Engineering, Cornell University, Ithaca, N.Y. 14853.

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Jeremy Fuller, 20, a first-semester junior in the College of Agriculture and Life Sciences, died Feb. 18 at Robert Packer Hospital in Sayre, Pa., as a result of injuries suffered in a car accident on Feb. 17. He was the son of Carol and Cliff Scott of Silver Springs, N.Y.

Financial aid *continued from page 1*

the full level of institutional grants warranted by their families' financial circumstances.

"Our aid budget is going up 8.4 percent next year, with tuition rising 5.5 percent," Murphy says. "We hope this will cover the grant needs of continuing and new students. But this year and last, even with large increases in our aid budget, we had sizable overruns. So we have to take a conservative approach if we are to live within a budget that will be offering over \$40 million in scholarship aid."

The budget itself is cautious in that it anticipates a 3 percent growth in the aid population, a 6 percent cut in federal resources, further state reductions and — because of uncertainty in the economy — an aggregate increase of only 1.5 percent in parent contributions. If these revenue assumptions prove unduly pessimistic, more aid could be available — some of it before the next school year.

In any case, when some 5,500 acceptance letters go out April 3, Murphy says, up to 220 students, or 4 percent, may be put on a waiting list for the Cornell grant aid that their economic status justifies. The other parts of the aid package — loans, work opportunities and non-Cornell grants — would not be affected.

By about April 20, another letter will go out advising whether any or all on the waiting list are, indeed, cleared to receive Cornell grants.

Murphy emphasizes that living with the financial aid budget has wider implications. If the financial aid fraction of the operating budget keeps growing, that will necessitate either faster growth in tuition — the main revenue stream for that budget — or the draining off of

general-purpose funds now supporting other academic purposes.

"Over the last couple of years," she says, "the administration and alumni and trustees have been grappling with this question of institutional values. And part of the question is: How much of our funds can go toward financial aid before we begin to diminish the quality of programs that make Cornell attractive in the first place?"

The main reason for Murphy's caution is the continuing uncertainty in the revenue side of the budget, especially in government funds.

Rising federal grant assistance in the 1970s led, late in the decade, to a decline in the proportion of Cornell's general-purpose budget that was going toward university grants. It was in 1976 that Cornell began need-blind admission coupled with offering aid packages to meet demonstrated financial need.

But in the 1980s, Cornell's budget share going to financial aid rose steadily. While federal support for financial aid grew by 12 percent and state support by 70 percent, Cornell itself increased by 233 percent its own support for undergraduate financial aid grants.

Losses of support

Cornell now faces additional losses of federal support, including possible new cuts in grant programs. Moreover, President Clinton's economic proposals could also entail a sizable cut in reimbursement for the indirect costs of doing federally sponsored research.

Meanwhile, in Albany, Gov. Cuomo's Executive Budget for 1993-94 calls for reductions in the Tuition Assistance Program; and there are not yet clear signs that the recession's impact on Cornell parents has abated.

Murphy explained the waiting-list plan this way: She has already asked each college's admissions staff, according to its own criteria, to identify 10 percent of their admitted students for possible inclusion. With about 5,500 acceptances (beyond those for early decision), that means about 550 names.

Because of the need-blind admission policy, the college staffs are not aware of applicants' financial need. If the need among the 550 follows that of the general applicant pool, it will be about 40 percent — or 220 students — whose finances would justify grant assistance.

About March 25, Murphy will examine the aid commitments to the incoming class in light of the total aid budget and admissions priorities that help garner a well-rounded class. If the aid budget's cautious assumptions are on target, there may be no need for a waiting list.

She will decide how many, if any, of the approximately 220 students should be advised on April 3 that they are on a waiting list for Cornell grant aid.

Around April 20, in time to meet the May 1 response deadline, anyone on such a list would receive another letter with an update on the likelihood of receiving grant aid.

CORNELL
Chronicle

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

GRADUATE BULLETIN

Course changes: 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.

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

Elections: Voting will be held on March 2 and 3 for Student Representative to the Board of Trustees and seats on Student Assembly; sites are the Big Red Barn, 11 a.m. to 2 p.m.; Willard Straight Hall, 10 a.m. to 7 p.m.; Trillium, 11 a.m. to 3 p.m. or RPU and Noyes Dining, 5 to 8 p.m.

Tours show off improvements at Hasbrouck

By Sean Jamieson

Dramatic improvements at the Hasbrouck Apartments on Pleasant Grove Road promise attractive additions to university housing for next year; but so far, graduate students and families have been slow to sign up.

To expose its well-kept secret, the university is promoting tours of the new apartments.

The North Campus complex, adjacent to Cornell's Robert Trent Jones Golf Course, reopened half its buildings last August; the rest will open this August, completing a comprehensive, two-year renovation budgeted at \$19 million.

Those who remember Hasbrouck as dated, shabby, drafty and mildewed — complaints heard before the face lift began — will be surprised, if not startled, says Michael Daley, an assistant director for graduate housing in the Office of Campus Life.

The exterior changes are apparent to anyone driving by. Where once Hasbrouck was a cluster of two-story, flat-roofed buildings, the renovations have added a third story and peaked roofs, changes Daley calls "a tremendous thing aesthetically."

The additional floor on each of the buildings will add 90 studio, one- and two-bedroom apartments to what was 250 one- and two-bedroom apartments.

The studios mean that Hasbrouck will be open to single graduate students for the first time, rather than just to undergraduate and graduate students with families.

More important to residents than the exterior changes, however, are the less obvious physical improvements. Hasbrouck was built during the mid-1950s when utility costs were not a great concern, so there was no insulation between the interior and exterior walls, Daley said. The renovations included blowing insulation into those cavities and installing new insulating windows that will make the apartments much cheaper to heat. A new sprinkler system will make them safer.

Inside, all of the furniture, carpeting and miniblinds are



Bruce Wang/University Photography

Those who remember Hasbrouck as dated, shabby, drafty and mildewed — complaints heard before the face lift began — will be surprised, if not startled. Above, the interior of a renovated apartment.

new. All of the kitchens in Hasbrouck were renovated several years ago, Daley said, and were not changed during this project.

Also, more parking has been added, the grounds have been extensively landscaped and the community center remodeled.

The changes at Hasbrouck mean changes in the amenities offered at the complex. While all of the apartments used to be unfurnished, about three-fourths of them now will be furnished. And utilities now are included in the rent, something that students on stipends find more convenient, Daley said. Foreign students, about 70 percent of Hasbrouck's residents,

especially prefer the predictability of all-inclusive rent.

Though half the complex is still fenced off, the August target date for completion means that about 200 new apartments will be available for the 1993-94 academic year.

To help promote the revitalized community, many of whose apartments are not yet reserved, the Office of Graduate and Family Housing is offering model-apartment tours with staff who are knowledgeable about Hasbrouck's services and programs. Graduate students, student families and university staff may call 255-3445 for tour information.

U.S. Ambassador Einaudi to visit campus next week

By Albert E. Kaff

Luigi R. Einaudi, U.S. ambassador to the Organization of American States, will spend three days next week meeting students and faculty here and delivering a public lecture on the future of the Western Hemisphere.

Einaudi, 57, whose immediate forefathers led Italy after World War II and helped shape the study of international affairs in the United States, will visit Cornell as the Henry E. and Nancy Horton Bartels World Affairs Fellow.

Einaudi will deliver the annual Bartels Fellowship Lecture on March 2 at 4:15 p.m. in Schwartz Auditorium, Rockefeller Hall. He will speak on the question, "Does the Western Hemisphere Have A Future?"

A U.S. State Department official since 1974, Einaudi was appointed ambassador to the OAS by President Bush in 1989. President Clinton has nominated a new ambassador, but Einaudi is expected to remain in the State Department after his succes-

sor is confirmed.

Former Secretary of State George Shultz called Einaudi "the State Department's leading expert on U.S.-Latin American Relations."

At the State Department, Einaudi supervised interagency analyses of U.S.-Mexico relations, the Panama Canal treaties, the Falklands/Malvinas conflict and recommendations of the National Bipartisan Commission on Central America.

Einaudi is a son of Mario Einaudi, Cornell's Goldwin Smith Professor Emeritus of Government, and a grandson of his namesake, Luigi Einaudi, an academic economist who was elected first president of the Italian Republic after defeat of the Fascists in World War II. In 1961, Mario Einaudi founded Cornell's Center for International Studies, and it was named for him two years ago.

Active in inter-American affairs since 1955, the younger Einaudi has lectured in 25 countries of Latin America and the Caribbean and has published on Marxism, arms transfers and

the roles of the Catholic Church, student movements and military institutions in Latin American politics. He is the author of *Beyond Cuba: Latin America Takes Charge of Its Future*.

In addition to his public lecture, Einaudi will meet with several classes to discuss issues relating to Latin America, multilateralism, international human rights and international security in the New World Order.

For all students, he will discuss "Careers in Foreign Affairs" on March 1 at 4:30 p.m. in Hollis Cornell Auditorium, Goldwin Smith Hall.

Einaudi received his A.B. degree and a Ph.D. in political science from Harvard University. He has taught comparative government at Harvard, Wesleyan University and the University of California at Los Angeles.

Cornell alumni Henry and Nancy Bartels, both members of the Class of 1948, established the Bartels World Affairs Fellowship in 1984 as an educational program to broaden student understanding of international problems.

Rock-a-bye baby



Peter Morenus/University Photography

Twenty-one-month-old Kyle Seyler and his mother, Lai, check out a tray of rocks and shells during last Saturday's open house at the Cornell Nursery School. Kyle's brother, Sean, attends the Nursery School; their father, Charles E. Seyler Jr., is an associate professor of electrical engineering. For information about the Nursery School's programs, call 255-6342.

Plan to clean waste site OK'd

The New York State Department of Environmental Conservation (DEC) has approved a plan for cleaning up contamination at the university's former chemical-disposal site north of Tompkins County Airport.

The remedial plan approved by DEC includes monitoring wells, a final cap over the site, maintenance and operation of source control (encapsulation) and ground water treatment systems, and continued monitoring. This solution is estimated to cost Cornell about \$2.1 million beyond the \$3 million already spent on interim measures and studies.

Laboratory chemicals and equipment were buried at the site between 1962 and 1977 in compliance with government regulations in effect at the time. Since then, chemicals from Cornell laboratories have been hauled by licensed firms to authorized disposal facilities. Cornell began monitoring the site in 1984.

The site is on the state's registry of inactive hazardous-waste sites. DEC says investigations to date have not shown contamination to be migrating from the site in significant amounts, but the selected remedy is necessary to prevent any future releases.

DEC documents state: "Risks associated with ground water contamination are minimized because no one is using the ground water in the vicinity of the site and potential use is limited because of Cornell's property ownership and proximity to the airport."

Faculty find much to dislike about NAFTA pact

By Albert E. Kaff

Seven Cornell faculty examined the North American Free Trade Agreement in a panel discussion on Feb. 18. As now written to link the economies of Canada, the United States and Mexico, the pact on most points came out the loser with the faculty.

For two hours in the School of Industrial and Labor Relations and before an audience of about 100 students, faculty and townspeople, professors from several disciplines discussed the agreement's impact on labor, trade, immigration and the environment.

They found more to criticize than to praise in the treaty that has been signed by leaders of the three governments but still awaits legislative ratification.

In the case of the United States, President Bush signed the document last year. President Clinton says he wants to add environmental protection and other clauses before sending the treaty to the Senate.

In summary, here are views expressed by faculty in the order in which they spoke, each limited to 10 minutes by moderator Ronald L. Seeber, associate dean of the ILR School:

• **Robert P. Hebdon:** With a 1992 Ph.D. from the University of Toronto on industrial conflict in Ontario, Hebdon, an assistant professor, joined the ILR faculty last year from Canada, where he spent more than 20 years in collective bargaining for the Ontario Public Service Employees Union.

Noting that the original free trade agreement between Canada and the United States was signed by two conservative leaders, Prime Minister Brian Mulroney and President Bush, Hebdon said: "Canadian labor is not opposed to free trade," but "Canada has done very badly under the [current] free trade agreement."

(On Feb. 17, *The Journal of Commerce* in New York City reported that Mulroney's approval rating in Canada was 16 percent.)

Hebdon said Canada's unemployment rate is 11 percent compared with 7 percent in the United States; while Mulroney promised to create 250,000 new jobs, one job in six was lost in Canada; and many part-time workers have left the Canadian labor market. Canadian jobs have been lost in textiles, knitting and leather goods, and the free trade agreement has attacked social programs that protect workers, he said.

He cited the European Community as a good example of an economic bloc, noting that in Europe labor is involved in setting standards, while in Mexico workers do not have the right to strike.

• **Phillip McMichael:** An associate professor in the Department of Rural Sociology in the College of Agriculture and Life Sciences, McMichael asked a rhetorical question, "How can NAFTA affect our future?" and he answered, "The future is already here."

He said world trade has been altered by several factors: dismantling of fixed currency exchange rates in favor of floating and volatile rates; autonomy of the International Monetary Fund, which he said has become a "world bank"; corporate operations moving across borders to reduce costs; changes in political priorities to make economies safe for transnational corporations; and "privatization that subordinates social values."

McMichael argued that the North American agreement will enhance the power of transnational corporations, noting the movement of American, Japanese and other enterprises into Mexico.

• **Duane Chapman:** A professor in the Department of Agricultural Economics in the

College of Agriculture and Life Sciences, Chapman described environmental problems created by Mexico.

One smelter in Mexico pours more sulfur dioxide into the air than any other plant on the North American continent and creates acid rain in the southwest United States, he said.

Over the past 20 years, sulfur dioxide in the U.S. atmosphere has declined from 30 million to 25 million tons, Chapman added, and he argued: "There is a strong case for specific and clear side agreements on environmental protection in all three countries rather than to give away the progress we have made in the United States."

He said that the amount of untreated sewage is increasing in Mexico. With an average household income of \$150 to \$200 a month in Mexico, "There is no tax base to provide for sewage and environmental controls," Chapman said.

• **Stephen Yale-Loehr:** An immigration attorney and adjunct professor in the Law School, Yale-Loehr said that immigration provisions are a small part of NAFTA and are less controversial than labor and environmental issues.

"The larger question that NAFTA does not address is the issue of illegal immigrants," he said, adding that 1 million of them are crossing the southern border into the United States annually.

"Congress passed a law against hiring non-documented aliens, and that was Zoe Baird's downfall," Yale-Loehr said. "But that law did not stop the flow."

