

CORNELL Chronicle

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Chatting with the provost 5

When it comes to knowing everything about the university's budget, colleges, departments, centers, students, faculty, staff and problems of every weight, the provost can't be topped.

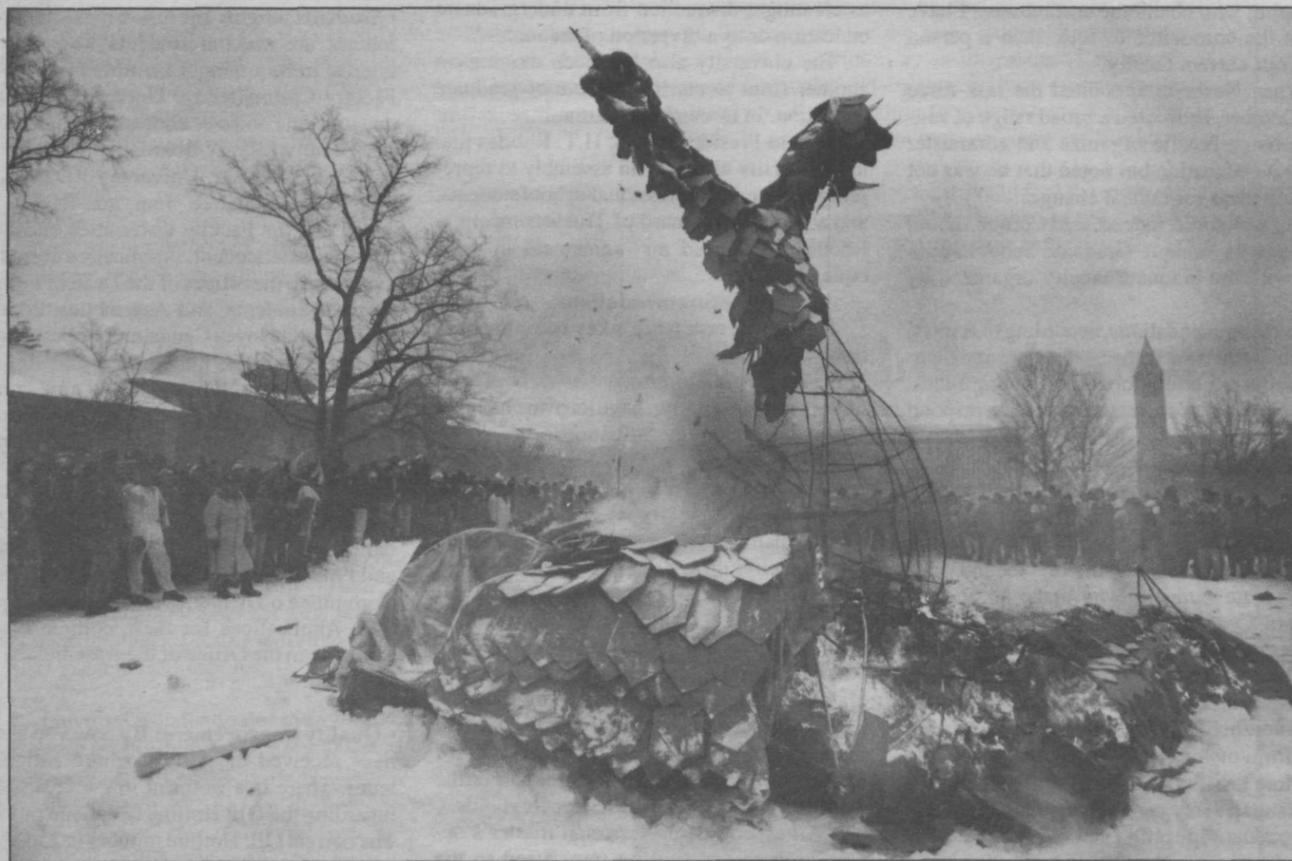
New courses 7

The idea for Jerrold Meinwald's new chemistry course for non-majors was sparked at a cocktail party. Or, rather, by typical cocktail-party conversations over the years.



Heads up

Sophomore Javier Medina (right), wearing a parrot helmet and with a pirate head jutting from his shoulder, gives a shout while parading across campus with this year's two-headed Green Dragon (below), which was burned on the Arts Quadrangle on March 17 in an annual rite celebrated by students in the College of Architecture, Art and Planning.



Photographs by Peter Morenus/University Photography

Task force gives priority to graduate education

By Sam Segal

The Provost's Task Force on Graduate Education has ascribed top priority to "the need for graduate studies to be represented more strongly in the strategic councils and planning processes of the university."

To that end, the 26-member group, headed by former Senior Provost Robert Barker, recommends that the graduate dean be "a distinguished senior member of the faculty" who could be relieved of "many of the [current] administrative functions" of the office and thus take a more strategic perspective than is now possible.

The task force also recommended that the dean have authority to assign university fellowships, set the size of graduate fields, monitor program and student quality, and act in these matters on behalf of the university and the graduate faculty.

On financial support, the task force emphasized the importance of the graduate dean's meeting regularly with college deans and university officials in a cooperative process to plan budgets and priorities.

The task force's report has been submitted to Provost Malden C. Nesheim, who has begun circulating it widely among the faculty and administrators of Cornell's schools and colleges.

"The report is helpfully specific while also presenting a broad view of where we should be heading," Nesheim said of the 37-page document, which includes 26 recommendations and an addendum with 11 attachments.

"Some of its proposed changes would be fairly simple," Nesheim added, "while others — if they are, in fact, approved — would require extensive preparation. So it's hard to talk of one timetable."

Subsequent to Graduate School Dean Alison P. Casarett's announcement two months ago that she would step down this summer after 20 years as a senior administrator, Nesheim appointed a committee to search for her replacement.

"I have accepted the idea that the dean should be a senior scholar and that a restructuring of the job would allow him or her to

Continued on page 2

Alumnus Donald Berens is named Entrepreneur of the Year

By Sam Segal

A mutual interest in entrepreneurship will bring together more than 200 students, faculty, alumni and outside professionals April 1 and 2 for discussions on campus on the changing business landscape, starting small businesses in the 1990s, and whether entrepreneurs face special ethical considerations.

The gathering will also honor Cornell's Entrepreneur of the Year, Donald P. Berens, who will be the toast of an April 1 dinner for which President Frank H.T. Rhodes will serve as host. Berens also will give a speech on April 2 at 4:10 p.m. in Bache Auditorium of Malott Hall.

The events are sponsored by the Entrepreneurship and Personal Enterprise (EPE) Program, a new effort to promote and coordinate teaching and research related to small and venture businesses.

A keystone of the program is alumni in-

volvement, and there are several periods for informal mixing of students with visiting alumni-entrepreneurs.

The EPE program was a creation of the Johnson Graduate School of Management and the College of Agriculture and Life Sciences, but it is expected that faculty from other colleges will involve themselves and their students as Cornell develops into a pre-eminent center for studies in small business.

Berens, a 1947 graduate of the College of Arts and Sciences, is the chairman and co-owner of Lock, Stock & Barrel gift stores and co-owner of Phelps Flowers, both in Rochester. He formerly was president and co-owner of the largest franchise of Hickory Farms stores. He is a Cornell trustee emeritus, a Cornell presidential counselor and, with his wife, endowed the Don and Margi Berens Chair of Entrepreneurship at the Johnson School in 1980.

In his April 2 speech, Berens will discuss

the role of ethical relationships and other factors involved in running a retail business.

Participating in an April 2 discussion of "Entrepreneurs and Ethics: Are Special Considerations Needed?" will be: Jules Kroll, the founder and chairman of Kroll Associates, the international private investigation firm; Edmund Coulson, former chief accountant for the Securities and Exchange Commission and a partner in the accounting firm Ernst & Young; and George Mendelson, former deputy chief of the multinational fraud branch of the U.S. Department of Justice and an adjunct professor teaching ethical decision-making in the University of Maryland's M.B.A. program.

The discussion on entrepreneurs and ethics will be held from 10:50 a.m. to noon in 253 Malott Hall.

For an April 2 forum titled "Making it in the '90s," the invited guests are: Sheryl Hilliard Tucker, editor in chief and a vice president of Black Enterprise magazine; Rebecca Byam,

senior associate at Patricof & Co.; Nicholas D'Agostino, chairman and chief executive officer of D'Agostino Supermarkets Inc.; Peter Francese, the founder and president of American Demographics Inc.; and Joseph Holland, a Cornell trustee fellow and New York lawyer who is the president of Harlem Travel and recently opened a Ben and Jerry's ice cream store in Harlem.

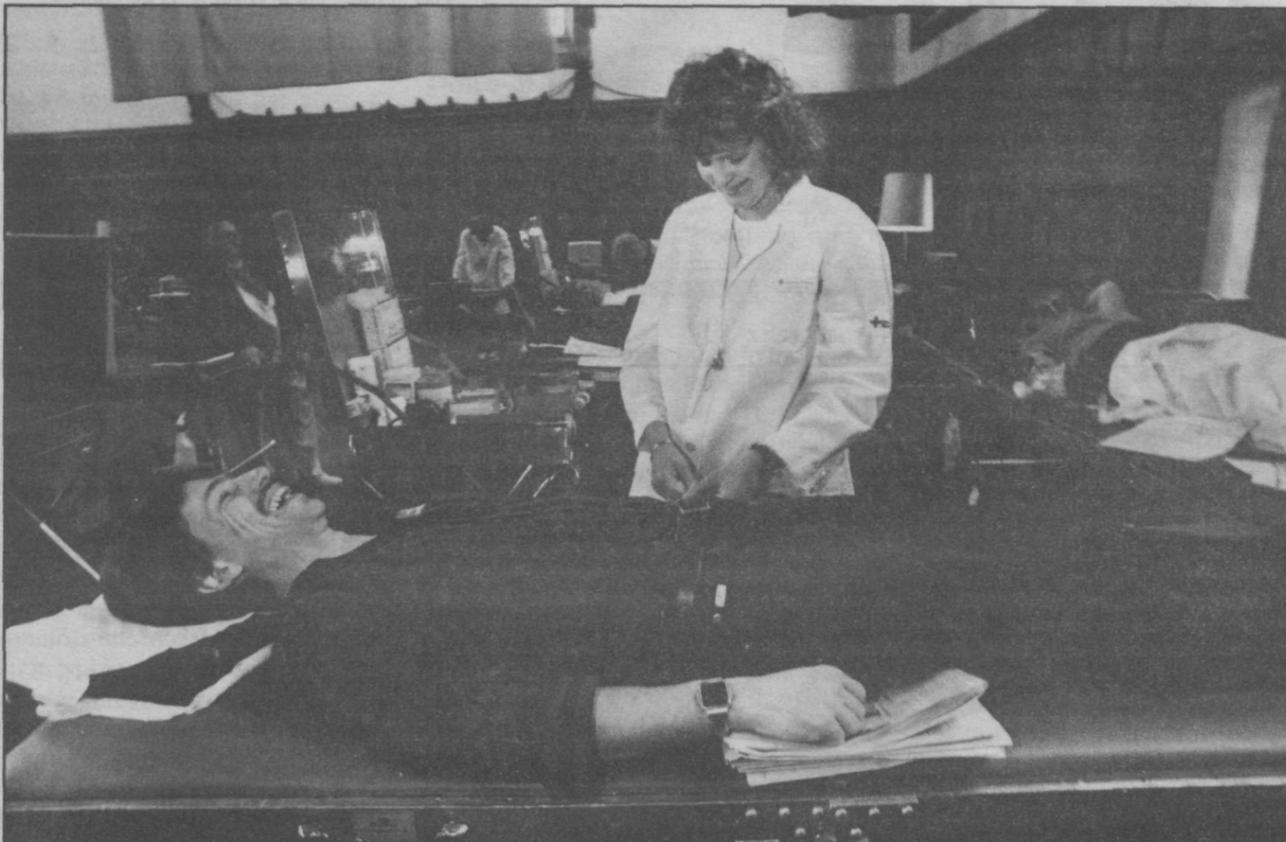
The forum will run from 2 to 3:30 p.m. in the Alumni Auditorium of Kennedy Hall.

Information on any of the events on entrepreneurship may be obtained by calling the EPE Program at 255-1576.



Berens

A good-natured needling



Peter Morenus/University Photography

Jeffrey D. Scott, associate professor of entomology, has his blood taken by medical assistant Lois Rudy of Syracuse during a Red Cross blood drive at the Straight on Monday. More than 100 faculty, students and staff donated blood.

Commencement ceremony will recognize Ph.D.s

A new recognition event honoring Ph.D. candidates will be added to this year's commencement festivities "to allow us to acknowledge their substantial academic achievements in a direct and personal way," according to Dean of the Graduate School Alison Casarett.

Beginning at 5 p.m. on Saturday, May 29, there will be a procession in Barton Hall, with robed faculty, trustees and university officers joining the Ph.D. candidates. President Frank H.T. Rhodes will give a brief address; then, as names are individually read, each candidate will cross the stage, be congratulated by Rhodes and Casarett, and have a formal photo taken with the president.

There will be music by the Cornell Wind Ensemble and a post-ceremony reception in Barton.

The event will be in addition to the conferral of degrees, by Rhodes, at the university's 125th commencement on the following day. Diplomas, for those who completed all requirements as of March 15, will be given out at a post-commencement reception at the Sage Graduate Center.

While some Ph.D. students receive degrees in January and others in August, the usual number participating in commencement in recent years has been around 300.

Graduate education *continued from page 1*

continue active scholarship or research," said Nesheim, who chairs the committee. "I have asked the committee to seek such a person from our current faculty."

When Nesheim appointed the task force last October, he invited a broad range of suggestions on how to organize and administer graduate education but noted that he was not seeking ideas for radical changes.

The task force, indeed, said Cornell should continue its "unique Graduate School structure with the graduate faculty organized by field."

Its recommendations, according to Barker, can strengthen the dean as advocate and planner, reduce funding inequities among fields, and help Cornell's graduate education respond more effectively to changes, such as budget shortfalls, increasing costs, criticism of research-university priorities, increased competition for research funds and reduced job opportunities in some academic fields.

The report affirms the importance and value of graduate students, who make up about a third of Cornell's student body. It says that they are students "first and foremost" but are also teachers-in-training whose teaching role should be integral to their education without, however, making them merely a "less expensive form of academic labor."

More broadly, the report said that there is substantial synergy between undergraduate and graduate education and that graduate stu-

dents and graduate study "should not be viewed as creating a distraction from undergraduate education or as a diversion of resources."

The university also has been moving on another front to clarify the role of graduate education. In December, a committee recommended to President Frank H.T. Rhodes that the university establish an assembly to represent graduate and professional-school students, and at the March Board of Trustees meeting, Rhodes announced an "agreement in principle" to do so.

Recommendations

Among the task force's key recommendations were:

- The General Committee should be elected by the graduate faculty, have its own chair and be involved in policy formation.
- Whenever possible, business and administrative functions should be transferred out of the Graduate School if they can be more efficiently managed either by a universitywide office (such as the bursar) or by the colleges or graduate fields.
- The new dean should have an executive dean to oversee day-to-day office operations.
- There should be an assistant dean for graduate student life — perhaps by transferring a similar position now in the Dean of Students Office — and an associate dean for diversity, which is already a major part of the work of Associate Dean Eleanor Reynolds.
- All aspects of professional master's degree programs should be transferred to the appropriate colleges.
- Equitable policies for charging tuitions to grants and contracts should be developed, though thorough financial analysis must precede the development of new policies.
- The dean, colleges and vice president for research and advanced studies should collaborate to secure the quality and fiscal viability of those interdisciplinary fields that may lack core funding.
- The university should work to stimulate more giving by alumni of graduate programs and should put a high priority on raising funds for university graduate fellowships.

The report said that the changes should not require permanent cost increases and that "short-term investments to accomplish restructuring should be linked to long-term savings."

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BRIEFS

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

• **Lecture nominations sought:** The University Lectures Committee administers two lectureship programs, the Messenger Lecture Series and the University Lectures, and is entertaining requests for both. The Messenger Lecture Series has become one of the most important intellectual events, bringing to campus some of the world's foremost scholars and public figures. Each semester one Messenger Lecturer is selected to deliver a series of either three or six lectures. The first opening for a Messenger Lecturer is fall 1994. The University Lectureship is the most prestigious forum that Cornell can offer a visitor invited to deliver a single lecture. Approximately 12 University Lecturers are selected each year. The committee is interested in receiving requests for fall 1993 and beyond. Both lectureships should be interdisciplinary and reflect the interests of various groups within the university. Nominations should include a nominating letter and at least two seconding letters (additional letters for a Messenger proposal), a capsule biography, the topic of the talk, and the desired date. Nominations and inquiries about either of these lectureships should be addressed to Judy Bower, coordinator, University Lectures Committee, 315 Day Hall.

• **Students sought:** The following faculty committees are seeking students who have an interest in becoming a member for 1993-94: Faculty Committee on University Lectures, one graduate and one undergraduate; University Faculty Library Board, one graduate and one undergraduate; University-ROTC Relationships Committee, four non-ROTC students; and the Faculty Committee on Music, one graduate student. Application forms are available in the offices of the Dean of Faculty, Dean of Students, and Assemblies; desks in the Straight, Noyes Center and Robert Purcell Union; and at the Information and Referral Center in Day Hall. Completed applications must be returned to the Office of the Dean of Faculty, 315 Day Hall, no later than April 9. Four other faculty committees also have two students each. They are Academic Freedom and Professional Status of the Faculty, Academic Programs and Policies, Admissions and Financial Aid, and the Faculty Advisory Committee on Athletics and Physical Education. Applications for these committees are available in the Office of the Assemblies, 165 Day Hall.

• **Quality improvement:** By now you should have received the QIP brochure and cover letter. There is a misprint in the cover letter regarding the QIP Hotline telephone number. The correct QIP Hotline number is 254-2929.

GRADUATE BULLETIN

• **Olin Lecture:** Kurt Vonnegut will deliver the Spencer T. and Ann W. Olin Foundation Lecture on Tuesday, April 20, at 7:30 p.m. in Bailey Hall. His topic will be "How to get a job like mine." Reception for graduate students will follow in the Biotechnology Building, first-floor conference room.

• **Enrollment for fall 1993 takes place** through April 14 at Sage Graduate Center.

• **Tax seminar:** A representative from the Internal Revenue Service will conduct a seminar on April 7 from 1:30 to 4 p.m. in the Anabel Taylor Hall Auditorium, second floor. If you have additional questions, contact the IRS toll-free at (800) 829-1040.

• **Travel:** Conference travel grant applications are due May 1 for June conferences.

• **May Degree:** All requirements for a May degree must be completed by May 21, including submitting the dissertation or thesis to the Graduate School. Professional master's candidates should check with their field regarding earlier deadlines.

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.

CHRONICLE ON CUINFO

The Chronicle and Cornell news releases are available on CUINFO. To read this material, select "News" on the main listing of headings. Then, choose "Chronicle" or "CUnews."

Financial aid wait list not needed; trustees continue admission policy

By Sam Segal

University officials, after reviewing the financial aid requirements of students entering Cornell next fall, have determined that it will not be necessary to invoke the contingency of a financial aid waiting list.

Offers of financial aid packages will be mailed April 3 to all aid-eligible students admitted to the Class of 1997.

Last month, Dean of Admissions and Financial Aid Susan Murphy said that uncertainties concerning freshman financial need and the potential for reduced grant aid from the federal and state governments might require assigning up to 4 percent of admitted students to a waiting list with regard to one element in the aid package — Cornell grants. (The other elements — loans, employment opportunities and government grants — were never in question; nor were the aid plans for continuing students.)

However, in recent days, a review of the actual financial needs of admitted students indicated that those needs will indeed be consonant with the projections built into the financial aid budget for next year. As a result, on Tuesday, March 30, Murphy and Provost Malden C. Nesheim issued a statement that said:

"Despite our continuing concerns about reductions in state and federal grant funds, we believe that Cornell's generous and cautiously designed aid budget can provide incoming students with the institutional grants warranted by their families' financial circumstances."

The budget was carefully designed because of large overruns in this year's and last year's aid budgets. Grant funds from Cornell's general purpose budget alone will be \$31.7 million, an 8.4 percent increase over what was actually spent this year and a 19 percent increase over the amount budgeted for this year — a level of commitment made possible, over the years, by extraordinary alumni support.

"Helping keep Cornell affordable for any able student," said Murphy and Nesheim, "remains a top priority, as our own financial aid outlays continue to grow much more rapidly than tuition," which will rise next fall by 5.5 percent at the endowed colleges.

"To preserve the quality of a Cornell education," the statement continued, "we also must work diligently to live within the aid budget, for overruns inevitably draw funds away from other worthy purposes. We are gratified that the coming year's budget should allow us to answer both of those priorities."

Admission policy continued

In addition, on March 19 the Board of Trustees voted to continue its current admission and financial aid policy for undergraduates entering Cornell in 1994-95.

Under that policy, admission is need-blind, which means

that admission committees make their decisions without knowing the economic resources of the applicants or their families.

Admitted students who demonstrate financial need, says the policy, are "assisted in meeting that need through one or more of the following: federal and state grants, employment opportunities, loans, the Cornell Tradition program, scholarships from endowments and restricted funds, and Cornell grants."

The policy also states that "Cornell will continue its commitment to excellence and diversity in the student population."

The policy is reconsidered each spring, about 18 months before the year it governs. The action came at a regular March trustees' meeting held on campus. Nesheim, in recommending the policy's retention, noted as he has in previous years that assistance in meeting need is not a guarantee of meeting full need through grants.

In a statement issued to members of the news media following the trustees' vote to continue the current admission and financial aid policy, Chairman Stephen H. Weiss said:

"Financial aid has long been one of the top priorities for the Board of Trustees and remains so today.

"This priority is reflected in the more than \$94 million already raised toward our capital campaign goal of \$175 million for this essential purpose.

"It is also reflected in the decisions that have been made concerning the allocation of general purpose funds in the operating budgets of the university. For the coming year, financial aid in the form of institutional grants will grow by more than 19 percent over the amount originally budgeted for this purpose in 1992-93. No other major budget category has received a comparable level of support.

"This commitment to financial aid has not come without a price. The university administration has already been forced to balance the budget through in-year reductions in both the colleges and administrative units. For the coming year, the base budget of the College of Arts and Sciences will be reduced by \$1 million; that for the College of Engineering, by \$800,000; and administrative and support services will be reduced by more than \$2 million.

"The board must be realistic in examining these expenditures, particularly at a time of declining federal and state support. We need to take the steps required to preserve and enhance Cornell's position as an international university of great renown, as a place where students have the opportunity to work closely with outstanding faculty who are the leaders in their fields, in an environment most conducive to that learning experience.

"Those steps demand that we strive to find the most appropriate balance among the several priorities of the university. We will continue to pursue that objective in the days and years ahead."

Linguist named National Young Investigator

Editor's note: The March 4 issue of the Cornell Chronicle featured six National Science Foundation Young Investigators at Cornell but inadvertently overlooked one: Molly Diesing, who joined the faculty last fall as an assistant professor of linguistics.

Diesing was teaching at the University of Arizona last year when she applied for the NSF grant. When the agency announced its list of winners in July, she was listed as a recipient in Arizona. When Diesing moved to Cornell last year, her five-year grant moved with her.

Linguists usually do not even try to explain what they do because people think it is too complicated, or else people think that because linguistics is about language, and they use language themselves every day, they know everything there is to know about it, said Molly Diesing, a 32-year-old assistant professor of linguistics.

The subject tends to become abstract quickly, not unlike mathematics or music, so perhaps the best way to describe what Diesing does is with an example. It is one she likes to use when she stands up in front of a class of freshmen for the first time.

Think about the following two sentences, she said during a recent interview in her office in Morrill Hall: "Everyone in this room speaks two languages"; and, "Two languages are spoken by everyone in this room."

The meaning of the first sentence is ambiguous: You don't know whether everyone assembled is bilingual, speaking maybe a dozen different languages among them, or whether everyone speaks the same two languages. But when the sentence is given a passive construction — "Two languages are spoken by everyone in the room" — the meaning is clear: Everyone in the room knows the same languages.

The way in which changes in syntax, or sentence structure, affect meaning, or semantics, is what interests Diesing.

"This is becoming a favored subject in linguistics, but there are not many people doing it," she said. "For a long time, people studied syntax independently of semantics. To me the interesting questions are what the two have to do with each other."

It is rare for the NSF to give Young Investigator awards to social scientists, although the agency has a category for social, behavioral and economic sciences. Last year, it granted 202 Young Investigator awards, and seven of them went to social scientists. Diesing was the only linguist.

But that does not mean that the social science awards are more competitive, according to Diesing: It means fewer social scientists apply for the awards because they do not think they



Peter Morenus/University Photography

Assistant Professor Molly Diesing

will get them, a simple self-fulfilling prophecy.

Diesing's attitude: "What have I got to lose? The application is only five pages long." Now she has \$25,000 in research funds for each of the next five years — "a drop in the bucket for a physicist but about all a linguist could ask for," she said.

