

# Cornell CHRONICLE

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Global climate  
conference

7

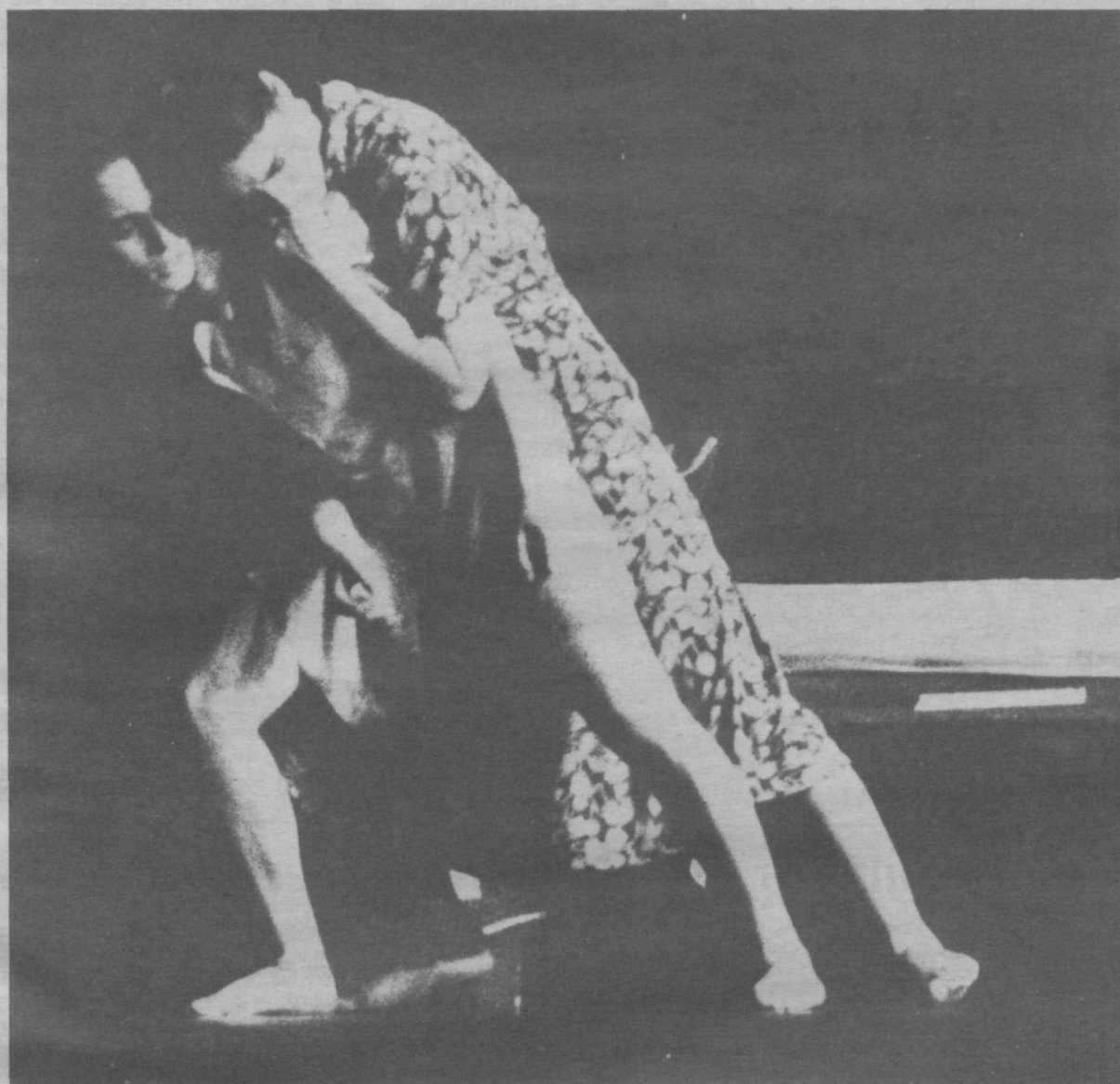
Banfi's and  
Statler Club  
to open soon



7



Olin's  
Southeast  
Asia collection



Jill Peltzman

Beth Millstein, left, and Holly Lau in a piece by Joyce Morgenroth that will be performed in "Dance Concert '89," which opens tonight in the new Performing Arts Center's proscenium theater. Tickets for the show are on sale at the center's box office and by calling 254-ARTS.

## Compact disc at Olin lets the laser do the walking through the pages

A compact disc packed with the information from 88 thick volumes is available in Olin Library to speed searches of government documents.

"Until a few weeks ago, if someone wanted to know which congressional hearings John Doe had taken part in, we'd have to say: 'Have a nice three months in the stacks,'" said Susan Szasz, one of the Reference Department librarians who will be introducing researchers to the new disc and its computer program.

Now such searches are almost instantaneous, Szasz said. A list of references can be printed out, and virtually all of the identified materials are available within the Cornell library system, she added.

To use the program, called "Congressional Masterfile," a researcher sits at a personal-computer keyboard next to the ground-floor reference desk and types a request for the computer to search for a personal or corporate name, a subject (such as "ethics hearings"), a congressional committee or a document.

The computer searches through more than 300,000 publications, 40,000 hearing documents, 15,000 background studies and other congressional materials on the disc and finds all entries that match the researcher's request. The materials are from the 88 printed volumes comprising four major indexes that cover congressional business from 1789 to 1969.

These computer discs use the same technology as do audio compact discs to store digital information much more

compactly than on standard floppy or hard computer discs. The information is "read" by using a laser.

Among the fields whose scholars could most benefit from the program are government, history, law and human services, Szasz said.

The program arrived on Feb. 15 and is being tested here and at Columbia University for this semester.

If it is widely used by faculty and students, the library hopes to buy it. Because Cornell already owns the four indexes published by Congressional Information Service Inc. — the producer of the disc package — the price would be about \$9,000 rather than the \$30,000 that would be charged a new customer, Szasz said.

Such systems could have some impact on Olin's urgent shelf-space problem if its success with researchers led to removing the printed volumes they can replace.

That impact would be at best marginal, however, because, while discs nicely handle indexes and some texts — such as the Oxford English Dictionary — there is little prospect for putting the content of most books onto compact discs.

Other compact disc systems at Cornell include five programs in Mann Library that search recent journal articles and other research, systems in Uris Library for searching psychological and sociological abstracts, and systems in the libraries of the Law School and School of Industrial and Labor Relations that search recent scholarly literature.

—Sam Segal

## Protein discovery advances advent of bio-pesticides

Scientists at the Boyce Thompson Institute for Plant Research have discovered a "battering ram" viral protein that demolishes the tough stomach linings of insect pests, opening the way for the virus to attack. Mixing the protein with viruses used as insecticides could increase the viruses' insect-killing ability up to 100-fold. The institute has just filed patent applications on the novel protein — called a "viral enhancing factor" (VEF) — and related genes.

"This is the first protein with this mode of action that has been discovered in an insect virus and the only one of its kind found in insect-killing viruses," said Robert R. Granados, a virologist and director of the plant protection program at BTI.

Granados called the discovery a major advance toward a new kind of genetically engineered insecticide virus, built to carry the gene for the killer protein.

Scientists also might splice the protein-coding gene into crop plants so that pest insects feeding on the plant could become more vulnerable to viral attack as well as to bacteria and fungi. The protein may even boost the effectiveness of chemical pesticides, Granados said.

He found the protein in a common insect virus called "Trichoplusia ni granulosis virus" (TnGV), so named because it was isolated from cabbage looper, or *Trichoplusia ni*. The looper is a pale green caterpillar that attacks more than a dozen kinds of vegetables, including cabbage, beets, broccoli, brussels sprouts, cauliflower, collards and kale. TnGV belongs to a group of more than 500 widespread organisms called baculoviruses that cause viral epidemics in agricultural and forest insect pests, including gypsy moths, corn borers, tobacco budworm and Douglas-fir tussock moth. These viruses do not infect humans and animals.

The protein was isolated from the protein coat around the virus particle. The coat, or envelope, is known as "granulin." It protects the infectious virus particle in the environment.

About 5 percent of this protective body is the VEF; the rest of the protein is granulin, Granados said. The VEF is a medium-sized protein consisting of 900 amino acids.

Before invading insect cells, viruses must penetrate a

*Continued on page 6*



Jill Peltzman

Olin reference librarian Susan Szasz, surrounded by 88 volumes devoted to congressional hearings, holds a compact disc that can store the same information.



## Notables

**Isaac Kramnick**, the Richard J. Schwartz Professor of Government, has won the annual award of the National Society, Daughters of Colonial Wars, for the best article during 1988 in the "William and Mary Quarterly" published in Williamsburg, Va. The article, "The Great National Discussion: The Discourse of Politics in 1787," appeared in the January issue. The award carries with it a \$200 cash prize.

## Budget forum set

Provost Robert Barker will address issues related to the university's budget for the coming year at a university assemblies open forum on budget policies today from 4 to 5 p.m. in 165 Statler Hall.

## Potable water test shows no sign of problems here

The New York State Department of Health mandated the Cornell University Water Filter Plant, along with other water systems in New York state, to monitor its potable water for 52 volatile organic chemicals on the quarterly basis in 1988. In December 1988, Cornell's water filter plant finished the monitoring requirement.

None of the 52 volatile organic chemicals were detected in any of the samples.

For more information regarding this monitoring or the results hereof, contact Douglas Clark at the Cornell University Water Filter Plant at 255-3381.

*The publication of this notice is required by the NYS Department of Health.*

## No Chronicle on March 23

The Cornell Chronicle will not publish on March 23 because of spring recess.



Jill Peltzman

## Veterinary College will welcome visitors

The annual open house of the College of Veterinary Medicine is scheduled for April 15 from 9 a.m. to 4 p.m.

The open house, organized by students of the college, attracts thousands of visitors to self-guided tours of exhibits on the education of veterinarians and animal health technicians, as well as the care of pets, agriculturally important animals and exotic animals.

More information on the open house is available by calling 253-3700.

## Briefs

■ **Kram award:** Applications will be accepted through April 10 for the Judith Ellen Kram Award for the 1989-1990 academic year. The \$3,000 grant will be awarded to a sophomore, junior or senior from any college at Cornell to support research on a topic of concern to women. The Kram Award was established by Daniel and Ruth Kram in memory of their daughter, Judith, Class of 1977 at Cornell. Applications and more information about the award can be obtained from the Women's Studies Program office, 332 Uris Hall, 255-6480.

■ **Women's studies award:** The Women's Studies Program is accepting applications through March 27 for Beatrice Brown Awards for graduate students working on some aspect of women and gender. The awards, generally no more than \$250, are intended to cover research and professional development expenses. Applications should contain a curriculum vitae, a one-page description of the project, including a budget, and a letter from the chair of the student's special committee. They should be submitted to the Women's Studies Office in 332 Uris Hall.

■ **Status of women:** Nominations are being sought for seven positions on the university's 21-member Advisory Committee on the Status of Women. The committee makes recommendations on women's issues to the associate vice president for human relations and in recent years has addressed such issues as career development, pay equity, child care and sexual harassment. For more information, contact Carolyn McPherson, coordinator of women's services, at 255-3976.

■ **Armenian earthquake:** Thomas D. O'Rourke, professor of civil and environmental engineering, will give an eyewitness account of the Armenian earthquake at a colloquium scheduled for 4:30 p.m. on

March 14 in Schwartz Auditorium, formerly Rockefeller Auditorium, in Rockefeller Hall.

■ **Bloodmobile:** The Red Cross Bloodmobile will be at Willard Straight Hall from 10 a.m. to 3:45 p.m. on March 14. To schedule appointments call 273-1900. Walk-ins are welcome.

■ **Commencement address:** President Frank H.T. Rhodes will deliver the commencement address at the 131st Commencement Ceremony of Elmira College on June 4.

■ **Breakfast with Rhodes:** A limited number of places are available for students to sign up for breakfast with President Frank H.T. Rhodes. His office's telephone number is 255-5201. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhirst Room of Willard Straight Hall at various times during the year. Reservations are made on a first-come, first-served basis.

■ **Meals with Morley:** Employees may sign up for breakfast or lunch with Senior Vice President James E. Morley Jr. by calling the Office of Human Resources at 255-3621. The meals will be held each month during the academic year. Dates and places include a breakfast on March 27 in the Elmhirst Room of Willard Straight Hall. Also scheduled are a noon lunch on April 21 at Statler Inn and a 7:30 a.m. breakfast on May 17 at Statler Inn.

■ **Debate about abortion:** "The Future of Abortion" will be debated by Sarah Weddington, the lawyer who represented Jane Roe in Roe v. Wade, and Phyllis Schlafly, a social conservative who was instrumental in the defeat of the Equal Rights Amendment, on March 14 at 8 p.m. in Bailey Hall under the auspices of the Cornell University Program Board.

## Commentary

# Savings & Loan Regulations At Fault For Encouraging Excessive Risks

*This Op-Ed piece, by Jonathan R. Macey, professor of law, appeared in the Los Angeles Times on Sunday, Feb. 5.*

In the midst of unprecedented economic growth, it is bewildering that so many U.S. savings-and-loans are in such dire straits. Everyone is pointing fingers at everyone else. Regulators blame bankers, bankers blame Congress and Congress blames the economy.

Recently some of President Bush's ad-

visers seemed to blame innocent depositors. Key officials, such as Treasury Secretary Nicholas F. Brady, advocated a direct charge of 25 cents for each \$100 held in federally insured commercial banks, thrifts and credit unions.

There is a clear answer to the question: "Who's to blame for the banking crisis?" Federal regulators — particularly the Federal Savings and Loan Insurance Corp. — are to blame for creating an environment where taking huge risks is the only sensible strategy for the nation's federally insured depository institutions.

S&Ls are failing in record numbers because they operate under a set of regulations that provide huge incentives to take excessive risks. When an entire industry is taking huge risks, many participants are going to come up losers.

The administration of federally insured deposit insurance is the cornerstone of the current regulatory structure. All FSLIC-insured S&Ls pay an annual premium for the privilege of offering deposit insurance. That insurance on deposits is different from all other forms of insurance: The fee bears no relationship to the underlying riskiness of an institution's activities. It is fixed at a flat percentage of deposits.

The insurance-pricing system has led to a disastrous situation because it creates a "heads I win, tails the government insurers lose" environment. S&L managers can invest federally insured money on high-risk, high-return projects. If these turn out well, the managers reap the reward. If they fail, the FSLIC is left holding the bag. If the federal insurers were acting rationally they would demand compensation for the risks they are bearing — higher insurance premiums for the less prudent S&Ls.

No private auto insurance firm would survive if it charged the same premiums to drunk drivers as safe drivers. Drunk drivers would flock to the company while safe drivers would seek firms offering them the reduced rates they deserve.

Under the current system, S&Ls on the edge of insolvency can attract massive

amounts of additional money for a last-ditch gamble because of deposit insurance. Inspection of records of failed institutions shows many did indeed have a last fling with depositors' money in the hopes of hitting the jackpot.

Just as having a single price for car insurance would punish safe drivers, our system of fixed-price deposit insurance punishes safe S&Ls. Not long ago, the FSLIC increased its premiums — an inappropriate gesture, since it signals those trying to operate safely that their prudence offers no advantages.

Logic demands a deposit insurance system where premiums are based on the riskiness of the S&Ls insured. This could be done by requiring federally insured S&Ls to obtain private insurance as well, and then basing government premiums on the rate charged by the private insurer. That way, S&Ls would begin bearing the cost of excessively risky activities.

Current insurance pricing policy is nothing short of scandalous, yet it pales in comparison to the policies used to administer failed S&Ls.

Regulators have two options when confronted with an insolvent financial institution. The deposit payoff is the old-fashioned approach — envisioned by Congress when it began insuring deposits in 1934. In a deposit payoff, the federal insurer closes the failed S&L and makes payments to insured depositors up to the \$100,000 insurance limit. The FSLIC then sells the S&L's assets. Creditors, including uninsured depositors, receive their share as assets are sold. The advantage of this option is that large uninsured depositors — sophisticated investors — have an incentive to make sure their funds are not subjected to unnecessary risks.

Unfortunately, large depositors are also politically sophisticated, and they have convinced regulators to refrain from closing failed S&Ls. Consequently, almost no depositor has to worry about losing money. Deposit insurance protection has been extended to all depositors in U.S. institutions,

deserving and undeserving.

The FSLIC manages to bail out all the creditors of failed S&Ls by merging the assets and deposits into other institutions. All of the uninsured deposits simply become liabilities of the merged firm.

The FSLIC claims it uses mergers rather than liquidations to handle failures because mergers are cheaper. This is not true. Mergers contain promises requiring the FSLIC to repurchase assets acquired in the merger that later go into default. For other assets, the FSLIC has guaranteed a certain rate of return to the acquirer under so-called yield-maintenance agreements. These agreements are set to insure a substantial rate of return on any assets not resold to the FSLIC.

