

Cornell CHRONICLE

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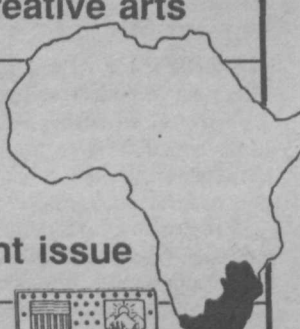
**Undergraduates
and the
creative arts**

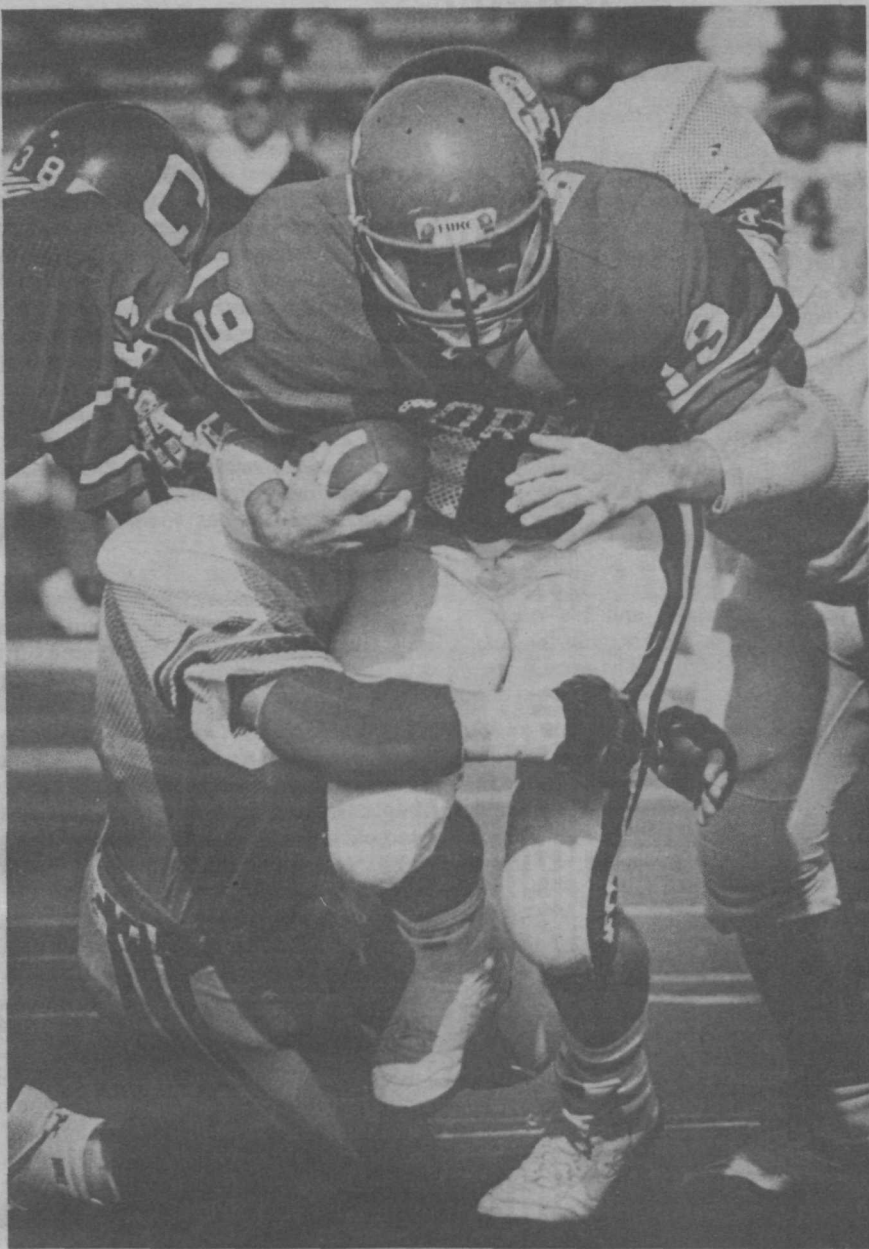
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**The
divestment issue**

6-8

**The State
of the
University Address**





Jill Peltzman

Mike Brown, Class of '90, carries the ball for Cornell in what became a 35-0 victory over Brown University last Saturday. The Cornell team is now 3-2 overall and 2-1 in the Ivy League.

\$6 million food science lab to be dedicated on Nov. 2

A new \$6 million laboratory where Cornell and industry researchers will invent new food products for New York State's food industry will be dedicated in ceremonies on Nov. 2 at 2 p.m.

Financed by New York state, the Food Processing and Development Laboratory, when fully equipped, is expected "to become the best facility of its kind in any university in the nation," according to Richard A. Ledford, chairman of Cornell's Department of Food Science.

The laboratory also will be the site for training thousands of food technologists with more than 400 New York food companies in product development, new processes, quality control, use of new packaging materials, microbial control, food safety and consumer evaluations.

"Food science at Cornell plays an important role in the state's food industry by providing education, extension programs, technical support, research and product development," Ledford said.

"The new laboratory will significantly enhance the competitive position of the state's food industry, which is the major contributor to the economy of the state to the tune of \$26 billion a year."

Because many small food companies in New York state cannot afford their own costly research and development facilities, "We want to encourage technical personnel of these food companies to use the new facility in developing new products in cooperation with our scientists," he said.

The dedication program will begin at 9:30 a.m. with a symposium featuring Donald G. Butcher, commissioner of the State Department of Agriculture and Markets, as the keynote speaker.

The dedication ceremony, which will start at 2 p.m., will be highlighted by Butcher presenting the two-story laboratory building on behalf of the state government to President Frank H.T. Rhodes. An open house will follow starting at 3 p.m. The

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Enrollment drop reflects vision of Cornell's future

Cornell succeeded this fall in slightly reducing enrollment of freshmen and total undergraduates, according to a report given to the Board of Trustees last Friday by Larry I. Palmer, vice president for academic programs.

The reduction, which was intended, is in accord with a major theme of President Frank H.T. Rhodes' State of the University Address, in which he told a joint meeting of Trustees and the Cornell University Council: "Excellence, not expansionism, is our goal."

(See full text of address on pages 6-8.)

In citing "program needs over the next five to 10 years," Rhodes reported wide consensus among Cornell deans on the priority to be given to academic programs and student financial support.

"I envisage not a host of new initiatives, although there will be a few," Rhodes said in his prepared report. He added, "Our aim is not to get bigger, but to get better."

That was exactly the message Palmer conveyed in his annual enrollment report to the trustees.

On-campus undergraduate enrollment is 12,633, down by 51 students from a year ago — the first time since 1966 that the figure dropped from that of the previous fall. The freshman class is 2,982, down 84 from last fall, Palmer said.

"We're extremely pleased that our seven undergraduate colleges have realized a crucial goal of our long-term planning — the goal of managing growth," he told an open meeting of the board.

Palmer's report also suggested that the smaller class was "better." Although there was again a record number of applicants — 21,765 — the share that Cornell accepted dropped from 29.4 to 27.6 percent, for instance; and the share of entering freshmen who ranked in the top tenth of their high school classes also set a record high at 80 percent, up from 78 percent in the past two years.

Palmer said his enthusiasm was tempered by some disappointing figures on minority students.

He reported rising numbers for total minority enrollment, for "underrepresented minorities" (blacks, Hispanics and American Indians) in the Graduate School, and for some specific categories such as black

freshmen. In the Graduate School, in fact, the underrepresented number rose by about 20 percent, from 152 to 180.

Nevertheless, he cited "a disturbing trend evident in the 5 percent decline in undergraduate black students since 1983."

Cornell's 1983 undergraduate figures showed 564 blacks and 433 Hispanics

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Gifts drop only 5% despite '87 crash, changes in tax laws

Gifts to Cornell from alumni, parents, friends, corporations and foundations dropped by only 5 percent from a year earlier to \$142 million during the 1987-88 academic year despite changes in the tax laws and the October 1987 stock market crash, Richard M. Ramin, vice president for public affairs, reported to the university's Board of Trustees on Oct. 15.

Corporate giving increased by 20 percent to a record \$40.3 million, and gifts from foundations increased by 12 percent to \$22 million, also a record. These gains were not enough, however, to offset a 17 percent drop in giving by individuals to \$79.7 million.

Corporations and foundations accounted for \$62.3 million, or 44 percent, of the gifts, while individuals, alumni, parents and friends gave \$79.7 million, or 56 percent.

In discussing the record amount of corporate gifts, Ramin said, "We are especially pleased with this result and the fact that, for the first time, Cornell ranks number one in the Ivy League in terms of corporate support. It is the outstanding reputation of our faculty, the excellence of the research taking place at Cornell, and the entrepreneurial spirit of our faculty that attract corporate support of the magnitude we are enjoying today."

As for the first-time drop in individual giving, Ramin said similar or larger decreases were recorded by colleges and universities around the country, and he cited not only the market crash a year ago but

Continued on page 8

Festival of Czech Culture will recall Prague Spring

A circle of Czech intellectuals who shared in the euphoria of cultural freedom that electrified Czechoslovakia for a few brief months in 1968 before the invasion of Prague by Russian tanks will reunite here during a Festival of Czech Culture from Nov. 4 through 12.

They will converge on Cornell from Paris, Toronto, Edmonton, Washington D.C. and Prague itself to participate in a series of lectures, conferences, film showings and musical events commemorating the achievements of the "Prague Spring," a period of liberaliza-

tion and flourishing of Czech arts in the late 1960s.

The cultural and national revival, which peaked during the reforms of Czech Communist Party First Secretary Alexander Dubcek, collapsed abruptly on Aug. 20, 1968, when Soviet and Eastern Bloc armed forces invaded the country and occupied it.

Film makers, writers and others who were active in Czechoslovakia during the 1960s — including novelist Joseph Skvorecky, now living in exile in

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Notables

Theodore J. Lowi, the John L. Senior Professor of American Institutions, has been named a Gold Medal winner in a national professor-of-the-year program sponsored by the Council for the Advancement and Support of Education (CASE).

CASE named philosophy Professor John Roth of Claremont McKenna College in Claremont, Calif., professor of the year. In addition, the group named 10 gold medalists, including Lowi, eight silver medalists and eight bronze medalists.

In a letter to CASE, President Frank H.T. Rhodes wrote: "For our undergraduates across the campus, not simply in the College of Arts and Sciences, Professor Lowi is the role model of the professor — honest, caring, articulate, outspoken and, above all, approachable."

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.

President **Frank H.T. Rhodes** received an honorary doctor of science degree and gave the principal address at the inauguration on Oct. 8 of James Lawrence Powell as the 12th president of Reed College in Portland, Ore. Rhodes now has been awarded 16 honorary degrees by institutions of higher learning in this country and abroad.

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Thank you!

Corrections

On the second page of last week's Cornell Chronicle, a caption under the drawing of the new Alberding Field House misstated Charles Alberding's graduation class. Alberding was in the Class of '23.

A profile of Department of Art Professor Kay WalkingStick, in the New Faces section, misstated the location of works by 14th-century Italian painter Giotto di Bondone. Much of Giotto's work is in the Scrovegni Chapel in Padua.

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.

Increase in reporting seen in sexual harassment cases

Cornell's Office of Equal Opportunity received 39 complaints of sexual harassment from Sept. 1, 1987, through Aug. 31, 1988, up from 22 the previous year, according to Carolyn McPherson, coordinator of women's services in OEO.

"This increase is a positive sign because it indicates that more people are reporting incidents of sexual harassment and that more people are confident that something will be done about the complaint," McPherson said.

She listed three other factors as also contributing to the larger number of complaints:

- Women increasingly are complaining about sexual harassment in early stages rather than tolerating offensive behavior until it becomes more severe.

- More departments are reporting their handling of complaints to OEO.

- The College of Arts and Sciences and College of Engineering have sexual harassment advisers who reported complaints that they received to OEO.

This is the second consecutive year that Cornell has issued a report on sexual harassment complaints.

"The public reports are an attempt to educate the university community about sexual harassment and to let people know that complaints are taken seriously by the university," said Joycelyn R. Hart, associate vice president for human relations.

Of the 39 complaints received, 17 were from employees, 10 were from graduate students, eight were from undergraduate students, three were from work groups of women employees and students, and one was from an adjunct instructor, according to McPherson.

The most frequently reported behaviors were offensive comments, sexual jokes, unwanted touching and kissing, McPherson said.

Other complaints concerned repeated requests for dates, unwanted attention, showing of offensive pictures and cartoons, leering, offensive notes, personal and academic threats, inquiries about sexual activities, fondling, propositions and demands for sexual favors.

The complaints were made against 14 faculty members, 11 employees, five undergraduate students, two groups of construction workers, two groups of employees, one group of students, one graduate student and a researcher not employed by Cornell.

In two situations, the harassers could not be identified.

One complaint was resolved by resignation, two by eviction from university housing, 16 through oral warnings and six through written warnings.

Offending construction workers were told to stop making harassing comments or they would be fired, one person was replaced as a chairman of a graduate commit-

tee, one person lost funding for a teaching assistant's position and one person was removed from a project.

According to McPherson, "An ongoing difficulty is the fear some complainants have about the consequences of filing a complaint and their unwillingness to have the situation investigated.

"Graduate students who are being sexually harassed by faculty find it especially difficult to press charges because faculty have so much power over their academic futures and careers.

