

# CORNELL Chronicle

Volume 24 Number 27 April 8, 1993

New supercomputer 3

Cornell and IBM announced Wednesday that the Theory Center is the first customer to install IBM's new RISC-based parallel supercomputer.

Top Asian scholar 7

Historian David K. Wyatt, who became national president of the Association for Asian Studies on March 28, once was commanded to sing by the crown princess of Thailand.

## Home builders



Graduate student Judith Underwood helps build a roof truss outside Willard Straight Hall this week in an effort organized by the campus chapter of Habitat for Humanity. The work continues today and tomorrow from 10 a.m. to 3 p.m.; anyone is invited to join in and pick up a hammer.

Peter Morenus/University Photography

## State budget is good news for Cornell

By Sam Segal

After four years of reductions, the statutory colleges saw a modest improvement in the budget approved April 5 by the legislature.

The Tuition Assistance Program, need-based state aid to undergraduates and graduate students, received \$24.7 million more than in the Executive Budget proposed in January by Gov. Mario Cuomo. The restoration ensures that incoming freshmen and graduate students will be funded at current levels.

Another key restoration of an Executive Budget cut concerned the School of Industrial and Labor Relations' plan to expand Catherwood Library and rebuild Ives Hall. The legislature approved an additional \$13.4 million, and work could begin in late summer.

"It's great news for the school," said Dean David Lipsky. "It means new and better teaching space, desperately needed library space and a long-overdue face lift that will also lift spirits. The net result will inevitably be better service to the people of the state."

### 11 cutbacks

From April 1988 through the fiscal year that ended March 31, the state's fiscal problems required the statutory units to undergo 11 cutbacks at the start of or during those five fiscal years.

State-funded jobs continued to be eliminated, bringing the total to almost 30 percent below what they were two decades earlier. The cuts eliminated some \$13 million in program support, according to Nathan Fawcett, director of statutory college affairs, and prevented statutory employees from receiving pay increases for the past two years.

The new budget increases Cornell's base by \$5 million, or 4.7 percent — to \$115.9 million. It also provides for salary increases.

"It's a welcome change from the severe adversity of recent years," said Henrik N. Dullea, vice president for university relations.

"We hope it is a harbinger of an improving economy in the state," Dullea added, "so that this modest improvement can lead to an extended reinvigoration of all our statutory units. The deans have been able to maintain teaching quality only by strict austerity in everything else; this gives them a little breathing room."

Noting that Cornell's improved outlook resulted in significant part from improved funding for the State University of New York, Dullea said Cornell is grateful for the concern shown higher education this year by both the governor and legislature.

### Cornell is grateful

"And Cornell is especially grateful," he added, "for the efforts of our local-area state legislators, Senator James Seward and Assemblyman Martin Luster, and those of Senator James Lack of Nassau County, the chairman of the Senate Labor Committee, who championed the ILR construction project throughout this entire session."

Of the base-budget increase, more than \$2 million is to cover inflationary increases in actual costs of items like utilities. About \$2 million would go to augment programs.

Funding did not appear, or was substantially reduced, for several programs that the legislature traditionally adds to the Executive Budget or funds at higher levels than does that budget. These include programs such as integrated pest management and the Diagnostic Laboratory.

Dullea said that there is some possibility of further funding for such programs by the end of the legislative session.

## Rogers answers questions about AIDS

By Lisa Bennett

One of the nation's foremost experts on AIDS, Dr. David Rogers, visited campus Monday to meet with more than 200 faculty, students, staff, administrators and community members concerned about the worldwide epidemic of this disease which, Rogers warns, is rising like no other.

As vice chairman of the National Commission on AIDS, Rogers has been an outspoken critic of the lack of political leadership and political will to battle AIDS in a serious way.

In his exchange here, he condemned the recent National Research Council report that led some people to conclude, as he put it, "Hot dog, I don't need to worry about AIDS or invest in it anymore."

He disputed some scientists' claims that HIV is not the cause of AIDS. And he criticized as homophobic and racist the position that immigrants who are HIV positive pose a public health threat.

Among the few bright spots on the topic, he noted, is that the means of transmission are known; AIDS is not as infectious as other diseases, such as the measles and tuberculosis; condoms are effective at preventing the spread of AIDS; and public attitudes toward AIDS education, the advertising of condoms on television and government provision of clean needles are changing.

What's needed now, he argues, is "tough, gutsy leadership" from President Clinton, the appointment of a national AIDS coordinator who can institute a cross-cabinet plan that has the muscle of the president's office behind it, and a quintupling of the federal budget devoted to AIDS education and prevention.

In addition to his post on the National Commission on AIDS, which was jointly appointed by the Congress and former President Bush, Rogers is the Walsh McDermott Uni-

versity Professor of Medicine at the Cornell Medical College in Manhattan.

He is also 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, and former president of the Robert Wood Johnson Foundation.

Rogers devoted most of his Monday "lecture" to answering questions from the Cornell and Ithaca communities. An excerpt from their exchange follows:

### Q: How did AIDS originate?

A: I think it was probably a mutated change from a monkey virus that was inculcated in the African culture and transmitted to humans and didn't break out much until travel began to intervene.

Q: In community education in the last couple of years, we've noticed an increasing campaign of misinformation by the religious right through churches and rural communities. At a national level, is there anyway to counteract that?

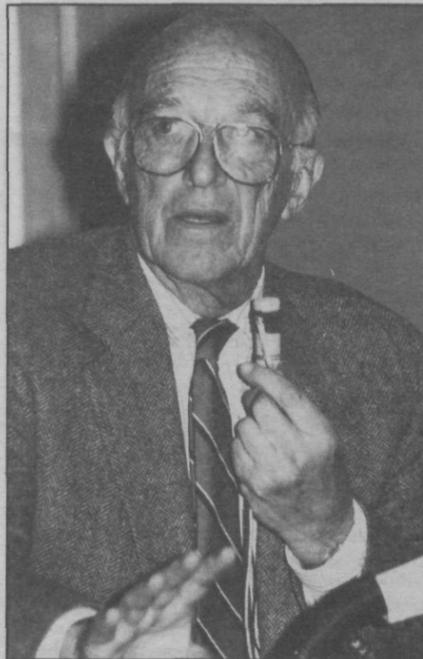
A: That's a sad commentary. And what seems to me so tragic is that it doesn't take very much of that to put the community way back where it was five years ago. That's what made me so angry about the recent National Research Council report. These were well-meaning people who were trying to say one thing and just made it into, "Hot dog, I don't need to worry about AIDS or invest in it anymore." What can we do? The religious right scares me. But I think if the Centers for Disease Control, the National Institutes of Health and government leaders were very clear about AIDS, I think that would pull the majority of Americans.

Q: Could you talk a little about the National Research Council report and the extent to which you think it will inform or

misinform people?

A: This report, with apologies to my fellow teachers in the room, is an absolutely beautiful illustration of how ivory tower academics with the best of intentions who sit in isolation and write a highly scientific report can create monstrous problems. . . . In essence, this report [and some lousy press releases] went out without any consultation and without checking what the reaction would be. . . . What they were

continued on page 8



Peter Morenus/University Photography

Dr. David Rogers, vice chairman of the National Commission on AIDS and the Walsh McDermott University Professor of Medicine at Cornell Medical College, answers a question about AIDS on campus Monday.

## NOTABLES

The Office of Communication Strategies has won second place among institutions with 10,000 or more students in the Eighth Annual Admissions Advertising Award contest for their entry, the Student Communication and Mailing Project. The project, known as SCAMP, focused on the myriad of mailings new undergraduate students receive between their acceptance and their arrival on campus. SCAMP consolidated more than 20 mailings into three comprehensive packets of material: A Case for Cornell, Cornell Bound, and the Student Handbook, saving on mailing costs, expediting the delivery of information and reducing confusion among students, parents and staff. **Maureen Urdike** of the senior vice president's office served as overall coordinator for the project, which involved more than 200 people. The SCAMP packets were developed by **Thea Cooper**, **Peggy Haine**, **Sonali Weerackody** and other staff at Communication Strategies and **Judy Burns**, **Carol Roberts** and **Jo Ann Wimer** of the Office of Publication Services. The Admissions Advertising Award is presented by the Admissions Marketing Report. Entries were judged by a panel representing educational, marketing and advertising fields.

The American Historical Association awarded three of their top prizes to Cornell University Press titles. The 1992 Helen and Howard R. Marraro Prize was awarded to Samuel Y. Edgerton Jr.'s *The Heritage of Giotto's Geometry: Art and Science on the Eve of the Scientific Revolution* as the book that best treated an aspect of Italian history. The 1992 Herbert Baxter Adams Prize, given annually for a distinguished book by an American author in the field of European history, was presented to Suzanne M. Desan for her book *Reclaiming the Sacred: Lay Religion and Popular Politics in Revolutionary France*. Also, *The Battle of the Books: History and Literature in the Augustan Age*, by Joseph M. Levine, was winner of the 1992 Leo Gershey Award, given to the author of the most outstanding work published in English on 17th and 18th-century Western European history. *The Battle of the Books* was also the co-recipient of the Louis Gottschalk Prize, given by the American Society for Eighteenth Century Studies for the best book on an 18th-century topic. *Contradictory Subjects: Quevedo, Cervantes and Seventeenth Century Spanish Culture* by George Mariscal was co-winner of the Modern Language Association's 1991 Katherine Singer Kovacs Prize, given to an outstanding book in the field of Latin American and Spanish literatures and cultures. Other awards to Cornell University Press books include: Michael Reich's *Toxic Politics: Responding to Chemical Disaster*, the 1992 Policy Studies Organization Book Award; *Politics, Plague and Shakespeare's Theater: The Stewart Years* by Leeds Barroll, the 1992 Barnard Hewitt Award presented by the American Society for Theater Research; Stephen M. Fallon's *Milton among the Philosophers: Poetry and Materialism in Seventeenth Century England*, the James Holly Hanford Award

of the Milton Society of America; and Robert B. Westbrook's *John Dewey and American Democracy*, one of several winners of the 1992 Critics Choice Award, given by the American Educational Studies Association. In addition, *Racism and Justice: The Case for Affirmative Action*, by Gertrude Ezorsky, was honored as an outstanding book on the subject on human rights in the United States by the Gustavus Myers Center. *The Park and the People: A History of Central Park* by Roy Rosenzweig and Elizabeth Blackmar was given an honorable mention in the 17th Annual Awards Program for Excellence in Professional/Scholarly Publishing, given by the Association of American Publishers. *The Park and the People* was also honored by *Library Journal* when it appeared along with *God's Peoples: Covenant and Land in South Africa, Israel and Ulster*, by Donald Harman Akenson, on the magazine's list of the 29 "Best Books Published in 1992."

Two Cornell seniors, **Matthew A. Berk** and **Norvin W. Richards**, and a recent graduate, **Rachel Calvo**, have been named Mellon Fellows by The Woodrow Wilson National Fellowship Foundation. The fellowship is intended to encourage and assist students to join humanities faculties. The fellowship carries a stipend of \$12,500 and covers tuition and fees for the 1993-1994 academic year. Only 85 recipients were awarded fellowships from a pool of more than 1,100 applicants. Berk and Richards received fellowships for their work in English and linguistics, respectively; Calvo, for her work in Near Eastern Studies.

The National Endowment for the Arts, which has cut back its grants to only the largest media arts centers in the country, has raised Cornell Cinema into its upper echelon and awarded it \$10,000, which doubles Cinema's highest grant of the 1980s. Also, the New York State Council on the Arts Electronic Media and Film Program recently asked Cornell Cinema to serve as the co-sponsor of a statewide Technical Assistance Project to emerging and minority media arts presenters. And Cornell Cinema is now a facilitating sponsor of the Robert Flaherty Film Seminar held annually at Wells College in Aurora. Cinema Director **Richard Herskowitz** was recently appointed by International Film Seminars, the Flaherty's sponsor, as president of its board of trustees.

**Anna Weesner**, a doctor of musical arts candidate in composition, recently was awarded the \$5,000 Lakon scholarship given for the first time this year by the American Academy of Arts and Letters. The award will be made annually to a music student for further study in composition or to a composer in mid-career. Weesner, who was born in Iowa in 1965, was awarded the 1992 Cornell Blackmore Prize in music for her chamber work, *Suddenly Red*. Her songs for soprano and piano, entitled *Three Poems by Emily Dickinson*, will premiere this spring.

## BRIEFS

**• CCPA grants:** Applications for grants of up to \$500 for 1993-94 projects in the creative and performing arts are being accepted through May 3 by Cornell's Council of the Creative and Performing Arts. Students and staff are eligible for individual grants to fund projects that must be completed and presented within 12 months. The awards cover costs of materials for projects that are not primarily concerned with course work or research. The CCPA also is accepting proposals from departments, faculty and student organizations for programs involving visiting artists and performers during 1993-94. The programs should be cultural activities that are not part of regular academic responsibility of individual departments. For more information about the CCPA grant program, contact Anna Geske at the council's office, 129 Sibley (Trailer 2); telephone 255-7274.

**• Charlie King concert:** The Center for Religion, Ethics and Social Policy will present Charlie King in concert on April 14 at 7:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Local folk singer Will Fudemano also will perform. Tickets are \$7 in advance at Ithaca Guitar Works, Rebob Records and the Alternatives Library; \$9 at the door.

**• Garden plots:** Single (\$6) and double (\$10) Cornell garden plots near East Hill Plaza or near Winston Court Apartments are available for rent. Send a stamped, self-addressed envelope with telephone number, desired location and interest in organic or inorganic gardening to Cornell Garden Plots, Box 871, Ithaca, N.Y. 14851. The land is donated by the College of Agriculture and Life Sciences.

**• Hatfield Funding available:** Proposals are being accepted from faculty for support from the 1993-94 Robert S. Hatfield Fund. The fund is intended to promote the instruction of

economics at Cornell by exposing students to individuals in the economic community through talks from outside authorities, purchase of computer time, support of research assistants and the like. Proposals for summer 1993 and the 1993-94 academic year should be submitted to the office of the vice president for academic programs and campus affairs no later than April 30. Proposals should be two to three pages in length and contain statements of goals and plans, with a one- or two-page detailed analysis of projected expenses. Results will be announced by May 28. For more information, contact Vice President Larry J. Palmer or his assistant, Patty Ard, at 255-9979.

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

**• Students sought:** Several faculty committees are seeking students who have an interest in becoming a member for 1993-94. They include committees on lectureships, the Library, ROTC, and music. 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.

## Cornell upgrades telephone system; service interruptions April 10 and 17

Cornell has begun a major upgrade to its AT&T System 85 telephone system.

As a result, on Saturday, April 10, sometime between 7 and 9 a.m., calls will not be able to be made for a period of less than one minute. Any calls in process will not be affected.

On Saturday, April 17, again sometime between 7 and 9 a.m., there will be a total system outage which is not expected to exceed 10 to 15 minutes. Any calls in process at that time will be disconnected.

There are few, if any, functional changes that will be noticeable to customers once the upgrade is completed, said Patricia Searles, assistant director of Network and Telecommunications Services.

But the upgrade will improve the operational efficiency of the system, allow network engineers more flexibility and put the univer-

sity in a better position to take advantage of future technology, Searles said.

If, since March 18, telephone users have made any changes to the operation of customer-controlled features — such as send all calls, call forwarding, personal/group speed calling and auto dial buttons — those changes must be recoded on Monday morning, April 12, and again on Monday morning, April 19.

Telecommunications is advising anyone who uses their own modems (connected to System 85 lines), the central dial-up modem pool or EZRemote, to avoid making any critical connections on the mornings of April 10 and 17.

Although the service interruption on April 10 will be hardly noticeable, the complete system outage planned for April 17 could be extremely detrimental to anyone with an already-established computer connection.

## CORNELL Chronicle

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

Mark Eyerly, Editor  
Karen Walters, Editorial Assistant  
Joanne Hanavan, Circulation

Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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 of Women's Services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, N.Y. 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, N.Y. 14853-2801. Other questions or requests for special assistance may also be directed to that office.

## GRADUATE BULLETIN

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

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

**Pre-enrollment** for fall courses takes place through April 14 at Sage Graduate Center.

**Summer registration:** Forms for summer registration will be available May 10. Students must register if they are receiving financial aid during the summer (such as summer loans, assistantships, travel grants, or tuition awards); wish to use campus facilities during the summer; or are off campus but need to be registered for summer study.

## OBITUARY

**Thomas Jefferson Baird**, professor emeritus in mechanical and aerospace engineering, died March 21. He was 91.

Baird taught in the Department of Floriculture and Ornamental Horticulture and in landscape design.

In 1946, he was appointed assistant professor in the Drawing Department in the College of Engineering. He received a number of teaching awards before retiring in 1967.

His gifts to Cornell include the Thomas J. Baird Visiting Critic Fund; the Thomas and Kerstin Baird Concert Fund; the Thomas J. Baird Terrace at Sage Chapel; the Baird Field Flower Meadow Project at Cornell Plantations; and a memorial grove of white birches given in honor of Ruth Cavetz. The Kerstin Thorin Baird Garden Courtyard at Sage Chapel was dedicated in memory of his wife, who died in 1987.

A memorial service is being planned for Baird. Details of the service will be announced at a later date.

## Climbing Festival set for April 17-18

By Carole Stone

Worldclass mountaineer Annie Whitehouse, who charted a new alpine-style route up Gurla Mandata, a 25,000-foot peak in the Tibetan Himalayas, will give a climbing demonstration and narrate a slide show of one of her many Asian journeys during Cornell's third annual Indoor Collegiate Rock Climbing Festival on Saturday and Sunday, April 17 and 18. Admission is free to spectators.

More than 100 climbers from 15 colleges and universities in the Northeast are expected to attend the festival, the largest of its kind in the country, to test their mettle on Cornell's 160-by-30-foot Lindseth Climbing Wall, a concrete, partially sculpted wall imbedded with natural granite rocks and fitted with chimneys, ledges and overhangs. The Lindseth Wall is the largest of this kind in North America.

In two days of climbing some of the best collegiate climbers this side of the Rockies will lunge for holds, jam cracks, turn roofs and balance on tweekers — those tiny rock holds the size of a person's little toe.

Competitive climbing will begin on Sunday, April 18, at noon with climbers earnestly competing for prizes in the categories of Novice, Not-so-Novice, Women's Climbing and other categories.

### Opportunities for beginners

Beginners who have never been "on belay," the rock climber's term for being tied into a safety line, will be able to try the sport of rock climbing on Saturday from 1:30 to 4:30 p.m. and on Sunday from 12:30 to 2 p.m. They will be outfitted with safety harnesses and rock climbing shoes, and experienced Cornell climbers will be available to coach them.

In the spirit of Cornell Outdoor Education, the sponsor of the event, all climbers will be encouraged to set personal goals for the festival reflecting their ability and interest — from simply learning about climbing to getting onto the wall for the first time to making it to the top on a challenging route.

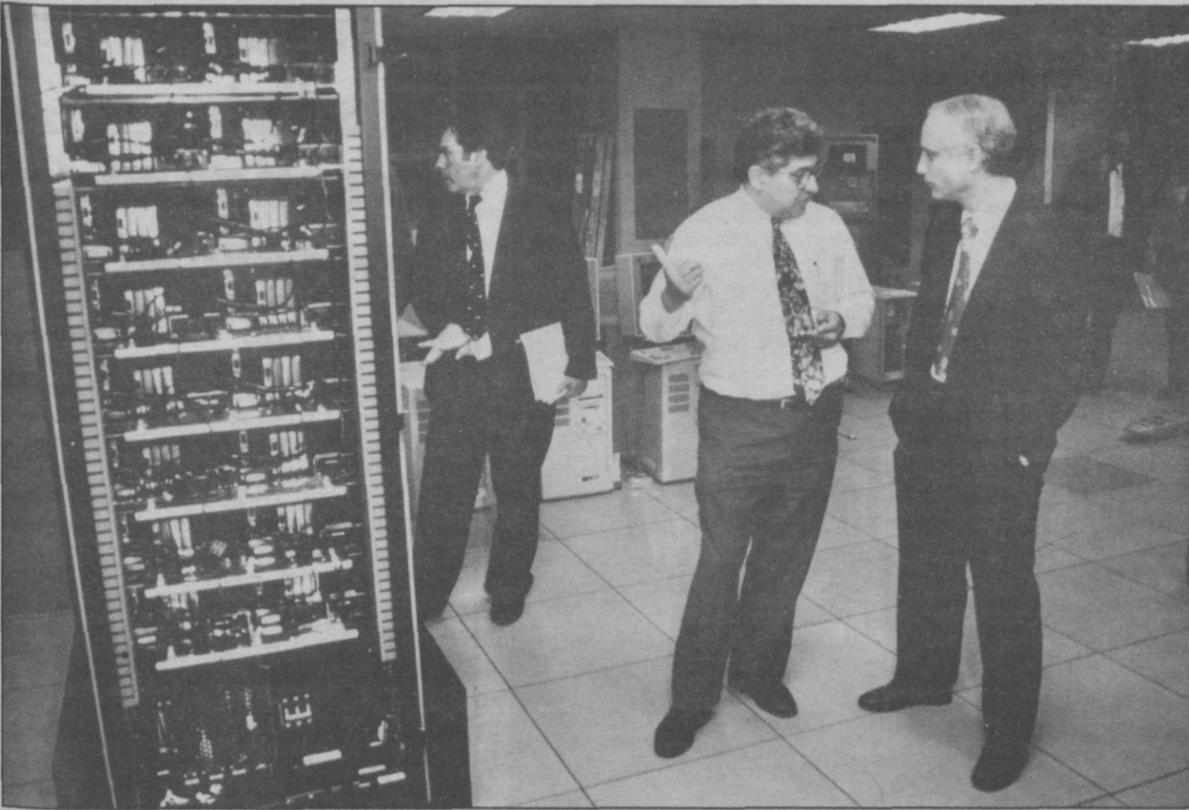
A special seminar on mental training for rock climbing will be given by Whitehouse on Saturday afternoon. She is rated a superlative 5.11 and 5.12 as a climber, as well as being a mountaineer and mountain guide. Hands-on seminars also will be given by Cornell climbers in crack climbing, aid climbing, cliff rescue techniques and better teaching methods.

A highlight of the festival, open to both participants and observers, will be a slide show prepared by Whitehouse, who has 20 years' experience in alpine, rock and expeditionary climbing. A *Pilgrimage* is about a trip she made to the remote Western Himalayas with professional photographer Eric Reynolds.

Traveling by foot, Whitehouse and Reynolds climbed the northeast ridge of Gurla Mandata and then walked more than 400 miles in three months with Tibetan pilgrims and nomads to the heart of Tibet and the sacred Mt. Kailas, which only a handful of Westerners have ever reached, fewer still by extended pilgrimage on foot.

The slide show will begin at 6 p.m. on April 17 in the Alberding Field House multipurpose room in Schoellkopf Field House.

For more information about Whitehouse's visit to Cornell or the third annual Indoor Collegiate Rock Climbing Festival, contact Charles Matheus, rock climbing programs manager for Cornell Outdoor Education, at 255-1807.



Bruce Wang/University Photography

Malvin H. Kalos, director of the Theory Center (second from right) chats with David Compton of IBM during installation of IBM's new RISC-based parallel supercomputer, part of which can be seen at left.

## CU first to install new IBM supercomputer

By Larry Bernard

Cornell and IBM announced Wednesday that the Theory Center is the first customer to install IBM's new RISC-based parallel supercomputer. The IBM Scalable POWERparallel System (SP1), introduced in February, will allow scientists and engineers nationwide to do research in a wide variety of disciplines at gigaflops speeds.

After Theory Center staff gain expertise with the new 64-processor, general-purpose supercomputer, they will train members of the scientific and technical community on how to use the SP1 via high-speed networks, while exploring Grand Challenge problems.

These problems have been identified by the federal government as vital to the nation's future; finding solutions to these challenges requires significant high-performance computational capabilities.

"We now have a new scalable, parallel environment in which scientists can experiment with advanced technologies," said Malvin H. Kalos, director of the Theory Center. "By using the SP1 and widely promoting the idea of scalable parallelism, we are training a whole new generation of supercomputer users."

The new system was purchased with a \$12.3 million grant from the New York State Urban Development Corp., allocated to Cornell for high-performance computing technology research. Cornell will use a portion of this funding to purchase the SP1 and follow-on systems from IBM.

"This kind of high-technology investment is important to all of us," Gov. Mario Cuomo said. "Such partnerships be-

tween business, higher education and government will advance research today and create jobs tomorrow."