Under NAFTA, temporary entry into the United States is permitted for business visitors, traders and investors, managers and executives, and professionals who hold at least the equivalent of a college degree, he said.

"These four categories will not generate a large number of Mexicans coming into the United States," he contended. "But if the benefits of NAFTA go to the wealthy in Mexico, this will have little effect on keeping [poorer] Mexicans at home."

• **Vernon M. Briggs Jr.:** Briggs, an ILR professor, said that ground rules that led to the earlier U.S.-Canadian free trade agreement do not apply in Mexico. He argued that the southern nation lacks the unions, labor laws and social legislation dealing with worker welfare, child rights, human rights and environmental protection that exist in Canada.

"Labor markets are not efficient, and they never have been," Briggs said, explaining that laws and regulations are required to protect labor.

"The United States was not built on free

trade," he continued. "It was built behind high protective walls of tariffs. NAFTA must have labor standards and must have environmental standards that are spelled out in clear language that can be understood and with ways to enforce and to verify compliance."

He warned against rushing into the North American agreement: "The European Community took 34 years of discussion and debate. There is too much difference between Mexico and the United States to go ahead. We are nowhere near ready." Briggs added: "We need labor regulations and standards in place before moving into free trade."

• **Alan K. McAdams:** McAdams noted that he was visiting Cornell's labor school as a manager, being an associate professor in the Johnson Graduate School of Management. "I believe in markets, but we live in mixed economies," he said. "Market forces are not the enemy. Lousy incentives are the enemy."

Noting that Canada is losing textile and leather good industries, McAdams declared: "I say good riddance. Countries that attempt to keep those industries are committing suicide."

In 1952, he said, 60 percent of Japanese workers were in agriculture while today Japan is dominated by high-tech industries.

"Japan has consistently moved its work force into higher and higher productive industries," he said. "That's the way you increase standards of living. We should follow the Japanese pattern."

He contended that Mexican auto workers essentially are as productive as American workers. "Like Japan, we need to move our workers into higher productivity jobs," he said. "No country has accepted free trade with an underdeveloped economy. Unless you have an overall policy for development, you should not consider free trade."

• **Maria L. Cook:** An assistant ILR professor, Cook earned her Ph.D. at the University of California at Berkeley in 1990 with a dissertation on the Mexican teachers unions. She has conducted research in Mexico, Chile and Nicaragua.

Cook argued that U.S.-Mexican economic integration has been under way for some time, noting that Mexico is the United States' third largest trading partner after Canada and Japan, and that 70 percent of Mexico's foreign trade is with the United States.

"Reaction in Mexico to NAFTA has been different than in the United States and Canada," she said. "Most labor unions in Mexico have reacted positively, and the agreement has general public support. But there has been little public debate on NAFTA in the media, which is largely pro-government."

A leg up (and then some)



Peter Morenus/University Photography

Nine-year-old Josh Fuller of Ithaca gets an assist from members of the Harlem Globetrotters during a game between the Globetrotters and the Washington Generals at Alberding Field House last week. A near-capacity crowd of 4,114 people attended the fund-raiser for the Department of Athletics.

Speakers criticize policy on intercepting refugees

By Lisa Bennett

President Clinton's goal of addressing the root causes of refugee problems by examining human rights conditions in countries like Haiti sounds good in theory, but is in fact a dangerous practice, William Frelick, a staff attorney with the public advocacy group United States Committee for Refugees, said during a conference at the Law School last weekend.

This position, which is also held by the United Nations High Commission for Refugees, is "wishful thinking" that allows the governments of Haiti and other countries to give lip service to human rights conditions while preventing the flow of refugees themselves, Frelick argued.

"While there is some benefit to examining causes in a more proactive sense, and we ultimately do place responsibility on the country of origin, we also have to be well aware that there are ulterior motives on the parts of states that don't want the burden of paying for refugees and providing asylum for people," said Frelick.

More than a dozen speakers participated in the conference, "Refusing Refugees: Political and Legal Barriers to Asylum," which was organized by the student-run *Cornell International Law Journal* with the assistance of Stephen Yale-Loehr, an adjunct professor of law and Ithaca-based attorney specializing in refugee law. The conference included panel discussions on persecution on the basis of gender and sexual orientation; Vietnamese

and Haitian asylum-seekers; and post-Cold War crises in refugee law.

The U.S. policy of intercepting Haitian asylum-seekers on the high seas and turning them back without a hearing will be the focus of a U.S. Supreme Court case, *McNary vs. Haitian Centers Council Inc.*, which is scheduled to begin with oral arguments on March 2.

"We had hoped that with the new administration there would be a change in policy, but that has not happened," said Lucas Guttentag, director of the Human Rights Project for the American Civil Liberties Union. "Unfortunately, the U.S. is leading the parade, so to speak, in granting refugee protection that is more constricted rather than more expansive, and that forces advocates to ask the court to enforce the law when the executive branch doesn't."

The Haitian Centers Council, a coalition of Haitian advocacy groups based in New York City, has argued that the Immigration and Naturalization Service has violated both U.S. and international laws forbidding the deportation or return of any alien to a country in which that alien's life or freedom would be threatened.

The Department of Justice has claimed that the laws apply only to refugees inside the United States and not those who have not yet managed to cross the border.

A federal appeals court has found that former President Bush's directive to the Coast Guard to intercept Haitian asylum-seekers on the high seas is in violation of law.

The Supreme Court will review that ruling.

Kennedy asks students to rescue the environment

By Lisa Bennett

America has the technologies and the resources to solve most of the critical environmental problems of the day, Robert F. Kennedy Jr., a senior attorney for the Natural Resources Defense Council and son of the late senator, said here last week.

"Anyone who watched the coverage of the Gulf War on television and saw the missiles come off the ship, go 1,200 miles overland, fly down someone's chimney or through someone's front door, while filming the whole thing, has to believe . . . we can build a sewage treatment plant that works," Kennedy said.

The problem, he said, is that "we have not had the political will in this country to wrench the resources away from Cold War areas, where they have been traditionally allocated." He noted that 80 percent of the scientists employed worldwide are employed in weapons technology, and 60 cents out of every tax dollar goes to service the military budget and military debt.

Leadership to make the changes needed to turn our resources toward things that will preserve the life of our planet must now begin

'Anyone who watched the Gulf War and saw the missiles go 1,200 miles overland, fly down someone's chimney, while filming the whole thing, has to believe we can build a sewage treatment plant that works.'

— Robert F. Kennedy Jr.

with college-age students, because they can see new ways of doing things that broader society cannot, he argued.

Kennedy's lecture, titled "Our Environmental Destiny," was held in Bailey Hall before an audience of some 900 people and was organized by the student-run Cornell University Program Board.

In addition to serving as a litigation attorney for the NRDC, a national group of some 60 environmental lawyers engaged in lobbying and litigation efforts, Kennedy also is a clinical professor and supervising attorney at the Environmental Litigation Clinic at Pace University Law School in New York and

serves as senior staff attorney for the Hudson River Fishermen's Association.

Kennedy also is the father of environmentally savvy children: a 4-year-old girl who said "compost" as one of her first words and an 8-year-old boy who gets angry when his father leaves the car running. Children, he observed, already understand that the greatest threats they will have to deal with are environmental.

Since leaving a criminal law career for environmental law, the fastest growing field of law today, Kennedy has focused his efforts largely on the Hudson River, where, he said, "my father used to take me and eight or nine of my brother and sisters" white-water rafting.

Personal and political

His reasons are both personal and political. "For people like me, the Hudson River is in my own backyard, and the primary obligation of environmentalists is to clean up their own backyard first," Kennedy said.

More significantly, he argued, the Hudson River must be preserved because it is probably the most geologically diverse body of water in North America in a time when many estuaries, like the Hudson, are dying and the species that once thrived in them are being lost forever.

In estuaries, or inland arms of the sea, where fresh water meets salt water, nutrition traps are produced that become spawning grounds for fish, he said, adding that a full 75 percent of the fish we eat come from estuaries.

"They're the cafeterias of the ocean, the foundation of the food chain. If you injure the estuary by building too close to the edge, sucking out fresh water or dumping industrial waste in it, you don't just screw up your own backyard, you affect what happens 1,000 miles out at sea," Kennedy said.

Today, in fact, it is too late for all the estuaries on the northeast coast, save the Hudson.

For example, the Chesapeake Bay — "once one of the most productive estuaries on Earth" — is dying, Kennedy said. Last summer, a full half of the Long Island Sound was dead.

"The Hudson is a Noah's Ark. We have a special obligation to keep it from dying because of that. If we let it die, we're going to lose species," he said.

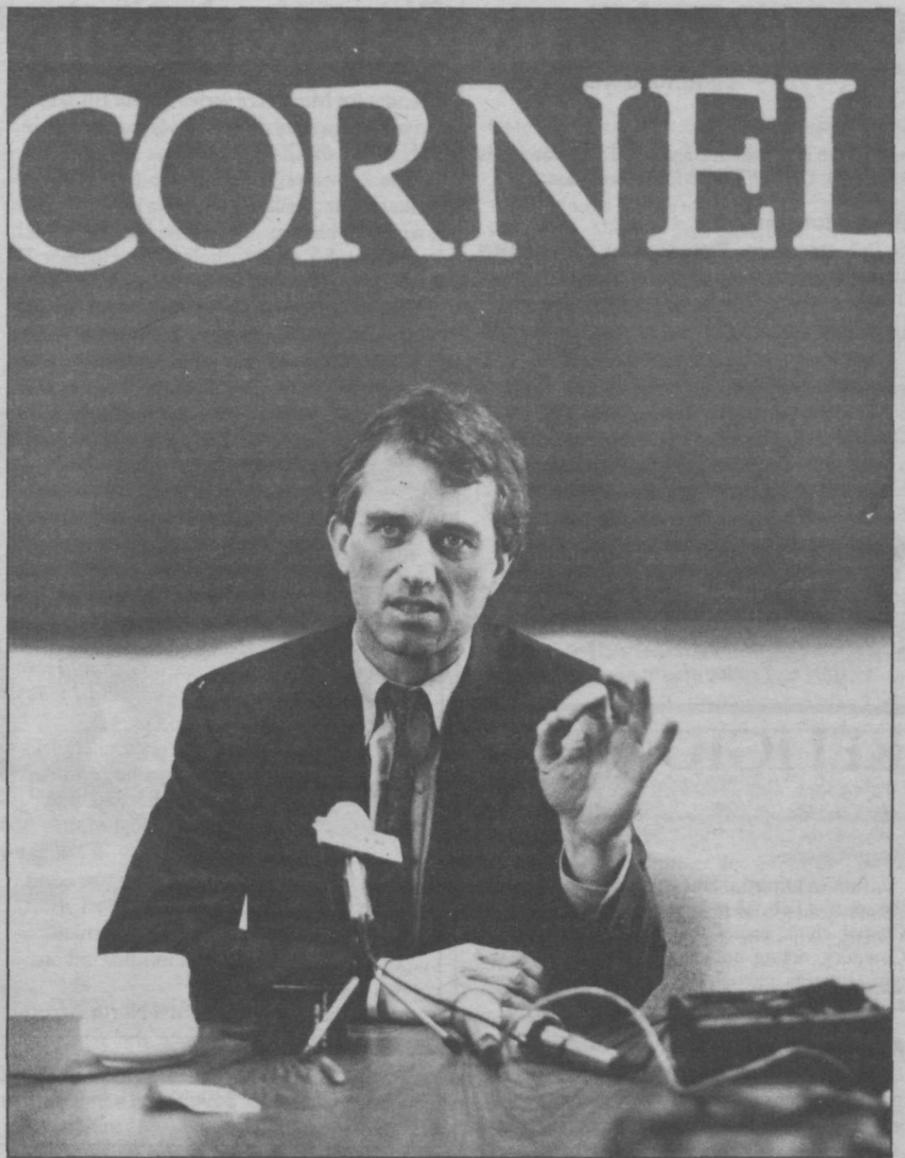
And, that, he suggests, is "one of the worst sins one generation can inflict against another."

"I come from a religious tradition that teaches that man is given dominion over nature but also given an obligation of stewardship. What does it say about us as a generation when half of the species on the face of our

were shaped by changes in how the public looks on homosexuals, perceptions that were brought about in part by the media.

Speaking before more than 60 students and faculty seated and standing in the Ives Hall faculty lounge, she argued that Clinton's support for homosexuals in the military was influenced by public culture.

"Coming out has become more a norm of life over recent years," said Katzenstein. She is an expert on women in government and the



Peter Morenus/University Photography

Robert F. Kennedy Jr. during a news conference on campus last week. "What does it say about us as a generation when half of the species on the face of our planet go extinct in our lifetime?" he asked.

planet go extinct in our lifetime?" Kennedy asked.

In addition to the economic, agricultural and medical impacts of the loss of species, there are also cultural, spiritual and historical costs that are particularly important for Americans to recognize because nature influences our politics, our literature, our art — our national character — as perhaps no other nation on Earth, he argued.

Democracy came out of the forest, American historian Frederick Jackson Turner once wrote, Kennedy said. And that belief has been echoed by political leadership throughout history, he added, from Alexander Hamilton to

Thomas Jefferson to Teddy Roosevelt.

"Our great writers, who sought to define and describe the American character, almost all saw nature as the defining element of the American character," he said.

Of course, Kennedy conceded, arguments like this don't go too far in litigation — at least on the surface.

"When I go into a courtroom or sit across from a polluter, it's often difficult to work this into the conversation," he said, because people don't tend to think of nature in terms of dollars and cents.

But "nature enriches us," he added, "and if we destroy it, we are diminished."

Media helped bring gays in the military to national agenda

By Albert E. Kaff

Gays and lesbians discussing their sexual orientation on national television and organized public relations campaigns contributed to President Clinton's decision to lift the ban on homosexuals in the military, Mary F. Katzenstein, associate professor of government, told a Cornell audience on Feb. 19.

She said views that Clinton expressed during the campaign and from the White House

were shaped by changes in how the public looks on homosexuals, perceptions that were brought about in part by the media.

Speaking before more than 60 students and faculty seated and standing in the Ives Hall faculty lounge, she argued that Clinton's support for homosexuals in the military was influenced by public culture.

"Coming out has become more a norm of life over recent years," said Katzenstein. She is an expert on women in government and the

feminist movement.

Showing television video clips, Katzenstein described the decision of several military persons to disclose their sexual preference through the national media as a "public spectacle in this media age."

Often without telling all of their family members and jeopardizing their military careers, these persons came out on television "as a method of last resort," she said.