"While this report gives statistics, it does not convey the anguish and suffering of the women and men in the more severe cases," McPherson said.

"They experienced enormous stress and felt the conflicting emotions of anger, guilt, fear and helplessness. In several cases, medical and emotional problems requiring therapy and extensive counseling developed. The sexual harassment adversely affected the ability of these women and men to work productively and in some cases jeopardized their careers."

In a 1986 survey, 61 percent of 786 upper-class and graduate female students said that they had experienced "unwanted sexual attention" from someone in authority over them during their time at Cornell. Most often, that unwanted attention consisted of sexist comments.

"When the Office of Equal Opportunity receives a complaint about sexual harassment, a staff member discusses the complaint with the person and finds out what the person wants done to resolve the complaint," McPherson said.

If the complainant requests anonymity, the investigation can be done without using names or specific situations. Complainants are protected from retaliation. The person named in the complaint and his or her supervisor are then informed about the sexual harassment complaint. The dean or department head may also be told about the complaint.

Staff from the Office of Equal Opportunity work with the department, the person named in the complaint and the complainant to find a satisfactory resolution that will stop the sexual harassment. The investigations are handled with sensitivity and confidentiality to ensure fair treatment of everyone involved.

"Most complaints are resolved through informal mediation in which the persons involved in the complaint agree to a mutually satisfactory resolution," she added. "If informal mediation is not successful, formal grievance procedures are available to students, employees and faculty."

For more information about filing sexual harassment complaints, contact the Office of Equal Opportunity at 234 Day Hall, 255-3976.

Briefs

■ **Disabled employees:** The university's Office of Equal Opportunity is conducting a campuswide survey in compliance with federal law to identify all Cornell employees who are disabled.

Forms are being sent this week to all employees. They include detailed information concerning the survey and the assurance that all information will be kept confidential. If you do not receive a form and wish to obtain one, contact Joan B. Fisher at 234 Day Hall, 255-5298.

■ **Study abroad:** Nov. 11 is the deadline for submitting applications for graduate student fellowships available at various universities in West Germany. Details of fellowship opportunities open to students in all academic units on campus may be obtained from Professor of German Literature Herbert Deinert, 188 Goldwin Smith Hall, 255-8356, or Marguerite Mizelle, 183 Goldwin Smith Hall, 255-4047.

■ **Working parents:** Volunteers are being sought for interviews in an undergraduate-student study of the needs and concerns of working parents at Cornell.

"This is your opportunity to express your experiences of juggling career and family life as well as to make suggestions for possible assistance from your employer," according to Judy Kugelmass, a lecturer in the College of Human Ecology who is conducting the course in the Field and International Study Program.

Each volunteer's interview will be about one hour and may be scheduled at the convenience of the volunteer between now and Thanksgiving. Persons interested should contact Kugelmass as soon as possible at 255-6579.

■ **Schoellkopf Drive closed:** Access to and from Schoellkopf Drive at its intersection with Garden Avenue has been closed off for the next two or three weeks for construction. Vehicle access to the athletic facilities along Schoellkopf Drive will be from the east off Judd Falls Road. In addition, the eastern half of the parking bays between Teagle Hall and Lynah Rink will be closed for repaving.

■ **Travel fellowships:** An information meeting on two summer travel fellowships worth \$1,500 each and available to juniors in the College of Arts and Sciences is scheduled for Oct. 27 at 4:30 p.m. in Room 177 of Goldwin Smith Hall. Applicants for these Harry Caplan Travel Fellowships must submit a short essay by Nov. 4 explaining how they would use the fellowship. Students on financial aid are encouraged to apply because adjustments will be made in their summer financial aid commitments.

■ **Female volunteers:** Non-smoking women between the ages of 40 and 70, who are light drinkers or nondrinkers, are needed for a study on the effects of calcium supplements on folic acid absorption. They will be paid \$120 for seven sessions two-and-a-half-hours long in November and December. For more details, call the Human Metabolic Unit in the Division of Nutritional Sciences at 255-2655 between 10 a.m. and noon, Monday through Friday.

■ **Computer offices:** The demonstration room of Microcomputer and Office Systems at 110 Maple Ave. and the MOS Distribution Facility at 153 Langmuir Lab will be closed Oct. 25 through 27 for inventory. Normal business hours will resume Oct. 28.

■ **Vintage clothing:** Just in time for Halloween, there will be a sale of vintage clothes in the Memorial Room of Willard Straight Hall on Oct. 27 and 28 from 10 a.m. to 5 p.m.

■ **Fellowship competition:** The Cornell Chapter of Phi Kappa Phi National Honor Society is seeking applications from outstanding senior students to enter an annual competition for fellowships worth up to \$6,000 for first-year graduate or professional study.

Each chapter may nominate one student for one of 50 fellowships to be awarded nationwide. In addition, 30 students will receive \$500 as Honorable Mention awardees.

Students with outstanding academic and leadership records should contact Professor Peter Schwartz, chapter president, at 201 Martha Van Rensselaer Hall, 255-1937.

Obituaries

William K. Jordan

Food science Professor Emeritus William K. Jordan, a leading authority on the manufacture of ice cream, died Oct. 11 at his home in Jacksonville. He was 65.

A memorial service for Jordan and his wife, Esther, who died in March of this year, will be held today at 4 p.m. in the chapel of Anabel Taylor Hall.

A specialist in dairy products processing and engineering aspects of food science, Jordan joined the Cornell faculty in 1950 as an assistant professor of dairy science in the New York State College of Agriculture, now the College of Agriculture and Life Sciences.

He was promoted to associate professor in 1954 and to professor of food science in 1959. He was elected to emeritus status upon his retirement in 1987.

Jordan earned three degrees in dairy science at Cornell: B.S. in 1947, M.S. in 1948 and a doctorate in 1950.

His most recent research included energy use and conservation in the dairy industry, and the effect of emulsifiers and dairy proteins on the texture of ice cream.

Survivors include two daughters, Julie Jordan of Ithaca and Jennifer Kelley of

West Almond; two sons, Eric Jordan of Jacksonville and Kurt Jordan of Washington, D.C.; four grandchildren; and a brother, Gilbert Jordan of Atlanta.

Memorial donations may be made to the American Cancer Society.

George B. DuBois

Mechanical engineering Professor Emeritus George B. DuBois, an authority on the design of radial aircraft engines and on bearings, died Sept. 25 at Tompkins Community Hospital. He was 82.

He joined the faculty of the College of Engineering in 1947 after 18 years of professional engineering practice, including 11 years with the Wright Aeronautical Division of the Curtiss-Wright Corp. He retired in 1971 from Cornell where his work on lubrication research received international recognition.

DuBois received two degrees from Cornell, a bachelor of arts degree in mathematics and physics in 1927 and a degree in mechanical engineering in 1929. He lived at 1027 Ellis Hollow Road.

Survivors include his wife, Evelyn Davis DuBois, and a stepson, Dr. Melzar T. Richards, of Ithaca.

Programs in the arts attract hundreds of non-majors

People who lament that "New York City is where it's at" in theater, dance, music and the fine arts may be ignoring the opportunities from one end of the Cornell campus to the other.

But hundreds of undergraduate students appreciate and take advantage of this campus's diverse and sophisticated opportunities in the arts.

Among the hundreds of students who manage to balance Cornell's nuts and bolts pragmatism and artistic riches is Neera Relan, a senior majoring in economics who completed a three-day run last week as the female lead in the opening play at the new Center for the Performing Arts.

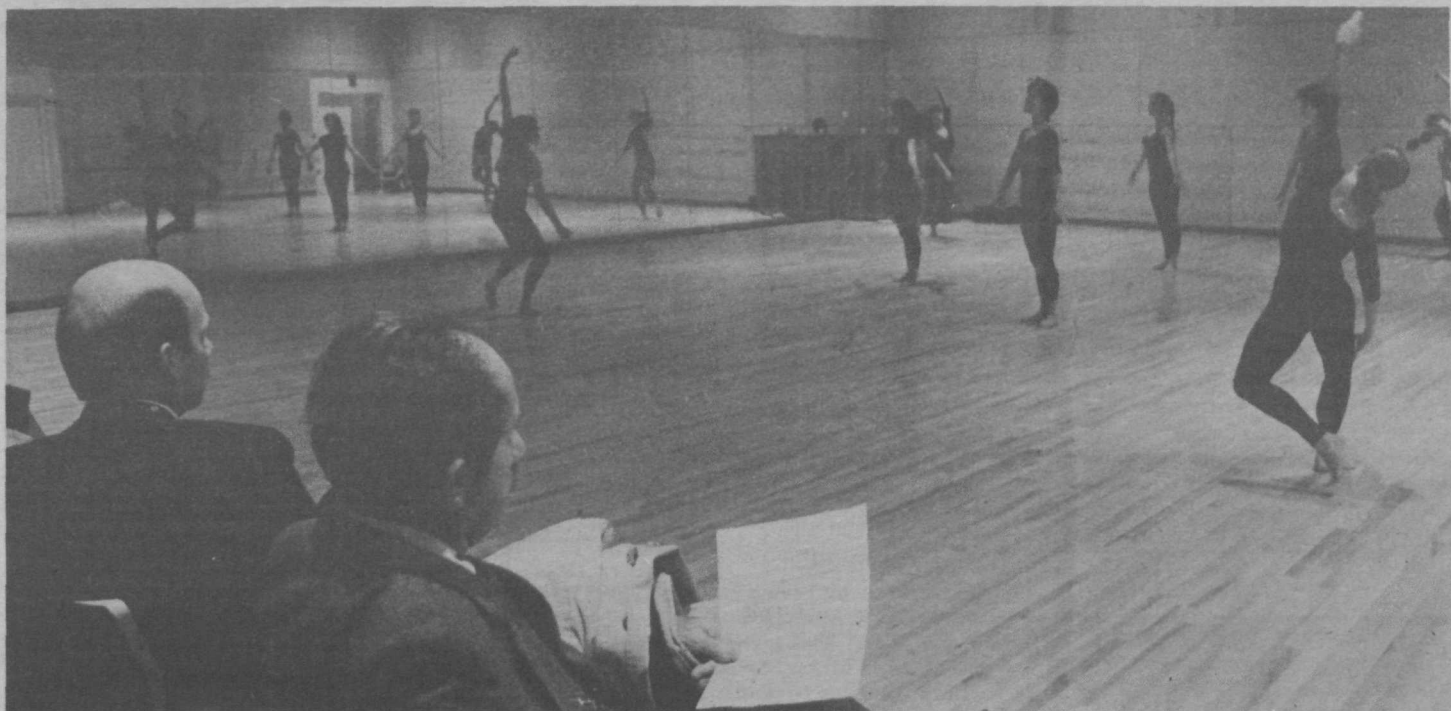
Her combination of an academic major and a rigorous artistic pursuit is the rule rather than the exception at Cornell: The Department of Theatre Arts teaches about 45 courses a semester to some 800 to 900 students, only 12 of whom are Theatre Arts majors this year.

At the other end of campus in Olive Tjaden Hall, home of the Department of Art, more than 300 students from schools across campus join about 130 arts majors each semester in courses in painting, drawing, graphics, sculpting and photography.

And efforts are underway to accommodate the increasing demand for these courses from students enrolled in other schools and colleges on campus, according to department Chairman Victor Kord.

Across the Arts Quad in Lincoln Hall, the Department of Music faculty teaches about 25 undergraduate courses, including the marching band and orchestra, each semester to nearly 800 students, only 12 of whom are undergraduate music majors.

These numbers and the weekly Chronicle Calendar listings in Music, Theatre, Films,



Jill Peltzman

Cornell trustees observe a modern dance class in the basement studio of the new Center for the Performing Arts last weekend.

Dance and Exhibits reflect the university-wide cultural impact of the Music, Art and Theatre Arts departments.

However, the cultural vitality of the campus extends far beyond the strictly academic structure. The Council of the Creative and Performing Arts awarded \$12,000 in grants this semester to 30 students, 12 of them undergraduates, and staff for creative projects to be publicly displayed or performed during the current academic year. The projects are in a wide range of artistic

media and must be outside the regular responsibility of any department.

The 40-member, student-run Cornell Jazz Ensemble has just arranged through the Music Department to attract as its part-time director John LaBarbera, a noted jazz musician, composer, arranger and devotee of the Glenn Miller style.

Tonight at 8 p.m., students in Risley Hall will give their second public performance of the one-act play "Line" by Israel Horowitz in the residential hall's own theater. The

play is one of several to be staged this year along with musical and other cultural events by the 190 students who live in Risley plus associate members.

The castle-like structure on the north edge of Fall Creek Gorge has been a student-run center for the arts on campus since 1970; in a way, it's a student version of the new Performing Arts Center, which stands at the south edge of Cascadilla Gorge near the original entrance to Cornell.

—Martin B. Stiles

Blind alumnus to run marathon at Olympics for disabled

At age 25, Rick Holborow leads a life that many of his peers can only dream about: an Ivy League college degree, an apartment and a government job in America's most power-laden city, and a spot on his country's team that will compete in Seoul, South Korea.

Rick Holborow has something else that most of his peers do not: detached retinas. Rick Holborow is blind.

Holborow's Olympic team will compete against the nations of the world one month after the able-bodied Olympians captured the globe's attention. He will compete in the Paralympic Games' marathon on Oct. 24, representing the United States as national champion of the marathon sponsored by the U.S. Association for Blind Athletes.