The Theory Center also plans to acquire IBM's next generation of scalable, parallel systems in 1994 with a combination of state, federal and corporate funds.

Proposed acquisitions include a system with up to 512 processors, capable of performing at speeds exceeding 100 gigaflops. Similar to the SP1 already installed at Cornell, the follow-on system will have serial, batch and parallel computing capabilities.

"We are delighted with the way Cornell has embraced the SP1," said Irving Wladawsky-Berger, general manager, IBM Power Parallel Systems.

"The Theory Center's purchase combines the best of our joint resources — cost-effective technologies, advanced applications and high-performance computing expertise. This is only the beginning of what promises to be incredibly exciting times for the future of parallel computing."

In November, IBM and Cornell announced a partnership to develop scientific and technical applications for the new supercomputer.

Specific Grand Challenge application areas this partnership is targeting include: fluid dynamics, plasma physics, ground water and air pollution analysis, rational drug design, ozone mapping and seismic analysis.

Specifically, drug design researchers soon will be able to utilize the high performance computing power of the SP1 to model complex molecules like the genetic material of HIV. Researchers then would design new drugs to interfere with the deadly virus' capability to live or reproduce.

## Foundry is closed due to malfunctioning furnace

By Larry Bernard

A Cornell metal foundry used by the Art Department was closed April 1 because a furnace was giving off dangerously high levels of carbon monoxide, said Andy Garcia-Rivera, director of Cornell's Office of Environmental Health.

No injuries have been reported.

The foundry, located in a shed behind the Foundry Building on University Avenue, will remain closed until malfunctioning equipment can be repaired or replaced and ventilation system improvements are made, Garcia-Rivera said.

The shed already is scheduled for renovations, which may be accelerated, he added. Renovations could be completed by the end of this semester or by the start of the fall term, he said.

The Foundry Building, although so named, does not contain a foundry. The shed behind the building, which does contain a foundry, can remain open for other uses, but the foundry operation — where a gas-fired stove melts bronze at 2,000 degrees Fahrenheit — has been suspended. The foundry is used to mold metals and other materials for sculpture casts.

Carbon monoxide levels in excess of 110 parts per million were in the air; allowable federal limits are 35 ppm, Garcia-Rivera said.

Garcia-Rivera said that he and his staff discovered the problem during an inspection of all College of Architecture, Art and Planning facilities, initiated in February after several students asked the university administration to investigate safety issues in Tjaden Hall.

The Office of Environmental Health and the Department of Life Safety Services are investigating five buildings — Tjaden Hall, Sibley Hall, Rand Hall, the Foundry Building and the shed behind it.

"We've been meeting with students periodically and conducting an ongoing safety review of buildings," Garcia-Rivera said.

"This was part of that review. The air measurements were such that I had no choice but to shut down the facility to protect the health and safety of the occupants."

Two sections of undergraduate sculpture students have been using the shed this semester — about 33 students — as well as three seniors doing their thesis work and several graduate students.

University officials are looking at finding alternative furnaces so students can complete their work.

Garcia-Rivera emphasized that students have had only limited short-term exposures to high levels of carbon monoxide, and that long-term effects are unlikely.

## All that jazz



Peter Morenus/University Photography

Trumpet player and Cornell student Michael Dipaola was among the musicians in six high school and college jazz bands who filled Barnes Hall with the sound of saxophones, trumpets, trombones and drums during Saturday's Cornell Jazz Festival, sponsored by the Department of Music.

## Student service honored

### 'Volunteer Spirit' awards are presented

By Lisa Bennett

Three undergraduates received the 1993 General Motors "Volunteer Spirit Awards" on April 2. They are:

- Martin Brooks, a senior majoring in human service studies who founded the Cornell Chapter of Habitat for Humanity and leads workshops for other Cornell students that are aimed at preventing rape and sexual assault.

- Michael Gorman, a senior majoring in government who is class vice president and serves as a lesbian, gay and bisexual peer counselor.

- Lisa Sacks, a senior majoring in government who serves as president of the Israel Awareness and Education Committee and vice president of campus affairs for the Cornell Democrats.

The GM Volunteer Spirit program honors students who distinguish themselves as volunteers on campus or in the community, based on the principle that today's student volunteer is "tomorrow's active and involved citizen and community leader."

Winners receive plaques and five shares each of General Motors common stock.

Brooks founded the Cornell Chapter of Habitat for Humanity International, a non-profit organization that seeks to provide affordable housing by working in partnership with low-income families living in substandard housing.

Since then, Habitat Cornell has raised more than \$30,000 for work in the Ithaca area and assisted in the construction and renovation of more than 15 new homes.

He also designs and leads workshops aimed at preventing rape and sexual assault for campus groups and residence halls as a



Peter Morenus/University Photography  
Dean of Students John Ford (left) and General Motors manager Jack Fleury (right) stand with students (from left) Michael Gorman, Lisa Sacks and Martin Brooks. The three won GM's "Volunteer Spirit Awards" for their community service.

member of the student group Action Against Rape and Misogyny; serves as a member of the Advisory Board of African-American Worship; and is chairman of the House Policy Committee at Akwe:kon.

Gorman is treasurer of the Lesbian, Gay, Bisexual Coalition and co-chair of the Gay, Lesbian, Bisexual Committee for University Residence Space. He has worked with the Freshman Experience Committee, which has been studying changes to benefit students during their first year at Cornell.

Sacks, as current president and previous

treasurer of the Israel Awareness and Education Committee, has helped organize a fund-raiser to aid Bosnian refugees and helped bring Solomon Perel, the subject of the film *Europa, Europa*, to campus to speak to students. She also helped found the student-group Political Organization for Women's Equality; served as an orientation counselor for new students; and worked as a peer educator in Sexuality and AIDS Facts, Education and Responsibility. She is also vice president for campus affairs for the Cornell Democrats.

## Effort to prevent substance abuse recognized

By Albert E. Kaff

Kathy Yu-pei Liu, a graduate student who early in her college career started counseling classmates on the harm of alcohol and drug abuse, has won the first award presented by the university for substance-abuse prevention.



Liu

Liu, 23, was selected among student volunteers in the university's Alcohol and Drug Education, Referral and Training Program (ALERT) for the award given by the R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies.

Operated by the School of Industrial and

Labor Relations, the institute started awards to be given each semester to an outstanding student volunteer in the ALERT program.

Liu received \$250 and a certificate signed by President Frank H. T. Rhodes; Samuel B. Bacharach, an ILR professor and director of the institute; and David B. Lipsky, dean of the ILR School.

Liu, a first-year graduate student in the Department of Education, started counseling classmates when she was a sophomore majoring in chemistry.

"A bunch of things happened to interest me in this program," said Liu, who lives in Yorktown Heights, N.Y., and who is training to be a science teacher.

"When I was an undergraduate, ALERT held a workshop in my residence hall. After that meeting, my resident adviser suggested to me that I could contribute to the program. At the same time, I knew someone in the chemistry laboratory who was in the program, and he made it sound like some-

thing I would be interested in doing."

Like other ALERT volunteers who work in teams of two, Liu and another volunteer meet two or three times a semester with groups of students in campus residence halls, fraternities and sororities to discuss alcohol and drug programs.

During six semesters with ALERT, Liu participated in 10 workshops on substance abuse, more than any of the other current volunteers. "ALERT was one of the most rewarding organizations I joined," she said.

Nanci Hoetzlein, coordinator of ALERT peer education, said Liu is effective in discussing the effects of alcohol and drugs because she is a congenial person whose approach generates respect for her views.

Bacharach said the Smithers Institute, with the support of the Smithers family, hopes that the student awards will set an example for recognizing people throughout the country who are working to prevent substance abuse.

## Hinchey predicts passage of species act

By William Holder

U.S. Rep. Maurice Hinchey, speaking Saturday to a Cornell audience, predicted reauthorization of the Endangered Species Act in the 103rd Congress.

"It's almost certain the act will be reauthorized later this year - possibly this summer or fall," he told the "Endangered Species: Endangered Future" conference.

"I think it will be reauthorized in a very responsible way."

In addition to Hinchey, the two-day conference brought together environmentalists and scientists from Cornell and elsewhere to discuss the 20-year-old act and related environmental issues.

Hinchey echoed the opinion now being voiced by the Clinton administration that the future of the act depends upon saving ecosystems, not just single species.

The Hudson River, he said, is an example of an ecosystem restored nearly to full health after pollution had severely depleted natural life forms.

"Today the Hudson River is extraordinarily healthy," he added. "It's living proof that we can reverse the processes that we have set in motion."

### Spotted owl

Attention has focused on the act partly as a result of the controversy surrounding the northern spotted owl, which remains a "political football" in the new administration, according to Rocky Gutierrez, a biologist at Humboldt State University and an authority on the spotted owl.

The future of the owl - named for the white spots that cover it - remains in some doubt because the Interior Department has yet to approve a recovery plan for the species, Gutierrez told the conference.

The clash of economic and environmental interests plus infighting among government agencies has left the issue unsettled for more than a decade.

### Old-growth trees

Gutierrez, who has trapped and tagged 2,000 northern spotted owls, said the bird will nest only in the immense old-growth trees, such as Douglas Firs that have been growing for hundreds of years. Only 10 percent of the Northwest's old-growth forests remain, and in those areas where no older forests remain, the owl cannot be found.

He said that he believes that the owl can be preserved if logging practices are changed to avoid clear-cutting its habitat. At present, the estimated population of northern spotted owl is somewhat more than 3,000 pairs.

Since the 1973 passage of the Endangered Species Act, 1,250 species have been listed as endangered or threatened, of which 41 percent are plants. Currently, 238 species are stable or improving, including the bald eagle.

Hinchey, however, warned against complacency. Hawaii has one of the largest concentrations of endangered species, he said, pointing out that the United States done little to protect wildlife there even as it has criticized destruction of wildlife habitat elsewhere in the world.

## Matt McHugh to join World Bank as counselor to president

Matthew F. McHugh, former member of the House of Representatives, has been appointed counselor to the president of the World Bank, Lewis T. Preston, in Washington, D.C. The announcement was made by the World Bank last week.

McHugh has been serving as vice president and university counsel here since Jan. 18.

"This has been a most difficult decision," said McHugh. "Over the last two months, I have come to enjoy tremendously the role that I had been asked to play at Cornell, and it was a unique combination of personal and professional considerations that caused me to accept this opportunity to serve with the World Bank."

"When I was invited to join the Cornell administration, I explained to President Frank

Rhodes that there might be certain circumstances that would cause me to withdraw from the offer that had so graciously been extended. The discussion about a potential role with the Agency for International Development was widely followed in the public press; that with the World Bank was not. Throughout this entire period, President Rhodes and the leadership of the Cornell Board of Trustees have been most supportive, and I hope that I will be able to continue to be of service to this great university in whatever fashion may be appropriate," McHugh continued.

Responding to the news, Cornell President Frank Rhodes said, "Matt McHugh has long been a part of the Cornell community,

from his earliest days in public office as the District Attorney of Tompkins County to his outstanding service to this community and to the nation in the United States House of Representatives. We have known from the start that Matt's extensive involvement in matters relating to international economic development might create a situation in which he would ultimately be called back to Washington rather than remain in Ithaca. We nonetheless urged him to become an integral part of the Cornell campus, and I am proud that we did.

"He has already performed admirably on a wide array of issues during his tenure. While we regret our immediate loss, we wish Matt and Alanna every good fortune as he assumes

this major challenge at a time when programs of international economic assistance have taken on a strategic importance for the peace and security of the entire world. I look forward to having a continuing association with Matt in his new capacity."

The World Bank is an international organization with more than 150 member governments, including the United States. The purpose of the World Bank and its affiliate, the International Development Association, is to promote economic development in developing nations.

McHugh will join the World Bank in May. A determination as to the procedure to be followed in selecting his successor at Cornell will be made in the immediate days ahead.

# Welcome to Cornell

## Astronomy center chief didn't always look to the stars

By Larry Bernard

At first glance, Paul F. Goldsmith may not seem to be the logical choice to be director of a national center in astronomy.

After all, his degrees are in physics, and he has never taken an astronomy course. But on further inspection, it becomes clear that Goldsmith, 44, is well suited to head the center that operates the world's largest radio telescope.

As the new director of the National Astronomy and Ionosphere Center, run by Cornell for the National Science Foundation, Goldsmith brings to the university 20 years in the radio astronomy field. He helped oversee the construction of a radio telescope in Massachusetts, and he has been investigating how stars form by examining the radio waves emitted by gas clouds in interstellar space in our galaxy.

Goldsmith became director of NAIC and professor of astronomy and space science on Jan. 1, replacing Donald Campbell, who had been NAIC's acting director. Previously, Goldsmith was professor of physics and astronomy at the University of Massachusetts at Amherst, where he had been since 1977.

### Arecibo upgrade

Here, Goldsmith will oversee the planned \$23 million upgrade of the Arecibo Observatory in Puerto Rico, which the NAIC operates for the NSF. The largest and most sensitive radio-radar telescope in the world, the 1,000-foot telescope will undergo a complete transformation of its optics — the way in which it captures and focuses radio signals.

The administrative functions of his job are readily apparent. "I'm already in it up to my eyeballs," Goldsmith said. For instance, the 50-foot-high steel mesh screen to be installed around the perimeter of the telescope dish to reduce ground interference is being made in India. But riots there resulted in delays. "It illustrates we truly are a global economy, when riots in Bombay can have an effect on the schedule of improvements to a radio telescope in Puerto Rico," Goldsmith said.

Other improvements will allow astronomers to "observe" signals from farther away, and thus, further back in time, than ever before. The upgrade of reflective mirrors and antenna feeds will increase the sensitivity of the telescope by a factor of about 20 for studies of the solar system, and a factor of about three for studies of distant galaxies.

"This will be a new lease on life; we'll have virtually a new instrument for radio astronomy, and it's very exciting," he said.

In addition to his administrative duties as NAIC director and his research as an astronomy professor, Goldsmith plans to teach. He will team-teach a course on astronomy techniques to



Peter Morenus/University Photography

**Paul F. Goldsmith, new director of the National Astronomy and Ionosphere Center, peers through a model of a new antenna steering device for the Arecibo Observatory.**

undergraduate students, introducing them to the wide variety of instruments used in optical, infrared and radio astronomy.

But Goldsmith was not always interested in astronomy. "I went through college without any astronomy courses," he said recently in his office on the fifth floor of the Space Sciences Building. "I got into it sort of haphazardly."

The route took him from his hometown, Washington, D.C., to the University of California at Berkeley, where he enrolled as an electrical engineering major but switched to physics.

"I was interested in physics, in what makes things happen," he said. In graduate school there, again in physics, he began working with Charles Townes, the Nobel laureate who helped invent the laser and maser. Townes, his thesis adviser, was turning his attention to astrophysics, and so did Goldsmith.

"My adviser suggested that millimeter waves were unexploited for astronomy purposes. So I built equipment to study interstellar clouds which, by present standards, was ridiculously primitive. Basically, I sort of wandered into the field of star formation more or less as it was just being conceived. Even 20 years later, there is still an awful lot to answer. But I never had any pre-existing obsession with how

stars formed. Now, I'm obsessed."

After earning his bachelor's degree in 1969 and his doctorate in 1975, he left Berkeley for two years as a radio astronomer at Bell Laboratories in New Jersey. Goldsmith moved to the University of Massachusetts in 1977 as assistant professor of physics and astronomy and of electrical and computer engineering. He was a consultant to M.I.T.'s Lincoln Laboratory in Lexington, Mass., "trying to convert technology they developed for use in astronomy," he said. Beginning in 1980, he was associate director of Five College Radio Astronomy Observatory, a consortium that built a 14-meter radio telescope in Amherst for high-frequency observations.

In 1982 he co-founded Millitech Corp., an Amherst company formed to transfer technology from the astronomy research community to the commercial sector. He remained vice president for research and development until last year.

A fellow of the Institute of Electrical and Electronics Engineers, Goldsmith has published more than 140 scientific articles or papers and has written chapters in two books. He also is the editor of *Instrumentation and Techniques for Radio Astronomy* (IEEE Press, 1988).

## Architecture alumnus returns from Michigan to head department

By Carole Stone

Kent Lovering Hubbell, an architect in the Midwest for 17 years and chairman of the Architecture Department at the University of Michigan the past seven years, has been named chairman of the Department of Architecture in the College of Architecture, Art and Planning.

"Cornell is one of the strongest design schools in the

country, and this is one reason why I was interested in coming back," said Hubbell, a 1969 Cornell architecture graduate.

"Cornell's program attracts high-quality students, and I feel that the most important role of the department chairman is to develop a program which will continue to attract quality students and faculty."

Hubbell, 48, is best known in the architectural profession for his work with tensile canopies and other stressed fabric structures, such as the 5,000-seat canopy-covered river-front amphitheater in Chene Park, Mich., which is, he said, "like a front porch on the river" for concerts and other cultural events.

Hubbell's firm, K.L. Hubbell Architects, based in Ann Arbor, Mich., currently is working on several tensile projects, including a sports and public events structure for Norgoma Marine Park in Sault Ste. Marie, Ontario; a coated fabric concert shell for the Grand Rapids Music Pavilion, a summer home for the Grand Rapids symphony; and a tensile canopy for a Seattle Metro park-and-ride site. Ten years ago, Hubbell designed the "instant" shelter main-stage canopy used for rock 'n' roll and Western music concerts at the New York State Fair.

### Prize-winning architect

Hubbell is also a prize-winning architect of more conventional buildings; he and a partner designed a renovation for the Hershman House in Chicago, a late 19th-century town house in an historic district, that earned them a National Honor Award from the American Institute of Architects in 1981.

A professional educator as well as a practicing architect throughout his career, Hubbell teaches courses in studio design, visual studies, architectural theory and professional practice. He also has taught studios in fabric structures. He created a program for soft structures at the University of Michigan, the Membrane Structures Studio, and said it is "inevitable" that he will "look for some kind of funding to support those kinds of activities at Cornell."

As chairman of the department at Michigan, Hubbell also started two programs to bring beginning architects to the school for one- or two-year fellowships in professional studies. "It was sort of like a postdoc [a postdoctoral studies program] before they went on to teach somewhere else," he explained, adding that he intends to try to develop a similar program at Cornell and one that will "enable faculty to devote more time to professional activities."

In general, Hubbell does not anticipate the need for major

changes in Cornell's curriculum.

"In my experience there are few schools that are so highly regarded in design teaching as Cornell. It is clear to many that the way design, design theory and history are woven together at Cornell is distinctive and very effective," he said.

He does have some concerns about the program, including the fact that architecture students may not be getting as well-rounded a liberal arts education as many would like. He is also concerned with the lack of advanced theoretical studies in the field and will encourage the department to "develop, support and maintain the research enterprise of our profession."

### Remembering student days

Remembering his own student days with fondness, and the opportunities he had to study fine arts, too, Hubbell said that he intends to encourage closer relations among Cornell architects, artists and planners.

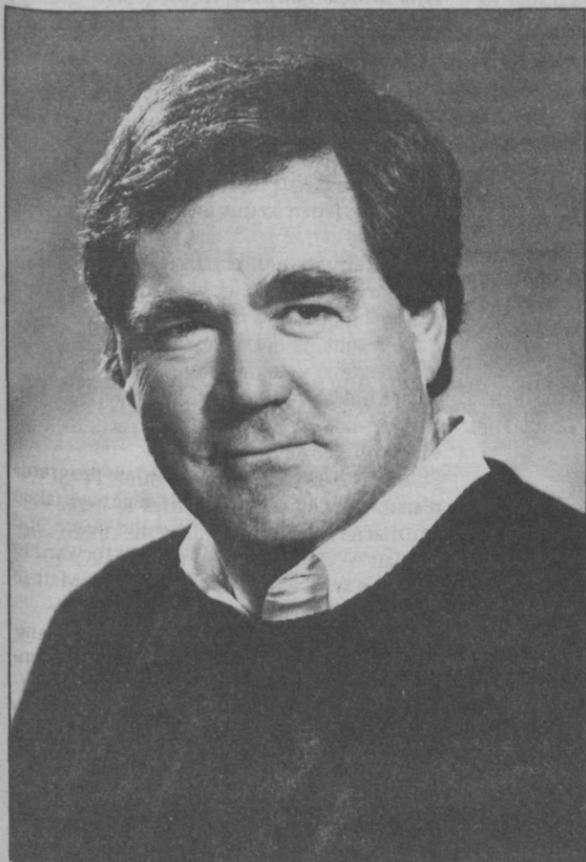
"I look forward to the three departments having more to do with one another, and I'm open to anything AAP can do together," he said. "The relationship among architecture, art and planning waxes and wanes, but back in the '60s it was practically seamless. Some of us — me, [visual artist] Gordon Matta Clark and others — were exposed to everything that the Art Department had to offer," he added.

Originally from Pensacola, Fla., Hubbell joined the Peace Corps after he graduated from Cornell in 1969. Sent to Micronesia, an archipelago of small islands between Hawaii and Japan, he designed and supervised the building of dispensaries, schools and small hospitals.

Two years later, he returned to the United States and enrolled in the master of fine arts program at Yale University to study sculpture. Degree in hand, he returned to Cornell in 1974-75 to teach design and lightweight structures. He has been at the University of Michigan in Ann Arbor since 1975.

About a decade ago, Hubbell began a personal project that he has been pursuing "around the margins" of his teaching, administering and designing for clients. Long interested in philosophy, he has been exploring the philosophy and aesthetics of Martin Heidegger and their relationship to architecture. The project involves 10 houses, which are in various stages of design, all of which explore Heidegger's concept of dwelling.

Hubbell has selected a site in Ithaca for House No. 9 in this on-going, experimental project, and, he said, "Who knows? I may even find time to work on it."



Charles Harrington/University Photography

Kent Lovering Hubbell

# Ignored 50 years ago, book on gangs becomes a classic

By Albert E. Kaff

A half-century ago, William Foote Whyte published a book that was virtually ignored by fellow sociologists. Today he is the winner.

In March, the University of Chicago Press published the 50th anniversary edition of Whyte's *Street Corner Society*, a study of street gangs in Boston's North End that over the years became required reading for students in sociology and research methods courses nationwide.

"When the first edition was published in 1943, it attracted little attention from my fellow sociologists," said Whyte, 78, professor emeritus of organizational behavior in the School of Industrial and Labor Relations who continues to be active as research director of the school's Programs for Employment and Workplace Systems, a consulting and applied research unit that helps labor and management work together.

"When it was published, my book was not reviewed in the *American Sociological Review*," added Whyte, who taught at Cornell from 1948 to 1980. "The reviewer in *Ameri-*

*can Journal of Sociology* said, in effect, here is another good slum study."

## The tide turned

But the tide turned. "By the 1960s, I began hearing *Street Corner Society* called a 'sociological classic,'" Whyte said. "Many professors required students to read it for introductory courses in sociology or for research methods courses. Some high school teachers assigned it also."

What generated academic respect for his book? Whyte noted that he started his Boston research at the beginning of his graduate career rather than the end, an approach that he calls "unorthodox" in academe.

"With the influx of World War II veterans under the GI Bill, changes took place in teaching methodology in sociology," he said. "More teaching was being done from books other than texts, and the sales of my book jumped."

A second edition was published in 1955. It included a report on how Whyte had done his field work, including personal experiences, "and that stimulated sales as well as students to enter the field," he said. "New material explained realistically what field research ex-

perience was like."

Whyte conducted field work for his book from 1937 to 1940 in the Italian-American district of Boston's North End. At that time, he was a junior fellow at Harvard University. Later, in 1943, he earned his Ph.D. at the University of Chicago.

Throughout his research, Whyte lived in Boston's North End, first with a family that ran a restaurant and then with his wife, Kathleen.

Published in 1981, the third edition of his book includes a talk given by Angelo Ralph Orlandella, a former corner gang leader who helped Whyte figure out the informal structure of street gangs. Orlandella titled his talk "The Whyte Impact on an Underdog."

To get his book published 50 years ago, Whyte had to put up a \$1,300 subsidy, because his work was not expected to sell well. That

forecast was correct. Sales of the first edition barely covered the subsidy.

## 250,000 copies

But time changed his fortune. By this year, more than 250,000 copies have been sold, recently averaging 1,000 sales a year. When the Eastern Sociological Society met in Boston March 25 to 28, a plenary session was devoted to the topic, "Revisiting *Street Corner Society*."