— Carole Stone

CORNELL *Life*

Chinese medicine

The Public Broadcasting Service recently broadcast a five-part series, *Healing and the Mind*, on mind-body health that featured traditional Chinese medicine and the concept of *chi*, the life force said to be out of balance when a person is ill.

In the first episode, the show's host, Bill Moyers, took viewers inside Dongzhimen Hospital in Beijing, the most famous hospital in China for the practice of traditional medicine, where physicians use herbs, massage, acupuncture and meditation to affect the flow of *chi* and restore health.

This question came to mind: What is there on traditional Chinese medicine in Cornell's Asia Collections?

The Asia Collections are found in the Carl A. Kroch Library and is served by the Severinghaus Reading Room. The reading room, it turns out, has a remote connection to Chinese medicine.

Leslie Severinghaus, a hale 94-year-old trustee emeritus, graduated from Cornell in 1922 and went to China to teach English at the Peking Union Medical College.

In China, Severinghaus met Emmavil Luce, the sister of Henry Luce III, the founder of *Time* and *Life* magazines, and they married. And last year the Luce Foundation arranged for the Asia Collections Reading Room to be named in honor of Severinghaus.

Traditional ways of healing

The Asia Collections are primarily social science and humanities collections. Science and medicine are not its strongest fields. Nonetheless, is there anything to be found on traditional ways of healing?

"There's more than you would suspect," said John Badgley, curator of the Echols Collection on Southeast Asia. "If you know what you're doing, you can have a field day in there. The collection is just panting for someone to check out what it has."

Last week a subject search in the reading room's computers turned up 176 entries for "Chinese medicine," 452 for "Yoga," 103 for "Acupuncture," and 22 for "T'ai Chi Ch'uan."

Some of the books are descriptive, such as *The Practices and Philosophy of Traditional Malay Healers*, or analytical, as in *Taming the Wind of Desire: Psychology, Medicine and Aesthetics in Malay Shamanistic Practices*.

Some are how-to books, such as *The Art of Traditional Thai Massage*, published in Bangkok, and *Art of the Bedchamber: The Chinese Sexual Yoga Classics, including Women's Solo Meditation Texts*, published by SUNY Press.

In the reference section of the reading room is an English-language *Dictionary of Traditional Chinese Medicine*, published in Hong Kong by the Beijing Medical College, with chapters on herbs and other medicines, yin/yang and the causes and mechanisms of disease, prescriptions and recipes, etc.

Alchemy, Medicine and Religion in the China of A.D. 320: The Nei p'ien of Ko Hung (Pao-p'u tzu), a classical Chinese medicinal text that describes the principles of Chinese medicine, also is available in English translation.

By and large, however, the books and other materials in the Asia Collections are written in Chinese or other Asian languages, such as Burmese, Japanese, Malay, Thai and Vietnamese. Only about one in 10 will be in English, Badgley said.

Still, English-speaking readers may not be at such a disadvantage, relative to Chinese-speaking readers, especially if they happen to be doctors.

Not long ago, Charles d'Orban, the newly arrived curator of the Wason Collection on East Asia, met a woman at a party who was carrying a book from the collection under her arm. It turned out she is an acupuncturist and an herbalist who comes from a family of famous Chinese physicians, was trained in the People's Republic of China and trains other physicians to perform acupuncture.

But for her, there was little of interest in the collection. The book under her arm, she was disappointed to find out, was not a good book on acupuncture.

It is not surprising, he said, that the Asia Collections contain more information about medicine in Southeast Asia than it does about medicine in China itself: The Southeast Asian Collection is the finest collection of its kind in the world.

These days the Chinese are publishing more materials than they used to on traditional medicine, including reprints of 14th- and 15th-century manuscripts — some of the primary sources for the history of Chinese medicine. The Wason Collection plans to purchase more materials on Chinese medicine, d'Orban said.

— Carole Stone

BAM!

Potholes will be plentiful, roads expert warns drivers

By William Holder

Get ready for potholes – lots of them, says the director of the Local Roads Program.

Plentiful rainfall in the Northeast during the summer and fall, combined with a bitter cold February, have produced conditions ripe for pothole formation, according to Lynne Irwin, also an associate professor of agricultural and biological engineering.

"From late March through April, the road surface will essentially be lying on top of a water bed," he said. Ice melts under roadbeds before the surrounding soils thaw, so water has nowhere to go. Trucks or other heavy vehicles produce severe deflections on the weakened road, causing potholes.

This phenomenon happens every year, but 1993 promises to be bad in the Northeast, he said. Water tables are high, so February's cold snap – 5 to 7 degrees below normal, according to Cornell's Northeast Regional Climate Center – formed a deep layer of frost under roadbeds. As a result, the weakened condition of roadways will persist for longer than normal, leading to more severe deterioration of the surfaces.

"We have educated the public to believe that potholes bloom in the spring, just like daffodils. But there is no reason in the world why we have to have them," he said.

An average driver can expect to incur approximately \$150 annually in excess automobile maintenance costs thanks to potholes, according to Irwin.

This cost could be diminished or avoided, however, if highway officials would limit loads during pothole season and improve road surfaces, he said.

Trucks cause the greatest damage by far, but just a 10 percent cut in weight per axle would diminish road damage by 40 percent, Irwin said. Peter Messmer, a research support

specialist with the Local Roads Program, is working with highway officials in Danby to develop new methods for determining when and by how much to reduce loads. Weight reductions would be required only for a few weeks each spring, Irwin added.

The second, and more effective thing to do is to strengthen pavements so that they can support traffic without load restrictions.

"Many rural and village roads have evolved from gravel surfaces to blacktop," Irwin explained. "The old gravel that still is underneath the new pavement surface is particularly susceptible to frost and becomes very weak during the spring thaw."

Pavement can be recycled to give it better strength. Recycling involves pulverizing the blacktop surface of old roads, then adding a small amount of asphalt emulsion. The materials are blended in place and applied; subsequently, a thin surface layer is put on top.

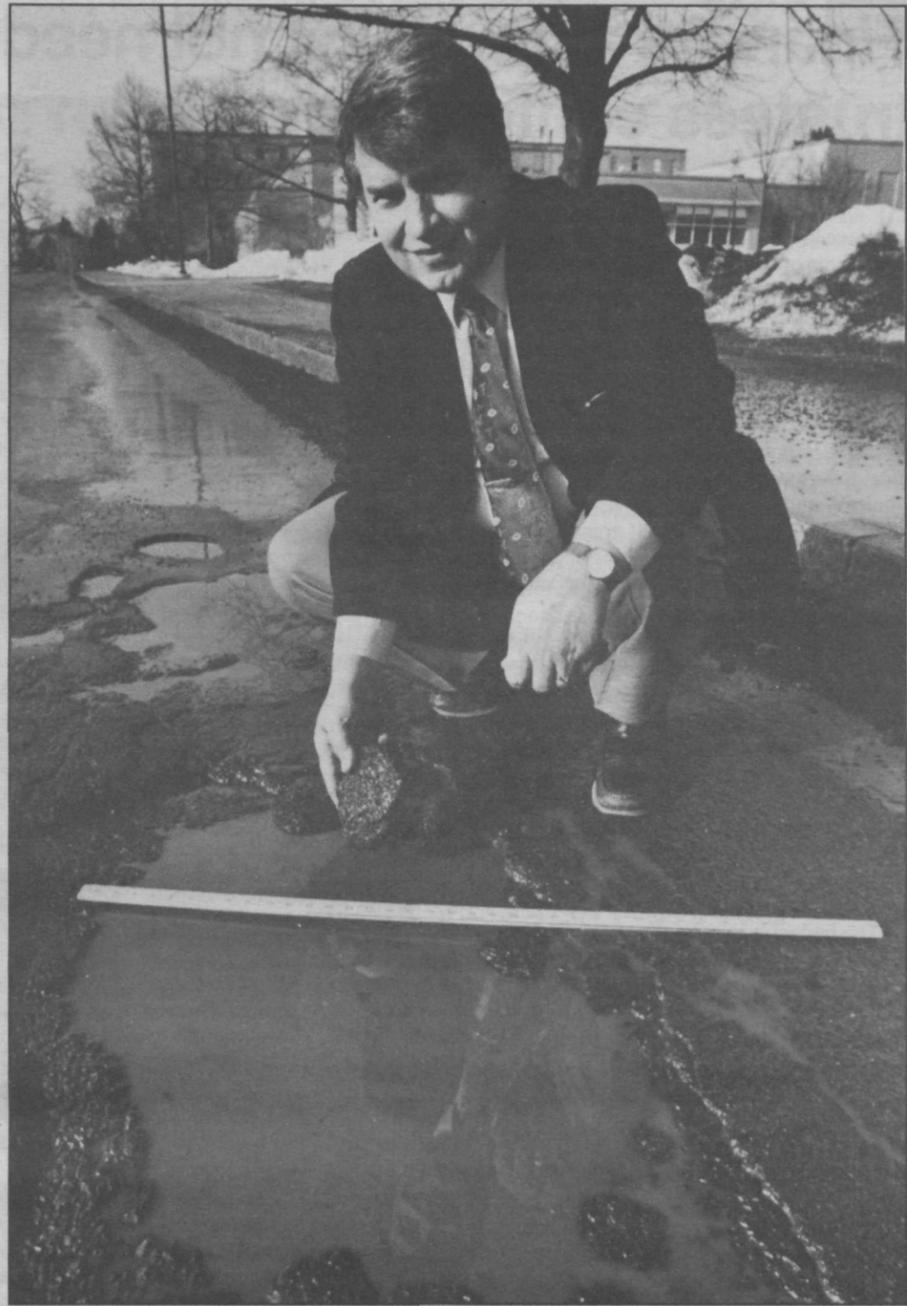
"This process extracts the last ounce of value out of the old road surface materials, and it avoids filling up our landfills with old construction materials," he said. In addition, the underlying base of the road can be stabilized by the addition of a small amount of binder, such as asphalt emulsion or cement.

"Recycling and stabilization will yield about four miles of reconstructed road for the price of rebuilding one mile with new materials," he said.

Irwin and Messmer have worked with 10 towns over the past year to help them identify suitable projects for trying new methods of road construction.

The Cornell Local Roads Program receives funding from the New York State Department of Transportation and the Federal Highway Administration to conduct its Technology Transfer Program.

It has been in operation as part of Cornell Cooperative Extension since 1951.



Charles Harrington/University Photography

Lynne Irwin, director of the Local Roads Program and associate professor of agricultural and biological engineering, says of potholes: "There is no reason in the world why we have to have them."

CU apricot answer leads to pit recall

By Roger Segelken

When the director of Cornell's Institute for Comparative and Environmental Toxicology, Rodney Dietert, told a *New York Times* columnist that apricot pits contain dangerous levels of cyanide, his answer served as more than toxicological trivia. A reader of the *Times'* Feb. 16 "Q&A" column complained to the Department of Agriculture and Markets after apricot kernels that he ate made him sick. The agency halted sales of "a serious health threat."

Apricot pits contain amygdalin, an ingredient in the discredited cancer drug, laetrile, and the compound breaks down to cyanide, glucose and benzaldehyde, said Dietert. Cornell faculty are a regular source of information for the "Q&A" column, which runs in the Tuesday Science Times section. Dietert's wife, Margaret, a Wells College professor of medicinal botany, added that 17 to 20 apricot kernels could be lethal to adults.

The unwitting Manhattan consumer had eaten a quarter of a bag of Himalayan Harvest Apricot Kernels, according to an article in the March 26 *Times*. When he called the "Q&A" columnist, she referred him to Rodney Dietert, who provided additional information and urged the man to contact the state agency. The Department of Agriculture and Markets consulted with Dietert before issuing a March 24 consumer warning and notice of product recall.

"The occasional consumption of one or two apricot kernels in most cases is not harmful," the state agency said. "Eating dozens of them, however, could pose a serious health threat."

New method found for making computer chips

By William Holder

Scientists at Cornell and IBM have developed a new method for producing computer chips that is less susceptible to environmental contaminants.

Increasingly, production of computer chips – which are the heart of every computer – relies on an acid-catalyzed process known as chemical amplification, which is vulnerable to trace impurities in the air, according to Jean Frechet, professor of chemistry.

Collaboration with IBM

In collaboration with Grant Willson at IBM Almaden Research Center, Frechet and his colleagues have developed the first base-catalyzed chemical amplification process, which they believe will be much less sensitive to environmental contamination.

The researchers, supported by funding from the Office of Naval Research and IBM, have

used the technique to produce chips with electrical-conducting lines spaced 0.5 microns (millionths of a meter) apart, nearly equal to the best chips produced by other methods.

"You need extremely efficient chemistry to produce large numbers of chips quickly and economically," Frechet said. "Chemically amplified production provides speed and ease of production."

Frechet and Willson are co-inventors of the chemical amplification process now in common industrial use.

Frechet's colleague, ManKit Leung, a postdoctoral researcher, presented their findings March 28 at the annual meeting of the American Chemical Society. The researchers also include graduate student Aaron Ackman.

Production of a chip begins when ultraviolet light is shone through a photographic mask, or pattern, of the circuit and onto a silicon wafer coated with a chemical called a photore-

sist, which is an organic polymer. A polymer is a long chain of identical molecular units.

In the base-catalyzed amplification process, exposure of the polymer to light creates a base that can drastically modify nearby polymer molecules if they are heated together, leaving an image of the original circuit pattern. The process proceeds at high speed in an oven through catalysis – the photogenerated base molecules break down the polymer in one location and then quickly jump to another location to carry out the same reaction.

The base-altered polymer is removed by washing with alkaline water, which affords a three-dimensional image of the circuit pattern.

Acid-catalyzed chemical amplification proceeds similarly, except that light generates an acid instead of a base. But the air in a manufacturing environment is never perfectly clean, and small amounts of impurities can deactivate the acid catalyst, Frechet explained.

Researchers create molecular microreactors

By William Holder

Chemists here have created new molecular-sized microreactors that work like soap to remove organic substances from water but are engineered to provide unique properties.

The giant spherical molecules that compose these microreactors are fashioned with hollow cores that could serve as sites for performing highly controlled chemistry, according to Jean Frechet, professor of chemistry.

These microreactors are unique in the lexicon of chemical substances because they take the definition of polymer – long chains of repeating chemical subunits – into new territory. Polymers are normally straight chains or variations on that theme. "Dendritic polymers," however, contain a core from which polymeric chains branch in all directions.

"The molecule adopts a tree-like structure, and as it grows its branches fill space until the overall structure is spherical," Frechet said.

Controlling the structure of the branch tips

as the molecule grows is, however, a formidable problem, so Frechet and his colleagues, supported by the National Science Foundation, have taken a new approach to synthesizing dendritic spheres. It resembles making wedges and then assembling them into a sphere.

The advantage of the process is that the researchers are able to precisely control the composition of the surface of the sphere as well as the deep interior. Craig J. Hawker, a chemist at the University of Queensland in Australia, who conducted this research while he was a Cornell postdoctoral associate in conjunction with Cornell graduate student Karen Wooley, described their findings March 28 at the annual meeting of the American Chemical Society.

In a significant test of the utility of their approach, the researchers constructed a dendritic sphere that is water-attracting on the exterior and water-repelling on the interior. This structure is known as a micelle and is the same structure adopted by soap, enabling it to solubilize grease molecules, which seek out

the interior of the micelle.

They found that an organic substance (pyrene), which is hardly soluble in water, migrated from water to the interior of the dendritic sphere. Their success in clearing pyrene suggests that the new technology could be used to remove organics such as PCBs (polychlorinated biphenyls) from water, but Frechet expects the technique will best be used for another purpose: microreactions.

For instance, his team has built the prototype of a sphere that is half hydrophilic and half hydrophobic. Such a sphere floats between the boundary of an oily organic liquid and water, coaxing molecules from each layer to come into the interior. Once inside, the two molecules that normally would not interact could be made to form a new product, he envisions. Frechet calls the spheres "microreactors" and predicts that they will be used to conduct organic chemistry in water that now can be done only in frequently toxic and hard-to-dispose organic solvents.



Chief operating officer balances his hectic life and the university's budget

By Sam Segal

When President Frank H.T. Rhodes took a brief sabbatic leave last spring and, again, when he was recovering from surgery in the fall, Malden C. Nesheim became the chief presidential understudy without a hint of stage fright.

The move was easy, because Provost Nesheim — as Cornell's chief academic officer, chief operating officer and chief budget officer — already knew the part thoroughly.

The provost's ceremonial, fund-raising and external duties don't approach those of the president; nor does the buck stop as often at his desk. But when it comes to knowing everything about the university's budget, colleges, departments, centers, students, faculty, staff and problems of every weight and kind, the provost can't be topped.

Reporting directly to him are 12 deans, four vice presidents, the Academic Personnel Office, Admissions and Financial Aid, the Africana Studies and Research Center, the Mario Einaudi Center for International Studies, the Cornell Institute for Social and Economic Research, the Division of Biological Sciences, the University Library and Minority Educational Affairs — not to mention some two dozen major units that report to his subordinates.

Recruiting faculty

In addition, the provost plays a part in recruiting individual faculty members and in trying to dissuade some bent on leaving; in reviewing every faculty tenure and promotion recommendation; in searching for senior administrators; and in the setting of annual budgets for individual divisions. Because of his budget responsibilities, he must be intimately involved in issues that impinge on the budget — such as tuition, financial aid, graduate student stipends, salary increases and reimbursement of indirect research costs.

The job takes broad shoulders, and Nesheim, at six feet, 220 pounds, happens to have the frame of a farm boy — with good reason. Until he went off to the University of Illinois in 1949 to study agricultural science, Nesheim spent his life on a 170-acre, family-owned farm in Northern Illinois — in a location he describes as "near Rochelle."

Before he took the five-mile bus ride to his school, he and seven siblings had chores; in his case, milking three or four cows and feeding a small menagerie of sheep, pigs and other contributors to self-sufficiency. And, though Nesheim was a summer-league baseball pitcher, after-school chores precluded his playing on school teams.

During the depression, he recalls, "we lived comfortably enough," but it was a "semi-cashless economy," another preparation for his job as provost.

"My mother bought sugar and flour in 100-pound sacks and made her own bread."

She also canned fruits and vegetables — froze them after electricity arrived in 1938 — and, with Nesheim's father, canned beef and made sausage.

Beverly Maynard, Nesheim's executive assistant,

says he handles his myriad responsibilities with the profound calmness that American legend ascribes to farmers.

Stands firm

"It takes a lot to ruffle his feathers," Maynard says. "In fact, I've never heard his voice raised no matter what the pressures. He stands firm once he's decided something; but, until he has decided, he's flexible and always willing to listen." Though his mind and time are well organized, his desk isn't always so. Sometimes Maynard has to guide him through the papers on and around it.

He has a lot to keep track of. While Nesheim tries not to bring work home and usually has official obligations only two or three nights a week, his average day runs from 7:30 a.m. to 6:30 p.m., crammed with meetings that often take place in his large office, beside the president's, on Day Hall's third floor.

In a recent two-week period, his calendar included separate meetings with seven deans (sometimes including Rhodes as well), three vice presidents, six heads of programs and centers, his 34-member council of deans and administrators, and his academic deans' group. There was a breakfast with department chairs, a dinner in Washington for which the return flight left at midnight, a meeting in New York preceded by a 6:25 a.m. flight from Ithaca and followed by a business dinner back on campus, an employees' Benefair dinner, and several meetings with inquisitive students and aggrieved faculty members.

These did not include high-level group meetings that he joined as a participant — the president's executive staff, a smaller senior-administration group, a planning session for an upcoming Board of Trustees' meeting, and regular meetings of the Strategic Planning Advisory Board, which is seeking to establish Cornell's long-term goals and priorities. He also sits on the Quality Council, which is concerned not with what the university decides to do but with improving how well its departments do it.

Becoming provost

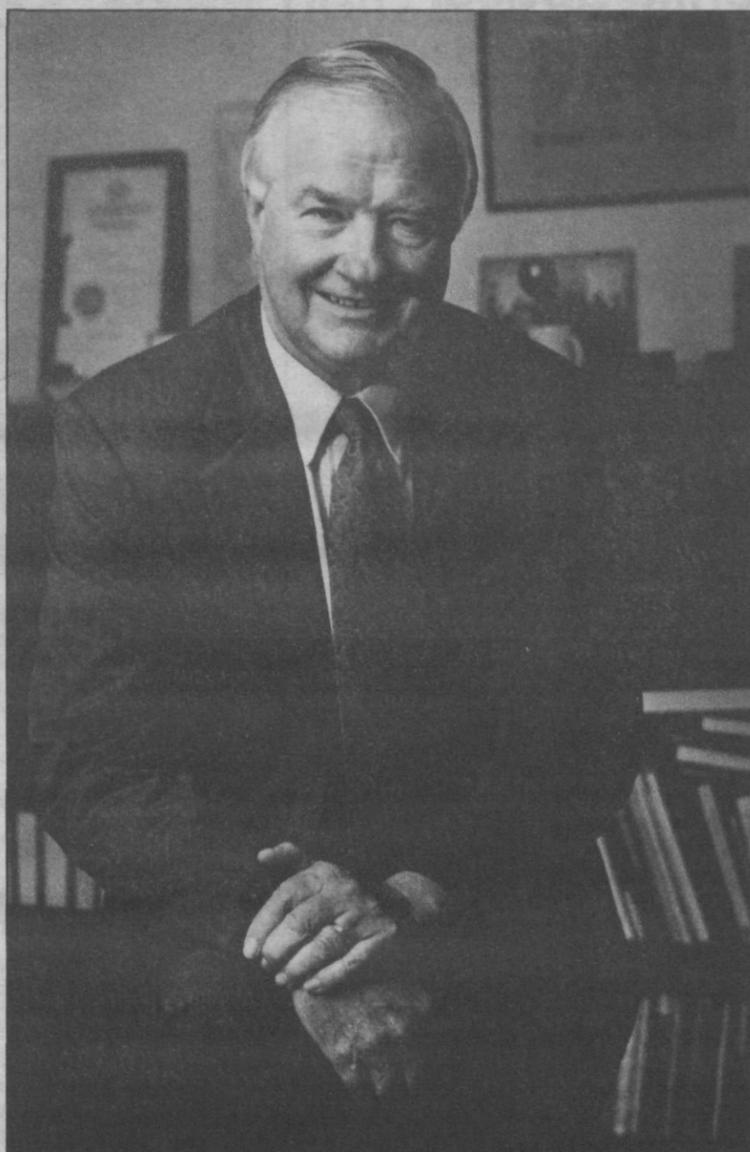
When Nesheim is asked what it is, besides the rigors of farm life, that prepares a one-time student of animal nutrition to be the chief operating officer of a great and complex university, he turns the question around:

"A person becomes a provost by first becoming an academic, by knowing what makes a university tick — teaching, advising, functioning in an academic discipline, understanding faculty and student perceptions and aspirations."

That, he says, is better preparation for managing Cornell's total budget of more than a billion dollars than the financial study that a comparable corporate leader would likely have on his or her resume.

He says his own progress as a nutritionist captured university life in microcosm. As an undergraduate, Nesheim helped with the graduate research of an older brother — who later became a vice president at Quaker Oats — and knew early that he wanted to do graduate work himself. He took a one-year master's degree in animal nutrition, also at Illinois, spent two years as an officer in the Air Force, got his Ph.D. in nutrition at Cornell from 1956 to 1959, then began as an assistant professor doing research in basic biochemistry and physiology of nutrition associated with feeding farm animals.

During three research leaves at Cambridge University — in 1965, 1972-73 and 1983-84 — he became interested in parasitic infections, so that when Nesheim became the first director of Cornell's Division of Nutritional Sciences in 1974, his focus was already shifting from animal to human nutrition.



Provost Malden C. Nesheim

Chris Hildreth/University Photography

The new division was formed from the Graduate School of Nutrition and the Department of Human Nutrition and Food. Over 13 years, Nesheim developed the division — with its cross-college faculty, graduate and undergraduate programs, expanding operations in Savage and Martha Van Rensselaer Halls, and major infusions of government research funds — into one of the world's leading centers for nutritional research, teaching and extension. He also met and married his wife, Diva Sanjur, who is a professor of nutritional sciences here.

Prominent nutritionist

During his directorship and as vice president for planning and budgeting (1987-89) and provost, Nesheim has remained a nutritionist of national prominence. From 1986 to 1992, for instance, he was national director for a Pew Charitable Trust program that dispensed \$5.9 million to help other institutions strengthen nutrition programs; and in 1989-90, he chaired the Dietary Guidelines Committee that revised the federal government's national guidelines and helped revise the Recommended Dietary Allowances.

He also has lectured in Canada, Puerto Rico, Panama, England, Indonesia, Malaysia and China, as well as around the United States.

It is in Panama, his wife's native country, at a home on the Pacific Ocean 60 miles from Panama City, that Nesheim is best able to think about things other than Cornell. It's true that, on his last visit, he read a book of Professor Walter Lafeber's — on Central America — but he likes to mix history with a range of best sellers; and, with no phone at hand, he may read six or eight books in his hammock, among the mango and papaya trees, overlooking the Pacific.

Back home, his escapes are less dramatic — entertaining his grandchildren, fishing, puttering around the house and playing golf once a week when Ithaca weather and his schedule permit.