Not bad for someone who ran his first competitive race a mere three years ago as a Cornell student, finishing the five-mile course of the Ithaca 5-and-10 at a surprisingly fast pace of seven minutes per mile.

His visit to Seoul will be his first trip out of the country, but Holborow expressed as much trepidation about this journey as he remembers feeling about enrolling in a 17,000-student university some 250 miles from his Bergen County, N.J., home, or about spending a semester with the Cornell-in-Washington program in a city that he had never visited: next to none.

"It's another adventure. The best way to handle it is to not think about it until I get there," he said.

That attitude has left on indelible impression on the people who know Holborow, who rates the efficiency of federally funded programs as an evaluator for the General Accounting Office in Washington — where he worked as an extern while a Cornell-in-Washington student.

"He is courageous and intrepid in a way that is remarkable and somewhat frightening," said Glenn Altschuler, an associate dean in the College of Arts and Sciences and Holborow's academic adviser at Cornell, who remembers Holborow convincing skeptical faculty of his ability to take science laboratory courses for his major in biology and society.

Linda Jarschauer Johnson, executive director of the Cornell-in-Washington Program, remembers the time that Holborow surprised a class by jokingly volunteering to drive to Ithaca to pick up needed materials. "Rick helps you deal with his blindness," she said. "I don't know how he does it."

"The guy is relentless in his quest for life," said Cindy Strite, a career development assistant in GAO's human resources division.

A congenital disease that weakened the tissues in his eyes began affecting Holborow's sight when he was 4 years old. Several operations only slowed the degeneration of his vision. At age 6 he became completely blind.

"In a lot of ways, I consider myself fortunate because, if you're going to lose your sight, the best age to do it is between 6 and 8," Holborow said. "I have memories of vision to use when people explain things to me; I remember colors fairly well and what depth perception means. People who lose their sight at later ages have more adjusting to do."

He attended regular public school classes, assisted by people who read aloud to him. Since fourth grade, he has relied on his cane and the occasional help of a passerby to find his way to school and work. He spent one and a half years on the junior varsity wrestling team competing against



Angie Gottschalk

Rick Holborow, left, and Steve Lawrence, right

sighted wrestlers, with the only accommodation being that his opponents had to maintain physical contact with Holborow at all times. He learned to play the guitar.

Holborow remembers middle school as being the toughest period to cope with his handicap, but he attributed that to the difficulties of adolescence more than the difficulties of blindness.

"Every adolescent has a handicap that they dwell on as a disabling condition, be it acne or whatever," he said. "Things seem magnified; it's a function of that age. That's when I began to realize what my limitations were. Some people never get over their adolescent hang-ups and others learn to deal with it."

Holborow drew strength from Camp Marcella, a New Jersey summer camp for the visually impaired that he attended from ages 8 to 16. It was there that he participated in modified sporting activities without feeling that he was being tolerated by sighted players. It was there that he became thrilled by baseball (played with a volleyball). At school in the fall, he would throw a baseball against a brick wall, listen for it as it rolled back to him and field the ball with his glove.

When it came time to pick a college, Holborow followed the advice of an older friend from high school.

"I know it's kind of a Cornell cliché, but what sold me on the school was the word 'diversity,'" Holborow said. "I wanted a place that offered anything I could possibly want,

and Cornell won." Plus, Cornell was a little closer to home than the University of Virginia, which offered him an academic scholarship, Holborow said.

As a reporter for the Cornell Daily Sun, Holborow discovered a local beep baseball program for blind players called Shot in the Dark. Sent to write a feature story about the team, which plays with a softball-size ball that emits a repetitive beep, Holborow was invited to give the game a try. He hit the first pitch for a home run.

"I was drafted right then," Holborow recalled. "They said, 'You're going to come play with us every week, aren't you?'"

Holborow spent one summer as an adviser to high school students taking college-level courses at Cornell. Hearing two students out at night after curfew, he chased them back to their dormitory. "It was dark; I was working in my environment, not theirs. They tell me those kids turned white as ghosts. They couldn't believe it," he said.

It also was at Cornell that Holborow met Steve Lawrence, who was then on the university's athletics staff. Lawrence frequently noticed Holborow as he swam or used the universal weights, and he thought that the blind student might benefit from a more formal exercise routine. Lawrence introduced himself and asked Holborow if he would like to try running.

At first Holborow ran with a flat-footed stride from uncertainty and "seemed to lurch and struggle," Lawrence remembered. Once, as they circled the 220-yard oval in Barton Hall, they clothes-lined a basketball player who was chasing a stray ball and who didn't notice the two-foot-long strap between Holborow and his guide-runner.

But after only two months of running in gyms, along railroad tracks and through suburban neighborhoods, Holborow and Lawrence were ready for their first competition, the Ithaca 5-and-10 run in August 1985. Only one year later, Holborow won the national championship in the 10-kilometer race for blind athletes.

"I didn't tell him he had won. I just watched his face as he listened to the other runners' times," Lawrence said. "When he heard the silver medalist's time was slower than his, he yelled, 'Hey, either I won or nobody saw me cross the finish line!' I never feel more alive and aware than when I run with Rick," Lawrence said.

Holborow has added national championships in the five-kilometer race and the marathon. To raise the \$3,000 necessary for him and Lawrence to go to Seoul, Holborow and some friends organized fund-raisers in Washington, including a special happy hour at a Georgetown bar and a raffle for prizes, including weekends for two at hotels in the city.

At a dinner he gave to thank the people who helped him raise the money, Holborow picked the winning names for the raffles. His friends made him wear a blindfold to assure a fair drawing, GAO's Strite said with a laugh.

Medical science currently offers no hope of restoring Holborow's sight. But "I've played with the idea now and then," Holborow said. "One thing I'd like to do is not tell anyone for a while. I'd just go about my normal business and observe how people act around me."

"That's the one thing I miss," he added, "people's expressions."

—Mark Eyerly

CALENDAR

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

Cornell Folkdancers

The Cornell community and general public, including beginners, are welcome. Admission is free, unless stated.

Oct. 23, Martha Van Rensselaer auditorium, instruction and requests from 7-11 p.m. For more information, call Wies van Leuken: 257-3156.

Israeli Folkdancing

Israeli folkdancing, Oct. 20, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

"Sculptures and Pastels by Clara Seley," an exhibition of approximately 20 sculptures and 20 pastels created during the past 20 years, through Nov. 13.

Humorous drawings based on the Johnson Museum's architecture by Gerar Edizel, an art history doctoral candidate specializing in modern art. Among his interpretations are "Limp Museum," after Salvador Dali, "Rubbery Museum," a homage to Thomas Hart Benton and "Museum Without Rooms," after Richard Serra, through Oct. 30.

"Art Faculty Exhibition" featuring works by current and emeritus professors in the art department, including Roberto Bertoia, Stanley J. Bowman, Zevi Blum, Victor Colby, James Cole, Norman Daly, Kenneth Evett, Miriam Hitchcock, John Hartell, Victor Kord, Jean N. Locey, Elisabeth H. Meyer, Eleanore Mikus, Gregory Page, Barry Perlus, Stephen F. Poleskie, Arnold Singer, Kay WalkingStick, Jack L. Squier, and W. Stanley Taft, on view through Nov. 12.

"Media Buff.: Media Art of Buffalo, N.Y.," the eighth part in a series of exhibits by York State artists, is devoted to contemporary video and films from Buffalo, N.Y. It was organized by Richard Herskowitz, adjunct curator of film and video at the Johnson Museum, and will be on view through Nov. 12.

Mann Library

Rare books on the history of lace and techniques of lace making, lace from private collections, photographs and memorabilia prepared by the Finger Lakes Lace Guild are on display in the lobby of Mann Library, Monday-Friday, 8 a.m. to midnight; Saturdays, 10 a.m. to 6 p.m.; Sundays, 11 a.m. to midnight, through Nov. 28.

FILMS

Cornell Cinema is accepting co-sponsorship applications for the spring semester. Applications are available in 525 Willard Straight Hall or by calling 255-3522. Deadline for submission is the end of the day today.

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

Thursday, 10/20

"Naked Spaces: Living is Round" (1985), directed by Trinh Minh-ha and presented by her, 7:30 p.m., Uris. This is the last program in the series, "Women Makes Movies."

"Cave Temples of India: Buddhist"; "Cave Temples of India: Hindu"; "Jain Temples of India," South Asia Program, 5 p.m., L04 Uris Library.

Friday, 10/21

"The Manchurian Candidate" (1962), directed by John Frankenheimer, with Laurence Harvey, Angela Lansbury, Frank Sinatra and Janet Leigh, 7 p.m., Uris.*

"Cry Freedom" (1987), directed by Richard Attenborough, with Kevin Kline, Denzel Washington, Penelope Wilton and John Hargreaves, 9:45 p.m., Uris.*

Saturday, 10/22

"The Manchurian Candidate," 10:15 p.m., Uris.*

"Cry Freedom," 7 p.m., Uris.*

Sunday, 10/23

Music and Dance in Society, including the films "Learning to Dance in Bali," "Songs of the Badius" and "Mountain Music of Peru," co-sponsored by CCPA, 2 p.m., Johnson Museum. The first in a series of four Sunday afternoon programs, "Art and Artisans: A Celebration of the Margaret Mead Film Festival."

"Tillie and Gus" (1933), directed by Francis Martin, with W.C. Fields, Alison Skipworth and Baby Leroy, and "The Kid" (1921), directed by Charles Chaplin, with Charlie Chaplin, Jackie Coogan and Edna Purviance, 8 p.m., Uris.*

Monday, 10/24

"Memories of Underdevelopment" (1968), directed by Thomas Gutierrez Alea, with Sergio Corrieri, Daisy Granados and Esline Nunez, 8 p.m., Uris.*

Tuesday, 10/25

"Nepal: Land of the Gods," L04 Uris Library, 5 p.m., L04 Uris Library.

"Golden Age of 2nd Avenue," sponsored by B'nai B'rith Hillel, 8 p.m., L04 Uris Library.

"Cane Toads" (1988), directed by Mark Lewis, shown with Three Films by Jane Campion: "Peel," "Girl's Own Story," and "Passionless Moments," 8 p.m., Uris.*

Wednesday, 10/26

"Made in China" (1986), directed by Lisa Hsia, shown with "A Great Wall" (1986), directed by Peter Wang, with Peter Wang, Sharon Iwai and Kelvin Han Yee, co-sponsored by Asian American Program, 8 p.m., Uris.*

Thursday, 10/27

"Letters From My Wind Mill" (1954), directed by Marcel Pagnol, with Henri Vilbert, Relys and Roget Crouzet, sponsored by Pentangle, 8 p.m., Uris.

"El Norte" (1983), directed by Gregory Nava, with Zaide Silvia Gutierrez and David Villalpando, co-sponsored by CUSLAR, 8 p.m., Anabel Taylor.

LECTURES

Baker Lectures

"Enzymes: Stereochemistry and Mechanism," Jeremy Knowles, chemistry, Harvard University, Oct. 20, 11:15 a.m., 200 Baker Laboratory.

Boyce Thompson Institute

"Use of Scientific Information in the Development of a National Policy for the Control of Acidic Deposition," James R. Mahoney, director, National Acidic Precipitation Assessment Program (NAPAP), Oct. 21, 2 p.m., Boyce Thompson Institute auditorium.

East Asia Program

"Socioeconomic Development and Political Party Competition in Taiwan: The Case of the Kuomintang (KMT) and the Democratic Progressive Party (DPP) in the 1986 Supplementary Legislative Yuan Election," Ting Tin-Yu, sociology, National Taiwan University, Taipei, Republic of China, Oct. 26, noon, 374 Rockefeller Hall. Brown bag lunch.

Hatfield Fellows Program in Economic Education

"America: Are We Responsible for It?" Colby H. Chandler, chairman and chief executive officer, Eastman Kodak, Oct. 20, 4:30 p.m., The Shelia W. and Richard J. Schwartz Auditorium, Rockefeller Hall.

Near Eastern Studies

"Being Black and Jewish," Reuben Greenburg, chief, Charleston Police Department, S.C., Oct. 24, 4:30 p.m., 374 Rockefeller Hall, co-sponsored by the Jewish Studies Program.

Psychology

Title to be announced, Dorothea Jameson, University of Pennsylvania, Oct. 28, 4 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is The James J. Gibson Lecture in Experimental Psychology.

Southeast Asia Program

"Wayang Performances Offered to Nyai Lar Kidul: Yogyakarta, Just Before and After 1965," Naruhisa Nakashima, SEAP visiting fellow, anthropology, Hosei University, Tokyo, Oct. 20, 12:20 p.m., 102 West Ave. Ext.

"Political Intervention in Distributing Housing to Lower Income Groups in Malaysia," Razali Agus, SEAP grad, city and regional planning, Oct. 27, 12:20 p.m., 102 West Ave. Ext.

University Lectures

"Provincial Stalinism: Scenes from the Great Purge of 1937," Sheila Fitzpatrick, the Oliver H. Radkey Regents' Professor of History, University of Texas, Austin, Oct. 20, 4:30 p.m., 215 Ives Hall.

Women's Studies Program

"What Kind of Work is Housework? The Politics of Labeling Social Activity," Marjorie Devault, Syracuse University, Oct. 26, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.



MUSIC

Department of Music



New York City-based tenor Paul Sperry and pianists Steven Heyman and Robert Kopelson will perform Schumann's "Liederkreis" and William Bolcom's "Open House," Oct. 21, 8:15 p.m. in Barnes Hall.