Clinton's position on gays and lesbians was not only a moral decision for him but was in step with a cultural shift in this country, Katzenstein said. "Gallup polls of support for homosexuals in the military have been rising," she said.

Also, she argued, Clinton addressed the issue during the campaign to raise contributions from the gay and lesbian community. He did this at risk, she said, because support for homosexuals was soft when the question was put to some focus groups.

Katzenstein said that five or six organizations that lobby in Washington for gay and lesbian rights are "highly organized and professionally orchestrated" by lawyers and public relations specialists. These groups "are very good at what they do, very media conscious," she said, rating them "much better organized than the amateurs in the feminist and civil rights movements."

She said that gay and lesbian organizations always and promptly return her telephone or fax messages and provide voluminous material in response to her questions.

By contrast, the National Organization of Women (NOW), a feminist lobbying group based in Washington, sometimes returns her

calls and sometimes doesn't, she said.

As an example of homosexual lobbying, Katzenstein said that a student in Stanford University's Washington program researched the Congressional Record for comments made when President Truman desegregated the military in 1948.

The student wrote a paper in which he contended that many arguments against integrating blacks and whites in military units are similar to statements made today against homosexuals in uniform. Groups lobbying for

Five or six organizations that lobby in Washington for gay and lesbian rights are 'much better organized than the amateurs in the feminist and civil rights movements.'

— Mary F. Katzenstein

homosexual rights will see that "a copy of that report will be on every Congress member's desk within a few days," Katzenstein said.

As to women serving in combat, Katzenstein said that this proposition was reinforced by the "dramatic sight on television of women serving in the Gulf War."

Because military officials restricted movements of reporters during the Persian Gulf crisis, many news persons found little to cover, and so the "press did all these human interest stories about women serving in the Gulf," Katzenstein said.



University Photography

Mary F. Katzenstein, who lectured Feb. 19 on gays and the military.

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on Feb. 28 at 4 p.m. in Barnes Hall. Admission is \$5 to \$10. Call 277-2970 for information.

Bound for Glory

Feb. 28: Pierce Pettis, one of the best new singer-songwriters from the West Coast. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory is free and open to the public and can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

CUSLAR

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

Women's Studies

"High Intensity Blues Rooted Performance of Original Music," a concert by Judy Gorman, Feb. 27, 8 p.m., Community Room, Class of 1926 Residence Hall.

RELIGION

Sage Chapel

Susan Murphy, dean of admissions, will give the sermon Feb. 28 at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist. Sage is a non-sectarian chapel that fosters dialogue and exploration among the major faith traditions.

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.

Synod Theme 4: How Can We Meet the Special Needs of Youth and Young Adults, as Well as the Elderly and Those Who Care For Them?: March 3, 7 p.m., Founders Room, Anabel Taylor Hall. Our bishop has requested all Catholics to comment on this subject.

Christian Science

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

Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m., Anabel Taylor Chapel.

March conference to look at Jewish life in unified Germany

Questions about Jewish life in Germany and the re-emerging German Jewish culture among a new generation of writers, film makers, musicians and visual artists will be explored in a two-day conference, "The Re-emergence of Jewish Culture in Germany," on March 6 and 7 in the A.D. White House.

"In the last four years since the [Berlin] wall came down, the Jewish community of writers and others in Germany that has become more articulate about the complexity of being Jewish in Germany" said Sander Gilman, the Goldwin Smith Professor of Humanities at Cornell and the organizer of the conference.

"It is commonly thought that the Nazis annihilated the Jews of Germany, but in fact there are Jews in Germany — about 30,000 officially identified as Jews and another 30,000 culturally or self-identified in some way as Jewish," he added.

Among the participants will be two German writers — Esther Dischereit, who is from Berlin, and Raphael Seligmann, from Munich — and American writer and Yale University philosophy professor Susan Neiman, who lived in Germany for many years and is the author of the recently published *Slow Fire*.

Other Cornell professors who will participate in the conference include anthropology Professor John Borneman, German studies professor David Bathrick and Peter Hohendahl, the Jacob Gould Schurman Professor of German Studies.

There is no registration fee for the conference. For a schedule and other information, contact Marguerite Mizelle, 255-4047.

Cinema series looks at Jewish life in Eastern Europe

One of the highlights of Cornell Cinema's calendar for March is a series of four films to be shown on Tuesday nights titled *Re-emergence: Jewish Life in Eastern Europe*.

The "re-emergence" of the title refers to artistic life more than to Jewish life itself. The Jewish population of Eastern Europe, which was about 4.5 million before World War II, was reduced to 800,000 afterwards. Later, Jews who survived the Nazis were mistreated by the Communists — although Communist leaders had initially protected their minority status.

The Jews were made the target of popular resentment. Many were forced to leave, and others fled in the 1950s and '60s.

By the 1970s, Hungary had a Jewish population of 100,000; but in Poland, Bulgaria, Czechoslovakia and Yugoslavia, Jews numbered less than 10,000 in every case.

Now that the communist bloc is disintegrating and artists in many media are discovering long-suppressed histories and identities, new energies are being released in the cinema, too, including the energies of Jews and others redis-

covering their collective experience.

"The overwhelming preoccupation of Eastern Europe, now perhaps more than ever, is with the legacy of its past and the troubled identity and collective insecurity it has inherited from that history," Tony Judt, Remarque Professor of European Studies at New York University, writes in a catalog that accompanied a similar exhibition presented by the Jewish Museum and The Film Society of Lincoln Center.

"Not only is this a concern that East Europeans and Jews have in common, but it is one which in this instance binds them together."

Cornell Cinema's selection for its *Re-emergence* series is:

- *Memoirs of a River*, a 1989 film by Hungarian director Judit Elek set deep in a Jewish logging town in the mountains of the Austro-Hungarian empire and what happens when a young girl's body is found downstream.

- *The Boxer and Death*, a 1962 film by Slovak director Peter Solan about a professional boxer turned Nazi concentration camp commander who discovers a former prize-fighter among his prisoners and treats the man to extra rations and training privileges, getting him ready to take a beating in the ring.

- *Get Thee Out!*, a 1991 Russian movie by Dimitry Astrakhan set at the turn of the century when Jews were threatened by pogroms, about a family forced to flee their Ukrainian village and their return to the village to claim their place there.

- *The Interpretation of Dreams*, a 1990 film by Russian director Andre Zagdansky that puts 20th-century Russian history on the analyst's couch by interweaving film and photographs from the Russian and Soviet past with excerpts from Freud's writings.



Loggers discover a floating body in this scene from "Memoirs of a River," part of the "Re-emergence of Jewish Life in Eastern Europe" film series.

Friends (Quakers)

Sundays, 9:45 a.m., adult discussion; 11 a.m., meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

Morning Minyan at Young Israel, 106 West Ave., call 272-5810.

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

CLAL Weekend: Feb. 26: "Why Be Jewish," Rabbi Steve Greenberg, 9 p.m., K kosher Dining Hall; Feb. 27, 1 p.m. workshops: Created in God's Image: Gender and Judaism, Founders Room, ATH, and Jews and Gentles, Edwards Room, ATH; 4 p.m. workshops: Israel-Diaspora Relations and Visions of the State, Founders Room, and The Individual vs the Community in Jewish Life, Edwards Room; Feb. 28: The Third Era of Jewish History, noon, One World Room, ATH.

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. For information about special Ramadan services, call 255-4214.

Protestant Cooperative Ministry

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

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

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

"Human Chemical Ecology at the Interface Between Past and Future Adaptation," Tim Johns, McGill University, Feb. 26, 3:30 p.m., 215 McGraw.

Applied Mathematics

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

"Minimization of Continuous Functions of

Many Variables Subject to Bounds on Some of the Variables," Tom Coleman, computer science, March 2, 12:20 p.m., 708 Theory Center.

"Knots, Templates and Bifurcation Sequences," Robert Ghrist, applied math, March 3, 12:20 p.m., 708 Theory Center.

Astronomy

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

"Bayesian Inference in Astrophysics," Tom Loreda, March 4, 4:30 p.m., 105 Space Sciences.

Biochemistry, Molecular & Cell Biology

"Studies on the Secretory Pathway in *Neurospora crassa*," Randolph Addison, University of Tennessee, co-sponsored with Biotechnology, Feb. 26, 4 p.m., Large Seminar Room, Biotechnology Building.

Chemical Engineering

"Colloids Under Stress," John Brady, Caltech, March 2, 3:30 p.m., 165 Olin Hall.

Chemistry

"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.

Title TBA, Maurice Brookhart, University of North Carolina, Chapel Hill, March 1, 4:40 p.m., 119 Baker.

CaRDI

The New York State Office of Rural Affairs will be offering two teleconferences on planning and zoning issues, March 3 and March 31 from 7 to 9 p.m. in 213 Kennedy Hall. There is a preregistration fee of \$10. Those interested should contact their county Cooperative Extension office or the CaRDI office directly, 255-9510.

CIIFAD

"On-Farm Research for Integrated Livestock Management," Mike Sands, Rodale Research Institute, Feb. 26, 12:15 p.m., 304 Fernow Hall.

CISER

"Why Tradable Permits Won't Work," Duane Chapman, with discussion by Jon Erickson and Tom Drennen, March 1, noon, 401 Warren Hall.

Cooperative Extension Forum

"Embracing Diversity Through Programming," Joe Laquatra, design & environmental analysis; Marcia Eames-Sheavly, fruit & vegetable science; and Barbara Eshelman, Cooperative Extension recruitment specialist, March 1, 9 a.m., 401 Warren Hall.

Ecology & Systematics

"Prey Handling and the Evolutionary Ecology of Sand-Swimming Lizards," Harvey Pough, ecology & systematics, March 3, 4 p.m., A106 Corson Hall.

Epidemiology

"Small Area Analysis of the Long-Term Effects of Dairy Calfhood Disease," Bill Trochim and Vivian Hsiao, human service studies, March 1, 12:20 p.m., NG-03 MVR Hall.

European Studies

"The Disintegration of the Grotesque Tradition in Hungarian Theatre in the 1980s," Jutka Devenyi, theater arts, March 1, 4 p.m., 153 Uris Hall.

Food Science & Technology

"Aquaponics into the Future," Philson Warner, Cooperative Extension, March 2, 4:30 p.m., 204 Stacking.

Fruit & Vegetable Science

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

"Gibberellin Metabolism in Normal and Dwarf Potato Plants," Jan van den Berg, graduate student, March 4, 4 p.m., 404 Plant Science.

Genetics & Development

"Why Does DNA Evolve? Population Genetics Meets the Molecular Clock," John Gillespie, University of California, Davis, Feb. 26, 12:20 p.m., conference room, Biotechnology Building.

Geological Sciences

"The Mechanical and Topographic Evolution of the Southern Alps, New Zealand," Peter Koons, University of Otago, New Zealand, March 2, 4:30 p.m., 1120 Snee Hall.

"History of Thrusting in the Argentine Precordillera," Terry Jordan, geological sciences, March 4, 4:30 p.m., 1120 Snee Hall.

Industrial & Labor Relations

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

"Total Quality and Environmental Management in Business," J. Terry Wharton, Air Products and Chemicals Inc., March 1, 4 p.m., 114 Ives Hall.

International Nutrition

"Food Security in Africa - The Work of The World Bank Unit," Harry Walters, The World Bank, Washington, D.C., Feb. 25, 12:20 p.m., 200 Savage Hall.

"Are Mild-to-Moderate Anthropometric Deficits Associated with Elevated Mortality? Evidence From Northern Malawi," David Pelletier, nutritional sciences, March 4, 12:20 p.m., 200 Savage Hall.

International Studies in Planning

"Urbanization and the Politics of Exclusion in Medellin," Mary Roldan, history, Feb. 26, 12:15 p.m., 115 Tjaden Hall.

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Jugatae

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

"Floral Color Changes as Cues for Pollinators: Ecological and Evolutionary Significance," Martha Weiss, University of Arizona, March 4, 4 p.m., A106 Corson Hall.

Latin American Studies

"United States Government Perspectives on Democracy in Latin America," Nina Serafino, visiting fellow, Latin American studies, March 2, 12:15 p.m., 153 Uris Hall.

Materials Science & Engineering

"The Effect of End Groups on the Surface: Interface Properties of Polymers," Jeff Koberstein, University of Connecticut, Feb. 25, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Integrating Industrial Design into the Product Development Process," Elizabeth Altman, Motorola, Feb. 25, 4:30 p.m., 155 Olin Hall.

Microbiology

"Energy Transduction by ATP Synthase of *E. coli*," Stanley Dunn, University of West Ontario, Canada, Feb. 25, 4 p.m., large conference room, Biotechnology Building.

"Gene Regulation and Cell-Cell Interactions in Pheromone-Inducible Conjugation in *Enterococcus faecalis*," Gary Dunny, University of Minnesota, March 4, 4 p.m., large conference room, Biotechnology Building.

Natural Resources

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

"Fish Recruitment Dynamics: Experiments and Models," John Post, University of Calgary, March 4, 3:35 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"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.

"Signal Transduction Systems in Hypoxia and Alzheimer's Disease," Gary Gibson, Cornell Medical College, March 4, 12:30 p.m., A106 Corson Hall.

Ornithology

"Screaming Kamikazes of the Bird World: Anti-predator Defense Behavior in Tree Swallows," Dave Winkler, ecology & systematics, March 1, 7:45 p.m., Fuertes Room, Lab 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

"Dynamic Properties of Mechano-Sensitive Channels," Owen Hamill, neurobiology & behavior, March 1, 4:30 p.m., G-3 Veterinary Research Tower.

Physiology & Anatomy

"Environmental, Genetic and Neuroendocrine Control of Reproduction in Fish," Martin Schriebman, Brooklyn College of the City University of New York, March 2, 4:30 p.m., G-3 Veterinary Research Tower.

Plant Biology

"Role of Ethylene in Control of Fruit Development," Harry Klee, Monsanto Co., Chesterfield, Mo., Feb. 26, 11:15 p.m., 404 Plant Science.

Plant Breeding & Biometry

"Environmental and Economic Costs of Pesticide Use and the Benefits of Plant Breeding in Pest Control," David Pimentel, entomology, March 2, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Fungal Mating Type: Conservation, Heterologous Expression and Taxonomic Implications," B.G. Turgeon, plant pathology, March 2, 4:30 p.m., 404 Plant Science.