Some of his pleasures, like his discipline, seem to reach back to the Illinois farm. He loves flowers and brings daffodils to his office regularly in the spring. And he makes jam — apple, cherry, strawberry and raspberry — with fruit that he and his wife pick locally.

Almost four years into his provostship, he seems to be balancing his life as well as the budget. He says it's possible because he likes people, loves the extraordinary range of people and disciplines at Cornell, and has talented deans and administrators to "run the day-to-day life of the colleges and departments."

Office of the Provost

Reporting directly to Provost Malden C. Nesheim are:

- ✓ 12 deans (Agriculture and Life Sciences; Architecture, Art and Planning; Arts and Sciences; Continuing Education and Summer Sessions; Engineering; Graduate School; Hotel Administration; Human Ecology; Industrial and Labor Relations; Johnson Graduate School of Management; Law; and Veterinary Medicine)
- ✓ 4 vice presidents (planning; academic programs and campus affairs; information technologies; and research and advanced studies)
- ✓ Other campus units, including the Academic Personnel Office, Admissions and Financial Aid, the Africana Studies and Research Center, the Mario Einaudi Center for International Studies, the Cornell Institute for Social and Economic Research, the Division of Biological Sciences, the University Library and Minority Educational Affairs, and some two dozen major units that report to his subordinates.

FACT FILE

Symposium to focus on child abuse

By Susan Lang

In New York, 200,000 children are reported abused and neglected every year; nationally, 2.7 million cases are reported annually. Experts, who call the situation "a national emergency," estimate the actual toll to be closer to 4.5 million children.

The William B. Hoyt Public Policy Symposium on Child Abuse and Neglect will bring together policy-makers, legislators, advocates, and community leaders on Thursday and Friday, April 29 and 30, to explore how the system can improve public response statewide and nationally.

The symposium is open to the public, but seating is limited. Call 255-7794 to pre-register.

The symposium marks the 20th anniversary of New York's Child Protective Services

Act. But, "The system the nation has devised to respond to child abuse and neglect is failing," concludes the U.S. Advisory Board on Child Abuse and Neglect, which declared the situation a national emergency. Yet the nation continues to spend "billions of dollars on programs that deal with the results of the nation's failure to prevent and treat child abuse and neglect," according to the report.

Sponsored by the Family Life Development Center of the College of Human Ecology, the symposium will be opened by Michael Dowling, New York's director of Health, Education and Human Services on Thursday, April 29, at 1:30 p.m. in Alice Statler Auditorium.

It will be followed by a forum led by representatives of the U.S. Advisory Committee on Child Abuse and Neglect who will discuss their national policy recommendations. Dr. Vincent J. Fontana, director of The New York Foundling Hospital and past director of The Mayor's Task Force on Child Abuse, also will address the audience.

The Friday program begins at 10 a.m. with a keynote address by Douglas Besharov, LL.D.

As the former executive director of the New York State Assembly Select Committee on Child Abuse and Neglect, Besharov played a central role in the passage of the Child Protective Services Act of 1973 that set the basis for current policy. He was the first director of the National Center on Child Abuse and

Neglect and now is at the American Enterprise Institute for Public Policy Research, exploring issues related to child abuse and child welfare.

In the afternoon, a panel discussion beginning at 1:30 p.m. will focus on issues specific to New York. The panel will consist of Vito Lopez, chair of the New York State Assembly Committee on Children and Families; Anona Joseph, associate commissioner of New York's Department of Social Services; and James Cameron, executive director of the Federation on Child Abuse and Neglect.

Closing remarks will be made by Sam Hoyt, member of New York Legislature and son of the late William B. Hoyt, for whom the symposium is dedicated. Assemblyman William Hoyt is considered the "grandfather" of child abuse and neglect prevention. He led the effort to establish the state's Children and Family Trust Fund - which was recently renamed The William B. Hoyt Children and Family Trust Fund, a landmark model in intergenerational prevention of child and family violence.

He was also the key Assembly architect of the Child Abuse Prevention Act of 1984, dealing with protection of children in residential care.



Dowling



Besharov

Greetings



U.S. Rep. James Walsh (right) greets College of Veterinary Medicine Dean Robert D. Phemister (left) and Vice President for University Relations Henrik N. Dullea during a visit to campus last week. Walsh, a member of the Agriculture Subcommittee of the House Appropriations Committee, shared ideas with several faculty and administrators.

Chris Hildreth/University Photography

Medical Professor Rogers to lecture Monday on AIDS

By Lisa Bennett

Dr. David Rogers, Cornell professor of medicine and vice chair of the National Commission on AIDS, will discuss how American attitudes have shaped the response - and lack of response - to the AIDS epidemic on Monday, April 5, at 4:30 p.m. in the Hollis E. Cornell Auditorium of Goldwin Smith Hall.

His talk, "AIDS: The Effect of Public and Professional Attitudes on the Epidemic Response," is free and open to the public.

Rogers, who also is chairman of five other AIDS councils, including the Advisory Council of the AIDS Institute of New York State and the New York City Mayoral Task Force on AIDS, has been an outspoken critic of the lack of political leadership and public will to battle AIDS in a serious way.

AIDS requires the same national resolve and commitment as exhibited in times of war, but the nation, tragically, has so far tended to see the enemy in the victims instead of the virus, Rogers and other members of the 15-member National Commission on AIDS wrote in their 1991 report, *America Living with AIDS: The Report of the National Commission on AIDS*.

Rogers, who is the Walsh McDermott University Professor of Medicine at the Medical College in Manhattan and former president of

the Robert Wood Johnson Foundation, is interested in answering questions from students, faculty, staff and community members at his lecture.

The National Commission on AIDS, which previously included former basketball star Magic Johnson, who quit in protest over the Bush administration's lack of response, was jointly appointed by the U.S. Congress and Bush to develop a national consensus on AIDS policy.



Rogers

Their report was widely believed to do that. But it was not enacted. Their plan calls for adoption of a national health care system, improved access to HIV-related drugs, recruitment of more minorities and women in clinical drug tests, free treatment for drug abuse, improved training for health care providers and, most of all, coordinated leadership.

Rogers' visit is sponsored by the Cornell AIDS Action Staff/Faculty Education Committee, which operates under the auspices of the Gannett Health Center.

Weekend workshop to explore reproductive technology issues

By Larry Bernard

An interdisciplinary workshop examining the way social expectations concerning genetics and human reproduction affect technology, and vice versa, is scheduled for April 2-4.

The workshop, free and open to the public, is titled "Between Design and Choice: The Social Shaping of New Reproductive Technologies" and is sponsored by the Department of Science and Technology Studies. All sessions are in Room 700 Clark Hall.

Saturday lunch is available for \$5 and dinner for \$25 for faculty, \$10 for both for students. Registration information is available from Debbie Van Galder at 255-3810.

Scholars from several universities will explain how technological advances, including prenatal testing, shape and have been shaped by our understanding of childbearing, disease and defects, gender roles and family. Issues of genetic counseling, use of fetal tissue for research, politics of RU 486, ultrasound and home pregnancy testing all will be addressed.

The workshop begins Friday at 8 p.m. with a keynote address, "Frankenstein and the

Embryos: Science Fiction in the Debate About Embryo Research," by Michael Mulkey of York, England.

Saturday's program starts at 9 a.m. with an address, "Modernity, Postmodernity and Human Reproductive Processes," by Adele Clarke, professor of social and behavioral sciences at the University of California at San Francisco, followed by a comment by Joan Jacobs Brumberg, professor of human development and family studies and of women's studies.

Panel discussions to follow are "Gender and Reproductive Technologies" and "Empirical Studies of Reproductive Technologies."

On Sunday, the 9 a.m. panel discussion is on "Social Responses to Reproductive Technologies," with talks on genome analysis and genetic counseling. Also, Mulkey will address "What Made Members of Parliament Change Their Minds about Embryo Research?"

The Department of Science and Technology Studies, formed in 1991, focuses on the interdisciplinary study of science and technology as intellectual and social institutions, with perspectives from the history, philosophy, sociology and politics of science.

Grad students gather here for history meeting

By Carole Stone

Various approaches to history will be discussed by historians, art historians, anthropologists and students of cultural studies at a three-day conference, "Uses of Culture in the Writing of History," here from today, April 1 to Saturday, April 3.

"The purpose of the conference is not to seek a unifying theory about culture but to see what various approaches to the writing of history imply about the notion of culture," said Steven Hastings-King, a graduate student in history who helped organize the conference.

The program is free and open to the public.

Sponsored by the Department of History and the Graduate History Association, a graduate student organization, the conference will consist of papers delivered by doctoral candidates from Cornell, Brown, Drew, Johns Hopkins, Michigan State and Yale universities, the State University at New York at Stony Brook, the University of Michigan and University of Frankfurt am Main, Germany.

Paper topics range from Muslim Spain to the 1960s American counterculture and from the 1905 Chinese anti-American boycott to sexual transgression.

"Cultural historians have introduced a wide range of topics into the discussion of what is history," Hastings-King said. "One cultural historian might talk about the practices of reading in a culture; another about colonial encounter between two cultures; and a third might talk about advertising and commodity culture as artifacts of the larger culture," he added.

Dominick LaCapra, Bowmar Professor of Humanistic Studies, will deliver the keynote address, "The Return of the Historically Repressed: Secularization and Approaches to the Holocaust," on April 1 at 8 p.m. in Room 165 McGraw Hall.

Hastings-King, an intellectual historian, will give a paper at the conference about the post-World War French Left, "Art and the Revolutionary Project: L'Internationale Situationiste and Socialisme ou Barbarie."

All other conference events will be held in the A.D. White House. Registration is not required. For a list of the papers or for more information, call Hastings-King at 277-7060.

Spotted owl, wetlands on tap for discussion

By William Holder

The future of the Endangered Species Act, the spotted owl controversy and the loss of wetlands are among topics that will be discussed at a conference titled "Endangered Species: Endangered Future, Preserving Biodiversity for the 21st Century," to be held here Saturday and Sunday, April 3 and 4.

The two-day conference will take place at Ives Hall. Open to the public, the cost is \$10 for students and senior citizens, \$5.

The conference will focus on why species go extinct, the significance of their loss and the Endangered Species Act, which is up for renewal in Congress in 1993, according to organizer Bob Koch, a graduate student in the Department of Natural Resources.

Speakers will include State Assemblyman Marty Luster and U.S. Rep. Maurice Hinchey, both speaking during the morning of April 3 on environmental politics. Among the topics to be discussed are:

- "The spotted owl controversy and the uniqueness of the issue," Rocky Gutierrez, Humboldt State University, April 3.

- "Reauthorization of the Endangered Species Act," Leslie TeWinkle, National Wildlife Federation, April 4.

- "Trends of wetland loss and the relation to biodiversity," Barbara Bedford, associate professor of natural resources, April 4.

Sponsors include Cornell Greens, National Wildlife Federation, Natural Resources, Ecology and Systematics, Center for the Environment, Ecology House, the Wildlife Society, Cayuga Nature Center and EcoJustice.



Peter Morenus/University Photography

Jerrold Meinwald (left), the Goldwin Smith Professor of Chemistry, talks with junior Katie Hutchison. He has designed a new course to help students in any discipline understand the processes scientists use to discover the chemistry that underlies various aspects of life.

Mellon Foundation effort helps faculty develop new undergraduate courses

By Lisa Bennett

The idea for Jerrold Meinwald's new Mellon-supported chemistry course for non-majors was sparked at a cocktail party. Or, rather, by typical cocktail-party conversations over the years.

"You know how people who hardly know you say, 'What do you do?'" Meinwald explained.

"I say, 'I work on insect communication using chemistry.' Then I begin describing this phenomenon. They get very intrigued and suddenly I find five people around me.

"Well, it occurred to me that if I can do that without a blackboard and even over a drink, then why can't I go a little further and actually teach non-majors what organic chemists do and why they're so excited about it," said Meinwald, the Goldwin Smith Professor of Chemistry.

The result — the new "Language of Chemistry" class, Chemistry 204 — will be offered for the first time next fall. In it, Meinwald's goal will be to help students in any discipline understand the processes scientists use to discover the chemistry that underlies various aspects of life.

Meinwald is the latest of six faculty in the College of Arts and Sciences who have been awarded a three-year grant from the Andrew W. Mellon Foundation's "folding chairs" program for new curriculum development.

N. David Mermin, professor of physics, and Philip

not know a lot of the chemistry conventionally covered in introductory courses," Meinwald said.

"But they should be able to look at a phenomenon — for example, the ways in which a plant inhibits the germination of other nearby plants — and know how the compounds responsible for this might be isolated and activated and be able to look at a chemical's structure and predict some important things about its behavior," he said.

Meinwald hopes to convey such skills by focusing on a variety of chemical questions about biological phenomena, such as: How do fungi kill bacteria? How do eggs attract sperm? And how do nerve cells communicate?

In this way, Meinwald's course reflects a new trend in chemistry departments nationwide.

"Up until a few years ago," Meinwald explained, "any respectable chemistry department gave a large array of courses directed mainly toward those who plan careers in chemistry of a closely related subject. Even freshman chemistry courses were taught in this very professional way, as if a large number of the students are going to go on in chemistry or science. But the fact is, that's not the case."

Now, he added, more universities are attempting to develop courses that don't presume all the students interested in learning about the field will necessarily become experts in it.

Other faculty receiving Mellon support have done the following:

- Mermin has developed a physics course open to students of any background or major that explores two revolutionary fields of classical physics, the special theory of relativity and the new field of chaos. This course, entitled Relativity and Chaos (Physics 209), was first offered last fall.

- He also has developed a companion course, entitled Randomness in Classical and Quantum Physics (Physics 210), which will examine randomness and the quantum theory in a similar manner.

- Mitsis has designed and taught several new courses on the relation between science and ethics. By looking at specific issues, such as death and dying, animal experimentation and genetic engineering, he examines contemporary scientific practices that generate ethical problems and explores how different ethical outlooks affect scientific practices.

The first round of Mellon "folding chairs" support for curriculum-development led to the following:

- Bernal developed, among other projects, courses on world interdependence; ancient Mediterranean interrelationships; African and Asian political theory; and, in collaboration with the Department of Anthropology, a course on the ways in which other cultures have made important contributions over time.

- Cohen developed a course entitled Introduction to Cultural Studies, which introduces students to the study of culture and the analytical and theoretical tools for such study, using examples drawn primarily from the 1960s.

- Frank developed a two-part course entitled Departures from Rational Choice, which seeks to challenge the assumptions of neoclassic economic analysis. For example, students learn that selfish behavior is not always the norm in economic life and that genuinely unselfish individuals often manage to compete successfully in the material world.

Moccio calls for mentoring to help women

By Lisa Bennett

If a sizeable number of working women are ever to reach positions of real power and stay there, they will need the equivalent of what working men have had since the times of ancient Greece:

Call it mentorship, call it apprenticeship, call it sisterhood.

Call it the critical missing element, says Francine Moccio, director of the Institute on Women and Work in the School of Industrial and Labor Relations and a national expert on the issues facing working women.

Moccio discussed the need for mentoring with about 50 women on campus on March 18 during her talk, "Contradicting Male Power and Privilege: Effectiveness of Mentoring Programs for Women in Non-Traditional Jobs," sponsored by the Advisory Committee on the Status of Women.

Moccio has worked closely on working women's issues with top-ranking union women leaders and legislators, addressed members of the New York State Assembly on sexual harassment and other gender issues, and provided training on the prevention of sexual harassment in the workplace for the International Brotherhood of Electrical Workers, the American Federation of State and County Municipal Workers and the Transport Workers' Union.

In a second lecture, entitled "Class, Race and Gender Relations in the Building Trades," sponsored by ILR's Department of Collective Bargaining, Moccio discussed her study of sex segregation in highly paid, skilled, blue-collar jobs.

The unprecedented number of women entering the work force in the United States since World War II, she noted, are still primarily segregated in low-income, low-status jobs.

And if there is not some intervention, sex segregation will continue to flourish, Moccio argued.

The intervention she recommends is the deliberate pairing of a less-experienced person with a more-experienced person who can pass on competencies, act as a confidante and help the younger employee work toward a future career path.

Support from the top

Such mentoring relationships tend to be highly planned and structured and require commitment and support from the top of the organization, she said. While only a handful of companies, such as Corning, have committed to mentoring programs to date, they have found, among other benefits, that mentoring boosts productivity by cutting down on turnover and developing staff potential, she said.

Moccio said that she realized mentoring was a critical missing link in women's success after researching the questions:

- Why, despite women's advancement in education and entry into the workforce, are so many still in low-paid jobs?
- And why, when women have made it to the top, have they tended to leave those positions as often as they entered them?

In other words, she asked, what is there in the history of the workplace that is definitely male? The answer, she found, was sex-segregated networking among men.

A mentoring system between experienced men and young boys began in 1200 B.C. in ancient Greece and continued for the 12th to the late 16th century with guild apprenticeships. When the guild declined, mentoring was sustained through ancient orders, secret fraternal societies and brotherhoods.

"Today, the buddy systems of various sorts still exist in companies that give new employees opportunities to hook up informally with a more senior employee who will show him the ropes," said Moccio.

The lesson for women to learn from this is that men have maintained a solidarity on the basis of gender that is helpful for all, and the same strategy is needed for women in the future.

"The only way we can raise ourselves individually," she said, "is to raise ourselves as a group."

Statewide folkstyle wrestling championship will be held at Alberding on April 10

The first AAU-sanctioned New York State Folkstyle Wrestling Championship for wrestlers age 6 and older will held Saturday, April 10, in Alberding Fieldhouse.

The daylong co-ed tournament begins at 8 a.m. Concurrent matches will be held on eight mats with a dozen referees. Registration and weigh-ins will take place at Teagle Hall on Friday evening, April 9. Telephone registrations will be accepted at 255-4165, 533-7251 or 539-6561. Admission for the day is \$3 for adults and \$1 for children under 12.

Some 600 wrestlers statewide are expected to compete.

"The tournament is an attempt to give the kids of New York a chance to be proud of their accomplishments and of their state," said John Galbraith, a volunteer coach for the Ithaca Area Wrestling Club and one of the tournament organizers.

Folkstyle wrestling differs from Greco-Roman and freestyle wrestling, and is the primary style for elementary-school-age, high school and collegiate wrestlers. New York already has championships in freestyle and Greco-Roman wrestling and a championship in folkstyle wrestling for high school and collegiate wrestlers. But this will be the first folkstyle tournament to include elementary and non-varsity, middle-school-age wrestlers, Galbraith said.

CORNELL
Teaching

Mitsis, professor of classics, are also currently receiving Mellon support.

Between 1987 and 1990, the awards went to Martin Bernal, professor of government; Walter Cohen, professor of comparative literature; and Robert Frank, the Goldwin Smith Professor of Economics, Ethics and Public Policy.

"The Mellon program is useful because most faculty don't have the time to develop new courses during the academic year, and, in the summer, they are busy with scholarly or laboratory research," said Elizabeth Adkins-Regan, associate dean of the Arts College and professor of psychology and of neurobiology and behavior.

The program helps make time and money available by reducing the faculty members' teaching load, freeing them from most departmental responsibilities and providing them some research support for new course development.

To be considered for the awards, faculty submit their applications to the dean's office in the College of Arts and Sciences, where selection is made on the basis of their record as teachers, their concern for undergraduates and their proposals for new courses.

And, while the Mellon Foundation is primarily interested in the humanities, several of the awards have been granted to scientists, like Meinwald, who are interested in developing courses of interest to humanities students.

"Students who take The Language of Chemistry may

Dancer seeks cure for HIV in a ritual performance

By Carole Stone

Ramona and the Wolfgang Work for a Cure, a ritual-dance performed at the annual faculty-student dance concert in March, is dancer-choreographer Jim Self's first direct, public expression of the fact that he is HIV-positive.

"Last year I did not go to the heart of it," the 39-year-old lecturer said of his piece in Dance Concert '92, *I Dream of Genealogy . . . and Jesus*, which opened with him lying on a funeral bier, above the stage, imagining his death. "Now I am being more direct," he added.

Ramona celebrates sexual energy as a life-sustaining force — not just metaphorically but for the way it can bolster the immune system against AIDS and other illnesses.

Self has known that he is HIV-positive for five years — and he said he may have contracted the virus 11 or 12 years ago — but he has no symptoms of illness, and he believes this is due, in part, to the approach he takes to his healing.

Sanctifying the space

Ramona, which opened in another, earlier version in New York City in January, begins with Self, who is the son of a lay Methodist preacher and the grandson of a preacher, walking around on stage to "sanctify" the space.

While other dancers perform, he undresses and finger paints his legs, torso and face. He puts on a long, jet-black wig. And in his walk and his gestures he takes on the character of Ramona, whom he describes as "a bitch-goddess of the universe, a she-wolf goddess," and his protector.

Ramona is Self's champion in his fight against AIDS.

"Ramona enters my body. . . . She goes everywhere the virus has been. . . . She keeps it quiet, or she eats it," Self says in a pre-recorded monologue during the performance, speaking in a gentle voice with an Alabama accent.

Ramona dances several duets — with a man who mounts her and causes her to howl; with a woman, who helps deliver a child; and with a character in red draping who looks like Red Riding Hood — characters danced by Cornell theater faculty and students.

After this extended introduction to the char-

acter of Ramona, Self's voice, on tape again, invites the audience to go backstage to witness a purification ritual in "Ramona's Cave of Healing."

Standing in the center of a circle of "initiates," some clothed and some naked, Self removes Ramona's wig and steps into a basin to be washed. The dancers pair off in homosexual and heterosexual couples and perform erotic duets, touching, caressing and supporting each other.

In the climactic scene, Self while wearing a shaman's pelt, dances a frenetic, sexual dance to the beat of hand-held drums and accompanied by a couple of dancers who fan him with large red cloths, as though he were a fire.

Ramona is an unusual production for a college stage, or any stage. So what is it about?

In an interview before Dance Concert '93 opened, Self said, "Healing rituals and shamanic rites belong to the realm of dance. I am not a therapist or a sex worker. I am a choreographer. So I deal with the health crisis in the way I know how.

"This is what choreographers have always done. In ancient Greece, in the mystery cults, there was always a priest or a choreographer or someone to orchestrate things. All over the world, the major form of healing has been through dance," he said.

Will not take AZT

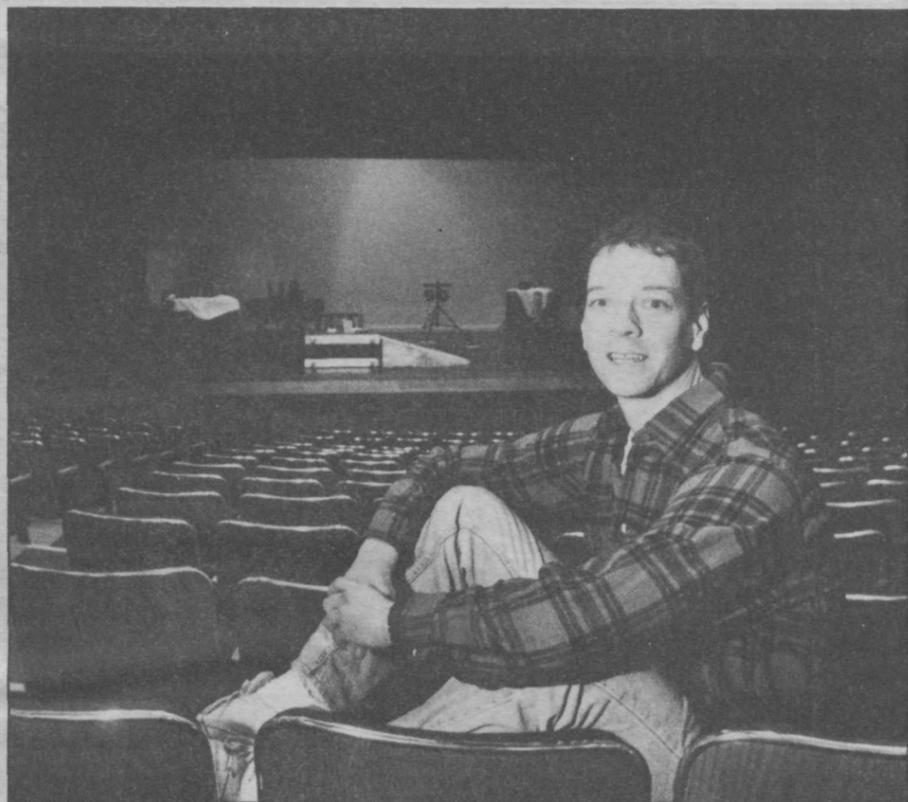
The major form of healing for AIDS today is AZT, an anti-viral drug, which Self said he will not touch.

"I have seen too many friends go right downhill as soon as they started on AZT," he said. He does not take prophylactic drugs to prevent pneumocystis carinii pneumonia, an opportunistic infection, which many doctors also prescribe for HIV-positive patients.

"I'm not advocating that other people do this this way, but this is my way," he said, adding that there might come a time when he would begin drug therapy but that for now he feels better off without it.

He avoids toxic drugs, prescription or otherwise, and concentrates instead on other factors that can affect the immune system — nutrition, exercise, rest, avoidance of stress and psychological well-being, including a healthy attitude about sexuality.