Diana McIntosh, composer and performer of instrumental, vocal and electronic music, will give a performance including piano playing, tapes, percussion, spoken voice, acoustical equipment and slides, Oct. 27, 8:15 p.m. in Barnes Hall.

Bound for Glory

Bound for Glory will play records from the studio on Oct. 23. Requests at 273-2121. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

RELIGION

Sage Chapel

There will be no service Oct. 23 due to fall recess.

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 6 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 6 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings 6:30 p.m., Young Israel House, 106 West Avenue.

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: Every Sunday, 11:15 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

Applied Mathematics

"Symmetry Properties of the Equations Defining Economic Equilibrium," Y. Balasko, Universities of Geneva and Paris I, Oct. 21, 2:30 p.m., 322 Sage Hall.

Archaeology

"Reports from the Field," Hirsch Travel Award recipients, Intercollege Program in Archaeology, Oct. 27, 4:40 p.m., 305 McGraw Hall.

Biochemistry, Molecular and Cell Biology

"Duchenne and Becker Muscular Dystrophies: Tackling the Mega-gene of Man," Eric P. Hoffman, pediatrics, Children's Hospital, Oct. 21, 4:30 p.m., 204 Stocking Hall.

"Landmark Mapping and Yeast Actin," Brad Nefsky, biochemistry, molecular & cell biology, Oct. 24, 12:20 p.m., 125 Riley-Robb.

Title to be announced, Mark Groudine, Fred Hutchinson Cancer Research Center, Oct. 28, 4:30 p.m., 204 Stocking Hall.

Biophysics

"The Molecular Basis of Cross-Bridge Formation in Muscle: A Paradigm for the Application of Relaxation and Transient Kinetic Techniques," Herbert Gutfreund, NIH Fogarty Scholar in Residence, biochemistry, Bristol University, England, Oct. 26, 4:30 p.m., 700 Clark Hall.

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Oct. 27

Trustees set schedule to review divestment policy

Cornell's Board of Trustees will decide in late January whether to keep its three-year-old "selective-divestment policy" regarding companies that do business in South Africa.

A schedule for the review process was presented on Oct. 14 in a memorandum to the board from Robert G. Engel, chairman of the Investment Committee.

Engel advised the trustees that he had requested three reports by Nov. 23, giving those responsible for their development "more than five weeks to seek appropriate input from the campus and beyond and to generate the information needed for the Investment Committee to make an informed recommendation in mid-January to the full board."

Engel said the schedule would allow "time for promulgation of all of these reports in the campus media and for continued discussion and campus input to the trustees prior to the board's meeting on Jan. 27-28."

When the board agreed three years ago to review the policy now, it specified the questions it would review. The three reports will provide the Investment Commit-

tee facts about those questions. The committee's recommendations to the board will be based on its evaluation of those facts.

Engel said a report from the board's Proxy Review Committee will gather facts on how South Africa's apartheid policy has been affected by the actions of corporations, the U.S. government and Cornell. He said Trustee Patricia Carry Stewart, chairwoman of the Proxy Review Committee, had been invited to "exercise wide latitude in collecting facts and views."

In a separate memorandum to the board, Stewart said the Proxy Review Committee would seek the "widest possible array of views," including those of corporate officials staying in and withdrawing from South Africa, organized pro-divestment groups on campus, scholars and journalists.

"It is important to remember that the issue we are debating is not apartheid," Stewart said. "All thinking people abhor this repressive system. . . . The principal issues we are debating are whether and how we can best influence the white minority in South Africa to provide fundamental freedoms to all of its citizens within the con-

straints imposed by the board's responsibility to be wise stewards of the university's endowment."

A second report for the Investment Committee will come from George Huxel, vice president for finance and treasurer of the university. Engel said that report will cover changes in Cornell's investment portfolio because "selective divestment" was approved three years ago, will compare performance of various funds, and will assess the financial impact of Cornell's institutional and individual contributions toward dismantling apartheid.

The third report would come from University Counsel Walter J. Relihan Jr., who will review "the general principles of law and other legal considerations pertinent to our review of the board's policy on divestment," Engel said.

The university has been grappling with the matter since 1978, when its trustees established an ad hoc committee on investments in South Africa.

The following year, it became one of the first universities to adopt the Sullivan Principles (now known as the Statement of Prin-

ciples) and to start divesting itself of shares in companies not committed to those principles — a commitment that carries obligations to act against racial discrimination. Although Rev. Leon Sullivan no longer endorses these principles, they serve as the university's basic guideline.

The "selective-divestment" policy adopted by the board three years ago narrowed further the limits of acceptable investment. The board said Cornell could invest only in companies earning the top two Sullivan-Principles ratings — "making good progress" or "making progress."

From Dec. 31, 1986, to Sept. 30, 1988, Cornell's holdings in companies doing business in South Africa have dropped from about \$146.5 million to about \$42.6 million, of which \$8.04 million is in companies pledged to end South Africa operations. Total university investments are valued at about \$1 billion.

The trustees' directive to sell off all shares in companies below the top two Sullivan ratings has been fulfilled, according to Huxel.

—Sam Segal

Excerpts from Engel, Stewart memoranda submitted to the Board of Trustees

From Robert G. Engel, chairman, Investment Committee

In 1979, Cornell became one of the first universities to adopt the Sullivan Principles (now known as the Statement of Principles) and to start divesting itself of securities in companies not subscribing to those principles.

In January, 1986, after a year-long review and following the recommendation of its Investment Committee, the Board of Trustees voted to . . . "divest its portfolio of shares of — and make no new investments in — companies doing business in South Africa that fail to merit ratings of 'making good progress' or 'making progress,'" the two top ratings for Sullivan-signatory corporations.

The Board further voted to "consider divesting its portfolio of shares of all companies doing business in South Africa if [in three years] it appears that private-sector efforts in general and the efforts of particular companies in the university's investment portfolio have resulted in insufficient progress towards ending apartheid . . ." Thus, it is now time to implement a process for review of these policies.

Collegiality generally plays a major part in decision-making at a university. At Cornell, for example, the Trustees have delegated wide responsibility for academic decision-making to the faculty. However, as the laws of New York State make clear, any decisions concerning investment policies of a university's endowment rest exclusively with the Trustees. Campus votes, though informative, cannot decide the matter. The administration, though involved, does not have authority in this area. The decision rests with the Trustees.

I have asked that three reports — each focusing on different aspects of the divestment issue — be prepared for review by the Investment Committee and for public dissemination. I have asked that these reports be submitted to the Investment Committee no later than Wednesday, Nov. 23. Thus, those responsible will have more than five weeks to seek appropriate input from the campus and beyond and to generate the information needed by the Investment Committee to make an informed recommendation in mid-January to the full board.

I have asked that the Proxy Review Committee, chaired by Trustee Patricia Carry Stewart, gather information from a wide range of sources — from the campus, from corporations, and from others familiar with the South African matter — on six specific issues:

1. What impact has the withdrawal of U.S. firms

from South Africa had on the South African economy?

2. What impact have companies who subscribe to the Statement of Principles had on working/living conditions of Black Africans?

3. What impact have companies who subscribe to the Statement of Principles had on changing the South African government's policies regarding apartheid?

4. What impact will continuing economic relationships, e.g., non-equity links, between U.S. corporations and South African businesses have on Black South Africans and the dismantling of Apartheid?

5. What educational contributions have been made by Cornell and members of the Cornell community in relation to the Black citizens of South Africa?

6. What is the current status and possible future effects of U.S. government policy in regard to South Africa?

The second report I have asked for is from Vice President for Finance and Treasurer George Huxel. The issues I have asked the Treasurer to address are:

1. What is the current status of the university's portfolio? What changes in it have occurred that relate to companies with operations in South Africa since January, 1986?

2. Has the current policy of selective divestment had an impact — positive or negative — on the performance of the university's portfolio?

3. What has been the performance of South Africa-free funds compared to the university's endowment performance and other accepted indices?

4. What is the participation of employees in the university's South Africa-free retirement fund?

5. Have the intersections between Cornell and corporations increased and if so has the increase been positive?

Finally, I have asked University Counsel Walter Relihan to provide the Investment Committee with a report on the general principles of law that apply to the Board's consideration and responsibilities in this matter. I have suggested to Mssrs. Huxel and Relihan that, should they think it advisable, they should seek outside consultation as appropriate.

From Patricia Carry Stewart, chairwoman, Proxy Review Committee

The Proxy Review Committee will seek input from students, faculty, staff and alumni as well as from those beyond the campus who are knowledgeable about the South African situation. We plan to meet with scholars

from Cornell who teach and write on African history, African society, and the economic and political development of that continent. And, we intend to meet with South Africans — Black and White — as well as journalists, and representatives of organizations such as the IRRC which monitor the activities of organizations in South Africa.

We already have been in contact with leaders of Faculty, Staff and Students Against Apartheid. We also feel strongly that it is important to seek an appropriate role and input from the duly elected leaders of campus governance, as we collect information to help the Investment Committee make its recommendations to the Board. For example, we have invited representatives of each of those groups to the Proxy Review Committee's first series of interviews with individuals outside the campus who are knowledgeable about South Africa. Although we welcome direct communication from those with views about the divestment issue, we hope that, as much as possible, communication on this issue can be submitted to us in writing through the elected leaders of campus governance, the Dean of the Faculty and the elected chairs of the University Assembly, The Student Assembly, and the Employee Assembly.

It is important to remember that the issue we are debating is not apartheid. All thinking people abhor this repressive system which denies fundamental human rights to the Black and non-White majority in that beleaguered country. The principal issues we are debating are whether and how we can best influence the White minority in South Africa to provide fundamental freedoms to all of its citizens within the constraints imposed by the Board's responsibility to be wise stewards of the university's endowment.

Three years ago, as the Board sought input from the campus leading to its decision to strengthen its divestment policy, the Proxy Review Committee met with a number of individuals and groups at the campus concerned with this issue. While I realized that divestment engenders strong emotion among the partisans on one side or another, the behavior at some of the meetings of the Proxy Review Committee and the Board shed more heat than light on these complex questions, with the result, in my view, that some members of the Board demonstrating. There are important issues of substance that we must address and I hope we can receive input from the campus community in an atmosphere that enhances rational discussion of the issues which the Investment Committee has asked us to address.

Cornell seeking \$114.3 million for state units

Cornell has asked New York State for \$114.3 million in funding for its four state-supported colleges in 1989-90. That is \$8.8 million more than the university received for the current year, but it includes provisions for virtually no new programs.

The figures were included in a report given by Provost Robert Barker to the executive committee of Cornell's board of trustees on Oct. 13. The budget request went to Albany Oct. 17.

In the fiscal year that began on April 1, the state had discovered a revenue shortfall generally agreed to exceed \$1 billion and midyear constraints were placed on virtually all state agencies, including the State University of New York, Barker noted.

SUNY's budget fortunes have a significant effect on funding for Cornell's four

state-supported units — the colleges of Agriculture and Life Sciences, Human Ecology, Veterinary Medicine and the School of Industrial and Labor Relations.

In the current year, these colleges' spendable funds have been reduced by \$2.1 million, in large part because of the shortfall. Between 50 and 60 job lines have been held vacant; of these, 42 will be lost permanently in 1989-90 to help SUNY meet stringencies requested by state budget officials, Barker said.

Virtually all the requested \$8.8 million increase over the current-year allocation of \$105.5 million would cover state-approved salary increases, higher utility bills and projected higher prices for goods and services.

The only money Cornell is requesting in the 1989-90 plan for new programs is

\$360,000 in partial funding for automating libraries in the state-supported units and \$75,700 for advisement services for under-represented minority students.

"What we're advising the trustees at this early stage in the process is that the state's budget uncertainties are having an impact on us," said Nathan Fawcett, director of statutory college affairs. "We are still scrambling to cover unfunded utility costs in the present fiscal year, and now we have to cut for the next year as well. We hope the state's budget difficulties will be of a relatively short term, but it's risky to predict the impact the shortfall will ultimately have on the final budget. Our immediate goal for the next fiscal year is to maintain high-quality programs despite very real restraints."

—Sam Segal



Robert Barker

1988 State of the University Address

A few weeks ago, in the warm sunshine of a September Sunday, I stood in the ancient Piazza Maggiore in Bologna, Italy, surveying a majestic scene of medieval splendor. From the highest balconies of the ancient, crenelated buildings drum rolls sounded. Dancers, acrobats, standard-bearers, all in the garb of the Middle Ages, competed for attention. A slow procession, rank upon rank, wended its way into the ancient square, solemn in step, splendid in robes, for all the world like some sacred convocation of the Church of St. Petronius, begun in 1390, in whose shadow it was held.

But this was no great festival of the church, although princes of the church participated. It was no mere civic occasion, although the mayor of the city and the president of the republic took part. It was not a political gathering, although participants came from every continent and a hundred nations.

It was in fact a celebration of the 900th anniversary of the University of Bologna, founded in 1088 — the mother of all universities, the Alma Mater of all alma maters, the oldest university in Europe, and, in our sense of the word, the oldest in existence.