"In the 1990s, there has been a sudden revival of scholarly interest in *Street Corner Society*," Whyte said.

"In 1990, five scholars devoted a major section of their book, *Reframing Organizational Culture* [Sage Publications] to my book as an exemplar of the study of organizational culture.

"In May 1991, the *Journal of Contemporary Ethnology* devoted a special issue to *Street Corner Society*."

*Street Corner Society* has been translated into several languages. Whyte has reported on studies of organizational behavior in urban and rural settings; and in industrial and agricultural research and development.



Whyte

## Students hear entrepreneurial success stories

By Sam Segal

With a revolving cast working five main locations, more than 300 students, faculty, alumni-entrepreneurs and business experts did a lot of talking April 1 and 2 about starting small businesses and cultivating them as family heirlooms or investments for resale.

The round-robin was the first production of the Entrepreneurship and Personal Enterprise (EPE) Program, which is seeking to establish Cornell as a prominent center for reality-based learning about small business and entrepreneurship.

At a dinner in the Statler Ballroom on April 1, some 250 students, faculty, alumni and friends of Donald P. Berens heard a talk by the 1947 alumnus honored by President Frank H.T. Rhodes as the Cornell Entrepreneur of 1993. They also heard his four children sing two satirical songs about their toil in the family business.

The next afternoon, in the Bache Auditorium of Malott Hall, Berens recalled lessons of character and diligence he had learned from his family in a small Ohio steel town during the Great Depression, and he detailed how he and a partner acquired more than 100 Hickory Farms stores, the first of which lost money. "The most successful people," he told an audience made mostly of students, "are the ones who make the most mistakes."

The EPE program was started by the Johnson Graduate School of Management and the College of Agriculture and Life Sciences, whose deans — Alan Merten and David Call — are seeking other Cornell colleges' support in promoting small-business-related courses, research, outreach and forums like last week's. The program's Clark Professorships are open



Bruce Wang/University Photography

Entrepreneur of the Year Donald P. Berens (left) and Johnson Graduate School of Management Dean Alan G. Merten enjoy a light moment.

to faculty from any college who teach or want to develop such business courses.

Between the two Berens events, there was a session, in 253 Malott, on "Entrepreneurs and Ethics: Are Special Considerations Needed?" (Yes: individual entrepreneurs, especially in the insecure early days, face special temptations to burnish reality. And they lack the luxury that big-business executives may have of bucking ethical questions up the line.)

There was also an "entrepreneurfest," in the Biotech Building, where students and alumni had a casual lunch and time to mix.

And, in Kennedy Hall's Alumni Auditorium, there was a forum on "Making it in the 90s." The editor-in-chief of *Black Enterprise Magazine*, Sheryl Hilliard Tucker, moderated a discussion including Rebecca Byam, senior associate at Patricof & Co. Ventures; Nicholas D'Agostino, chief executive officer of D'Agostino Supermarkets Inc.; Peter Francese,

president of American Demographics Inc; and Joseph Holland, a 1979 alumnus and trustee fellow who, besides being a lawyer in Harlem, runs Harlem Travel and a Ben and Jerry's, both of which make money and employ residents of Holland's shelter for homeless men.

From Byam, the overflow crowd heard that venture capitalists are not easy marks; her company funds 15 of about 4,000 proposals it reviews.

From D'Agostino, they heard that family businesses take nurturing; only 10 percent make it into a third generation, and the failure is not financial.

From Holland, a questioner interested in future business with urban black Americans and Africans was advised that business was not just knowledge and precise plans. Expect to spend time first knowing a city and its people, Holland said; "You have to connect before you can profit."

## April 12 tasting will benefit hungry, homeless

By Albert E. Kaff

Ithaca-area chefs and wine makers will serve specialties of their houses at a food and wine tasting evening on April 12 to benefit homeless and hungry people in the Ithaca area and around the world.

Open to everyone, Ithaca's second annual Taste of the Nation will take place from 5:30 to 8:30 p.m. in the dining areas and ballroom on the second floor at the Statler Hotel. Valet parking will be available.

Similar tastings and dinners will be held in other cities across the the United States and Canada to raise funds and awareness for hunger relief and development groups worldwide.

"Fifty-six chefs and 24 wine makers will serve their finest creations at our Taste of the Nation evening," said Alan Cohen, an Ithaca restaurateur and chair of the Ithaca event.

Each chef will prepare a speciality of Ithaca restaurants that serve dishes from several na-

tions, including Mexico, Italy, France, the Caribbean countries, Japan, China and North America, along with ice creams, deli and bakery items, pastries, natural foods and Finger Lakes wines. Music will be by Johnny Russo's New Orleans Jazz Band and Tom Bergeron.

Seventy percent of proceeds will go to three Ithaca organizations: Loaves and Fishes, a soup kitchen; the Learning Web, a mentor and apprenticeship program for teen-agers; and Homes Inc., a food preparatory training program for homeless adults. Ten percent of revenues will go to areas of high need in New York, and 20 percent will go to international agencies that promote self-reliance.

Taste of the Nation is arranged by Share Our Strength, a nationwide organization of food industry professionals that works to alleviate hunger and assist development agencies.

This year's national sponsor is American Express. Local sponsors are Weidenhammer Printers, Food Network, Cbord Group Inc.,

Citizens Savings Bank, Sysco and the Statler.

Tickets at \$50 per couple or \$35 per person, are available at DeWitt Mall ticket office, all Citizens Savings Bank offices and at the door.

## Blanchard lauds Statler's response to blizzard

Ken Blanchard, who achieved national fame with his book *The One Minute Manager*, heaped praise on the Statler Hotel for surviving the blizzard of 1993 in high style.

In a letter to James Hisle, managing director of the campus hotel, Blanchard wrote: "I have never seen a total staff so committed to serve customers under such tough conditions as I did during this blizzard of '93."

Blanchard spent the March 13 blizzard weekend in the Statler while teaching a weekend undergraduate course offered by the School of Hotel Administration.

## Author: Japan misinterprets itself to world

By Albert E. Kaff

Karel van Wolferen, author of a controversial book on power structures in Japan, told a Cornell audience recently that in achieving economic power Japan deliberately misinterprets itself to the rest of the world.

"If the reality of Japan were known, we would live in a different world," said van Wolferen, whose book *The Enigma of Japanese Power* has been translated into nine languages and debated around the globe. A news and commentary writer based in Tokyo, van Wolferen has lived in Japan since 1962.

"Institutionally, the West is incapable of coping with Japan politically and economically," the author told his audience on March 17. "The economic goals of Japan are not compatible with the economic goals of the United States and Europe."

He said that after Japan rebuilt from its World War II destruction, it never stopped and continues to rebuild today with the single goal of constantly expanding its productive capacity. In contrast, after recovering from World War II, European nations directed some of their efforts toward social betterment programs, he said.

Descriptions of Japan as a free economy are an illusion, van Wolferen contended. In Japan, companies own each other and are associated with banks that make certain they never go bankrupt; and unlimited production is more important than profits, he said, adding: "When U.S. trade negotiators go to Japan and then return, they announce a great breakthrough, that Japan is becoming more of a free market. This is largely an illusion."

The writer argued that many Japanese, including government officials, bureaucrats and the Japanese press, have a stake in misinterpreting Japan so that the country can go its own way.

The almost unlimited power of Japan's Ministry of Finance, which controls the nation's monetary system and thus its global trade results, is one factor that makes Japan incompatible with the United States, he said. "The Ministry of Finance is not responsible to anyone, not even to the Diet [parliament]," van Wolferen said.

Inside every government ministry sit bureaucrats from other ministries to make certain that no one gets out of line, the author said.

Van Wolferen said that the Japanese press is allied with Japan's government bureaucracy. He argued: To divert attention from economic issues, Japanese newspapers attack politicians, while the real power is held by career bureaucrats, and the press often ignores unpleasant news such as recent arrests of Health Ministry officials responsible for blood banks tainted with HIV.

Van Wolferen's visit was sponsored by the East Asia Program, Government Department, International Political Economy Program and the Einaudi Center for International Studies.



Peter Morenus/University Photography

Professor David K. Wyatt, the new national president of the Association for Asian Studies, says of U.S. trade: "Our future is in Asia."

## 'Leading American scholar on Thailand' heads Asian Studies Association

By Albert E. Kaff

Historian David K. Wyatt, who became national president of the Association for Asian Studies on March 28, once was commanded to sing by the crown princess of Thailand.

"I thought to myself that it was the closest I would ever come to a royal command," Wyatt recalled during an interview in his McGraw Hall office, its shelves crammed with books in the Thai language.

In 1977, the Southeast Asian historian was attending a conference in Thailand when he was seated next to Crown Princess Sirinthorn, daughter of King Bhumibol Adulyadej, at a Bangkok dinner. She teaches Thai history at the Thai military academy.

CORNELL  
People

"When we were seated, I told the princess that I would have a problem speaking to her in Thai because of the requirement to use proper status language in speaking to royalty," Wyatt said.

"But she put me completely at ease by switching to English. After the dinner, each guest was asked to sing a song. The princess whispered to me, 'You must sing, too.'"

Every year since 1971, Wyatt has performed with the Cornell Savoyards, a Gilbert and Sullivan group, singing bass, baritone or tenor in leading roles in all 13 of Gilbert and Sullivan's operettas. But for his royal command performance, he sang a popular song from the 1950s, *Autumn Leaves*.

Wyatt's selection to head the 8,000-member Association for Asian Studies reflects the stature of Asian studies at Cornell. Since the academic association elected its first president in 1948, eight Cornell faculty have been voted into the presidency, more than from any other university.

Wyatt, 55, takes charge of the association at a time when enrollment in Asian studies is increasing in many U.S. universities. "They had better increase," Wyatt commented. "When we think of trade, we traditionally have thought of trade across the Atlantic. Now trade is greater across the Pacific. Our future is in Asia. As to the country I specialize in, you only have to go to any K-mart store to see the goods coming in from Thailand."

While still teaching, Wyatt will spend much of the coming year traveling to the association's annual meeting in Los Angeles and to regional meetings throughout the United States and Mexico. At this year's annual meeting, 420 to 700 academic papers will be delivered and discussed in a total of 140 panels. He also will supervise the association's lobbying programs for federal and private funding of Asian studies. This semester, he is co-teaching an undergraduate course, "Introduction to Asian Civilizations," and conducting a graduate seminar on Thailand for 20 students.

In an article published last year, Washington correspondent Barbara Crossette of *The New York Times*, who earlier reported from Asia, described Wyatt as "the leading American scholar on Thailand."

As an undergraduate, Wyatt majored in philosophy at Harvard University. But during his senior year, newspapers and the woman who became his wife helped spark his interest in Asia.

"Asia was very newsworthy at that time, and I read a lot about the area in newspapers," he said. "Laos was falling apart, and the book *The Ugly American*, set in a mythical Southeast Asian nation, and Marlon Brando's movie based on the book were popular."

In 1959, his senior year at Harvard University, Wyatt met and married a fellow student who was steeped in Asia, Alene Wilson. She had grown up in Pakistan, where her father worked for the Ford Foundation and later the Asia Foundation, and she had attended school in India.

By then, Wyatt was disillusioned with philosophy. He earned his master's degree in history at Boston University in 1960 and his Ph.D. in Southeast Asian history at Cornell in 1966. At Cornell, he learned to speak and read Thai, a language written in fine script best described as eye-straining curlicues.

### Fondness for Thailand

Wyatt speaks warmly of Thailand, the only country in Southeast Asia that never was colonized and a land where the king is held in awed respect by his people.

Wyatt explains: "In Thai society, no one is equal, not even twins. The society is built on the inequalities of its people. For each person, everyone else is either above or below. Such a society works best when one person is on top who can jump in to resolve a crisis, and that is where the Thai put their king. The Thai monarchy is unusually strong."

Last year, Wyatt arrived in Bangkok shortly after King Bhumibol summoned two opposing politicians, the prime minister and a populist leader, to approach him on their knees and remain kneeling before him while he resolved differences that had led to a political crisis.

*Since the academic association elected its first president in 1948, eight Cornell faculty have been voted into the presidency, more than from any other university.*

Peace was restored. The interim government that followed included one cabinet minister who had earned his Ph.D. at Cornell. "There are at least 300 to 500 Cornellians in Thailand," Wyatt said. "And here at Cornell this year, 21 students, all Americans except for one Japanese, are studying Thai. That's more students than we have in any other Southeast Asian language."

Among his many publications, Wyatt is author of *Thailand: A Short History* (Yale University Press, 1984) and a co-author of *In Search of Southeast Asia: A Modern History* (University of Hawaii Press, 1988).

Other Cornell faculty who served as president of the Association for Asian Studies were Lauriston Sharp, anthropology, in 1961; Knight Biggerstaff, history, 1965; George Kahin, government, 1973; John M. Echols, modern languages and linguistics, 1977; Eleanor Jordan, modern languages and linguistics, 1980; Frank Golay, economics, 1985; and Robert J. Smith, anthropology, 1988.

## New York Hospital, CUMC affiliate, gets OK to rebuild

By Myrna Manners

The New York Hospital has received approval from the New York City Planning Commission to begin a modernization project that will rebuild the hospital for the 21st century.

The project involves the construction of a 1-million-square-foot building on a platform over FDR Drive from 68th Street to 70th Street. The new building will be connected to the existing New York Hospital structure.

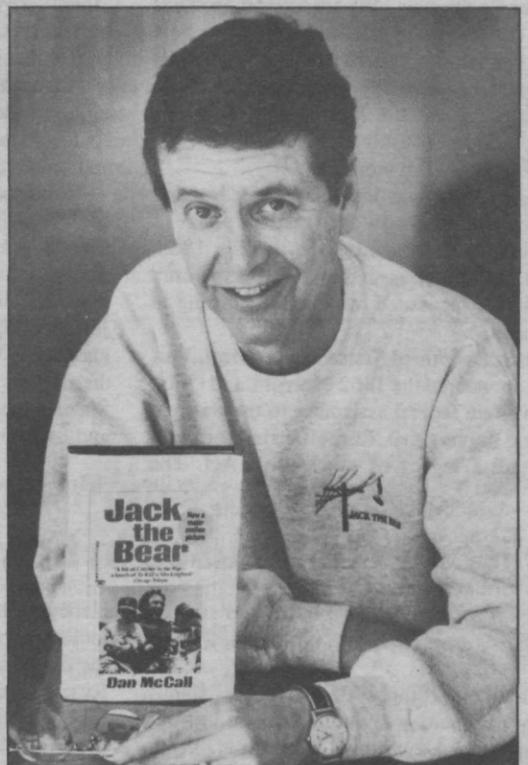
The project is expected to take five years, with construction commencing in April and the new facility opening in 1998. The cost will be approximately \$908 million.

Dr. David B. Skinner, president of the New York Hospital, said, "As we take this momentous step forward to make the New York Hospital ready to meet the medical challenges and opportunities of the next century, we reaffirm our historic commitment to providing the highest quality health care to patients in the metropolitan area and beyond."

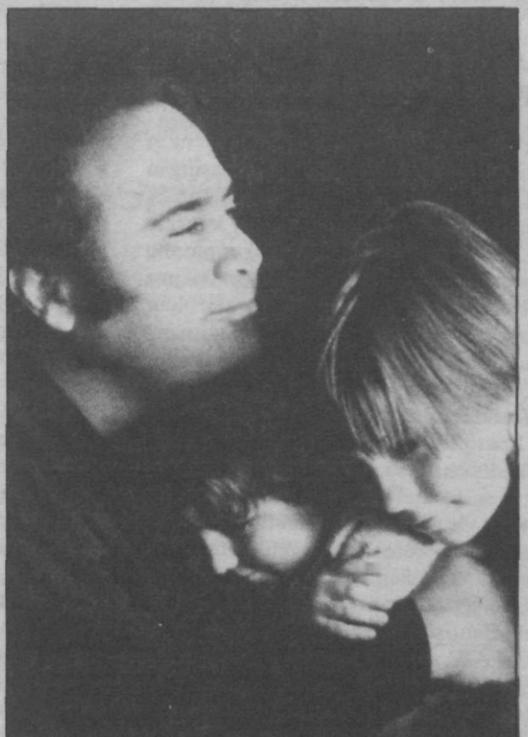
Throughout its history, the New York Hospital has worked closely with the Cornell Medical College, Rockefeller University, Memorial Sloan-Kettering Cancer Center and the Hospital for Special Surgery.

The new building will house 776 beds.

### On the big screen



Peter Morenus/University Photography



Twentieth Century Fox

"Jack the Bear," the movie based on the 1974 novel by English Professor Dan McCall (top), recently opened at theaters nationwide. Says McCall: "My story is told by Jacky, Jack the Bear, whose mother is dead and whose father, a natural clown and the 'Monster of Ceremonies' on a TV horror show, is slowly losing his grip...." The movie stars (from left above) Danny DeVito, Miko Hughes and Robert J. Steinmiller Jr.



Chris Hildreth/University Photography  
President Frank H.T. Rhodes is flanked by alumni Michael A. Robinson (left) and Oers Kelemen. Rhodes is holding first-issue stamp covers that honor Liberty Hyde Bailey and Sen. Justin Smith Morrill, which Robinson presented to Rhodes in honor of Kelemen's parents.

## First-issue stamp covers are presented to Rhodes

Cornell alumnus Michael A. Robinson has given the university first-issue stamp covers that honor two significant figures in the development of the university. President Frank H.T. Rhodes accepted the framed Liberty Hyde Bailey and Sen. Justin Smith Morrill covers from Robinson last week.

Bailey was a near-legendary professor and director (the title is now dean) at the College of Agriculture who joined the college in 1888. The Bailey cover, issued in 1958, is the only first-day cover issued in Ithaca, according to Robinson.

Morrill, a United States senator from Vermont, sponsored the 1862 Morrill Land Grant Act that lent federal assistance to the states in funding universities. Cornell's statutory colleges are a legacy of the Morrill Act. The

Morrill cover was issued a century after the Morrill Act was passed.

Robinson, a 1970 graduate of the College of Arts and Sciences and an Ithaca resident, acquired the Bailey cover several years ago. He found the Morrill cover in an Ithaca stamp and coin shop several months ago.

Robinson presented the stamp covers in honor of Tibor and Apolonia Kelemen, his friends and retired employees of the university.

The Kelemens, natives of Hungary, helped Jewish refugees escape from that country during World War II and later became refugees themselves before emigrating to the United States, Robinson said. They are now retired and living in Florida.

—Sean Jamieson

## Helicopter to be used in heat survey

If you're alarmed by a helicopter repeatedly flying over campus this weekend, don't be.

A helicopter will be flying over the campus Friday or Saturday night as part of a utilities survey by the Department of Facilities Engineering.

The survey is intended to map the effi-

ciency of the university's steam-heat system, including heat loss from buildings and from the distribution system. The helicopter will fly over the campus for about three hours on Friday or Saturday night to record infrared images that will indicate heat loss.

The survey will begin about two hours after sunset.

## Rogers continued from page 1

trying to say was we have a real problem in America. Here is a disease that is increasing in our ghettos, our poor communities, our black communities. And unless we really knuckle down, we're going to ignore those people and we shouldn't do that. It's bad. It came out just the other way: that is AIDS will cause no clout in our society, have no impact on our social institutions. But there are many communities and social institutions where it has already had a profound impact: art, theater, design, medicine. I can't think of a disease that has more profoundly changed a lot in society. Now the NRC is desperately trying to say, 'No, that isn't what we meant.' But after the first press releases, which were very misguided, the damage was kind of done.

**Q: There has been an increasing number of scientists interviewed who maintain that HIV is not the cause of AIDS and saying that because we're focusing so single-mindedly on the virus, we're ignoring a bunch of other infections and problems that will kill more people. Would you comment on that?**

A: Neither is true. This disease is caused by the HIV virus. The evidence is absolutely overwhelming. Now, one of the tricky bits about it is you don't die of HIV itself. You die because it's knocked off the immune system [and opportunistic diseases have free reign]. But there is a great deal of work going on in opportunistic infections and we can treat many more of these weird diseases now.

**Q: Could you give us a better picture of**

**what the effect of AIDS will be in other countries?**

A: In many of the African countries, the positivity rates are 20 percent, 30 percent, 50 percent, 70 percent. I was in an airport in Zaire, talking with a colonel who said 70 percent of his troops were HIV positive. The projected number of AIDS orphans is staggering: 10 million infected kids, 10 million uninfected AIDS orphans in sub-Saharan Africa by the year 2000. . . . And, of course, in those societies, to be without parents where there are no social support systems is almost a death warrant in itself. And, now, it's just taken off in Thailand and Asia, which has a much bigger population base, so all of a sudden this projection [that there will be 40 billion people with AIDS by the year 2000] is beginning to look conservative.

**Q: Do you think the immigration of people who are HIV-positive into this country poses a public health problem?**

A: Absolutely not. That's one of the more embarrassing episodes of our present posture. We're a country that exports it, not imports it, for the most part. The Public Health Service decided that it should be listed as a dangerous, transmissible disease. But that sends such a lousy message. [You only get it because of specific, sexual behavior.] It is homophobic. It is racist.

**Q: I was looking at the 1993 federal budget the other day for support of AIDS. It was just under \$5 billion, which was recommended by President Bush. Of that,**

## ILR School launches international initiative

Cornell, a pioneer in labor-management relations, is launching a new program of international research, teaching and public service. The ILR International Initiative addresses international issues and global concerns in the labor field.

The School of Industrial and Labor Relations was founded in 1946 as the nation's first four-year college of its kind. The ILR International Initiative is the latest in a series of efforts led by ILR Dean David Lipsky over the last five years to internationalize all parts of the ILR School.

The initiative is directed by Gary Fields, a specialist on poverty and labor markets in developing countries. Fields has chaired the ILR School's Department of International and Comparative Labor since 1986 and has twice chaired its Department of Labor Economics.

He advises many national and international agencies, including the U.S. Agency for International Development, the World Bank, the Inter-American Development Bank, the International Institute for Labor Studies, the International Labor Organization and the United Nations Development Program.

### Comparative labor movements

The associate director will be Lowell Turner, an assistant professor whose research interests include comparative labor movements, European economic integration and German unification. Turner will take up this post upon return from a leave supported by a distinguished fellowship from the German Marshall Fund.

Serving as executive assistant and staffing the International Initiative's new office in Ives Hall is Donna Levengood.

The International Initiative's policy paper says that the world faces "a new era of international market vitality, political instability and the quest for a new world order." New challenges have been created by a number of recent developments, including "intensified trade competition, massive international capital flows, increasing foreign direct investment, widespread industrial restructuring and production reorganization, collapse of communist command economies, transitions to democracy, high stakes trade negotiations, the North American Free Trade Agreement and the Single European Market."

The ILR School's International Initiative aims to meet these challenges. As its policy paper says: "We seek a two-way flow: sharing our international and comparative expertise with scholars and practitioners, as well as learning from abroad, both for the sake of international understanding and for the lessons which international experience offers for labor practices and policies in the United

States."

The International Initiative's principal purpose is to promote the highest quality research on international and comparative issues. Research activities are planned on new industrial relations paradigms, international human resource management, poverty and labor markets in a comparative perspective, workplace organization, and work and the environment.

The International Initiative's second purpose is to offer excellent instruction providing global awareness for students in the ILR School's academic and extension programs. The ILR School offers an unparalleled range of courses to graduate and undergraduate students. These include 23 graduate and undergraduate courses on international and comparative subjects taught by 14 different faculty members on topics ranging from labor markets and human resource management to organizational behavior and comparative industrial relations systems. These courses cover Europe, Asia, Latin America and the developing countries in general.

### International courses

The International Initiative will work with the ILR School's Department of International and Comparative Labor to support the development of further international courses. A new course is planned for next year comparing and contrasting the U.S. and Canadian approaches to labor relations.

In addition, the ILR School's other teaching departments are developing and introducing international modules in U.S.-based courses. For instance, the ILR School's Labor Economics Department is including a number of comparative programs from Canada, Sweden and France in its required course on "Economic Security" for undergraduates and professional master's students.

The International Initiative's third purpose is to provide extension programs and technical assistance to governments, national and international agencies, employers and trade unions worldwide. The ILR School is involved in global labor projects such as helping to redesign work in Poland and training human resource policy directors in Japan and other Far Eastern countries. Fields himself is presently helping the government of Korea design its first unemployment insurance system.

The International Initiative will help meet President Frank H.T. Rhodes' vision of Cornell as a global university. "We have a great opportunity to broaden our current international expertise and build on our strengths," said Dean Lipsky. "Our Initiative will be the largest and most comprehensive global approach to labor-management problems at any university in the world."