"There are so many things you can do —



Peter Morenus/University Photography

"All over the world, the major form of healing has been through dance," says lecturer Jim Self, choreographer of a dance piece to bolster the immune system against HIV.

healing rituals, empowerment workshops, healing circles and erotic workshops — to get rid of shame and guilt and fear of sex," he said.

"The more you confront the issues of AIDS and HIV and sexuality, the less you are in denial and the more energy you can release into the immune system to fight off viral infections," he added.

"Even speaking out is healthy, because it takes stress off," he said. "To be well is to share in what is going on and to be able to say, 'Yes, I am HIV-positive, and I feel well, and I intend to go on doing what I am as long as I can.'"

Critical response

Critical response to *Ramona* has been mixed. Reviewers for *The New York Times* and *The Village Voice* found the piece disconcerting and were confused by it as both theater and ritual.

Deborah Jowitt, writing in the *Voice*, praised the opening but then said, "What he [Self] turns into is neither as subtle nor as believable

as the opening prepared me for. This is no Wolf Goddess of stature, but a campy Halloween imitation. . . ."

Self thinks that his critics focused too much attention on the piece's campy imagery and paid scant attention to the larger issues of life, death and sexuality.

"I say this year the dance critics are all complaining about *Sanctuary* [the piece performed in New York], but next year everyone will be doing pieces like that," Self said.

Also in answer to his critics he said he thinks it is fun to be campy — even in the face of disease and death.

"They said I was in bad taste to be trashy. Well, I have to admit that I do enjoy the bad taste. And who says that to be serious you must have only sacred music and you can't have Broadway music?"

"The way I want to live is with humor and with campiness and with bitchiness and with indulgence, eroticism, scariness, political correctness and trashy political wrongness."

Staff, students and residents to perform with dance company

By Carole Stone

In a dance studio at the Center for Theatre Arts, Lori Brungard, a principal dancer with *Historias*, the dance-theater production that opens tomorrow night, April 2, reached up and grabbed air as if it were a fistful of sugar cane. With her other hand, she hacked at the imaginary stalks, fingers flat like a knife: chop, chop, rest . . . chop, chop, chop, rest.



Peter Morenus/University Photography

Jackie Henkel

A dozen amateur dancers, dressed in an assortment of tights, sweat pants and athletic jerseys, followed her lead, chopping down a whole roomful of cane before Brungard called them to stop.

"The work mode is about stopped action, movements that come to an abrupt stop, like this," Brungard said, slicing the air in front of her face and holding her hand still where it stopped.

"Hold onto that stopped action a millisecond longer, and you'll get the effect," she told the dancers — Cornell students, employees and area residents who had successfully auditioned for parts in *Historias*.

"And remember, when you do this, we don't want that extra performance sparkle," she said, smiling, folding her arms over her black, embroidered blouse. "This is, you know, the proletariat. Don't idealize the work gestures too much. Remember you're real people as you do these things."

Historias is a socially conscious artwork, a multimedia dramatic history of Puerto Rico, including the years of colonialism and slavery and the use of the island as a laboratory for birth control technology from the 1950s to the 1970s.

The 90-minute piece is the latest collaboration by the New York City-based husband-and-wife team of choreographer Merian Soto and visual artist Pepon Osorio, who are from Puerto Rico. They premiered *Historias* at Jacob's Pillow Dance Festival in Massachusetts in July and have performed it in New York City, Boston and Los Angeles.

Soto designed *Historias* to tour and to include guest performers such as the Cornell students and others who have rehearsed nightly for the past two weeks.

"There are six of us in the company, and we can't look like a mass of workers on stage. We need more people," said Brungard. "Also, it's

a great way of getting to know people in whatever city we perform."

Because *Historias* is concerned with racism and cultural identity in Puerto Rico, Latinos and African-Americans from the Cornell and Ithaca communities were encouraged to audition.

Trying out

Jackie Henkel, who has had no formal dance training and only this semester enrolled in her first modern dance class, tried out at the suggestion of her dance teacher. A 30-year-old administrative assistant with the John S. Knight Writing Program in the College of Arts and Sciences and the mother of two small children, Henkel, whose full name is Jacaranda Moctezuma Henkel, did not think she

'All my family and friends are excited. Even my baby sitters are asking when it is so they can see it. I never dreamed of being in something as big as this.'

— Jackie Henkel

had a chance. Raised in northern Mexico, she did plenty of folk dancing in elementary school, she said, but she never has performed on stage.

"All my family and friends are excited," she said. "Even my baby sitters are asking when it is so they can see it. I never dreamed of being in something as big as this."

Mariela Smith, a Cornell undergraduate, has taken dance lessons since she was 3 years old and learned modern and African dancing, ballet and tap. Half Puerto Rican and half Panamanian, the daughter of a musician, she is also interested in early Puerto Rican music.

Homero Del Pino, an undergraduate ma-

joring in philosophy whose traditional Ecuadorian family hopes he will be a lawyer but who would like to become an actor, frequents dance clubs in New York City and dances salsa and merengue at parties. He has never been in a theatrical production before, either.

Social issues

For Henkel, one of the social issues raised in *Historias* that interested her and that she relates to as a Mexican-born woman is "the way people experience the machismo thing of men over women."

"It seems that Puerto Rico is like the culture at home where women stay at home and labor in the home and the men go out and bring in the money. My own sister cannot work because her husband won't let her."

Henkel said her father did not give her freedom until she entered the U.S. Army. After her family moved to the United States in 1979, she joined the Army, serving as a mechanic in Schweinfurt, Germany, for three years.

One section of *Historias* deals directly with women's issues, especially birth control, and includes the participation of women guest performers. It is followed by a section that the company calls the "breast feeding" part.

In this final section, pairs of dancers hold each other like a mother and child, one kneeling on the ground, the other cradled in the mother-dancer's arms. They rock gently back and forth, nuzzling each other, and through a sequence of movements they lay down on the floor, with the child-dancer curled against the mother-dancer's belly.

Historias will be performed Friday, April 2, and Saturday, April 3, at 8 p.m. in the Center for Theatre Arts. Tickets are \$10 general admission, \$8 for students and senior citizens, and they are available at the Center for Theatre Arts Box Office on weekday afternoons or by calling 254-ARTS.

COMMENTARIES

Let the best be for your friend . . .

Editor's note: The following is based on a Sage Chapel sermon delivered by Susan H. Murphy, dean of admissions and financial aid, on Feb. 28.

By Susan H. Murphy

As I think about my days at Cornell as a student some 20 years ago, as an alumna and as a member of the staff these past 15 years, what I think of most are the friends I made during each of those experiences.

Most of us who pass through these ivy halls would say that friendship dominates our lives as Cornellians. For while we enroll so that we might grow intellectually and stretch our capabilities to levels we never thought possible, what stays with us more than any concept mastered or information obtained are friends we make and changes we experience because of them, be they fellow students, faculty, coaches or others.

Friends are a chosen few who become basic to our survival, for they support us, allow us to learn more about ourselves, and share themselves with us without question. We often find ourselves exploring the world in new and invigorating ways, beyond what we thought possible, thanks to our friends.

Nourishment and cultivation

It has been said that no distance of place or lapse of time can lessen the friendship of those who are thoroughly persuaded of each other's worth. While that may be true in the idealized notion of friendship, I would suggest to you that without nourishment and cultivation, friendships can whither away and die.

How many of us have thought about a dear friend of long ago from whom we just seemed to fade apart? Why is that? In the peripatetic life we lead, at a pace that exhausts the most energetic among us, we struggle to find time for those important human connections.

And yet if we believe, as Emerson said, that "a friend may well be reckoned the masterpiece of nature," we have an obligation not to let that masterpiece fade away. Without the



Susan Murphy

conscious decision to translate our frequent thoughts of our friends into some semi-regular action, the true bonds of friendship will weaken.

Yet it is not enough just to cultivate friendship, as important as that is. One must also celebrate it with a ceremony or festivity.

Humans have a tradition of marking critical life events with public celebrations. Many of these celebrations signify times of change or growth in our lives and give us the opportunity to tell those whom we love, "Join me in this occasion; acknowledge with me the significance of this event in my life, and in so doing, let it be a part of your life as well. Mark this moment forever in your memory so we can share this remembrance together as we grow old."

Given all these reasons for celebration, isn't friendship worthy of such attention? I happen to think that it is, and in fact, have been blessed with the opportunity for such on an annual basis when my closest friends from Cornell and their spouses and children join my husband, his daughter and our son-in-law, and me for a week's vacation every June. We often think of holidays as a time to be with our families — and indeed they are. But so are they a time to remember our friends. Maybe we should designate a special occasion, or time of the year, to share just with our friends as a way of acknowledging the unique role they play in each of our lives.

Many friends become so without our even making a conscious effort. We grew up together as neighbors or had daily contact in classes and the lunchroom. Yet many others exist as friends because we make a conscious effort to choose them to be our friend, and we are chosen as well.

College days

My really close friends from my college days were the women with whom I lived for three years. It is with those folks with whom I stayed up all night debating the existence of God as I was struggling to write a paper on Pascal; or arguing over the appropriate group rules that would balance our individual freedoms with the responsibilities of us all to function as a group; or wondering if the war in Vietnam would ever come to an end, and praying it would before our male friends lost their lives; or trying to figure out how the killings at Kent State could possibly have happened and wondering if Cornell would face the same threat.

Those kinds of conversations are so fundamental to the development of one's own thinking and beliefs, the very essence of one's being, that anyone who shares in that process is bonded together forever.

Perhaps that is why so many of us find some of our closest friends among those we made in college, because rarely will that time for extended exploration and constant reinforcement be so readily available.

But we must continue to reach out and make new friends. One special place to do so is within our own family. For while we inherit our family without asking, we can choose our friends, and what sustenance there is to have a special friendship with those to whom we are related!

Another place we find our friends is with our partners in life. When I was married six years ago, the Rev. John A. Taylor concluded our service by saying that he hoped we might know great love and enduring friendship in our lives together. How right he was in identifying the two necessary ingredients for our life partnership to last — for the passion and devotion of love alone are insufficient without the patience and trust and mutual respect and enjoyment of friendship.

A friend to yourself

And finally, let me suggest that you seek friendship with yourself. We must have the comfort with our values and beliefs, a trust in our own self-worth and a respect for who we are and what we can accomplish if we seek those attributes in others.

Find ways to continue to nourish and cultivate that special relationship. Think creatively about how to celebrate it. Look to your colleagues and classmates, your family and your partners, and to yourself, to find that special treasure and discover ways to put that special feeling into

Perhaps that is why so many of us find some of our closest friends among those we made in college, because rarely will that time for extended exploration and constant reinforcement be so readily available.

words.

Finally, remember the concluding words of *The Prophet*:

"And let the best be for your friend.

"If he must know the ebb of our tide, let him know its flood also.

"For what is your friend that you should seek him with hours to kill?

"Seek him always with hours to live.

"For it is his to fill you need, but not your emptiness.

"And in the sweetness of friendship let there be laughter, and sharing of pleasures.

"For in the dew of little things the heart finds its morning and is refreshed."

Women's Studies board condemns rape in former Yugoslavia

To the editor:

We, members of the Women's Studies Program, are appalled by recent events in Bosnia-Herzegovina. The sadistic and systematic detention and rape of women and children can hardly be imagined. As reported in the *New York Times* (Jan. 9), there is sufficient evidence to conclude that thousands of women in these regions have been raped. A special European Community panel put the number of raped Muslim women at 20,000, while other estimates give figures as high as 50,000.

While exact numbers are controversial, there is no doubt that thousands of women have faced widespread violence, rape, forced impregnation and blatant attempts to humiliate them. The European Community panel found strong evidence that many women, and more particularly children,

may have died during and after rape. Although there is evidence that atrocities have been perpetrated by all sides of the conflict in the former Yugoslavia, the panel particularly noted "systematic tactics to inflict humiliation on the Muslims of Bosnia" and the *New York Times* article points out that "Muslim women undoubtedly form the vast majority of rape victims."

Must not be tolerated

Rape and violence against women and children must not be tolerated under any circumstances or for any military purposes. We call for national and international measures to stop this devastating "pattern of systematic demoralizing and terrorizing communities" and "ethnic cleansing." We urge policy-makers in the United States and other countries and in the United Nations to move immediately to end the

war and to take action against all war crimes, including psychological and physical violence against women. We specifically urge the United States government to take the following actions:

- Ensure that U.N. Resolution 770, authorizing the use of all measures to deliver humanitarian relief wherever it is needed in Bosnia-Herzegovina, is fully implemented.

- Implement the emergency provisions of the Refugee Act of 1989 to admit Bosnian refugees to the United States.

- Support the newly formed international tribunal on war crimes and assist in the prosecution of war crimes, including rape and forced impregnation of women.

Executive Board
Women's Studies Program

Cornell helps improve school-age child care statewide

By Susan Lang

Cornell experts have provided in-service education for more than 400 people statewide involved in school-age child care. The experience helps improve the quality of programs through age-appropriate activities, nutritional snacks, discipline, safety and security.

While preschool child-care programs are relatively common, programs for older children are much rarer, but becoming increasingly numerous now that more than half of mothers with school-age children under age 13 work full time. To improve after- or before-school child-care programs, Cooperative Extension has developed in-service education modules and conducted more than two dozen training sessions with school-age child-care program directors or their designees throughout New York.

Using Extension's effective "train-the-trainer" model, Extension faculty, specialists and agents teach participants how to incorporate knowledge about child development and behavior, nutrition, guidance and discipline, health and safety, parent involvement, program management, child abuse and maltreatment prevention, drug abuse, stress management, and working with children with special needs into the child-care programs. One set of training modules focuses on programs for 5- to 8-year-olds and the other set for 9- to 13-year-olds.

"The program directors take information back to their own programs and tailor it to the learning styles and particular needs of their employees," said Carol Anderson, associate director of Cooperative Extension and program co-director of School-Age Child Care Staff Development. "It's a successful teaching model

that Extension uses in many contexts."

The New York State Council on Children and Families estimates that from one-quarter to one-third of the state's children under age 13 need supplemental care before or after school. As this need for school-age child care has grown, New York began requiring in 1991 that all school-age child-care programs register with the Department of Social Services (DSS) and that program personnel attend 15 hours of training during the first year of registration and every two years thereafter. DSS has contracted with Cornell Cooperative Extension to offer those in-service education workshops.

A 90-day follow-up survey of the workshop participants indicated that they were applying the information they learned, such as modifying discipline techniques, helping children learn problem-solving and negotiation

skills, planning to use community resources, involving parents more, and offering nutritious snacks as a result of the workshops.

"We are gratified to be able to offer developmentally based materials that create a ripple effect throughout the state in the form of improved programs for children," said Polly Spedding, the program's child care specialist.

"These modules help school-age programs provide flexibly structured, safe environments in which the youngsters can have fun, interact socially and expand their intellectual abilities. These high-quality programs provide an important and viable alternative to children being home alone before and after school," Spedding said.

The course materials are available for purchase; the first manual, *Training Child Care Staff to Work With 5 to 9 Year Olds*, outlines materials for 20 workshops.

CALENDAR

continued from page 12

will be in from Nashville. 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

On April 3, folksinger Colleen Kattau, with David Pandori on drums, will play original, progressive folk music at a special concert to benefit CUSLAR. 8 p.m., Commons Coffeehouse, Anabel Taylor Hall, \$4-7 sliding scale donation.

READINGS

English Department

Lucy Tapahonso, a poet, essayist and fiction writer, will read from her works April 1 at 4:30 p.m. in 115 Rockefeller Hall. She is an assistant professor at the University of Kansas and is the author of four books of prose and poetry.

RELIGION

Sage Chapel

Roger Badham of University Ministries will give the sermon Palm Sunday, April 4, 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 with and among the major faith traditions.

African-American

Sundays, 5:30 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.

On Monday, April 5, a Lenten Penance service will be held at 7 p.m. in the Anabel Taylor Chapel. Holy Thursday Mass, April 8, will be held at 7:30 p.m. in the ATH Auditorium.

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.

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.

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

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

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

"Experiments in Sustainable Agriculture in the Alti Plano (Lake Titikaka) of Bolivia," Alan Kolata, University of Chicago, co-sponsored by soil, crop & atmospheric sciences, April 2, 3:30 p.m., 215 McGraw Hall.

Applied Mathematics

"Wavelets and the Search for Good Filters," Gilbert Strang, MIT, April 2, 4 p.m., 456 Theory Center.

Astronomy & Space Sciences

"From Cores to Stars," Philip Myers, Harvard-Smithsonian Center for Astrophysics, April 1, 4:30 p.m., 105 Space Sciences Building.

"Interstellar Worms and Supershells," Carl Heiles, University of California, Berkeley, April 8, 4:30 p.m., 105 Space Sciences Building.

Biotechnology

A satellite television seminar: "Biotech in Your Backyard," Agricultural Telecommunication Program-USDA, April 2, 2 to 4 p.m., 166 MVR Hall.

Chemical Engineering

"Activated Dissociation at Surfaces: How Many Paths Are There?" Robert Madix, Stanford University, April 6, 3:30 p.m., 165 Olin Hall.

Chemistry

"Structure and Dynamic Behavior of Organolithium Compounds," Gideon Fraenkel, Ohio State University, April 5, 4:40 p.m., 119 Baker.

"A Synthesis of Transition State and Random Matrix Theory for Describing the Probability Distribution of Unimolecular Decay Rates," William Miller, University of California, Berkeley, April 8, 4:40 p.m., 119 Baker.

CISER

"International Markets for Greenhouse Gases," R. Schuler, Center for the Environment, April 1, noon, 4 Warren.

"Modeling Grain Supply Functions Under Climate Change," Z. Li, agricultural economics, April 5, noon, 401 Warren.

Cooperative Extension Forum

"Looking to the Future: An Update From Cornell University's Strategic Planning Initiative Study Group 5: Outreach, Extension and Public Service," Henrik Dullea, vice president for university relations and chair of the Strategic Planning Initiative Study Group 5, April 5, 9 a.m., 401 Warren Hall.

Environmental Toxicology

TBA, Rebecca Efrogmson, graduate student, April 2, 12:20 p.m., 135 Emerson Hall.

Epidemiology

"The Prospective Population Study of Women in Gothenburg, 1968 to 1993," Lauren Lissner, University of Gothenburg, Sweden, April 5, 12:20 p.m., 200 Savage Hall.

Food Science & Technology

"Low Temperature Stability and Ice Recrystallization in Frozen Foods," Douglas Goff, University of Guelph, April 6, 4:30 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"Impacts of Economic Reform on Polish Agricultural Producers," Monica Crispin, extension agent, Tompkins County, April 8, 4 p.m., 404 Plant Science.

Genetics & Development

"The Molecular Genetics of Mammalian Sex Determination," Robin Lovell-Badge, National Institute for Medical Research, London, April 5, 4 p.m., conference room, Biotechnology Building.

Geological Sciences

TBA, Charles Greene, geological sciences, April 1, 4:30 p.m., 1120 Sneek Hall.

"Tectonic Models for the Alleghanian Orogeny," Don Secor, University of South Carolina, April 6, 4:30 p.m., 1120 Sneek Hall.

Immunology

"Use of Immunodeficient Mouse Models to Study Human Lymphatic Filariasis," T.V. Rajan, University of Connecticut, April 2, 12:15 p.m., Boyce Thompson Auditorium.

Industrial & Labor Relations

"Perspectives on NAFTA: The Side Agreements," sponsored by ILR's Work and Environment Initiative, speakers include Robert Hebdon, industrial & labor relations; Duane Chapman, agricultural economics; and Nikos Valance, Fair Trade Campaign, April 1, 3:30 p.m., 215 Ives Hall.

International Studies in Planning

"The Social Dimension of Economic Integration in the Americas," Jose la Luz, Amalgamated Clothing and Textile Workers Union, April 2, 12:15 p.m., 115 Tjaden Hall.

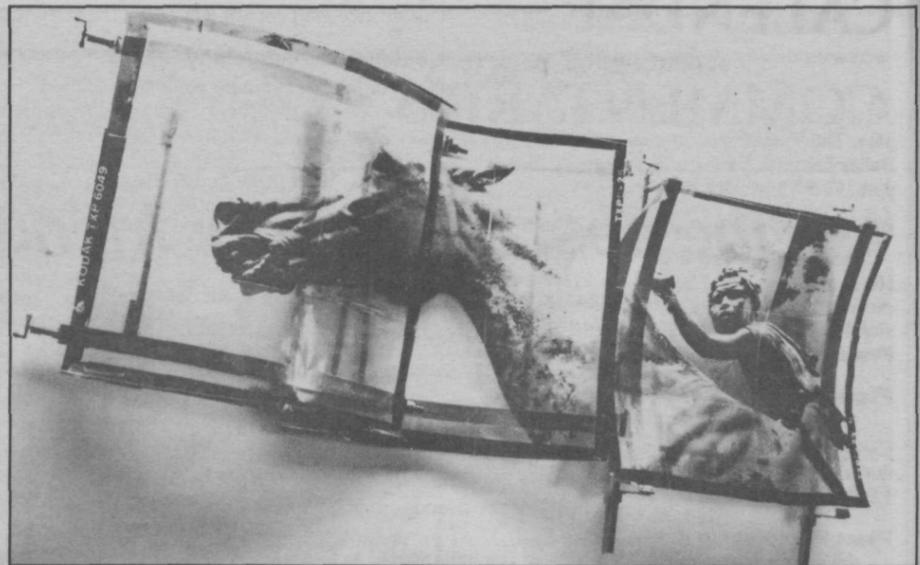
Jugatae

"The Comparative Method and Mating Frequencies in Parasitic Wasps," Mark Ridley, Emory University, April 2, 12:15 p.m., A106 Corson Hall.

"kdr-type Resistance in the German Cockroach," Ke Dong, entomology, April 8, 4 p.m., A106 Corson Hall.

Latin American Studies

"Trends in Mexican State Labor Relations:



"Copper Horse and Rider of Artemision" (1990-92) mixed media by Mike and Doug Starn. From the collection of Joel and Sherry Mallin, Cornell Class of 1955.

Contemporary art from Mallin Collection on display at Johnson beginning April 2

Contemporary art from the Mallin Collection will be on display at the Herbert F. Johnson Museum of Art beginning Friday, April 2.

Among those selected for the exhibition are works by Magdalena Abakanowicz, Jonathan Borofsky, Andres Serrano, the Guerilla Girls, Chuck Close, Judd Fine, and Mike and Doug Starn. The exhibition includes several works by Close, who mixes printmaking, photography and paper making.

Joel and Sherry Mallin are members of Cornell's Class of 1955 and are active members of the Friends of the Johnson Museum.

Their collection presents the art of today in its immediacy and power, from abstract sculpture to photographic constructions, which address a variety of social and political issues — from the nature of religion to the politics of mastectomy.

Frank Robinson, the Richard J. Schwartz Director of the Johnson Museum, will conduct a half-hour tour of the exhibition on April 22 at noon as part of the museum's Box Lunch Tour series. The tour is free and open to the public.

The exhibition will be on display through Sunday, June 13.

Big band jazz festival comes to Barnes Hall

By Carole Stone

The sound of saxophones, trumpets, trombones and drums will fill Barnes Hall on April 3 when jazz ensembles from six high schools and colleges gather for the Cornell Jazz Festival, sponsored by the Department of Music.

The music-making will begin at 1:30 p.m. and is expected to last until 11 p.m. Admission is free and people are welcome to wander in and out of the concert hall during the afternoon and evening.

The bands will play a variety of jazz styles, from swing to contemporary jazz, but basically this is a festival of big band jazz — with lots of saxophones, pianos, trumpets, trombones, bass and percussion.

"We're bringing together a variety of musicians, like you might hear at other Ivy League jazz festivals — except that we did not limit ourselves only to Ivy League bands," said Karlton Hester, a composer and assistant professor of music who directs Cornell's jazz ensembles and organized the festival with stu-

dent musicians.

"The atmosphere will be loose and informal. There won't be any battles of the bands. The festival is more about communing with music than competing with it," he said.

Seven ensembles will play one after another, with 10-minute breaks in between, beginning with the Liverpool High School Band at 1:30 p.m., followed by the Colby College ensemble at 2:30 p.m.; Bucknell University at 3:30 p.m.; and Cornell's Eight o'clock Jazz Ensemble at 4:30 p.m.

After a dinner break between 5:30 and 8 p.m., the Ithaca College Jazz Ensemble will perform at 8 p.m., the University of Pennsylvania band at 9 p.m. and Cornell's Six o'clock Ensemble at 10 p.m.

Hester plays the flute and saxophone and has been directing Cornell's jazz ensembles for the past two years. He also teaches and has taught jazz, jazz history, music theory and composition. For more information about the jazz festival, call Robert Cowie, student president of the Cornell jazz ensembles, at 272-5577.

"What Difference Will NAFTA Make?" Maria Cook, industrial & labor relations, April 6, 12:15 p.m., 153 Uris Hall.

Materials Science & Engineering

"Molecular Dynamics Simulations of MBE with Effects of Ion Cluster Beams," George Gilmer, AT&T Bell Laboratories, April 1, 4:30 p.m., 140 Bard Hall.