"Factors Contributing to the Host Specific Nature of *Agrobacterium vitis* and Control of Crown Gall," Thomas Burr, plant pathology, NYSAES, Geneva, March 4, 3 p.m., A133 Barton Laboratory, Geneva.

Psychology

"Highly Variable Defense Against Predators by Tree Swallows and Their Neighbors," David Winkler, ecology & systematics, Feb. 26, 3:30 p.m., 202 Uris Hall.

Rural Sociology

"Regional Development and Mortality Decline in Germany, 1870-1930," Michael Haines, Colgate University, Feb. 26, 3:30 p.m., 32 Warren Hall.

Science & Technology Studies

"The Restructuring of the Physical Sciences: Crisis and Community," Silvan Schweber, Brandeis University, March 1, 4:30 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences

"Indigenous Knowledge of Soils and Its Relevance to Agricultural Sustainability and Development," Jon Sandor and Roman Pawluk, Iowa State University, March 2, 3:30 p.m., 135 Emerson Hall.

South Asia Program

"Vedic Views of the River: Notes From an

Hotel School students serve bistro dinners on themes spanning history and geography

Dinners based on themes ranging from St. Moritz to Seattle and from St. Patrick to King Arthur are being prepared and served to the public three nights a week by students in the School of Hotel Administration.

Terrace Cafe and Bistro, located on the Terrace at the Statler Hotel, features dinners prepared by students in one of the Hotel School's required classes, "Restaurant Management."

Working in teams, students select a theme for each dinner and plan, prepare and serve appropriate dishes. The 90 undergraduates in the course are taught by Christopher C. Muller, an assistant professor in the Hotel School. The graduate section of 29 students is taught by Rupert Spies, a Hotel School lecturer.

Dinners are served from 5:45 to 8 p.m., and reservations may be made by calling 257-2500.

The schedule and dinner themes for the remainder of the semester are:

March 1, An Evening of Magic at Terrace

Cafe and Bistro; March 2, Culinary Crosswords; March 3, La Trattoria.

March 8, Think Big: The Sizzlin Southwest; March 9, A Tribute to Jimmy Buffett; March 10, Nothing But the Blues.

March 15, Monday in the Park; March 16, Terrace Cafe and Bistro on Cloud Nine; March 17, St. Patrick's Greenhouse.

March 29, The Art of Comedy; March 30, theme to be selected; March 31, Casbah.

April 5, theme to be selected; April 6, Mardi Gras: A Cajun Celebration; April 7, History of the World.

April 12, Cafe Cassava; April 13, A Taste of Spain; April 14, King Arthur and the Feast of the Roundtable.

April 19, Dances with Giraffes; April 20, Terrace Cafe and Bistro Unplugged; April 21, J. Crew Night.

April 26, A Night in the Islands; April 27, A Tribute to Hanna-Barbera; April 28, An International Farewell to the Class of 1993.

Indian Field Trip," Chris Minkowski, South Asia program, Feb. 26, 1:15 p.m., G-08 Uris Hall.

Southeast Asia Program

"Striking Back at the Schools: Vietnamese Student Strikes From 1888 to 1931," Michaeline Lessard, history, Feb. 25, 12:20 p.m., Kahin Center, 640 Stewart Ave.

Textiles & Apparel

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

"Polyester Microfibers," Don Shiffler, E.I. du Pont de Nemours & Co., Kinston, N.C., March 4, 12:20 p.m., 317 MVR Hall.

THEATER

Department of Theatre Arts

"The Caucasian Chalk Circle," written by Bertolt Brecht in 1945 and first performed in English in the United States in 1947, will be performed Feb. 27 at 2 p.m. in the Center for Theatre Arts' Class of '56 Flexible Theatre. 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.

• Theatre Arts presents a free staged reading of Paula Vogel's play, "The Baltimore Waltz," winner of the 1992 OBIE Award for Best New American Play, directed by Sheridan Thomas, Feb. 28 at 4 p.m. in the Film Forum of the Center for Theatre Arts. Co-sponsored by Cornell AIDS Action - Gannett Health Center.

MISC.

Alcoholics Anonymous

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

Latin American Studies Program

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

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 (13-9)

Feb. 26, PENNSYLVANIA, 7:30 p.m.
Feb. 27, PRINCETON, 7:30 p.m.

Women's Basketball (9-13)

Feb. 26, at Pennsylvania, 7 p.m.
Feb. 27, at Princeton, 7 p.m.

Men's Fencing (2-15)

Feb. 27-28, IFA Championships at Brandeis

Women's Fencing (6-12)

Feb. 27, NIWFA Championships at Vassar

Men's Gymnastics (6-3)

Feb. 27, NAGL Championships at Radford

Women's Gymnastics (3-6-1)

Feb. 217, Ivy Tournament at Yale, noon

Men's Varsity Hockey (5-16-1)

Feb. 26, at Rensselaer, 7:30 p.m.
Feb. 27, at Union, 7 p.m.

Men's Squash (10-10)

Feb. 26-28, NISRA Championships at Princeton

Men's Swimming (4-6)

March 4-6, Easterns at Harvard

Women's Swimming (6-4)

Feb. 25-27, Easterns at SUNY Buffalo

Men's Indoor Track (0-1)

Feb. 27-28, Heptagonals at Navy

Women's Indoor Track (0-2)

Feb. 27-28, Heptagonals at Navy

Engineering major Justin Treadwell is the 'center' of attention

By Scott Stapin

The following is a list of some of the larger basketball centers that the Big Red has taken on this season. There was Eric Mobley of Pitt, a 6-foot, 11-inch, 245-pounder. North Carolina had Eric Montross, a 7-foot, 258-pounder. Then there was Luther Wright of Seton Hall at 7 feet, 2 inches and 270 pounds.

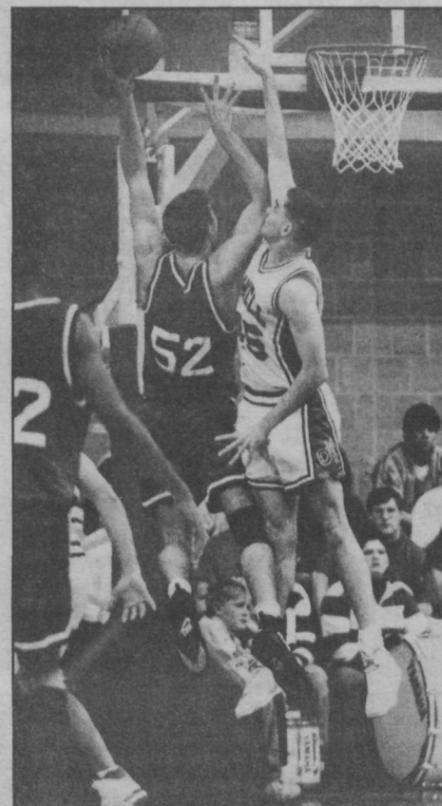
Those guys can create matchup problems for just about any team in the nation. But for Cornell, whose tallest starter is 6-foot, 7-inch junior center Justin Treadwell, one would expect that stopping seven-footers would be a tall order.

But that was far from the case for Treadwell, who despite having a size disadvantage vs. just about every center he's faced this year, has performed admirably at the pivot.

How does he do it? Long arms and an ability to draw the big centers out from under the hoop are his secret weapons, according to second-year Cornell head coach Jan van Breda Kolff.

"I think people get too hung up on Justin's size and height," said van Breda Kolff. "In our triangle offense, we're able to play him on the wing and we've been able to pull the likes of the Eric Mobleys and the Luther Wrights out from under the basket. In doing that, we take their shot blocker away and make him cover Justin. Now, we've taken away their interior defense. So there are advantages to having a 6-7 center."

Probably the most amazing thing about the Knoxville, Tenn., native is the fact that he had



Justin Treadwell goes for a block during a recent game at Alberding Field House. The civil and environmental engineering major is the team's leading rebounder.

never played center in his life before coming to Cornell. Now he is the team's leading rebounder, fourth in scoring and is averaging 1 blocked shot per game.

Van Breda Kolff is quick to point out that Treadwell's work ethic and excellent attitude have been the key to his transition to the pivot.

"Justin is a self-made player," said van Breda Kolff. "He's become a very accomplished center, despite not having as much physical ability as some of the other guys. He deserves most of the credit for where he is today, not me or anybody else. Justin has made himself what he is."

While Treadwell was able to take advantage of the lineup opening at the center position with the basketball team, he has also taken advantage of his time in the classroom and out in the business world, where he has already gained experience related to his major, civil and environmental engineering.

"I have a concentration in environmental engineering, and I'm looking forward to a career in the environmental field, something like hazardous waste cleanup. I've had a couple of jobs over the past two summers in this field and I've found it really interesting," he said.

Treadwell spent one summer working at the Science Applications International Corp., where he was an environmental sampler.

"This river was contaminated with mercury from a nuclear weapons plant near where I live, so, we were doing soil and water sampling. It's an expanding field, and I hope there will be a lot of jobs in that area."

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. 28, North Room, Willard Straight Hall: Advanced Balkan teaching with Ed Abelson, 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.

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, through March 20.

Box Lunch Tours: Feb. 25 at noon, Gavriel Shapiro, assistant professor of Russian literature, will conduct a tour of the museum's collection of Russian prints. On March 4, Richard Herskowitz, director of Cornell Cinema and adjunct curator of film and video, will lead a discussion of Juan Downey's "Rewe."

Winterfest: East Meets West: On Feb. 27 and 28 from noon to 4 p.m., the museum will present a free educational program entitled "Winterfest: East Meets West." Saturday's programs will focus on the Western art collections of the museum, and Sunday's focus will be on the Asian art collections. Activities are scheduled for adults and children, including storytelling, Medieval and Chinese calligraphy demonstrations, tours, oil painting demonstrations, Tibetan dancing and Chinese folk singing, among other activities. Contact the community education department at 255-6464.

Hartell Gallery

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

Mann Library

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

Tjaden Gallery

Paintings by Hyun Joo Kim, through Feb. 27. Sculpture by Naomi Fox, March 1 through 6.

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, 2/25

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

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

Friday, 2/26

"Enchanted April," 7:20 p.m., Uris.

"The Twin Bracelets" (1990), directed by Huang Yu Shan with Chen Te Jung and Liu Hsiao Hui, 7:30 p.m.

"Under Siege," 9:40 p.m. and midnight, Uris.

"A Salute To Rocky and Bullwinkle" (1989), cartoons created by Jay Ward, 10 p.m.

Saturday, 2/27

"Afrique, je te plumerai (Africa, I will fleece you)" (1992), by Jean-Marie Teno, with discussant Professor Locksley Edmundson, director of the Africana Studies and Research Center, part of the African cinema festival, 10 a.m., 6th floor conference room, Johnson Museum.

International Children's Television: "The Woman Who Raised a Bear as Her Son" and "Bill and Bunny," Ithakid Film Fest, recommended for ages 7 to 9, 59 minutes, 2 p.m.

"Bob Roberts" (1992), directed by Tim Robbins, with Tim Robbins, John Cusack and Susan Sarandon, 7:30 p.m.

"Enchanted April," 8 p.m., Uris.

"Proof" (1991), directed by Jocelyn Moorhouse, with Genevieve Picot, Hugo Weaving and Russell Crowe, 9:50 p.m.

"Under Siege," 10:20 p.m., Uris.

"A Salute to Rocky and Bullwinkle," midnight.

Sunday, 2/28

Black Maria Film Festival, with festival Director John Columbus, 2 p.m., free.

"Enchanted April," 4:30 p.m.

"Nosferatu the Vampire" (1979), directed by Werner Herzog, with Isabelle Adjani and Klaus Kinski, presented by Pentangle, 7:30 p.m., Uris, free.

"Under Siege," 8 p.m.

Monday, 3/1

"Enchanted April," 7:15 p.m.

"All About Eve" (1950), directed by Joseph Mankiewicz, with Bette Davis, Anne Baxter and Marilyn Monroe, 9:30 p.m.

Tuesday, 3/2

"The Miao Year," 61 minutes, Southeast Asia Film Series, 4:30 p.m., Kahin Center, 640 Stewart Ave., free.

"Memoirs of a River" (1989), directed by Judit Elek, 7 p.m.

"Bob Roberts," 10 p.m.

Wednesday, 3/3

"Grand Hotel" (1932), directed by Edmund Goulding, with Greta Garbo, Joan Crawford and Lionel Barrymore, 7:30 p.m.

"The Panama Deception" (1991), directed by Barbara Trent, narrated by Elizabeth Montgomery, presented by CUSLAR, 8 p.m., Uris, free.

"Bram Stoker's Dracula" (1992), directed by Francis Ford Coppola, with Winona Ryder, Gary Oldman and Anthony Hopkins, 10 p.m.

Thursday, 3/4

"Sugar Cane Alley" (1983), directed by Euzhan Palcy, with Garry Cadenat and Darling Legitim, with guest speaker William Branch, 7 p.m.

"Cage/Cunningham" (1991), directed by Elliot Caplan, with John Cage, Merce Cunningham, 9:40 p.m.

LECTURES

Bartels Fellowship Lecture

"Does the Western Hemisphere Have a Future?" Luigi Einaudi, U.S. ambassador to the Organization of American States, March 2, 4:15 p.m., Schwartz Auditorium, Rockefeller Hall.



Johnson Art Museum preparators Don Fiedt (left) and Wil Millard prepare the video exhibition "Rewe," on display at the museum through March 20.

Peter Morenus

Center for the Environment

Race, Equity & Environment lecture series: "Environmental Equity: An International Perspective," Porus Olpadwala, city & regional planning, March 2, 4 p.m., Alumni Auditorium, Kennedy Hall.

Classics

"The Cosmography of Aethicus Ister: Is It Classical or Mediaeval?" Michael Herren, York University and University of Toronto, Feb. 26, 3:30 p.m., 22 Goldwin Smith Hall.

Townsend Lecture: "Aeivs Aei: Politics, Tragedy and Antipolitics," Nicole Loraux, Ecole des Hautes Etudes en Sciences Sociales, March 2, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

East Asia Program

Mitsui Forum lecture: "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.

Mitsui Forum debate: "Jobs Gained or Jobs Lost? Japanese Automobile Transplants and Their Impact on the U.S. Economy," with Sean McAlinden, University of Michigan; James Womack, Massachusetts Institute of Technology; moderated by Harry Katz, industrial and labor relations, March 2, 4 p.m., 110 Ives 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.

Jewish Studies

"Holiness by Touch: The Transformation of a Biblical Concept in Rabbinic Theology," Shamma Friedman, Jewish Theology Seminary, Jerusalem, co-sponsored by Near Eastern studies, Feb. 25, 4:30 p.m., 374 Rockefeller Hall.