In other words, these deals are structured to involve no risk to the acquirer. Worse, the FSLIC will be forced to make massive future payments if the economy slumps. Thus no one knows how much the deals will ultimately cost. In addition, experience shows that many merged S&Ls will fail, requiring more outlays.

As if this were not enough, those deals completed before the end of 1988 included massive tax incentives. All income from the sale of assets and from the FSLIC is excluded from income for tax purposes. The S&Ls' huge net operating losses will enable acquirers to avoid taxes on other income. These tax breaks will increase the size of the budget deficit by billions.

Regulators are indeed to blame. They're holding the smoking gun. But lurking behind the scenes is Congress, which has acquiesced to FSLIC policies in return for political support from S&Ls across the West and Southwest.

The most alarming aspect of the current crisis is that it is generally viewed as an isolated event, correctable by a one-time infusion of money from taxpayers or depositors. But the regulatory policies that created this crisis are still in place. Unless the system is reformed, we will suffer future crises that will make this look like small change.

## Cornell Chronicle

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It is the policy of Cornell University to support actively 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, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.



# Ability to think scientifically seen as vital

There is a national crisis in education when you consider that there are as many undertakers in Congress as there are scientists (three each), that only 15 percent of high school students study physics and that nearly one-fifth of Cornell's Arts and Sciences students graduate without taking a mathematics-related course, Isaac Kramnick said in a lecture on March 6.

"We insist that our science students are not educated unless they study the humanities and social sciences," Kramnick said. "We must now realize that our humanists and social scientists are not educated women and men unless they are numerate and literate in science."

Kramnick, an associate dean in the College of Arts and Sciences and the Richard J. Schwartz Professor of Government, delivered his remarks at the dedication of the Richard J. and Sheila W. Schwartz Auditorium in Rockefeller Hall.

A specialist in 18th-century England and

America, Kramnick pointed to America's anti-intellectualism and its religiosity for discrediting the importance of science and scientists in the United States. Scientists and engineers are viewed by American culture as elitists guilty of removing God, mystery and fate from much of human existence, he explained.

As a result, scientists and engineers are treated as though they live in their own world, separate from the real world. Scientists themselves exacerbate this problem by treating science education as a "winnowing out of those who can't do it," he said.

"Most humanists and social scientists are thrilled to teach the unwashed herd, to have hundreds of students hear their message," he said, but added, "Most scientists tend to be happier when the church is small and few come to services."

"What this country desperately needs today is more ordinary people who respect, appreciate and understand science," Kram-

nick asserted. "It needs these much more right now than brilliant scientists."

Kramnick suggested that Congress approve a proposal to award science scholarships to two high school seniors from each congressional district, that the National Science Foundation spearhead an effort to alter attitudes toward science by funding science appreciation programs similar to efforts by the National Endowments for the Arts and for the Humanities, that history courses place more emphasis on the role of science and technology, and that the United States observe Benjamin Franklin's birthday, Jan. 17, as National Science Day.

"A free and open society is guaranteed by flourishing and unfettered scientific inquiry," Kramnick said. "In science, truth is never certain, never codified by the authority of party, power, class or religion, but always open to the possibility of refutation by new claimants and new experience."

—Mark Eyerly

## Conferees predict climate changes of great magnitude

Scientists from 14 countries gathered at last week's four-day Global Climate Change Conference in New York City and predicted that in several decades planet Earth will be so different that few today would recognize it.

They then huddled with policy-makers on the state, corporate, national and international levels to recommend measures that might make the world somewhat more liveable.

The international conference, which was organized by Cornell's Global Environment Program, the National Governors' Association and the governors of New York, Vermont and New Jersey, examined the ways Earth's atmosphere is changing as a result of human activities. The conference produced a gloomy array of "findings" by scientific work groups. Among them:

- Greenhouse gases such as carbon dioxide and methane are likely to cause major changes in the Earth's climate if their presence continues to increase rapidly, a panel on climate change agreed.

- Significant surface-air warming and increased sea levels are probable on a planet that has already seen a 1 degree Fahrenheit increase and a six-inch sea level rise in the past 100 years.

- Global climate changes will be reflected more in the frequency, intensity and duration of extreme climate events than by merely gradual increases in average conditions, the climate experts predicted.

They noted "major uncertainties" in the magnitude, timing and nature of future greenhouse climate changes but said that "no mechanisms have been identified which would reduce the climate impacts to negligible proportions."

- Global climate change will increase the incidence of "extreme hydrologic events" such as droughts, floods, thunderstorms and hurricanes, experts in hydrology predicted. Some water supply problems will occur, they said, although current models are not capable of telling where.

- The anticipated rise of 4 degrees to 10 degrees Fahrenheit in the mean global temperature during the next century will require "large adjustments in agricultural practices" as production zones shift across state and national boundaries, specialists in the agricultural effects of climate change said.

Noting that today 35,000 children under age 5 die of starvation every 24 hours, the agricultural experts foresaw increasing stresses on the agricultural system as the climate changes and the world's population doubles to 10 billion people in the next 40 years.

- "Unprecedented changes" in the ecology of the planet are plausible scenarios as humans approach the limits of exploitable resources, biologists at the conference concluded.

They predicted major shifts in plant-and-animal communities, known as biomes; massive species extinctions; loss of biological productivity and diversity; disruption of ecosystem linkages to hydrologic, atmospheric and societal systems; and an "irreversible loss of desirable and functionally necessary ecosystems."

- Global mean sea level will rise three feet in the next century, displacing millions of people from sea-level nations such as Bangladesh while destroying coastal wetlands that are habitats for many species of fish, birds and other wildlife, scientists said.

- The United States can expect changes in climactic and atmospheric conditions to create significant increases in air pollution, which in turn will result in increased illness and death from respiratory problems, experts in human health effects said.

On the global level, they predicted the major health impact will be an increase in infections and diseases and in their severity. Food shortages and subsequent malnutrition will exacerbate the infectious diseases, according to the health specialists.

- Human activities are "the most critical element [as] human behavior both stimulates and responds to climate change," said experts who examined the social effects of climate change.

They predicted transfers of wealth, redistribution of populations, restructuring of markets, changing lifestyles and patterns of energy utilization. "These changes will, in many areas, lead to radical restructuring of societies and economies," the sociologists said.

—Roger Segelken



Doug Hicks

**PRO-CHOICE** — Under typically rainy Ithaca skies, women and men rally on the Arts Quad to affirm a woman's right to make choices about reproduction. Student organizers of the Coalition for Choice, which sponsored last Saturday's event, planned the afternoon rally in part to build interest for the nationally organized march in Washington, D.C., set for April 9. Among the speakers last weekend were writer Betty Friedan, who arrived later than expected and addressed a small crowd; astronomer Carl Sagan; Lynn Paltrow, '79, a lawyer with the American Civil Liberties Union; and former Republican assemblywoman Constance Cook, who introduced pro-choice legislation in New York.

## Barker proposes a new plan for indirect costs

Provost Robert Barker has proposed a new approach to paying the indirect, or overhead, costs generated by gifts and grants.

Units that receive gifts or grants that do not provide for indirect costs should be required to pay at least a portion of those costs, Barker wrote in a Feb. 22 letter to faculty and administrators, after asserting that "we cannot continue the current open season on the general purpose fund."

Examples of indirect costs for research and teaching include departmental administration, maintenance of facilities, utilities and libraries.

Barker's proposal responds to a problem that has grown more serious as gift and grant income has risen. Many foundations and individual donors will not pay for all of the indirect costs associated with research. At the same time, some faculty and administrators whose projects do contribute believe they are paying more than their fair share to the upkeep of the university.

Barker called his new approach "a move toward 'modified total equity.'"

"Almost everyone who pays... sees his or her program as an addition at the margin of a major enterprise," Barker wrote. Researchers "cannot understand why a grant should add significantly to university expenses." But the sum of such marginal amounts can be substantial and "generates a substantial additional cost to the institution," he said.

The recovery of indirect costs associated with research is about 70 percent of what it could be if all research paid full indirect costs. The 30 percent not recovered constituted about \$6.3 million for 1987-88 for the endowed Ithaca colleges and research centers, Barker stated.

Federal accounting rules require universities to keep a careful accounting of direct and indirect costs for all activities, instruction as well as research, to ensure equitable treatment for all. Under these rules, all identifiable direct expenditures must be matched by the appropriate, negotiated indirect costs.

When direct expenditures are made from gifts or grants that do not provide for indi-

rect costs, the university's general fund must provide the missing amount." Such payments must come from unrestricted gifts or endowment, "which means that important needs are unmet such as salaries, financial aid and renovations," Barker wrote.

In stating his proposal, he said that "It has been argued that a taxation system, whether direct or indirect, will kill our golden geese, that donors won't give if their gifts are taxed."

He asserted, however, that most donors will accept the idea, particularly if gift recipients are in favor of it.

"To achieve that unlikely end," Barker suggested that "at least a portion of the indirect cost needed to support a direct-cost-only gift or grant be paid by the recipient as a condition of the university's acceptance of the funds."

"If the payment of indirect costs became a prerequisite of receiving direct-cost-only gifts, as is now the case with most federal grants, then recipients may develop some enthusiasm for paying them," he said.

—Dennis Meredith



# CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Joanne Hanavan, Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road, Ithaca, NY 14850.

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 subheading of the calendar in which the item should appear.

## DANCE

### Theatre Arts

Dance Concert '89, an evening of original choreography by faculty and students of the Department of Theatre Arts, visiting guest artist Jeff Slayton and guest artist Martha Bowers, will be performed tonight, March 10 and 11 at 8 p.m. in the new proscenium theatre, Center for Performing Arts. Tickets are \$3.50 for students and senior citizens and \$5.50 for the general public and are on sale at the Center for Performing Arts Box Office or by calling 254-ARTS.

### Cornell International Folkdancers

The Cornell community and general public, including beginners, are welcome to join in folkdancing. Admission is free.

Meet on March 12, North Room, Willard Straight Hall. Instruction and requests from 7:30 to 10:30 p.m. A meeting will be held 6:30 to 7:30 p.m. For more information, call Wies van Leuken: 257-3156.

### Israeli Folkdancing

Folkdancing, Thursday evenings, 8:30 p.m. in the Edwards Room, Anabel Taylor Hall.

### Swing & Jitterbug Dancing

Every Wednesday, 8 to 10 p.m., Edwards Room, Anabel Taylor Hall. Three-week introductory class, 8 to 9 p.m., began March 1; no partner needed. For more information, call 273-0126.

## 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.

"Joan Mitchell," the first major retrospective exhibition of the paintings of this New York School abstract artist, including more than 50 canvases spanning her career from 1951 to the present, through April 23.

"American Art to 1945," an exhibition of 19th-century landscapes and cityscapes and 20th-century paintings and sculpture, will be on view through the end of May. Most of the works are from the museum's own collection.

Artbreaks box lunch tour, a gallery talk on Japanese woodblock prints and a film, "Centuries of Prints: Woodblock Prints, Their Traditional Technique and History," March 16, meet at noon in the museum lobby. No advance registration needed.

### Hartell Gallery

Drawings and sculpture by undergraduates, through March 11; Rome Program: student work, through March 18. The gallery is situated in Sibley Dome, open Monday to Friday, 8 a.m. to 5 p.m.

### Olin Library

"Washi: Japanese Handmade Paper," beautifully designed and crafted examples of this centuries-old art form, on exhibit Monday-Friday, 8 a.m. to 5 p.m., through March 22.

### Textiles & Apparel Gallery

Work by Japanese painter and textile designer Ryozo Morishita, visiting fellow in the Department of Textiles and Apparel, through March 17, Monday to Saturday, 2 to 6 p.m., Room 317, Martha Van Rensselaer Hall.

### Tjaden Gallery

Group exhibition: Elmira College art students, March 12 through 24, Tjaden Hall.

### Willard Straight Hall Art Gallery

"Self-Portraits," by Rich Carbin through March 10.

Straight Photography Contest Winners, March 13 through 17.

## FILMS

Films sponsored by Cornell Cinema unless otherwise noted. An (\*) means an admission charge.

### Thursday, 3/9

"Africa in the World," Episode 9 in "The Africans," narrated by Ali A. Mazrui, A.D. White Professor-at-Large, who will be present to lead a follow-up discussion, 12:15 p.m., Africana Center, 310 Triphammer Rd.

"The Hero's Adventure," part one of the six-part video series "Joseph Campbell and the Power of Myth," sponsored by the Alternatives Library, 4 p.m., Commons Coffeehouse, Anabel Taylor Hall.

"The Merry Widow," directed by Ernest Lubitsch, with Maurice Chevalier and Jeanette MacDonald, sponsored by Pentangle, 7:30 p.m., Uris.

"Bye Bye Brazil" (1980), directed by Carlos Diegues, with Jose Wilker and Betty Faria, 8 p.m., Anabel Taylor.

"A Fish Called Wanda" (1988), directed by Charles Crichton, with John Cleese, Michael Palin, Jamie Lee Curtis and Kevin Kline, 9:45 p.m., Uris.\*

### Friday, 3/10

"Other Voices About 'The Africans'," a televised 1986 discussion of the PBS 9-hour series "The Africans" narrated by Ali A. Mazrui, A.D. White Professor-at-Large, who will be present for a follow-up discussion, 4:30 p.m., Africana Center, 310 Triphammer Rd.

"Friendship's Death" (1988), directed by Peter Wollen, with Tilda Swinton and Bill Paterson, 7:20 p.m. Uris.\*

"Alien" (1979), directed by Ridley Scott, with Sigourney Weaver, Tom Skerrit, John Hurt and Harry Dean Stanton, 8 p.m., Anabel Taylor.\*

"A Fish Called Wanda," 9:30 p.m., Uris.\*

"Jimi Hendrix Live" (1967), directed by D.A. Pennebaker, midnight, Uris.\*



Souleymane Cisse's 1987 film "Brightness," a New York Film Festival selection, will be shown Saturday at 7 p.m.

### Saturday, 3/11

"Ramayana," first is a series of films sponsored by Cornell University Library, South Asia Program, Southeast Asia Program, Cornell Indian Association and Indian Students Association, 1 p.m., March 11, L04 Uris Library Media Classroom.

"Brightness" (1987), directed by Souleymane Cisse, with Issiaka Kane, Aoua Sangare and Niamanto Sanogao, 7 p.m., Uris.\*

"Aliens" (1986), directed by James Cameron, with Sigourney Weaver, Carrie Henn and Michael Biehn, 7 p.m., Anabel Taylor.\*

"A Fish Called Wanda," 9:30 p.m., Uris.\*

"Aliens," 9:40 p.m., Anabel Taylor.\*

"Jimi Hendrix Live," midnight, Uris.\*

### Sunday, 3/12

American Documentary II, featuring "The Police Tapes," and "Media Burn," co-sponsored by CCPA and the American Federation of Arts, 2 p.m., Johnson Museum.

"Black Orpheus" (1959), directed by Marcel Camus, with Marpessa Dawn, Bruno Melo and Lourdes De Olivei, 4:30, Uris.\*

"Tequila Sunrise" (1988), directed by Robert Towne, with Mel Gibson, Michelle Pfeiffer, Kurt Russell and Raul Julia, 8 p.m., Uris.\*

### Monday, 3/13

"Back to Kampuchea," sponsored by the Field and International Study Program, 2:30 p.m., N207 Martha Van Rensselaer.

"The Big Parade" (1987), directed by Chen Kaige, with Huang Xuepi, Sun Chun, Lu Lei and Wu Roufu, 7:15 p.m., Uris.\*

"Tequila Sunrise," 9:30 p.m., Uris.\*

### Tuesday, 3/14

"Butterfly Man" (1977), and "Floating in the Air, Followed by the Wind" (1973), sponsored by Southeast Asia Film Series, 4:30 p.m., 310 Uris Library.

"Francesca" (1986), directed by Verena Rudolph, with Eva Lissa, Dorothea Neff and Bernhard Wosien, co-sponsored by German Studies, 7:30 p.m., Uris.\*

"Tequila Sunrise," 9:30 p.m., Uris.\*

### Wednesday, 3/15

"Back to Kampuchea," sponsored by the Field and International Study Program, 12:20 p.m., N207 Martha Van Rensselaer.

"Tora-San Meets the Songstress Again" (1975), directed by Yoji Yamada, with Kiyoshi Atsumi and Chieko Baisho, 4:30 p.m., Uris.

"The Empty Space" (1977), with Helen Mirren, Peter Brook and Elizabeth Swados, 7 p.m., Uris.\*

"King Lear" (1971), directed by Peter Brook, with Paul Scofield, Irene Worth, Jack MacGowran and Cyril Cusack, 8:15 p.m., Uris.\* (free with showing of "Empty Space")

### Thursday, 3/16

"The Day of the Scorpion," eighth part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"Chapayev" (1934), directed by Sergei and Georgi Vassiliev, with Sergei Bondarhuk, 7:30 p.m., Uris.