**the education and prevention side was around \$800 million. The rest was pretty much split between treatment and research. What do you think would be an appropriate amount, say, in the next budget or the budget after that?**

A: Yes, and the Bush administration made much out of that \$5 billion, most of which was simply spent on sick and dying people and had not a thing to do with generosity. I think research has been pretty well funded. In education and prevention, we've just starved those areas. In the final analysis, that's where we're going to break the back of this epidemic. I think as a society, we all think we're going to get a quick technological fix: discover a drug or vaccine. I don't think so. I don't mean that we will not have one. . . . But we've simply got to, as we did with smoking, get smarter about behavioral research, and get smarter about how do you get people to change behavior across communities with cultural differences. It's going to be slow. But the annoying thing is we've allowed issues of morality and taste to prevent us from giving out information I think can damn-well be lifesaving. So, how much should be spent? In prevention and education, I'd say at least five times what is being spent now.

**Q: What response has the National Commission on AIDS had from the new administration?**

A: Really very positive. We gave him six points [that we hoped he could do quickly]. Then he got hit. The AIDS issue, or issues on

the fringes of it, have not been good to him. The reaction to gays in the military is not the same issue as AIDS, but it is close enough to make him nervous about it. I think he is feeling, 'Wow, I have an awful lot of things to deal with.' But he has said all of the right things and is looking hard for an AIDS coordinator right now. Whether that office means something will depend on whether he puts the muscle behind it. . . . I have every expectation he is going to.

**Q: In view of the failure of leadership in the past, how do you view the role of community activist groups and the organization ACT-UP?**

A: Thank God for the community-based groups. It is one thing that gives me encouragement about this nation: that in this awful vacuum, community groups did emerge in such wonderful ways. If we did not have some of those community-based and activist groups, we would be in a much, much worse situation than we are now. . . . Activist groups have dramatically changed how we do a lot of things: How some medical trials are conducted, how drugs are moved from the research bench to the patient, a whole bunch of things. Sometimes, they annoy the hell out of me in terms of nibbling at your heels when you're doing the best you can. But that's fine too, to keep everybody on the mettle.

For confidential information about AIDS, contact Sharon Dittman, AIDS Coordinator in the Gannett Health Center, at 255-4782.

## COMMENTARY

**The Clinton administration's environmental dilemma**

By Rodney R. Dietert

A major debate is brewing over the 1958 amendment, referred to as the "Delaney Clause" or "Delaney Amendment," to the Food and Cosmetics Act, which specifies that only zero levels of externally-applied carcinogens can be tolerated on our food in the United States.

While this seems to be an appropriate regulation ensuring the protection of human health, the amendment undermines the very purpose of the Environmental Protection Agency, namely, to determine the levels of chemicals that pose a significant risk to human health and the environment.

But EPA's support for repeal of the Delaney Clause by Congress places the Clinton administration in the uncomfortable position of appearing to retreat from a commitment to environmental preservation.

**California lawsuit**

The issue recently became acute when a California lawsuit brought by the National Resources Defense Council required the EPA to release data on 35 pesticides, some of which are commonly employed in food production within the United States. Enforcing the Delaney Clause on this list of chemicals would ban many of these pesticides and dramatically limit capacity to produce thousands of food products. This negative impact of absolute Delaney enforcement would be particularly ironic given the recent commitment of United States Armed Services to feed a starving population in Somalia.

The Delaney Amendment is predicated on 1950s concepts of health risks. It separates hazardous chemicals into arbitrary groups based on a single health hazard endpoint: carcinogenic potential. However, it is now recognized that health risks posed by impaired immunological or neurological systems may present an even greater concern from some pesticide exposure.

A second problem posed by the Delaney Clause concerns the change in our technological capacity from 1958 to 1993. Our technology now permits us to detect levels of most chemicals in minute quantities compared with the levels that could be detected in the 1950s. As a result, 1950s water, soil and air that was then deemed to be free of toxins or carcinogens would now be shown to contain low, yet above zero, levels of these hazardous chemicals when analyzed by current procedures. A food source could actually be safer from chemical contamination in the 1990s compared with the 1950s, yet not pass the specified "zero level" of contamination required by the Delaney Clause.

An additional limitation of the Delaney Clause is the selective nature of the law regarding human exposure route. If this law requires a zero level standard for one essential human exposure route (food), then it is questionable why other equally vital routes of human exposure to chemicals (water supply, air) should not be held to the same standard to protect human populations. Should the water we drink and the air we breath necessarily pose greater risk than the

risk legislated by the Delaney Clause for our food?

**Political implications**

Despite the serious flaws of the Delaney Clause, repeal of the law could produce serious political implications for the Clinton administration and some ominous problems for the environment. In opposing any repeal or weakening of the Delaney Clause by Congress and the EPA, certain environmental groups have argued that such a change would actually encourage a broader-based use of potentially-toxic chemicals by the agricultural industries.

If this prediction is correct, then this would, indeed, represent an environmentally damaging outcome from a change in this law. Any increase in pesticide pollution at the source encouraged by a change in the Delaney Clause could have a negative impact on health risk occurring from food exposure to hazardous chemicals. It could also present a major environmental problem through the increased contamination of water supplies by these chemicals.

Can the Clinton administration turn this no-win situation into a win-win outcome? One key to the dilemma may lie in the nature of Clinton's economic stimulus (i.e., jobs) package. The initial proposals from the administration were targeted to infrastructure-based employment (e.g., roads and bridges). From an environmental perspective, such economic initiatives may only contribute to the further asphaltting of the "fruited plain" in our country without creating jobs that both endure and contribute positively to the

environment. Rather, a bold approach would be an initiative to create jobs that intersect the problem areas between agriculture and the environment. Support for entrepreneurial endeavors that reduce pollution at the source would provide both economic and environmental benefits. Emerging businesses targeting such areas as the integrated pest management program and efforts to use technologically-based chemical recycling of agricultural wastes would enable continued food production with reduced environmental impact.

Such an initiative would address several goals. First, the jobs created would be environmentally-beneficial. They would reduce the negative impact of existing essential industries on our environment. Second, the jobs would have a long-term future as both the country and the world seek alternatives to detrimental environmental practices. Finally, such an initiative would enable the Clinton EPA to link a repeal of the Delaney Clause to an environmental jobs program ensuring that pesticide use declines rather than increases through the expanded use of alternative agricultural practices. In this way, it is possible for this new administration to take the scientific high road, unshackle a vital environmental agency (the EPA), and ensure that our environment is more effectively protected tomorrow than it is today.

*Professor Dietert is director of the Institute for Comparative and Environmental Toxicology, a unit of the Center for the Environment.*

**Upcoming lectures****Newsweek writer on Clinton, media**

By Carole Stone

Eleanor Clift, a print and television journalist who covers the White House for *Newsweek* magazine, will speak on "Avoiding the Press: The Clinton Administration and the Media" when she delivers the annual Daniel W. Kops Freedom of the Press Lecture on Monday, April 19, at 8 p.m. in Hollis E. Cornell Auditorium.

"The Clinton administration's use of the press is completely different from previous administrations," Clift said.

She will speak about the new administration's performance in office, giving special attention to its relationship with news media.

"In bypassing the White House press corps and opening up a direct two-way communication with the public, Clinton avoids the media's filter," Clift said.

"It is not yet clear whether the public is ill-served by this or not," she added.

As a member of *Newsweek's* 1992 election team, Clift followed Clinton's campaign from the start, and since January she has been writing about the new administration nearly every week.

Last June she was named deputy bureau chief of *Newsweek's* Washington office.

Clift is a regular guest on the syndicated television talk show *The McLaughlin Group* and also appears on PBS' *The MacNeil/Lehrer NewsHour*, ABC's *Good Morning America* and *Nightline* and CNN's *Newsmaker* public affairs shows.

She served as *Newsweek's* congressional and political correspondent for six years and has written on the Bush administration, the politics of abortion, ethics in Congress and the impact of the Clarence Thomas confirmation hearings and the Persian Gulf war.

She attended Hofstra University and Hunter College in New York and began her career at *Newsweek* as assistant to the national affairs editor.

She was one of the first women to make the transition from secretary to reporter. Assigned to Atlanta, she covered Jimmy Carter's bid for



Eleanor Clift

the presidency in 1976, followed Carter to the White House and stayed through the Reagan administration.

The Daniel W. Kops Freedom of the Press Fellowship Program, now in its third year, is supported by Kops to bring to the campus each year a speaker to discuss the relationship between the press and American politics in light of the First Amendment.

Kops is a 1939 graduate of Cornell, where he was editor of *The Cornell Daily Sun*. He began his career in journalism with the *Houston Press* and later moved to Washington, D.C.

From a principal owner of the WAVZ Broadcasting Co. in New Haven, Conn., he became president of Kops-Monahan Communication, operating four radio stations in Albany and New Haven until the sale of the company in 1984.

Kops served on the U.S. National Commission for UNESCO, working for a free flow of information throughout the world.

He has received a number of industry awards, including the Distinguished Service Award from the Connecticut Broadcasters Association in 1974 and a broadcast editorial award from the Connecticut Associated Press in 1979.

**Alice Cook: 'Stories from My Life'**

Alice Cook, the ever-active 89-year-old professor emeritus of industrial and labor relations, will give a talk entitled "Stories from My Life" on Friday, April 16, from 3:30 to 5:30 p.m. in the Ives Hall faculty lounge in the School of Industrial and Labor Relations.

Following her talk on the same day will be the premiere of *Never Done: The Working Life of Alice Cook*, a locally-made documentary about Cook's work, in Cornell Cinema at Willard Straight Hall at 7:30 p.m. This will be followed by a discussion with the filmmakers.

*Never Done: The Working Life of Alice Cook*, reflects Cook's five careers, as social worker, labor organizer, labor educator, mem-

ber of the foreign service, and professor.

It also notes that since her "so-called retirement" in 1972, she has only increased her travel and publishing. In recent years, for example, Cook has studied women in the changing Europe and the problems women face in trying to balance work and family.

The documentary was made by Marilyn Rivchin, a senior lecturer in film making in the Department of Theatre Arts, with help from Sandra Pollack, a former student of Cook's and professor of women's studies and literature at Tompkins-Cortland Community College; and Diane McPherson, a fiction writer and assistant professor at Ithaca College.

**Biotech expert to give Smith talks**

James E. Bailey, professor at the Institute of Biotechnology, Swiss Federal Institute of Technology (ETH) in Zurich, will give the 1993 Julian C. Smith Lectures in Chemical Engineering on April 12 and 15.

An authority on biocatalysis and bioengineering, Bailey will talk on "Metabolic Engineering: Designing Cells for Bioprocesses," on Monday, April 12, and "Chemical Engineering and the Future of Biotechnology" on Thursday, April 15, both at 4:30 p.m. in Room 165 Olin Hall.

The lectures are free and open to the public. In the Monday lecture, Bailey will discuss the emerging strategies for rapid, designed evolution of industrial microorganisms.

These strategies rely on combinations of engineering analysis, biological concepts, and on contemporary genetic and chemical technologies.

Bailey will use as illustrations the general approaches in the metabolic engineering of carbon and energy metabolism, and of cloned protein production.

The Thursday lecture will be a general discussion offering reflections and opinions on the contributions chemical engineers make to the growth and long-term success of the biotechnology industry.

The Julian C. Smith Lectureship in Chemical Engineering was established by members

of Cornell's chemical engineering Class of 1962 and other friends, colleagues and former students to honor Smith, a faculty member for 40 years until his retirement in 1986, who was "an inspiring teacher, respected author and influential consultant."

Each year, the fund brings a leader in the field of chemical engineering to Cornell to lecture and interact with students and faculty members.

Bailey received his undergraduate degree in 1966 and his doctorate in 1969, both from Rice University. He then worked at the Shell Development Co. until joining the chemical engineering faculty at the University of Houston in 1971.

In 1980, Bailey joined the chemical engineering faculty at the California Institute of Technology and held the Chevron Professorship in Chemical Engineering from 1989 until his departure in 1992. He has been a professor of biotechnology at the Swiss institute since the fall of 1992.

A member of the National Academy of Engineering and a Fellow of the American Association for the Advancement of Science, Bailey has published more than 250 research articles, holds two U.S. patents and has two additional applications pending.

Bailey is currently on the editorial advisory board of *Biotechnology and Bioengineering*.

# CALENDAR

continued from page 12

Players and is on the faculty of the Longy School of Music. Ray Jackendoff has been soloist with the Boston Pops, the MIT Symphony, the Aspen Festival, among others. He is the principal clarinetist of the Civic Symphony Orchestra of Boston and a member of the New Philadelphia Wind Quintet and of his own wind trio, No Dogs Allowed.

• Students of Jonathan Shames will give a piano recital with music by Beethoven, Chopin, Prokofiev and others on April 15 at 8:15 p.m. in Barnes.

## Bound for Glory

April 11: Margo Hennebach, from North Jersey, is one of the mainstays of the unique New York City new folk music scene. She will perform in 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.



Amy Sweeney

Elise and Ray Jackendoff will perform April 14 at 8:15 p.m. in Barnes Hall.

# RELIGION

## Sage Chapel

Seven campus and community clergy will discuss "The Seven Words from the Cross" during a Good Friday service on April 9 from noon to 3 p.m. Worshipers are invited to enter and depart the service as necessary.

Robert Johnson of University Ministries will give the sermon Easter Sunday, April 11, 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.

Holy Thursday Mass, April 8, will be held at 7:30 p.m. in the Anabel Taylor Auditorium. Good Friday Mass: April 9, 3 p.m., ATH auditorium. Easter Vigil: April 10, 8:30 p.m., Sage Chapel. Easter Mass: April 11, 11 a.m., Bailey Hall.

## Christian Science

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

## Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m., Rev. Gurdon Brewster, chaplain, Anabel Taylor Chapel.

## Friends (Quakers)

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

## Jewish

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

Reform: Fridays 6 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 6 p.m.,

Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Friday, call 272-5810 for time, and Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Call the Hillel Office for Passover information, 255-4227.

## 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

## Agricultural & Biological Engineering

An interactive televised workshop for potential fish-farmers is scheduled for April 10 from 1 to 5 p.m. in N-207 MVR Hall. Cost is \$30 per person and \$10 for a spouse or second family member. Pre-registration is required; Call Carolyn Vander Weide at 255-2280 for information.

## Agricultural Economics

"Sources of Error in Contingent Valuation," William Schultze, University of Colorado, April 8, 8:30 a.m., 401 Warren Hall.

"Export Marketing: The Video," Bill Lesser and Enrique Figueroa, Cornell, April 9, 3:30 p.m., 145 Warren Hall.

## Applied Mathematics

"Arrays of Zeros and Ones Satisfying an Algebraic Constraint," Bruce Kitchens, IBM Watson Research Center, April 9, 4 p.m., 456 Theory Center.

"Recollections of the Founding of the Center for Applied Mathematics," William Sears, University of Arizona, April 15, 3 p.m., 456 Theory Center.

## Archaeology

"Formative House-Lot Organization at Bezoapan, Vera Cruz, Mexico," Chris Pool, Ithaca College, April 8, 4:30 p.m., 215 McGraw Hall.

## Astronomy & Space Sciences

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

"Tracing the Neutral Hydrogen Content of the Universe," Frank Briggs, University of Pittsburgh, April 15, 4:30 p.m., 105 Space Sciences.

## Biochemistry, Molecular & Cell Biology

"Death in Division: Morphological Events of Apoptosis in Extracts from Mitotic Cells," William Earnshaw, Johns Hopkins University, April 9, 4 p.m., large seminar room, Biotechnology Building.

## Biophysics

"Functional Zinc-Binding Motifs in Enzymes and DNA-Binding Proteins," Bert Vallee, Harvard Medical School, April 14, 4:30 p.m., 700 Clark.

## Boyce Thompson Institute

Distinguished Lecture in the Life Sciences: "DNA-Binding Proteins and Gene Regulation in *Drosophila* Development," Fotis Kafatos, Harvard University, April 13, 3 p.m., Large Conference Room, Biotechnology Building.

## Chemical Engineering

"Metabolic Engineering: Designing Cells for Bioprocesses," J.E. Bailey, Institut fur Biotechnologie, ETH Honggerberg, Zurich, April 12, 4:30 p.m., 165 Olin Hall.

"Chemical Engineering and the Future of Biotechnology," J.E. Bailey, Institut fur Biotechnologie, Zurich, April 15, 4:30 p.m., 165 Olin Hall.

## Chemistry

"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.

"Cycloreversion of a Rhenium Diolate: Mechanistic Implications for Alkene Oxidations," Kevin Gable, Oregon State University, April 12, 4:30 p.m., 119 Baker.

"Towards a Spectroscopic Probe of Superfluidity: Are He Clusters the Ideal Medium for Matrix Spectroscopy?" Giacinto Scoles, Princeton University, April 15, 4:30 p.m., 119 Baker.

## CISER

"Agricultural Adaptation to Climate Change:

# Documentaries, Balkan films, gay festival on tap at Cornell Cinema in April, May

The April-May calendar for Cornell Cinema, which includes a series of seldom-seen films by Peter Greenaway, a tribute to Audrey Hepburn, a gay film festival and 12 other series, may be Cornell Cinema's "most vital yet," according to Richard Herskowitz, director of Cornell Cinema.

The highlight of April is *The New Documentary Festival II*, a series of 12 unusual non-fiction films that, in the words of *New Yorker* critic and Cornell alumnus Terrence Rafferty, "accommodate the messy stuff of human experience more easily than the scrupulously engineered narratives of studio movies."

The documentaries series includes *Never Done: The Working Life of Alice H. Cook*, a new film about radical activist and School of Industrial and Labor Relations Professor Emeritus Alice Cook that will be introduced by the film makers: Marilyn Rivchin, a senior lecturer in film making in the Theatre Arts Department; Sandra Pollack, a former student of Cook's and professor of women's studies and literature at Tompkins-Cortland Community College; and Diane McPherson, fiction writer and assistant professor at Ithaca College.

Among the other films in the series are *Visions of Light: The Art of Cinematography*, *Manufacturing Consent: Noam Chomsky and the Media and Damned in the USA*, which uses the Robert Mapplethorpe trial in Cincinnati as a case study for examining the psyche of the Rev. Donald Wildmon and the American Family Association.

Cornell Cinema's *Focus on Eastern European Cinema* concludes in April with *The*

*Balkan Challenge*, four films from the former Yugoslav republics that examine the roots of the region's ethnic animosities. Professor David Stark of the Sociology Department, who studies nations in transition from state-controlled to market economies, will introduce the series.

This month's film club series on Monday nights will be four musical films shot in CinemaScope, with its fabulously panoramic vistas, epic action scenes, and tableaux overflowing with detail.

The *Gaypril Film Fest* will present seven recent films by acclaimed gay and lesbian film and video makers, including Tom Kalin's *Swoon*, which has played to critical and popular acclaim across the country, and a Gay Film Friday showing of the new documentary on the life and work of gay-icon graphic artist Tom of Finland, *Daddy and the Muscle Academy*.

*A Tribute to IRS Media* will present films handled by the independent distributor, including *One False Move*, *Gas Food Lodging*, and *My New Gun*. Seth Willenson, IRS Media producer and Cornell graduate, will visit the campus to talk about his work as a producer.

The *Expanding Cinema 10th Anniversary Retrospective* concludes in April and early May with several offerings in experimental film and video.

In New York City, Cornell Cinema is joining with Cornellian Robert Nagler to serve as host for a series of films and guests artists at the Cornell Club. The first guest will be four-time Tony Award winner and dancer Gwen Verdon, who will introduce and discuss *The Cotton Club* and an excerpt from *Damn Yankees*.

# Meeting will focus on food distribution

By William Holder

The chaotic and politically embattled worldwide food distribution system will be the focus of a conference to be held April 15 to 17.

Titled "Food and Agricultural Systems in the World Economy," the conference is free and open to the public and will begin at 7:15 p.m. on Thursday, April 15, in Room 401 Warren Hall.

Prices for food commodities, stable until the 1970s, have become increasingly volatile as the United States and Europe have competed for worldwide agricultural markets, explained Philip McMichael, associate professor of rural sociology and organizer of the conference.

As a result of competitive practices, the United States and Europe are struggling over trade negotiations, Third World countries are becoming increasingly dependent upon low-cost imported food, and countries such as Australia are losing traditional markets for their commodities.

"There is no clear sign that any of these problems will be resolved soon," said McMichael, who points to the controversy surrounding the ongoing GATT (General Agreements on Tariffs and Trade) negotiations and the NAFTA (North American Free Trade Agreement) pact.

A Regional Analysis," R. Sampath, agricultural economics, April 12, noon, 401 Warren Hall.

## Ecology & Systematics

"Controls on Nutrient Losses From Temperate Watersheds: Role of Heterogeneity and Disturbance," Lars Hedin, Michigan State University, April 12, 1:30 p.m., A106 Corson Hall.

"Soil Carbon Dynamics in a Changing Environment," Alan Townsend, Stanford University, April 15, 2 p.m., A106 Corson Hall.

## Environmental Toxicology

TBA, Richard Seegal, School of Public Health, SUNY Albany, April 9, 12:20 p.m., 135 Emerson Hall.

## Epidemiology

"The Effect of Milk Production on Interval to Conception in Dairy Cows: The Use of Survival Analysis," Jane Harman, veterinary medicine, April 12, 12:20 p.m., NG-03 MVR.

## European Studies

"Internationality and Peoplehood," John Slocum, visiting fellow, April 12, 12:15 p.m., 153 Uris Hall.

"The New Gender Order of the British Labour Market," Linda McDowell, Cambridge University, April 12, 4:30 p.m., G-08 Uris Hall.

"The War in Yugoslavia," Misha Glenny,

BBC correspondent, Yugoslavia, commentary by Gale Stokes, Rice University, April 14, 7 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

"The War in Yugoslavia," Misha Glenny, BBC correspondent, Yugoslavia, commentary by Gale Stokes, Rice University, April 15, 12:15 p.m., G-08 Uris Hall.

## Food Science & Technology

"Escape From a Vacuole and Cell-to-cell Spread of *Listeria monocytogenes*," Dan Portnoy, University of Pennsylvania School of Medicine, April 13, 4:30 p.m., 204 Stocking.

## 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.

"Effect of Growth Regulators and Supplemental Nitrogen on Yield, Tuber Number and Tuber Size Distribution of Potato," Jang Sangha, graduate student, April 15, 4 p.m., 404 Plant Science.

## Genetics & Development

"Rate and Pattern of Sequence Evolution at the Y-chromosome-linked Male Sex Determining Locus in Mice," Priscella Tucker, University

Continued on page 11

# CALENDAR

continued from page 10

of Michigan, April 15, 12:20 p.m., conference room, Biotechnology Building.

## Geological Sciences

"Reconstructing Paleogeographic Changes Associated With a Major Mass Extinction in the mid-Cretaceous," Lisa Pratt, Indiana University, April 13, 4:30 p.m., 1120 Snee Hall.

"Perovskites: From Superconductors to Lower Mantle," Alex Navrotsky, Princeton University, April 15, 4:30 p.m., 1120 Snee Hall.

## International Nutrition

"Economic, Health and Nutrition Trends in the Third World," Erik Thorbecke, nutritional sciences, April 8, 12:20 p.m., 200 Savage Hall.

"The Role of Hepatitis B Virus in Hepato-Carcinogenesis," Bud Tennant, veterinary medicine, April 15, 12:20 p.m., 200 Savage Hall.

## International Studies in Planning

"Urbanization and the Environment - The Case of the Zabbaleen in Cairo," Ragui Assaad, University of Minnesota, April 9, 12:15 p.m., 115 Tjaden Hall.

## Jugatae

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

"Ecological History and Genetic Variation: Consequences for Adaptation to a Resistant Host Plant," Dave Hawthorne, entomology, April 15, 4 p.m., A106 Corson Hall.

## Latin American Studies

"NGOs: We Know What They Are Not, But What Are They? Questions and Reflections on the Bolivian Case," Tom Kruse, MRP candidate, April 13, 12:15 p.m., 153 Uris Hall.

## Law School

Fred Ross, executive director of Neighbor to Neighbor, will speak on his work as a union organizer, public defender and community organizer/lobbyist on issues of U.S. foreign policy in Central America and health care, April 13, 4 p.m. (subject to change), G81 Myron Taylor Hall.