Ceramics Afternoon: "NMR of Ceramics," April 2, 2:20 p.m., 140 Bard Hall. Topics and speakers: "NMR Studies of Electronic Materials," David Zax, chemistry; "NMR Studies of Non-Oxide Chalcogenide Glasses," David Lathrop, MIT; "Oxygen Transport in Ceramic Solids: Simulation, Experiment and Theory," Jeff Reimer, University of California at Berkeley; "Novel Synthetic Routes to Forsterite as Characterized by Solid State NMR Spectroscopy," James Duchamp, chemical engineering.

TBA, Bruce Gnade, Texas Instruments, April 8, 4:30 p.m., 140 Bard Hall.

Microbiology

"Do Bacteria Have a Sense of Touch?" Linda McCarter, University of Wisconsin, Madison, April 1, 4 p.m., large conference room, Biotechnology Building.

Natural Resources

"Exotic Intruders to the Great Lakes: Over a Century of Invasions and Successful Introductions," Edward Mills, natural resources, April 1, 3:35 p.m., 304 Fernow Hall.

"Fish Recruitment and Individual Based Models," Edward Rutherford, natural resources, April 8, 3:35 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Peptides and Amines: Coordinating Neuroactive Substances in Insects," Ian Orchard, University of Toronto, April 1, 12:30 p.m., A106 Corson Hall.

"Mechanisms of Social Organization in Honey Bee Colonies: Collective Intelligence Through Self-Organization," Scott Camazine, neurobiology & behavior, April 5, 12:30 p.m., A106 Corson Hall.

"Signal Transduction Regulates Processing of Alzheimer Amyloid Precursor Protein," Sam Gandy, Cornell Medical College, April 8, 12:30 p.m., A106 Corson Hall.

Ornithology

"Euphonias and Mistletoes in Costa Rica: Specialist Seed Dispersers at Work," Sarah Sargent, ecology & systematics, April 5, 7:45 p.m., 159 Sapsucker Woods Road.

Peace Studies Program

"Global Games of Difference: Ethnicity and Nationality in International Context," John Slocum, peace studies, April 1, 12:15 p.m., G-08 Uris Hall.

Pharmacology

"The Photoreceptor-Pigment Epithelial Com-

Continued on page 11

CALENDAR

continued from page 10

plex: The View From the Hill," Gustavo Aguirre, Baker Institute for Animal Health, April 5, 4:30 p.m., G-3 Veterinary Research Tower.

Physiology & Anatomy

"Measurement of Plasma Oxytocin During Human Labor and Its Cellular Mechanism of Action," Steven Thornton, Cambridge University, England, April 6, 4:30 p.m., G-3 Veterinary Research Tower.

Plant Breeding & Biometry

"Using Multiple Types of cms to Increase Cytoplasmic Diversity During Maize Hybrid Production," Julka Vrebalov, plant breeding, April 6, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"The Message in Mitochondria: Nematode Diagnostics and Systematics," T. Powers, University of Nebraska, April 6, 4:30 p.m., 404 Plant Science Building.

"Environmental Stress in Disease Development by *Hypoxyton mammatum* on *Populus tremuloides*," David Griffin, SUNY Environmental Science and Forestry, Syracuse, April 8, 3 p.m., A133 Barton Laboratory, Geneva.

Rural Sociology

"Family and Community Effects on Children's Health in Guatemala," Anne Pebley, Rand Corp., April 9, 3:30 p.m., 32 Warren Hall.

Science & Technology Studies

"Bordercrossing and Bridgebuilding: Intercultural Exchange, Civil Engineering and National Character," Gregory Dreicer, National Building Museum, April 5, 4:30 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences

"Environmental Implications of Incineration of Municipal Solid Waste," Don Lisk, Toxic Chemicals Lab, April 6, 3:30 p.m., 135 Emerson Hall.

Stability, Transition & Turbulence

"Capillary Instability of Liquid Columns: Non-linear Wavenumber Invariance," Paul Steen, chemical engineering, April 6, 12:30 p.m., 178 Theory Center.

Statistics

"Meta-analysis, Dose-Response Levels and ETS Debate," Richard Tweedie, Colorado State University, April 7, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"Cellulose Acetate Chemistry and Products," Kenneth Ehrhardt, Hoechst Celanese, Charlotte, N.C., April 1, 12:20 p.m., 317 MVR Hall.

SYMPOSIUMS

Architecture, Art & Planning

A symposium entitled INVOLVEMENT will be held April 2 and 3 in the Hartell Gallery under Sibley Dome. It is sponsored by the student chapter of the National Organization of Minority Architects and the Minority Organization of Architecture, Art and Planning. The symposium will focus on minority involvement in the professions, education and the community. Registration is not required for the conference, and the public is welcome. For a schedule of events, call students Scott Ruff or Nathan Williams at 273-4418 or 255-3997.

European Studies

A conference, "What's Left? The Left and Nationalism in the Post-Socialist Age," will be held April 2 and 3 in G-08 Uris Hall. Co-sponsors are Deutscher Akademischer Austauschdienst, departments of Government and German Studies and the Council for European Studies.

Graduate History Association

"Uses of Culture in the Writing of History," a conference organized by the Graduate History Association, will be held April 1 through 3. See story on Page 6.

Natural Resources

"Endangered Species: Endangered Future, Preserving Biodiversity for the 21st Century," April 3 and 4 in Ives Hall. Open to the public, the cost is \$10; students and senior citizens, \$5.

SACNAS

The Second Annual Northeastern U.S. Chapter Meeting of the Society for Advancement of Chicanos and Native Americans in Science (SACNAS) will be held April 2 to 4 in 101 Phillips Hall. The conference is open to all members of the Cornell community, and there is no registration fee for students. For registration and program information, contact Professor Carlos Castillo-Chavez, 332 Warren Hall, telephone:

255-5488, fax: 255-4698, e-mail: cc32@postoffice.mail.cornell.edu.

Science & Technology Studies

An interdisciplinary workshop entitled "Between Design and Choice: The Social Shaping of New Reproductive Technologies" will be held April 2 to 4 on the 7th floor of Clark Hall. The workshop will bring together an impressive group of junior and senior scholars who are interested in exploring how recent technological advances related to human reproduction have both shaped and been shaped by our understandings of childbearing, disease and defects, gender roles, and the family.

The workshop will open April 2 at 8 p.m. in 700 Clark Hall with a keynote address by Michael Mulkey of York University entitled "Frankenstein and the Embryos: Science Fiction in the Debate About Embryo Research."

The workshop will continue Saturday and Sunday with activities beginning at 9 a.m. each morning. Topics for Saturday's sessions include: "Gender and Reproductive Technologies" and "Empirical Studies of Reproductive Technologies." Adele Clark will present a keynote address on "Modernity, Postmodernity and Human Reproductive Processes." Discussions on Sunday will focus on the topic of "Social Responses to Reproductive Technologies."

Registration for the workshop is free and open to the public.

THEATER

Department of Theatre Arts

A multimedia dance performance, a conference of Latino authors and a play reading with the playwright in residence make up a weekend of programs focusing on Hispanic culture and the "Nuyorlatino" (New York Latino) Experience, April 2 and 3. Events include:

• **HISTORIAS:** April 2 and 3 at 8 p.m. in the Center for Theatre Arts' Proscenium Theatre. See the Dance listing for more information.

• **Conference:** A conference, "The Nuyorlatino Experience," will be held April 3 from 9 a.m. to 5 p.m. in Lecture Room D, Goldwin Smith Hall. Speakers include: Jaime Manrique, a Colombian narrator and poet; Yolanda Blanco, Nicaraguan poet; Nora Glickman, Argentine translator, dramatist and narrator; Raul Barrientos, Chilean poet; and Olga Elena Mattei, Puerto Rican-Colombian poet. A round-table discussion with the writers and choreographer Merian Soto and playwright Silvio Martinez Palau will begin at 4 p.m.

• **Staged reading:** Silvio Martinez Palau's play, "The English Only Restaurant," will be performed April 4 at 8 p.m. in the Class of '56 Flexible Theatre. It is free and open to the public. It tells the farcical tale of attempts by the proprietor of a Hispanic restaurant in Queens, N.Y., to comply with a new law banning the Spanish language. The playwright will give preliminary remarks, and post-performance comments will be made by Professor Stephanie Vaughn and graduate student Junot Diaz from the creative writing program.

The conference and the reading are sponsored by the Council of the Creative and Performing Arts, the Creative Writing Program, Department of English, Hispanic American Studies Program, Latin American Studies Program, Department of Romance Studies and the Department of Theatre Arts.

• The Roadside Theater, a traveling Appalachian theater troupe, will perform "Leaving Egypt" at the Center for Theatre Arts on April 2 and 3 at 7:30 p.m. Tickets for the show are \$3 for students and seniors, \$5 general admission. In addition to the performances by Roadside Theater, there will be a "Story Swap" by schoolchildren and senior citizens who are participating in the community based arts course taught by Roadside and class members. The story swap will take place April 4 at 1 p.m. at the Center for Theatre Arts. It is free and open to the public.

SPORTS

Home contests in ALL CAPS

Men's Baseball (1-7)

April 1, at Cortland (2), 1 p.m.
April 3, BROWN (2), noon
April 4, YALE (2), noon
April 6, at Le Moyne (2), 2 p.m.

Men's Lightweight Crew

April 3, at Penn (Matthews Cup) w/Harvard

Women's Crew

April 3, at Syracuse (novice only)
April 3-4, at San Diego Classic

Men's Varsity Lacrosse (0-3)

April 3, PENNSYLVANIA, 1 p.m.

Women's Varsity Lacrosse (2-0)

April 3, at Brown, noon
April 4, at New Hampshire, 1 p.m.

Men's Varsity Tennis (7-3)

April 2, at Columbia, 2 p.m.
April 3, at Pennsylvania, noon

Women's Varsity Tennis (2-6)

April 2, COLUMBIA, 2 p.m.
April 3, PENNSYLVANIA, noon



Tim McKinney

Helen Barfield pulls for the wall.

Helen Barfield: A swimming legend in the making

By Bradley Hirst '94

When an athlete holds five school records and still has two more years of eligibility, people start talking about clearing a space in the Cornell Athletic Hall of Fame. They talk about legends, and that is exactly what swimming coach Joe Lucia has in the form of sophomore Helen Barfield.

When asked about what her future goals in swimming are, the Wilmington, N.C., native responds: "I would really like to make it to the NCAA competitions."

Barfield began swimming when her older brother joined a summer swimming league. "I had to do everything he did," she said. The irony is that her brother never continued in swimming, while Barfield moved from summer leagues to junior high to prep school to college.

As a high school swimmer, Barfield led her

Mercersburg (Pa.) Academy team as co-captain her senior year, while earning a letter in each of the three years she attended the school. She was a United States Swimming Association Junior National qualifier her senior year, which gave her confidence that she could continue in the sport after high school.

As a design and environmental analysis major in the College of Human Ecology, Barfield chose Cornell for the opportunity to excel in the pool as well as in the classroom.

"Coach Lucia really made me excited to come to Cornell. In the recruitment process, he wrote letters that were personalized, and it made me feel that I would be taken care of," Barfield says.

Lucia has looked after Barfield, and she seems to be repaying the gratitude with athletic success. The holder of five Big Red swimming records, Barfield looks for only improvement. It

seems that over the course of the next two years, she will be breaking and re-breaking her own records. And that suits her fine.

At the Eastern Swimming Championships Feb. 25-27, Barfield took second place in three events and qualified for the U.S. Swimming Association Senior Nationals that are being held in Nashville, Tenn.

Last season, as a freshman, Barfield was named the team's most valuable swimmer as well as being named to the *Cornell Daily Sun's* top 10 outstanding athletes. "This individual success is great," she says, "but I really want the team to be able to do as well."

"Our team has a really strong team atmosphere and we are all really close," Barfield says. "Our program has been consistently building and, with that continued success, I think that Cornell is going to be on its way to building a powerhouse."

MISC.

ACSW Meetings

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

Christian Science Monitor Resource Files

The *Christian Science Monitor* Resource Files will be in the Willard Straight Hall lobby today, April 1, from 10 a.m. to 4 p.m. with free up-to-the-minute articles on more than 150 topics to assist in research and study. Free current copies of the *Monitor* will be available.

Latin American Studies Program

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

Statler Hotel

Bistro Nights on the Terrace feature dinners prepared by students in one of the Hotel School's required classes, Restaurant Management. Dinners are served from 5:45 to 8 p.m., and reservations may be made by calling 257-2500. Upcoming themes include: April 6, Mardi Gras - A Cajun Celebration, and April 7, History of the World.

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.

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.

April 4: 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.

Jitterbug Club

The Jitterbug Club is holding two workshops, Survival Waltzing on April 1 and Slow Blues Dance on April 8, at 7:15 p.m., 209 N. Aurora St. The workshops are taught by Bill Borgida and Cindy Overstreet. Fee. No partner needed. Call 273-0126 for information.

Theatre Arts

HISTORIAS, an acclaimed Latino dance company, will tell Puerto Rican history in story and dance when choreographer and dancer Merian Soto and set designer Pepon Osorio bring their latest collaboration to the Center for Theatre Arts Friday and Saturday, April 2 and 3, at 8 p.m. Ithaca residents and Cornell students will be among the dancers and other performers in the piece. Tickets are \$8 and \$10 and are available at the box office.

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.

- "Nine is a Four Letter Word," a print exhibition displaying the works of five contemporary printmakers, is on view through April 25. The posters mix the traditional technology of wood type and engraving with the most contemporary artistic ideas and attitudes.

- "Art Nouveau Posters" is on display through June 13.

- "Photogenics," through June 27.

- "Chemistry Imagined," through June 13.

- "Up Close: Contemporary Art From the Mallin Collection" will run from April 2 through June 13.

- **Box Lunch Tours:** Today, April 1, Susette Newberry, graduate student and exhibition curator, will provide a gallery talk on the "Photogenics" exhibition. On April 8, LizAnn Rogovoy, a student docent, will lead a thematic tour entitled "Looking at Nature," which will examine works in the permanent collection.

- **Workshops:** A six-week oil painting class for adults will be held on consecutive Sundays beginning April 18 from 1:30 to 4 p.m. Adults of all levels of experience are encouraged to enroll. A fee of \$70 for museum members and \$78 for non-members will be charged. Pre-registration is requested by April 9, and places are limited. For information and to register, call the Office of Community Education at 255-6464.

- "Ceramics for Children," a two-part program, will be offered April 17 and 24 from 10 a.m. to noon for ages 8 and 9, and from 1 to 3 p.m. for ages 10 and 11. A fee of \$14 for members and \$15 for non-members will be charged. Please register by April 9 by calling 255-6464.

Martha Van Rensselaer Hall

An exhibit of contemporary batiks from Malaysia is on view through April 9 in the first floor gallery of MVR Hall. The public is invited to a reception for the artist April 7 from noon to 1 p.m. in the gallery and to a demonstration by the artist April 8 from 2 to 4 p.m. in 234 MVR Hall.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$4.50 (\$4 for students) EXCEPT Monday Night Film Club (9:30 p.m.), \$3 for all; Thursdays, \$3.50 for all; Saturday 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, 4/1

"Candyman" (1992), directed by Bernard Rose, with Virginia Madsen and Vanessa Williams, 7 p.m.

"Malcolm X" (1992), directed by Spike Lee, with Denzel Washington and Angela Bassett, 9:10 p.m.

Friday, 4/2

"Malcolm X" (1972), directed by M. Worth and A. Perl, 7:15 p.m.

"Koyaanisqatsi" (1985), directed by Godfrey Reggio, 7:30 p.m., Uris.

"Candyman," 9:45 p.m. and midnight, Uris.

"The Lover" (1992), directed by Jean Jacques Annaud, with Jane March, Tony Leung and Jeanne Moreau, 10 p.m.

Saturday, 4/3

Malcolm X on Film, with a panel discussion featuring James Turner, Gerald O'Grady, Micere Mugo and Scott Brown. Includes "Malcolm X Speaks" (1970), directed by Gil Noble, and "Malcolm X: The Struggle for Freedom" (1966), directed by Lebert Bethune, 2 p.m., free.

"Visions of Light" (1992), directed by Arnold Glassman, with Nastor Almendios and Todd McCarthy, 7:15 p.m.

"Malcolm X" (1992), 7:15 p.m., Uris.

"The Lover," 9:30 p.m.

"Koyaanisqatsi," 11:15 p.m., Uris.

"Candyman," midnight.

Sunday, 4/4

"George Kuchar Diaries" (1980-1990), nine titles directed by George Kuchar, Expanding Cin-

ema, 2 p.m., Johnson Museum, free.

"Malcolm X" (1992), 4 and 8 p.m.

Monday, 4/5

"Visions of Light," 7:25 p.m.

"A Woman Is a Woman" (1961), directed by Jean-Luc Godard, with Anna Karina and Jean-Paul Belmondo, 9:30 p.m.

Tuesday, 4/6

"The Opium Warlords," 75 min., Southeast Asia Film Series, 4:30 p.m., Kahin Center, 640 Stewart Ave., free.

"Laibach: Victory Under the Sun" (1968), directed by Goran Gajic, introduced by Professor David Stark, 8 p.m.

"Aladdin" (1992), directed by John Musker and Roger Clements, animation, 10 p.m.

Wednesday, 4/7

"Together Alone" (1991), directed by P.J. Castellaneta, with Todd Sites and Terry Curry, 7:50 p.m.

"Vera" (1987), directed by Sergio Toledo, presented by CUSLAR, 8 p.m., Uris, free.

"Aladdin," 10 p.m.

Thursday, 4/8

"Manufacturing Consent: Noam Chomsky and the Media" (1992), directed by Achbar and Wintonick, 7 p.m.

"Aladdin," 10:30 p.m.

LECTURES

AIDS Action Education Committee

"AIDS: The Effect of Public and Professional Attitudes on the Epidemic Response," David Rogers, Cornell Medical College and vice chair of the National Commission on AIDS, April 5, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Center for the Environment

Race, Equity & Environment lecture series: "The Environmental Justice Act," Ben Chavis, Commission for Racial Justice, United Church of Christ, Cleveland, April 6, 4 p.m., Alumni Auditorium, Kennedy Hall.

Biogeochemistry Seminar Series: "The Biosphere as an Increasing Sink for Atmospheric C: Estimates from Increasing N Deposition," David Schindler and Suzanne Bayley, University of Alberta, April 7, 12:15 p.m., G-10 Biotechnology Building.

Classics

Townsend Lectures: "Nothing to do with Katharsis?" Nicole Loraux, Ecole des Hautes Etudes en Sciences Sociales, April 6, 4:30 p.m., 156 Goldwin Smith Hall.

Coalition for Diversity

"Chicanos/Latinos in Science: Successful Pipeline Programs Involving Faculty," Elroy Rodriguez, University of California at Irvine, to be followed by a panel discussion with Peter Bruns, director of the Division of Biological Sciences; Francille Firebaugh, dean of the College of Human Ecology; Russell Osgood, dean of the Law School; Don Randel, dean of the College of Arts and Sciences; and William Streett, dean of the College of Engineering, April 1, 3 p.m., 205 Thurston Hall.

East Asia Program

"Emotional Bonds Between Mothers and Sons in Early Modern China," Ping-chen Hsiung, Academia Sinica, Taipei, April 1, 4:30 p.m., 374 Rockefeller Hall.

"Philosophic Debate in the Tibetan Buddhist Tradition," Daniel Perdue, author of *Debate in Tibetan Buddhism*, April 2, 12:15 p.m., 374 Rockefeller Hall.

"Dealing with Ghosts: Religious Life in Ancient China," Mu-chou Poo, Academia Sinica, Taipei, April 2, 4:30 p.m., 374 Rockefeller Hall.

History of Art

"The Poetic Origins of Italian Renaissance Art," Paul Barolsky, University of Virginia, April 1, 4:30 p.m., 22 Goldwin Smith Hall.

Law School

Irvine Lecture: "The Emergence of a 'Changing Constitution' in American Legal Thought," Morton Horwitz, Harvard Law School, April 1, 4 p.m., MacDonald Moot Court Room, Myron Taylor Hall.

Operations Research & Industrial Engineering

D.R. Fulkerson Lecture Series: "Roughness Penalty Methods: A Unified Approach to Non-parametric Regression Modeling," Bernard Silverman, University of Bath, England, April 1, 4:30 p.m., 165 Olin Hall.

Professors at Large

"Action, Love and Knowledge: The Stages of the Path in Sufism," Seyyed Hossein Nasr, George Washington University and A.D. White Professor at Large, April 1, 4:30 p.m., 122 Rockefeller.

Rare & Manuscript Collections

"The Younger Edda and the Use of *ars poetica* in Iceland During the Middle Ages," Sverrir Tomasson, University of Iceland and visiting curator of the Fiske Icelandic Collection, April 8, 4 p.m., Carl A. Kroch Library Lecture Room.

SACNAS

The Society for the Advancement of Chicanos and Native Americans in Science presents "The Science of Chiles [hot peppers]," Elroy Rodriguez, University of California at Irvine, April 3, 4:30 p.m., 101 Phillips Hall.

Society for the Humanities

"The Razor, the Pistol and the Ideology of Race Etiquette," Martha Banta, UCLA, April 1, 4:30 p.m., Guerlac Room, A.D. White House.

"Queer Performativity: Warhol's Shyness/Warhol's Whiteness," Eve Kosofsky Sedgwick, Duke University, April 2, 4:30 p.m., Goldwin Smith D.

University Lectures

"If Not Now, When? Ending Child Labor in India," Myron Weiner, MIT, April 8, 4:30 p.m., 374 Rockefeller Hall.

MUSIC

Department of Music

- The Cornell Jazz Ensembles have invited other groups from this area to participate in a jazz session in Barnes Hall on April 3 from 1:30 to 5:30 p.m. and from 8 to 11 p.m. For information, see the story on page 10 or call 272-5577.

- "Liederabend" is the title of a free afternoon performance by Cornell faculty and students under the direction of soprano Judith Kellock. The event takes place April 4 at 4 p.m. in Barnes Hall.

- On April 7 at 8:15 p.m. in Barnes Hall, Catherine Labelle, who is currently studying with Jonathan Shames, will give a piano recital featuring compositions by Bach, Beethoven, Prokofiev and Chopin.

Bailey Hall Series

Vladimir Ashkenazy will give a piano recital April 2 at 8:15 p.m. in Bailey Hall. He will play two pieces from *Romeo and Juliet* and the Sonata no. 8, Op. 84, by Sergey Prokofiev, Johannes Brahms' *Two Rhapsodies*, Op. 79, and the Handel Variations, Op. 24. Tickets are on sale at the Lincoln Hall ticket office, 9 a.m. to 1 p.m.

Bound for Glory

April 4: Hunter Moore, an excellent contemporary acoustic guitarist, writer and performer,

Continued on page 10

Malaysian batik show and demonstration at Martha Van

By Susan Lang

A collection of contemporary Malaysian batiks will be on exhibit through April 9 in Martha Van Rensselaer Hall. The highlight of the exhibit will be the artist demonstrating his technique on April 8.

Visiting artist Mohamed Najib Bin Ahmad Dawa has been teaching and practicing this traditional Malaysian art form for more than 15 years. His pieces, which are modern interpretations of traditional batik folk art, have been displayed extensively in Southeast Asia and the United Kingdom.

The batik technique originated in Malaysia and Indonesia thousands of years ago. The method involves painting wax on a fabric to resist dye from adhering, and then painting dye on or overdyeing the entire fabric.

"The level of skill and what Mr. Dawa does with the technique is different from the American batiks we are used to seeing in terms of fineness of detail and control of technique," says Charlotte Jirousek, a textile and costume historian and curator of the Cornell Costume Collection. "His images have a watercolorlike effect because he paints the dyes on with a brush."

The exhibit, comprised of 22 pieces ranging from 45 inches square to wall-sized silk panels depicting intricate abstract patterns based on natural forms, is in the first floor gallery of Martha Van Rensselaer Hall.

The public is invited to a reception for the artist from noon to 1 p.m. on Wednesday, April 7, in the gallery, and to the artist demonstrating his technique to students in Jirousek's course



"Growth of 'Stupas,'" a hand-drawn batik by Mohamed Najib Bin Ahmad Dawa.

titled Visual Studies: Color and Surface Design (TXA 375), on Thursday, April 8, from 2 to 4 p.m. in 234 Martha Van Rensselaer Hall.

The exhibition is sponsored by the Cornell Malaysian Association, the Council of Creative and Performing Arts, the Student Assemblies Finance Committee and the Department of Textiles and Apparel.

WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

Mentoring at Cornell, Part II

A Focus on Just One Small Part of This Very Big Picture

—Nancy J. Doolittle, editor

Editor's Note: This is the second half of a two-part series on the history of Cornell women mentors. The series was done in recognition of Women's History Month, which was in March, and the first half of the series was published last week.