"Clockwork Orange" (1971), directed by Stanley Kubrick, with Malcolm McDowell, 9:45 p.m., Uris.\*

## LECTURES

### A.D. White Professor-at-Large

"Cultural Power in East-West Relations," Ali A. Mazrui, March 9, 4:30 p.m., Hollis E. Cornell, Goldwin Smith Hall. This is the last in a two-part series on "Cultural Forces in Global Politics: A Black World Perspective."

### Archaeology

"Balloon Archaeology: Ancient Greece and Crete from the Air," J. Wilson Myers, archaeology, Boston University, sponsored by the Finger Lakes Society of the Archaeological Institute of America, March 9, 8 p.m., 22 Goldwin Smith Hall.

### Armenian Student Association

"The 'Great' Armenian Earthquake" an eyewitness account, Tom O'Rourke, civil and environmental engineering, March 14, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.

### Art

Barbara Kruger, photographer, as part of the Nancy G. Dickerson visiting artist lecture series, March 13, 5 p.m., 115 Tjaden Hall.

### Astronomy

"Time Travel and Travel Through Hyper-space: A Physicist's View of Two Topics from

Science Fiction," Kip Thorne, The William R. Kenan Jr. Professor, theoretical physics and A.D. White Professor-at-Large, March 15, 8 p.m., Schwartz Auditorium (formally Rockefeller), Rockefeller Hall.

### Campus Club of Cornell

Premiere talk on Daniel Ridgway Knight and Louis Aston Knight, Pamela Beecher, Ph.D. candidate, history of art, March 9, 10 a.m., Johnson Museum of Art.

### Classics

"Stumbling onto the Tao," W. Ralph Johnson, University of Chicago, March 14, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is the fifth of seven Townsend Lectures on "Askesis and Caprice: Freedom in Horace's 'Epistles.'"

### Education

"A Teaching and Learning Partnership: The Undergraduate TA Experience," Richard G. Warner, animal science, March 13, 4 p.m., W.I. Myers Room, 401 Warren Hall. This is the fourth lecture in the series "Teaching for a Learning Society."

### English

"Around the Clock: Folk Culture and Modern Time in Richard Wright and Zora Neale Hurston," Werner Sollors, chairman, Afro-American studies, Harvard University, March 10, 1:30 p.m., Guerlac Room, A.D. White House. This is part of the Toni Morrison Lecture Series.

### Music

"Approaches to the Interpretation and Performance of 17th-century English Song, from Byrd to Purcell," Sally Sanford, soprano, March 10, 3:30, Barnes Hall.

"The Music of Samuel Adler," Samuel Adler, composition, Eastman School of Music, University of Rochester, co-sponsored by Phi Beta Kappa and Theta of New York Chapter, March 14, 2:40 p.m., 301 Lincoln Hall.

"Problems in the Study of Theory Today," Samuel Adler, March 15, 11:15 a.m., 209 Lincoln Hall.

"The Creative Artist as Antenna of His Time," Samuel Adler, March 15, 4:30 p.m., Barnes Hall.

### Near Eastern Studies

"The Sixteenth Century Origins of Lurianic Kabbalah in Safed," Moshe Hallamish, Bar Ilan University, Israel, March 16, 4:30 p.m., 374 Rockefeller Hall.

### Theory Center

"Simulation of Coupled Transport Phenomena," Meng Lean, Xerox Corporation, Webster Research Center, Mechanical Engineering Sciences Laboratory, Xerox Corporation, North Tarrytown, March 15, 1:30 p.m., A106 Corson/Mudd Hall.

### University Assemblies Open Forum

An open forum discussion of Cornell's budget policies, with Provost Robert Barker, March 9, 4 p.m., 165 Statler Hall.

### University Lectures

"Some Cultural Meanings of Corn in Aboriginal North America," Alfonso Ortiz, anthropology, University of New Mexico, March 13, 7:45 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Western Societies Program

"German Women's Film: Film Politics, Funding and Distribution in the Eighties," Ingrid Scheib Rothbart, March 14, 5 p.m., G08 Uris Hall.

### Women's Studies Program

"Women of Color in the United States," a Women's History Month Conference co-sponsored by the history department, Hispanic-American Studies Program, Asian-American Studies Program, American Indian Program and the Africana Studies & Research Center, March 10 and 11. All programs will be held in the A.D. White House.

On March 10, at 4:30 p.m., welcome and keynote address, "Between Women: Building Bridges Across Class, Culture and Color," Margaret Washington, history.

On March 11: "Starstruck: Acculturation, adolescence and the Mexican-American Women, 1920-1940," Vicki Ruiz, history, University of California, Davis at 9:30 a.m.; "Japanese-American Women: Acculturation and Ethnic Identity, 1930-1940," Valerie Matsumoto, history, UCLA, 10:15 a.m.; "Black Women, Color and Consciousness: Harriet Jacobs and Pauline Breedlove," Thandekile Mvusi, history, Mount Holyoke College, 1:30 p.m.; "Native American Definition of a Functional Family," Katsi Cook, Mohawk Midwife and Women & Family Health Specialist, 2:30 p.m.; concluding panel of all participants, chaired by Mary Beth Norton, history, 3:45 p.m.



MUSIC



Alecio de Andrade

pianist Alfred Brendel, who will play with the Orpheus Chamber Orchestra tonight at 8:15 p.m. in Bailey Hall. Tickets are available at the Lincoln Hall ticket office.

Bailey Hall Series

The Orpheus Chamber Orchestra and pianist Alfred Brendel will perform tonight at 8:15 p.m. in Bailey Hall. The program is Symphony No. 83, "La Poule" by Haydn; the Concerto for Piano and Orchestra K. 414 by Mozart, with Brendel as soloist; the Simple Symphony for String Orchestra by Benjamin Britten; and the Chamber Symphony No. 2, Op. 38 by Arnold Schoenberg. Tickets for the concert are on sale at the Lincoln Hall ticket office Monday through Friday, 9 a.m. to 1 p.m. Tickets are \$15, \$18, \$21 and \$24 for the general public and \$13, \$15, \$18 and \$21 for students.

Department of Music

George Rosenbaum, an established violist from Texas, will join pianists Christopher Kaufman and Christopher Loy on March 10 at 8:15 p.m. in Barnes Hall to perform works by Javier J. de la Torre ("Soliloquio IV," for solo viola), Bruce Reiprich ("Green Pond," for viola and piano), Dmitri Shostakovich (Sonata for Viola and Piano), and a composition for solo viola by Krzysztof Penderecki.

Soprano Sally Sanford will sing songs for soprano and viola by William Byrd and songs for soprano and harpsichord by Henry Purcell at a concert titled "Music from an English Country House" on March 11, 8:15 p.m., Barnes Hall. Other guest artists are Brent Wissick, tenor, and Selina Carter, bass viol; Rosemund Morley, tenor viol. Other featured composers are John Coprario, Thomas Tomkins, Thomas Lupo, Orlando Gibbons, Alfonso Ferrnaco and Henry Purcell.

Cornell Symphonic Band under the direction of conductor Marice Stith will play a program of works by John Philip Sousa, Gustav Holst, Amos Thomas, Sergei Prokofiev, Aaron Copland, R.B. Hall and Paul Lavelle on March 12, 8 p.m., Bailey Hall. This will be Stith's last symphonic band performance in Bailey Hall before he retires from his duty as Cornell's band director. The final performance with both the symphonic band and Wind Ensemble will be in Carnegie Hall, May 24, joined by alumni for the third of the program.

Elizabeth Field, baroque violin and violin, and Giambattista, harpsichord and David Feurzeig, piano, will give a program with original and modern instruments on March 13 at 8:15 p.m. in Barnes Hall. The two pieces for baroque violin are George Frideric Handel's Sonata in A Major and Johann Sebastian Bach's Unaccompanied Partita in D Minor. David Feurzeig will join Field to play a sonata by Maurice Ravel. The last piece of the program is Eugene Ysaie's Sonata 3, ballade for unaccompanied violin.

Double Edge, the piano team of Nurit Tilles and Edmund Niemann, will give an informal piano-duo recital on March 14, at 8:15 p.m., in Barnes Hall. Double Edge, whose last performance in Barnes was recorded by WSKG, will play music by Olivier Messiaen, including his "Piece for the Memory of Paul Dukas" and his even "Visions of the Amen," composed for the 9-year-old Yvonne Loriod and the 34-year-old Messiaen himself after their return from a German prison camp.

Leslie Cullen, flute and Elizabeth Hudson, piano will give a student recital, on March 15, at 8:15 p.m., Barnes Hall. Featured works will be Johann Sebastian Bach's Sonata in B Minor, BWV 1030; Robert Schumann's Drei Roman-

zen, Op. 94; Mario Davidovsky's Synchronisms No. 1, for flute and electronic sounds, Stephen Taylor's Glance; Frederic Chopin's Three Waltzes; Maurice Ravel's Valses nobes et sentimentales; and Bohuslav Martinu's First Sonata for Flute and Piano.

Cornell Contemporary Ensemble will perform on March 16, at 8:15 p.m., in Barnes Hall, works by Messiaen, Stravinsky and others.

Bound for Glory

Marcia Taylor, Boston-based political singer, will perform three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m., on March 12. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

Chinese Student Chorus

The Chinese Student Chorus of the Federation of Alumni from Taiwan (FAFT) will present Chinese classical and folk songs, March 11, 7:30 p.m., Anabel Taylor Hall Chapel.

Willard Straight Hall

Music by Dave Jansson, March 9, 8 to 9 p.m., and Stuart Pitch, 9 to 10 p.m., in the Memorial Room, Willard Straight Hall.

"Classics at Noon," with pianist Maureen Kelly, March 8, noon, in the Memorial Room, Willard Straight Hall.

READINGS

Hillel

Israeli poet Yehuda Amichai will read from his works on March 12 at 8 p.m. in the chapel of Anabel Taylor Hall. "The Poet and Israeli Society," will also be discussed. Tickets at \$4, \$3 for students, will be available at the door. For more information call 255-4227.

RELIGION

Sage Chapel

Barbara Lundblad, pastor, Our Saviour's Atonement, Lutheran Church, New York City, will deliver the sermon at Sage Chapel on March 12. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

Catholic

Mass: Every Saturday, 5 p.m., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium.

Daily Masses Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

Christian Science

Testimony Meeting: Every Thursday, 7 p.m., Anabel Taylor Founders Room.

Episcopal (Anglican)

Every Sunday, 5 p.m., Anabel Taylor Chapel.

Friends (Quakers)

Sunday, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

Morning Minyan: Young Israel House, 106 West Avenue. Call 272-5810.

Reform Services: Friday evenings 5:30 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 5:30 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings, Young Israel, 106 West Ave. Call 272-5810; Saturday 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

Every Sunday, 1 p.m. Anabel Taylor Chapel.

Muslim

Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall. Friday 1 p.m. Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Bible Study will begin 10 a.m., G-7, Anabel Taylor Hall. Worship every Sunday, 11:00 a.m., Anabel Taylor Chapel.

Baptist Campus Ministry (SBC): Every Saturday, 7 p.m., in the Forum, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation: Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel or the Edwards Room, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Ian Dobson: 347-4303.

SEMINARS

Agricultural Economics

"Measuring Succession," Harold Hastings, Hofstra University, March 9, 12:30 p.m., 135 Emerson Hall.

"Federal Funding in an Era of Budget Austerity," Susan Offutt, ERS/USDA, March 10, 3 p.m., 145 Warren Hall.

"A New Era in Pacific Basin Beef Trade: An Australian Perspective," Terry Sheales, Australian Bureau of Agricultural and Resource Economics, Canberra, March 15, 4 p.m., 145 Warren Hall.

"Aggregating Micro Demand Relations to Macro Relations for Policy Analysis," Thomas Stoker, Sloan School of Management, M.I.T., March 16, 11:15 a.m., 401 Warren Hall.

Agronomy

"Soil Oxides: Agents in Abiotic Reactions of Organic Molecules," Murray McBride, agronomy, March 14, 4 p.m., 135 Emerson Hall.

Applied Mathematics

"Prediction in a Linear Model," Lionel Weiss, operations research and industrial engineering, March 9, 12:30 p.m., 321 Sage Hall.

"Spectral Bounds and Preconditioning Methods Using Element-by-Element Analysis for Galerkin Finite-Element Equations," Andy Wathen, University of Bristol, England, March 10, 2:30 p.m., 221 Sage Hall.

"Parallel Algorithms for Integer Factorization," Richard P. Brent, Australian National University, March 10, 4 p.m., 322 Sage Hall.

"Sphere Packings, Lattices and Digital Communication," Neil J.A. Sloane, AT&T Bell Laboratories, March 13, 4:30 p.m., 155 Olin Hall.

"Binary Codes for Data Compression," Neil J.A. Sloane, AT&T Bell Laboratories, March 14, 3:15 p.m., 219 Phillips Hall.

"Pure Combinatorics: the Construction of Binary Constant Weight Codes," Neil J.A. Sloane, AT&T Bell Laboratories, March 15, 4:30 p.m., 107 Upson Hall.

Astronomy

"Recent Caltech Research on Gravitational Wave Theory and Related Topics," Kip Thorne, Caltech, March 9, 4:30 p.m., Schwartz Auditorium (formerly Rockefeller), Rockefeller Hall.

"Gas in the Outer Part of Galaxies," Jacqueline van Gorkom, NRAO, March 16, 4:30 p.m., 105 Space Sciences.

Biophysics

"The Involvement of Specialized Visual Receptors in Magnetic Field Sensitivity," John Phillips, biology, Indiana University, March 15, 4:30 p.m., 700 Clark Hall.

Chemical Engineering

"Continuous Bioprocesses," Mark Burns, chemical engineering, University of Massachusetts, March 14, 4:15 p.m., 145 Olin Hall.

Chemistry

"Transition-metal Catalyzed Reactions of Carbon Monoxide," Ayusman Sen, Penn State University, March 13, 4:40 p.m., 119 Baker.

"Ultrafast Spectroscopy with Incoherent Light," Andreas Albrecht, March 16, 4:40 p.m., 119 Baker.

Cornell Education Society

"Conceptual Change and Belief Systems: Muslims' Education in North America," Nimat Barazangi, education, March 14, 1:25 p.m., 131 Roberts Hall.

Ecology & Systematics

"Linking Demography, Resources, Disturbances and Climate Change in Forest Ecosystems," James S. Clark, biological survey, New York State Museum, Albany, March 15, 4:30 p.m., A106 Corson/Mudd Hall.

Electrical Engineering

"Fibre Optic Local Area Network," Frederick School, Codenol Technology, Yonkers, March 14, 4:30 p.m., 219 Phillips Hall.

Entomology

"Why Computer Simulations Should be the Focus of all Biological Research," Elson Shields,

entomology, March 13, 4 p.m., A106 Corson/Mudd Hall.

Epidemiology

"The Future Health Effects of Current Smoking Patterns in Europe and Elsewhere," Richard Peto, Cancer Studies Unit, University of Oxford, March 13, 12:20 p.m., 201 Warren Hall.

Floriculture & Ornamental

Horticulture

"New Strategies for Management of Turf Diseases," Eric Nelson, plant pathology, March 9, 12:15 p.m., 404 Plant Science Bldg.

"Evaluating Historic Landscapes in New York State," Kathleen Maloney, New York State Office of Parks, Recreation & Historic Preservation, March 16, 12:15 p.m., 404 Plant Science Bldg.

Food Science & Technology

"Structure-Function Relationships of Casein," Thomas Kumosinski, Eastern Regional Research Center, ARS-USDA, Wyndmor, Penn., March 14, 4:30 p.m., 204 Stocking Hall.

Geological Sciences

"The Origin of Cratonic Peridotites," Francis Boyd, Geophysical Laboratory, Washington, D.C., March 14, 4:30 p.m., 1120 Snee Hall.

Genetics & Development

"Development of a Nuclear Transformation System to Study Light-Regulated Gene Expression in Chlamydomonas," Karen Kindle, biochemistry, molecular and cell biology, March 9, 3 p.m., Conference Room, Biotechnology Bldg.

History & Philosophy of Science & Technology

"Vannevar Bush and the Office of Scientific Research and Development: The Business of Science during the Second World War," Larry Owens, history, University of Massachusetts, Amherst, March 16, 4:30 p.m., 165 McGraw Hall.

Immunology

"Studies of Class II MHC Antigens of the Horse," Ann Crump, Baker Institute for Animal Health, March 10, 12:15 p.m., G-3 Vet Research Tower.

International Nutrition

"The Politics of World Hunger," Jim Chapin, chair, World Hunger Year and Diplomatic Historian, March 9, 12:15 p.m., 200 Savage Hall.

"Food Situation and Nutritional Status in Vietnam," Thierry Brun, Program in International Nutrition and International Agriculture, March 16, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"Problems with Economic Reforms in China," a discussion lead by Pan Muping, chief, Washington bureau, World Economic Herald, Shanghai; Chen Shenshen, Shanghai Academy of Social Science; Chris Reardon, political science, Columbia University, March 10, 12:15 p.m., 115 Tjaden Hall. Co-sponsored by the East Asia Program.