## Materials Science & Engineering

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

TBA, Kit Umbach, Cornell, April 15, 4:30 p.m., 140 Bard Hall.

## Natural Resources

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

"Bioenergetics and Species Interactions in Percid Communities," Lars Rudstam, natural resources, April 15, 3:35 p.m., 304 Fernow Hall.

## Neurobiology & Behavior

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

## Ornithology

"Patterns of Songbird Migration on Appledore Island, Maine," Sarah Morris, natural resources, April 12, 7:45 p.m., Fuertes Room, Laboratory of Ornithology, 159 Sapsucker Woods Road.

## Pharmacology

"DNA Topoisomerases as Targets of Antimicrobial Agents: The Basic Science and the Applications, the Success and the Failure Stories," Linus Shen, Abbott Labs, April 12, 4:30 p.m., G-3 Veterinary Research Tower.

## Plant Biology

"Isolation From Potato Tubers of Invertase Inhibitor and Associated Agglutinating Proteins," Rafael Ovalle, fruit & vegetable sciences, April 9, 11:15 a.m., 404 Plant Science.

## Plant Breeding & Biometry

"Recombinant Inbreds for High Resolution Mapping in Tomato," Dani Zamir, Hebrew University of Jerusalem, April 13, 12:20 p.m., 135 Emerson Hall.

## Plant Pathology

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

"Host/Insect Interactions," Sarah Via, entomology, April 13, 4:30 p.m., 404 Plant Science.

"Characterization of Closterovirus Associated with Grapevine Leafroll Virus," Kai-Shu Ling, plant pathology, NYSAES, Geneva, April 15, 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.



*Le Divan Japonais* (1892), a color lithograph by Henri Toulouse-Lautrec, is on view through June 13 at the Johnson Museum as part of the art nouveau poster exhibit.

## Science & Technology Studies

"Debunking Fraud and Error in Science: A Symmetrical Approach," Malcolm Ashmore, Loughborough University, April 12, 4:30 p.m., 609 Clark Hall.

## Soil, Crop & Atmospheric Sciences

"Chemical Processes Affecting Hydraulic Conductivity and Water Infiltration in Saline and Sodic Soils," Rami Keren, Volcani Center, Israel, April 13, 3:30 p.m., 135 Emerson Hall.

## South Asia Program

"New Directions in the Historiography of South Asia," April 9, 2 p.m., G-08 Uris Hall. Workshop participants: Tapan Raychaudhuri, Oxford University; Richard Eaton, University of Arizona; Geraldine Forbes, SUNY Oswego; Gyan Prakash, Princeton University; moderated by Sherman Cochran, Cornell.

"Forests and Islam: The Bengal Frontier Before Colonial Rule," Richard Eaton, University of Arizona, April 12, 12:15 p.m., G-08 Uris Hall.

"Economic Liberalization and Labor in India," Ajeet Mathur, Calcutta and Katholieke Universiteit of Leuven, Belgium, April 13, 2 p.m., G-08 Uris Hall.

## Stability, Transition & Turbulence

"Vortex Dynamics Behind Non-Impulsively Started Circular Disks and the Wake Recontact Problem," Hiroshi Higuchi, Syracuse University, April 13, 12:30 p.m., 178 Theory Center.

## Statistics

"2 Dollars" and "Nonparametric Minimax Estimations Under Censoring," Richard Liu, mathematics, April 14, 3:30 p.m., 100 Caldwell Hall.

## Textiles & Apparel

"Surface Energetics of Nylon 66 Fibers," Martha Tate, TRI/Princeton, N.J., April 8, 12:20 p.m., 317 MVR Hall.

"Applications of Polymer Adhesion Characterization at Monsanto," Paul Garrett, Monsanto Co., April 15, 12:20 p.m., 317 MVR Hall.

# SYMPOSIUMS

## International Political Economy

A conference, "Food and Agricultural Systems in the World Economy," will take place April 15-16 in 401 Warren Hall and April 17 in 404 Plant Science Building. The conference is

co-sponsored by the Rural Sociology Department and the New York State Agricultural Experiment Station.

# THEATER

## Cornell Savoyards

The Cornell Savoyards spring production, Gilbert and Sullivan's *Iolanthe*, plays in the Statler Auditorium on Friday and Saturday, April 9 and 10, at 8:15 p.m. and on Sunday, April 11, at 4 p.m. Tickets are available from the Willard Straight ticket office, the DeWitt Mall ticket center, 273-4497, the Savoyards 24-hour message line, 255-7263, and at the door. Tickets are \$9 for evening performances and \$7 for students and seniors. All matinee seats are \$6.

# MISC.

## ACSW Meetings

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

## Alcoholics Anonymous

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

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

## Workshop on Writing Skills

A workshop on writing skills by walk-in service tutors, will be held April 15 at 7:30 p.m. in 127 Rockefeller Hall.

# SPORTS

## Home contests in ALL CAPS

### Men's Baseball (1-7)

April 9, at Harvard (2), noon  
April 10, at Dartmouth (2), noon  
April 13, at Ithaca College, 3:30 p.m.

### Men's Hwt. Crew

April 9, YALE and DARTMOUTH  
April 10, RUTGERS

### Men's Ltwt. Crew

April 10, PRINCETON and RUTGERS

### Women's Crew

April 10, at Radcliffe w/Princeton

### Men's Varsity Golf

April 10, at Yale Invitational

### Men's Varsity Lacrosse (1-3)

April 10, at Syracuse, 2 p.m.  
April 13, COLGATE, 7 p.m.

### Women's Varsity Lacrosse (3-1)

April 10, at Yale, 1 p.m.  
April 11, at Rutgers, 1 p.m.  
April 14, VERMONT, 1 p.m.

### Men's Varsity Tennis (8-4)

April 9, at Brown, 2 p.m.  
April 10, at Yale, noon

### Women's Varsity Tennis (2-8)

April 9, BROWN, 2 p.m.  
April 10, YALE, noon

### Men's Varsity Outdoor Track

April 10, at Virginia

### Women's Varsity Outdoor Track

April 10, at Virginia

# Union leader will speak April 12

Morton Bahr, president of the 600,000-member Communications Workers of America (CWA), will deliver a public lecture titled "Employee Empowerment" on April 12 at 3 p.m. in Room 110 Ives Hall.

During three days on campus, April 12 to 14, Bahr also will speak to several classes in the School of Industrial and Labor Relations as the Alice B. Grant Labor Leader in Residence.

Representing workers in the United States and Canada, the CWA is the largest telecommunications union in the world. Bahr was elected the union's third president in 1985. In addition to leading the CWA, Bahr, who is based in Washington, D.C., is a vice president of the AFL-CIO and a member of the labor advisory committee on trade negotiations for the U.S. Trade Representative.

The union leader graduated from Empire State College and is an adjunct professor at the Harriman School for Labor-Management Policy at the State University of New York at Stony Brook.

The ILR chair that Bahr will occupy is named for the late Alice B. Grant, a labor educator who was director of the ILR extension office in Rochester.

# Biochemist to give Sumner Lectures

Nobel laureate Dr. Arthur Kornberg, professor of biochemistry at the Stanford University School of Medicine, will give the Class of 1942 James B. Sumner Lecture on Thursday, April 15, at 4 p.m. in the auditorium of the Biotechnology Building.

"For the Love of Enzymes and Other Polymers" is the title of Kornberg's lecture, which is presented by the Cornell Section of Biochemistry, Molecular and Cell Biology. A second, more technical lecture is scheduled for Friday, April 16, at 12:20 p.m. at the same location on the topic, "Multiple Functions of Inorganic Polyphosphate." Both lectures are free and open to the public.

The lectureship is named for James B. Sumner (1887-1955), the Cornell biochemist who received the 1948 Nobel Prize in chemistry for his work with enzymes and proteins, and is endowed by members of the Sumner family and the Cornell University Class of 1942.

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

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

### Israeli Folkdancing

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

## EXHIBITS

### Johnson Art Museum

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

• "Nine is a Four Letter Word," a print exhibition displaying the works of five contemporary printmakers, is on view through April 25.

• "Art Nouveau Posters" is on display through June 13. Consisting of works taken from the museum's permanent collection, the exhibition will present fine art posters in the museum's lecture room. Many of the works have never been on display.

• "Photogenics," a survey of photographic history that examines the chemical and aesthetic nuances that distinguish photographic techniques, runs through June 27.

• "Chemistry Imagined," through June 13. Uniting the worlds of art and science, this exhibition is the culmination of a collaboration between artist Vivian Torrence and Nobel laureate Roald Hoffmann, the John A. Newman Professor of Physical Science.

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

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

• **Box Lunch Tours:** Every Thursday at noon during the semester, the museum will present a free Box Lunch Tour, a half-hour tour of a special exhibition or aspect of the permanent collection. Following the tour, participants are invited to enjoy their lunch in the museum. Today, April 8, LizAnn Rogovoy, a student docent, will lead a thematic tour entitled "Looking at Nature," which will examine works in the permanent collection. On April 15, Dori Gottschalk-Fielding, a museum docent, will conduct a tour entitled "A Walk With Buddha II," also based on works in the collection.

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

• **Workshops:** 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. These batiks are the work of visiting artist Mohamed Najib Bin Ahmad Dawa, who has taught this traditional Malaysian art since 1977. The public is invited to a demonstration by the artist today, April 8, from 2 to 4 p.m. in 234 MVR Hall.

### Willard Straight Hall Gallery

Smithsonian Institute poster exhibit, "Diversity Endangered," through May 1.

## 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, 4/8

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

"Aladdin" (1992), directed by John Musker and Roger Clements, with the voices of Robin Williams, Gilbert Gottfried and Robby Benson, 10:30 p.m.

### Friday, 4/9

"Damned in the USA" (1990), directed by Paul Yule, with the Rev. Donald Wildmon, Sen. Jesse Helms and Sen. Alfonse D'Amato, 7:30 p.m.

"Aladdin," 7:35, 9:45 p.m. and midnight, Uris.  
"Damage" (1992), directed by Louis Malle, with Jeremy Irons, Juliette Binoche and Miranda Richardson, 9:30 p.m.

### Saturday, 4/10

"Manufacturing Consent," 2 p.m.

"Damage," 7:30 p.m.

"Aladdin," 7:35, 9:45 and midnight, Uris.

"Swoon" (1992), directed by Tom Kalin, with Daniel Schlachet and Ron Vawter, 10 p.m.

### Sunday, 4/11

"Scorpio Rising" (1963), 29 min., directed by Kenneth Anger, shown with "Eight Films by Bruce Conner," 46 min., 2 p.m., Johnson Museum, free.

"Aladdin," 4:30 and 8 p.m.

### Monday, 4/12

"Swoon," 7:25 p.m.

"Lady Sings the Blues" (1972), directed by Sidney Furie, with Diana Ross, Billy Dee Williams and Richard Pryor, 9:30 p.m.

### Tuesday, 4/13

"Land of a Million Buddhas," 58 min., Southeast Asia Film Series, 4:30 p.m., Kahin Center, 640 Stewart Ave., free.

"Plastic Jesus" (1971), directed by Lazar Stojanovic, with Tomislav Gotovac, Svetlana Gligorijevic and Vukica Djilas, 7:40 p.m.

"The Bodyguard" (1992), directed by Mick Jackson, with Whitney Houston and Kevin Costner, 10 p.m.

### Wednesday, 4/14

"Nitrate Kisses" (1992), directed by Barbara Hammer, 7:55 p.m.

"Damage," 10 p.m.

### Thursday, 4/15

"The Inland Sea" (1992), directed by Lucille Cara, shown with "Unknown Soldiers" (1991), directed by Veronika Soul, 7:30 p.m.

"The Bodyguard," 10 p.m.

## LECTURES

### Africana Studies & Research Center

"Africana Roots of Western Mysticism and Philosophy," Parviz Morwedge, visiting professor, Baruch College, April 14, noon, Hoyt Fuller Room, 310 Triphammer Road.

### Archaeology

"The Gold of Sardis," Andrew Ramage, Cornell, April 14, 8 p.m., 22 Goldwin Smith Hall.

## Actors and musicians to perform at Music Department's alumni concert

By Carole Stone

Television and movie actor John Hostetter will give the premiere performance of his original performance piece *Morty and Me* as part of this year's alumni concert in the Department of Music.

The concert will be held on Saturday, April 10, at 8:15 p.m. in Barnes Hall, and it is free and open to the public.

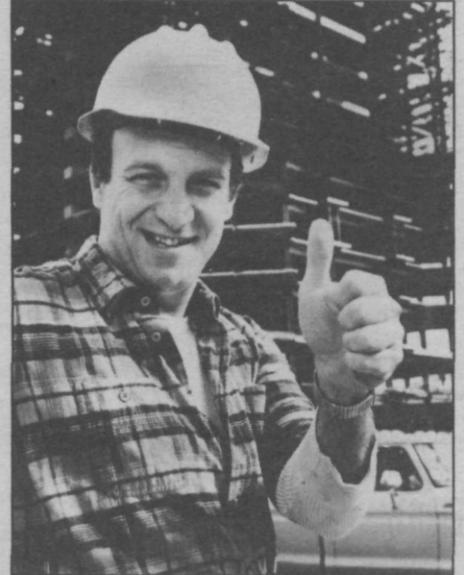
Hostetter, who earned an M.F.A. degree in acting at Cornell in 1972, is a regular on *Murphy Brown*, where he plays the stage manager who counts down the start of the evening news. His other credits include *Cagney and Lacey*, *Hill Street Blues*, *LA Law*, *Class Act*, *Heartbreak Ridge* and *Beverly Hills Cop II*. His performance piece, *Morty and Me*, is about his interest in the music of composer Morton Feldman.

"All four of the pieces in this year's concert are involved with theater in some way or another," said composer David Borden, a senior lecturer who heads the university's Digital Music Studio and organized this year's alumni concert.

"I tried to make this year's concert unlike other concerts I've seen — with the usual string quartets or chamber music or piano music," Borden said. "John, for instance, is an actor, not a musician, but his piece focuses on an important contemporary composer, so I included it," he said.

Another theater-based piece on the program is Joshua Fried's *Travelogue*, which calls for an actor on stage to replicate the words and other sounds he or she hears on a tape as soon as possible without thinking. Actor and director Sheridan Thomas, a resident professional theater associate at Cornell, will perform the piece, and Fried, who graduated in the Class of 1981, will direct it.

Gilbert Trythall, who received a Cornell doctorate in music in 1960, will be represented in a piece that he wrote for soprano and Yamaha



John Hostetter

SY-99 synthesizer, *The Pastimes of Lord Chaitanya*. Louise Mygatt, a composer and singer who resides in Ithaca, will perform with tape.

Finally, the work of Steve Reich, a philosophy major in the Class of 1957, will be represented by *Piano Phase*, an early minimalist work — "from the days before people were using the word 'minimalist,'" Borden said — that will be played by Borden and William Cowdery.

Reich wrote several phase pieces, in which "one player keeps a steady tempo and the other pulls ahead, so that although they start out in unison, one of them moves ahead and for the rest of the piece they play out of phase," Borden said.

For more information, call Sigrid Peterson, the Music Department's events manager, at 255-4760.

### Biochemistry, Molecular & Cell Biology

James B. Sumner Lecture: "For the Love of Enzymes and Other Polymers," Arthur Kornberg, Nobel laureate from the Stanford University School of Medicine, April 15, 4 p.m., auditorium, Biotechnology Building.

### Center for the Environment

"Long-Range Transport of Airborne Toxins: A Threat to Northern Ecosystems and Northern Cultures," David Schindler, University of Alberta, April 9, 4 p.m., Goldwin Smith D.

Race, Equity & Environment lecture series: "Environmental Equity: A Radical-Conservative Christian Perspective," Richard Baer, natural resources, April 13, 4 p.m., Alumni Auditorium, Kennedy Hall.

### Hotel Administration

Sadie McKeown, assistant mortgage officer in the Community Preservation Corp., Hawthorne, N.Y., and a former student and teaching assistant in Cornell's course on the homeless, will explain financing of low-income housing, April 13, 11:55 a.m., 465 Statler Hall.

### Industrial & Labor Relations

"Employee Empowerment," Morton Bahr, president, Communications Workers of America, April 12, 3 p.m., 110 Ives Hall.

### Kops Lecture

Daniel W. Kops Freedom of the Press lecture: "Avoiding the Press: The Clinton Administration and the Media," Eleanor Clift, a *Newsweek* journalist, April 19, 8 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

### Music

"Musical Parsing and Its Consequences for Issues in Cognitive Science," Ray Jackendoff, April 13, 4:30 p.m., 301 Lincoln Hall.

### Operations Research & Industrial Engineering

"One Company's New Product Process and Manufacturing's Role in It," Joseph Keithley, president of Keithley Instruments Inc. and Cornell alumnus, April 8, 4:30 p.m., 155 Olin Hall. Keithley Instruments Inc. also will donate \$64,000 worth of scientific equipment to the National Nanofabrication Facility on April 8.

### 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.

### Russian Literature

"The Fallacy of the Silver Age," Omry Ronen, University of Michigan, April 9, 3:30 p.m., 201 A.D. White House.

### University Lectures

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

"The Limits of Religious Criticism in the Middle East," Talal Asad, New School for Social Research, April 9, 4:30 p.m., 165 McGraw Hall.

"New Horizons in the Historiography of Colonial India: Their Relevance to Other Societies," Tapan Raychaudhuri, University of Oxford, April 9, 12:15 p.m., G-08 Uris Hall.

## MUSIC

### Department of Music

• A free piano solo recital by sophomore Rachel Iris Jimenez, currently studying with Jonathan Shames, will feature works of Bach, Beethoven, Prokofiev, Chopin, Schubert and Debussy on April 9 at 8:15 p.m. in Barnes Hall.

• This year's alumni concert will be held April 10 at 8:15 p.m. in Barnes Hall. See the Calendar story above for information.

• In a concert April 11 at 7:30 p.m. in Barnes Hall, master guitarist Raul Garcia Zarate will perform Peruvian music. \$8 at the door.

• New Music from Cornell, composed by students David Feurzeig, Sally Lamb, Brian Robison, John Rogers and Anna Weesner, will be performed April 12 at 8:15 p.m. in Barnes.

• On April 14 at 8:15 p.m. in Barnes, a trio featuring soprano Judith Kellock, clarinetist Ray Jackendoff and pianist Elise Jackendoff will perform music by Copland, Berger, Lutoslawski and songs by Wolf and Schubert. Aaron Copland's "Sonata for Clarinet and Piano" will open the program, followed by Arthur Berger's "Duo for Clarinet and Piano." Kellock will sing the following poems by Wolfgang Goethe composed by Hugo Wolf: "Blumengruss," "Nur wer die Sehnsucht kennt," "So lasst mich scheinen," "Gleich und Gleich," "Die Sprode" and "Die Bekehrte." She will also sing Schubert's "Der Hirte auf dem Felsen," with texts by Wilhelm Muller. The last piece of the program will be "Dance Preludes" by Witold Lutoslawski. Elise Jackendoff is director of the Belmont Chamber

Continued on page 10

# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## The Changing Workforce

### Editor's Note

—Nancy J. Doolittle

Over the past year we have discussed many aspects of the changing workforce, both at Cornell and elsewhere, and some of the factors that contribute to these many rapid changes—the developments in technology; the changing demographics of the workforce, with increasing numbers of women, minorities, and dual career families; the move toward team-based work and strategic partnerships formed out of the need to address targeted issues, for instance. These factors lead to other changes—the rising need for continuous learning and job enrichment;

the need for finding new ways of defining work and examining how work is done; the need for continuous improvement rather than a reliance on how things have been done in the past.

Today's lead article is a reprint of an article written by A. Ann Dyckman, personnel director of University Library, and originally published in the *Journal of Library Administration*, Vol. 17 (1), pages 77-90, copyright 1992 Haworth Press, Inc. In this article, Ann Dyckman reviews some of the changes that are occurring and

will continue to occur in the 1990s, and examines their impact on the changing nature of work done by library assistants.

We thought this article would be of interest for several reasons. For one, the changes occurring in the nature of work within the library system are happening in many other fields as well. Secondly, the staff positions in University Library make up one job family of the Classification Review Study, which is nearing completion. The changing nature of work—not just in the library system

but throughout the university—has been a major focus of the study. This article provides another perspective on how work will need to be continually examined and defined to reflect the continuous changes of the future.

*For reasons of space, I have had to condense Ann Dyckman's article slightly. Omissions in the text are noted by ellipses (...). In all other respects, this article has remained unedited from the original. Written permission has been granted from publisher.*

## Library Assistants in the Year 2000

—A. Ann Dyckman

[Introduction omitted]

### Trends Affecting the General Work Force

According to the Bureau of Labor Statistics, the composition of the work force in 2000 will be a little over 52% male and 47% female. Three-fifths of all women over age 16 will have jobs. Blacks, Asians, American Indian, Pacific and Alaskan Native workers will fill 16% of the positions. Non-Caucasians will make up to 29% of new job holders between now and 2000. Increasing numbers of immigrants will enter the labor force.

However, this rise in the number of women, minorities, and immigrants will not be the only change affecting the work force. Other trends may be equally significant. For instance, by the year 2020, one out of three people will be age 50 or older. By the year 2000, the average age of employees will be 39 and this will increase to 41 by the year 2020. Robert Goddard notes that "The present aging population is the most educated, most bureaucratically, organizationally and politically sophisticated federation of older people ever. With those skills and experience, great amounts of discretionary time and strong personal incentives, they are likely to become a potential political force inside and outside organizations."<sup>1</sup>

Along with this aging and increased sophistication of the population goes a reduction in the pool of young

workers entering the labor force. A growing number of this younger group do not have either technical skills or post high school education. Applicant pools will be older, more diversified, and those interested in entry level positions will have less skill and education. Those applicants who do have the skills and education will demand and get high pay. So employers will work harder to retain skilled workers.

This better educated, older, more diverse work force will demand a better balance of work and family/leisure time. The high number of dual career workers will have the financial security to make more demands from their employers. "The new value shift centers among time, quality, self-fulfillment, children, and general satisfaction with life. Americans are increasingly assertive of their rights in and out of the workplace."<sup>2</sup>

### Trends Affecting Corporations and Institutions

*Changes Resulting from Technological Advances*

"The technologies of telecommunications and computers are revolutionizing the structure, management and productivity of the workforce" warns Robert Goddard in "Work Force 2000."<sup>3</sup> Already, almost half of all employees are information workers and by 2000 the number will have increased substantially. "Because technology now is shifting corporate priorities from

where you stand in the hierarchy to what you know, the manager of the future will be less a decision maker and more a moderator of a collegial process."<sup>4</sup>

Most jobs are already demanding higher skills levels and more education, and by the year 2000, a majority of all new jobs will require post-secondary education. This "... increasing importance of education and skill also will revise the social structure of organizations. Task forces will be organized around problem solving by groups of relative strangers representing a diverse set of professional skills. These groups will evolve in response to a problem rather than programmed role expectations. . . . Rank and status won't count as much as flexibility and functionality according to education, skill and professional training. . . ."<sup>5</sup>

*Economic and Political Factors*

Due to the needs generated by high tech workplaces, employers may turn to paying for the work rather than the time of employees. Traditionally, employees have been paid for hours of work usually in a well defined location. The fluid nature of technical problems often requires the use of project groups, with members chosen for specific skills. This need may dictate a new approach to employee compensation, paying for output, not input, and "... the result of this (will be) a new organizational structure: temporary and part-time workers overlapping a new lean bureaucracy."<sup>6</sup>

American firms must now compete in a global market and many are emphasizing service in order to survive. "It no longer matters how much employees produce; what matters is how good the products and services are and how closely they meet individual customer needs. Because information and knowledge are the vital raw materials of the products and services produced, and the creativity, innovation and application of these two elements are contributed by individuals and groups, the modern worker must be recruited, organized, managed, trained and regarded much differently than his or her industrial predecessor."<sup>7</sup> Ruth Bramson emphasizes the importance of employee attitudes, stating "Employee attitudes have a critical effect on the success of any service program. A group of people who are burned out, turned off, cynical or demoralized, or who suffer from any combination of these problems can simply fail to buy into the spirit of any service effort. The support, or at least the readiness, of the people in the organization is vital. . . . There must be optimism, motivation and energy in employee attitudes."<sup>8</sup>

Women will gain more political and economic power. Since they will make up a majority of the pool of qualified applicants they will have far greater choice of occupations. As a result, they will demand more appropriate compensation, especially in fields traditionally dominated by women. Women currently make up

(continued on p. 2)

## Library Assistants

(continued from p. 1)

93% of single households, and receive only 69% of the pay that men receive.