In today's article, some of the women mentors of the first half of the twentieth century are noted, beginning with Martha Van Rensselaer and Flora Rose, and ending with Mary Donlon Alger. I have kept the definition of women mentors simple—"women who worked to help other women in their professional or personal development"—so that it would be broad enough to include alumnae who served as mentors to women beyond Cornell as well as including women staff, administrators, and faculty who became mentors to other women at Cornell. As in last week's article, it will be obvious that there were also men who were mentors to these women and who supported them in their endeavors.

Martha Van Rensselaer (1864-1932) and Flora Rose (1874-1959)

The history of Martha Van Rensselaer and Flora Rose at Cornell is the early history of the College of Home Economics (now the College of Human Ecology). But the groundwork for the study of home economics at Cornell had been laid years before, in the establishment of the Morrill Land-Grant Act of 1862: "In all those land-grant colleges which were co-educational, the recognition came in time that a successful agriculture needs not only fertility of soil, productivity of animals, and the knowledge and skill to achieve these, but also something which shall be of direct benefit in promoting the welfare of the family living on the farm, for in no other business is success bound up so intimately with conditions within the home as it is in farming."¹

A Course for Farmers' Wives

The actual introduction of home economics at Cornell began through the efforts of Liberty Hyde Bailey, who saw the need for a reading course for farmers' wives. He consulted with John Henry and Anne Botsford Comstock in searching for

someone to begin organization of that course. The Comstocks recommended Martha Van Rensselaer.²

Born in Randolph, New York, in Cattaraugus County, Martha Van Rensselaer was educated in the Chamberlain Institute, a highly respected, nonsectarian boarding school that offered teachers' training. Following her graduation, she took summer courses at Chautauqua Institute, and was later appointed as teacher and preceptress at Chamberlain. In 1894, she ran for and won the school commissionership of the western half of her county, a position she held for six years. During this time she visited and inspected the schools in her district, often staying overnight in farmhouses and lecturing at teachers' institutes. According to Caroline M. Percival, these visits impressed Martha Van Rensselaer with two things: "the staunch integrity and solid worth of the farm families; and the meager, often tragic lot of the farmers' wives. . . . She believed in the women, and her desire to help them became her goal through life."³

Therefore, when Liberty Hyde Bailey asked her to come to Cornell—even though she did not have a college degree herself—to begin a reading course for farmers' wives, she accepted. "I felt the lack of some vital element in education which it seemed to me should be included particularly for the benefit of women as homemakers," Martha Van Rensselaer said.⁴

The women welcomed the connection this reading course provided. "I cannot tell you what it means to me to think that somebody cares. My life is made up of men, men, and mud, mud. Send me the bulletins and remember me in your prayers," said one woman.⁵ The first bulletin, *Saving Steps*, was sent out in 1901 and it was an immediate success. It soon was sent not only to farmers' wives in New York State, but to women from villages and cities as well and all across the country.

The series of bulletins eventually enrolled 70,000 wives, many of them grouped in study clubs.⁶ Said Flora Rose, "Cornell University never had any group of persons more interested in it and more grateful to it for benefits shared than this group of farm women."⁷

The first winter course for home economics at Cornell was offered in 1906. Flora Rose, who was working on an advanced degree in nutrition, came to Cornell to teach in the second year of the winter course. Because of Flora Rose's specialized knowledge, Liberty Hyde Bailey asked her if she would serve as co-director with Martha Van Rensselaer in setting up a Department of Home Economics in the College of Agriculture. Flora Rose accepted Liberty Hyde Bailey's offer and "for the next twenty-five years these two women worked together for a common cause—the development of a Department—a School—a College of Home Economics."⁸

The Early Years

During the early years of the department, Martha Van Rensselaer enrolled at Cornell, receiving her A.B. in 1909. Two years later the trustees of the university allowed Martha Van Rensselaer and Flora Rose to assume the title of professor, the first women to officially do so.⁹

"for the next twenty-five years these two women worked together for a common cause"

By 1913, the home economics department had outgrown its quarters, and a new building, later named Comstock Hall, was constructed. In 1914 Martha Van Rensselaer and Flora Rose opened the Forest Home Inn, a tearoom that was "intended as a laboratory and workshop where home economics students at the university could learn restaurant management and operation."¹⁰ It was managed by Mrs. Margaret Fish, who later said of Martha Van Rensselaer: "She encouraged me when I was at a low ebb. She asked me to come to Ithaca to help in the new enterprise, where at first I was merely a dish-washer and general helper-out. What success I have gained in life I owe to Miss Van Rensselaer."¹¹

During World War I, Martha Van Rensselaer became the director of the Home Conservation Division of the United States Food Administration, and Rose became head of food

conservation for New York State. Herbert Hoover, then head of the United States Food Administration, asked Martha Van Rensselaer to accept an invitation from the Belgium government to study the educational needs of its women. For her work there, Martha Van Rensselaer was later decorated by King Albert I with the "Chevalier Order of the Crown."¹²

The College

After the war was over, efforts to establish the School of Home Economics as a New York State College of Home Economics were initiated, but were unsuccessful until Martha Van Rensselaer asked Eleanor Roosevelt to exert her influence in the school's behalf. She did so, and the school became a college in 1925.¹³

The next several years were increasingly busy with travel. For two years Martha Van Rensselaer was chairman of the home economics section of the Association of Land Grant Colleges and Universities. She was also director of the National Women's Farm and Garden Association; director of the New York State Congress of Women Voters; director of the New York League of Women Voters; and state chairman of the Better Homes in America Association. In 1930 she served as assistant director of President Hoover's White House Conference on Child Health and Protection.¹⁴

During Martha Van Rensselaer's travels, Flora Rose continued to direct the workings of the college. By 1928 the College of Home Economics had grown past its capacities, and efforts were made to secure state funding for a new building. Just before the cornerstone for the new building was laid in 1932, Martha Van Rensselaer died. The building was named in her honor.¹⁵

The Annual Report of the College for 1931-32 pays tribute to her: "Martha Van Rensselaer conceived of home economics education as a means by which women's minds could be trained, their capacities released, and their deepest desires satisfied through growth in understanding and direction of their own normal social functioning. . . . She saw always the high place of woman and the family in the life of the State

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and Nation. . . . Martha Van Rensselaer revealed unmistakably the characteristics and qualities which mark greatness; and she established her place securely among the founders of home economics education in America and among the commanding figures in Cornell's history."¹⁶

Flora Rose

Through all these years, Flora Rose had also been a mentor and role model for women. In 1913 Mary Henry had come to the college with a bachelor's degree from Colorado College to study nutrition as a special student. With Flora Rose's support, she then pursued advanced study at Columbia University. She returned to Cornell in 1915, and taught at the College of Home Economics for the next 17 years. Becoming assistant director to Flora Rose when Martha Van Rensselaer died, Mary Henry recommended Sarah Gibson Blanding as the successor to Martha Van Rensselaer's co-directorship of the college in 1941.¹⁷

At Flora Rose's retirement in 1940, Dean Ladd said, "Every year during Farm and Home Week, Miss Rose speaks. . . . I know there are farm women, village women, who come clear across the state just for that one speech by Miss Rose. . . . she brings to them a greater pride in their calling."¹⁸

Sarah Gibson Blanding

Growing up in Lexington, Kentucky, Sarah Gibson Blanding received her A.B. in history and political science from the University of Kentucky, and her master's in 1926 from Columbia University. In 1928 she returned to the University of Kentucky as the dean of women and associate professor of political science. She was elected president of the National Association of Deans of Women in 1931. In 1942 she became the first dean of Cornell's College of Home Economics. Mary Henry became assistant dean.¹⁹

For the next four years, Dean Blanding and Mary Henry guided the college as it responded to the needs of World War II and reached out in new directions. "Under Miss Blanding's leadership during five years filled with the stress of war . . . it had in fact met a challenge to cross not only the orders between its own departments but to spread in wider circles of relationship with other disciplines, other educational institutions, and other organizations 'for the improvement of human welfare.'"²⁰

In the midst of all this activity in programmatic areas, Dean Blanding was appointed to the Joint Army-Navy Committee on Welfare and Recreation, which required monthly trips to Washington, D.C. The only woman member on that committee, Sarah Blanding was "concerned with the counseling and recreation facilities of the women's programs of the WACS, the WAVES, and the Marines,"²¹ and she talked directly with

women in the services to see how these facilities could be improved.

Dean Blanding never lost sight of the individuals she served. " 'She's thoughtful of others—she's not only been good *for* us, but good *to* us. Her concern for individuals is sometimes surprising—you don't expect it from one who carries so much responsibility and has had so many extra duties during the war years,' " said Dorothy DeLany, a member of the faculty and a graduate of the college.²² H.E. Babcock, chairman of the Cornell University Board of Trustees, said Dean Blanding was "distinguished by her ability to work with people and to inspire them to new visions."²³

In 1946 Sarah Blanding accepted the position as the first woman president at Vassar College. In the announcement of Dean Blanding's leaving Cornell, L. R. Simons, director of Cornell's Extension Service, said, "Miss Blanding was an inspiring and gifted leader in home economics education at Cornell, earning the respect, admiration, and affection of students, faculty, and the many thousands of homemakers who know her through visits to the college, activities of the state extension service, and her service on committees furthering the war effort."²⁴

Dorothy Whitney Straight (1887-1968)

Many Cornellians know that Willard Straight Hall is named for Willard Dickerman Straight '01, whose bequest funded the construction of the building. Fewer know that his desires to make Cornell "a more human place" were carried out through the efforts of his widow, who was actively involved in designing the Straight. And fewer still know that, had it not been for the vision of Dorothy Straight, the first major student union on campus might well have been reserved for men students, faculty, and alumni. Though not, strictly speaking, a mentor for Cornell women, Dorothy Whitney Straight worked on behalf of women at Cornell and was certainly a mentor for women beyond the Cornell campus.²⁵

Dorothy Payne Whitney was the daughter of William Collin Whitney, secretary of the Navy in 1887 and a very wealthy man. But her childhood was not an easy one, with her mother dying when she was six years old, and her father when she was seventeen. " 'I found myself not only bereft of him but left in an independent position with a fortune of my own. My two brothers and sister were very much older than I—and it was evident to me that my life was largely my own to make,' " she said.²⁶

Dorothy Whitney's early efforts of service were devoted to helping those in poverty: "I became involved in slum housing, in the work of settlement houses, in relief work, in a study of city schools."²⁷ She then "turned my efforts to helping the Women's Trade Union League, the Women's Suffrage Campaign, the Worker's Education Association, and so forth."²⁸ Notes Carolyn R.

Gould, "Characteristically she failed to acknowledge that she spearheaded these efforts—sharing the leaders' platform at 19 in suffrage work with Carrie Chapman Catt, authorizing and underwriting the study of school health services in many cities, earning the admiration of Jane Addams and Lillian Wald in settlement work and Julia Richman and John Dewey in education, leading and organizing investigations of conditions for such disparate groups as the Women's Trade Union, the Consumer and the Junior Leagues."²⁹

An heiress in New York society, Dorothy Whitney met Willard Straight, who at the age of 30, "had become one of the most powerful men in the Far East."³⁰ By this time, Willard Straight had received his degree in architecture from Cornell, become a member of the Imperial Maritime Customs Service, served as vice consul in Seoul, established the first American consulate in Mukden, and represented a consortium of American bankers interested in railroad and industrial development in China. He and Dorothy were married in Geneva, Switzerland in 1911.³¹

Their shared social concerns led the Straights to found the *New Republic* magazine and the New School for Social Research, and to provide financial support for a magazine named *Asia*. In 1914 Willard Straight donated Schoellkopf Memorial Field House in honor of Henry Schoellkopf '02. Two years later he was elected to Cornell's Board of Trustees.

When World War I broke out, Willard Straight enlisted in the army. He was made a major in 1917 and was sent to France. Meanwhile, Dorothy Straight mobilized women in the war effort. At the age of 38, Willard Straight died in Paris of influenza complicated by pneumonia.

In speaking of her husband's death, Dorothy Straight said, "Had he given me less I should find myself less equipped to meet life without him now. But having given me everything, I can still feel that life is the adventure he revealed . . . the vision and the purpose remain."³² She continued her active social and political work, and involved Eleanor Roosevelt in the Women's Trade Union League. She was the first president of the national Junior League, helped organize the new national League of Women Voters, and was "one of six leaders chosen by a coalition of one hundred women's organizations for the Disarmament Conference in Washington in 1922."³³

In his will, Willard Straight had asked that Dorothy Straight "do such thing or things for Cornell University as she may think most fitting and useful to make the same a more human place."³⁴ As a result of her visit to the campus in 1920, she decided to use his bequest to establish a student union on campus. "Willard Straight saw individual life assuming significance and importance through vital relations with other human beings," she said at the dedication ceremonies of the building in 1925. The student union provided "the possibility of creating such a community—a community which would exist solely for the

purpose of bringing out human relationships."³⁵

From the beginning Dorothy Straight envisioned a student union open to both men and women. But she and Leonard K. Elmhirst '21, then a student at Cornell helping to facilitate her desire to build this student union, encountered strong vocal opposition to opening the building to women by members of the Board of Trustees and the faculty. In the end the architect, Bill Delano, suggested having two entrances, the main one for men, and a second one for women, but with the inside of the building arranged so that women would need to go use spaces near the main entrance: "In time the students of both sexes might find ways of using the building which would make the whole place free for all, except perhaps for the pool room and the barber shop," he noted.³⁶

Dorothy Straight agreed to this design. "It is our hope that Willard Straight Hall may play a part in cementing really great friendships—friendships between men and girls, between faculty and students, between men of all groups, races, and nationalities," she said.³⁷ Not until after World War II, however, did this ideal become a reality.³⁸

Balch, Harkness, Guion, and L'Esperance

There are a number of other Cornell women who served as advocates for women during these early years of the twentieth century, the extent of whose mentoring roles varies.

Janet Jacks Balch (1863-1943)

Like Dorothy Whitney Straight, Janet Jacks Balch's primary contributions to Cornell women were financial. Janet Jacks was a graduate student in English literature and a member of Kappa Kapa Gamma. She later gave the land on which the chapter house stands.

She and her husband, Allan C. Balch, wished to provide "the best possible living conditions" for women students. Their gift to the university resulted in a four-unit dormitory, Balch Halls for Women, that nearly doubled accommodations for women on the Cornell campus.³⁹

Georgia Harkness '12

Georgia Harkness '12 was an ordained Methodist minister and a distinguished religious leader. She wrote over 36 books, including *Women in Church and Society*, in which she "advocated a larger role for women in church leadership."⁴⁰ She was honored by the General Federation of Women's Clubs in 1941 and was elected Churchwoman of the Year in 1958.

Connie Guion '17

Connie Guion received her degree from the Cornell Medical College, and was the first woman in the United States to serve as professor of clinical medicine. She directed the outpatient clinic at the New York Hospital-Cornell Medical Center, and "encouraged other women to enter the field of medicine, believing it

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was the most satisfying profession for those 'who desire it immensely.'⁴¹

Elise Strang L'Esperance (1879-1959)

"A leader in control and prevention of cancer, Elise Strang L'Esperance was the first woman to attain professorial rank at the Cornell University Medical College in New York City. She is remembered as 'a natural leader who could draw loyalty and hard work from all around her.'⁴²

She received her medical degree from the Women's Medical College of New York Infirmary for Women and Children in 1899. Eleven years later she became an assistant in the department of pathology at the Cornell University Medical College. Shortly thereafter she became an instructor, and then assistant professor in 1920. She was named a clinical professor of preventive medicine in 1950.

Dr. L'Esperance and her sister May Strang founded several clinics for the treatment of tumors and the prevention of cancer. Dr. L'Esperance also provided funds for scholarships for women enrolled at the Medical College.⁴³

Mary Donlon Alger (1893-1977)

Mary Donlon Alger, LL.B. '20, was the first woman in New York state to sit on the federal bench, and the first of only two women ever to serve as editor in chief of the *Cornell Law Review*.⁴⁴

During her undergraduate years Mary Donlon served as president of the Women's Self-Government Association at Cornell. She began practicing law in New York City in 1920, and became partner of the law firm of Burke and Burke in 1928. Appointed chairwoman of the New York State Industrial Board in 1944 by Governor Thomas E. Dewey, Mary Donlon was asked to chair the newly created New York State Workmen's Compensation Board the following year. She held that post until 1955, when President Eisenhower appointed her to the United States Customs Court. In recognition of her work, the Mary H. Donlon Lectures in the New York State School of Industrial and Labor Relations were endowed in her honor in 1948 by leaders of business, industry, and labor.

Mary Donlon was an active Cornell alumna, serving as president of the Federation of Cornell Women's Clubs and director of the Cornell Alumni Association. She was a charter member, and later member emerita, of the Law School Advisory Council. She served on the Cornell University Board of Trustees from 1937 to 1966, and as vice chairwoman of the Executive Committee for seventeen years. "In 1961 the university named Mary Donlon Hall, a women's residence, in her honor; and she was made trustee emerita and presidential councillor in 1966."⁴⁵

In 1971 she married Martin J. Alger, a retired vice president of the New York Central Railroad. She endowed several scholarships for women, and in 1974 she established the Mary Donlon Alger Professorship in the College of Arts and Sciences, to be filled by women.

A true mentor to those who knew her, Mary Donlon Alger believed that, "It is the duty of any successful woman to provide a strong pair of shoulders for other women to climb on."⁴⁶ She "made her mark in the world, but also in our lives," said Margaret Hickey, public affairs editor of the Ladies' Home Journal.⁴⁷ In her opening tribute at the Mary Donlon Alger Conference for Trustees and Administrators held at Cornell in 1976, Margaret Hickey said:

She is a down-to-earth, strong-willed leader who fights for her convictions and is not afraid of the noise and clash of ideas. She never forgets private feelings and the hopes and dreams of her friends and colleagues throughout the world. She is on the telephone and at her desk daily, urging upon all of us ways and means to strengthen and to accelerate the influence of women in leadership. . . . Mary has encouraged research, very high scholarship and social involvement and, best of all, has been an exemplar for thousands of men and women here at her alma mater.

Mary Donlon faces reality, and she acts. She is one of the truly great women of our century.⁴⁸

Epilogue

A look ahead to the past twenty years of Cornell history raises more questions about further avenues of inquiry than could possibly be answered in these articles. In the late 1960s and early 70s, Cornell saw a great deal of activity and focus on women's issues. For instance, Professor Jennie T. Farley '54, Ph.D. '70, identifies a "new feminism" in her doctoral thesis, *Women on the March Again: the Rebirth of Feminism in an Academic Community*, which she completed in 1970. In her thesis, Jennie Farley describes a number of different women's organizations and organizations that dealt with concerns of women existing on the Cornell campus in the 60s: the Professional Skills Roster, NOW, Women's Liberation, Women's Coordinating Council, the Black Liberation Front, the Association of Cornell Employees, and the Committee of Concerned Non-academic Employees.⁴⁹ What happened to these groups in the years following Jennie Farley's thesis, and what did they accomplish? Who were their leaders, and were they mentors to Cornell women?

There were also a number of committees and conferences that focussed on women's concerns, and it would be useful to know their "stories," and how their efforts fit within Cornell's recent history, and whether they served mentoring roles.

For instance, in 1969 the Cornell Conference on Women was held,

attracting about 2,000 people. It was organized by Sheila Tobias, assistant to the vice president for academic affairs, and involving undergraduates, graduate students, faculty and administrators, as well as Constance Cook and Kate Millet.⁵⁰

Then the Provost's Advisory Committee on the Status of Women was reorganized in 1972 to include women students and employees as well as faculty. The Board of Trustees also passed a resolution in 1972 to form an ad hoc committee to "study the status of women students, faculty members, and employees at Cornell University and to make appropriate recommendations concerning that status."⁵¹ The result of that charge was a document, "A Commitment to Equality: One Century Later," a report of the Ad Hoc Trustee Committee on the Status of Women, 1974. The committee members included Constance E. Cook, chairwoman, Patricia Carry, Desdemona Jacobs, and Adele Rogers. What roles did these women play at Cornell?

The Women's Studies Program was also formally established in 1972, in the College of Arts and Sciences.⁵² Who were the directors of this program, and in what ways have they been mentors?

And then there was the Mary Donlon Alger Conference for Trustees and Administrators, "Gateways and Barriers for Women in the University Community," sponsored by the Board of Trustees and Cornell, and held in September, 1976. With participants from Barnard, Brown, Dartmouth, Columbia, MIT, Princeton, University of Pennsylvania, Radcliffe, and the SUNY system as well as Cornell, this conference looked at the impact and implications of Affirmative Action on universities, and at the roles of women trustees, alumnae, administrators, and faculty. Cornell speakers included Mary Anne Krupsak, lieutenant governor of New York and Cornell University trustee; Patricia Carry Stewart, Cornell University trustee; Judith T. Younger, professor of law and deputy dean of the Cornell Law School; trustees Charlotte Conable and Helen Berg; June Fessenden-Raden, trustee and vice provost; and Joan Wright, trustee and assistant professor, Community Service Education.⁵³ To what extent were—are—these women mentors in their day-to-day lives?

And there are many women faculty and staff who may not have gained recognition for their involvement in women's concerns *per se*, but who served as mentors within their professions and areas of expertise. For instance, what about all the women who have retired from Cornell and now serve as part of the Cornell Retirees Association? Who are these women, and what are their stories? Or Barbara McClintock '23, A.M. '25, Ph.D. '27 and A. D. White Professor-at-Large, 1965-74, for instance, who won the 1983 Nobel Prize in medicine and physiology, and was inducted into the National Women's Hall of Fame in March of 1986. To what extent was she a mentor to Cornell women?

And then there is the present to explore, as well. . . .

¹Flora Rose, "Forty Years of Home Economics at Cornell University," *A Growing College: Home Economics at Cornell University* (Ithaca: Cornell University, 1969), 5. Flora Rose's article was first printed in the *Fifteenth Annual Report of the New York State College of Home Economics*, 1940, 63-145.

²For the history of Martha Van Rensselaer's early years at Cornell, see Rose, *A Growing College*, 3-104; and Caroline M. Percival, *Martha Van Rensselaer* (Ithaca: Cornell University, 1957).

³Percival, 5.

⁴Quoted in Rose, 19.

⁵Quoted in Rose, 22.

⁶Morris Bishop, *A History of Cornell* (Ithaca: Cornell University Press, 1962), 380.

⁷Rose, 27.

⁸Rose, 26.

⁹Rose, 37.

¹⁰Percival, 12.

¹¹Quoted in Percival, 11.

¹²Percival, 18.

¹³Rose, 65.

¹⁴Percival, 21-22.

¹⁵Rose, 85.

¹⁶Quoted in Rose, 86-87.

¹⁷Esther H. Stocks, "A Second Page," 1940-1965, in *A Growing College: Home Economics at Cornell University* (Ithaca: Cornell University, 1969), 115-16.

¹⁸Stocks, 111.

¹⁹Stocks, 115-17, 128-31.

²⁰Stocks, 202-03.

²¹Stocks, 202.

²²Quoted in Stocks, 203.

²³Stocks, 201.

²⁴Quoted in Stocks, 201.

²⁵There are five critical articles on the Straights and on Willard Straight Hall printed in *Cornell Alumni News*. They are: Leonard Elmhirst '21, "A Place on the Hill," *Cornell Alumni News*, September 1974, vol. 77, no. 2, 27-31 and October 1975, vol. 78, no. 3, 22-27; John Marcham '50, "My Straight," and "Straight Himself," *Cornell Alumni News*, October 1975, vol. 78, no. 3, 15-18; Karolyn R. Gould, "A Modest Benefactor," *Cornell Alumni News*, October 1975, vol. 78, no. 3, 19-22. See also *The Builders of Cornell: A History of Cornell University's Foremost Benefactors* (Ithaca: University Development, Cornell University), 205.

²⁶Quoted in Gould, 19.

²⁷Quoted in Gould, 19.

²⁸Quoted in Gould, 19.

²⁹Gould, 20.

³⁰Marcham, 17.

³¹*Builders of Cornell*, 205.

³²Quoted in Gould, 20.

³³Gould, 20.

³⁴Gould, 21.

³⁵Gould, 22.

³⁶Elmhirst, *Cornell Alumni News*, October 1975, 26.

³⁷Gould, 22.

³⁸Charlotte Williams Conable, *Women at Cornell: The Myth of Equal Education* (Ithaca: Cornell University Press, 1977), 140, notes that it is 1977 before the union is fully integrated.

³⁹*Builders*, 17.

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THE Bulletin Board

Layoff Support Group

UHRS Employment Services is sponsoring a support group for university staff who are on layoff status or who have been informed of impending layoff. Activities will be determined based upon the participants needs, and may include guest speakers on assessing personal and professional options, developing networks inside and outside of Cornell, and other topics relating to re-employment strategies.

The first meeting, scheduled for Thursday, April 22, 5:00-6:30 p.m., in Room 101/Employment Services' Education Room at 20 Thornwood Drive, will be dedicated to discussing participants' needs and developing and defining the scope of the support group.

Please call Esther Smith (4-8367) or Wendy Manzanara (4-8372) to register or for more information.

Kindergarten (Transition to the "Big School")

A Meeting for Parents and Teachers

When: Tuesday April 13, 7:30 p.m. (Social Time: 7:00-7:30 p.m.)