Medieval Studies Students Colloquium

Graduate students will be giving papers on a wide range of medieval topics (literary, historical, philosophical, etc.), Feb. 27, from 9 a.m. to 6 p.m., A.D. White House. A light lunch and re-

freshments will be served. Open to the public; funded by SAGFC.

Music

On Feb. 26 at 1:25 p.m. in 301 Lincoln Hall, Professor Roberto Sierra will talk about composer Gyorgy Ligeti, who will lecture and whose music will be performed March 15.

Spring '93 Grout Lecture: "Smanie (im)placabili: Operatic History as Evidence for Behavior in Cultures' Past," Silke Leopold, March 1, 4:15 p.m., 301 Lincoln Hall.

Society for the Humanities

"Traumatic Departures: Survival and History in Freud," Cathy Caruth, Yale University, Feb. 26, 4:30 p.m., Guerlac Room, A.D. White House.

University Lectures

"The Fate of the Forest: Policy, Politics and the Future of Tropical Forests," Susanna Hecht, University of California at Los Angeles, March 5, noon, 115 Tjaden Hall.

Women's Studies

"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.

"History of Women in Music," Judy Gorman, lecture and musical performance, Feb. 28, 2 p.m., 3rd floor lounge, Noyes Center.

MUSIC

Department of Music

On Feb. 27 at 8:15 p.m. in Barnes Hall, pianists Jonathan Shames and Stephanie Leon will give a free duo recital. Featured compositions are Beethoven's "Les Adieux" Sonata; Rachmaninov's "Etudes Tableaux," opus 39; Stravinsky's "Concerto for 2 Solo Pianos"; and, to prepare for composer Gyorgy Ligeti's visit in March, his "Three Pieces for Two Pianos."

Pianist Catherine York-Norris will give a benefit concert for the Ithaca Community Chorus

Continued on page 6

WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

Editor's Foreword

Last week Beth I. Warren, associate vice president for human resources, introduced the concept of an articulated, integrated faculty/staff health program based on the collaboration and partnership between existing health-related programs, resources, and expertise that would work within a framework of prevention and early intervention to promote individual and organizational health at Cornell.

For the most part, this program is conceptual rather than structural. That is to say, the cross-campus partnerships made at the senior management team and program coordination team levels do not herald changes of the current organizational structures. They do mean that some of the work done by individuals will be enriched because of the added awareness and perspectives that we all can bring to our work. For instance, as a result of a conversation I had last week with Andy Garcia-Rivera, director of the Office of Environmental Health, I am now much more aware of the day-to-day impact on me of my various physical environments. Air quality? water quality? negative air pressure? indoor levels of humidity?—in spite of my owning and restoring an 1820s house, I avoided giving these concepts more than a passing thought before our conversation. (I will be sharing that interview with the Cornell community in a couple of weeks.) Similarly, announcing Toni McBride's announcement of the "Power of Positive Insanity Program," to be held March 9th, reminded me of the Wellness Program and helped me renew my commitment to exercise. So I would expect that an increased awareness across campus of the inter-relatedness of health issues will be a primary effect of our working together and talking with each other about these things.

But there are a few organizational structural changes that have been made—the additional responsibilities that Susanne Bruyère has taken on as director of the Faculty/Staff Health Program, and the moves on-campus of an EAP senior clinician and consultant, Linda Starr, from Family and Children's Services (Room 111, Day Hall, 5-6276) and of Paul Remski, rehabilitation consultant from Challenge Industries (Room 111, Day Hall, 1503). These changes

were also introduced in last week's Cornell Workplace.

This week we introduce another organizational refinement—one which will also serve to integrate and correlate Cornell's health-related services, one which will make some of these services and opportunities more accessible to the entire faculty/

staff community, without radically changing the way that the current organization functions. This refinement involves the formal move of the Cornell Recreation Club to University Human Resource Services and its renaming as the Cornell Recreation Community to reflect its expanded vision and purpose.

Today's lead article discusses this move of the CRC and its implications for the entire Cornell community. I hope you find the opportunities that will be made possible through this formal change as exciting as we do.

A New Alliance and New Name for the CRC

On Saturday, February 13, 1993, at the dinner dance sponsored by the Cornell Recreation Club (CRC), the CRC Board of Directors announced that the CRC would join University Human Resource Services, and would

for faculty, staff, and retirees to network and enjoy each other's company outside of the normal workday experience.

One of its major endeavors in recent years has been the building of a pavilion on Monkey Run Road, giving the CRC a scenic and permanent location for many of its outdoor and semi-outdoor activities. This pavilion was built entirely through the volunteer efforts of the CRC members, working

But, for the past several years, the CRC has struggled with the issues of supporting administrative costs and insurance liability, which directed its focus away from its primary and all-important, original purpose. At the same time, in June 1992, Work and Family Services, directed by Marilee Bell, formally became a part of the structure of University Human Resource Services. This move reinforced the overall philosophy that any comprehensive approach to human resources takes into account the interlocking worlds of work and family. These two factors, and the belief that CRC is a human resource agenda, resulted in the CRC Board of Directors preparing a proposal, which was submitted to Beth Warren in October 1992, requesting that Cornell embrace and support CRC as an official function of University Human Resource Services. The CRC Board of Directors is pleased to announce that this proposal has been accepted.

(continued on p. 2)



Constructing the pavilion on Monkey Run Road

be renamed as the Cornell Recreation Community to reflect the broadened scope of the CRC in promoting the social and recreational health of the university and its faculty, staff, and retirees.

The CRC was established in 1982 to create a greater sense of community by providing social, cultural, and recreational activities for the members of the Cornell community. Always an organization made up of dedicated Cornell volunteers, the CRC has, over the years, been engaged in numerous social and recreational activities. From arranging group trips to places such as the Caribbean, Toronto, New York, Washington, D.C., Nashville, Vernon Downs, Walt Disney World, and Pittsburgh, to holding pancake breakfasts, steak dinner dances, picnics, and other gatherings, to providing the backbone of volunteer efforts for Employee/Family Day in the fall and Employee/Family Night at the Court in January, the CRC has provided countless diverse opportunities

as a self-managed workgroup and team. The planning for CRC activities has been environmentally sensitive to the physical surroundings and wildlife of the area.



The pavilion: half-way there

CRC

(continued from p. 1)

Along with the Cornell Recreation Community becoming part of University Human Resource Services, it has also had the opportunity to expand its vision and purpose to include all faculty, staff and retirees of the Cornell community. As of July 1, 1993, membership fees will no longer be charged. Participants in Cornell Recreation Community events will be charged a fee on a "per event" basis to offset costs.

It is the intent that the Cornell Recreation Community Board of Directors will maintain its primary participatory management status, with activities that are self-supporting, but it will manage its events and work in cooperation and coordination with Work and Family Services. It is expected that the current structure of the CRC will continue, with a board of directors of eleven volunteers elected by the membership who manage the activities of the

organization with the cooperation, guidance, and help of several internal committees, such as the Recreation Committee, the Park Development Committee, the Internal Operations Committee, and the Public Relations Committee.

"We hope all of you are as excited as we are about the new opportunities that this alliance will afford," said Jim Sheehan, president of the CRC Board of Directors. "We look forward to many positive changes and an expansion of the social, cultural, and recreational programming that we have provided over the past ten years. At the same time, we expect many of the proven strengths of the CRC to continue into the years ahead. For instance, Cornell retirees have always played, and will continue to play, a major critical role in the Cornell Recreation Community. As we have in the past, in the future we look forward to serving the faculty, staff, and retiree members of the Cornell community. We will continue to seek your input and advice as to how we can best meet your needs and interests."



Summer 1989 picnic at the pavilion



Beck's Grove Theatre Trip near Rome, New York



Employee/Family Day 1991

Relaxing and enjoying the outdoors at the summer picnic



CRC Trip to Washington, D.C., 1988

Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

July

Beck's Grove Dinner Theatre, "The Odd Couple"

August

Tanglewood and the Boston Symphony
Normal Rockwell Museum

September

Toronto: Phantom of the Opera

October

Philadelphia: Franklin Mills
Buffalo: Buffalo Bills
Cancun, Mexico

November

Buffalo: Buffalo Bills
New York: Macy's Thanksgiving Parade
Miss Saigon

December

Niagara Falls: Festival of Lights
Holiday Dinner Dance (Ithaca)

Need Temporary Summer Help? Think Cornell Staff

With a foot of snow on the ground, it is hard to imagine that spring will ever arrive or summer ever follow. But, inevitably, spring will come to Ithaca and summer will begin.

And, just as inevitably, the departure of students for the summer means that some on-campus facilities and services will be closed or operate at reduced levels. As always, these reduced services will necessitate laying off a number of staff for the summer months, usually from the last part of May to mid-August. Many of these staff work at Cornell year after year, and each summer face the dilemma of finding employment, either on campus or off, to fill in until the fall activities bring them back.

University Human Resource Services asks for the help of all managers and supervisors who might need temporary staff during the summer months to consider hiring these regular Cornell staff. If you know you will need to hire temporary help over the summer—or even if you think the need for temporary help may arise—please contact Employment Services (Esther Smith, 4-8367, or Karen Raponi, 4-8368).

Among the staff who are usually laid off because of summer scheduling are food service workers, cooks, office assistants, cashiers, and accounts assistants, as well as other employees. Besides providing experience in their own field, many of these staff

have skills that are easily transferable—they can fill in as material handlers, custodians, field assistants, office clerks, laboratory assistants, and delivery drivers, for instance. They also have the additional advantage of already being familiar with the university and its policies and practices.

By drawing from this workforce rather than relying primarily on the local temporary services offices, we not only show our support of all Cornell staff, but also are better positioned to once again take advantage of their experience when the fall semester begins and full schedules are reinstated.

By contacting Employment Services now, University Human Resource Services can begin to compile a listing of projected temporary help openings. Then when summer arrives, the process of placing those staff members laid off because of summer scheduling hours into those openings for which their skills and experience are appropriate will be greatly facilitated. The help of supervisors and managers in considering this yearly fluctuation of the Cornell workforce when planning summer operations will enhance the smooth transition of an important segment of our campus workforce from the spring to summer months.



THE Bulletin Board

1992 Select Benefits Participants

This is a reminder for those who have a balance remaining in their 1992 medical or dependent care accounts. All claims for expenses incurred in 1992 must be received in Benefit Services by March 31, 1993.

Federal law prohibits the university from refunding your unused balances back to you. To find out your account balance either check your most recent statement or call Benefit Services (Endowed 5-3936, Statutory 5-4455).

Empty Nest Support Network

Your children have learned to fly and have left the nest for college, employment and a nest of their own? Are you ready for the newest phase of your life? We welcome mothers and fathers to share their feelings, needs and ideas with others who understand. Our first meeting will be March 3 from 12:00-1:00 p.m. in 163 Day Hall. Bring your lunch and we will provide hot refreshments. Facilitated by Marilee Bell, director of Work and Family Services.

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 affects 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).

Select Benefits Claims Schedule 1993

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

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

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

Attention: Statutory and Cooperative Empire Participants

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

Have You Filled Out the Summer Vacation Day Camp Survey?

Two weeks ago 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.

Power of Positive Insanity Program, March 9

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 Program." This program approaches the topic of stress and burnout and how to use humor to bring things into perspective. It will explore the relationship between humor and creativity and explain why humor is important to our personal and professional lives.

This year's presenter will be George Obermeier, nationally recognized for his work in development and training with student assistance programs. George Obermeier is currently the vice president of J. Mayer & Associates, an educational consultant firm promoting wellness and developing human potential.

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. For more information contact the Wellness Office at 255-5133.

Calendar of Workshops and Seminars Revision

Please update your copy of *The Calendar*, on page 22, "The Purchasing Workshop: Policy and Procedures for Requisitioning Goods and Services". In order to register, contact Doreen Silva, at 5-5219 (not 5-5210). Also, all sessions are open to endowed and statutory employees (the original document lists separate sessions for each group).

PURCHASING WORKSHOP: "Policy and Procedures for Requisitioning Goods and Services"

Workshop 1 (2 half-day sessions)	March 23 & 25	8:30-12:00 or
Workshop 2 (2 half day sessions)	March 23 & 25	12:30-4:00 or
Workshop 3 (2 half day sessions)	April 20 & 22	8:30-12:00 or
Workshop 4 (2 half day sessions)	April 20 & 22	12:30-4:00

Offered to Cornell staff or faculty involved in the process of requisitioning goods and services for their departments. This is a basic workshop covering: purchasing's role, general policy, types of orders and methods of process, and the accounting interfaces. This workshop IS NOT an APPS (Automated Procurement and Payment System) training session, but will show how APPS is used in various aspects of the procurement process. The purchasing staff will be introduced and available to answer specific questions.

Location: First Floor Seminar Room at the Biotechnology Building. Two half-day session programs (Attendance is necessary for both sessions). **Registration procedure:** Contact Doreen Silva, 5-5219. (No charge to dept.) Class size limited to 25.

CAREER Opportunities

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

- Cornell University is an equal opportunity, affirmative action educator and employer.
- Please note that some searches are limited to current Cornell University employees; external candidates will not be considered for these vacancies.
- Cornell University employees may apply for any posted position with an employee transfer application (available through University Human Resource Services). In addition to the transfer application, we recommend a resume and cover letter, specifying the job title, department and job number.
- Employment Services consultants are available by appointment to meet with employees to discuss career planning issues or concerns.
- Employment Services or the hiring department will acknowledge receipt of all materials by mail. Hiring supervisors will contact individuals selected for an interview by telephone, so it is helpful to include more than one telephone number.
- Interviews are conducted by appointment only.
- If you are currently available for employment, you may wish to consider temporary opportunities at the University. Please write to Karen Raponi, Temporary Services, 20 Thornwood Drive, Ithaca, New York 14850-1265.
- The Cornell Workplace, including Career Opportunities, can be found each week on CUINFO.

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

- **Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.** All external candidates must have a completed signed employment application on file with Employment Services before they can be interviewed for a position. Submit a resume and cover letter for each position, specifying the job title, department and job number. Employees should include an Employee Transfer Application.
- **As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support.** Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand. All external candidates must have a completed signed employment application on file with Employment Services before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 20 Thornwood Drive. Skill assessment check lists, available at Employment Services, are a valuable aid when applying for computer or laboratory related positions.
- **Approximately half of all university openings are for Office Professionals.** Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested. All external candidates must have a completed signed employment application on file with Employment Services before they can be interviewed for a position. The submitted application and resume will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi for details.
- **All external candidates should submit a signed employment application which will remain active for a period of four months.** During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview. If you are currently available for employment, you may want to consider temporary opportunities at the university. Please contact Karen Raponi for details.