Bologna has done great things in these past 900 years for those who have come to it for learning and enlightenment. But as I reflected upon the rich medieval flavor that still characterizes the city and the university today, I was struck by its contrast to our own beginnings here at Cornell and the remarkable progress we have made as an institution in a mere fraction of the time. Neither Bologna, nor many of the other ancient universities represented at that September celebration, would be included among the world's top 10 or 20 institutions today, but Cornell, though far younger and, in fact, the youngest institution in the Ivy League, would. Why? What is distinctive about this university that sets it apart from those more ancient institutions?

Ezra Cornell, pacing his farm in the mid-1800s, knew little of the hierarchies of knowledge, the subtleties of scholarship, the niceties of academic life that preoccupied those at ancient institutions. He was a practical man, who, having overcome poverty, adversity and defeat through his own inventiveness and strength of character, sought in his later years to use his fortune for the public good.

His unpolished demeanor and gaunt, work-hardened physique contrasted sharply with that of the slight, aristocratic and scholarly Andrew D. White, the first president. But together they conceived of a university — unusual in the breadth of its studies, unfettered by allegiance to a single denomination or sect — where scholarly excellence, in the prevailing classical tradition, was complemented by a hearty pragmatism, and where the poor, as well as the rich, might avail themselves of such an education.

The singular vision of Ezra Cornell and Andrew D. White has served us well for more than a century. It has brought a zest, an energy, a purposefulness and a lack of pretension to our affairs that may elude one in the more ancient seats of learning. That has been due, I think, to two things: the generations of dedicated men and women on the campus who have devoted their lives to teaching, research and public service, and the active involvement of alumni and friends, including all of you here, in the enterprise. This last is something that is virtually unknown in foreign institutions, but at Cornell it has had — and still has — a transforming influence, for which I want to thank each of you this morning.

Cornell's mission

Yet Cornell and the world are far different today than at the university's founding in 1865. Then Cornell was a small and spartan institution whose main clients were undergraduate students and whose responsibilities for research, graduate education and public service were only dimly foreseen. Today Cornell has major responsibilities in all these areas as we seek to carry out our mission: "To serve society as a major international research university through teaching, research and service of the highest quality."

Indeed, Cornell's most distinctive contribution to American higher education is not the revolutionary nature of its founding philosophy, but the way it has brought together, in yeasty, creative relationship, teaching, research and public service. That is what has made us a uniquely American

institution, able to unite the practical with the visionary, and that is what has brought us to the very front ranks among the most distinguished universities of the world.

We are not simply a liberal arts college, where faculty instruct their students almost exclusively through the works of others. Rather, at Cornell, the inquiring spirit and

of your first year. If you find what your father expected, transfer immediately."

On the eve of Cornell's 125th anniversary, a new decade and a new century, it seems appropriate to ask: Is our mission, which has served us so long and so well, still the right one for Cornell? This morning I should like to explore that question with



Charles Harrington

Thomas Volman, associate professor of archaeology, looks on in this 1987 photograph as Thalla Gray, '88, examines a Middle Stone Age artifact from southern Africa. Introductory archaeology and anthropology courses were among recipients of this year's awards from the President's Fund for Educational Initiatives.

active involvement that characterize research lie at the heart of undergraduate learning, and it is not unusual for a Cornell student to graduate with an original research contribution or creative work already published.

But, although the research ethos pervades Cornell — accounting for nearly \$260 million in expenditures last year — we are not a research institute or a quasi-industrial lab. We place as high a priority upon sharing knowledge — with students, colleagues, and the wider community — as upon the discovery of such knowledge.

There is yet a third element — our special status as New York state's land grant university — that imparts a particular flavor and distinctive spirit to what we do. We have not been content merely to restrict our efforts to the cloistered confines of the campus. Rather, we have a deep and abiding commitment to serve, which began more than 75 years ago with formal Cooperative Extension efforts aimed at helping the state's farmers and improving the quality of rural life. That commitment now extends over a wide range of fields, from agronomy to nutrition, from urban planning to family studies, and, day by day, it is improving the quality of life for the people of the state, the nation and the world. Through Cornell Cooperative Extension programs alone, the university now reaches some 8 million people each year.

Still, in thinking about how far we have come as an institution, we might recall something that Timothy Healy, president of Georgetown University, once said: "If you find what you expected, transfer at the end

you and also begin a dialogue — which I hope you will continue in the discussion sessions later this morning and throughout the coming year — about what it means for Cornell in the years ahead.

Excellence not expansion

I am aware that grand-sounding mission statements are rather commonplace today, with even the most mediocre institutions aspiring to become great centers of learning and scholarship — the Bolognas of our current age. Yet I believe Cornell has the ability to do what no other institution has yet achieved: to unite the mutually reinforcing elements of teaching, research and service in new and distinctive ways that will serve the needs of the current age and the coming millennium, now less than a dozen years away.

In achieving this, I envisage, not a host of new initiatives, although there will be a few. There must be major investments in people and programs and major investments to improve the quality of campus life, but our goal in this is not expansion, but excellence. Our aim is not to get bigger, but to get better. Let me share with you some specifics of what I have in mind.

The quality of teaching and learning

Robert Frost once said that education is hanging around until you have caught on, but all of us know there is far more to it than that. In the area of undergraduate education I see before us two crucial tasks: forging our many superb undergraduate of-

ferings into a coherent program that benefits students in every one of our seven undergraduate schools and colleges; raising the funding that will be necessary to bring that about.

The health of all scholarly, artistic and professional activity — from history to medicine, from drama to law — is dependent upon how well we educate undergraduates. The values, assumptions, standards, viewpoints, commitments and tastes that characterize our national life are probably shaped as much by four years of college as by any other single influence. Whitehead did not exaggerate when he claimed that the task of the university is the creation of the future, so far as rational discourse and civilized modes of appreciation can affect the issue.

On an operational level that means, not radical new approaches to undergraduate education, but judicious amplification and improvement of what we already do so well. Our goals for undergraduate education can best be accomplished, I believe, if students have substantial direct contact with gifted teachers, including the most distinguished faculty, from the very first year. It is that kind of contact from which they will gain a sense of excitement and an appreciation of the sheer joy of learning so that the total Cornell experience becomes an opportunity for exploration, discovery and delight and sets the pattern for lifelong inquiry.

In accomplishing that, our faculty remains our most valuable asset. We can be proud of the outstanding quality, dedication and commitment faculty members bring to Cornell, but we must not take this for granted. Competition for the best faculty will become intense in the next few years as large numbers of faculty nationwide reach retirement age, and fewer young scholars are available to replace them. Cornell can remain competitive only if we demonstrate our institutional and personal commitment to the faculty by giving them the resources to carry out their programs of teaching, research and scholarship and service.

I would also like to see us strengthen substantially the position of department chair. Departmental leadership is crucial if we are to foster creative program planning and inspired teaching. Yet to attract the best people to these positions, we must provide them with the time, recognition and support they deserve. Our goal in this is not to expand the size of the faculty, but to give appropriate stature to the faculty positions we now have.

There must also be a strong linkage between professional practice and the liberal arts, including a sensitive understanding of global problems and an awareness of nations and cultures other than our own. The patterns of commerce, the character of economic competition, the problems of environmental preservation, the generation of new knowledge, the patterns of art and other forms of non-verbal experience — all these and more will be global in the next millennium, in which our current students will pursue their careers, raise their families and live the greater part of their lives.

In this, Cornell has a unique opportunity to lead the way. Our research programs, in international agriculture, nutrition, population and many other areas, continue to benefit the people of the world. We have a wealth of ongoing programs that permit examination of global issues by faculty and students alike. These include Science, Technology and Society; Peace Studies; the Center for International Studies; Africana Studies and Research Center; Asian-American, Hispanic-American, and American Indian Studies. Our Cornell Abroad program now oversees undergraduate study at some 160 institutions in 40 foreign countries. A substantial number of these programs — about 40 in 16 different countries — are directly affiliated with Cornell. All these are programs which we must continue to strengthen and build.

I would like to augment those opportunities with more common freshman courses and a senior seminar on global affairs, which would allow reflective discussion of such issues as world poverty, hunger, peace, health, trade and cooperation. The senior seminar would be taught by senior professors, with the assistance of younger faculty mentors, and would draw upon the students' experiences over the previous three years.

I would like to consider as well establishment of Ezra Cornell Chairs, comparable in stature to the A.D. White Chairs, which would be occupied for periods of per-

haps three years by leaders from business, industry, government, labor and the various professions. Chair holders would come to campus periodically during their appointments to give lectures and seminars.

Finally, our students should be well-rounded men and women — skilled in learning, to be sure, but equally at home in the world beyond the library and laboratory. They should be not only competent in a narrow sense, but committed to worthwhile ends; not only clever and creative but compassionate and morally principled members of society. That means we must continue to emphasize and strengthen programs such as Ethics and Public Life as well as such things as CIVITAS and the Campus Compact, which give students opportunities to serve in the larger community.

I would also like us to give careful thought to establishing an academic program of religious studies — not to advance any particular dogma or set of beliefs, but to give our students the opportunity now available at every other Ivy League institution: to engage in critical study of this basic human quest, which has brought inspiration and meaning into so many lives.

All this means we shall have to increase our investment in the many fine programs already in existence, which for lack of resources have not yet realized anything like the full measure of success. It means, as well, that we shall have to invest in the professors and praelectors, the coaches and chaplains and counselors who can translate our lofty, but abstract, mission into warm and human terms.

Investments in diversity

Equally fundamental to the quality of life at Cornell is a cosmopolitan student body, with the racial, geographic and economic diversity that implies. That, too, will require investment in people and programs of various kinds. In the years ahead, for example, we shall have to continue Cornell's long-standing policy of providing financial aid to all students with need, and we shall have to begin our efforts to reach promising future Cornellians, especially from minority groups, far earlier in their school careers.

Commitment to members of minority groups is especially crucial. They will be one third of the nation by the turn of the century, yet their college attendance rates still are far below those of whites.

Cornell's commitment to members of minority groups is evidenced by a host of programs. Some 200 minority alumni are currently participating in Cornell recruiting efforts, and they have achieved substantial success. This year, too, the College of Engineering, under the leadership of Assistant Dean Judith (JJ) Jackson, established a new program — Minority Youth and Students Exploring Avenues in Technology (MYSEAT) — to reach minority students early in their school careers. MYSEAT attempts to address the national concern that the pool of minority students with aptitude and interest in science and engineering is too small. It involved 22 high school sophomores this year, but — if we can find the money — we hope to begin new cycles of the program for students who have just finished seventh and eighth grades.

We shall need additional programs of this kind as well as funds to sustain ongoing initiatives that support minority students in their studies on the campus and encourage them to set their sights, not only on the completion of their degrees, but also on graduate and professional school. The success of our current programs in both these areas gives us high hopes for what we can yet achieve.

Advanced graduate and professional studies

Also important, not just for minority students, but for all students, is the strength of our graduate and professional programs. These give all students insights into the life of the mind and encourage many of them to consider careers in academic teaching and research.

We currently have some 4,200 students in the Graduate School, and 1,839 more in the Johnson Graduate School of Management, the Law School, the College of Veterinary Medicine, the Medical College and the Graduate School of Medical Sciences. In fields from agronomy to art history, from architecture to classics, from engineering to philosophy, they provide leadership, not only in our own country, but in the hundred

or so others from which they are drawn.

You may recall the story concerning Ezra Cornell's farewell to Andrew D. White as the latter set off on a trip to Europe to procure books, equipment and professors for the new university. As the ship pulled away from the pier in New York, Cornell is said to have cupped his hands and shouted to White, who was already well out on the water: "Don't forget the horse doctor."

White found the horse doctor, James Law, and also the eminent historian Goldwin Smith during his travels on the continent, and both went on to make their marks at Cornell. But if the new university's leadership depended, in some sense, on its acquisitions from abroad, it has since repaid the debt many times over.

In Bologna last month, as the rectors of the 20 oldest universities filed into the square, I was pleased to note that one wore, not the academic dress of the institution over which he presided, but the academic robe of a Cornell Ph.D. Such has been our influence in a comparatively short 123 years.

We must ask, however, what is required if we are to continue Cornell's pre-eminence in graduate and professional education on a national and international scale. The first requirement, as it is for undergraduate education, is to invest in people — in the graduate students themselves through graduate fellowships that will ensure the continuity of their support, and in the faculty, who are their mentors and partners in research and teaching, so that they can equip their labs, travel to professional meetings, publish their findings and meet other costs associated with their work.

Service

Yet if Cornell is to realize the full potential of its teaching and research, it must also expand its commitment to service by embracing new areas of intellectual promise and societal need. The problems of youth-at-risk and of the elderly; the competitiveness of our industries in the markets of the region and the world; the preservation of the environment, including such broad concerns as protection of air and water resources and appropriate land-use practices are some of the areas Cornell, with appropriate support, could address through programs of extension and outreach.

Such outreach programs would not be simply new outlets for the creative energies of our faculty and students, although they would be that. If we are truly to educate our students, we must enable them to test their grand hypotheses by the calculus of the real world. We must help them to understand, not just the facts, but what needs to be known, how to discover it, and how to share it with others. We must teach them to think critically about the enormously complex problems of the world. If we can internationalize our teaching and our research, we can also internationalize our service, with all that means.

A supportive environment

But as necessary and as substantial as our investment in people and programs must be, more is required if Cornell is truly to set the standard for the new century. We have made substantial progress in this area already, thanks to our systematic investment in facilities over the last decade, but we are far from finished.