### Government Action

Federal regulation is expected to increase, especially in the area of benefits. . . . There will be an increase in the flexibility of benefits, especially those related to dependent care. . . . Most organizations now have benefits and working regulations that have been designed for a male workforce that is not responsible for dependent care. These patterns will change, as employers seek to retain skilled workers.

Modifications will be necessary in legislation affecting hourly workers. The Fair Labor Standard Act has not been changed since the thirties, and is woefully out of date with the needs of today's workers. As more workers work in locations other than the traditional office or factory settings, and are paid for the task not the time, the Act will grow even less useful. Also, given the growing complexity of jobs, and the need for creativity and problem solving, defining "professional work" is increasingly difficult. . . .

### Changes in the Work Climate

Environmental and safety issues will receive increased attention, including the safety of equipment and chemicals in the workplace and attention to substance abuse.

The workweek will be shorter, and employees will be able to take advantage of more opportunities for flex-time, job-sharing, and other adjustments that will help meet the needs of the growing number of female workers.

Transportation issues will grow in importance as congestion grows, especially in urban areas that are not

large enough to support good mass transportation systems.

### Present Practices and Trends in Libraries

Libraries will be strongly affected by many of the changes noted above. The demographic change in the applicant pool will mean that the ready pool of bright, educated young women that libraries have depended on for a large percentage of their employees will have many other opportunities. Already libraries are losing a steady stream of technically trained employees to higher paying jobs outside the library. Retention of these employees will require that salaries, work policies and benefits better meet the needs of female workers.

### The Growing Emphasis on Service

. . . . Due to the increasing complexity of methods to access information, quality of service will become as important as the quality of the collections in attracting adequate support. Libraries have traditionally been noted for service, and one of the remarkable features of a large number of these institutions is the loyalty and dedication of their staff, both librarians and library assistants. However, a combination of factors including low pay, low morale, more responsibility without increased compensation or status, and the availability of other opportunities is causing dissension. . . .

### Technological Changes

Technological changes have and will continue to have profound effects on libraries, influencing even their basic organization structures. Just like other organizations, libraries are experiencing the need for project or working groups, selected for the complementary skills of the individual members. As team members, individual contributions are valued and encouraged, and the traditional pyramid structure of authority

changes into a circle, with information flowing in and out. As more and more jobs grow dependent on the use of computers, creative ways of cross-training and diversifying responsibilities become critical to avoid physical problems caused by too many hours in front of terminals and burnout caused by repetition.

### The Shift of Responsibilities from Librarians to Paraprofessionals

The explosion of information and methods to access information has modified the mission of libraries, and therefore changed the structure. According to Jennifer Cargil, "Libraries and librarians will remain the guardians of information; methods of accessing the information will continue to diversity" and, "As more routine tasks are eliminated through shared databases, through the benefits of technology, and through delegation to support staff, librarians are freed for managerial responsibilities, coordination of staff, and assignments requiring special training or subject emphasis."<sup>9</sup>

Numerous articles in library journals document a growing shift of responsibility from librarians to library assistants. Paul Dumont wrote in 1989 that the "role of the library technician in technical services has changed radically, requiring a more knowledgeable, computer-literate worker with greater skills and adaptability."<sup>10</sup> Patricia Eskoz compared surveys of catalog librarians in 1983-84 and 1986-87 and found indications of a gradual shift of more complex cataloging to support staff, especially in larger libraries.<sup>11</sup> Reporting on a survey of job responsibilities and job satisfaction at the University of California Libraries in the 1990 issue of *College and Research Libraries*, Patricia Kreitz and Annegret Ogden found that even activities traditionally reserved for librarians, original cataloging and name authority control, were now just as often the responsibility of library assistants. In conclusion, these au-

thors reported that ". . . our study has found a major overlap of responsibilities in the area of creating bibliographic access, small but provocative overlaps in the areas of collection development and public services, and a strong division of responsibilities in management-related activities."<sup>12</sup> . . . . Library assistants in the Cornell University Library are now performing tasks that were formerly performed by librarians in almost every area of the library, including original cataloging, interlibrary loan, collection development, and reference. . . .

### Professional Affiliation

At Cornell as in other libraries, there is a rise of a "middle class" of paraprofessional staff who are articulating their needs. The number of exempt, non-librarian positions in the Library rose from 7 out of 284 in 1981 to 57 out of 337 in 1991. Although a good portion of these were in areas such as computing, development and administrative services, 56% of the 1991 group were "library family" positions. As this group grows in libraries, there is a congruent growing recognition by the library profession of the value of increased participation by paraprofessionals in national associations. The American Library Association Council approved the formation of the Membership Initiative Group on Library Support Staff Functions; the group held its first meetings during the 1991 ALA Midwinter meetings, in Chicago. An ACRL Task Force chaired by Sheila Creth, University of Iowa, has recommended steps to increase the involvement of paraprofessionals in association activities.<sup>13</sup> Another indicator of this trend to focus on the interests of library assistants at the national level is the new journal MOSAICS and the increase in the number of articles devoted to related topics in other national journals. The profession is waking up to two equally vital sets of needs: the needs of paraprofes-

(continued on p. 3)

## Cornell University Announces Changes to Tax Deferred Retirement Savings Program

-Jean Samuelson, director, Benefit Services

The tax deferred retirement savings program sponsored by Cornell University allows participants to voluntarily contribute funds to an individual retirement account using pretax payroll deductions. Advantages to participating in this program are that the taxable income to faculty and staff is lowered; faculty and staff have a convenient way to supplement their retirement income with personal savings; and the earnings on contributions are not considered taxable income until distributed. Once a staff or faculty member begins drawing funds from his or her account, at retirement, the income is taxable.

This employer-sponsored program, a 403(b) tax deferred annuity, enjoys favorable tax treatment under Internal Revenue Code section 403(b). Like most federally regulated employer-sponsored benefits, this program has restrictions on the

amount that can be contributed annually. A wide variety of investment alternatives are available through TIAA/CREF and Fidelity investments, the current participating companies in this program.

Benefit Services has recently completed a thorough analysis of program enrollment in the tax deferred retirement savings program at Cornell University. Most of the participating faculty and staff (76.80%) were enrolled in funds offered through TIAA. Another 17.82% were enrolled with Fidelity. Only 3.48% were enrolled with UNUM and 1.68% with Dreyfus. Because of the low enrollments, Benefit Services has recommended the elimination of these two program participants—Dreyfus and UNUM. This recommendation stems from the lack of interest and activity by Cornell faculty and staff in these programs and the companies' disin-

terest in increased marketing, communication and enrollments.

UNUM was initially offered as an alternative to the traditional annuity product available through TIAA and because they were the only company that offered a loan option. TIAA's annuity product has consistently outperformed UNUM and now has a loan provision available as well. UNUM's 6% transfer penalty has also generated negative reactions from program participants. There have been no new enrollments in UNUM for over two years as the result of these and other service-related issues.

Dreyfus was added to the tax deferred program in 1986 because they offered a socially conscious investment alternative - the Third Century Fund. Of 44 participants currently enrolled in Dreyfus, only 13 have selected the Third Century Fund. TIAA/CREF's newly available So-

cial Choice Fund has approximately 350 Cornell participants.

Faculty and staff currently participating in either UNUM or Dreyfus may continue to participate; however no new enrollments will be processed. UNUM has been asked to allow current participants a "window" period during which account balances may be transferred to another investment company without assessment of UNUM's 6% transfer penalty. As soon as a response has been received, UNUM participants will receive written notification of the options available.

If you are interested in more information on Cornell University's tax deferred retirement savings program, please contact Benefit Services in writing at 130 Day Hall, via Q-mail at: Benefit\_Services@QMRELAY.cit.cornell.edu or you can reach us by phone at 255-3936.

## Library Assistants

(continued from p. 2)

sionals in terms of recognition through compensation and status; and the growing need for these employees by librarians.

### *The Battle for Appropriate Classification Levels*

Libraries are requiring more and more training and education in general/subject education, computer-related skills, expertise in library techniques such as bibliographic searching, and management and supervisory skills for many of their library assistant positions. . . . Joseph Coates captures the elusive complexity required by many new technical jobs, saying, "A characteristic of many of these new critical skills is the ability to interpret as well as absorb information, which requires more systematic and abstract knowledge."<sup>14</sup> A task force of librarians at Cornell spent two years writing a generic list of library tasks to provide guidelines to supervisors preparing job descriptions. The tasks, grouped by function area, were listed in increasing levels of difficulty. The Task Lists were also designed to help in the current classification review at Cornell, and indeed have been very helpful. (The outcome of the review is still pending, but indications are positive.) Many library assistants in other academic libraries are also undergoing classification reviews. The result of these reviews can hinge on how effectively the job descriptions convey the complexities of many tasks performed by the staff. Lucy Cohen, University of Michigan, in her article describing the new classification system for technical and supervisory library assistants at her institution, reported that . . . "it became very clear that the most important part of this study was to describe the work being performed at the Library to University Personnel staff members about the complexities of library tasks and the breadth of responsibilities inherent in technical and supervisory positions."<sup>15</sup>

### **Future Changes for Survival**

Libraries, like other institutions, will change many practices and policies related to human resources in order to survive. Some of the most striking changes will be those affecting library assistants.

#### *Recruitment*

Competition for applicants with appropriate skills will change recruitment in libraries by demanding a proactive approach that involves marketing strategies. Librarians must deal effectively with the invisibility of the field, and this will take a concentrated effort at the national level. Pay scales will rise, both to attract and retain. Serious consideration will be given to groups of people now ignored or at best tolerated, such as the retired, persons with disabilities, immigrants and members of minority groups. . . . Older workers will become valued

for their experience, skills and wisdom.

The organizational climate will change, so that different is not so often perceived as less desirable. In order to attract and retain a more diverse population of employees, other workers will be sensitized to the importance of judging by performance, not by physical characteristics.

#### *Strategies for Retention*

Retention of skilled workers will become one of the most important goals of institutions in the next decade. The cost of replacement will rise dramatically, both in loss of work time due to the difficulty of finding good replacements and in the training of new staff. This is the area where libraries must change substantially. At present, many libraries provide an entry level training ground, losing skilled employees to an increasing number of higher paying jobs requiring similar training. The familiar cycle of constant training and high attrition will become cost prohibitive.

In order to retain library assistants, two serious problems must be reversed to increase morale: low status with little recognition for their contributions and low pay. The role that librarians play in this change will be critical.

#### *A Rise in Status and Pay for Library Personnel*

The librarians of the future, especially those who keep up with technology and can contribute to their institutions through management skills, will be paid well, and will have the status that will leave them unthreatened by highly skilled paraprofessionals. In fact, the existence of these paraprofessionals will be recognized as essential to the librarians, allowing them to have the time and energy to handle increasingly complex technological and managerial issues.

The term "professional" will not be used to distinguish librarians, since it implies that other library workers are non-professional. This designation is now very damaging to employees' self esteem and morale. Other professions such as medicine and law do not distinguish categories of employees with the term "professionals," excluding other personnel such as medical technicians, paralegal assistants and nurse practitioners. . . .

Expanding job challenges through such methods as cross training, quality circles, increased participation in decisions, and job rotations will become common practice. These practices will also help alleviate problems caused by sitting too many hours in front of computers.

#### *A Movement toward Flexible Working Conditions and Benefits Structured for Individual Needs*

Responding to a more vocal, political set of employees, employment practices will be modified to better fit the diverse needs of employees, from persons with disabilities to single parents. Libraries will offer more flexibility in benefits and hours worked, offering flextime, job shar-

ing, dependent care leaves, etc., to attract and retain employees. Growing transportation problems will dictate creative solutions, allowing more employees to work at home, or in cluster locations.

#### *The Modification of the Organization of Library Personnel*

The structure of libraries will change to incorporate a more fluid work force with project teams and task forces concentrating on targeted problems. According to Robert Goddard, "One of the strongest changes underway is toward increasing individual and small group independence and self-reliance. The concept connotes a complete reversal of the fundamental notion that everyone works for someone else. Instead, it says employees work only for themselves, that they take responsibility for their performance, progress, and futures, and that they have the knowledge and the capabilities necessary for success. . . . Managers and employers must design procedures to help identify, employ, and motivate and reward these individuals and teams, and to recognize and support self-reliance. It means a power loss for those at the top who design, manage and control the day-to-day activities of others."<sup>16</sup> Library supervisors and managers today are often overworked, and harried as they struggle to carry too much of the burden. As the workload continues to grow this uneven carrying of the load must be shared if the managers are to survive. All employees in the future will carry more organizational responsibility by sharing in the planning and implementation of goals. By becoming a part of the planning, they will commit more readily to the goals and therefore more effectively contribute to the implementation. The responsibility for running a library, even a small department, is already in many cases too complex and time consuming to rest on one or two managers.

#### *An Increase in Training and Professional Development*

The library profession will accept the growing necessity for systematic training and professional development of all staff. This will mean a recognition that resources must be shared rather than the present practice in many libraries of supporting the professional development only of librarians. Ways of providing increased opportunities for continuing education and professional growth for all staff must be found despite the cost in dollars and work time. . . . Opportunities for new methods of group communication will develop with innovations in the field of fiber optics.

### **Conclusion**

Libraries are already and will continue to be strongly affected by demographic changes affecting the general work force and trends affecting corporations and institutions. An aging, politically astute, diversified work force will be employed for higher pay and fewer hours in positions requiring ever higher levels of skills and education. The organizations will be formed of matrixes,

with less hierarchy. Employees will be compensated for work accomplished, not hours spent.

Libraries which survive to the year 2000 will be challenging, exciting and enjoyable places to work for both library assistants and librarians. However, critical changes must occur in the conception of the organization. How libraries are organized and the role of all employees must change to keep up with the demands of technology of the demographics of the work force. Robert Goddard captures the essence of some of these changes saying, "It requires an idea about work that the employees are the organization and they have the intelligence, wit and desire to use their knowledge for the goals of the organization. It also suggests that employees' loyalty and enthusiasm are not required, contracted or automatic, but earned. Increasing the dynamism of the work force; providing for the needs of working families with children; bringing women, minorities and immigrants into the work force; improving the education and skills of employees, adapting to new technology; and forging a new social contract with workers are not the only items on the nation's agenda between now and the year 2000. But they certainly are among the most important. . . ."<sup>17</sup>

The warnings are clear and the time is short. Ten years is not a very long time to make such radical changes.

<sup>1</sup>Robert A. Goddard, "Workforce 2000," *Personnel Journal* 68:65-71 (Feb. 1989).

<sup>2</sup>Joseph F. Coates and others, "Workplace Management 2000," *Personnel Administrator* 34:51-55 (Dec. 1989).

<sup>3</sup>Goddard, p. 67.

<sup>4</sup>Goddard, p. 69.

<sup>5</sup>Goddard, p.70.

<sup>6</sup>Goddard, p. 69.

<sup>7</sup>Goddard, p. 70.

<sup>8</sup>Ruth N. Bramson, "The Secret Weapon in the War for Customers," *HR Magazine* 36, no. 1:65 (Jan. 1991)

<sup>9</sup>Jennifer Cargill, "Integrating Public and Technical Services Staffs to Implement the New Mission of Libraries," *Journal of Library Administration* 10, no. 4:21-31 (1989).

<sup>10</sup>Paul E. Dumont, "Creativity, Innovation, and Entrepreneurship in Technical Services," *Journal of Library Administration* 10, no. 2/3:63 (1989).

<sup>11</sup>Patricia A. Eskoz, "The Catalog Librarian-Change or Status Quo? Results of a Survey of Academic Libraries," *Library Resources and Technical Services* 34:380-392 (1990).

<sup>12</sup>Patricia A. Kreitz and Annegret Ogden, "Job Responsibilities and Job Satisfaction at the University of California Libraries," *College & Research Libraries* 51:297-312 (July 1990).

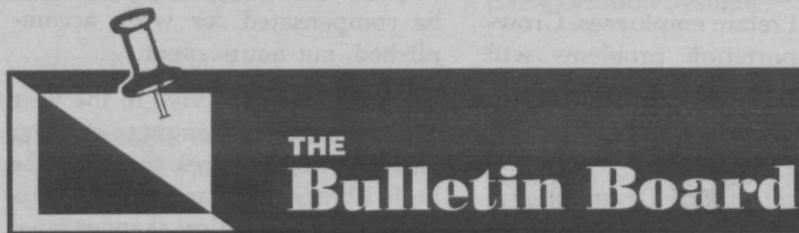
<sup>13</sup>ACRL Task Force Recommends Increased Paraprofessional Participation," *Library Mosaics* 2,4:6, (March/April 1991).

<sup>14</sup>Joseph F. Coates, "Workplace Management 2000," p. 53.

<sup>15</sup>Lucy R. Cohen, "Creating a New Classification System for Technical and Supervisory Library Support Staff (At the University of Michigan)," *Journal of Library Administration* 10, no. 4:59-85 (1989).

<sup>16</sup>Goddard, p. 70.

<sup>17</sup>Goddard, p. 71.



## THE Bulletin Board

### Computer Training Group

Are you the computer-skills trainer for your department or school?

If so, the *Computer Training Group* is for you! The CTG is a group of computer skills trainers and support people from all over campus who want to share their expertise and knowledge of resources.

Join us at our next meeting, April 15, in Room 250, Caldwell Hall, from 12:00-1:30 p.m. Bring your lunch!

For more information, contact Preston Clark, Hotel School, 5-6180 (e-mail clark@courier1.sha.cornell.edu) or Becky Allen, CIT Services, 5-5720 (e-mail rja1@cornell.edu)

### CIT Computer Workshops

If you are interested in sharpening your computer skills or enhancing your understanding of technologies on campus, a CIT Computer Training Workshop is just the thing for you. CIT is offering the following computer training workshops:

*Advanced Microsoft Word 5.0 (22b)* – April 19, 21, & 23, 1:00-4:00 p.m., G25 Stimson

*Introduction to WordPerfect (8b)* – April 20, 22, 27, & 29, 6:30-9:30 p.m., G25 Stimson

*Advanced WordPerfect (58a)* – April 26, 28 & 30, 9:00 a.m.-12:00 p.m., G25 Stimson

*Intro to Network (37a)* – April 26, 28, & 30, 9:00 a.m.-12:00 p.m., 123 CCC

### Administration Using AppleShare

*Introduction to Excel (6d)* – May 3, 5, 7, & 10, 1:00-4:00 p.m., G25 Stimson

*Advanced Microsoft Word 5.0 (22c)* – May 4, 6, & 11, 9:00 a.m.-12:00 p.m., G25 Stimson

The above courses are being offered for a fee. If you want more information, please contact Sharon Sledge at 255-3781 (ss22@cornell.edu) or call the Service HelpDesk at 255-8000.

### 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. Sponsored by the Cornell Early Childhood Program, University Cooperative Nursery School, and Ithaca Community Childcare Center.

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

### 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.

### Support Networks

*The Caregivers Support Network* will meet on Monday, April 12 from 12:00-1:00 p.m. in 163 Day Hall. The subject of this month's group will be "Dealing with Anger and Sibling Issues." Facilitated by Evelyn Kalish, Tompkins County Office for the Aging, this group is free and open to the Cornell community. Bring your lunch; hot beverages provided.

*The Single Parents Support Network* will meet on Tuesday, April 13 from 12:00-1:00 p.m. in 163 Day Hall. Come share your experience as a single parent and benefit from hearing another perspective. Facilitated

by Linda Starr, Cornell Employee Health Program, this group is free and open to the Cornell community. Bring your lunch; hot beverages provided.

*The Juggling Work and Personal Life Support Network* will meet on Wednesday, April 14 from 12:00-1:00 p.m. in 163 Day Hall. Come share your coping strategies and learn new ones! Facilitated by Donna Bugliari, University Human Resource Services, this group is free and open to the Cornell community. Bring your lunch; hot beverages provided.

### 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.

### 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, 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.

## Videoconference April 14 Successfully Employing People with Disabilities: What Managers Need to Know

—Susanne M. Bruyère, director, Faculty/Staff Health Program

The Americans with Disabilities Act of 1990 provides civil rights protections to individuals with disabilities that are the same as those provided to other protected populations on the basis of gender, race, and religion. An estimated 43 million Americans have disabilities and will benefit from the protections afforded by the Americans with Disabilities Act (ADA). Protections afforded to persons with disabilities under the ADA are comprehensive in their scope, including non-discrimination in the workplace, in public accommodations, both public and private transportation, and communications. Specifically where employment practices are concerned, the ADA makes it unlawful to discriminate in such areas as: recruitment, hiring, promotion, training, layoff, pay, termination, job assignments, leave, benefits, and related activities. Under the ADA, a college or university employer is requested to provide reasonable accommodation for faculty and staff with disabilities unless an undue hardship would result.

Human resource professionals, managers, and others involved with recruitment, hiring, and management of personnel should equip themselves with a basic understanding of this legislation and its implications for the workplace. Specifically, it will be helpful if human resource managers and supervisors understand 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 campus visitors with disabilities; how to establish the appropriate personnel policies and accommodation request procedures to maximize compliance with the ADA and minimize the likelihood of litigation; how to enhance the likelihood of acceptance and nurture a positive attitude toward persons with disabilities in the workplace; and how to deal with labor relations and collective bargaining issues in implementation of the ADA.

The Faculty/Staff Health Program of University Human Resource Services, in collaboration with the Program on Employment and Disability in the School of Industrial and Labor Relations, the Office of Equal Opportunity, University Health Services/Gannett Clinic, and ILR Extension Media Services, are co-sponsoring a live, interactive videoconference on April 14, 1993, entitled "Successfully Employing People with Disabilities: What Managers Need to Know." This program will be held from 12:30 p.m. to 4:00 p.m. in Room 105 of the ILR Conference Center. The cost for this program is being borne by the co-sponsors, and therefore is free to the university community for all interested attendees. However, to ensure that we have sufficient space and print materials, pre-registration is encouraged; please call 5-1531 or 5-2906.

# Networking

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

## EMPLOYEE SPOTLIGHT

### Walt Smithers, University Solid Waste Manager

by Susan E. H. Hollern

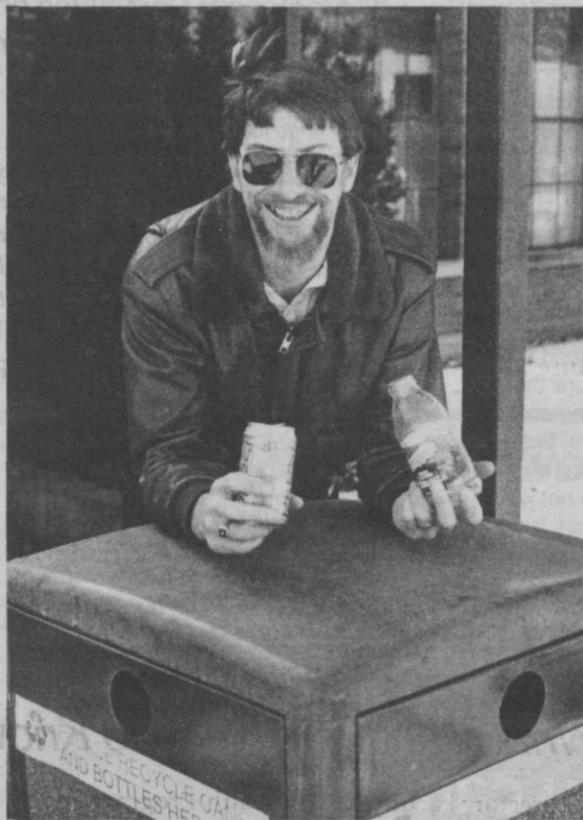


Photo by Doug Hicks

board pickups are new within the last year," explains Walt.

Time and time again, Walt sees departments being asked to do more with less. "It's tough asking people to do something they haven't done before. But people really have a great attitude about recycling. People want to recycle. The biggest thing that we try to do is give people the opportunity to recycle. Once they have the ball in their court, they generally do a great job," says Walt.

There is a very small percentage of people that resist the opportunity to recycle. "Recycling isn't a hard science problem. It is not something that needs to be solved with engineering formulas—it is a social problem. It's really a matter of dealing with

people's attitudes. Once people realize it's good for them and for the University, the consensus is to pitch in and help one another."

Walt has a very optimistic outlook with the recycling effort. "One person can make a big difference. Nobody can do it all on their own. It takes the cooperation of a lot of different people to make things like this work. A lot of what I do is try to make sure that people have what they need to make it work."