Professional

Senior 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 Support Specialist I (PT5701) HRI Anatomy-Statutory Posting Date: 2/25/93

Perform a wide variety of morphologically-based techniques in support of the research program of the department chair. Design experiments, analyze data and developing computerized approaches to

experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.

Requirements: Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records. Send cover letter and resume to Sam Weeks.

Income Controller Accountant I (PC5607) HRI Statler Hotel-Endowed Posting Date: 2/25/93

Responsible for the timely and accurate recording and monitoring of all revenues and receipts for the Statler Hotel and Statler Club.

Requirements: Associates degree in accounting preferred. 2-3yrs. experience in hotel accounting or banking. Knowledge of Cornell accounting system helpful. Strong organizational skills, accuracy in detail, and computer literacy. Must be able to work independently in a fast-paced environment. Send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Research Support Specialist II (PT5706) HRI Entomology-Statutory Posting Date: 2/25/93

Provide supervision and technical support for research program in biological control of insects. Design and plan lab and field experiments. Compile, analyze, and interpret data. Assist in writing research reports and scientific publications. Supervise maintenance and scheduling of insect cultures in support of research and teaching.

Requirements: B.S. degree or equivalent required; M.S. in entomology desirable or equivalent with related experience; coursework in insect taxonomy. Training in use of insect parasitoids and predators in biological control of insects. Substantial skills and experience in culturing and identifying insects. Experience in sampling and statistical procedures. Send cover letter and resume to Sam Weeks.

Assistant Director of Development (PA5303) HRI School of Hotel Administration-Endowed

Posting Date: 2/25/93 Repost
Assists the Director of Development in planning, coordinating and implementing projects and programs to increase financial support for the School of Hotel Administration. Particular emphasis is placed on fundraising activities to achieve campaign priorities, prospect identification, coordination of special funds, cultivation of inactive donors, and work with volunteers.

Requirements: Bachelor's degree or equivalent required. 2-5yrs. development experience, preferably in higher education; Cornell development and/or education desirable. Ability to work independently with flexibility; to recognize areas of development potential; to maintain interpersonal relationships and extensive contact with other staff, university alumni and friends; and to communicate effectively. Computer Mac experience highly desired. Women and minority applicants are encouraged to apply. Send cover letter and resume to Cynthia Smithbower.

Graphic Designer II (PT5705) HRI University Relations/Publications Service-Endowed Posting Date: 2/25/93

Conceptualize and plan the design of publications and execute them using PageMaker and other software. Supervise the production of printed material. Work with clients to determine visual requirements of publications. Consult with clients on subsequent proof stages.

Requirements: Bachelor's degree or equivalent in related visual arts area and 3yrs. experience as a graphic designer. Superior skill in PageMaker 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.

The Cornell Workplace

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

EDITOR: Nancy Doolittle, 255-3541
PHOTOGRAPHY: University Photography

PRODUCTION: Cheryl Bishop, 255-6890

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Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Cornell University, 20 Thornwood Drive, Ithaca, NY 14850-1265.

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

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

Networking

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

DEDICATED SERVICE AWARD

Bill Paleen



Bill Paleen and Judy VanDermark
Photo by Doug Hicks

Bill Paleen, the most recent recipient of *Networking's* Dedicated Service Award, was surprised beyond belief when members of the Campus Life department honored him and his dedication to Cornell University and the Department of Campus Life.

Phil McPherson, Associate Director in the Department of Campus Life, was one of seven individuals who gave very moving, radiant and eloquent testimonials to Mr. Paleen.

"Bill Paleen is one of those people in the university who has consistently and genuinely been concerned about the welfare of students, staff and faculty. Often,

people who meet with him come away with a feeling that they have been listened to, treated with respect and been assisted with whatever problem or issue brought forth. He has led an organization for 22 years which has had the reputation as a great place to work, one with a culture of openness to ideas, to change, to communication, to diversity of staff and fundamentally supportive of students living on campus. Although it sounds like a cliché, his depth and breadth of experience at Cornell and in the field of housing and education programs is truly remarkable."

Meg Whiston, Coordinator of Training and Development in the Department of Campus Life said, "of all the people I have come in contact with since beginning my position at Cornell in 1986, Bill Paleen has consistently been a mentor for me. He has supported me in my position, encouraging me to do my very best and always so that students and staff would be the ultimate beneficiaries. He is unmatched in terms of his willingness to listen and problem solve. When I have been faced with difficult decisions and situations, Bill has offered me insights. His suggestions always take into account the professional and the personal outcomes for me and for others. Bill is genuine in his interest in others."

Judy VanDermark, Director of Conference Services, had a very celebrated testimonial for Bill. "Fourteen years ago I began my career at Cornell University as Bill Paleen's secretary. This is one of the people that I believe encouraged, supported and empowered me, as an employee and as a human being, to advance in my professional and personal development at Cornell. Mentoring is Bill's middle name, never too busy to assist all employees in growth. These wise words of this gentle man were: 'you must never look back, you need to take what you have learned from this position and add leaves to your tree.' No truer words were ever spoken. Three positions later, my professional and personal accomplishments would not have been achieved on my part if it had not been for one of the finest managers Cornell University has ever seen. A man that cares about all employees and is a true example of what a real role model and leader should be."

Sue Taggart, personnel assistant in the Department of Campus Life quotes, "I owe a lot of my growing up in my career path to you over the last 13+ years. You've taught me a lot during the 5 years I've worked in your office and also listened to me when I had an idea or suggestions. You made this department a pleasant

place to work. All the people in it are a joy to work with; that reflects on you, Bill, and the way you treat all employees in the Department of Residence Life."

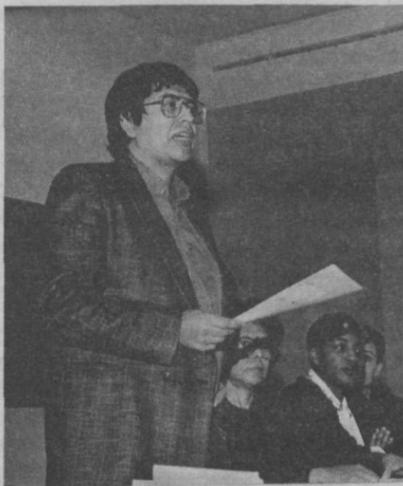
Some folks that have worked with Bill, but are with other colleges, gave similar sentiments to this special individual. One person, Bill Smith who was the former assistant director for Department of Residence Life and Dean of Student Services, now works at Wilberforce University. Bill says the following about Mr. Paleen: "It is very rare that a day goes by here at Wilberforce University without some positive remembrances of Cornell. The department you created is truly a reflection on your caring spirit. Thank you for the excellent opportunity to grow and learn new skills. All of the beauty in Ithaca was not in the landscape, but in people such as you."

That day was one that Bill Paleen and members of the Department of Campus Life will remember for quite some time. It is truly refreshing to notice individuals who have such a strong impact on fellow workers within their department(s) at Cornell.

The *Networking* Board is proud to know Bill Paleen and the wonderful individuals who pulled this award ceremony together for him. Again, congratulations, Bill!

Diversity at Cornell University

by Susan E. H. Hollern



Carlos Castillo-Chavez
photo by Doug Hicks

Recently, I attended a panel discussion regarding the Progress Towards Diversity at Cornell University. This brown bag luncheon series was presented by the Advisory Committee on the Status of Women (ACSW). The lunch time discussion was a very educational and an elucidating time for me and one in which I was pleased to reflect and write about for *Networking*.

It was a panel discussion with the 5-member panel consisting of Carlos Castill-Chavez, Joycelyn Hart, Deidre Hill, Brenda Marston and Judy VanDermark, all employees of the University. The panel

was moderated by Sally McConnell-Ginet.

Progress Towards Diversity is an internal report with the main goal of documenting accurately whether or not there is progress taking place at Cornell. Presumably, it provides the university with sufficient information so that the employees, faculty, administrators and board of trustees can become educated about the challenges we face as we try to increase our diversity. This report is provided by the office of the Associate Vice President for Human Relations.

Each panelist was given 10 minutes to discuss the diversity issues here at Cornell University. It was enlightening, educational, but above all, a real eye-opener for issues that are very important to us, as a world renown University. Each panelist had his or her own opinion regarding their perspective of how the diversity challenge is evolving at Cornell.

As I sat there taking notes, my mind was working overtime. I was thinking about people I know and work with at the University and how they, as professionals, act towards these issues that were brought up. While writing and reflecting, I couldn't help but notice, as I looked around the room, that there was not one person from the University Administration at this panel discussion. The responsibility I saw and admired came from the people that attended the panel discussion. There were less than 100 people in the audience; a

far cry from our 9,000 employees that work for the University here in Ithaca. The responsibility needs to come from *all* levels.

An interesting hand-out was given to the audience which was reproduced from the January 24, 1993 *New York Times*. In this article, the author discussed women on the faculty at Ivy League institutions. Out of all Ivy League Institutions, Cornell was the lowest in hiring women as full professors, assistant professors and associate professor categories at their private colleges. Columbia ranked highest with 13% women as full professors, Dartmouth ranked highest with 49% for women associate professors and Yale ranked highest with 42% women assistant professors. Very enlightening statistics!

Issues that were brought up by the panel included racism in the workplace at Cornell, information that is not being reported in the document: lack of retention of minorities in colleges; no numbers for lesbians, bi-sexuals and gay men; no inclusion of failures and successes by departments, graduate fields and colleges; the inclusion of statistics that discriminate between white and minority women; plus other issues.

Once the panelists were through giving their own presentations about diversity at Cornell, questions were brought up from the audience. A question arose regarding programs on campus that are intended to educate the University, but

aren't being modeled by the Administration. It was strongly felt by the panel, and the audience, that all upper administration/management need to go to workshops that address these issues of diversity. Once their peers recognize that their managers/administration are taking steps in making a *true* example of their sincerity, hopefully, the rest of the community will follow suit. If a continuation of "lip service" prevails, it's a true message to the community that upper management and administration don't sincerely and truly understand or care about the diversity challenge at Cornell.

What does this all mean? What can responsible people, like you and me, do to help in changing and educating one another about the true realities of life at Cornell and around the world? For one, we need to educate ourselves. Ask questions, become an interested party to the climate and the areas in which we work and live. If you aren't sure how to address questions, contact any panel member listed above. These intelligent, open minded and forward thinking members of the Cornell community are here to address issues that are important to both you and me! Let's work *together* to create an atmosphere that is beneficial, creative and resourceful for *every human being* that works and lives in our world today. You can make a difference.

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Employee Assembly Candidates' Statements - Spring 1993

The following employees submitted petitions for the vacant seats on the 1993-94 Employee Assembly. The candidates are running unopposed and have fulfilled the requirements of candidacy. They will take office on June 1, 1993. For those interested

in serving on 1993-94 Employee Assembly Committees, Applications are available in the Office of the Assemblies, 165 Day Hall, 255-3715 Please give us a call and we will be happy to send you one.



Judy D. Boggess,
Campus Life

I have spent ten years as a member of the Cornell community. Five years of that time has been spent as an employee at Facilities and Business Operations (1988-1990) and the Department of Residence Life (1990-present). I also spent five years as a full-time graduate student and in 1986 took on motherhood as well. The juggling act of scholarship, parenting and work that followed has given me a keen appreciation of the balance all employees must strike. I would like to share the knowledge and experience I have gained and to use my skills to serve the University and its employees.



Eileen F. Driscoll, Computers,
Industrial & Labor Relations

I have been an employee at Cornell for 17 years and a resident of Ithaca for 20 years. I have worked for the Government, Sociology, and History Departments, for Cornell Computer Services and at the Industrial and Labor Relations School where I am currently Director of Computing. I was a member of and chair of the Advisory Committee on the Status of Women. I was a puppy raiser for a Canine Companions dog named Quirk. At ILR I have worked to improve ergonomic standards for computer users by performing office audits and I have appeared on Channel 13 to discuss ergonomic standards. My concerns for equitable treatment of all employees underlie these activities and I would like to work with Employee Assembly and Cornell to improve the quality of work life at Cornell by strengthening existing programs and exploring new programs for as job-sharing, sabbatic leaves for employees, job exchanges, mentoring for career mobility and flexible employee benefit packages.



Marian L. Hartill,
Entomology

I have worked at Cornell University for 23 years. First, as a secretary in Neurobiology and Behavior, Natural Resources, and currently for the Department of Entomology as secretary to the Department Chair. My responsibilities have grown considerably with each passing year — what with the changes taking place at Cornell and with the ever growing demands of doing more with less. I bring to the Employee Assembly two years of experience while seated on that Assembly. As part of my duties, I also serve on the University Assembly and on the Board on University Health. There are many complex issues that the University is currently facing. Cutbacks in state and national funding have affected all of us. Layoffs, little or no salary increases, increasing costs of health care, etc., results in low morale. I want to continue for two more years on the Employee Assembly to see some our deliberations come to fruition.



Kevin J. Heaney,
Engineering Advising

As the Director of Advising for the College of Engineering, I interact daily with a variety of employees throughout the university. These interactions have provided me with many opportunities to listen to and discuss the concerns and interests that many Cornell employees share. I can offer you enthusiasm, a willingness to work hard, and the desire to represent you fairly on the Employee Assembly. I am interested in what you have to say.

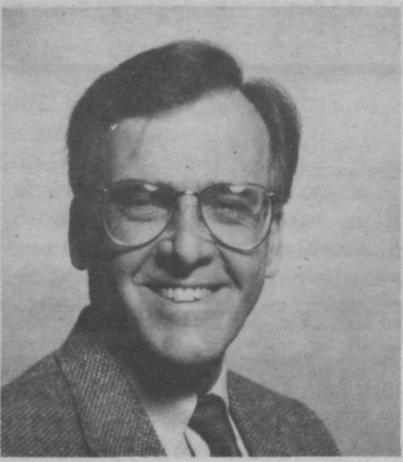
FEEDBACK

This is the first in a series of articles about Cornell Staff Employees and how they communicate with each other. These articles are the result of grass roots discussions between employees, which centered around how we might improve our own working relationships and atmosphere.