We house only about half our undergraduates in university facilities, for example, while many Ivy League institutions house almost all their undergraduates on campus. The lack of university housing is also of concern to graduate students, especially those from foreign countries and those with families. To remain competitive with our peer institutions, and to meet real and pressing student needs, we must expand our commitment to providing university housing to all freshman and all other students who wish to live on campus.

I would like to see us do more than simply house students in on-campus facilities, however. I would like to expand our capacity to link learning and residential life. We have made a small but promising start with the Faculty Fellows and Faculty-in-Residence programs, with Alumni-in-Residence, and with such residential colleges as Ujamaa, the Jerome Holland International Living Center, Ecology House, Risley and the Language Houses. But the interest and enthusiasm of our students for these programs indicate that more can and should be done.



Charles Harrington

Professors Tony Ingraffea, Harry Stewart and Thomas O'Rourke and graduate students Michael Behn and Ahmadou Barry, clockwise from left, look at the installation of instrumentation on a natural gas pipeline in the George Winter Structural Testing Lab in Thurston Hall.

In doing more, we have a tremendous opportunity to make campus housing integral to the educational mission of Cornell.

There are other needs that also have a direct bearing on the quality of campus life. We are in the midst of a major campaign for physical education and athletics, for example, with substantial improvements to our programs and facilities already completed or under way. Just last week, we broke ground for the Howard Alberding Fieldhouse, which will provide a 40 percent increase in the space available for such activities. Yet our students still have difficulty in finding basketball hoops and squash and tennis courts for spur-of-the-moment games with their student and faculty friends. We have just completed the magnificent new Center for the Performing Arts, and we shall have to work to obtain resources for the kind of cultural programming such an impressive facility deserves.

Research and scholarship

Yet it is impossible to talk about the quality of campus life without acknowledging the substantial role that research and scholarship play in it. The presence of major national research facilities in nanofabrication, supercomputing, biotechnology, mathematical sciences, high-energy physics, materials science and radio-radar astronomy; our national centers for the study of Latin America, Southeast Asia, East Asia, South Asia and Western Societies; our emerging strength in 19th-century Black literature and Black studies generally, which Professor Henry Louis Gates Jr. and others have done so much to build — all these are reasons we can compete successfully for the best faculty and the best students in these fields. Our excellence in education, in a real sense, is dependent on our excellence in research and scholarship.

Cornell currently is among the top three universities in total research expenditures, but in important support areas, our needs are not being met. We are, for example, simply running out of room in Olin Library, which is the heart of research activity for many faculty and graduate students. The installation of compact shelving will solve our problem for a year and a half at most. We shall need to build something roughly the size of Olin, and it will be substantially full when completed because of the need to accommodate both books and current users and staff.

We need as well to give continuing attention to computing — from ensuring continuity of support for the Theory Center to

providing access to networks that can link students and faculty members with their colleagues across the campus and the world.

Financial realities

I believe we can — and we must — do all these things together over the next several years. We must be unswerving in our commitments to teaching, research and service. We must meld them together in ways that ensure their continuing synergy and vibrancy as we position Cornell for the century ahead. We must also face the substantial challenge of how we are going to finance them.

Under the leadership of Provost Barker, Senior Vice President Morley, and Mal Nesheim, vice president for planning and budgeting, we have undertaken a comprehensive assessment of the university's capital needs over the next five to 10 years. Each dean has developed a draft master plan that identifies the areas where additional resources are needed. Although these plans are still in the formative stages, they have yielded a remarkable consensus about the areas of greatest need:

- The endowment of professorships, directorships and other faculty support, which total more than \$300 million;
- Endowment of specific existing academic programs and general program support, which total nearly \$350 million;
- Undergraduate financial aid and graduate student fellowships, which total more than \$380 million;
- New construction, including housing and the library, and renovation, which total nearly \$550 million;
- Endowments for library acquisitions, which total nearly \$60 million.

Let me stress again: In this we are not trying to get bigger, but better. Excellence, not expansion, is our goal. The needs before us are daunting; they total more than \$1.6 billion. These are real and pressing requirements that our continuing excellence demands, and we shall have to address them over the next five to 10 years. Some of the support will come from state and federal sources. Some will be financed through debt, but a substantial amount must come from private support — from individuals, foundations and corporations. At this point in our planning, we do not know the amount that will have to be funded by gifts, but we know it will present us with a substantial challenge.

Thanks, in large measure, to your enthusiasm and devotion, Cornell is far better

Continued on page 8

State of the University Address *continued from page 7*

equipped to realize its goals than it was even a decade ago. Your support over that time has been magnificent. Over the last 10 years, we have increased our private support by 313 percent, an increase nearly 90 percent greater than that achieved by any other institution in the Ivy-MIT-Stanford league. In 1987-88, with \$142 million in private support, Cornell ranked third in that group, second only to Stanford and Harvard.

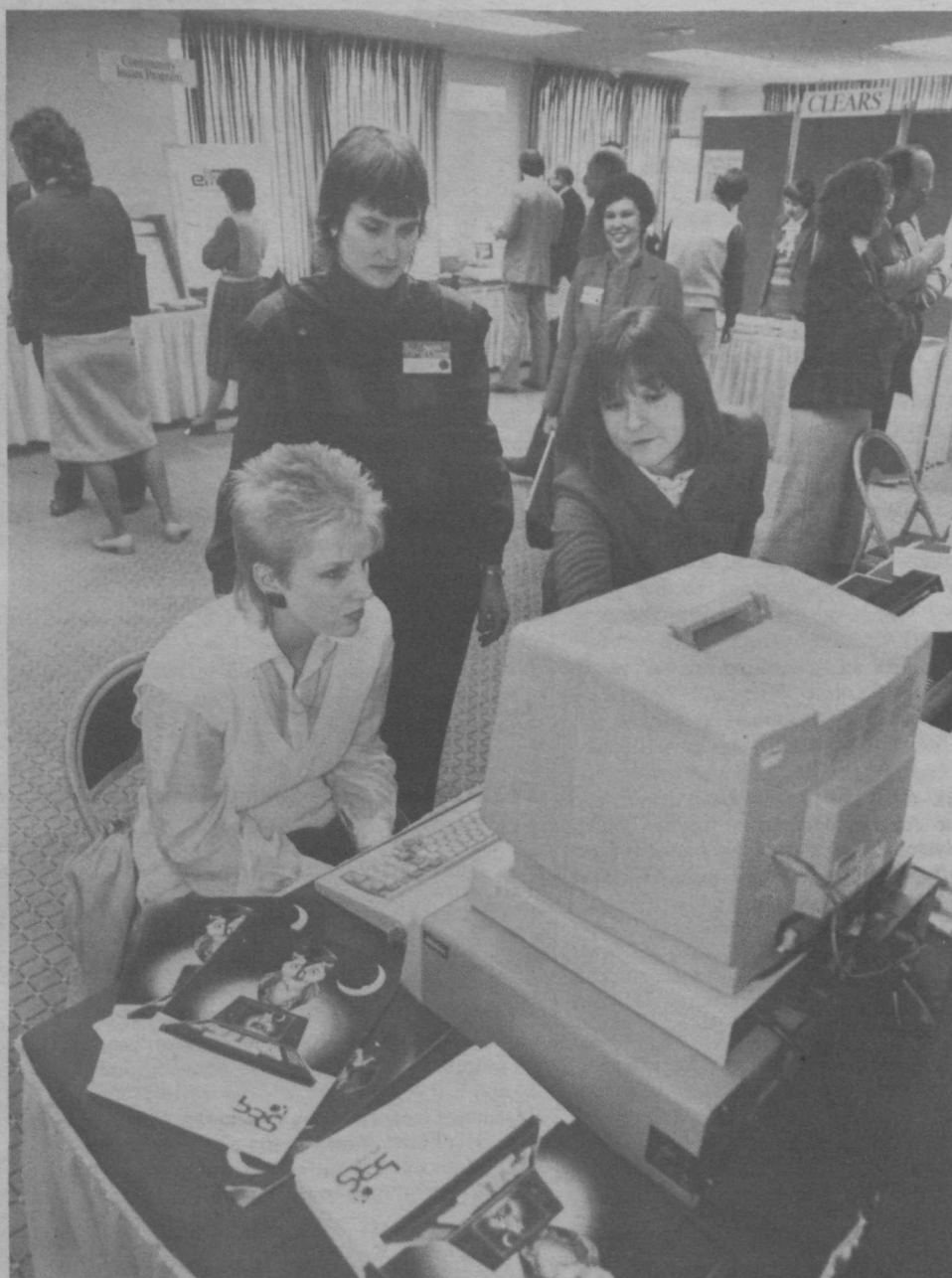
That level of support reflects an extraordinary level of commitment, devotion, generosity and sacrifice. It represents, as well, a shared vision of what this university has meant to you over the years, and what it can mean to others in the years ahead.

Yet the goals I have sketched for you will stretch us to the utmost. We are not a wealthy institution, despite our recent successes. Our endowment per student in the privately supported colleges is still only one seventh of Princeton's, less than one quarter of Harvard's, less than one third of Yale's and less than three quarters of the University of Rochester's. We have fewer than 170 endowed academic positions, while Harvard has 568 endowed chairs. Last year's stock market crash actually reduced endowment funds to \$717 million, down from \$725 million in the previous year.

To be less than candid with you about our needs would be to leave the dreams of our founders unfulfilled and the faith of generations of selfless benefactors unrealized. If we are to be responsible stewards of Cornell's distinctive heritage and effective guardians of its future, we must now direct our support and our programs in ways that will yield the most lasting results.

Over the next two years, we will be exploring with you these hopes and these plans. Are we in agreement on basic goals — the mission we have set for Cornell? Are we being too ambitious — or perhaps not ambitious enough? We must think expansively about this, for as Morris Bishop once wrote, "There can be no great creation without a dream . . . giant towers rest on a foundation of visionary purpose. . ."

But the vision of the future we hope to create must be reinforced by agreement on the means by which it can be achieved. Therefore we must also ask: What are the



Charles Harrington
Yates County Cooperative Extension agents Timmie Yastremski and Serena Crossfield, left and center, receive instruction from Linda Stewart, a Mann Library reference librarian, during a 1986 Cornell Cooperative Extension Resources Fair in a lounge of the old Statler Hotel.

alternatives? What will be cost-effective? What will make both economic and educational sense?

Having clarified both our goals and the best means for achieving them, we must ask one additional question, the most crucial of all: Is the level of support we shall need something we can, in fact, achieve? The poet may urge that our reach should exceed our grasp "or what's a heaven for," but here on earth — at Cornell as everywhere else — grand aspirations must be grounded firmly in the reality of what we can hope to attain. This is something about which we must think creatively and realistically over these next two years.

I began with a recollection of Bologna and what it has come to symbolize over these past 900 years: the heroic discoveries; the teachers, known and unknown; the tensions between Pope and prince, dogma and discovery, ignorance and knowledge; most important of all, the continuity of the university as an institution, which has survived since the Middle Ages in a form that is still readily identifiable today.

Yet what I am proposing to you today would not be possible at Bologna or the Sorbonne or Oxford or Salamanca or any of the other ancient universities whose perspective and distinction are so firmly rooted in the past.

As John Gardner warned in another context, "Sometimes our institutions are like sand dunes in the desert — shaped more by wind than by structure, shaped more by influences than by purposes."

On the eve of the 125th anniversary of Cornell's founding, the new decade and the new millennium, I am asking not simply for a re-examination of our basic purposes, although I am asking that. I am asking, not simply for ideas on structure — on the specific programmatic elements that will underlie the broad vision of what we seek to achieve — although I hope you will contribute them as well.

With full knowledge of the difficulties and sacrifices, the challenges and the tribulations, but also with some hint of the substantial benefits and the lasting rewards, I am asking nothing less than that you help us create the future that will be Cornell.

Trustee *continued from page 1*

among a total of 1,899 minority students. Last year, comparable figures were 570 blacks, 515 Hispanics and 2,436 minority students overall; this fall, there were 535 blacks, 507 Hispanics and 2,500 minority students. (A full statistical breakdown is available from Palmer's office, 309 Day Hall.)

Citing upper-division attrition as the main source of the problem, Palmer added that Cornell had begun impressive programs in precisely the area with the highest upper-division dropout rate for minority students — the College of Engineering.

He noted that, starting this fall, some minority engineers are allowed three years to complete the first two years of the college, but without easing of any course requirements.

He also cited a new program that brings students to Cornell as early as their junior high school years for work during the summer and on Saturdays during the school year, providing them with rigorous study, hands-on science projects and an introduction to engineering through the help of mentors from campus and industry. Rhodes also cited the pre-college engineering program in underlining Cornell's "especially crucial" commitment to minority programs.

His address used broad categories, however, in enumerating priority needs "as we position Cornell for the century ahead."

Rhodes briefly reviewed the process that had developed early consensus on those needs. He said that Provost Robert Barker, Senior Vice President James E. Morley Jr. and the vice president for planning and budgeting, Malden C. Nesheim, had led a "comprehensive assessment" of long-term needs and that the deans had provided a draft master plan of priorities.

Rhodes added, however, that "plans are still in the formative stages," and he emphasized that, as Cornell approaches its 125th anniversary, it is important for its council and trustees to join in a profound dialogue to review the university's mission. He said that dialogue should go on "throughout the coming year," a process that began right after his talk, in fact, when trustees and council members broke into small groups to discuss basic mission questions along with administrators.

In the meantime, Rhodes listed the priority future needs — totaling more than \$1.6 billion in projected costs — that were identified by the deans:

- Endowing professorships, directorships and other faculty support — more

than \$300 million.