Walt certainly is dedicated to making the recycling effort work here at Cornell.

A pilot project was started in the fall where the solid waste management department took some cans and dedicated them to bottle and can recycling. Ascetically, they wanted the atmosphere of these cans to look in line with other containers on campus. Stickers were put on all four sides of the special cans to give people the opportunity to recycle their bottles and cans. "It showed that people wanted to recycle their bottles and cans

because they were always sitting on top of the garbage containers. But what ended up happening was that people weren't reading the stickers and trash was being thrown into the recycling can. So, working with the Cornell Greens, we devised another way of developing a prototype that made it obvious that this particular container was to be used only for bottles and cans, plus we changed the sticker to read 'Please recycle cans and bottles here'. So far, it's worked." Today, there are a little over a dozen of these types of containers on campus.

Some departments on campus and Cornell Dining are working with Walt in finding locations where they can take their non-refundable bottles for recycling. They have been fortunate to be able to work with a couple different outside vendors that come to campus and pick up glass containers and metal containers.

While sitting and talking with Walt, I decided to ask him THE QUESTION: Do you recycle at home? A slight grin came over his face mixed with thoughts of how he was to tackle this ever-present question that we ask ourselves. "We recycle and compost at home and also are involved in waste reduction/avoidance versus recycling. It's better yet not to have items to dispose of in the first place. Some of our purchasing decisions at home are based on not having anything to throw out, having something that isn't hard to throw out, the amount of space something will take to throw out, etc. We ask ourselves 'what are the implications of

buying what we buy', 'is there less packaging to dispose of', 'can it be recycled,' etc."

At one point during the interview, Walt showed me a huge display of various batteries that he has housed in his office for quite some time. "People throw these out and may think that the weight is insignificant. But if it's a mercury cell, that could eventually leak mercury into the ground water. So, I'll just hang on to this collection until a time comes when it all can be recycled."

Walt is an outdoors man. He enjoys trout fishing, hiking, cross-country skiing, deer hunting and cutting wood. Walt, and his wife of three years, June, met each other while working at Cornell! June works in the Chemistry Department.

I asked Walt to give me some final thoughts about the job he performs for Cornell University. As he pondered the question, he looked outside at the sun as its splendid rays of radiance projected off the glittering snow and smiling, he said, "I really enjoy working and interacting at Cornell. I'm willing to do whatever has to be done to make our recycling effort an important part of everyone's life here at the University. If I can encourage everyone to try and make a difference, it will, undoubtedly, make our planet and our environment a much nicer place to live in."

I couldn't agree with Walt more. **We can make a difference.** Congratulations, Walt, as this week's Employee Spotlight!

## LEADERSHIP LEADS

### To Survey or not to Survey

by George Peter

This is a further report on the talk to the Ithaca Press Club given by Bruce DeSilva, of the Hartford Courant. He made an interesting comment about reader surveys. His paper does not have faith in them. The paper believes that to depend on surveys is to "abdicate the role of the editors and writers". Whoa!

It took a while to decide whether to agree with that policy or to disagree with Mr. DeSilva. It is true that most surveys are a waste of time because most survey designers don't understand how to prepare them. Even when experts are engaged in survey writing, they don't understand the mind of the surveyed. And too few know how to interpret survey results.

But newspapers should be in the business of communication. If they fail to communicate in more than one direction, they abdicate their role as a communication mechanism.

We at *Networking* just completed a survey. It told us some things, but it failed to

tell us a lot that we wanted to know. For example, one member of the board said that she would be hesitant to conduct another poetry contest because the poetry column was rated low on the survey results. Oh, but one must know how to read results. From a rating of 1 to 5 (5 being the best) most all columns came in at someplace between 2.6 and 4.0. This says that we have a diverse audience which has a variety of interests.

Geneva news was the lowest at 2.6, but that doesn't mean that we should omit Geneva news. There just aren't as many readers at Geneva as there are on campus. But Geneva should be heard. This column only rated a 3.3, but that won't stop me from writing.

All of us need to do a better job of communicating. It may be a slight exaggeration, but I claim that effective multi-direction communication solves most of the world's problems.

How can you help save the earth?

One way would be to purchase

**"50 Simple Things You Can Do To Save The Earth"**

by the Earthworks Group,

Earthworks Press, Berkely, California.  
Telephone: 415-841-5866.

# EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

## Mission Statement-Employee Assembly Viewpoint

by Wally Tomosky

Most of us have problems with "MISSION STATEMENTS". Sometimes they do not quite ring true. Sometimes they are difficult to follow. Sometimes they are gems in the rough. Sometimes they are just gems.

Let's dissect the Employee Assembly Mission Statement.

### "To seek out the interests and concerns of employees"

Yes, the Employee Assembly does this. We have used the "clip and return" section of *Networking*. Each of us actively solicits opinions from the people in our building and work groups. We are currently working on a new and exciting forum for direct face to face communications, inviting all employees to participate.

### "To voice, effectively, these concerns to the administration"

As a newcomer to the Assembly, I can tell you that I am very impressed with the frank, candid and open discussions that are held between Assembly members and the administration. I would also like to let you know that you are very professionally represented. If a point is not clear, discussions continue until everyone is comfortable.

### "For continuous involvement of exempt and non-exempt staff members"

You don't know how close I came to eliminating the two categories of staff members mentioned above. I had a desire to do this as a result of continuing discussions, within the Assembly, to eliminate any type of distinction between employees based on job code. The administration and the Assembly have joined forces on various fronts to eliminate any semblance of class structure. You will see some very positive steps in the near future.

**EMPLOYEE ASSEMBLY VIEWPOINT**

"It's your assembly.  
We can only act on what you tell us."  
- Wally Tomosky

### "With regards to University personnel and other policies affecting the employment environment"

If there is an issue or suggestion that may indicate a policy change, the Assembly is required to articulate and clarify the answer, if the issue has been previously addressed. If the issue has not been addressed, the Assembly must evaluate it and carry it forward on its merits. The assembly is made up of a wide cross-section of employees from the endowed and state sides, from worker and management teams and from across wide school boundaries. Your concerns will be heard and voiced.

### "To offer employees a vehicle for continuous involvement in the governance of non-academic affairs and in the life of the University"

Various forums and communication paths are formed, live out their useful lives and are abandoned. This leaves a vacuum until another method of communication is created. The Employee Assembly is here to ensure that there are multiple ways for you to be heard and to have your ideas seriously and respectfully considered. But, we need to hear your ideas and concerns. We will continue to be available in the hallways, by phone or in special forums such as "Feedback" in this employee newspaper. Our main task, as Employee Assembly representatives, is to listen to you and carry your ideas forward, clearly, concisely and professionally.

Well, that's the Mission Statement of the Employee Assembly. I took a little liberty in re-arranging some phrases, but the concept still stands intact.

1. We are here for one reason, to represent you.
2. You are here to inform us of your needs.

If we want to have a great working atmosphere and productive results of the fruits of our labor, then we have to do it together.

## Feedback

by Wally Tomosky

We have discussed personal communications within Cornell. Today, let's review some excellent examples of feedback and some examples of non-communication.

One of my most recent encounters with an excellent communicator was with a dentist. Not my regular one. This one was doing a root canal. You are probably saying, "This guy has to be nuts - he wants a play by play of his pain." Well, yes, I do want a play by play, but not of my pain, but rather about my person. If I don't take an interest in my health, my job satisfaction or my career - who will? But, I am digressing. Back to the dentist. This guy took the time to show me all of his tools, little files, rubber plugs, and all the other items. He explained what he would do, how long today's visit would take, and how many times he wanted me to come back. Of course, he did not confuse me with the method of payment expected; he left that to his secretary.

During the procedure he explained every move he made, before he made it, and also described what I would experience during each part of the process. The end result was that I did not leave his office full of apprehension. I wasn't wondering if he accidentally performed a frontal lobotomy on me. I was sure that he knew exactly what he was doing and that the end result would benefit me. Supervisors - communicate what is going on, step by step, even if the subject is not pleasant. Employees - listen, take part. It is you job, your career, your well being, your

paycheck. Excuse me, I wandered again.

The negative example of feedback is a dandy, committed in this instance by both the boss and the employee. The boss told the employee to do a certain job and that it was important to have the result in format "A" and to have it completed by Thursday. While he was working on it, there was a change in direction - and the boss failed to tell the employee that the format was now changed to type "B".

During daily discussions with his co-workers, the employee was sure that he should be changing to type "B", but, since the boss did not say anything he decided he would continue on the "A" style. If that was wrong, then the boss deserved what he would get. Well, it was wrong. And the boss was wrong. And the employee was wrong. The boss was guilty of taking the employee for granted. He assumed that the employee would realize on his own that the change took place. The employee was guilty of pettiness. Both people suffered. The boss could not carry the data forward on schedule and the employee took it on the chin for not showing some initiative, which he should have done as soon as he realized there was a problem. A few minutes of discussion and some mutual respect would have saved the day. Oh, well, that's humanoids for you. Do you think we will ever catch on?

I hope I hear from you on your communications examples. It sure would be nice to share those with others. Remember, please don't use names, job titles or unified bar codes that would identify anyone.

"If you can dream it,  
you can do it."

-Walt Disney

## Life Safety Services

Life Safety Services would like to remind the Cornell Community of some of the dangers that are present in the kitchens of our homes, dorms, or apartments. The kitchen is one of the most dangerous places in your home. Fires in kitchens claim 400 lives a year and result in 9,700 injuries. Most injuries resulting from cooking and preparing food don't make the headlines, but can be just as painful or disfiguring as the more spectacular fires.

A short list of reminders for Kitchen Safety includes the following ideas:

For starters, never leave cooking unattended - the leading cause of kitchen fires. Many fires in kitchens involve frying food in grease in frying pans or deep fat fryers. If grease is smoking - it's too hot - it could easily ignite. Always keep a pan cover large enough to cover the pan nearby. If the grease does ignite, the tight-fitting lid can be used to put out the fire by covering the pan and smothering it.

NEVER use water to try an extinguish a grease fire!! It will most likely spread the fire onto other surfaces, usually creating a larger fire. Have a fire extinguisher rated for BC or ABC fires within easy reach. If you don't have one, a small canister of baking soda can be used to sprinkle on a small grease fire. If the fire is larger than you can comfortably approach, get out, close the door behind you, and call the

fire department, (CORNELL Public Safety's Emergency Phone Number is 255-1111).

Have a healthy respect for electricity. Electrical appliances have made cooking easier than ever, but safety should always come first. The burner on electric stovetops can still be very hot even though they have lost their "red" glow. Remember: electricity and water don't mix. Keep plugs, wires, and other electrical items well away from the faucets, sinks, damp cloths, and spills. Have the electric circuit in the kitchen fitted with Ground Fault Interruption Protection. Be sure all plugs are placed firmly into outlets.

If you're preparing a large meal (holidays, etc.) and counterspace is very crowded, consider using masking tape to attach appliance cords to the wall behind the counter. Avoid overloading outlets. Put small appliances to work in other areas - an electric knife, coffee maker, or microwave oven work equally well if placed in an adjoining room.

Microwave ovens cook food fast and are very handy, but they also have to used properly to be safe. Always use

cookware that is approved for microwave oven use. Many microwave ovens don't allow you to use metallic objects inside them. Follow the manufacturer's instructions. Follow the directions on the packages of food made for microwave cooking. Remember - the container used in microwave cooking may be relatively cool while the contents can be very hot.

Pots and pans must be big enough to handle the job. For example, the fat from a roast or turkey can drip over the sides of a small pan, creating a potential fire hazard.

Tongs, spoons and other items used to lift hot food should be sturdy and have heat-resistant handles. Turn handles of pots and pans inward toward the center of the range, preventing bumps and hot spills. Oven mitts or pot holders should always be close at hand.

Avoid reaching across an open flame or hot burner on a range; wear an apron, tie back long hair, and use rubber bands to keep loose sleeves snug. If your clothing does catch fire, get the burning clothes off as quick as possible. If it can't be removed quickly...STOP!, DROP onto the floor and ROLL until the fire is out. Call for help if you're not alone, immediately get burned

clothing off if it isn't stuck on your skin, and treat any burns.

Burns can come from a variety of sources in the kitchen. In addition to clothing fires and direct contact burns, there is the ever-present danger of scalding hot liquid burns. Scald burns from hot liquids are every bit as dangerous as other burns. Be especially careful with hot coffee, soups, or sauces and don't transfer grease to storage or disposal containers until it has cooled.

If you receive a small burn while cooking, immediately put it in still (not running) cold water and keep it there until all pain is gone. Butter, oil and petroleum jelly are not to be used as burn treatments. An Aloe plant can provide beneficial treatment for minor burns; break open a branch and squeeze some aloe on it. For larger burns, wrap them in a cold compress or towel that has been soaked in cool water and get to medical help immediately. Call for the emergency squad or ambulance for serious burns.

If you have any questions concerning safe cooking practices or any other fire safety topic call Life Safety Services at 255-8200 and we will be glad to help you.

STOP!  
DROP  
onto the floor  
and ROLL

# Local Richness: The Cornell Dairy Store

by Harry Dutton

Where can you get fresh milk, cheddar cheese, yogurt, chocolate pudding and some of the richest ice cream available — all produced on campus? The Cornell Dairy Store has these, and 150 other delicious items for sale from Monday through Saturday, 7:30 a.m. to 6:00 p.m.

The Dairy Store and the Dairy Bar operate with two full-time employees and a dozen Cornell students working part-time. The Dairy Store sells items for carry out and the Dairy Bar has items for dining in and carry out. Both operations are located in Stocking Hall, on the corner of Tower and Judd Falls Road, conveniently located at a campus bus stop.

The Dairy Operation produces milk, sour cream, yogurt, chocolate and vanilla puddings, fruit juices, as well as cheddar cheese. The Dairy Operation offers 10 flavors of yogurt along with about 30 flavors of ice cream — the average production is over 300,00 gallons a year. The 12% butterfat content makes Cornell's ice cream richer than comparable brands available locally that contain an average of 10% fat. The store also features special holiday flavors, such as "Pumkin"

for Thanksgiving and "Egg Nog" for Christmas.

In keeping with the trend toward lower fat, the Cornell Dairy will be selling their own frozen yogurt beginning in April.

The Store also features cider and apples from Fruit and Vegetable Science, fresh eggs from the Animal Science Department and maple syrup from Natural Resources. Locally baked cookies are used to make ice cream cookie sandwiches. A large variety of cheese (some imported), locally baked crackers, muffins, bagels and cookies are among other fresh items sold at the Dairy Store.

The Dairy Store carries on a tradition dating back more than a century. Cornell has operated a dairy plant, processing milk from University-owned farms since 1880. The present dairy, while completely modern, has operated from Stocking Hall for 70 years. It serves as an important adjunct in teaching and research, and additionally serves to teach state inspectors.

Both the Cornell Dairy Store and the Cornell Dairy Bar are open to the Cornell Community. For further information, you may call 607-255-3272.

# The New Women's Network!

by Susan E. H. Hollern

There is a new and very exciting organization evolving at Cornell University. It's called the New Women's Network and we would like to have you a part of it!

What is the New Women's Network? It is a grass routes organization developed and organized by women employed by Cornell University. The New Women's Network comprises all women employed at Cornell University which includes: Ithaca, Geneva, New York City medical college and our friends in Puerto Rico. The group consists of: secretaries, administrator's, full-tenured faculty and researcher's—just to name a few. So in other words, we welcome and insist that all levels of our vast community be represented.

Issues that the New Women's Network are starting to work with are: *Educating the public about women's issues, Women's work environment (Climate), Work & Family issues, Employment in an*

*academic setting, Employment in a non-academic setting and Communication.* Do one of these issues sound like something you would like to be involved in or would like to know more about?

Please stay tuned to *Networking* for future seminars and panel discussions that will be dealing with the aforementioned issues. We will provide you the date, time and location. Our sincere hope is that you will attend these energetic discussions and become a part of this exciting organization!

If you would be interested in knowing more about the New Women's Network, please send your name, address and telephone number to: Susan Hollern, 440 Day Hall. We will put your name on our growing mailing list and keep you informed of different programs, seminars and new, up-to-date information regarding the New Women's Network at Cornell University.

# HELPFUL HUMOR HINTS

by Kathee Shaff

The following humor tips were taken from a "Humor in the Workplace" workshop facilitated by Judy VanDermark, Director of Conference Services at Cornell.

## Five Myths About Laughing And Crying

Laughing and crying are a way for us to chemically balance our system. They are a part of life - not doing them is unhealthy. There are five myths that inhibit this process.

1. *We believe that we have to be happy in order to laugh.*

We do not laugh because we are happy, we are happy because we laugh. We don't need to wait until we are happy to laugh, we can laugh anytime we want.

2. *We believe that crying is the hurting.*

Crying is the healing. If we stop crying too early, we cut off the healing process. We need to both laugh and cry.

3. *We believe that we have to have a reason to laugh.*

In reality, laughter is irrational, illogical, and unreasonable. It's one of the basic tools for living a balanced life.

4. *We believe that we only can cry over the big stuff.*

In our culture we are not allowed to cry, even on the big things. Laughing and crying are both necessary and healthy. Anytime we experience any kind of loss, no matter how little it is, it's all right to cry. We need to laugh out the pain. Don't stuff the little stuff - it's all right to cry.

5. *We believe that a sense of humor is the same as laughter.*

Laughter is universal. Humor is an intellectual process that happens in the head. Laughter takes place in the body. Laughter and humor are two very different things.

RIDESHARE CLASSIFIEDS



# Commuter Connection

CORNELL UNIVERSITY OFFICE OF TRANSPORTATION SERVICES • 255-4600

PLACE	NAME	PHONE	OPTION	DAYS	HOURS	SMOKE	COMMENTS
Alpine Jct.	Diana	5-1873	Share	M-F	6:30-3:00	OK	
Binghamton	John	5-6527	Share	M-F	8:00-5:00		
Binghamton	Hong	5-0738	Share	M-F	9:00-4:00		
Binghamton	Wally	5-4201	Share	M-F	8:00-4:30	No	South Side
Burdett	Robert	5-8342	Share	M-F	8:00-5:00	No	Home # 546-2241
Candor	Ruth	5-5174	Share	M-F	6:00-2:30		
Candor	Gerald	5-6244	Ride	M-F	11:00-7:00	No	11AM to 7PM
Caroline	Cheryl	3-3010	Share	M-F	7:00-3:30	No	
Cayuta	Mary	5-2029	Share	M-F	7:30-4:30		Alpine Junction
Corning	Caverlee	5-3615	Ride		Flexible	No	Works 2 days/wk
Corning	Toni	5-8593	Ride	M-F	8:00-4:30	OK	
Cortland	Donna	5-9431	Drive	M-F	8:30-5:00	No	near High School
Danby	Maureen	5-6381	Ride	M-F	8:00-4:30	OK	
Dryden	Suzanne	5-8127	Share	M-F	8:00-5:00		Ellis Hollow
Elmira	Desi	5-9803	Share	M-F	8:30-5:00	No	
Enfield	Shirley	5-6310	Share	M-F	8:00-4:00		
Enfield	Diane	5-6050	Share	M-F	8:00-4:30	No	near Hospital
Etna	Felicity	5-4004	Share	M-F	8:00-4:30	No	Routes 13
Freeville	Paula	5-6839	Share	M-F	8:00-4:30		
Geneva	Chris	5-3298	Ride	M-F	Flexible	OK	Home(315) 789-3135
Genoa	Dave	3-3100	Share	Su-Th	6:00-3:00	OK	
Groton	Steve	4-7103	Ride	M-F	8:00-4:30	No	
Hammndsprt	Gerald	5-6927	Ride	M-F	8:00-4:30		
Homer	Mary Ellen	5-8488	Share	M-Th	9:00-4:30	OK	
Interlaken	Marca	5-7148	Share	Th,F	8:00-4:00	No	
Ithaca	Jan	3-3365	Share	M-F			7-9AM, 4:30-6:30PM
Ithaca	Doris	5-8198	Share	M-F	10:00-9:00		Parkwood Village
Ithaca	Lois	3-3323	Drive	M-F	8:00-5:00		Snyder Hill Road
Ithaca	Joe	5-1687	Share	M-F	10:00-5:00	No	Route 89
Ithaca	Tom	5-4882	Drive	M-F	9:00-5:00	OK	
Ithaca	Suzanne	5-4882	Ride	M-F	12-9AM	OK	Winston Court Apts.
Ithaca	Karin	5-8124	Ride	M-F	7:00-12:30	No	
Jacksonville	Timis	5-5174	Share	M-F	6:00-2:30	No	only females
Jacksonville	Eileen	5-3228	Ride	M-F	6:00-4:30		
Lansing	Susan	5-4139	Share	M-F	8:30-5:00	No	
Lansing	Betsy	4-1210	Share	M-F	8:00-5:00		
Lansing	Bill	5-9134	Drive	M-F	9:00-6:00	No	Myers Point
Locke	Barb	5-7212	Ride	M-F	8:00-4:30	No	West Groton Rd.
Moravia	Jim	5-3272	Share	M-F	6:30-3:00		via Rt. 34 or 38
Moravia	Mike	4-4899	Ride	M-F	8:00-5:00	OK	Home(315) 497-3989
Newfield	Linda	5-1866	Share	M-F	8:00-4:30		
Odessa	Susan	5-5338	Drive	M-Th	4:45-3:00	No	4:45 AM - 3:00 PM
Odessa	Rose		Share	M-F	5:00-2:30	No	Home # 594-3352
Owego	RaeAnn	5-6224	Share	M-F	8:00-4:30	No	
Syracuse	Wendy	5-0885	Share	M-F	8:30-5:00	No	
Trumansburg	Tim	5-1381	Ride	M-F	8:00-5:00	No	
Trumansburg	Ellen	5-5411	Drive	M-F	7:30-4:30	No	
Trumansburg	Debbie	5-4123	Ride	M-F	8:00-4:30	No	3 miles N of T-burg
Varna	Betty Ann	4-1234	Share	M-F	8:00-5:00		Trailer Park
Virgil	Jean	3-3100	Share	M-F	8:00-5:00		
Waverly	Robin	3-3011	Share	M-F	8:30-5:30	No	
Waverly	Linda	5-4284	Drive	M-F	8:00-4:30	No	
West Danby	Pat	5-1977	Share	M-F	Flexible	No	Route 96
Willseyville	Ramona	5-2262	Share	M-F	8:00-4:30	No	
Willseyville	Sharon	5-9731	Drive	M-F	8:00-4:30		

THE NEXT COMMUTER CONNECTION: May 6  
This information is also available on CUINFO

## 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  
College of Human Ecology

## A Life Course Approach to Life: Cornell Life Course Institute

Tuesday, April 27, 1993

G01 Biotechnology Building  
12:15 PM to 1:15 PM

Luncheon can be purchased in the foyer of the  
Biotechnology Building

## UNCLASSIFIED ADS

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

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

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

### Unclassified Deadlines for 1993

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

Deadline	Issue Date
4/13/93	4/22/93
4/27/93	5/6/93
5/11/93	5/20/93

### FOR SALE:

Cockatiels, hand tames, perfect in the Easter basket, \$45. 3 Nintendo tapes \$35. Sue 5-9063

Older upright piano w/storage piano bench, \$25. Gail 5-8340 or 539-7267.

1982 Chevy Citation, 4 door hatch-back, automatic, power steering/brakes, good condition, \$450. Pat 5-7236 or 387-6845 after 6 p.m.

Modernized farmhouse, 12 miles campus, 8 acres, 4 bedrooms, 2 studies, 2 bathrooms, modern kitchen, living, dining, den, \$185,000. 844-4569.

New home ordered, must sell 10X50 trailer with 15X40 addition. Uses: home, camp, material for garage, barn etc. \$1500. 898-9925.

30 gal. propane water heater, 6 months old-\$100. Complete king size waterbed with drawer base \$75. 898-4932.

3 br house in Trumansburg. Porch, pantry, attached garage, storage barn. Remodeled, new Andersen windows, insulation & siding, \$61,900. Pat 564-7927.

Ariens riding mower, 11 HP Briggs & Stratton Industrial/Commercial engine, electric start, electronic ignition, 32", good condition, \$650. Call Gary Domke at 5-0493.

Maple nightstands with drawers \$45/pr. Large naughyde beanbag chair \$10. Refinished maple desk \$100 OBO. All excellent condition. 539-7629 after 4:30 p.m.