Materials Science & Engineering

"Chemically-Sensitive High-Resolution STEM: Semiconductors and Superconductors," Steve Pennycook, Oak Ridge, March 9, 4:30 p.m., 140 Bard Hall.

"Electron Spectroscopic Studies of the Surface and Bulk Structure of Transition Metal Oxides," Vic Henrich, Yale, March 16, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Measurements, Analysis and Simulation of the Nonisothermal, Non-Newtonian Flow of Sheet Molding Compound (SMC)," Tim Andreas Osswald, Technical University of Aachen, March 14, 4:30 p.m., 111 Upson Hall.

"Experimental Studies of the Finite Deformation of FCC Metals," Michael Stout, Los Alamos National Laboratory, March 16, 1 p.m., 282 Grumman.

Microbiology

"Genetic Studies of the Structure and Regulation of the Vitamin B12 Transport Proteins in the E. coli Outer Membrane," Robert Kadner, microbiology, University of Virginia, Charlottesville, March 9, 4:30 p.m., 124 Stocking Hall.

"Discovery of Two Hemolysin Gene Families in Pathogenic Bacteria," Rod Welch, medical microbiology, University of Wisconsin, Madison, March 16, 4:30 pm., 124 Stocking Hall.

Natural Resources

"Social Revolutions and Renewable Resource Management," Richard Gale, sociology, University of Oregon, March 13, 12:20 p.m., 304 Femow.



## Graduate Bulletin



**Summer assistantships and fellowships:** Apply at graduate field offices.

**Course changes:** Last day for dropping courses and changing grade options without a petition is March 17. A \$10 late fee is charged for any change after this. A course dropped after March 17 will appear on transcripts with a "W" (withdrawn) unless the course instructor and committee chairperson recommend that the "W" be deleted (allowed only prior to final exams).

**Income tax workshops for international students:** Representatives from the federal and state tax bureaus will conduct sessions and answer questions on April 5, 1 p.m. to 2:45 p.m., Anabel Taylor Hall, auditorium, 2nd floor.

**Loan deferral:** Students with outstanding educational loans should be aware of changes in federal regulations. It is the student's responsibility, each year, to request, complete and file deferral forms with each lender. Students with outstanding educational loans from other institutions should contact their lenders and/or billing agencies for specific instructions regarding deferral and repayment. Students with outstanding loans from Cornell will receive a mailing from the bursar's office in mid-April.

## Rhodes urges renewed effort to encourage minority groups

Aggressive recruitment is only a part of higher education's challenge if it is to increase minority participation in American education and life, President Frank H.T. Rhodes told 400 college and university leaders from New York state on March 7.

While recruiting is essential, universities must "actively support and engage in a wide range of early-intervention programs," beginning with prenatal care and parent education, Rhodes said.

At the other end of the ladder, higher education must follow recruitment with a "supportive campus environment — free from racism, bigotry and hatred — in which all students are held to high standards and given the encouragement and assistance they need to meet them," he added.

Beyond these general prescriptions, "we must be particularly zealous and creative" in helping minority young people find their way to study, and go on to careers in science and engineering, Rhodes said.

Rhodes, who has made minority recruitment a top priority at Cornell, has been a national leader on the issue. He chaired the Commission on Minority Participation in Education and American Life, which last spring released the report "One Third of a Nation," and, in September, he co-chaired with Ford Motor Co. Chairman Donald Petersen a task force that released "American Potential: The Human Dimension."

He drew on the findings of the reports in addressing the annual meeting of the Commission on Independent Colleges and Universities and the New York State Coalition on Independent Colleges and Universities.

Noting the groups' commitment to increasing minority participation in undergraduate and graduate education, Rhodes said that "cold demographic facts" and "harsh economic realities" might help advance their common cause better than humanitarian ideals have done so far.

Between now and the year 2000, minority-group members will make up one-third of the net additions to the work force, Rhodes said. But he added that their educational attainment at all levels is by and large inadequate for the more-demanding jobs that will await them.

For New York state, he cited the research of School of Industrial and Labor Relations Professor Vernon Briggs Jr., who, with Leon Bouvier of Old Dominion University, projects that minority-group members will outnumber whites of European ancestry in the state by the year 2015. Yet far fewer blacks and Hispanics finish high school than do whites, and the percentage of black and Hispanics completing four years of college is less than half that of whites and less than one-quarter that of Asians.

With a looming shortage nationally of 700,000 scientists and engineers by the year 2010, there is even greater need for programs that bring minorities into those fields of higher education, he asserted.

While the cost for all these efforts is great, Rhodes cited an estimate by the Committee for Economic Development that "for every \$1 spent today to prevent educational failure, we can save \$4 to \$7 in the cost of remedial education, welfare and crime further down the road."

## Trustees to discuss tuition, financial aid, next year's budget

Cornell's trustees will discuss tuition for the 1989-90 academic year, the financial aid policy for the following year and budget policies affecting the state-supported units at an open meeting on March 17 at 9:15 a.m. in the 6th floor meeting room of the Herbert F. Johnson Museum of Art.

Among other items on the agenda is a report from the dean of the faculty, Walter R. Lynn.

Board of Trustees committees also will be meeting in open session on March 16 and 17. The schedule:

- Land Grant and Statutory Affairs Committee, March 16 at 2:30 p.m., second-floor conference room of the Food Science Laboratory in Stocking Hall.

- Executive Committee, March 16 at 3 p.m., Johnson Art Museum.

- Academic Affairs Committee, March 16 at 6:30 p.m., Biotechnology Center Seminar Room.

- Buildings and Properties Committee, March 16 at 7:30 p.m., Sheraton Inn Ballroom.

- Audit Committee, March 17 at 7:30 a.m., Sheraton Inn Lansing Room.

A limited number of tickets for the open sessions of the Executive Committee and the full board will be available to the public beginning at 9 a.m. on March 14 at the Information and Referral Center in the Day Hall lobby.

Tickets are not required for open meetings of the Academic Affairs, Audit, Buildings and Properties, and Land Grant and Statutory Affairs committees.

## Virus continued from page 1

rigid membrane that lines the insect's midgut. Pores in this lining, called the peritrophic membrane, are too small for viruses to go through, Granados said, noting that "the stomach lining is a tough mechanical barrier that can block most of invading microorganisms from passing through."

According to Granados, few scientists had investigated the key question of how any viruses manage to pass through this almost impervious barrier of the intestinal tract.

In his first experiments, Granados fed a baculovirus called *Autographa californica* nuclear polyhedrosis virus (AcMNPV) to cabbage looper larvae. He found that the virus somehow demolished part of the insect's stomach lining in such a way that the virus could easily pass through.

"When we fed the virus to cabbage loopers, the structure of the lining was damaged, and its chemical composition also was altered," Granados said. In subsequent experiments, the researchers fed the baculovirus TnGV to the insect, with more dramatic results.

"The insects' stomach membranes literally fell apart," Granados said. "The effect of this second virus [TnGV] was much greater than that of the first one [AcMNPV]. Some factor was clearly destroying the lining."

The scientists discovered that the factor was a protein — which they named viral enhancing factor — found in the viruses' protective protein coat.

Other scientists had previously theorized the existence of such a factor. For example, nearly four decades ago, a now-retired University of California at Berkeley entomologist, Joe Tanada, reported that a "synergistic factor" in baculoviruses boosts the viruses' infectivity.

"But no one paid any attention to Tanada's hypothesis," Granados related. "Our work now proves this hypothesis, although the specific mode of action and

chemistry of the proteins are different."

The researchers have found that it is the newly discovered protein alone, not the virus particle itself, that destroys the membrane. When the researchers fed the same virus mixed with the VEF to cabbage loopers, all of the insects died, versus about 10 percent with the virus alone.

"The viral enhancing factor, when used with the virus, increases the infectivity of the virus to cabbage looper larvae from 25- to 100-fold," Granados said.

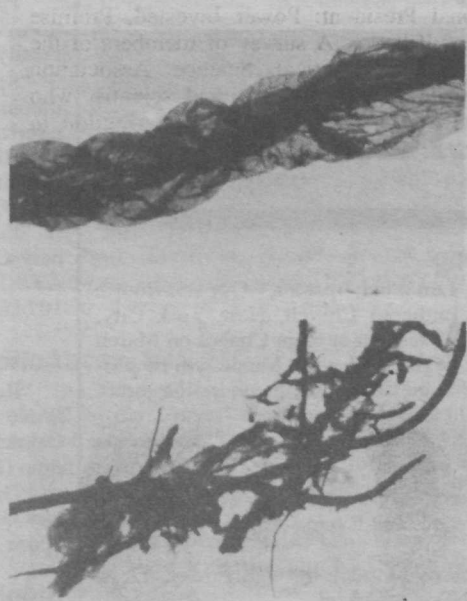
Granados and his co-workers, including Yoshifumi Hashimoto, a postdoctoral fellow at the Boyce Thompson Institute, have isolated one of the genes that codes for this family of proteins and are using the gene as a molecular probe to determine whether the same protein is produced in other baculoviruses. "This will give us an idea about how widespread this gene is among naturally occurring viruses," Granados explained. "Also, some of the similar proteins that may exist in other viruses may be even more powerful."

Granados sees several specific ways to use the findings in developing improved viral pest controls:

- Baculoviruses now used to control pests such as gypsy moth, cotton bollworm, the European pine sawfly and Douglas-fir tussock moth could be made far more potent if mixed with a VEF and sprayed.

- Inserting one or more copies of the gene that codes for the protein into the virus TnGV that already has the gene might lead to increased production of the protein, thus making the TnGV more infectious.

- Similarly, genetically engineering other baculoviruses to have enhanced protein activity could yield a range of environmentally sound, effective viral insecticides. Viruses might be developed to control such insect pests as the gypsy moth, cabbage looper, cotton bollworm, black cutworm, celery looper, white cutworm, tobacco budworm and fall webworm.



Robert R. Granados/BTI

A cabbage looper's midgut lining on top is normal, but the one on the bottom is damaged severely by a newly discovered "viral enhancing factor," a protein found in the protective covering of a baculovirus called *Trichoplusia ni* granulosis virus.

- Finally, inserting the protein-coding gene into crop plants could render insects that feed on the plant more vulnerable not only to viruses but also to other types of microorganisms such as bacteria and fungi, and possibly even to chemical insecticides.

The last possibility is not far-fetched, Granados said. Scientists at several biotechnology companies already have isolated a toxin-producing gene from *Bacillus thuringiensis* (Bt), a bacterium fatal to many insects, including gypsy moths, and inserted the gene into plants. In tests, caterpillars died after just a few bites of the toxin-containing leaves.



Jill Peltzman

Robert R. Granados, a virologist at the Boyce Thompson Institute for Plant Research, examines the effect of the newly discovered viral enhancing factor on cabbage loopers kept in multi-well culture plates.

To make such plants even more deadly to insect pests, scientists also could transplant the VEF gene into them so that the Bt toxin produced by the plant could penetrate the insect's intestinal wall more easily, Granados said.

Granados' research is supported by the USDA's Competitive Research Grant Program and BTI.

—Yong H. Kim

## Appointments

The following academic and administrative appointments were made by President Frank H.T. Rhodes during the month of February.

**P.C. Tobias deBoer**, professor in the Department of Mechanical and Aerospace Engineering, College of Engineering and acting director of the Sibley School of Mechanical and Aerospace Engineering, re-

stated as associate director for undergraduate affairs in the School of Mechanical and Aerospace Engineering, Jan. 1, 1989, through June 30, 1989.

**Michael D. Morley**, professor and associate chairman in the Department of Mathematics, appointed chairman of the Department of Mathematics, College of Arts and

Sciences, July 1, 1989, through June 30, 1990.

**L. Pearce Williams**, the John Stambaugh Professor of History, reappointed director of the Program of History and Philosophy of Science and Technology in the College of Arts and Sciences, July 1, 1988, through June 30, 1993.

## Plantations offers variety of courses

A brochure of the spring/summer education program at Cornell Plantations is available by calling 255-3020. Classes include botanical illustration, Chinese painting, splint basket workshop, watercolor and many others.



## Statler to open some rooms, two restaurants on March 17

After two years in construction, the nine-story Statler Hotel and J. Willard Marriott Executive Education Center will open some of its rooms and other facilities on March 17.

Hans Weishaupt, the hotel's managing director and holder of the hotel school's Robert A. Beck Chair of Applied Hotel Management, said that facilities to be opened will include some of the 150 guest rooms; Banfi's, the hotel's formal dining room; and the Terrace Restaurant, dining facility for the Statler Club.

Operating hours for the dining facilities are:

- Banfi's: lunch Monday to Friday, 11:30 a.m. to 2:30 p.m.; dinner Monday to Friday 5:30 to 10 p.m.; dinner Saturday 6 to 10 p.m.; and Sunday brunch 10 a.m. to 3 p.m.

- Terrace Restaurant: 7 a.m. to 8 p.m., but reserved for Statler Club members from 11 a.m. to 2 p.m. on Monday through Friday.

The grand opening of the hotel will take place during the week of April 10, when all facilities are scheduled to be in service.

More than 200 senior executives in the hospitality industry from the United States, Europe and Asia are expected to attend a dedication and dinner on April 13.

Hotel School students will operate the hotel during the weekend of April 14 through 16 for the 64th annual Hotel Ezra Cornell, during which they will demonstrate their expertise to the visiting executives by staging a series of meals and entertainment events. The building then will be returned to the professional staff to become the nation's first teaching hotel in a four-year university.

The Statler Hotel and its Executive Center were constructed under a \$39 million project, including extensive remodeling of the adjacent Statler Hall.

All construction funds were raised from the hospitality industry and from alumni and friends of Cornell. The capital campaign started in November 1985 and was directed by Richard E. Holtzman, Class of 1941, a resort consultant and past president of Rockresorts Inc.

—Albert E. Kaff

## Lowi invited to Library of Congress event

Theodore J. Lowi, the John L. Senior Professor of American Institutions, was scheduled to deliver the opening address on March 8 at a two-day conference sponsored by the Library of Congress on "Knowledge, Power and the Congress."

The program, held in Washington, was part of the activities commemorating the bicentennial of the U.S. Congress. Lowi's address, "Knowledge, Power and Congress: Toward a Legislature of the First Kind," was to be followed by commentary on his talk from Sen. Alan K. Simpson (R-Wyo.) and Rep. Thomas S. Foley (D-Wash.).

Other scheduled participants in the program included Denis Healey, a member of the British Parliament; Reps. David E. Price

(D-N.C.), Newt Gingrich (R-Ga.) and Steven J. Solarz (D-N.Y.); Sen. Richard G. Lugar (R-Ind.); James H. Billington, the librarian of Congress; and scholars from universities throughout the country.

Lowi has held his endowed chair since 1972, joining Cornell from the political science faculty of the University of Chicago. He is the author of one dozen books, including "The End of Liberalism" and "The Personal President: Power Invested, Promise Unfulfilled." A survey of members of the American Political Science Association named him as the political scientist who made the most significant contribution to the field during the 1970s.

—Mark Eyerly

## Soprano to give demonstration of historical singing

Soprano Sally Sanford, one of the leading specialists in the performance of baroque music and in historical singing techniques, is visiting the campus this week.

Sanford will give a lecture-demonstration on "Approaches to the Interpretation and Performance of 17th-Century English Song, from Byrd to Purcell" on March 10 at 3:30 p.m. in Barnes Hall. Her discussion will focus on songs she will perform during a concert on March 11 with John Hsu and a consort of viols, and with Joyce Lindorff, harpsichordist.

Sanford has performed throughout the United States and Europe. She is a founding member of Ensemble Chanterelle, a trio specializing in 17th-century music which won the Concert Artists Guild Award, and she is an artist-faculty member of the Aston Magna Academy where she has often performed with Hsu.

She is a summa cum laude graduate of Yale University and earned a DMA at Stanford University. She has recorded for the Musical Heritage Society, Harmonia Mundi (Germany), and for West and South German radio.

Sanford will sing songs for soprano and viols by William Byrd and songs for so-



Sally Sanford

prano and harpsichord by Henry Purcell at the concert, "Music from an English Country House," March 11 at 8:15 p.m. in Barnes Hall.

Other guest artists are Brent Wissick, tenor, tenor viol and lute; Selina Carter, bass viol; Rosamund Morley, tenor viol. Other featured composers are John Coprario, Thomas Tomkins, Thomas Lupo, Orland Gibbons, Alfonso Ferrabosco and Henry Purcell.

## Barton Blotter:

### Warren Hall computer stolen

Computer equipment worth \$4,509 was reported stolen from Warren Hall sometime March 3 or 4, according to the morning reports of the Department of Public Safety for Feb. 27 through March 5.

Also, a typewriter and computer equipment sustained \$2,340 in damage in a burglary attempt over the weekend in Goldwin Smith Hall.