Where: Ithaca Community Childcare Center, 579 Warren Road, 257-0200.

A panel of kindergarten teachers and kindergarten parents. The presentations and discussions will include change and continuity from preschool to kindergarten, appropriate curriculum for 5 year olds, how children may respond to the changes, and how to support your child in the transition. Free and open to the community. Sponsored by the Cornell Early Childhood Program, University Cooperative Nursery School, and Ithaca Community Childcare Center.

Open to the community—bring your friends! Limited childcare available with prior reservation only.

Successfully Employing People with Disabilities

What Managers Need to Know: A Live, Interactive PBS Videoconference Give employers in your community straight answers to their questions about the ADA.

- How to interview and hire a job candidate who has a disability.
- How to make readily achievable changes in buildings and offices to increase accessibility for employees and customers with disabilities.
- How to relate to people with disabilities.
- How to find the right resources . . . and much more!

This interactive conference will take place on April 14, 1993, 1:00-4:00 p.m. (ET) in 105 ILR Conference Center. It will be cosponsored by The ILR Program on Employment and Disability—PJ Partlow and Susanne Bruyère, University Human Resource Services, Faculty/Staff Health Program; Media Services—ILR—Bob Julian, director; and the Office of Equal Opportunity—Joan Fisher, coordinator of disability services, will represent Joycelyn Hart and Valerie Hayes). The program will start at 12:30 p.m. to allow each sponsor to describe their services. The Video Teleconference will run from 1:00-4:00 p.m.

Room 105 ILR Conference Center will be set up to seat about 100 people. Call 255-7727 for reservations for the video conference; there will be no charge for attendance.

Display Children's Art and Help Spread the Word

National Week of the Young Child and National Volunteer Week are being celebrated concurrently April 18 through 24. In recognition of the children in the Cornell community, the University Children's Network is seeking volunteers to display children's art work at various campus locations. By displaying a work of art in your office or area, you are spreading the word that children are an important part of the Cornell community and raising awareness of their needs. Help spread the word and tell a friend about this initiative. You may take as many pieces of art as your unit, department or office is willing to display. Artwork can be obtained at the Work and Family Services office in University Human Resource Services, located in 130 Day Hall. See Cindy Wright or call 255-3649 for more information.

The Advisory Committee on the Status of Women Brown Bag Luncheon Series

The Advisory Committee on the Status of Women presents Dr. Phyllis Moen, director, Life Course Institute, Department of Human Development and Family Studies, *A Life Course Approach to Lives: Cornell Life Course Institute*, Tuesday, April 27, 1993, G01 Biotechnology Building, 12:15 - 1:15 p.m.

QIP Brochure Hotline Telephone Number Correction

By now you should have received the QIP Brochure and cover letter. Please accept our sincere apologies for the misprint in the cover letter regarding the QIP Hotline telephone number.

The correct QIP Hotline number is: 254-2929.

AIDS: The Effect of Public and Professional Attitudes on the Epidemic Response

Dr. David Rogers, vice chair of the National Commission on AIDS, will speak on Monday, April 5, at 4:30 p.m. in the Hollis E. Cornell Auditorium of Goldwin Smith Hall. His talk, "AIDS: The Effect of Public and Professional Attitudes on the Epidemic Response," is free and open to the public. The National Commission on AIDS formerly included Magic Johnson and was appointed by the U.S. Congress and then President Bush to develop a national consensus on AIDS policy.

Dr. Rogers is currently The Walsh McDermott University Professor of Medicine at Cornell University Medical College. He is the chair of the Advisory Council of the AIDS Institute of New York State.

His presentation is being co-sponsored by Cornell AIDS Action, the SAFER Peer Education Program at Gannett Health Center, the Cornell Cooperative Extension Talking with Kids about AIDS Program, and the Student Health Alliance at Cornell (SHAC).

Brown Bag Luncheon for CALS Research and Extension Support Specialists

A Brown Bag Lunch for all research and extension support specialists in the College of Agriculture and Life Sciences will be held on Monday, April 12, from 12:00 noon to 1:00 p.m. in Room 135, Emerson Hall. The purpose of the meeting is to get to know each other, find out what other support specialists in CALS do, and to discuss ways of becoming more actively involved in decisions that concern us in CALS and our departments. For more information, please contact Jody Enck at 5-8192.

Mentoring

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⁴⁰Conable, 96.

⁴¹Conable, 96.

⁴²Builders, 206.

⁴³Builders, 206.

⁴⁴Builders, 10. See also *Gateways and Barriers for Women in the University Community: Proceedings of the Mary Donlon Alger Conference for Trustees and Administrators*, (Ithaca, Office of University Publications, 1977), 9, for biographical background.

⁴⁵Builders, 10.

⁴⁶Gateways, frontispiece.

Empty Nest Support Network

The next meeting of the Empty Nest Support Network is Wednesday, April 7 from 12:00-1:00 p.m. in 163 Day Hall. Come and share your perspective and benefit from others. Bring your lunch; hot refreshments provided.

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.

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

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

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)

⁴⁷Quoted in *Gateways*, 11.

⁴⁸Quoted in *Gateways*, 11.

⁴⁹Jennie Tiffany Towle Farley, *Women on the March Again: The Rebirth of Feminism in an Academic Community*, doctoral thesis (Ithaca: Cornell University, 1970), 140-44.

⁵⁰Sheila Tobias, Ella Kusnetz, Deborah Spitz, ed., *Cornell Conference on Women*, proceedings (Ithaca: Cornell University, 1969).

⁵¹Report of the Ad Hoc Trustee Committee on the Status of Women, *A Commitment of Equality: One Century Later* (Ithaca: Cornell University, 1974).

⁵²Conable, 147.

⁵³*Gateways and Barriers for Women in the University Community*.

Summary Annual Reports of Benefit Plans

The Employee Retirement Income Security Act of 1974 (ERISA) requires that an annual report for each employee benefit plan covered by ERISA be filed with the Internal Revenue Service. In addition, ERISA also requires that summaries of these reports be distributed to plan participants.

The following summaries present all information required and conform with the style and content requirements of the U.S. Department of Labor.

Summary Annual Reports

Given below are the summaries of the annual reports for Cornell University's (EIN 15-0532082) employee benefit plans for the period July 1, 1991 to June 30, 1992, unless otherwise specified. These annual reports have been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Plan No.	Plan Name	Plan Year End
001	Cornell University Retirement Plan for Endowed employees	6/30
003	Tax Deferred Plan	6/30
006	Retirement Plan for Nonexempt Employees of the Endowed Colleges at Ithaca	6/30
501	Cornell Children's Tuition Scholarship Plan	6/30
502	Cornell Health Care Plan for Endowed Employees	6/30
506	Group Life Insurance Plan	6/30
508	Long Term Disability Plan	6/30
513	Air Travel Insurance Plan	2/07

Cornell-Funded Plan

Cornell Children's Tuition Scholarship Plan-Plan No. 501

Basic Financial Statement

Plan expenses were \$4,033,451. These expenses included \$1,574,345 in benefits paid to other institutions for eligible students and \$2,459,106 in benefits paid by internal transfer of funds for eligible students attending Cornell University.

Welfare Insured Plans

Cornell Health Care Plan for Endowed Employees-Plan No. 502

Insurance Information

The plan has a contract with Aetna Life Insurance Company to pay all hospitalization, surgical/medical prescription drug, and major medical claims incurred under the terms of the plan. The plan is self insured. The plan pays the actual claim expenses incurred by participants. In addition, a monthly premium is paid to Aetna for administering the benefits.

For the plan year ending June 30, 1992, the total amount of claims payments \$15,468,223 while the premiums paid to Aetna for administering the benefits were \$1,391,759.

Group Life Insurance Plan - Plan No. 506

Insurance Information

The plan has a contract with the Equitable Life Assurance Society of the United States which pay all death benefits incurred under the terms of the plan. The plan pays the actual claim expenses incurred by participants, up to a "paid claim liability limit," a predetermined cap on the amount of university funded claims. In addition, a monthly premium is paid to Equitable for administering the benefits.

For the plan year ending June 30, 1992, the total amount of claims charge was \$2,173,265 while the premiums paid to Equitable for administering the benefits was \$105,421.

Long Term Disability Plan - Plan No. 508

Insurance Information

The plan, which took effect on July 1, 1990, is operated under a contract with The Equitable Life Assurance Society of the United States to pay certain long term disability claims incurred under the terms of the plan.

Because it is an "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total insurance premiums paid for the plan year ending June 30, 1992 under the "experience-rated" contract was \$937,022. The total of all benefit claims under the "experience-rated" contract during the plan year was \$1,259,049.

Self-Insured Long Term Disability Leave of Absence Plan

This portion of the coverage is the Long Term Disability Plan which was in effect prior to January 1, 1980. Cornell University has committed itself to certain long term disability claims incurred under the terms of this plan.

Basic Financial Information

During the plan year, the plan had total income of \$10,778 from employer contributions.

Plan expenses were \$10,778 in benefits paid to participants. This plan will continue to pay benefits to participants who became eligible for such benefits prior to the adoption of the new Long Term Disability Plan described above.

Air Travel Insurance Plan - Plan No. 513

The summary of the Air Travel Insurance Plan is for the period February 7, 1991 to February 7, 1992.

The plan has a contract with the Continental Casualty Company to pay all air travel death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending February 7, 1992, were \$18,257.

Retirement Plans

Retirement Plan for Faculty and Exempt Employees of the Endowed Colleges (TIAA/CREF) - Plan No. 001

Basic Financial Statement

Benefits under the plan are provided by individually owned, fully vested annuity contracts issued by Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CREF). The total premiums paid on behalf of individual policyholders for the plan year ending June 30, 1992, were \$18,691,691.99.

Tax-Deferred Plan - Plan No. 003

Basic Financial Statement

Benefits under this voluntary plan are provided by individually owned, fully vested annuity contracts issued by Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CREF) UNUM (Union Mutual Life Company), Equitable Life Assurance, Fidelity Group, and Dreyfus Corporation. The total premiums, paid entirely by plan participants, for the plan year ending June 30, 1992, were \$7,196,616.41.

Retirement Plan for Nonexempt Employees of the Endowed Colleges at Ithaca - Plan No. 006

Basic Financial Statement

Benefits under the plan are provided by a trust agreement with Morgan Guaranty Trust. Plan expenses were \$2,052,953 in benefits paid to participants and beneficiaries. A total of 2,423 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$15,755,499 as of the end of the plan year, compared to \$14,934,207 as of the beginning of the plan year. During the plan year, the plan experienced

an increase in its net assets of \$821,292. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of the assets acquired during the year. The plan had total income of \$2,874,275 including employer contributions of \$1,013,632, gains of \$836,838 in the sale of assets, and earnings from investments of \$1,023,775.

Minimum Funding Requirements

The actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA. The plan's actuary is Towers, Perrin, Forester and Crosby of Boston, Massachusetts.

Your Right to Additional Information

You have the right to receive copies of all of the full Annual Reports, or any parts thereof, on request. The items listed below are included in those reports:

1. Insurance information, including sale commissions paid by insurance carriers.
2. An accountant's report.
3. Actuarial information regarding the funding of the Retirement Plan for Nonexempt Employees

To obtain copies of the full Annual Reports, or any parts thereof, write or call Benefit Services, University Human Resource Services, 130 Day Hall, Ithaca, NY 14853 (607)255-7508. The charge to cover copying costs will be \$1.00 for a full Annual Report or .10¢ per page for any parts thereof.

You also have the legally protected right to examine the Annual Reports at the main office of the plan administrator at University Human Resource Services, 130 Day Hall, Ithaca, NY and at the U.S. Department of Labor in Washington, D.C., or to obtain copies from the U.S. Department of Labor upon payment of copying costs. requests to the department should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefits Program, Department of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20216.

If you have any questions regarding any of the information presented in this summary, please contact Benefit Services at 255-6884.

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.

Professional

Book Designer U000 (PA6201)

CU Press-Endowed

Posting Date: 4/1/93

Design 25-30 books per year. Includes interior design, binding design, type specification, and jacket/cover design.

Requirements: B.A. degree or equivalent required. Experience in book design/production is required. Knowledge of Macintosh computers using PageMaker and Freehand. Good knowledge of typefaces (especially text faces) is necessary. Some illustration research and a knowledge of sources for illustrations. Well organized and ability to work under pressure. Knowledge of binding materials. Knowledge of FileMaker Pro would be helpful. Send cover letter and resume to Cynthia Smithbower.

Technical Specialist I (PT6202) Level 36

Theory Center-Endowed

Posting Date: 4/1/93

Provide top-level internal technical support and guidance to other technical staff in designing, developing, installing, debugging, optimizing, documenting, and maintaining highly specialized and complex computing systems software and hardware in support of advanced computing technologies. Develop, distribute, and maintain UNIX software tools. Oversee and perform installation, upgrade and maintenance of UNIX software.

Requirements: Bachelor's degree or equivalent in computer science or a scientific discipline required. Master's degree preferred. 5-7 years related experience. Thorough knowledge of C, UNIX, and FORTRAN. Detailed knowledge of hardware and software used in supercomputing. Experience with IBM UNIX or KSR UNIX strongly preferred. Excellent communications, interpersonal, and organizational skills required. Send cover letter and resume to Sam Weeks.

Programmer/Analyst (PT6203) Level 35

Theory Center-Endowed

Posting Date: 4/1/93

Design, develop, install, debug, optimize, document, and maintain highly specialized and complex computing systems software and hardware in support of advanced computing technologies. Develop, distribute and maintain UNIX software tools. Install, upgrade and maintain UNIX software. Diagnose problems and develop solutions.

Requirements: Bachelor's degree or equivalent in computer science or a scientific discipline required. Master's degree preferred. Knowledge of C programming, UNIX utilities, and system calls essential. 4-6 yrs. experience in operating systems maintenance and support, programming languages, and high-performance computing techniques and procedures. Strong communications, interpersonal, and organizational skills. Significant experience with UNIX and UNIX-based tools, experience with IBM UNIX or KSR UNIX strongly preferred. Send cover letter and resume to Sam Weeks.

System Programmer/Analyst I (PT6101) Level 32

Law-Endowed

Posting Date: 3/25/93

Perform system administration, data preparation, and data maintenance activities for the legal information institute, and electronic-publishing operation conducted under the auspices of the Cornell Law school. Prepare and distribute disk-based hypertext materials. Prepare, test and document computer programs. Provide front-line support for institute-developed and operated databases. Assist users.

Requirements: Bachelor's degree in computer sciences or equivalent combination of education and experience required. Knowledge of IBM PC's and Sun workstations. System administration experience under SunOS preferred. Programming experience in the Perl language strongly preferred. General knowledge of Internet-based applications, including Gopher and World-Wide Web. Experience with PC-based hypertext packages, especially Folio Views. Send cover letter and resume to Sam Weeks.

Research Support Specialist III (PA5602) HRII

University Human Resource Services-Endowed

Posting Date: 3/11/93 Repost

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

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

Assistant Director of Admissions (PA4906) HRI

JGSM-Endowed

Posting Date: 4/1/93 Repost

Assist the Director of Admissions in all facets of admissions operations. Work closely with the Director

of Admissions and the Office of student affairs, financial aid, and the registrar.

Requirements: Bachelor's degree or equivalent required. Advanced degree preferred. Minimum 3yrs. related experience. Significant experience in higher education and business administration. Should possess an understanding of the needs and concerns of MBA applicants, students, and faculty. This position required a high level of energy and strong interpersonal, communications, and managerial skills. Send cover letter and resume to Cynthia Smithbower.

Executive Staff Assistant II (PC6105) HRI

ILR-Dean's Office-Statutory

Posting Date: 3/25/93

Provide primary support for ILR's assistant dean in the areas of federal/state government affairs, capital construction, human resources, facilities management, integrated technologies, computing and public relations. Coordinate or act as liaison to operating units reporting to assistant dean. Attend meetings on and off campus and initiate substantial amount of correspondence. Plan and execute all aspects of conferences and special events-some travel required. Coordinate schedules, travel and interactions between assistant dean and all publics.

Requirements: Bachelor's degree or equivalent. 10+ yrs. administrative experience. Excellent interpersonal and writing skills. Knowledge of wordprocessing and database. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Research Specialist II (PT6102) HRI

Fruit and Vegetable Science-Statutory

Posting Date: 3/25/93

Supervise, execute and coordinate field, greenhouse, and some laboratory operations involving research on breeding vegetable crops, (largely cucumbers and melons). Responsible for field and greenhouse layouts, planting and transplanting, weed and pest control; pollination, seed harvest, processing, and cataloging seeds. Assist in selection, planning and distributing germplasm.

Requirements: Master's degree or equivalent in horticultural science, with 3-5 yrs. experience in field and greenhouse work. Experience with pollination and handling g germplasm. Supervisory experience helpful. Demonstrated ability to coordinate information and work with other programs desired. Pesticide Applicator's license. Send cover letter and resume to Sam Weeks.

Application Programmer/Analyst (PT5905) HRI

Campus Store-Endowed

Posting Date: 3/11/93

Assist computer operations manager in planning, organizing, and implementing computer projects for the Campus Store. Analyze user requirements; design, develop and maintain software. Program and modify existing PICK systems and PC based systems. Diagnose system hardware and software problems; effect emergency repairs; and provide long term resolution.

Requirements: Bachelor's degree or equivalent required. 2-3 yrs. computer programming experience, including applications programming, procedures, techniques, and systems utility programs. Knowledge of PICK, BASIC, UNIX, and PC's preferred. Send cover letter and resume to Sam Weeks.

Teaching Support Specialist (PT5804) HRI

Genetics and Development-Statutory

Posting Date: 3/4/93

Take full responsibility for lab sections of Biological Sciences 281. This is a basic genetics course required for all biology majors (enrollment of 200/semester, taught in 8 sections). Instruct 8 teaching assistants, supervise 2 staff, and teach a lab section. Serve as advisor to students, being available 20 hours/week and teach a problem solving section for those students needing additional help. Grade students lab materials. Prepare instructional materials and revise lab manual.

Requirements: BS degree or equivalent with some formal training in genetics. Minimum of 3 yrs. experience in genetics teaching or research. 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. 3-5 yrs. 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.

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.

Professional Off-Campus

Director of Administration (PA6204) HRII

ILR Extension and Public Service/Buffalo-Statutory

Posting Date: 4/1/93

Direct and manage administrative, computer and information systems for the Western Regional Office. Direct and manage financial expenditures, process of grants and contract funding. Supervise administrative and support staff. Direct and manage administrative and support staff personnel matters. Plan and maintain physical facilities. Serve as liaison between Western Regional Director and ILR on-campus extension staff.

Requirements: Bachelor's degree or equivalent required. 5-7 yrs. related experience. Knowledge of computers and software packages—wordprocessing, spreadsheet, database. Supervisory experience required. Send cover letter and resume to Lou Jean Fleron, ILR/ Cornell, 110 Pearl St, Dun Bldg., Buffalo, NY 14202.

PA#15 Literacy/Parenting Educator Program Associate

Location: Brooklyn, NY

Part-Time position (3days/week) with potential for expansion to a full time position.

Posting Date: 4/1/93

In collaboration with a team including, but not limited to the Brooklyn Expanded Food and Nutrition Education Program leader, faculty and community agency staff, the person in the position will plan, develop, and implement and experientially based program to enhance literacy skills through parenting education of community based staff; conduct training sessions; and document and maintain records to identify project methodology and outcomes.

Minimum Qualifications: Master's degree in reading, education and/or human development. 2yrs. of professional work experience. Demonstrated ability to work with adolescents and adults. Demonstrated ability to communicate effectively, both orally and in writing. Fluent in Spanish; familiarity with the Hispanic community. Willingness to work evenings and occasional weekends. Demonstrated ability to initiate and complete assignments, to work independently and as a team member. Salary: commensurate with qualifications. If interested please contact: Nilda Tirado, Cornell Cooperative Extension of NYC, 15 East 26th St., 5th floor, New York, NY 10010.

PA#16 Dairy/Animal Science

Location: Clinton County, Plattsburgh, NY

Posting Date: 4/1/93

Responsible for planning, implementing an evaluating educational programs in Dairy/Animal Science and Farm Business Management for agricultural producers and related agri-business in Clinton County (80%) and for planning, implementing and evaluating Dairy/Animal Science programs for 4-H youth (20%).

Minimum Qualifications: Bachelor's degree with a major in dairy science with coursework strength in farm business management OR a major in farm business management with course work strength in dairy sciences. One year related experience. Ability to initiate, plan, organize, implement, teach, and evaluate informal education programs and relate to diverse audiences. Salary: \$22,000, commensurate with qualifications. Send letter of intent, resume and transcripts by April 15, 1993 to box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

PA#17 Farm Business Management

Location Onondaga County, Syracuse, NY

Posting Date: 4/1/93

As part of a six-member three-county Dairy/Field Crops/Farm Business Management Team, the person in this position will plan, organize, conduct, and evaluate a comprehensive educational program in farm business management in a three county area (Onondaga, Cayuga, Oswego counties). Plan and conduct short- and long-range Farm Business Management educational programs in such areas as production economics, business transfer, labor management, and other related topics with an emphasis on dairy and crop production management.

Minimum Qualifications: Bachelor's degree in agriculture or related field with major coursework in farm business management, intent to pursue a Master's degree appropriate to the responsibilities of the position and three years experience in Cooperative Extension or a related field OR a Master's degree in agriculture economics or similar field with one year relevant experience. Coursework in education desirable. Salary: \$26,500 commensurate with qualifications. Send letter of intent, resume and transcript(s) by April 15, 1993 to Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

PA#18 Dairy/Field Crops

Location: Montgomery County, Fonda, NY

Posting Date: 4/1/93

Responsible for providing leadership in planning, implementing and evaluating educational programs for adult and youth audiences in dairy science, field crops and farm management.

Minimum Qualifications: Bachelor's degree with emphasis in dairy/animal science or field crops. Coursework in farm management, ag engineering, communications and education highly desirable. Plan and/or progress toward acquisition of master's degree appropriate to responsibilities of position OR master's degree appropriate to the position responsibilities. Three years as a Cooperative Extension Agent or equivalent professional experience in teaching or education in an academic, human service, or industry setting OR 1yr of relevant experience with a master's degree. Salary: \$23,800 commensurate with qualifications. Send letter of intent, resume and transcript(s) by April 15, 1993 to Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

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
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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.

Senior Extension Associate-Consumer Decision Making

Location: Department of Consumer Economics and Housing, College of Human Ecology, Cornell University, Ithaca, NY
Posting Date: 4/1/93

Plan, implement and evaluate extension education program in consumer decision making. Conduct needs assessments, develop and manage grants/contracts, develop and disseminate resources, provide inservice education for staff, and evaluate program. Work with county cooperative extension offices, agencies, and organizations educating consumers with respect to implications of consumer policies.

Minimum Qualifications: Master's degree in Consumer Economics or related field with 3-5yrs. extension/education experience or PhD in Consumer Economics related field. Some experience in outreach. Evidence of ability to work with colleagues from different disciplines and county extension personnel. Proficiency in second language, multicultural experience, and/or work with at-risk or under-served populations desirable. Three year initial contract renewable for 5yrs. Salary commensurate with training and experience. By April 15, send letter of application, resume, 3 letters of reference, and samples of work to Jeanne M. Hogarth, Consumer Decision Making Search Committee, Department of Consumer Economics and Housing, Martha Van Rensselaer, Cornell University, Ithaca, NY 14853-4401.

PA#36A Association Director/4-H Youth Development Program Leader

Locations: Schoharie County, Cobleskill, NY
Posting Date: 4/1/93

Serves as executive officer to the Schoharie County Cooperative Extension Association Board of Directors and committees. Represents the association to the public, government officials and Cornell University. Coordinates extension program planning and development, including securing funding alternatives. Provides leadership in adapting overall program efforts to the changing needs of the county; administers association policies, procedures and business operations, and provides administrative supervision for the staff for the accomplishment of programs. Assumes program responsibility for volunteer leadership development and management. Responsible for the Equal Employment Opportunity/Affirmative Action programs of the association. Provides professional leadership in the planning, implementation, teaching, and evaluation of educational programs within the 4-H program area.

Minimum Qualifications: Master's degree appropriate to the responsibilities of the position. Five years of progressively responsible professional experience including at least three years in Cooperative Extension or closely related employment. Three years of substantive management responsibilities, including finance, personnel, and organizational management. Salary: \$36,000, commensurate with qualifications. Send letter of intent, resume and transcript(s) by April 8, 1993 to box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

Professionals Part-Time**Publicity Coordinator (PA6205) HRI Johnson Art Museum-Endowed**

Posting Date: 4/1/93

Plan and implement museum publicity, publications, and grant proposals. Measure the effectiveness of all efforts. 8:30-12:30, Monday-Friday, 20hrs/week.

Requirements: Bachelor's degree or equivalent required. 2-3yrs. of job related experience; museum or not-for-profit preferred. Attention to detail, excellent writing skills and knowledge of the media required. Experience in public relations and grant writing required. Computer skills necessary. Knowledge of Pagemaker and Filemaker Pro preferred. Send cover letter and resume to Cynthia Smithbower.