- Endowing existing academic programs and general program support — nearly \$350 million.

- Supporting undergraduate financial aid and graduate-student fellowships — more than \$380 million.

- New construction, including housing and the library, and renovation — nearly \$550 million.

- Endowment for library acquisitions — nearly \$60 million.

Rhodes said that, although some of the money for these needs would come from government, "a substantial amount must come from private support — from individuals, foundations and corporations," who collectively gave Cornell \$142 million in 1987-88.

In other actions during the annual round of meetings involving the trustees and 440 members of the Cornell Council:

- Barker announced that Cornell's four state-supported colleges would seek 1989-90 state funding of \$114.3 million, an \$8.8 million increase over this year's figure but with virtually no new-program requests.

- Joycelyn R. Hart, associate vice president for human relations, reported that 27 minority faculty had accepted Cornell of-

fers, including 12 blacks, four Hispanics and an American Indian.

- The president reported that ground will be broken on Nov. 3 for the \$30 million Engineering/Theory Center Building.

- Student Assembly co-chairs David P. Brown and Paul Hayre addressed the Trustees' Executive Committee.

Brown thanked Rhodes for his emphasis on "excellence rather than expansion" and called for more support for student services.

Hayre thanked the trustees for enlisting student government input in the current review of the university's policy on investing in companies that do business in South Africa, but said the solicitation of student opinion should be even more vigorous.

During several sessions of the trustees and their Executive Committee, up to 30 students demonstrated in support of total divestment of stocks in companies that do business in South Africa. Some of the demonstrators were silent; others chanted slogans that, during one session Friday at the Boyce Thompson Institute, caused some disruption of a trustees' meeting. The chanting students then were told to move from the inner lobby to the outside of the building.

— Sam Segal

Gifts *continued from page 1*

also 1986 tax law changes that increased the after-tax cost of charitable giving.

President Frank H.T. Rhodes acknowledged that the months covered by the 1987-1988 academic year "were very difficult ones financially, but we are very pleased with the results. They are a testimony to the commitment and depth of support from alumni, parents, friends, corporations and foundations."

Cornell had ranked third among American universities in gifts from private sources in 1986-87, according a Council on Financial Aid to Education survey of more than 1,700 institutions.

"The council's 1987-88 report is due out late in the year, and I believe that Cornell

will again be in the top three overall and second in the Ivy League," Ramin said.

Cornell's private gift support has experienced outstanding growth over the past years. Since 1978, giving to Cornell has increased by 313 percent, and in the past five years alone, giving has almost doubled, increasing by 95 percent, the strongest growth rates in the Ivy League.

Ramin attributed this success to the outstanding voluntary effort and leadership of the university's trustees and alumni volunteers. "Cornell is fortunate to have such a dedicated group of alumni and friends who provide leadership for the university's fund raising efforts," he said. "I truly believe that Cornell has the most outstanding volun-

teer organization the country."

The Tower Club, which recognizes gifts to the university of \$2,500 or more, achieved its most spectacular year ever. As the Tower Club was celebrating its 25th anniversary with academic symposia and a dinner in New York in May, membership reached a record of 3,612, a 53 percent increase over the previous year. This was especially significant because membership of 3,000 was needed to qualify the university for a \$25 million challenge gift from a small group of donors. Tower Club members' gifts will be designated toward some of the university's most urgent priorities, and paid over several years.

Gifts made through the Cornell Fund, the

program of alumni giving, rose to a record \$13.5 million from \$13 million a year earlier. Many reunion classes' contributions set records. The class of '58 marked its 30th reunion with a \$5 million gift.

Donors designated 96 percent of their gifts to specific purposes within the university and the Cornell Medical College in New York City. The gifts enabled the university to add \$14.1 million to its endowment; \$9.7 million was given to student financial aid; \$17.6 million went toward the university's new facilities and for renovations. Unrestricted gifts that are available for broader university purposes remained at last year's level.

— Barry Gross

Thompson Institute
of Scientific Information in the Development of a National Policy for the Control of Air Pollution," James P. Mahoney, National Atmospheric Precipitation Assessment Program, Washington, D.C., Oct. 21, 2 p.m., Thompson Institute Auditorium.

try
ons on the Move in Liquids," David H. Everett, University of California, Berkeley, Oct. 20, 4:30 p.m., 119 Baker. General chemistry.

er Services
ime Bytes)
ell's Conversion to VM/XA on the IBM 3090," Larry Chace, senior systems programmer, computer services/information systems, Oct. 20, 12:20 p.m., 100 Caldwell Hall.

and Systematics
ation Dynamics of a Natural Plant Population," Janis Antonovics, botany, Cornell University, Oct. 26, 4:30 p.m., Morison Seminar Room, A106 Corson/Mudd Hall.

mental Toxicology
as a Model for the Endogenous Synthesis of Nitrosamines," Mariabonelli, environmental toxicology, Oct. 20, 3:30 p.m., 304 Femow Hall.

ure/Ornamental Horticulture
ences in Rhododendron Collecting and Distribution," David Leach, rhododendron horticulture, Oct. 20, 12:15 p.m., 404 Plant Science Bldg.

en Festivals - A New Approach to Urban Redevelopment, Peter Trowbridge, landscape architecture, Oct. 27, 12:15 p.m., Plant Science Bldg.

cal Sciences
on Mars," Steve Squyres, astronomy, Oct. 20, 3:30 p.m., 1120 Snee Hall.

ities, Evolution and the Origin of Species, Sheldon, University College, Cornell University, Oct. 24, 4:30 p.m., 1120 Snee Hall.

and Philosophy of Science
hnology
icians in 17th-Century England," Stephen Yalow, science studies, University of Edinburgh, Oct. 20, 4:30 p.m., 165 McGraw Hall.

logy
acterization and Functional Activity of Killer Cells," Craig Reynolds, Laboratory of Experimental Immunology, National Institute of Health, Oct. 21, 12:15 p.m., G-3 Vet Research Tower.

onal Agriculture
mics of Sustainable Agriculture Systems in Developing Countries," Randolph Brown, agricultural economics, Oct. 26, 4 p.m., 304 Femow Hall.

ional Nutrition
onship Between Maternal Weight Gain During Pregnancy and Pregnancy Outcomes," Kleinman, director, Division of Nutrition, U.S. National Center for Health Statistics, Oct. 20, 12:40 p.m., Flora Rose Room, 200 Snee Hall.

n on Poverty Alleviation Versus Tariffs, Approaches to Control Malnutrition," by Michael C. Latham, Program in International Nutrition, Oct. 27, 12:40 p.m., 200 Snee Hall.

ical and Aerospace
cturing Engineering
ld Lecture - America: Are We Ready For It?" Colby Chandler, chairman, executive officer, Eastman Kodak, Oct. 20, 3:30 p.m., Rockefeller Hall.

ful Design and Implementation of Systems, Jack Bradt, SI Handling Systems, Oct. 27, 4:30 p.m., B14 Hollister Hall.

logy
Dissection of Transamination Networks in *Escherichia coli*," Claire Berg, molecular biology, University of Connecticut, Oct. 20, 4:30 p.m., 124 Stocking Hall.

Resources
d Cumulative Impact Assessment: The Relationship Between Policy and Science," by David Bedford, Ecosystem Research Center, Oct. 20, 3:30 p.m., 304 Femow Hall.

Neurobiology & Behavior
"Magnetic Sensitivity of the Bobolink: Do They, or Don't They?" Robert Beason, biology, SUNY at Geneseo, Oct. 20, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Bright Lights and Night Life: Luminescent Bristlestars on a Coral Reef," Matthew Grober, section of neurobiology and behavior, Oct. 27, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Peace Studies Program
"Inadvertent War," Janice Gross Stein, political science, University of Toronto, Oct. 20, 12:15 p.m., G-08A Uris Hall.

Pharmacology
"Peptidergic Pathways Within Sympathetic Ganglia: Searching for the Physiological Role of Synaptic Co-Transmission," John P. Horn, physiology, University of Pittsburgh, Oct. 24, 4:30 p.m., G-3 Vet Research Tower.

Physiology
"Thermoregulatory and Reproductive Physiology of 'Hot Flashes,'" Fredi Kronenberg, physiology, College of Physicians and Surgeons, Columbia University, Oct. 25, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology
"Polygalacturonase: Gene Regulation, Protein Metabolism and Enzyme Function," Alan Bennett, University of California, Davis, Oct. 21, 11:15 a.m., 404 Plant Science Bldg.

Pomology/Vegetable Crops
"Spacing Arrangement in a Living Mulch Cropping System," Lee Altier, graduate student, vegetable crops, Oct. 20, 4:30 p.m., Whetzel Seminar Room, 404 Plant Science Bldg.

"Improving the Nitrogen Nutrition of Sweet Corn with Mechanically Suppressed White Clover Living Mulch," Vern Grubinger, graduate student, vegetable crops, Oct. 27, 4:30 p.m., Whetzel Seminar Room, 404 Plant Science Bldg.

Rural Sociology
"Technology and Geographical Industrialization," Richard Walker, geography, University of California, Berkeley, Oct. 26, 12:15 p.m., 32 Warren Hall.

"Issues in Population Program Assistance in the 1990s and Beyond," Mercedes Concepcion, demography, Population Institute, University of the Philippines, Oct. 27, 12:15 p.m., 360 Uris Hall.

South Asia Program
"Childbirth Practices Among Hindus & Muslims in Rural India," Patricia Jeffrey, sociology, University of Edinburgh, Scotland, Oct. 26, 12:15 p.m., 153 Uris Hall. Brown bag lunch.

Statistics
"Regression with Discrete and Continuous Longitudinal Data," Scott Zeger, biostatistics, John Hopkins University, Oct. 26, 3:30 p.m., 100 Caldwell Hall.

Theoretical and Applied Mathematics
"What Can We Learn From Ultrasonic Waves in an Anisotropic Solid," Bernard Castagnede, Cornell, Oct. 26, 4:30 p.m., 205 Thurston Hall.

Western Societies Program
"German Comedy After 1945," Ulrich Profitlich, Free University, Berlin, Oct. 20, 4:30 p.m., 153 Uris Hall.

"Plagiarism," Francoise Meltzer, University of Chicago, Oct. 21, 4:30 p.m., 156 Goldwin Smith Hall.

"State of German Studies in the Federal Republic of Germany," Ulrich Profitlich, Free University, Berlin, Oct. 21, 12:15 p.m., 153 Uris Hall.

SPORTS

Thursday, 10/20
Men's Jr. Varsity Soccer, Monroe CC, at home, 7:30 p.m.

Friday, 10/21
Women's Cross Country, Reif Memorial Invitational, at home, 4:30 p.m.
Men's Cross Country, Reif Memorial Invitational, at home, 5:15 p.m.
Lightweight Football, Navy, at home, 7:30 p.m.

Friday, 10/21 - Saturday, 10/22
Volleyball, at Colgate Tournament

Saturday, 10/22
Freshman Football, at Dartmouth, 10 a.m.
Women's Varsity Field Hockey, at Dartmouth, 10 a.m.
Men's Varsity Soccer, at Dartmouth, 11 a.m.
Women's Varsity Soccer, at Dartmouth, 11 a.m.
Varsity Football, at Dartmouth, 1:30 p.m.

Sunday, 10/23
Women's Varsity Soccer, at Massachusetts, 1 p.m.

Monday, 10/24
Men's Varsity Soccer, at Jacksonville, 4 p.m.

Tuesday, 10/25
Women's Varsity Soccer, Canisius, at home, 6:30 p.m.
Volleyball, Lemoyne, at home, 7 p.m.

Wednesday, 10/26
Women's Varsity Field Hockey, at Colgate, 3 p.m.

Thursday, 10/27
Men's Jr. Varsity Soccer, at Cortland, 3 p.m.

SYMPOSIA

Biotechnology Program
"Genetic Transformation of Plants and Animals," sponsored by the New York State Science & Technology Foundation, U.S. Army Research Office, Eastman Kodak Co., General Foods Corp. and Rhone-Poulenc Ag Co., Oct. 25, 9 a.m. to 12:45 p.m., in Room 200 of Baker Laboratory.

An introduction will be given by Richard E. McCarty, director of the Cornell Biotechnology Program and a professor of biochemistry, molecular and cell biology; "Agricultural Biotechnology Research: Key Issues and Future Directions," Robert T. Fraley, director, Plant Science Technology, Monsanto Co.; "The Biologic Process: A New Concept in Gene Transfer and Biological Delivery," John C. Sanford, associate professor of horticultural sciences; "Genetic Transformation of Rice," Ray Wu, professor of biochemistry, molecular and cell biology; "Transformation as a Tool for Studying the Regulation of Yeast Mitochondrial Genes," Thomas D. Fox, associate professor of genetics and development; "Use of Transgenic Mice in Biology," Willie Mark, assistant professor of genetics and development.

From 2 to 5 p.m., the symposium moves to the new Biotechnology Building for poster sessions displaying currently funded Biotechnology Program research projects.

German Studies
"Film as Memory: Cinematic Reflections on Nazism," sponsored by German Academic Exchange Service, Program of Western Societies and Department of German Studies, Oct. 22 and 23.