Eleven thefts with \$6,282 in losses of cash and valuables were reported during the seven-day period.

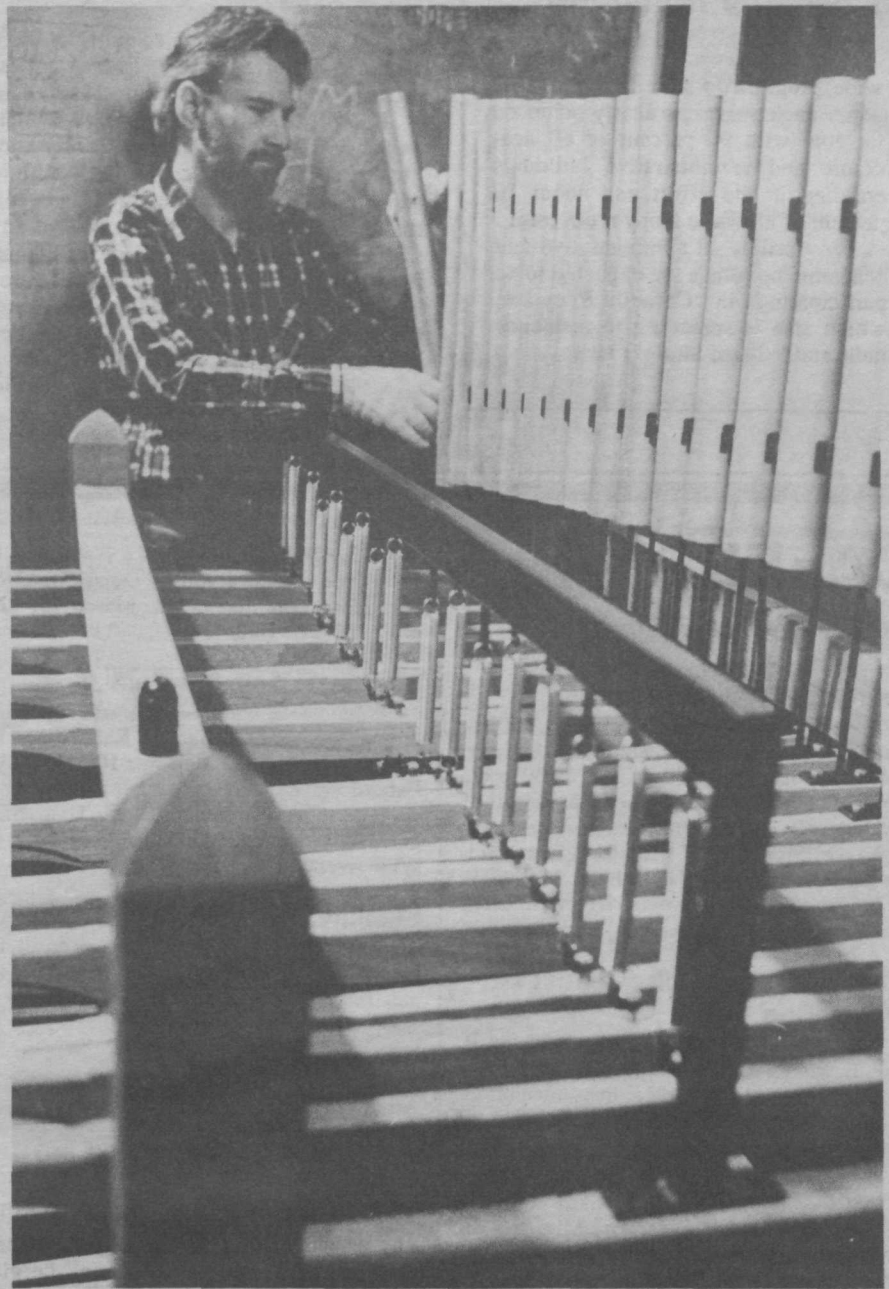
The thefts included a \$300 VCR stolen from Phillips Hall, a leather jacket and gold

ring worth \$430 taken in Teagle Hall and two automatic door closers worth \$300 stolen from Hollister Hall.

Six persons were referred to the judicial administrator: four on theft charges, one for forging a parking permit and one for violating the campus code.

Computerized copies of the most current daily report may be called up on CUINFO under the title SAFETY.

CUINFO terminals are located in the main lobbies of Day Hall, Gannett Health Clinic, and the Olin, Mann and ILR libraries.



Jill Peltzman

**JUST PRACTICING** — David Parker of Ithaca installs brass chimes on the practice console he built for Cornell Chimes. The console, a gift from Dallas M. Coors, '40, is based on one originally built by local furniture maker H.J. Bool in c. 1908 and a gift of A.D. White. The old stand had only hand levers for 14 bells and was mute. The new one has hand and foot pedals for 19 bells and has a chime that matches the tones of the McGraw Tower bells. Now, in Room 3 of the tower, aspiring chimesmasters can master their skills without ringing the big bells.

## Luce grant increases access to Libraries' Echols Collection

One of the world's largest holdings of Southeast Asian books, publications and documents will be more widely available to scholars throughout the country because of a \$360,000 grant to Cornell from the Henry Luce Foundation.

The Luce grant will enable Cornell's Southeast Asia Program to preserve materials in its 260,000-volume John M. Echols Collection. Rare and fragile material will be microfilmed, and library catalogue material will be filed into computer systems that serve research libraries throughout the United States, said John H. Badgley, curator of the Echols Collection in Cornell's Olin Library.

"When this work is completed, scholars at Cornell and across the nation will have full computer access to the entire Echols Collection catalogue," added Benedict R. Anderson, director of the Southeast Asia Program.

Alain Sezec, university librarian, said he is delighted that the Southeast Asia Program is using its Luce grant to enhance library holdings. "Quite often when programs are awarded grants, the library is neglected," he said.

With the new grant, about 4,000 books and pamphlets from Cambodia, Indonesia and Burma will be microfilmed. "These vernacular holdings are especially rare and fragile and must be preserved," Badgley said.

The grant also will fund the filing of library catalogue data covering 26,000 volumes in Thai, Burmese, Lao and Khmer (Cambodia) languages into computer networks serving other universities and libraries.

In Burma and Kampuchea (Cambodia), Cornell experts will film thousands of ancient manuscripts written on palm leaves to preserve them and make them accessible to

scholars around the world. This project is scheduled to start this autumn in the city of Phnom Penh.

Another portion of the grant will support the preparation in an electronic data base of a Khmer thesaurus that will be designed to simplify current dictionaries and arrange words into subject categories, said Gerard Diffloth, a professor of linguistics who is doing the work.

His long-range goal is an electronic Southeast Asian thesaurus that will include Vietnamese, Thai, Mon (a language spoken in Burma), Lao and several minority languages.

"This new linguistic tool will facilitate access to Southeast Asian languages through computer technology and eventually make possible translation among these languages without diversion through English," Anderson noted.

In another project, selected Ph.D. candidates in Southeast Asian studies who are completing their dissertation research will write bibliographic essays on the collection's holdings in their language of expertise, starting with Vietnamese.

The grant is part of \$8 million that the Luce Foundation has given to eight American universities that conduct programs in Southeast Asian studies. Last year, Cornell's Southeast Asia Program received \$613,000 from Luce to expand Vietnamese studies, develop Philippine language textbooks and provide fellowships for Southeast Asian graduate students.

The Luce Foundation was established by Henry Luce, the founder of Time magazine. He was born in 1898 in Tengchow, China, where his parents were missionaries, and he lived there until he was 15. Luce, a 1920 Yale University graduate, maintained a lifelong interest in Asia. He died in 1967.

—Albert E. Kaff



## Cornell's recycling

Cornell Recycles, the campus-wide program to save tons of waste paper each year, has nearly achieved its goal with 90 percent of all academic and administrative buildings enrolled in the effort and about 50 percent of all waste being recovered.

By April 1, all administrative and academic buildings are expected to be participating in Cornell Recycles, which also is spreading to residence halls and Willard Straight Hall.

# Program opens on information, decision theory

Neil J.A. Sloane, a scientist at AT&T Bell Laboratories, will deliver a series of lectures on information theory March 13-15.

He will be on campus through March 16 as the first of several internationally-known authorities who will participate in activities scheduled during the Special Year in Information and Decision Theory sponsored by Cornell's Center for Applied Mathematics for 1988-89. Sloane's scheduled talks are:

- "Sphere Packings, Lattices and Digital Communication" on March 13 at 4:30 p.m. in Room 155 of Olin Hall.

- "Binary Codes for Data Compression"

on March 14 at 3:35 p.m. in Room 219 of Phillips Hall.

- "Pure Combinatorics: The Construction of Binary Constant Weight Codes," on March 15 at 4:30 p.m. in Room 107 of Upson Hall.

Scheduled to lecture later in the term are James L. Massey of ETH in Zentrum in Zurich, Brian Marcus of International Business Machines Corp. in San Jose, Thomas M. Cover of Stanford University and Roland L. Dobrushin of the Institute for Problems and Information Transmission in Moscow.

Also, on campus throughout the 1988-89

academic year is Professor Kingo Kobayashi of Osaka University in Japan. He is an expert on multiterminal information theory.

The yearlong schedule of activities will be highlighted by an international workshop on campus June 26 through 30 that will be attended by more than 100 scientists from around world. This 1989 Workshop on Information Theory is being co-sponsored by the CAM and the Institute of Electrical and Electronics Engineers, the world's largest professional organization, which has more than 300,000 members.

—Martin B. Stiles

## CALENDAR

continued from page 5

### Neurobiology & Behavior

"Cellular Substrates of Learning," William Greenough, neural and behavioral biology, University of Illinois, March 9, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Acoustic and Electric Communication in Mormyrid Fishes," Jud Crawford, neurobiology and behavior, (thesis seminar), March 10, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Operations Research & Industrial Engineering

"GM's Factory of the Future," James P. Caie, Jr., March 9, 4:30 p.m., B-14 Hollister.

"Innovation in Biomedical Instrumentation: a Case History," Ron Yeaple, March 16, 4:30 p.m., B-14 Hollister.

### Ornithology

"Conservation of Nearctic Migrants in Amazonia," Ted Parker, Louisiana State University, March 13, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

### Peace Studies Program

"The Status of Arms Control," Spurgeon Keeny, Arms Control Association, March 9, 12:15 p.m., G-08 Uris Hall.

"Oblivion is not Enough: How the Air Force Thinks About Nuclear War," Lynn Eden, Carnegie-Mellon University, March 16, 12:15 p.m., G-08 Uris Hall.

### Pharmacology

"Creating Alternate Realities," Gordon Coppoc, veterinary physiology and pharmacology, Purdue University, March 13, 4:30 p.m., G-3 Vet Research Tower.

### Physiology

"Photolabile Precursors of Intracellular Messengers," John Wootton, physiology, March 14, 4:30 p.m., G-3 Vet Research Tower.

### Plant Biology

"Blue Light Responses in *Phycomyces*," Ed Lipson, physics, Syracuse University, March 10, 11:15 a.m., 404 Plant Science Bldg.

### Plant Pathology

"Role of Protein Capsid in CMV Transmission by Aphids," Rita Rodriguez and "Role of Marigolds in the Suppression of *Pratylenchus penetrans*," Marco Arevalo, March 14, 4:30 p.m., 404 Plant Science Bldg.

### Psychology

"Neural Association of Primate Social Organizations: Is Neuroanatomy Destiny?" Este Armstrong, Yakovlev collection, Armed Forces Institute of Pathology, March 10, 3:30 p.m., 202 Uris Hall.

### Science, Technology & Society

"Resource Supply Networks in New Biotechnology Firms," John H. Freeman, Johnson School of Management and Steven R. Barley, Industrial & Labor Relations, March 13, 12:15 p.m., 609 Clark Hall.

### Sociology

"The Politics of Moral Reconstructionism," Yasmine Ergas, Social Science Council and University of Rome, March 10, 3:30 p.m., 302 Uris Hall.

"Local Hazard Models of Entry into Marriage," Nancy Tuma, Stanford University, March 13, 12:30 p.m., 360 Uris Hall.

### South Asia Program

"Given to Dance: India's Odissi Tradition," Ron Hess, communication, March 15, 12:15 p.m., 153 Uris Hall.

### Southeast Asia Program

Title to be announced, Shamsul A. Bahrudin, anthropology, Universiti Kebangsaan Malaysia, March 9, 12:20 p.m., 102 West Ave. Extension.

Title to be announced, Blong Thao, SEAP grad, Asian studies, March 16, 12:20 p.m., 102 West Avenue Ext.

### Stability, Transition & Turbulence

"Orientation in Fiber Suspensions," Don Koch, chemical engineering, March 14, 1 p.m., 288 Grumman.

### Statistics

"Least Gamma Deviation Estimation for Arma Processes," Richard A. Davis, statistics, Colorado State University, March 15, 3:30 p.m., 100 Caldwell Hall.

### Theoretical & Applied Mechanics

"Computational Procedures for Finite-Deformation Plasticity," Gustavo G. Weber, mechanical and aerospace engineering, March 15, 4:30 p.m., 205 Thurston.

### Vegetable Crops

"Comparison of Videos, Slides and Field Trips as Teaching Aids," James R. Hicks, vegetable crops, March 9, 4:30 p.m., 404 Plant Science Bldg.

"Electronic Data Collection and Analysis of Field and Laboratory Experiments," Donald E. Halseth and Kenneth Yourstone, vegetable crops, March 16, 4:30 p.m., 404 Plant Science Bldg.

### Women's Studies Program

"Great Sex: Shakespeare's Kings, Masculine Sexuality and the Eroticism of Historicism," Donald Hedrick, Colgate University, March 10, 12:15 p.m., 153 Uris Hall.

"Visiting Artist," Barbara Kanger, March 13, 5 p.m., 115 Tjaden Hall.

"German Women's Film: Film Politics, Funding and Distribution in the Eighties," Ingrid Scheib Rothbart, March 14, 5 p.m., G-08 Uris Hall.

"Given to Dance: India's Odissi Tradition," Ron Hess, communication, 12:15 p.m., 153 Uris Hall.

## SPORTS

### Sunday, 3/5-Saturday, 3/11

Men's Polo, Nat'l Champs at Valley Forge, Pa

### Friday, 3/10

Men's Tennis, Buffalo, at home, 3 p.m.  
Men's Tennis, Mercyhurst, at home, 7 p.m.

### Saturday, 3/11

Women's Gymnastics, at Rutgers w/E. Michigan and Hofstra, 2 p.m.

### Saturday, 3/11-Sunday, 3/12

Men's Fencing, IFA Champs at Harvard

### Sunday, 3/12

Men's Tennis, Rutgers, at home, 10:30 a.m.  
Men's Lacrosse, Army, at home, 1 p.m.



Rebecca Leshner/Martha Swope Assoc.

Double Edge, the piano team of Nurit Tilles and Edmund Niemann, will give an informal recital of music by Oliver Messiaen on March 14 at 8:15 p.m. in Barnes.

## MISC.

### Christian Science Monitor Research Files

The Christian Science Monitor research files will be available in the Willard Straight Hall lobby on March 15 and 16, from 10 a.m. to 4 p.m. The files contain free up-to-the-minute newspaper articles on over 150 topics useful for writing papers, preparing speeches, studying for exams, etc. Fee copies of the Monitor will be available.

### Waste Watchers

Waste Watchers is an advocacy group of Cornell faculty, staff and students concerned about the unnecessary solid waste generated universitywide. The next meeting will be held March 14 at 5:15 p.m. in the Forum, Anabel Taylor Hall. For more information contact Lucy Gagliardo at 539-6313 after 6 p.m.

### Cornell Toastmasters

Cornell Toastmasters Public Speaking Club meets Thursdays at 7 p.m. Call 277-4452 for more information.

### Cornell World Tae Kwon Do Assoc.

New members are being accepted for the spring semester. Practices are held Sundays, 7 p.m., southwest corner, Barton Hall; Mondays, Tuesdays and Thursdays, 6 p.m., auditorium, Martha Van Rensselaer Hall. For more information call Trish, 272-9227 or Sandy, 255-1808.

### Hebrew Speaking Club

Hebrew Speaking Club meets Thursdays, 11:45 a.m. to 12:45 p.m., in the Near Eastern Studies Lounge, 374 Rockefeller Hall.

### Hillel

Topics in Jewish Tradition, taught by Rabbi Larry Edwards, "Harvests: Sukkot & Shavuot," March 13, 8:15 p.m., 314 Anabel Taylor Hall.

Chug Ivri, Hebrew conversation, Thursdays, 11:45 a.m. to 12:45 p.m., 374 Rockefeller Hall.

Beginning Yiddish class, Thursdays, 7:15 p.m., G-34 Anabel Taylor Hall.

Israeli shaliach will hold appointments March 14, 10 a.m. to 3 p.m., at the Hillel office, G-34 Anabel Taylor Hall. Call 255-4227 to make appointments.