Research Support Aide (PT6106) HRI Ecology and Systematics-Statutory

Posting Date: 3/25/93

Perform biogeochemical measurements in an analytical chemistry lab; perform data analysis; conduct literature reviews; develop models on the control of nitrogen fixation in aquatic ecosystems; assist with field sampling. 20hrs/week.

Requirements: B.S. or equivalent in analytical chemistry with course work in biology or environmental sciences. Diving certification desirable. Data analysis using Macintosh spreadsheet, graphics, and statistics software; aquatic biogeochemical analytical measurements, such as measurements of phosphorus, nitrogen fixation rates, and preparation of samples for trace-metal analyses; training in statistics. Send cover letter and resume to Sam Weeks.

Professionals Temporary**Director Cornell Summer Camp (S6101) Human Resource Services-Endowed**

Posting Date: 3/25/93

Responsible for planning and executing an educational and safe program. Duties include staff hiring and supervision, publicity, enrollment program planning, financial and budget oversight, overseeing daily activities. 40hrs/week, 6/28-8/13.

Requirements: Training in early childhood education preferred. 24 weeks administrative or supervisory camp experience. First Aid certification preferred. This position will be 20hrs per week until 6/26/93, it will then be 40hrs per week from 6/28/93 to 8/13/93. Please send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Island Coordinator (S5802) Shoals Marine Laboratory Portsmouth, New Hampshire

Act as primary liaison for all internal and external island activity in coordination with the main office located on Cornell campus. Responsible for accommodations such as room assignments, liaison with kitchen staff for dietary needs, and travel arrangements to and from the island. Constant interaction with faculty, staff, students, and visitors. The island coordinator will be responsible for all office activity and will supervise work study students. The successful candidate will need to possess excellent organizational and interpersonal skills. Proficiency with a Macintosh computer is essential. Appointment is from mid May to mid September. Room and board is included. Please submit a cover

letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Summer Day Camp Positions**Counselor-in-Training Work and Family Services University Human Resource Services**

Posting Date: 4/1/93

Assist the junior and senior counselors in executing the summer day camp program so that it is an educational and safe environment for all participants. Provide assistance in making arrangements for field trips. Involvement with program planning, daily activities, and working with small groups of children (20-30). Counselors-in-training will provide information to senior counselors so that parents can be informed of their child's participation in the program and respond to any concerns that are raised. Assist in organizing and leading group activities. Enforce limits of behavior. Prepare and set-up for activities. **Requirements:** First Aid knowledge. Must be 13-14 years or older. Must be punctual and reliable. Express thoughts and ideas clearly in an oral and written manner. Exhibit patience. Be resourceful. Facilitate group activities. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Counselors-in-training will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Junior Counselor Work and Family Services University Human Resource Services

Posting Date: 4/1/93

Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Junior counselors will have the main responsibility for the safety and care of the children. Act as primary liaison to the senior counselors so that parents can be informed of their child's participation in the camp and respond to any concerns that are raised. Assist in the organization and leading of group activities. Establish and enforce limits of behavior. Prepare and set-up for activities. Participate in the supervision of the counselors-in-training and participants of the program.

Requirements: Certification in First Aid preferred. Must be 16-17 years or older. Past camp experience as a counselor or counselor-in-training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Junior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Senior Counselor Work and Family Services University Human Resource Services

Posting Date: 4/1/93

Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Supervise junior staff and participants of the program. Senior counselors will be the main conduit for giving parents information about their child's participation in the program and responding to any concerns that are raised after discussion with the camp director. Prepare and arrange daily schedules for campus visits. Organize and lead group activities. Establish and enforce limits of behavior. Room set-up for activities. Purchase of snacks and supplies. Act as main resource for first aid treatment.

Requirements: Certification in First Aid, CPR, and life saving preferred. Must be 18 years of age. Previous related experience as a counselor or counselor in training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30 am to 5:30 pm. Senior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Technical**Technician GR18 (T6105)**

Physiology-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 3/25/93

Participate in long-term animal experiments with pregnant animals. All aspects of general maintenance of animals and records related to the experiments. Blood sampling and preparation of infusions, under supervision of professional personnel.

Requirements: Bachelor's degree in biological sciences or equivalent preferred. Previous experience with sheep useful. Pre-employment physical required. Must be able to lift 50lbs. Send cover letter and resume to Sam Weeks.

Technician GR19 (T6003) Veterinary Microbiology/JABIAH-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 3/18/93

Provide technical support to a virology/molecular biology lab investigating viral diseases in animals and humans. Prepare and maintain cell, virus and bacteria cultures. Conduct routine operations of a virus production facility producing large amounts of virus and tissue culture cells.

Requirements: Associates degree or equivalent required. Less than 6 months training. Will train. Send cover letter and resume to Sam Weeks.

Technician (T5908) GR19 Division of Nutritional Sciences-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 3/11/93

Provide technical support in the areas of chemical analysis or diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/94.

Requirements: Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS required. Some lab experience helpful. Interest and ability in learning new procedures, training will be provided. Send cover letter and resume to Sam Weeks.

Technician GR20 (T6006) L.H. Bailey Hortorium-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 3/18/93

Provide technical, research and lab management

support. Perform scanning electron microscopy including TEM. Perform fossil preparation and identification. Maintain database and lab organization. Perform photography and darkroom operations.

Requirements: BS degree or equivalent in biology or related field. Fossil preparation and identification experience. Good hand and eye coordination for scope work. Proficiency in the use of scanning electron microscopy and darkroom skills desirable. 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 GR21 (T6001) Genetics and Development-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 3/18/93

Perform molecular and genetic experiments to study genes and proteins that function in Drosophila reproduction. Take general responsibility for lab functioning (inventory, ordering supplies and keeping records). Maintain permanent stock cultures. Supervise undergrad lab assistants.

Requirements: B.S. degree in biological sciences or chemistry or equivalent required. Specific training in molecular biological, biochemical and genetic laboratory methods is required. A minimum of 1-2yrs. of prior experience as a technician in a molecular genetics lab is highly desirable. Send cover letter and resume to Sam Weeks.

Technician (T5906) GR21 Biochemistry, Molecular Cell Biology-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 3/11/93

Provide general technical and administrative support for protein crystallography lab. Design, plan, and carry out crystallization trials of proteins. Purify and analyze proteins using gel electrophoresis and column chromatography. Order supplies. Supervise undergraduate assistants.

Requirements: BS degree or equivalent in relevant biological or chemical science required. 1-2yrs. experience in lab setting helpful. Experience in enzyme purification and handling, protein gel electrophoresis, enzyme assays, and various protein chromatography. Send cover letter and resume to Sam Weeks.

Technician GR21 (T5902) Microbiology (CAL5)-Statutory

Minimum Biweekly Salary: 615.42

Posting Date: 3/11/93

Provide technical assistance in cloning, sequencing and expression of bacterial genes. Screen chromosomal libraries and construct bacterial strains for expression of mutant proteins. Familiarity with PCR and southern hybridization procedures desirable. Assist in lab maintenance and organization.

Requirements: B.S. or equivalent in microbiology, biochemistry or related field required. 1-2yrs. experience in above techniques. Send cover letter and resume to Sam Weeks.

Technician GR21 (T5504) Diagnostic Laboratory/VET-Statutory

Minimum Biweekly Salary: \$615.42

Posting Date: 3/4/93 **Repost**

Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.

Requirements: BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP, D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

Technician GR21 (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 lab experience. Send cover letter and resume to Sam Weeks.

Technician GR22 (T6002) Veterinary Microbiology/JABIAH-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 3/18/93

Perform experiments in cell biology and immunology. Isolate cells from blood and tissues. Set up primary culture. Perform cell passage, freeze and thaw. Carry out cell hybridization and cloning. Perform a variety of immunological assays including immunofluorescence, ELISA and immunohistochemistry techniques. Assist with lab organization, supplies, and maintenance.

Requirements: BA or BS degree in cell biology, immunology, or related field required. 2-4yrs. related lab experience required. Good working knowledge of standard laboratory procedures including working with radioactive isotopes and the use of general laboratory equipment. Send cover letter and resume to Sam Weeks.

Technical Part-Time**Technical Assistant GR17 (T5805) Environmental Health-Endowed**

Minimum Biweekly Salary: \$530.38

Posting Date: 3/4/93

Assist in handling, sampling and testing of radioactive waste generated by research labs. Duties include collection of waste, packaging of waste for shipment, sampling and analysis of liquid waste, monitoring of solid waste, record keeping and data entry, pickup and delivery of radiation dosimeters and radioactive materials. Monday-Friday, 3days/week

Requirements: High school diploma. Valid NYS driver's license required. Lab experience and/or experience handling radioactive materials very desirable. Good communication skills and attention to details required. Send cover letter and resume to Sam Weeks.

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.

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.

Technical Temporary**Laboratory Technician (T6004) Entomology-Statutory**

Hourly Rate: \$6.50

Posting Date: 3/18/93

Perform lab bioassays of fungi and nematodes against ticks. Cut histological sections of ticks embedded in plastic. Perform fluorescent and sterile technique.

Requirements: High school diploma or equivalent. Experience using microscope, histological stains, and laboratory bioassays. Send cover letter and resume to Sam Weeks.

Office Professionals**Temporary Office Professional Positions**

The temporary service at Cornell University is presently recruiting for the following areas: Receptionist, Office Assistant, Data Entry Clerk, Secretary, and Administrative Aide. Individuals will need to be proficient in the use of the Macintosh or IBM computers. Programs that are in great demand would be Microsoft Word, Filemaker, Pagemaker, Excel, WordPerfect and Lotus. A typing speed of 45-60 wpm is preferred. Minimum of one year office experience is necessary. If you are not presently employed and would consider temporary opportunities, please send a cover letter stating your interest in temporary opportunities and a resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Research Aide GR17 (C6207) Natural Resources-Statutory

Minimum Biweekly Salary: \$530.38

Posting Date: 4/1/93

Data entry; mailing questionnaires and tracking responses; conduct telephone interviews; database management; provide clerical assistance; perform literature searches.

Requirements: Associates degree in natural resources or social sciences or related field. 1-2yrs. related experience required. Must be able to use a variety of software packages spss/ds, dbase, wordperfect, mainframe and quatro pro. Strong communication skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Assistant GR18 (C6202) Baker Institute-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 4/1/93

Cornell employees only

Act as primary receptionist for the institute. Assist the clerical staff, accounting office, and administrative manager. Conduct research for special projects; type, edit, and proofread correspondence, reports, etc.; develop and maintain and edit database and files; assist the administrative manager in public relations and accounting office with orders and filing.

Requirements: High school diploma or equivalent required. Some college coursework preferred. Excellent (oral and written) communication. 1-2yrs. related experience required. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

Administrative Secretary GR18 (C6107) Alumni Affairs-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 3/25/93

Provide secretarial/clerical support to associate director for admissions relations. Maintain database and assist with tracking of approximately 1200 legacy admissions candidates each year. Share responsibility as receptionist for office of alumni affairs.

Requirements: High school diploma. Associates degree or equivalent preferred. 2yrs. related experience. Excellent organizational, communications (written and oral) and interpersonal skills. Ability to handle confidential information, prioritize assignments and work under pressure. Knowledge of Macintosh computer, Filemaker Pro and Microsoft Word. Knowledge of Cornell desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Senior Department Assistant GR18 (C6104) Management Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 3/25/93

Provide administrative and clerical support to the management library director and to the department. Oversee the office operation and be responsible for facility related tasks. Provide regular support at the library's circulation/reserve desk and function as the department's acquisitions searcher.

Requirements: High school diploma or equivalent. Some college coursework preferred. 6months-1yr. experience in a library or office

setting highly desirable. Intermediate word processing/typing skills. Good communication skills. Positive service orientation required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6001)
Natural Resources-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/18/93

Provide administrative assistance to Cooperative Extension staff. Schedule meetings, answer telephones; distribute, organize, and maintain large volume of publication; prepare travel itineraries and reimbursements; use PROCOMM to access CENET electronic mail.

Requirements: High school education or equivalent. Some college coursework preferred. 1yr. related work experience. Strong computer background and working knowledge of WordPerfect 5.1. Must have excellent communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Illustrator GR19 (C6208)
Media Services-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/1/93

Prepare mechanicals for printing production. Conceive, organize, design and produce cost-effective, creative solutions for brochures, publications, poster and slides.

Requirements: Associate's degree in graphic design or equivalent combination of education and experience. Some experience in typography, photography, printing and production. Must be able to use Macintosh II design system with Aldus Pagemaker, Adobe Illustrator, and WritNow, and other graphic software packages. Accuracy and neatness a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Assistant GR19 (C6010)
University Relations/University Photography-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 3/18/93

Efficiently operate the front office of university photography to assure customer satisfaction. Assist clients in person and via the phone; take production orders and schedule to assure timely completion; perform billing and bookkeeping.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. customer service experience. Excellent organizational interpersonal, and telephone skills. Macintosh experience. Experience with Cornell accounting very desirable. Must be able to work under pressure and meet tight deadlines. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Student Services Representative GR19 (C6007)
Office of the University Registrar-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 3/18/93

Provide services to students, alumni, staff, external organizations and agencies seeking official university transcripts, certification of registration status or enrollment, or a new or replacement university identification card and maintain a log of all transactions and files of all required documentation needed for these services. Collect payment for services as appropriate and prepare a daily accounting of all such financial transactions. Serve as a Notary Public in the office. Respond to written and telephone inquiries concerning academic status and course information for prior semesters. Process all changes and corrections of student demographic data on the university's mainframe computer system.

Requirements: High school diploma or equivalent. Some college coursework preferred. 2-4yrs. related work experience. Demonstrated strong (written and oral) communications skills. Customer service experience essential. Certification as, or willingness to become, a Notary Public. Excellent organizational ability, and an understanding of the need for accuracy in all matters: financial, confidential or otherwise. Experience with Macintosh for data processing and word processing, preferably MicroSoft Word and an interest in seeking out and learning about new information technologies. Medium level of forms typing. Proven ability to handle highly sensitive and confidential data desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6201)
Science and Technology Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/1/93

Manage administrative support functions for S&TS graduate program. Process applications, maintain student database. Clerical support for faculty. Oversee student progress. Develop and edit materials for publications.

Requirements: Associates degree or equivalent combination of education and experience. Minimum 2yrs. experience. Knowledge of educational institution desired. Knowledge of Macintosh required, Microsoft Word and Filemaker. Excellent communication skills. Strong organizational abilities. Must be able to work independently with minimal supervision. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6206)
University Development/Public Affairs-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/1/93

Provide administrative assistance to the director of foundation relations. Coordinate flow and oversee completion of work within the office; i.e., prepare reports, arrange meetings, compile data, oversee production of proposals, and assist in special projects.

Requirements: Associate's degree or equivalent. 2-3yrs. experience in providing high level executive support required. Macintosh (microsoft word) experience. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C6205)
Physical Sciences Library/University Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/1/93

Responsible for the security, maintenance and provision of all services of the physical sciences library during evening and/or weekend hours usually without the presence of any other library staff except students. Responsible for the provision of table of contents and photocopy services. Sun-Thurs, 3:30-Midnight.

Requirements: Associate's degree or equivalent required with coursework in the physical sciences desired. 2-3yrs. related experience required. Must be able to work effectively both in a changing environment and with constant interruptions. Demonstrated ability to act responsibly and with good judgment when interpreting and enforcing policies without supervision required. Demonstrated ability to communicate effectively with the public. Reliability essential. Previous experience in public services required. Familiarity with computers required. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Aide GR20 (C6103)
Architecture, Art, & Planning/Public Affairs-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/25/93

Cornell employees only
 Provide administrative and secretarial support for the director of public affairs. Receive, record and acknowledge all gifts to the college of architecture, art, and planning. Assist with mailings, assist in coordinating all alumni, faculty and student receptions. Arrange appointments and travel arrangements for director and assistant director.

Requirements: Associates degree or equivalent. 1-2yrs. related experience. Excellent organizational and administrative skills. Ability to work well with a wide range of people, excellent writing and communications skills. Experience with Macintosh computers and public affairs records system highly desirable. Medium typing. Send cover letter, resume and employee transfer application to Esther Smith.

Secretary GR20 (C6102)
Textiles and Apparel-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 3/25/93

Serve as department chair's secretary. Also provide general secretarial support to faculty. General department support to administrative manager, and main staff support for undergraduate program.

Requirements: Associate's degree or equivalent in education, experience, and training preferred. Excellent organization, communication (written and oral) and interpersonal skills. Ability to handle confidential information and prioritize assignments. Working knowledge of computers (IBM or PC compatible preferred), WordPerfect, Dbase skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Assistant for Student and Office Operations GR20 (C6002)
Engineering Placement-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/18/93

Assist with the overall administration and operation of the Engineering Placement Office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organization nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative, advisory and public relations responsibilities. High volume, fast-paced environment.

Requirements: Associates degree or equivalent. 2-3yrs. related experience required. Excellent communication skills. Strong organizational skills. Ability to relate with diverse public, especially students. Prefer some exposure to Cornell accounting procedures. Strong business skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Assistant to Program Administrator GR21 (C6009)
Nutritional Sciences/CFNPP-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 3/18/93

Provide administrative assistance to and act as back-up in the absence of the program administrator of DNS's Cornell food and nutrition policy program, a multi-project research program with an approximate budget of 3.0-4.5 million dollars per year, a staff of 30-40 persons stationed around the world.

Requirements: Associates degree or equivalent required. 2-3yrs. progressively responsible office experience required. Proven ability to work independently, take initiative and handle many assignments simultaneously. Ability to meet deadlines under pressure. Efficient with strong interpersonal skills. Extensive knowledge of WP 5.1 essential. Familiarity with DOS-based computer systems a plus. Previous experience with grants and contracts, international work and fluency in a foreign language (French, Spanish, Romanian) preferred but not essential. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Professionals Part-Time

Data Entry Operator GR17 (C6209)
Johnson Art Museum-Endowed
Minimum Full-Time Equivalent: \$530.38
Posting Date: 4/1/93

Responsible for entering collections data into database and assist with various data entry projects. Monitor database and backing up data in three curatorial areas. Adapt to changing technology and software and specific needs relating to individual projects. Monday-Friday, 8:30-12:30 (flexible). Appointment until 4/96.

Requirements: HS diploma or equivalent (with computer skills demonstrated in coursework). 1yr. experience (at least) in a previous data entry position. Must be accurate, detail oriented, have good typing and general office skills. Must be familiar with Mac computers and proficiency in FileMaker Pro highly preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6204)
South Asia Program-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 4/1/93

Assist in overall office functions, act as receptionist and support to program. Handle office files, accumulate records on students, faculty, and activities. Provide information and assistance to faculty, students and public. Coordinate advertise and set up weekly seminars, assist with office accounts under supervision. Mornings.

Requirements: HS diploma or equivalent. Some college coursework preferred. Excellent telephone, organizational, communication, and interpersonal skills. Wordprocessing with Wordperfect/possible Macintosh programs; light typing. Ability to juggle various tasks with attention to detail. 2yrs. related experience. External applicants send cover letter

and resume to Esther Smith. Employees should include employee transfer application.

Office Professional Temporary

Curriculum Writer (S6205)
Education-Statutory
Hiring Rate: \$8.00
Posting Date: 4/1/93

Responsible for the development and editing of environmental education curriculum materials for elementary students. Assist and report to the Director and Curriculum Specialist of the instructional materials service in the department of education.

Requirements: B.S. in natural resources, education or communications. Excellent Macintosh computer skills. Teaching experience preferred. Ability to work independently and with others. Able to meet deadlines. Send cover letter and resume and an example of your writing to Andrew Fagan, IMS Curriculum Specialist, Department of Education.

Office Professional Casual Temporary

Casual Secretary (S6105)
Office of The VP for Research and Advanced Studies
Posting Date: 3/25/93

Assist in the production of various newsletters using Microsoft Word 5.0 and Pagemaker 4.2. Proofread and type correspondence, answer phones, and other general office duties as assigned.

Requirements: Proficiency in the use of Macintosh computer using Microsoft Word 5.0 and Pagemaker 4.2. Ability to work independently. Dependability and accuracy essential. 8-10 hrs pr wk between 8a.m. and 1p.m. Send cover letter & resume to Karen Raponi.

General Service

Temporary General Service Positions

The temporary service at Cornell University is presently recruiting individuals who will consider temporary opportunities in the following areas: custodial, food service, grounds, material handling, delivery, and couriers. Hours and days for such positions vary and the individuals need to be flexible. If you are not presently employed and would consider temporary opportunities please contact Karen Raponi, Employment Services, at 254-8368.

Assistant Cook SO06 (G6201)
Dining Services-Endowed
Hiring Rate: \$8.26
Posting Date: 4/1/93

Cornell employees only
 Under general supervision, prepare and present a full variety of foods, as assigned. Shift subject to change.

Requirements: High school diploma or equivalent. 1-2yrs. experience in food preparation; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Skilled in presenting and garnishing food. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Good interpersonal and communication skills preferred. Send employee transfer application to Esther Smith.

General Service Casual

Casual Custodian (S6108)
Robert Purcell Union
Posting Date: 4/1/93

To maintain cleanliness in assigned areas of a building. Duties will include wet and dust mopping, vacuuming, trash removal and general cleaning. Must be able to lift 50lbs and climb an eight foot ladder. Days/Hours: Saturday, 5:30pm to 1:30am and Sunday 5:30 to midnight. Please contact Karen Raponi, Employment Services, 20 Thornwood Drive.

General Service Temporary

Temporary Field Assistant (S6201)
Entomology
Posting Date: 04/01/93

Assist the farm manager in providing services necessary to operation of the departmental research farm including tillage, planting, maintenance, and harvest of field plots for research on vegetables and field crops. Assist the farm manager in repair/maintenance of farm machinery and facilities.

Requirements: Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. NYS Class 3 Operators License and Pesticide Applicator Certification (Commercial Category) desirable, but not essential. Six-month position, 20-40 hours per week. Submit resume to James Finnerty, Department of Entomology, Insectary Building, Tower Road, Ithaca, NY 14853-0999.

General Service

Printing Assistant SO03 (B6202)
Addressing and Mailing-Endowed
Hiring Rate: \$7.18
Posting Date: 4/1/93

Provide addressing and mailing services to Cornell department. Prepare first, second, third class and international mail using various addressing and inserting equipment. Sort third class bulk and campus mail.

Requirements: High school diploma or equivalent required. Background in postal or mailroom setting highly desirable. Knowledge of postal rules and regulations. Excellent math skills. Good organizational and communication skills. Some heavy lifting. Send application materials to Cynthia Smithbower.

General Service Temporary Off-Campus

Field Assistant (B6201)
Entomology-Statutory
Hiring Rate: \$5.50
Posting Date: 4/1/93

Assist the farm manager in providing services necessary to operation of the departmental research farm. Includes tillage, planting, maintenance, and harvest of field plots for research on vegetables and field crops as well as assistance in maintenance of the grounds. Assist farm manager in repair/maintenance of farm machinery and facilities. Appointment until 10/14/93. Position is located at the Thompson Research farm in Freenville.

Requirements: NYS class 3 operators license and pesticide applicator certification (commercial category) desirable, but not essential. Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. Some heavy lifting. Send application materials to Cynthia Smithbower.

Academic

Postdoctoral Associate
JA Baker Institute
Posting Date: 4/1/93

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.

Assistant/Associate Professor
Anatomical Sciences
Posting Date: 3/25/93

Applications are invited for a tenure track appointment as Assistant/Associate Professor in the department of Anatomy, College of Veterinary Medicine, Cornell University. Candidates must have a strong background in the morphological sciences and a productive research program. Collaborative opportunities exist, including programs in cancer biology, exercise physiology, reproduction biology, molecular biology, animal genetics and development, biomechanics, and clinical sciences. New TEM/SEM/LM and image analysis facilities are available. Candidates should have previous teaching experience in the morphological sciences and commitment to teaching in our veterinary anatomy curriculum. PhD degree is required; DVM and postdoctoral experience are desirable. Send curriculum vitae, description of teaching and research accomplishments and goals, and names of four references to: Dr. Cornelia Farnum, Department of Anatomy, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401. Deadline is July 1, 1993; starting date: Jan., 1994.

Postdoctoral Associate
Cornell Food and Nutrition Policy Program
Two Positions
Posting Date: 3/25/93

Perform research on one or two topics pertaining to household survey data from Mozambique. The topics include: the determinants of child nutrition and morbidity, including the effect participation in the growth in the growth monitoring scheme that operates in government health clinics, on nutritional status; and the determinants of sectoral choice in labor force participation, and the subsequent effects of how participation in the public, private wage, and self-employment (i.e. informal) sectors differentially affects the health and nutritional status of children.

Requirements: Must have a Ph.D. with strong background in health, consumer or labor economics, and possess strong econometric skills. Although knowledge of SAS, LIMDEP or GAUSS is required. Options for pre-Master's or pre-Ph.D. also available. Work to be carried out in Washington or Ithaca. Individuals interested should send their curriculum vitae and a list of 3 references to: Carolyn Schofield, Administrator, Cornell Food and Nutrition Policy Program, 308 Savage Hall, Ithaca, NY 14853.