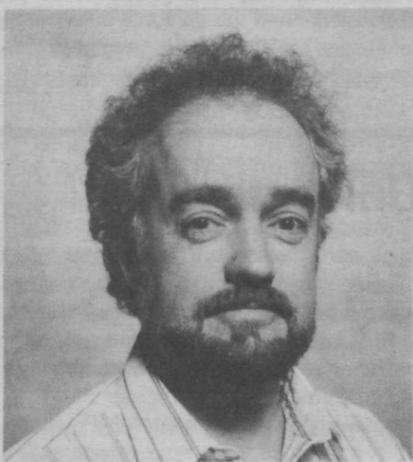
H. Donald Hinman,
Biomedical Electronics Services,
College of Veterinary Medicine

Almost two years ago, due to my concerns about campus issues that were important to me then, I decided to run for the Employee Assembly to see if an individual can impact the University's governance process. At that time I felt that my work-life experiences at the Veterinary College, my family experience with a supportive wife and three great kids might be of some value as the University grappled with transportation, parking and health issues. Even though I have been at Cornell since 1964, I had never taken the time to get involved. I have found during my term on the Assembly that there are a few very dedicated employees that are trying desperately to change our work lives and for that matter, the impact our work lives have on the rest of our lives and others connected with us. I would like to continue to be part of that process. Please plan on using me as your "connection" to the decision making processes on campus. Thank you.



David J. Stotz,
Industrial & Labor Relations

The signs of the times are everywhere: layoffs, reassignments, budget cuts, and job stress from doing more with less. The Cornell work environment is no exception. Many of us - after years of loyal service - now feel the terrible insecurity of not knowing what our jobs will be tomorrow - or even if we will have a job. Hello, my name is David Stotz and I am deeply concerned that we, the employees of Cornell, have a stronger voice in how the University administration deals with budget changes that can affect our jobs, our families, and our welfare. Having worked with the University administration for the past 16 years, and having previously served on the old Campus Council, I know what it will take for Cornell to recognize and deal with your concerns. If you are as worried as I am about your economic future, then I urge you to help me to make sure that you are heard.



Jeffrey Tuttle,
Mechanical & Aerospace Engineering

I am currently Teaching Lab Coordinator for the Emerson Manufacturing Laboratory in the School of Mech. and Aero. Engineering, a position that I have held since 1985. Before that I was a research specialist in the Laboratory of Plasma Studies. Prior to coming to Cornell in 1978, I was a high school industrial arts teacher in Horseheads, NY. I have served as a member of the Human Resources Advisory Committee for the College of Engineering and have served on the Employee Education Committee for the last two years, this last year as co-chairperson. I am a member of the local chapter of the Society of Manufacturing Engineers and am presently serving as their Education chairman. I have developed a deep respect for the many unique talents that Cornell Employees bring to their jobs. As a member of our Employee Assembly I hope to promote an atmosphere in which employees are empowered to use these talents to help solve the problems facing the University today.

"I Think We Should Talk"

by Wally Tomosky
Except for a letter to a teenage son who was leaving for a year's stay at the other side of the globe, this is the hardest thing I have had to write. It is about us...you and me. You and your boss. You and the people who report to you. You are guilty but no one is more guilty than I, and that is what makes this so difficult to write. I am talking about talking — real communication. Trying to understand each other without letting our personal agendas get in the way. We, the employees of one of the most prestigious universities in the world, need to think of ourselves as a single team; a team on which each member is willing to sacrifice personal gain in order to help another member make a winning goal. By doing this we can expect and depend on the other members of the team to help us when we need assistance in making our own goals. We need to talk to each other. We need to really listen and try to understand the other person's or the organization's point of view. Only after this critically important two-way communication has taken place, can we really understand what we must do in order to effectively assist each other. All of us need to meet our own goals and appreciate our fellow employees, enjoy our jobs and the hours we spend at work. Let's dump the false barriers that we have put in our own way. Foremen, supervisors, administrators and directors of staff — are there times when you don't really listen because you have paperwork to do, or maybe worse, because you have already reached a conclusion on the subject and your employee is saying things that appear to have no bearing? Employees, are you acting like every day is an

What Was Employee Night at the Court?

by Judy VanDermark—Employee Elected Trustee

All photos by Doug Hicks



Elena and Peter Hurst

The date - January 16, 1993.

The place - Alberding Field House.

The force to beat - the Columbia Lions.

Attendance - 2,300 staff, retirees, and their families. The object - enjoy yourself.

If one were to ask the simple question, "what was employee night at the court?", that would be only the facts. However, as with any event of this magnitude, it was much, much more. Employee Night at the Court is held annually to recognize the efforts made by Cornell staff, retirees, and their families on behalf of the University.



Kim Jorden, Cornell's Head Women's Basketball Coach.

For myself and the Employee/Family Night Committee, many months of preparation were devoted to this event.

I would like to recognize and thank the partnership which was developed between the Cornell Recreation Club and Cornell Catering. It was determined months prior to the event that this should remain an in-house event. Therefore, the partnership was formed. Through extended contact and follow-up, this partnership proved very successful. The partnership managed to feed all 2,300 attendees at this year's event by offering a choice of the traditional chicken barbecue or lasagna florentine. With the images of many smiling faces, I hope that this partnership will continue for future events.

For those who attended, I would like to share with you my experiences of this event. As many of you know, we experienced two fire alarms during the men's basketball game. This was not a strategically planned time-out. In fact, the incidents were investigated. I was surprised to learn that the fire alarms were activated by the fact that it was the largest single gathering at a basketball game held at Alberding Field House. The level of enthusiasm and excitement that was evidenced by the stomping of the feet, caused dust to settle in the basement, thereby activating the smoke sensors. I apologize for this inconvenience and will ask that everyone wear bedroom slippers for future events.

In the committee meeting held on the Monday prior to the event, a report of ticket sales was given. At that time, less than 400 tickets had been sold. As dining guarantees had been submitted, this created some concern for the committee. Especially due to the fact that ticket sales would conclude on Wednesday

afternoon. Perhaps it was in our thoughts or in our concerns expressed, whatever it might have been, from that Monday noon meeting through Wednesday at 2:00 p.m., 1,900 additional tickets were sold making this a sold-out event. Not in my wildest dreams could I have imagined such a boost in sales. Due to the space limitations of feeding that large of a group, we were required to limit ticket sales to 2,300. To those of you who called me on Wednesday afternoon seeking my assistance in getting tickets, I am sorry that I was unable to assist you. The 1993 and 1994 events will be advertised in the same manner and I urge all who wish to attend to purchase their tickets early.

Of concern to many individuals was the fact that the meal was scheduled during



Miriam Chapman

the women's basketball game. Please rest assured that this was not a ploy to discourage attendance at the women's basketball game as both myself, the committee, and the Athletic Department are firm



Left to Right: Hannah Pillemer and Angelene Hayes

supporters of women's sports. Unfortunately, these events are scheduled years in advance. As a result, I have received suggestions that future serving times be at 3:00 p.m., 6:00 p.m., or 9:00 p.m. I value each suggestion received and they will be discussed in the planning of the next event. We are sorry for the inconvenience this may have created, however, it was possible to take food into Alberding Field House to watch the women's game.

I would like to congratulate the winners of the various door prizes and extend a heartfelt thank you to the departments and individuals who made these contributions possible. I would also like to extend a special thank you to the Athletic Department for their guidance and support in making this event successful and to the many volunteers who assisted with set-up, serving, and clean-up for the event.

As with any successful event, it is a goal to make the next one even better. Any individual who is interested in serving as a member of the Employee/Family Day/Night Committee is invited to do so. Fresh ideas and new suggestions are always welcome. It is one way that you can make a difference on this event.

So if someone should ask you what was employee night at the court, you now are able to provide them with more than just the basic facts. It was a pleasure to make this event successful and fun and I look forward to future opportunities to bring the deserved recognition to my fellow employees, retirees, and their families.

Employee/Family Night at the Court Volunteers

Abuhl, Chris
Aiken, Michael
Aiken, Paula
Bahar, Roxana
Bando, Pat
Beach, Peggy
Beebe, Brian
Beebe, Janet
Bell, Marilee
Bell, Russ
Bishop, Cheryl
Bowen, Jane
Bush, Betsy
Carroccia, Angela
Chapman, Christopher
Chapman, Kathy
Chapman, Miriam
Chapman, Susan
Clasby, Linda
Connors, Connie
Delay, Julie
Devries Sarah
Devries, Edward
Devries, Henry

Devries, Jan
Devries, Jill
Dougherty, Patricia
Edwards, Althea
Eller, Abby
Elliott, David
Firebaugh, Francille
Firebaugh, John
Fish, Gail
Freidzon, Anna
Freidzon, Yakov
Guardiola, Rich
Hinman, Barbara
Hinman, Don
Hollern, Susan
Hoose, Wendy
Howe, Jessie
Howe, Marion
Jeanne Ceraolo
Johnson, Lorraine
Johnson, Stephen
Kalk, Jerry
Kaplan, Alex
Kaplan, Igor

Levine, Lynne
Lok, Barbara
Madison, Karen
Marshall, Debi
Marshall, Jessica
McBride, Tonie
McHugh, Roxanne
Messenger, Dot
Morse, Fleet
Newton, John
Nobles, Aggie
Nobles, Betty
Nobles, Bob
Nobles, Ray
Oltz, Dick
Oltz, Judy
Oltz, Michelle
Pendleton, Ann
Pendleton, Dick
Pesaresi, Marjorie
Peter, George
Peter, Gloria
Petersen, Bertha
Petersen, Pete

Reed, Al
Reed, Doris
Reed, Fran
Reed, Jack
Sager, Suzanne
Scanlon, Don
Scott, Norm
Seacord, John
Seacord, Margaret
Sheehan, Elaine
Sobczak, Judy
Stage, Judy
Stapleton, Kathy
Sutfin, George
Swearingen, Don
Swearingen, Ruth
Thomas, Gary
Toratani, Misao
Trenchard, Doug
Trenchard, Jean
Updike, Laurie
VanDermark, Judy
Veintimilla, Martha
Versage, Dom



Left to Right: Connie Connors and Margaret Seacord

Versage, Ines
Vimaliski, Mrs.
Warren, Ernie
Westbrook, Earl
Widger, Dwight

Witko, Ed
Wood, Helena
Wood, Lisa
Wright, Cindy
Yeh, David

UNCLASSIFIED ADS

All ads will be printed on a FIRST COME, FIRST SERVED basis. They will be printed in the order received, AS SPACE PERMITS. The Editorial Board of *Networking* has established the following guidelines for unclassified ads.

- All ads must be sent through CAMPUS MAIL to **Networking Unclassifieds**, c/o Flora Karasin, 272 Roberts Hall.
- All ads must include items for sale of a **personal nature only**, such as: automotive, household items, clothing, land, homes, etc. Ads that promote work outside of the University (ie: consulting, office help, employment, other services, etc.) will not be accepted.
- All ads must include your **name and campus phone number**.
- All ads must be limited to **20 words or less**.
- Only one ad per person per issue** will be accepted.
- If your ad does not appear in the upcoming issue, it is your responsibility to **re-submit** it (by the appropriate deadline) for the next issue. Unprinted ads will not be saved by the *Networking* staff for future issues.

Any ads that do not comply with these guidelines will not be printed. The *Networking* staff retains the right to review and reject any ads that are submitted for publication. *Networking* is not responsible for typing errors or lost ads.

FOR SALE:

Blue hiking backpack. Internal frame, one compartment with two large side pockets. Cover flap has additional pocket, \$60. Katrina 5-4527 or 277-4914.

Voit SCX220 stepper exerciser with electronic unit. Large & stable w/padded rails. Excellent condition. \$80. Gary 5-0493 or 835-6675.

72 Ski Doo Snowmobile, runs good, extra track, \$150. Sears paint sprayer, \$120, used twice, make offer. Sue 5-8595.

Moving; bedroom set, dinette set, side table, lamps, dryer, bookshelf, study desk, ladies bicycle, coffee table, skies, and more. Call 5-7288 or 257-0515.

Unclassified Deadlines for 1993

The following dates are the deadlines for the unclassifieds. All unclassifieds must reach *Networking* by this date in order to be printed in the next issue, space permitting.

Deadline	Issue Date
3/2/93	3/11/93
3/16/93	3/25/93
3/30/93	4/8/93
4/13/93	4/22/93
4/27/93	5/6/93
5/11/93	5/20/93

Almost new Holmes Air Ultrasonic humidifier, floor model, with moisture control, \$95 or best offer. 277-1860.

1982 Buick Regal, \$700. 5-7946 or 844-8834.

King-sized waterbed. Includes headboard, 6 drawers in base, padded side rails, mattress, heater, & liner, \$75. Gary 5-1679.

Beautiful Body, 1982 SAAB 900 Turbo, sunroof, A/C, Pirelli's, rebuilt motor, new turbo and radiator. Best offer over \$2799. 256-4929.

3-bedroom house in Trumansburg. Sunporch, pantry, garage, storage barn. Remodeled. Spacious yard, walking distance to stores and bus. Pat 564-7927.

1989 Palomino fold-up camper, sink, stove, icebox, lots of storage space, sleeps six, like new, \$3,500. Linda 5-4556 or Jim 5-7609.

Hoyt/Easton Bow LH #45-65 w/hard case, 2 sights, hip & bow quiver, tabs, arrows, & more, \$250/offer. Mike 5-0739 or 737-0799.

Five calf-tel calf hutches—NEW, used only once. 3-4342 anytime.

House with in-ground pool, private yard, pond, hardwood floors, & fireplace. Near hospital, \$99,000. Call 273-4498.

Olympus OM-PC camera, three programs, 28-70 & 70-210 zoom, detachable winder, thyristor flash, bag, factory guarantee, \$350. Call 594-2849.

Riedell woman's figure skates, white, size 10. Top quality, never worn, \$40. Sold in L.L. Bean. Jeanne 5-1575.

3 1/2 horse power mini bike \$45 or best offer. Ask for Mark 387-3925 or Bob 277-2827 7a.m. - 3 p.m.

1991 Honda Civic manual transmission; mounted snow tires, great gas mileage, low miles. 273-3284, leave message.

Kirby vacuum cleaner. Complete with all extras, \$250 OBO. Excellent condition. Call 564-7526 after 6 p.m.

72 Ski Doo Snowmobile, runs good, extra track, \$150. Sears paint sprayer, new \$120, used twice, make offer. Sue 5-8595.

Lazy boy type chair, useable through could use reupholstery. Free, you pick up. Call 5-9180 or 347-6608.