"Jews and Arabs in Israel: Conflict and Cooperation," Rabbi Bruce Cohen (ILR '68), director, Interns for Peace, March 14, 8 p.m., Founders Room, Anabel Taylor Hall.

### Intramural Horseshoes

(men, women, co-ed)

Deadline on entries, March 14 at 4 p.m., intramural office, Helen Newman Hall. Two to enter, single elimination tournament. Schedules will not be mailed, pick up on April 5, 4 p.m. Fee of \$2 per team to enter.

### Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday-Thursday, 3:30-5:30 p.m. and 7-10 p.m. and Sunday 2-8 p.m., 178 Rockefeller Hall; Sunday-Thursday, 10 p.m.-midnight, 340 Goldwin Smith; Sunday-Thursday, 8-11 p.m., Noyes Center, Browsing Library; and Sunday-Thursday, 8-11 p.m., Clara Dickson Hall, Computer Room.

### Alcoholics Anonymous

Meetings, open to the public, will be held Monday through Friday, 12:15 p.m. and Thursday evenings, 9:30 p.m., in Anabel Taylor Hall. For more information, call: 273-1541.

### E.A.R.S.

Empathy Assistance Referral Service provides trained peer counseling. Call 255-EARS Sunday-Thursday, 3-11 p.m., or walk-in 211 Willard Straight Hall, Friday and Saturday, 6-10 p.m. All services are free, non-judgmental and confidential.

### Gay Men's Association

The Gay Men's Association holds a discussion meeting each Wednesday from 7:15 to approx. 9:30 p.m. in Loft II, Willard Straight Hall. Discussion topics include: coming out to parents and people on the job, friendships with heterosexual men, gay parenting, long-term relationships, safe sex, and being gay and religious. For further information, call the Gay, Lesbian and Bisexual Coalition office at 255-6482.



# CORNELL EMPLOYMENT NEWS

March 9, 1989

Including Job Opportunities

Volume 1, Number 8



## Eldercare: Balancing the Dual Role of Caregiver and Employee

Mary has an important project due at the end of the day at work. She is tired because she was awakened several times during the night by her 90-year-old mother who was agitated and confused due to Alzheimer's disease. At 7:15 a.m. the woman who stays with Mary's mother during the day calls to say she is sick and cannot come today. Mary cannot take the day off and her mother cannot be left alone for the day.

Both Bill and his wife Alice work full time. On this day, Bill has a full schedule of appointments and Alice has to lead a workshop at 1:00 p.m. Alice calls home at lunchtime to talk with the caregiver about Bill's 85-year-old father who had a serious heart attack last year and now lives with them. The caregiver says she is concerned because Bill's father is having occasional chest pains and she thinks he should see the doctor.

Anita's supervisor asks her to work overtime to meet a critical deadline. Anita explains to him that she cannot stay because her

80-year-old mother who lives with her becomes frantic if she isn't home by 5:00 p.m. and she must also give her mother medicine at 5:00 p.m. Because her mother has a severe hearing loss, Anita cannot telephone her mother. The supervisor tells her the deadline must be met.

As the above situations illustrate, many Cornell employees are attempting to balance their responsibilities for effectively doing their jobs while also caring for an elderly relative and managing their own households. It often takes heroic, extraordinary efforts to balance all these demands.

"Eighty percent of the care provided to older people comes from those we call 'informal caregivers,' mainly relatives," according to Jane Gould, director of the State Office for the Aging. "The vast majority of informal caregivers are

*Continued on page 4*

### Some Suggestions for Employed Caregivers

1. You may want to talk with your supervisor about your caregiving situation and try to arrange whatever flexibility you will need to handle your dual roles.
2. If you need to take time away from work, try to plan your schedule to get the most accomplished in the least amount of time.
3. The Tompkins County Office of the Aging (274-5450) has information on the services for the elderly available in your area and can advise you on arranging for the services needed by your elderly relative.
4. You may not have to take all the responsibility for your elderly relative yourself if you can discuss your situation with family and friends. Describe what needs to be done and tell them that you need their help.
5. If and when your feelings about caregiving become overwhelming, counselors in the Employee Assis-

tance Program (273-1129) are available to help you cope with your situation.

6. You might want to share your experiences and learn from the experiences of others by joining a caregiver support group such as the one that will meet in Martha Van Rensselaer NG-10 from 11:30 a.m.-1:00 p.m. on March 14, April 11 and May 9.
7. To give yourself a break from caregiving to take care of errands, spend time with friends or alone, or do something you enjoy, you might want to use the Respite Program which provides trained substitute care for a homebound person over the age of 60. For more information, call the Family and Children's Service (273-7494).
8. You may find it helpful to relax during your lunch hour by talking with a friend, taking a walk, swimming, or joining an aerobics class.

## New Federal Legislation: Hazard Communication Standard Improved

The new federal hazard communication standard which became effective for Cornell in August 1988 supersedes the New York State Right-to-Know law.

The federal legislation is similar to the Right-to-Know procedures Cornell had been following but is designed to provide employees with additional information concerning the hazards of chemicals used in the workplace and provide protective measures employees can take to reduce exposure to the chemicals.

### What changes does the federal legislation provide?

Basically both the federal legislation and the State Right-to-Know law require that certain specific information is available to employees but the federal requirements cover a few additional items which will be listed here.

### What does this mean to Cornell employees?

The new legislation means that employees will now have more information available to them about hazardous chemicals to which they may be exposed on the job. For example, now a written plan for compliance is required. In addition, material safety data sheets for chemical products used are to be made accessible to employees.

### What are the provisions of the federal legislation?

Employers must:

1. Develop an inventory of hazardous chemicals known to be present in the workplace and make this list available to employees.
2. Maintain Material Safety Data Sheets (MSDS) available from manufacturers and distributors and keep these MSDSs in a file accessible to employees.
3. Ensure that labels on incoming containers list the identity of contents as well as appropriate hazard warnings. The labels are not to be defaced or removed. When chemicals are transferred from an incoming container to a portable container, the portable container must be labeled with the identity and hazards of that chemical.

*Continued on page 4*

## Nominations Sought: ACSW

Nominations are being sought for seven positions on the university's Advisory Committee on the Status of Women. The committee reviews university policies and procedures as they affect women students, staff and faculty and makes recommendations on women's issues to the associate vice president for human relations. In recent years the committee has addressed such issues as career development, pay equity, dual careers, child care, computers in the workplace, and sexual harassment. Meetings are held the second Tuesday of every month during the academic year, 3-5 p.m. The committee is comprised of 21 members who hold staggered three-year terms. Four new members will be selected by the existing committee and three appointed by the president. To nominate someone for membership (self-nominations are welcome) or for more information, call Carolyn McPherson, coordinator of women's services, at 255-3976.

## Deadline for 1988 EMPIRE Claims: Mar.31

Claims for any medical services rendered in 1988 must be submitted to Metropolitan by March 31, 1989. As stated in plan booklets, claims must be filed "not later than 90 days after the end of the calendar year in which covered medical expenses were incurred." All 1988 prescription drug claims must also be submitted for payment to PAID Prescriptions by Mar. 31, 1989. If you have questions please call the Statutory Business Office at 5-4455.



# JOB OPPORTUNITIES

March 9, 1989

Volume 1, Number 8

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801  
Day Hall: (607) 255-5226 East Hill Plaza: (607) 255-7422

- Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an Affirmative Action/Equal Opportunity Employer.
- Job Opportunities can be found on CUINFO

## Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

Submit a resume and cover letter for each position, specifying the job title, department and job number.

### Assistant Director for Systems Programming Services (PA5804) HRIII

#### Cornell Information Technologies-Endowed

Provides leadership in the planning, implementing, and nurturing of services that support the function, maintenance, and appropriate development of operating systems software for CIT-managed multi-user computer systems. Includes the definition and facilitation of appropriate policies, university-wide standards, plans and controls.

**Requirements:** Bachelor's or equivalent with coursework in computing or related field. Excellent interpersonal, communications, and organizational skills. Prior management experience preferred with considerable experience developing and/or providing services in related fields. Send cover letter & resume to Cynthia Smithbower by March 17.

### Assistant Director for Instructional and Personal Systems (PA5805) HRIII

#### Cornell Information Technologies-Endowed

Provides leadership in planning, facilitating, and supporting the uses of Information Technologies that apply to the (1) instructional processes & facilities of the University and (2) personal work environment, including uses of publishing systems, desktop systems, & graphics & visualization systems. Includes the definition and facilitation of appropriate policies, university-wide standards, plans, & controls.

**Requirements:** Bachelor's or equivalent with coursework in computing or related fields. Excellent interpersonal, communications, and organizational skills. Prior management experience preferred with considerable experience applying information technologies to instructional and personal environments. Send cover letter and resume to Cynthia Smithbower by March 17.

### Assistant Director for User Services (PA5806) HRIII

#### Cornell Information Technologies-Endowed

Provides leadership in the planning, implementing, and nurturing of consulting, education, training, documentation, and information services delivered through Cornell Information Technologies' Services Division. Includes the definition and facilitation of appropriate policies, University-wide standards, plans, and controls.

**Requirements:** Bachelor's or equivalent with coursework in computing or related field. Excellent interpersonal, communications, and organizational skills. Prior management experience preferred, with considerable experience developing and/or providing services in related fields. Send cover letter & resume to Cynthia Smithbower by March 17.

### Associate Director, Cornell Fund (PA5803) HRIII

#### University Development-Endowed

Work with the Director of the Cornell Fund in the planning and implementation of the University's annual campaign for alumni support. Responsible for the ongoing aspects of the administration of the Cornell Fund. Direct and manage a staff of professionals and support staff. Supervise and coordinate support necessary to implement major volunteer fund raising programs including but not limited to: A. Tower Club or other special donor programs B. reunion campaigns C. direct mail marketing. Develop "strategies" for annual fund raising programs and direct specific solicitation plans. Administer various operational aspects of the Cornell Fund.

**Requirements:** Bachelor's. 3-5 years successful fund raising experience in alumni campaigning. Solid management and organizational skills. Ability to motivate people and work creatively with volunteers. Send cover letter and resume to Cynthia Smithbower by March 24.

### Systems Programmer/Analyst III (PT5808) HRIII

#### Computer Science-Endowed

Provide programming support and consulting in LISP. Develop, install and maintain software and specialized artificial intelligence tools. Manage facility, participate in long range planning.

**Requirements:** Bachelor's in mathematics or computer science, plus 3-5 years related research programming experience, or graduate work in computer science. Ability to develop large LISP systems and familiarity with current AI tools. Experience using Symbolics Lisp machines, plus knowledge of common Lisp essential. Systems programming in UNIX also desirable. Send cover letter and resume to Bill Webster by March 24.

### Systems Programmer/Analyst III (PT5806) HRIII

#### Computer Science-Endowed

Manage operation and control of advanced computing systems, including advanced Symbolics Lisp workstations and 48-node parallel processing computer system. Assist research groups in design and development of large software systems.

**Requirements:** Bachelor's in mathematics or computer science or equivalent experience. 3-5 years related experience. Significant experience w/UNIX operation system

on SUNs and VAXes. Experience with computer networks and distributed computing, particularly with TCP/IP, Ethernet and NFS is essential; experience with development and maintenance of large computer software systems; ability to work with and understand problems of graduate level researchers. Send cover letter and resume to Bill Webster by March 24.

### Technical Specialist I (PT5718)

#### CIT/Systems-Endowed

Design, implement, install, document and maintain systems software or significant subsystems in Unix systems. Provide leadership in designing and adapting functional enhancements to Unix systems, primarily Bell system 5 or BSD 4.3.

**Requirements:** Bachelor's with computer courses in operating system fundamentals. Minimum 3-5 years experience with Unix operating systems and significant subsystems; knowledge of hardware concepts and virtual machine concepts as they relate to software issues. Knowledge of C and IBM 370 assembler language is essential. Experience with VM is a plus. Send cover letter and resume to Bill Webster by March 17.

### Applications Programmer/Analyst II (PT5715)

#### University Registrar-Endowed

Under direct supervision, design, develop, modify and document straight forward applications software in support of major administrative system.

**Requirements:** Bachelor's or equivalent with computer related courses. Knowledge of at least 2 programming languages-PL/1, Natural, COBOL, Mark IV; knowledge of applications for interactive and batch administrative systems, database management systems, VM/CMS, etc. Send cover letter and resume to Bill Webster by March 17.

### Associate Director (PA5701) HRIII

#### Institutional Planning and Research-Endowed

Assist Director in supervising IPR professional staff, directing strategic planning and research efforts, and developing management information systems to support those efforts. The scope of planning and research activities will include issues related to planning, financial aid, financial resources, human resources, and student preceptions, preferences and attitudes.

**Requirements:** MBA or an advanced degree in a related social science field, PhD preferred. 5-7 years broad based experience in higher education; well developed research skills including a knowledge of statistics and survey methodology; experience in systems analysis and development. Send cover letter and resume to Cynthia Smithbower by March 24.

### Applications Programmer II (PT5801) HRIII

#### Hotel Administration-Endowed

Utilizing a microcomputer and university mainframe (SAS/SPSSx), provide programming and consulting support for research and instructional computing.

**Requirements:** Bachelor's or equivalent, coursework in computing or related fields. 2-3 years experience. Substantial knowledge and experience of SAS or SPSSx. Knowledge of hospitality software desirable. Familiarity with microcomputer hardware and software. Light typing. Send cover letter and resume to Bill Webster by March 24.

### Research Support Specialist II (PT5719) HRIII

#### Agricultural and Biological Engineering-Statutory

Assist with the research and extension projects of the Cornell Local Roads Program. Administer microcomputer systems, database management, develop applications programs, conduct training courses on computers, assist internal staff, write data acquisition programs, prepare reports from data bases, analyze data using spread sheets & statistical packages. Until 12/31 with probable extension.

**Requirements:** Bachelor's in computer science or related field with substantial coursework and experience in computing. Valid NYS driver's license required. Minimum 3-4 years of responsible programming experience in FORTRAN, dBASE III, C and PASCAL languages. 2 years database management experience. Good typing skills. Good interpersonal and communication skills necessary. Send cover letter and resume to Bill Webster by March 17.

### Staff Writer II (PC5705) HRIII

#### University Development-Endowed

Persuasive, skillful, creative writer to join Dvlpmnt Communications staff. Responsible for articles, letters, proposals, brochures designed to increase support for Cornell. Primarily original writing; some ghost-writing and editing.

**Requirements:** Bachelor's. Minimum 3 years related experience in fund raising, marketing, p.r. or higher education helpful. Send cover letter, resume and 3 writing samples to Gil Ott, 726 University Avenue.

### Senior Editor (PC5713) HRIII

#### University Relations/Publications Services-Endowed

Edit manuscripts and supervise the production of a wide variety of Cornell University publications to ensure their accuracy, clarity, timeliness, and effectiveness.

**Requirements:** Bachelor's and at least 3-4 years of editing experience. Computer experience recommended. Ability to work both independently and tactfully with others. A keen grasp of language, syntax, and detail; and organizational capacity are essential. Send cover letter and resume to Esther Smith.

## Professional Temporary

### Systems Analyst II (PT5802) HRIII

#### Agronomy-Statutory

Develop and maintain image processing software for video image analysis of cyromicroscopic studies. Manage various small computer systems. Until September 1989.

**Requirements:** Bachelor's in computer science or equivalent experience. FORTRAN and Assembly Language required. Minimum 2-3 years related experience. Experience in Video Image Analysis desired. Knowledge of VMS and real-time programming very helpful. Send cover letter and resume to Bill Webster by March 16.

### Residence Program Director (PA5308)

#### Summer Session-Endowed

Live in residential program director for Summer College prog. Involved in staff selections & training, administration of program including administrative records, supervision of staff, & discipline of program participants. 6/1/89-8/15/89.

**Requirements:** Master's preferred, Bachelor's required in student affairs or related area. Residential experience preferred, experience working with adolescents required. Computer knowledge helpful-Dbase and Macintosh. Send cover letter & resume to Cynthia Smithbower by March 10.

## Technical

As a prominent research institution, Cornell University has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply.

Submit a resume and cover letter for each position, specifying the job title, department and job number. Skills assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

### Technician, GR18 (T5307)

#### Genetics and Development-Endowed

#### Minimum Biweekly Salary: \$487.50

Carry out biochemical and molecular biology experiments including DNA isolation, blotting and sequencing. Perform animal tissue culture as well as large scale bacterial culture. Responsible for lab organization & ordering supplies.

**Requirements:** Bachelor's in biology, chemistry or biochemistry. One year experience in a biology or biochemistry laboratory. Additional experience highly desirable. Apply as soon as possible.

### Technician, GR18 (T5611)

#### Nutritional Sciences-Statutory

#### Minimum Biweekly Salary: \$487.50

Conduct animal behavioral research, analyze data using Cornell's mainframe computer, and aid in the training and supervision of undergraduate students in research.