4 antique dining room chairs with wicker seats, needs refinishing \$40. Western saddle suede seat \$175. Laurie 5-5338 or 869-9931.

Air conditioner. Sears Kenmore window, 8000 BTU/hour. Excellent condition. Asking \$150. Call 4-8776 or 257-0937.

1989/90 Mobile home, 14x70, in Varna, 2 bedrooms, 2 baths, excellent condition, storage shed, washer/dryer. Call 5-1261 or 272-3225 evenings.

L-shaped solid oak desk, \$350. 4 track lights, \$60. White blinds, 76", 46", 55". IBM Selective II \$60. Call 272-9476.

Ladies downhill ski package, size 7 1/2 or 8 (skis, boots, bindings, & poles. Used only once, \$150. Patty 5-3512.

Custom built single hours trailer with tack compartment, \$1000. Women's suede fringe jacket, \$100. Call Bonnie 4-7128 or 539-6748 evenings.

Rug, beige, 36"x66", acrylic pile, fringes on opposite sides, excellent condition, \$12. 5-5265 or 272-0568.

1989 Chevy Cavalier, 2 door, automatic, extended warranty, \$6500 OBO. Karen Stewart 4-4196 days, 898-3249 after 6 p.m.

Futon w/wood frame and 100% cotton burgundy cover. Use as sofa or mattress, \$125. Call 5-4363 or 257-7607.

1977 Coachman Class "C" 23' motorhome, cab air, roof air, sleeps 8, low miles, lots of extras, \$9750 OBO. 642-8008.

Exercise bike. Healthways system 1500. Excellent condition, \$25 firm; \$30 w/delivery to Ithaca area address. Call 539-7897.

Freezer. Upright 16 cu ft. Clean, works well. Call 539-7078 eve.

Cornell employee looking for "New York Post", Tuesday 3/16. If willing to sell or share. Call Tom Nicholas 5-1725 or 5-4540.

Kirby Vacuum, excellent condition w/attachments including rug shampoo, \$125 OBO. Call Lisa 5-2842 or 257-4632 evenings.

### FOR RENT:

Hilton Head, SC, beach & tennis villa, 2 bedroom, fully equipped, \$395 for week of July 3-10. 277-8289, leave message.

### WANTED:

Wish to purchase used wheelchair for small elderly woman. Call Judy 5-2628 or 844-4151 after 5 p.m., leave message.

Property on Black Lake with or without camp. Call IVA 3-3600 before 3:30 p.m. or 315-496-9449 after 6:30 p.m.

One bedroom or studio for August. Ithaca, Varna, or Dryden. Rent: \$325-380 including utilities. Call Nancy 5-5236.

Owner-financed property, duplex or house with possibility for separate apartment. \$80,000 in Ithaca area. Call Lee 272-5236.

## CORNELL RECREATION CLUB

Are you including Enchanted Forest, Hershey Park, Renaissance Faire, or Busch Gardens in Williamsburg in your summer plans? If so, check with the CRC office at 255-7565 for the discount coupons that will be offered to all Cornell employees this summer. The information should be in the office by late April.

Thanks to all of our wonderful volunteers who helped to make the Harry Dickson Mixed Doubles Tournament and chicken barbecue such a success. Special thanks to Sam Partigiani and his staff for all of their help, and for having CRC participate in this event.

Here's a look at our upcoming trips and events:

### GENESEE COUNTRY VILLAGE & MUSEUM 5/22/93:

Imagine a place that takes you out of today's hectic pace and transports you to a simpler time...special events taking place on this Saturday include the Ducks Unlimited Show, an exhibit of paintings of North American Waterfowl; Textile week, a special exhibit by quilters, spinners and weavers; and Plough Days, draft horses will plow and plant fields within the museum complex. \$40.00 per person

includes transportation, admissions, and dinner at the Stage Coach Inn. A deposit of \$20.00 per person is required, final payment is due no later than May 7, 1993. Last date to make reservations for this trip is May 3, 1993.

### VERNON DOWNS RACING 6/5/93:

CRC's off to another exciting night of racing at Vernon Downs. Our reservations are at the climate controlled Miracle Mile Room that features an excellent buffet with a winning combination of hot and cold dishes. Transportation, admissions, and dinner is included for only \$34.00 per person. A \$20.00 per person deposit is required, final payment is due May 14.

### PHANTOM OF THE OPERA 9/18-19/93:

CRC is once again offering you the chance to see the thrilling, chilling, "Phantom of the Opera". Call for the information today.

### CANCUN 10/22-28/93:

Sunny, warm, beautiful Cancun! Forget about the blizzard of '93 and make your reservations now for a little bit of paradise. Call the office at 255-7565 for your Cancun brochure today.

**Call CRC for your calendar of events.**



### Belle Sherman SCHOOL-AGED CHILD CARE PROGRAM P. O. Box 628 Ithaca, NY 14851

#### The Belle Sherman S.A.C.C.P. 1993 Summer Recreation Program

has openings for students entering the 1-6 grades! Our program provides opportunities for children to make friends and participate in group and individual activities including sports, arts and crafts, and playground activities under adult supervision. Planned activities will include trips to local parks for swimming, hiking, picnicking, and much more. Most days will feature creative learning activities sponsored by the many clubs associated with the regular after-school program, such as origami, painting, juggling, computer, Dungeons & Dragons, cycling, tennis and many other adventures in art. The program is open weekdays beginning June 28, 1993 and ending September 3, 1993. Hours are from 8:30 a.m. until 5:30 p.m. Enrollment is on a weekly basis, as space permits. Tuition is \$90 per week. Contact Eric Machan Howd or Tara Bricker for more information, 273-1297.

## The Skinny on Spa Cuisine

by Angela M. Carroccia

Here is another healthy spa recipe. Please note the substitutions of some ingredients: whole wheat flour vs. white, honey vs. sugar - both are much better for you, and there's no compromise on taste.

### Judy's Whole Wheat Zucchini Bread\*

3 cups whole wheat flour	1 cup red apple, chopped
4 teaspoons baking powder	1 cup chopped nuts
1/2 cup polyunsaturated oil	2 cups grated zucchini
1/2 cup honey	1 cup crushed pineapple, drained
4 eggs	1 cup chopped dates
1 cup milk	
2 teaspoons vanilla	

Line two 9" x 5" loaf pans with waxed paper. Mix flour and baking powder together and set aside. Cream oil with honey and add eggs, one at a time, beating after each addition. Add milk alternately with flour mixture. Stir in zucchini, nuts, pineapple, dates, and vanilla. Pour mixture into baking pans and bake at 350° for 40-45 minutes, until brown on top and a toothpick inserted in the middle comes out clean. Allow to cool 10-15 minutes in the pans. Finish cooling on a rack.

This bread freezes well and is good at breakfast or later in the day. Approximate calories per loaf, 2,224; per slice (14 slices to the loaf), 158.

\*Reprinted from "The Spa Book" by Judith Brode Hirsch

### Some interesting water facts:

- Four-fifths of the earth's surface is covered with water.
- Ninety-five percent of all earth's water is saltwater; five percent is freshwater.
- Four-fifths of freshwater is in glaciers and icecaps.
- Nearly 99 percent of freshwater in liquid form is groundwater.
- Approximately one percent of freshwater in liquid form is in rivers and lakes.

- From the Cornell Cooperative Extension publication "Water Wise".

# 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

### Associate Director (PA6301) HRII University Development/Public Affairs- Endowed

Posting Date: 4/8/93

Works with the Director of Leadership Gifts and the college/unit and regional public affairs staff in the identification, cultivation, solicitation and stewardship of alumni and friends of Cornell who send the capacity to give between \$25K-100K to the university.

**Requirements:** Bachelor's degree or equivalent required. Minimum of 3yrs. experience in capital fundraising, institutional advancement in higher education, or professional volunteer management. Demonstrated sensitivity to human relations and ability to work with volunteers at the highest levels. Strong management and writing skills necessary. Send cover letter and resume to Cynthia Smithbower.

### 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. 4-6yrs. 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.

### Associate Dean of Students for Administration (PA6303) HRII

Student Life Union-Endowed

Posting Date: 4/8/93

Cornell Employees Only

Assumes leadership and accountability for the several administrative functions related to the Dean of Students organization and participates as a member of the Dean of Students senior staff team. Administrative functions will include budget, human resources, payroll, purchasing, facilities management and business services.

**Requirements:** Bachelors degree or equivalent and 7yrs. of full-time work experience with relevant responsibilities required. Master's degree in a relevant field and experience in higher education administration preferred. Successful candidate should possess skills and experience in the specific functional areas of responsibility of the position and the ability to apply these abilities to an educational enterprise. Send cover letter and resume to Cynthia Smithbower by 4/23/93.

### Executive Staff Assistant II (PC6304) HRI

Student Life Union-Endowed

Posting Date: 4/8/93

Cornell Employees Only

Provides administrative coordination and support to the Dean of Students. Support function includes production and distribution of a wide range of written materials; answering telephone/screening calls and providing information when possible; scheduling meetings, appointments, travel arrangements, and overnight accommodations. Administrative coordination includes work with student receptionists, the Cornell Calendar, Family Weekend, and events ranging in size from small breakfasts to large student awards programs. Assist the Dean of Students in special projects as necessary.

**Requirements:** Bachelor's degree or equivalent experience. Bachelor's degree or equivalent experience. Executive secretarial background desirable. Cornell experience desirable. Strong oral and written communication skills and decision-making skills necessary. Experience in the following areas required: publishing brochures and information material, Macintosh spreadsheet and word processing. Send cover letter, resume, and employee transfer application to Esther Smith.

### Research Support Specialist I (PT6306) HRI

Food Science-Statutory

Posting Date: 4/8/93

Provide technical support to an extensive research project in the area of high pressure and/or extrusion processing of food and other related biomaterials.

**Requirements:** M.S. in food science/engineering or equivalent. Minimum 2yrs. of related experience. Send cover letter and resume to Sam Weeks.

### Special Projects Manager (PA6302) HRI

Statler Hotel-Endowed

Posting Date: 4/8/93

As a member of the operations department senior staff, participates in departmental strategic planning. Responsible for the research, development and analysis of special projects as assigned by the Hotel's Director of Operations. Responsible for the operation of the Terrace Restaurant and Mac's Cafe consistent with guest expectations, the educational mission of the School of Hotel Administration and the standards and goals of the Statler Hotel. Flexible, nights and weekends.

**Requirements:** AAS degree or equivalent in restaurant management or culinary arts, or NIFI certification required. Minimum of 5yrs. experience in restaurant management including background in multiple unit operations, bar operations, cafeteria and fast food operations and fine dining. Proven supervisory, human resource and labor relations skills; proven computer ability required with experience in the following software: Kronos, Micros, CBORD, Wordperfect and Excell. Send resume and cover letter to Cynthia Smithbower

### Administrative Manager (PA6304) HRI

Neurobiology and Behavior-Statutory

Posting Date: 4/8/93

Assist chairman in the day-to-day operation and long-range planning of the section, including large introductory biology course. Supervise non-academic clerical staff.

**Requirement:** Bachelor's degree or equivalent required. Knowledge of both statutory and endowed accounting; budget process, APPS, CHRISP, and other programs statutory college mandates. Appointment and CER procedures. 5-7yrs. experience. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist I (PT6301) HRI

Ecology and Systematics-Statutory

Posting Date: 4/08/93

Provide technological support for ecological research. Collect and process field collections of insects and plants. Oversee operations of a lab devoted to the study of insect-plant interactions. Maintain long-term field experiments. Perform data analysis. Organize written information and assist in the preparation of publications and grants.

**Requirements:** Bachelor's degree or equivalent, preferably in biological sciences or a related field required. Experience in entomological or botanical research and in data manipulation preferred. Ability to organize schedules and diverse bits of information essential. Driver's license required. Work may entail limited use of insecticides. Send cover letter and resume to Sam Weeks.

### 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 3-5yrs. experience in field and greenhouse work. Experience with pollination and handling 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. 2-3yrs. 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 3yrs. 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 an anatomically based research program. Design experiments, analyze data and developing computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.

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

### 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. 5-7yrs. 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 an 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 agribusiness 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.

**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****Nursery School Teacher (PC6310) University Cooperative Nursery School-Endowed**

**Posting Date:** 4/8/93

In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds. 12-5pm, Monday-Friday, August-June.

**Requirements:** Bachelor's degree, experience required. Previous coursework in early childhood education desirable. Experience teaching 3-5yr. olds required. Send cover letter and resume to Sally Reimer, University Cooperative Nursery School, Robert Purcell Union, Box 18.

**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****Research Support Specialist (PT6303)****Nutritional Sciences/CFNPP**

**Posting Date:** 4/8/93

Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning nad labor supply.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or Ithaca.

**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.

**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. Unit 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 (T6307)****Entomology-Statutory**

**Minimum Biweekly Salary:** \$590.45

**Posting Date:** 4/8/93

Provide research support for field crop entomological studies including lab and field work on leafhoppers, cutworms and snout beetles. Assist in experimental design. Coordinate rearing of insects and entomopathological nematodes. Collect and summarize data. Assist in supervising temporary staff.

**Requirements:** BS degree in one of the following: biology, entomology, horticulture, agronomy, or plant science. Experience in insect rearing, experimental field plot techniques, crop production practices, statistics, and computer literacy. Some training and experience in one or more of the above listed fields and knowledge and experience in microbiology helpful. Valid NYS driver's license. 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,

**The Cornell Workplace**

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

EDITOR: Nancy Doolittle, 255-3541

PRODUCTION: Cheryl Bishop, 255-6890

PHOTOGRAPHY: University Photography

Published weekly except for one week each in January and November and two weeks in December by University Human Resource Services, Cornell University, 14853. Distributed free and available to staff and faculty at locations around campus. *The Cornell Workplace* is also located on CUINFO.

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.

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 (T6305)**  
**Animal Science-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/8/93**

Provide technical support for animal science lab. Analyze feed and silage samples for fiber content utilizing complex lab techniques. Solve problems as they arise. Some independent research on methods development and improvement.

**Requirements:** B.S. degree or equivalent combination of education and experience required. 1-2yrs. experience in complex sample analysis required. Must be familiar with database, spreadsheet, and wordprocessing software. 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 undergraduate 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 (CALIS)-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**

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 laboratory 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 Off-Campus

**Technician GR15 (T6302)**  
**Entomology/Geneva-Statutory**  
**Minimum Full-time Equivalent: \$499.20**  
**Posting Date: 4/8/93**

Assist technical support in soil insect ecology lab. Assist with bioassays of insects and behavioral studies. Maintain insect cultures. Compile and enter data into the computer. Prepare data sheets. **Requirements:** High school diploma with 6months-1yr. formal training. 6months-1yr. relevant on the job training. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Technical Assistant GR17 (T6304)**  
**Animal Science-Statutory**  
**Minimum Full time Equivalent: \$530.38**  
**Posting Date: 4/8/93**

Collect, dry and grind feed samples. Collect and evaluate data pertaining to feed stuffs. Label sample vials. Clean glassware and maintain clean lab conditions. Limited work with dairy cattle and young stock.

**Requirements:** High school or equivalent. 2yrs. related experience required with 6months lab experience. Send cover letter and resume to Sam Weeks.

**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 tricks embedded in plastic. Perform fluorescent and sterile technique.

**Requirements:** High school diploma or equivalent. Experience using microtome, 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.

**Secretary GR18 (C6307)**  
**Family Life Development Center-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/8/93**

Secretarial and receptionist support to the Family Life Development Center administrative and program staff. Provide program support to several projects. Monday-Friday 8:30-5:00. Appointment until 9/30/93, contingent upon funding.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Macintosh experience highly desirable. 1yr. related experience. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Secretary GR18 (C6302)**  
**Alumni Affairs-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/8/93**

Provide secretarial/clerical support to the associate director minority programs and the business manager, alumni affairs; assist with all aspects of minority programs and business operations. **Requirements:** High school diploma or equivalent. Business or secretarial school preferred. 1-2yrs. related office experience required. Excellent organizational and communications skills. Ability to work under pressure with heavy work load and be flexible. Knowledge of Macintosh computer software preferred. 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.

**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.

**Microcomputer Center Assistant GR20 (C6309)**  
**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/8/93**

Provide information and consulting assistance to users of public access microcomputers, and supervise student assistants who provide user support. Responsible for hiring, scheduling, training and evaluating student assistants. Coordinate, organize and supervise the daily operation of the Stone Microcomputer Center in Mann Library, under the direction of the Coordinator of Centers for Public Access to the Electronic Library. Manage the software reserve operation. Perform duties without supervisory assistance during a substantial portion of the work week. Exercise considerable judgment and initiative in making decisions, communicating with supervisor, facilitating appropriate referrals and determining follow-up action.

**Requirements:** Bachelor's degree or equivalent. Knowledge/experience requirements include supervisory experience; and 2yrs. experience with microcomputers, including DOS and Macintosh equipment and a variety of programs and software packages. Also required: excellent written and oral communication skills; excellent interpersonal skills; experience with providing assistance and information to people; ability to work in a complex, busy environment. Experience with providing user

support services in a library setting, retrieving data from bibliographic, numeric, and full text databases and experience with Internet resources desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C6311)**  
**University Human Resource Services-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/8/93**

*Cornell employees only*  
Provide administrative/clerical support to the Life/Work Consortium Project (a project supporting individual's work and family issues from hire in to retirement), and assist with administrative/clerical and accounting support in the AVP's office within Human Resources.

**Requirements:** Associate's degree or equivalent combination of education and experience. Minimum of 3yrs. related administrative/clerical/ accounting experience (Cornell preferred). Confidentiality, tact and flexibility essential. Working knowledge of word processing (IBM and Mac) necessary. Excellent communication, public relations, organizational and interpersonal skills. Attention to detail, ability to set priorities. Ability to work in team environment. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

**Administrative Aide GR20 (C6303)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/8/93**

To assist the associate director of major gifts through providing administrative support and management skills in the overall daily operations of the major gifts program of university development. The program manages the cultivation and solicitation of alumni and friends of Cornell who have the potential to make gifts in excess of \$1,000,000.

**Requirements:** Associate's degree or the equivalent in education, experience and training. 2-3yrs. related experience. Excellent organizational, communication (written and oral) and interpersonal skills. Ability to handle confidential information. Ability to prioritize assignments and work under pressure. Proficiency on Macintosh computer. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include and employee transfer application.

**Assistant to Program Director GR20 (C6308)**  
**Nutritional Sciences/CNPP-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/8/93**

Serve as assistant to the program director of Cornell food and nutrition policy program. Assume responsibility for all administrative tasks relating to director's activities in a program which conducts research and training activities in Africa, Asia, and Latin America.

**Requirements:** AAS degree or equivalent. 2-3yrs. of progressively responsible office experience. Excellent word processing skills(80+wpm). Experience with technical manuscripts required. Software expertise with particular knowledge of WP 5.1, Lotus, Quattro Pro, Notebook required. Working knowledge of IBM PC compatible equipment and DOS 3.1+ necessary. Proven ability to work independently, prioritize, take initiative, work under pressure, and work creatively under tight deadlines vital. Ability to work as team player, organizational and people skills a must. Experience with research office, international work, and fluency in a foreign language (French preferred) useful. Strong communication (written and verbal) a must. 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. Sunday-Thursday, 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, and 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 to Program Administrator GR21 (C6009)**

**Nutritional Sciences/CFNPP-Statutory**

**Minimum Biweekly Salary: \$615.42**

**Posting Date: 4/8/93 Repost**

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:** Associate's 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:** High school 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 (C6305)**

**Neurobiology and Behavior-Statutory**

**Minimum Biweekly Salary: \$542.89**

**Posting Date: 4/8/93**

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. High level of confidentiality (student grades, generating exams and answers). 5days/week, 20 hours.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Experience with Macintosh computer and office-based software or aptitude to learn specific software program. Heavy 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. 26hrs/week.

**Requirements:** High school 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 Professionals Off-Campus Part-Time

**Research Aide GR18 (C6306)**

**Horticultural Sciences/Plant Genetic Research/ Geneva-Statutory**

**Minimum Full-Time Equivalent: \$542.89**

**Posting Date: 4/8/93**

Provide documentation and historical research on apple and grape varieties for entry into a national database for accessibility to international user community for National Germplasm Repository. Monday-Friday, 4hrs/day. Appointment 1yr from hire date.

**Requirements:** High school diploma or equivalent. Some college coursework in business preferred. Some familiarity with personal computers and word processing software. Ability to communicate effectively. Good grammar and ability to excerpt data from old handwritten materials and put in computerized format. Effective communicator with adaptable and flexible attitude. External applicants send cover letter and resume to Sue Dwyer, Horticultural Sciences, NYS Agricultural Experiment Station, Geneva, NY. Employees should include an 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

**Casual Cashier (S6301)**

**Ornithology**

**Hourly Rate: \$5.25**

**Posting Date: 4/8/93**

The Crow's Nest Birding Shop is seeking an individual to perform cashiering duties. Respond to general nature questions. Answer phone. Knowledge of birds is helpful but not essential. Must be very customer oriented. Hours: Saturday and Sunday 10:00 am - 4:00pm. Other weekday hours as needed, especially in the summer. Please send a cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

## 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 hours per week between 8:00a.m. and 1:00p.m. Send cover letter and 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.

**Short Order Cook SO04 (G6301)**

**Statler Hotel-Endowed**

**Hiring Rate: \$7.52**

**Posting Date: 4/8/93**

*Cornell Employees Only*

Prepare breakfast and/or lunch items to order in the Terrace restaurant or Mac's Cafe. Flexible; nights and weekends.

**Requirements:** High school diploma or equivalent. Basic reading and writing skills. Minimum of 2yrs. short order experience in a high-volume operation. Good interpersonal skills. Send employee transfer application to Esther Smith.

**Custodian/Carpet Technician SO05 (G6303,4)**

**Residence Life-Endowed**

**Hiring Rate: \$7.88**

**Posting Date: 4/8/93**

Primary provider of major carpet cleaning, specialized stain removal and large emergency cleanup. Projects typically require an extended time commitment. Required to use departmental vehicle and carpet cleaning system.

**Requirements:** High school diploma or equivalent. Ability to lift 75-100 lbs. and to climb 8ft. ladder. Extensive knowledge of all types of carpet care/stain removal. Demonstrated ability to operate/maintain power equipment. Willingness to work with students/staff/guests. Must have and maintain valid NYS driver's license (class 5) in good standing. External applicants submit completed application with posting number to Esther Smith. Employees should include an employee transfer application.

## 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 8 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 manger in repair/maintenance of farm machinery and facilities. Appointment until 10/14/93. Position is located at the Thompson Research farm in Freeville.

**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 Position**

**Nutritional Sciences**

**Posting Date: 4/8/93**

Available immediately in the section of Biochemistry Molecular and Cell Biology. Involves the characterization of inhibitors targeted at the glucose-6-phosphate traslocase component of the hepatic microsomal glucose-6-phosphatase system and use of these site-directed, high-affinity probes to identify the protein and effect its purification. Ph.D. in biochemistry or related field required. Send curriculum vitae and three letters of reference to: Dr. William J. Arion, 227 Savage Hall, Cornell University, Ithaca, NY 14853. Telephone: (607) 255-2684.

**Postdoctoral Position**

**Nutritional Sciences**

**Posting Date: 4/8/93**

Available to join lab studying cognitive effects of developmental brain damage. 2 current NIH-funded projects concern perinatal exposure to cocaine and lead, respectively. Ph.D. required. Preferred candidate will have expertise in the assessment of cognitive functioning in animals and statistics. Send curriculum vitae and three letters of recommendation immediately to: Dr. B.J. Strupp, Associate Professor, Department of Psychology and Division of Nutritional Sciences, Savage Hall, Fax: 607-255-1033, PH: 607-255-2694.

**Postdoctoral Position**

**Molecular and Cell Biology**

**Posting Date: 4/8/93**

Available immediately to investigate mechanisms of regulation of lipoprotein lipase, hepatic lipase and lipase binding-heparan sulfate proteoglycans at the transcriptional and posttranscriptional levels. Topics studied include: Dissection of promoter regions, purification, cloning and characterization of transcription factors, tissue specific expression. Ph.D. with experience with recombinant DNS necessary. Send resume and names of three references to: Dr. Andre Bensadoun, Professor, Division of Biological Sciences and Nutritional Biochemistry, 321 Savage Hall.

**Postdoctoral Associate**

**JA Baker Institute**

**Posting Date: 4/1/93 Repost**

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.