GE Washer, heavy duty, used 1 year, \$100 firm. Call Barb 5-4327.

NSA water and air filters; part-time distributor liquidating inventory. 844-8927 after 7 p.m.

1987 Suzuki 230 QuadSport. Excellent Condition. Hardly ridden. One owner, \$1500. Mike 564-7271 evenings.

1989 Toyota pick-up in great shape. No rust, with bedliner. 69K mi, \$4000. 5-3032 days or 758-3684 evenings.

WANTED:

Needed by June 1: 2-3 bedroom moderate size home in duplex in Lansing to rent (or option to buy) for Cornell employee and child. Pat 5-7757.

Used fish tank in good condition, 20 gallon or larger. Sheila 5-6376.

10 gallon or larger used aquariums. Call Sheila 5-6376.

FOR RENT:

2-3 bedroom house, Brooktondale. Ten minutes from campus, bus route, garage & large yard. \$550 plus month. Call 5-5145 or 754-3290.

2-bedroom new townhouse. Spacious, country setting Minutes to Cornell. Washer/dryer hookup. Available March. Lease or rent neg. 5-3932 or 273-2964

FOUND:

Watch in the parking lot. Owner can claim by identifying and calling 3-3562 about noon.

LEADERSHIP LEADS

How to Judge Character

by George Peter

Some time ago General Norman Schwarzkopf was being interviewed by David Frost. This is what the General said: "I judge character not by how people deal with their superiors, but mostly by how they deal with their subordinates. And that to me is where you find out what the character of a person is."**

The Britannica Dictionary lists nine definitions of character. In defining the character of a person, that dictionary puts it this way: "The combination of qualities distinguishing any person or class of persons..." I also like this definition: "High qualities; moral force". Another definition is simply, "reputation". But reputation is not enough to define true character.

Webster says about character, it is "one of the attributes or features that makes up and distinguishes the individual".

In Freemasonry we say, "do not measure your importance by your titles or your money but by the texture of your character..."

General Schwarzkopf may have said it the best. The way to measure character is by how an individual treats his or her subordinates.

** General Schwarzkopf's quotation is modified for gender.

(Feedback continued from page 2)

"open season" on your boss just because he or she happens to be in that position? Kipling gave us sage advice about "triumph" and "disaster" and treating those two impostors in the same way. I wish he could have also given us some equally sage advice about "mistrust" and how we could treat that impostor. We spend way too much energy on worrying about not trusting the people we work for or having the support of those who work for us. We need to just assume that the support and trust is there.

When there are cases of disappointment, as there may be, let us not pull our heads back into our private shell or tramp all over someone in order to reinforce our position or our own egos. Talk, talk, and talk some more with the person or organi-

zation that you feel ill at ease with. Even though you may be 100% sure that you are absolutely right in your view, offer a non-confrontational statement such as "maybe there is something blocking my view of what you are telling me. Let's try it again from your viewpoint."

For myself, in the past, I have been guilty of both the "open season on the boss" syndrome and "where is the employee support when you need it" blustering. Now I have told everyone and I am obliged to put 150% effort into not letting those two impostors fool me again. May I ask you to join me in talking to each other, in order to work effectively toward the goal of having the highest morale of any university team in the world?

CORNELL RECREATION CLUB

Are you tired of hibernating? Come on out and join the CRC gang for some winter-time fun.

Scotch Doubles Bowling/Chicken BBQ 3/20/93:

Helen Newman Lanes is the place to be on this winter day. Teams are forming now for a Scotch Doubles Tournament. Al Reed and Company will be serving a traditional chicken barbecue. Proceeds from the barbecue will go to the Harry Dickson Memorial Fund. Call the Helen Newman Lanes at 255-4200 for additional information and to sign up.

Bowling Party 3/27/93:

Bring your family and friends for a fun afternoon of bowling and pizza. We'll be knocking down the pins at Cornell's own Helen Newman Lanes from 3:30 p.m. until 5:30 p.m. Pizza and soda will be served in the Helen Newman Lounge after 5:30 p.m. Limited bumper bowling is available. \$5.00 includes bowling, shoe rental and pizza. Call the CRC office at 255-7565 to reserve your space.

Hawaii in Pittsburgh 4/16-4/18/93:

Travel to Pittsburgh with CRC for an entertaining three days. Upon arrival at Conley Inn we'll be welcomed with a tradi-

tional lei greeting and relax at a Mai Tai reception. Friday night we'll "escape" to Hawaii with an authentic Hawaiian Luau followed by ninety minutes of beautifully choreographed, high energy, songs and dances of Polynesia, presenting performances and costumes from Hawaii, Tahiti and Samoa. Saturday finds our group touring the revitalized Three Rivers area, including the Duquesne Incline and an afternoon cruise. Tonight we'll be in for a "Broadway" treat at the Conley Inn. We'll enjoy a "Tribute to Rogers and Hammerstein". After saying our farewells on Sunday, we'll depart for Clark, PA and the Tara Country Inn. We'll stop for a while to enjoy this manor recreated in the grace and grandeur of the antebellum south, straight from "Gone With The Wind". We'll see actual memorabilia from the movie, as well as an outstanding collection of artwork and antiques. This trip includes transportation, lodging, two dinners, two shows, river cruise, sightseeing tour, Mai Tai reception, admission to Tara, taxes and luggage fee. The price is \$225.00 per person, double occupancy. Reservations must be made no later than March 1, 1993. A deposit of \$50.00 per person is required.

Stress Management

"Power of Positive Insanity"

Presented By Nationally Recognized: George Obermeier, M.S.
Island Heights, New Jersey

*Laughter: A Prescription for Well-Being
&*

The Use of Humor and Creativity to Avoid Burnout

Tuesday, March 9, 1993

Cornell University Campus

Noon - 1 pm
Willard Straight Hall
Memorial Room
Special Student Focus

4:45 - 6:00 pm
Statler Auditorium
Special Employee Focus

Lighten up your day with laughter and then share it with someone else!

Sponsored by: C.U. Wellness Program
Student Health Alliance at Cornell
Hotel School
Student Life Union
Gannett Health Center

FREE & Open to the Public
For more information call 255-5133

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 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 an support users 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-for-Profit fund accounting and Cornell financial information is a plus. Send cover letter and resume to Cynthia Smithbower.

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 spread sheet 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 degreee 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.

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.

**Office Systems Specialist (T5707)
GR20**

INSTOC-Endowed

**Minimum Biweekly Salary: \$590.45
Posting Date: 2/25/93**

Provide general consulting on Macintosh, VMS, UNIX, DOS, & OS/2 operating systems. Provide assistance in wiring local appletalk networks & terminal connections. Assist in software/hardware maintenance of work stations and network facilities.

Requirements: Associates degree or equivalent in computer science required. 2-3yrs. related experience required. 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 (T5702)
Diagnostic Laboratory-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 2/25/93**

Maintain and perform routine and experimental radioimmunoassays as a diagnostic service to veterinarians and in compliance with GLP's

for pharmaceutical companies and toxicology testing lab. Perform other standard technical lab procedures. Must have ability to work accurately under pressures of deadlines.

Requirements: BS degree in biological or chemical science or equivalent required. Previous experience (1-2yrs.) in chemical lab procedures and operations with computers essential. Training and previous coursework in endocrinology, immunology and/or biochemistry very 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 (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.

**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

**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 nontarget 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.

**Secretary (C5709) GR18
ILR Ext. & Public Service-Statutory**

**Minimum Biweekly Salary: \$542.89
Posting Date: 2/25/93**

Clerical support and preparation of administrative correspondence and maintenance of office files for Office of Management and Executive Education Staff. Make travel arrangements and process reimbursements; maintain activity schedule of administrative staff; development and maintenance of systematic mail list procedure for OMEE; involvement in presentation of programs and conferences from beginning to end, including preparation of materials, attendance at some activities, which may involve evening and/or weekend hours.

Requirements: High school diploma or equivalent required, business school preferred. Knowledge of word-processing, familiarity with spreadsheet packages. 1-2yrs. experience in a client/customer-service setting. Valid NYS drivers license required. Familiarity with university and university procedures desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Secretary (C5704) GR18
ILR Personnel & Human Resource Studies-Statutory**

**Minimum Biweekly Salary: \$542.89
Posting Date: 2/25/93**

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 database and spreadsheet software. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Accounts Assistant/Cashier (C5708) GR18
University Health Services-Endowed**

**Minimum Biweekly Salary: \$542.89
Posting Date: 2/25/93**

Act as central cashier and informational unit for UHS; provide support for billing and computer services; inform patients of their services, charges, answer questions regarding insurance claims. M-F 39 hrs/wk 9AM-5:30pm which includes most Saturday mornings.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience in accounting, medical terminology, and computers. Good organizational and interpersonal communication (oral and written) skills essential. Ability to deal with stressful situations. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**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.

**Administrative Aide GR19 (C5703)
ILR Extension and Public Service-
Statutory**

**Minimum Biweekly Salary: \$566.28
Posting Date: 2/25/93**

Serve As registrar for office of management and executive education public programs. Manage computerized registration system to track participants; respond written and telephone inquiries about programs, compose and send confirmation letters. Provide program support for OMEE executive programs. Manage marketing visit schedules for director and senior program faculty, participate in development and implementation of marketing strategies, make all travel arrangements and meeting rooms, meals, etc. Responsible for post-course follow up.

Requirements: High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Ability to use computer spreadsheet programs, file management packages and word processing software (IBM). Good interpersonal skills a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Secretary (C5705) GR19
Laboratory of Plasma Studies-
Endowed**

**Minimum Biweekly Salary: \$566.28
Posting Date: 2/25/93**

Prepare grant proposals, type technical manuscripts and correspondence using TEX or other word-processing program. Assist faculty with travel arrangements and scheduling of appointments. Prepare for weekly seminars, handle incoming telephone calls, other duties as assigned.

Requirements: High school diploma or equivalent preferred. Some college coursework preferred. At least 2yrs. experience carrying out a variety of secretarial duties. Technical typing experience required. Good interpersonal and communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Editorial Assistant (C5701) GR20
C.U. Press-Endowed**

**Minimum Biweekly Salary: \$590.45
Posting Date: 2/25/93**

Assist the Acquisitions Coordinator in acquiring manuscripts; draft letters and memos to Press advisers and authors. Maintain some department records; assist in preparation of annual reports. Major responsibilities for coordinating department work flow; some training of new employees. Acquire list of books in subfield to be determined in consultation with supervisor.

Requirements: Associates degree or equivalent. 2-3yrs. related experience required. Excellent typing skills. Strong communication skills. Some publishing experience desirable. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**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 non-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

**Senior Circulation/Reserve
Assistant (C5707) GR18
Management Library-Endowed
Minimum Full-Time Equivalent:
\$542.89**

Posting Date: 2/25/93

Process the course reserves for approximately 50 courses in the Johnson Graduate School of Management. Use the NOTIS Reserves module for processing reserve material. Provide service support at the circulation/reserve desk. Those responsibilities are heavily influenced by the academic year. Regular part-time position, 20hrs/wk.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. prior library work experience desired. Experience using microcomputers. Demonstrated ability to work independently; solid organizational skills; evidence of strong interpersonal and communication skills. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**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 preferred. Some college coursework required. 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 correspond-ence, 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 Casual

Sales Assistant Cornell Plantations

Hourly rate: \$5.00

General sales duties at Cornell Plantations Garden Gift Shop during weekdays, weekends, and holidays. Open, close, and oversee headquarters. Register sales, answer phones, water plants, answer basic plant questions.

Secure building when closing. Occasional nights during tours, and weekday coverage for vacations. Alternating weekends and holidays. Must be able to commit to weekends on regular basis.

Requirements: High school diploma or equivalent. Previous sales experience required. Knowledge of plants helpful. Good interpersonal skills. Enjoy working with people. 2 positions available. Term of appointment April 16-December 20, 1993. Please send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Casual Accounts Assistant (\$5315) 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

Room Attendant SO03 (G5702)

Statler Hotel-Endowed

Hiring Rate: \$7.18

Posting Date: 2/25/93

Responsible for maintaining the highest standards of cleanliness for the hotel, giving guests, students, and employees the best service available. Full-time 9 month appointment with flexible nights and weekends.

Requirements: Basic reading and writing skills. 2yrs. housekeeping experience preferred. Cornell employees only. Send employee transfer application to Esther Smith.

Room Attendant SO03 (G5701)

Statler Hotel-Endowed

Hiring Rate: \$7.18

Posting Date: 2/25/93

Responsible for maintaining the highest standards of cleanliness for the hotel, giving guests, students, and employees the best service available. Full-time 10 month appointment with flexible nights and weekends.

Requirements: Basic reading and writing skills. 2yrs. housekeeping experience preferred. 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

Gardener SO06 (B5701)

Plantations-Statutory

Hiring Rate: \$8.26

Posting Date: 2/25/93

Assist horticultural staff in care of trees and shrubs to include planting, weeding, mulching, watering, fertilizing, pruning, policing of grounds. Ability to work independently. Position until 12/22/93.

Requirements: High school diploma or equivalent plus formal training in horticulture desired. Valid CDL Class B drivers license required. 3yrs. work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Pesticide applicators license required or willing to obtain. Ability to lift 100 lbs. Willing to work outside in all weather conditions. Send application materials to Cynthia Smithbower.

Gardener SO06 (B5702)

Plantations-Statutory

Hiring Rate: \$8.26

Posting Date: 2/25/93

Assist horticultural staff in care of trees and shrubs to include planting, weeding, mulching, watering, fertilizing, pruning, policing of grounds. Ability to work independently. Position until 12/22/93.

Requirements: High school diploma or equivalent plus formal training in horticulture desired. Valid CDL Class B drivers license required. 3yrs. work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Pesticide applicators license required or willing to obtain. Ability to lift 100 lbs. Willing to work outside in all weather conditions. Send application materials to Cynthia Smithbower.

Field Assistant SO08 (B5703)

Plantations-Statutory

Hiring Rate: \$9.08

Posting Date: 2/25/93

Assist staff in the construction and maintenance of facilities and garden structures. Ability to work independently. Position until 12/22/93.

Requirements: High school diploma or equivalent. Valid CDL Class B drivers license required. 5yrs work experience in landscape construction facilities maintenance required. Strong interest in horticulture and landscape construction required. Knowledge of carpentry & Masonry including experience in use of hand tools. Ability to lift 100 lbs. Willing to work outside in all weather conditions. Send cover letter and resume to Cynthia Smithbower.

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

Baker Institute

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.