**Requirements:** Bachelor's preferred. Research and computer experience preferred for data analysis or interest in acquiring skills. Send cover letter and resume to Judi Baker as soon as possible.

### Technician, GR20 (T5804)

#### Diagnostic Laboratory-Statutory

#### Minimum Biweekly Salary: \$534.30

Assist GR21 technicians in the Bacteriology Section of the Diagnostic Laboratory in the preparation and quality control of special formulations of media and reagents used for the cultivation of the animal pathogens. Maintain quality control records and procedures for annual licensing review.

**Requirements:** Bachelor of Science or equivalent. 2-3 years related lab experience. Course work or experience in Microbiology. Send cover letter and resume to Bill Webster by March 16.

### Technician, GR21 (T5708)

#### Microbiology-Statutory

#### Minimum Biweekly Salary: \$557.70

Design, develop and perform experiments in bacterial genetics and physiology. Maintain and catalog bacterial culture collections. Inventory, order and maintain supplies and reagents. Oversee and assist in preparation and maintenance of media, stock solutions and glassware; maintenance of facilities and equipment.

**Requirements:** Bachelor's or equivalent in microbiology or related area. Minimum 2-3 years related laboratory experience. Familiarity with bacteriology, microbial physiology, and/or biochemistry. Knowledge of basic recombinant DNA techniques is desirable. Apply by March 17.

### Computer Operator, GR22 (T5805)

#### Computer Science-Endowed

#### Minimum Biweekly Salary: \$581.09

Provide computing and administrative support services to Director of Computing Facilities and four programmers, systems administrator, and two hardware technicians on the facilities staff. Provide front-line computing support services to approximately 150 users on 150 departmental workstations and servers.

**Requirements:** Associate's or equivalent. 3-4 years experience. UNIX operating system experience; strong

administration and organizational skills; technical typing. Send cover letter and resume to Bill Webster by March 16.

## Technical Off-Campus

### Lab Research Technician, GR18 (T5803)

#### Entomology (Geneva)-Statutory

#### Minimum Biweekly Salary: \$487.50

Assist in isolation, purification, and characterization of biologically active phytochemicals, plant DNA/RNA, and insect digestive enzymes. Maintain greenhouse-grown plants and insect colony. Until June 1990.

**Requirements:** Bachelor's in biology, biochemistry, or related fields, with course work in physiology or biochemistry. Send cover letter & resume to Bill Webster by Mar 24.

## Technical Part-Time

### Computer Operator, GR20 (T5717)

#### University Press-Endowed

#### Minimum full-time equivalent: \$534.30

Operate the Cornell University Press computer system for the afternoon shift production schedule. Monday-Friday, 5 p.m.-10 p.m. with later hours required 2-3 nights per week.

**Requirements:** High School diploma or equivalent. Associate's desired. Formal training or experience in a data processing environment helpful. Minimum 2-3 years computer operations experience preferred. Apply as soon as possible.

## Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing, (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

### Cashier, GR15 (C5801, C5803-C5806)

#### Dining-Endowed

#### Minimum Biweekly Salary: \$429.01

Transact cash and credit sales; tabulate daily figures and prepare deposits.

**Requirements:** High School diploma or equivalent. 1-2 years related experience. Basic reading and computation skills. Good interpersonal & communication skills required.

### Circulation/Reserve Assistant, GR16 (C5107)

#### Uris Library-Endowed

#### Minimum Biweekly Salary: \$448.50

Under direction of circulation supervisor, work at public service desks. Responsible for variety of clerical duties in support of circulation/reserve activities. Tuesday-Saturday, daytime and evening hours. 30 hours per week.

**Requirements:** High School diploma or equivalent. Ability to work well with variety of people in public service setting. Strong organizational & communication skills. Light typing.

### Senior Records Assistant, GR18 (C5714)

#### Catalog Management-CUL-Endowed

#### Minimum Biweekly Salary: \$487.50

Responsible for retrospective conversion of catalog copy including searching, deriving, and tagging machine-readable records in various on-line databases; revise and update machine-readable records and shelf list cards. 12 month term appointment. Noon to 9 p.m.

**Requirements:** High School diploma or equivalent. Minimum 1 year related experience. Some college preferred. Ability to do detailed work accurately; working knowledge of NOTIS and RLIN cataloging systems and the US MARC format for bibliographic data desirable. Medium typing.

### Office Assistant, GR18 (C4318)

#### Veterinary Medical Teaching Hospital-Statutory

#### Minimum Biweekly Salary: \$487.50

Schedule appointments, take messages, page doctors, using good judgment for emergencies and dispensing general information to public. Small Animal Clinic phone reception. Monday, Tuesday, Thursday, Friday, 8 a.m.-6 p.m.; Saturday, 8-12 noon. Some holidays.

**Requirements:** High School diploma or equivalent. Minimum 1 year related experience. Medical terminology helpful. Familiarity with computers. Exp phone techniques.

### Senior Department Assistant, GR18 (C3023)

#### Public Service/Law Library-Endowed

#### Minimum Biweekly Salary: \$487.50

Under general supervision, responsible for operation of A-V Center. Maintain microfilm collection; aid patrons in locating, reading or copying desired materials. Assist patrons using PC's and other equipment; control open reserve materials. Familiar with A-V Media. Mechanical aptitude helpful.

**Requirements:** Associate's or equivalent. Knowledge of PC's. Familiarity with word processing software, especially Wordperfect. Good organizational skills. Able to work with a variety of people in a public service setting.



**Secretary, GR18 (C5611)**  
**CUL-Access Services-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Under the direction of the Assistant Access Services Librarian, provide secretarial support for all areas of the department. Type correspondence, reports; assist staff with special projects; act as department receptionist; order, maintain supplies, call in repair requests and maintain statistical records. Mon-Thursday, 8-4:30; Friday, 8-3:30. **Requirements:** High School diploma or equivalent with some college background preferred. Strong organizational, interpersonal and communication skills. Minimum 1-2 years secretarial experience, knowledge of word processing & microcomputers highly desirable. Medium typing.

**Special Collections Assistant, GR18 (C5612)**  
**Manuscripts and University Archives-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Retrieve and reshelve collections; prepare preliminary listing and reboxing of new collections; maintain stack areas and university biographical file; photocopy; receive and record serials and university publications; supervise students; occasionally work with dusty or dirty material and may have to handle boxes weighing up to 50 pounds. One year appointment subject to renewal. **Requirements:** High School diploma or equivalent. Minimum 1 year related office experience. Ability to do detailed work with high level of accuracy, good organizational skills, some knowledge of word processing. Light typing.

**Editorial Assistant, GR18 (C5603)**  
**C.U. Press-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Act as assistant to editor responsible for acquiring scholarly books in the humanities. Type; file; follow-up; some contact with authors and Press advisers. **Requirements:** Associate's or equivalent. Minimum 1 year related experience. strong communication (written and verbal) skills. Prior experience in publishing helpful. Heavy typing. Send cover letter & resume to Esther Smith.

**Information Assistant, GR18 (C5609)**  
**Uris Library Reference-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Hire, train, and supervise assistants; provide information service at reference desk; assume computer related tasks. Responsible for all clerical duties in the department. **Requirements:** Associate's or equivalent. Bachelor's desirable. Minimum 1 year related library experience. Good knowledge of computer applications and word processing. Able to lift heavy volumes; strong communication (written and oral) skills. Light typing.

**Accounts Assistant, GR18 (C5802)**  
**Dining Services-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Maintain financial and personnel records for the unit. Act as receptionist; answer telephones; make appointments; handle customer inquiries; reconcile and approve cash deposits. Other duties as assigned. **Requirements:** Associate's or equivalent. Good interpersonal, computation and communication (written/oral) skills essential. Knowledge of word processors and personal computers preferred.

**Secretary, GR18 (C5808)**  
**Alumni Affairs-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Provide secretarial support for 2 assistant directors of class programs; answer phone; type; file; arrange travel; assist in all aspects of program planning, e.g. reunions, class officers meetings. **Requirements:** High School diploma or equivalent. Minimum 1-2 years business school. Experience and skills in general office procedures. Good organizational and communication skills. Ability to work under pressure. Knowledge of Macintosh computer preferred. Medium typing.

**Searcher, GR18 (C5817)**  
**Acquisitions-Endowed**  
**Minimum Biweekly Salary: \$487.50**

Searching monograph orders and books for the library system; inputting records for orders and books into the NOTIS database. Some evening hours may be required. **Requirements:** High School diploma or equivalent. 1-2 years of progressively responsible technical services experience. Additional education may be substituted for experience. Knowledge of 1 or more Western European languages. Light typing.

**Accounts Assistant, GR19 (C5138)**  
**A.R. Mann Library-Statutory**  
**Minimum Biweekly Salary: \$510.90**

Handles all income, disbursements and purchasing (other than acquisitions) for a budget of over \$2 million. Responsible for all aspects of equipment inventory; handle cash pickups, record keeping and statistics for a coin-operated photocopy system. **Requirements:** Associate's in accounting/business or equivalent experience and/or training desirable. Minimum 2 years related experience. Attention to detail and strong organizational skills essential. Familiarity with Lotus 1-2-3, dBase or other PC based software desirable. Med typing.

**Administrative Aide, GR19 (C5308)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$510.90**

Provide secretarial and accounting support including the typing of faculty letters of understanding, appointment forms, accounts payable, journal vouchers and other correspondence; update and maintain faculty and accounting databases. **Requirements:** Associate's or equivalent experience preferred. Minimum 2 years secretarial experience required. Excellent typing skills necessary. Ability to use an IBM PC with Wordperfect and Lotus 1-2-3 required. Knowledge of Dbase preferred. Medium typing.

**Administrative Aide, GR19 (C5508)**  
**Human Ecology Administration-Statutory**  
**Minimum Biweekly Salary: \$510.90**

Provide computer and administrative support to the Office of Alumni Affairs & Development and the Office of Corporate & Foundation Relations. Mon-Thurs 8-5; Fri 8-4. **Requirements:** Associate's or equivalent experience. Minimum 2 years related experience. Strong computer skills; considerable experience with microcomputers (IBM PC or compatible); Wordperfect. Ability to use dictaphone and calculator; shorthand desirable but not essential. Ability

to work independently; good organizational skill; good communication (oral/written) skills. Experience with the Public Affairs database highly preferred. Medium typing.

**Administrative Aide, GR20 (C5815)**  
**College of Engineering-Dean's Office**  
**Minimum Biweekly Salary: \$534.30**

Provide key administrative support to the Associate Dean for Undergraduate Affairs. Work independently to ensure the effectiveness and continuity of the college's undergraduate programs. **Requirements:** Associate's or equivalent combination of education and experience. Minimum 2-3 years related experience. Experience with word processing and spreadsheet software. Excellent interpersonal skills. Med typing.

**Administrative Aide, GR20 (C5134)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$534.30**

Assist the Summer Session/Extramural Study Registrar in the development, implementation and execution of all processes necessary to register participants for Extramural Study and Summer session. **Requirements:** High School diploma required. Associate's desirable. Minimum 2-3 years experience. Ability to work independently, coordinate details, make decisions and work with diverse public. Strong organizational and analytical skills required. Excellent communication skills. Knowledge of various colleges within Cornell preferred. Some accounting. Medium typing.

**Sales Assistant, GR20 (C5711)**  
**Ornithology-Endowed**  
**Minimum Biweekly Salary: \$534.30**

Assist in overall management of daily operations of the Crow's Nest Bookshop, including inventory upkeep, placing orders with vendors, responding to inquiries about Laboratory and Bookshop; handling sales operation, including register, daily orders, and phone requests. **Requirements:** Associate's in business or equivalent. Minimum 1 year experience in related area. Prior sales work necessary. Ability to deal well with people; previous experience in overall management of an enterprise operation useful. Knowledge and/or interest in birds helpful. Good computer skills needed. Attention to detail. Send cover letter and resume to Esther Smith.

**Administrative Aide, GR20 (C5812)**  
**University Development-Endowed**  
**Minimum Biweekly Salary: \$534.30**

Assist the Associate Director of the Cornell Fund by providing administrative support and coordinating operational and logistical support among the regional, college, public affairs and central annual fund offices. Manage work-flow; research & prepare complex gift and profile reports; prioritize & prepare all incoming & outgoing correspondence; draft correspondence; coordinate mass mail, printing, & word processing. Handle confidential correspondence. **Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Excellent organizational, communications and interpersonal skills. Ability to handle confidential information. Ability to prioritize assignments and work under pressure. Experience in office management and computers. Knowledge of Cornell desirable. Medium typing.

**Personnel Assistant, GR21 (C4316)**  
**Finance and Business Services-Statutory**  
**Minimum Biweekly Salary: \$557.70**

Perform counseling, accounting and clerical functions in Optional Retirement Plan (ORP) and Tax-Deferred Plans. **Requirements:** Associate's or equivalent; minimum 2 years employee benefit experience, preferably at Cornell. Good organizational, interpersonal and communication skills. Math aptitude. Familiarity with computers and accounting procedures desirable. Exc communication (oral/written), phone & public relations skills. Light typing.

**Appointments Secretary, GR22 (C5816)**  
**President's Office-Endowed**  
**Minimum Biweekly Salary: \$581.09**

Responsible for scheduling appointments and maintaining 5 calendars for President; making all travel arrangements and preparing detailed daily itineraries; greeting and assisting visitors to the President's/Provost's suite; answering multi-line telephone system and redirecting numerous & diverse inquiries to the proper person/depart. **Requirements:** Associate's in secretarial science or equivalent and at least 3-4 years experience. Excellent public relations skills; patience; tact; confidentiality; graciousness. Excellent organizational skills, a very high degree of accuracy and ability to work as a team member essential. Must enjoy detailed work. Ability to work under pressure. Heavy typing. Send cover letter and resume to Judy Stewart.

**Accounts Coordinator, GR22 (C5712)**  
**University Press-Endowed**  
**Minimum Biweekly Salary: \$581.09**

Under general supervision from the Chief Financial Officer, maintain the accounting records of the University Press and CUP Services, including the General Ledger and related subsidiary ledgers, journals and supporting source document files; coordinate the timely execution of the department's internal accounting cycle(s) and its interface with Cornell accounting system. **Requirements:** Associate's in accounting or equivalent combination. Minimum 3 years general, cost, or fund accounting experience in a progressively responsible capacity. Knowledge of Cornell accounting system and/or publishing accounting helpful. Familiarity with personal computers, spreadsheet programs, and data processing in general. Send cover letter and resume to Esther Smith.

**Accounts Coordinator, GR24 (C5610)**  
**Controller's/Accounting-Endowed**  
**Minimum Biweekly Salary: \$639.59**

Monitor and report the financial activity of sponsored grants and contracts in compliance with agencies' guidelines. Advise and assist university departments in the financial administration of sponsored agreements. Establish accounts, monitor expenditures and prepare monthly, quarterly and annual reports as required. **Requirements:** Associate's in accounting or equivalent. Bachelor's desired. Minimum 4 years related university experience, knowledge of Lotus 1-2-3. Excellent written and verbal communication skills are essential. Send cover letter and resume to Esther Smith.

## Office Professionals Off-Campus

**Office Assistant, GR18 (C5809)**  
**Plant Pathology (Geneva)-Statutory**  
**Minimum full-time equivalent: \$487.50**

Type correspondence, reports, manuscripts, requisitions, vouchers and other business forms using the typewriter and computer terminals; transcribe machine dictation, arrange meetings, file, follow up on orders; provide backup in typing forms, signing out fleet vehicles, receiving and distributing building deliveries and mail handling, Federal Express shipments, and answering the telephone. Other duties as assigned. Monday-Friday, 8 a.m.-12 noon. **Requirements:** High School diploma with experience in clerical/stenographic work. Minimum 1-2 years of business school. Interest in biological sciences and agriculture desirable. Valid driver's license. Excellent typing ability. Thorough knowledge of English grammar, spelling, and vocabulary. Able to type accurately from handwritten material and from a Dictaphone transcriber. Must be accurate and thorough. Able to organize and prioritize work and require little supervision. Medium typing.

## Office Professionals Part-Time

**Secretary, GR17 (C5814)**  
**Nutritional Sciences-Statutory**  
**Minimum full-time equivalent: \$467.98**

Provide secretarial support for 1 faculty member and his research laboratory staff. Typing correspondence, manuscripts, grant proposals, purchase orders, vouchers, reprint requests, etc.; serve as receptionist; answer telephone; schedule appointments and make travel arrangements; order supplies; maintain files and perform other associated duties. Flexible, 20 hours per week. **Requirements:** High School diploma. Formal secretarial training desirable. 1 year experience required. Proficiency with computers and software (Wordperfect). Science terminology preferred. Attention to detail, ability to set priorities. Good command of English and interpersonal skills required. Medium typing.

**Secretary, GR18 (C5813)**  
**Human Service Studies-Statutory**  
**Minimum full-time equivalent: \$487.50**

Secretary for training project, heavy word processing (WP) of training materials and reports, grant proposals for Administrators and trainers. Make travel arrangements; reserve state fleet cars; prepare standard and travel vouchers; telephone counties & assist with logistics for meetings; order books & supplies. Mon, Tues, Thurs, 8-4:30; Fri 8-4. **Requirements:** High School diploma or equivalent. Minimum 1 year secretarial experience. Strong interpersonal skills. Able to work under pressure. Good telephone and communication skills. Word processing, knowledge of Wordperfect necessary, MAC SE experience. Med typing.

**Night Supervisor, GR18 (C5709)**  
**Physical Science Library-CUL-Endowed**  
**Minimum full-time equivalent: \$487.50**

Responsible for Circulation Desk and Copy Service during evening and weekend hours; duties include phone coverage; maintain circulation file. Other duties as assigned including assisting with projects. 20 hours per week. Saturday and Sunday, 5 p.m.-midnight; Monday-Thursday after 5 p.m., hours to be arranged. **Requirements:** High School diploma or equivalent. Associate's desired. Minimum 1 year related experience. Strong communication, organizational and interpersonal skills. Library experience highly desirable. Light typing.

**Special Collections Assistant, GR18 (C3207)**  
**Veterinary Library-Statutory**  
**Minimum full-time equivalent: \$487.50**

Maintain daily operation of AV Learning Resource Center. Answer questions, assist students and other users in locating programs, operating equipment, facility use. Hire, train & supervise student assistants, catalogue organization & maintain media collection; resolve equip. problems. **Requirements:** Associate's or equivalent preferred. Minimum 1 year experience (or demonstrated aptitude) with AV media. Public service commitment essential. Work well with variety of people. Excellent interpersonal & communication skills. Able to organize & perform detailed work. Experience with micros desirable. Light typing.

**Night Supervisor, GR18 (C5305)**  
**Engineering Library-Endowed**  
**Minimum full-time equivalent: \$487.50**

Oversee all circulation/reserve functions during evening and weekend hours including providing reference assistance and being responsible for building security. Specific duties include supervising student staff; charging/discharging library material; interpreting policies to users; resolving file and usage disputes and other circulation/reserve activities. 20 hrs per week; 25 hrs per week through May 1989. **Requirements:** High School diploma or equivalent. 2 years college coursework desired. Minimum 1 year related public-service experience. Strong interpersonal and communication skills; effective in dealing with public. Experience overseeing students. Light typing.

## Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Laurie Worsell at (607) 255-2192 or 255-7422 for more information.

**Office Assistant (S5801)**  
**Summer Session**

Serve as receptionist; process mail; general typing; word processing on IBM PC. Assist registrar in registration process. Until 9/89. **Requirements:** High School diploma required. Office experience preferred. Some familiarity with Cornell desirable. Ability to work with diverse public. Excellent interpersonal communication skills required. Experience with Wordperfect on IBM PC desirable. Able to set priorities and work independently under pressure. Medium typing. Send cover letter and resume to Esther Smith.

**Office Assistant (S5701)**

### Summer Session

Provide data entry of all summer student registration information, and perform general clerical duties. **Requirements:** High School Diploma or equivalent. Medium typing. Ability to use IBM PC with Wordperfect experience desirable. Until August 1989. Send cover letter and resume to Laurie Worsell.

**Records Assistant (S5601, S5602)**

**A.R. Mann Library-Statutory**  
 Input serials data into NOTIS database. Formulate holdings information from serials catalog and rotary check-in cards. Other duties as assigned. Monday-Friday, 7:30-5. **Requirements:** High School diploma or equivalent. Ability to perform highly detailed tasks accurately and efficiently. Light typing. Call Michele Draiss at 255-9560.

**Project Searcher/Typist (S5603)**  
**Mann Library-Statutory**

Perform a variety of clerical duties and bibliographic searching, word processing to compile & manipulate lists of books & journals; type project correspondence, compile statistics, etc.; search NOTIS & RLIN database. 4 hrs pr day. **Requirements:** Associate's or equivalent. Sophisticated word processing (Word Perfect) skills sorting, merging and working with multiple files are essential. Accuracy and ability to handle detail. Previous library experience, knowledge of bibliographic entry and some familiarity with database managers desirable. Heavy typing. Call Michele Draiss at 255-9560.

**Secretary (S5101)**  
**Ag. and Biological Engineering**

General secretarial support for Energy Advisory Service to Industry Program. Type correspondence; handle mail; file; answer phones; copy. 20 hrs. per wk flexible. 4-6 months. **Requirements:** High School diploma or equivalent. Minimum 1 year secretarial experience. Computer/word processing skills desirable, preferably with Wordperfect. Medium typing. Send cover letter and resume to Laurie Worsell.

## General Service

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

**Food Service Worker, SO01 (G5801-G5804, G5822)**  
**Dining-Endowed**  
**Hiring Rate: \$5.50**

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. **Requirements:** High School diploma or equivalent. Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computation skills required.

**Custodian, SO02 (G5815)**  
**Dining Services-Endowed**  
**Hiring Rate: \$5.75**

Provide general custodial care in assigned area. Shift subject to change. **Requirements:** High School diploma or equivalent. Able to operate a variety of cleaning equipment. Able to lift 75 pounds & climb an 8 ft ladder. Basic reading & writing skills.

**Food Service Worker, SO02 (G5805-G5809, G5830, G5831, G5835, G5837, G5838)**  
**Dining-Endowed**  
**Hiring Rate: \$5.75**

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change. **Requirements:** High School diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills.

**Dish Machine Operator, SO02 (G5811-G5814)**  
**Dining-Endowed**  
**Hiring Rate: \$5.75**

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. **Requirements:** High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

**Custodian, SO02 (G5832)**  
**Residence Life-Endowed**  
**Hiring Rate: \$5.75**

Provide general custodial care of buildings and grounds in assigned area. Monday-Thursday, 7:00 a.m.-3:30 p.m.; Friday 7:00 a.m.-2:30 p.m. **Requirements:** High School diploma or equivalent. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills. Daily contact with students.

**Custodian, SO02 (G5839)**  
**Buildings Care-Endowed**  
**Hiring Rate: \$5.75**

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m. **Requirements:** High School diploma or equivalent. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills.

**Short Order Cook, SO04 (G5817, G5818, G5821)**  
**Dining-Endowed**  
**Hiring Rate: \$6.25**

Prepare and serve food directly to customers from short order area. Shift subject to change. **Requirements:** High School diploma or equivalent. 6-12 months related experience. Familiar with short order equipment. Able to prepare variety of short preparation foods under pressure. Good customer relations skills.

**Material Handler, SO04 (G5810)**  
**Dining-Endowed**  
**Hiring Rate: \$6.25**

Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. Shift subject to change. **Requirements:** High School diploma or equivalent. Basic



# Important Information: Q & A on Social Security

Social Security provides the principal source of retirement income for the majority of persons in the U.S. - including those who receive pensions from employer-sponsored plans. Social Security pays more than retirement benefits: About half of the \$327 billion to be paid out in 1989 will be to disabled workers, to the families of workers who have retired, become disabled, or died, and for medical expenses, under Medicare.

You're paying for most of those benefits right now. Maybe as much as \$3,060 in 1989. Most people pay more Social Security taxes than federal income taxes. Social Security taxes are increasing, but so are the benefits. The maximum benefit at age 65 has doubled since 1978. Any time your income is affected by a significant event - a severe disability, death, or retirement - Social Security could pay substantial benefits - benefits that increase with the cost of living. Monthly benefits are increased every January to reflect changes in the cost of living.

## Who is covered?

Almost everyone who is employed or self-employed is covered by Social Security.

## What does it cost?

You and your employer pay taxes for Social Security - in 1989 both you and your employer each pay 7.51%. Your tax comes out of your pay.

## Do I have to apply for a benefit?

Yes. Social Security is not ordinarily going to come looking for you to pay you a benefit. They will not take any action until you apply.

## What to do and when to do it.

You should do several things to make sure you get all the benefits to which you are entitled. Some of these things should be done now; others later. **To Do Now** - Everyone (even children) should have a Social Security number and a card showing that number. The law requires all children age 2 and above to have Social Security numbers for income tax purposes.

## What if I've lost my card or forgotten my number?

If you have a number but have lost the card, apply for a new card but not a new number. If you have forgotten your number, the Social Security administration can find it. Call them.

**To Do Now** - Get from your local Social Security office and complete the form called "Request for Social Security Earnings and Benefit Estimate Statement" (form SSA-7004). Sign form before mailing it.

**When you receive your Earnings and Benefit Estimate Statement:** As soon as you receive the statement, check the information for errors. If you find an error, phone your local Social Security office.

Check the information for payment in excess of the Maximum Taxable Amount in a year. If you have had more than one job and earned a total in excess of the maximum for that year, you may have paid excess taxes and are entitled to a credit against your federal income tax if your Social Security tax is overpaid. Your W-2 form shows how much Social Security tax was withheld; look in the space "FICA tax withheld."

**Every Three Years** - Request your Earnings and Benefit Estimate Statement every three years, especially if you have changed employers, or if you have more than one employer. Social Security is required to go back only three years to correct most errors.

**Before You File for Benefits** - Because you do not know when disability or death claims might have to be filed, you might want to get the papers ready ahead of time. Make sure you have your birth certificate or a certified copy. If filing for benefits based on your spouse's or former spouse's benefits, you will need your marriage certificate. If you are divorced, you will also need your divorce papers.

**Three Months Before You Start Benefits:** File an application three months before you want benefits to begin. Start any application by a phone call to your local Social Security office. For more information, you may request available literature from your local Social Security office. They can be found in the phone book white pages under Social Security Administration.

## Caregiver *Continued from page 1*

women. This is a significant work force issue. Research shows that up to a quarter of all employees care for a frail elderly family member or friend."

The problems faced by those who work and care for the elderly are similar in some ways to those of employees with young children. Both find themselves arranging for day care, responding to emergency situations, planning for trips to the doctor, calling home to check on a dependent, and supporting a dependent person physically, emotionally, and financially. More and more employees are part of the "sandwich generation" with responsibilities for children and elderly relatives, giving them twice the demands, stress, and distractions.

While it can be a satisfying experience to know you are helping an elderly person live at home, caring for an elderly person is often stressful and confining. Whereas a young child usually recovers from an illness and eventually grows up, the elderly person may have complex health problems that just get worse. The caregiver often gives up previously enjoyed activities outside the home because the elderly person cannot be left alone.

Increasingly, employers are recognizing the impact of care-giving on the workplace and are assisting employees in managing their roles of caregiver and employee. Some provide information on community services for the elderly, and others offer eldercare courses and caregiver support groups. IBM offers a nationwide eldercare referral service. In the future employers may consider offering on-site adult day care or subsidizing it elsewhere.

At Cornell a lunchtime course "Practical Help for Those Caring for an Elderly Person" was offered in January, and a caregivers support group is forming.

## Legislation *Continued from page 1*

4. Establish an information and training program for employees. The information and training on hazardous chemicals is to be provided prior to the assignment of an employee to a department new hazard is introduced into the work area.
5. Prepare a written hazard communication program describing how the employer will convey labeling, MSDS and various other information and training to employees.

### Where can I find the Material Safety Data Sheets for the chemical products I use?

Material Safety Data Sheets are located in the "Toxic Substances Notebooks" and the "Material Safety Data Sheets for Chemicals Commonly Used in Laboratories" notebooks. Both are located in departments throughout the campus.

Ask your supervisor for the location of the notebook for your department or call the Office of Environmental Health, 5-4862.

### What is covered in the Right-to-Know training programs?

The programs provide information about the requirements of the Hazard Communication Standard and the physical and

Through the Select Benefits program, Cornell employees can authorize that a portion of their pretax income be placed in a dependent care reimbursement account to be used to pay for household services to care for their dependents while they are at work.

"We are aware of the increasing numbers of Cornell employees who are also caregivers for elderly relatives," said Joycelyn Hart, associate vice president for human relations. "I have asked the Task Force for Working Families to study ways in which Cornell as an employer can help employees balance their dual roles as employees and caregivers."

Carolyn McPherson, coordinator of women's services in the Office of Equal Opportunity.



Carolyn McPherson began her work as coordinator of women's services for OEO in Jan. 1987. She had previously been the coordinator of assignments/summer conferences in the Dept. of Residence Life and mid-year admissions coordinator in Admissions. Community activities include: Lansing School Board, the Women's Information Network, American Association of University Women and Displaced Homemakers.

## Caregiver Support Group

The Caregiver Support Group for those who care for disabled or elderly relatives will meet on March 14, 11:30 a.m.-1:00 p.m. in MVR NG-10.

health hazards of the chemicals in the workplace including ways to detect the presence of hazardous chemicals, safe work practices, and personal protective equipment.

### How can I attend a training program?

Training programs are provided to employees on a regular basis. Programs are scheduled monthly specifically for new employees or any employee who has not yet attended a program. Training is available to departments upon request.

Attendance at a right-to-know chemical safety training program is mandatory for employees who use chemicals as part of their work responsibilities. If you have not yet attended a right-to-know program, please call the Office of Environmental Health, 5-4862 to make arrangements to attend one of the one-day sessions listed here:

**Service and Maintenance Right-to-Know**  
April 6 or May 4, 9:45 - 10:45am.

**Office Worker Right-to-Know**  
April 6 or May 4, 10:45 - 11:45am.

**Lab Worker Right-to-Know** - April 5 or May 3, 1:45 - 3:15pm.

## Jobs *Continued from page 3*

reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/receiving food. Able to lift 75 pounds on continuous basis. NYS driver's license required.

**Assistant Cook, SO06 (G5816)**

**Dining-Endowed**

**Hiring Rate: \$6.85**

Under general supervision, prepare and present a full variety of foods, as assigned, through own efforts and through supervision of staff. Shift subject to change. **Requirements:** High School diploma or equivalent. 1-2 years experience in food preparation; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Skilled in presenting and garnishing food. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools.

**Dairy Worker, SO06 (T5810)**

**Animal Science-Statutory**

**Hiring Rate: \$6.85**

Feed, milk, & care for dairy cattle in maternity area. Care & maintain other dairy cattle as required. Limited supervisory responsibilities pertaining to work area. Some wkns & holidays. **Requirements:** High School diploma or equivalent. Minimum 2-3 years related experience. Strong background in dairy cattle, NYS class 5 driver's license, able to lift 100 pounds, capable of treating dairy cattle.

**Baker, SO06 (G5819)**

**Dining-Endowed**

**Minimum hourly rate: \$6.85**

Prepare full variety of baked goods including rolls, breads, cakes, cookies and pastries. Decorate baked goods. Shift subject to change. **Requirements:** High School diploma or equivalent. 1 year related experience. Working knowledge of choppers, dough sheeters, ovens, mixers, proffing cabinet and various hand tools. Good interpersonal, communication and organizational skills.

**Cook, SO08 (G5738, G5820)**

**Dining-Endowed**

**Hiring Rate: \$7.45**

Prepare and present a full variety of foods including soups, sauces, casseroles, meats and vegetables through own efforts & through supervision of staff. Shift subject to change. **Requirements:** High School diploma or equivalent. 3-5 years experience in preparing full range of entrees; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Supervisory skills desirable.

## General Service Part-Time

**Dish Machine Operator, SO02 (G5813)**

**Dining-Endowed**

**Hiring Rate: \$5.75**

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. 35 hours per week. **Requirements:** High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

**Bus Driver, SO06 (G5823-G5829)**

**CU Transit-Endowed**

**Hiring Rate: \$6.85**

Drive bus on campus, TOMTRAN routes and charter trips. Check vehicle for proper operating condition; provide information and directions. 20 hours per week; shift subject to change. **Requirements:** High School diploma or equivalent. NYS Class 2 driver's license required. Pre-employment physical required. 3-6 months current bus driving experience.

**Security Guard, GR01 (G5833)**

**Johnson Museum-Endowed**

**Hiring Rate: \$5.80**

Responsible for guarding all works of art in the building following security and safety procedures, communicating with appropriate staff members on a regular basis. Available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum. Varies-20 hours per week. **Requirements:** High School diploma or equivalent. Ability to communicate with public as well as to work with schedules and in a group situation. Background in security area helpful. Dependable in reporting and attentive to detail necessary. Good communication skills. Send cover letter and resume to Esther Smith.

## General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Laurie Worsell at (607) 255-2192 or 255-7422 for more information.

## Academic

**Assistant Department Head - Catalog Management-University Library**

Send cover letter, resume and names of three references to Ann Dyckman, Personnel Director, Cornell University Library, 201 Olin Library, Ithaca, NY 14853.

**Director of program in Personal Enterprise and Small Business Management and Associate or Full Professor, Tenured or Tenure Track - Agricultural Economics**  
Submit a letter of application, resume, academic transcript of the PhD degree if conferred after 1979, and the names and addresses of 3 references to William Tomek, Chairman, Department of Agricultural Economics, 102 Warren Hall, Cornell University, Ithaca, NY 14853.