Professor David Bathrick will give an introduction on Saturday morning at 11 a.m. in the A.D. White House, 27 East Ave. The film "The Murderers Are Among Us" will be shown in the Uris Library Media Center, L-04, at 2 p.m., with a lecture following the film by Bathrick at the A.D. White House. At 7:30 p.m., the film "Germany in Autumn" will be shown at the Center for the Performing Arts, 430 College Ave., with a lecture following the film by Richard Herskowitz, Cornell Cinema, at the A.D. White House.

On Sunday at 9 a.m., the film "Germany Pale Mother" will be shown at the Center for the Performing Arts, 430 College Ave., with a lecture following the film by visiting assistant professor Gabriele Weinberger, at the A.D. White House.

THEATER

Center for Religion, Ethics and Social Policy (CRESP)
Spiderroot Theater, featuring "New Music and Performance Works," with Suzanne Alvarez, vocalist, Peter Fortunato, performance artist, and Michael Tirsch, composer and musician, Oct. 26, 8:15 p.m., in the Commons Coffeehouse, Anabel Taylor Hall.

MISC.

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.

Cornell Badminton Club
Meetings will be held Wednesdays 4:30-6:30 p.m.; Fridays 7:30-9:30 p.m.; Saturdays 11 a.m.-1 p.m. at the Henry St. John gym, located at the Clinton and Geneva streets. For more information call David Sagan 255-0918 or Bill Smith 2272-3594.

Cornell Figure Skating Club
Open house to be held Oct. 30, 5:30-7 p.m., Lynah Rink. Full or part-time memberships, and lessons for all ages, with special student and family rates. For more information, call 272-9417, 273-9060 or 257-3071.

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.

Hebrew Speaking Club
Hebrew Speaking Club meets Tuesdays, 8:15-9:30 p.m., in G-34 Anabel Taylor Hall.

Hillel
Israel shaliach, from 10 a.m. to 3 p.m. at the Hillel office, G-34 Anabel Taylor Hall. Call 255-4227 for appointment.

Meeting of Students Struggle for Oppressed Jewry, Oct. 20, 5 p.m., G-34 Anabel Taylor Hall.

Chug Ivri, Oct. 25, 8:15 p.m., G-34 Anabel Taylor Hall.

Intramural Inner-Tube Water Polo (men, women, co-ed)
Deadline on entries, Nov. 3 at 4 p.m., in the intramural office, Helen Newman Hall. Entry fee is \$10 per team due with roster before the deadline. Minimum of 10 to enter; co-ed, equal number to enter of men and women; teams to consist of seven players; co-ed any three/four combination (male or female in goal). Tournament is single elimination played from November through April.

Nepal Association
"The meaning of Dasain: It's Significance and Growth as a National Festival," seminar and discussion, Oct. 22, 12:30 to 2 p.m.; films of Nepal, 2-4 p.m.; cultural program with songs, poems and a brief welcome to Mohan Man Sainiu, Ambassador from Nepal, followed by Dasain Puja Tikka, the ritual blessings and food, 4 p.m. All events will be held at the Telluride House. For further information call Kathryn March, 255-6790. Co-sponsored by South Asia Program.

Unions and Activities
"Maggie presents the Songs of Phil Ochs," Oct. 31, 8 p.m., in the music room of Willard Straight Hall. Admission is free.

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., 174 Rockefeller Hall; Sunday-Thursday, 10 p.m.-midnight, 340 Goldwin Smith; Sunday-Thursday, 8-11 p.m., Noyes Center, Browning Library; and Sunday-Thursday, 8-11 p.m., Clara Dickson Hall, Computer Room.



Job Opportunities

October 20, 1988
Number 40
Office of Human Resources
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

In compliance with the Immigration Reform and Control Act of 1986, Cornell University is now required to check the identity and employment eligibility of all new hires.

Effective June 1, 1987, if you accept a position, you must show documents on or before your first day of work, that indicate your identity and employment eligibility; for example, a state issued driver's license and a birth certificate. For more information, contact Staffing Services, 255-5226.

-Interviews are conducted by appointment only.

-Send cover letters & resumes to Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.

-Employment & employee transfer application forms are available at both Staffing Services locations-160 Day Hall & East Hill Plaza.

-Requests for referral &/or cover letters are not accepted unless specified in the ad.

-Cornell University is an Affirmative Action/Equal Opportunity Employer.

-This listing is also available on CUINFO. Terminals are situated in main lobbies of Day Hall & Gannett Clinic, & the Olin, Mann & ILR Libraries.

-DEPTS.-Deadline for submission is noon on Thursday for following week's Job Opportunities.

-Minimum salaries listed are for recruitment purposes only.

-S=Statutory; E=Endowed

Administrative and Professional

SR. TECHNICAL ADVISOR (PT4005) Theory Center-E

As scientific numerical analysis expert, provide tech. & admin. leadership to Scientific Software Analysis Group; establish & implement CNSF goals. Evaluate new technologies, develop software alternatives, assist in CNSF software transfer.

Req.: MS in math or computer sci. 8-10 yrs. related exp., incl. 1-2 yrs. in scientific computing, parallel processing or high-speed computers. Previous research exp. Familiar w/variety of equip., operating systems, lang. & applications. Fluency in theoretical aspects of numerical methods. In-depth knowl. of UNIX, CMS & several popular langs. Demonstrated exp. in practical computer sci. Exc. interper. & comm. skills. Letter & resume to Judi Baker ASAP.

DIR., BUSINESS OPERATION & EXEC. EDUCATION (PA4001) JGSM-E

Reports to Dean; resp. for continuing ed./exec. programs, School financial admin. computing operations.

Req.: Advanced degree. 8-10 yrs. related exp. incl. ext. organizational exp. as well as budgeting & controllership exp. Strong supv. & mgmt. skills. Letter & resume to Cynthia Smithbower by 10/28.

SR. SYSTEMS PROGRAMMER/ANALYST (PT4010) Computer Services-E

Design, develop & program software systems related to computer-based communications. Prep. documentation, train & assist users. Process database changes.

Req.: BS. 3 yrs. prgrmg. exp. Ext. knowl. of VM/CMS (especially X edit) & IBM assembly lang. req. Knowl. of Pascal & C langs., with TCP/IP network concepts & protocols desir. Exc. interper. & comm. (written/verbal) skills. Letter & resume to Cynthia Smithbower by 11/4.

DIRECTOR OF THE CORNELL TRADITION (PA4002) Admissions & Financial Aid-E

Provide admin. leadership & program direction; serve as primary Tradition spokesperson to public, other units in Univ. & to alumni.

Req.: BA/BS; MS pref. Exc. org., interper. & comm. skills essential; exp. w/in student personnel area desir.; familiar w/program evaluation & on-line computers pref. Letter & resume to Cynthia Smithbower by 11/11.

STUDENT CAFETERIA MANAGER (PA4005) Statler Hotel-E

Plan, coord., schedule & manage, in profitable manner, food & svc. in student dining operation, incl. morning coffee svc.

Req.: AAS or equiv. in Restaurant Mgmt.; BS pref. Min. 1-2 yrs. related exp. incl. quantity food production & cafeteria svc. Exc. supv. skills. Letter & resume to Cynthia Smithbower by 11/4.

CHEF de CUISINE (PG4001) Statler Hotel-E

Help prep. & produce dishes served in hotel's fine dining room & at banquet functions, while maintaining high quality & profit margins.

Req.: AAS in culinary arts. Min. 3 yrs. exp. in similar position req. Familiar w/proper prep. & presentation of internat'l. & domestic dishes. Proven supv. exp. Letter & resume to Esther Smith.

SOUS CHEF (PG4002) Statler Hotel-E

Assist Chef de Cuisine w/operation of hotel's fine dining room & banquet functions.

Req.: AAS in culinary arts. Min. 2 yrs. exp. in similar position req. Familiar w/proper prep. & presentation of internat'l. & domestic dishes. Proven supv. skills. Letter & resume to Esther Smith.

STAFF WRITER I (PC4027) Theory Center-E

Prep. Theory Ctr. publications & reports.

Req.: BA in journalism or scientific writing or equiv. Solid writing bkgnd. Min. 2 yrs. exp. summarizing scientific info. pref. Exp. working w/print shops & media. Able to work independ. w/high degree of accuracy & w/conf. information & meet deadlines. Exp. w/desktop publishing software desir. Strong interper. skills. Letter & resume to Esther Smith by 10/30.

ACCOUNTANT I (PC4006) Statler Hotel-E

Accurately & promptly records & reports all food & beverage costs. Control the receipt & movement of all food & beverage inventories of hotel.

Req.: BA in acctg. or equiv. Min. 2 yrs. exp. in food & beverage acctg. Computer systems exposure. 2 yrs. staff supv. resp. Knowl. of food & beverage acctg. control procedures. Exc. comm. (written/oral) skills. Letter & resume to Esther Smith by 10/28.

BEVERAGE MGR. (PA4004) Statler Hotel-E

Schedule, coord. & manage beverage staff to insure that proper etiquette & svc. are maintained in lobby lounge, kitchen bar & banquet beverage functions.

Req.: AAS in hotel admin., BS pref. 1-2 yrs. related exp.; exc. knowl. of wine; proven supv. skills. Good financial & planning skills; exc. comm. (oral/written) skills. Letter & resume to Cynthia Smithbower by 11/4.

BANQUET MGR. (PA4003) Statler Hotel-E

Supv. & coord. all activities of hotel banquet dept. to insure impeccable prof. svc.

Req.: AAS in hotel admin. BS pref. 1-2 yrs. related exp. Knowl. of foods, menu planning & presentation; ext. knowl. of fine dining svc.; detail oriented; exc. comm. (oral/written) skills & proven supv. exp. Letter & resume to Cynthia Smithbower by 11/4.

RESEARCH SUPPORT SPECIALIST I (PT4011) Entomology-S

Provide research support for field crop entomological studies incl. lab/field studies on leafhoppers, cutworms & snout beetles. 1 yr. renewable.

Req.: BS in bio., entomology, hort., agronomy or plant path.; MS in entomology or related area highly desir. Valid NYS driver's lic.; NYS Certified Commercial Pesticide Applicator (Res. Dev. & Agric.-Plant). 2-3 yrs. trng./exp. in 1 or more of following desir.: insect rearing, exp. field plot techniques, crop production practices, stats. (SPSS, SAS), computer literacy. Letter & resume to Judi Baker by 10/28.

MINORITY EDUCATION ADMINISTRATOR (PA4006) Hotel Administration-E

Reporting to Assoc. Dean, Academic Affairs, establish & administer minority students program for School of Hotel Admin., incl. candidate recruitment, academic advising, non-academic counseling, placement & liaison w/hospitality industry. May assume minimal teaching load.

Req.: BS/BA; grad. degree in student personnel admin. or related field highly desir. Min. 3 yrs. admin. exp. as minority student advisor/counselor at 4 yr. institution. Hospitality related exp. or ed. desir. Must be able to work closely w/variety of students, faculty, administrators, alumni, industry professionals & school counselors. Letter & resume to Cynthia Smithbower by 12/1.

REGISTERED PROFESSIONAL NURSE (PA4007) Health Services-E

Screen, assess & treat/refer patients using clinical skills developed in nursing school. 9 month position. Day shift, 8-5.

Req.: Grad. from accredited Nursing School. Possess or be eligible for NYS Nursing Lic. Must receive Basic CPR Red Cross cert. w/in 6 months of employment. 1+ yrs. exp. in clinic, ambulatory, hospital emergency room care. Letter & resume to Cynthia Smithbower by 11/4.

BANQUET MANAGER (PA4008) Statler Hotel-E

Schedule, coord. & manage svc. staff to insure that proper etiquette & svc. is given in fine dining room of hotel.

Req.: AAS or equiv. in hotel admin. BS pref. Min. 2 yrs. exp. in similar position req. Proven supv. skills. Knowl. of all types of svcs. Good mgmt. & financial planning skills. Exc. comm. (written/oral) skills. Letter & resume to Cynthia Smithbower by 11/4.

ASST. CATERING MANAGER (PA4009) Dining-E

Assist Catering Mgr. in planning & execution of all catering events.

Req.: AAS or equiv. Min. 2 yrs. related exp. Able to work under pressure. Strong interper. & comm. skills. Letter & resume to Cynthia Smithbower by 11/4.

BUDGET ANALYST II (PA3805) Budget Management Office-E

Provide analytical & tech. support in development, implementation, maint. & regulation of univ. budgetary process.

Req.: BA in busn., finance or related field. 2-3 yrs. related exp. Strong comm. (written/oral) & interper. skills. Familiar w/micro-computers pref. Letter & resume to Cynthia Smithbower by 10/28.

PROGRAMMER/ANALYST I (PT3911) College of Arts & Sci.-E

Maintain & develop application software to support College Admin. functions. Work w/admin. computer users & tech. staff to ensure continued use of existing software & to implement new systems.

Req.: BA or equiv. exp. Familiar w/CMS, ADABAS, VM, NATURAL & microcomputers desir. Strong interper. skills & understand quantitative analysis. Letter & resume to Judi Baker by 10/28.

RESEARCH SUPPORT SPEC. II (PT3909) Diagnostic Lab-S

Conduct experiments towards development of rapid & accurate methods for speciation of Mycoplasma species & serological diagnosis of Lyme Disease. Directly involved w/design of experiment protocols.

Req.: BA/BS w/exp. or MS in microbiol. & biochem. strongly pref. 2-3 yrs. exp. w/DNA purification techniques, tissue culture & bacterial cultures techniques & familiar w/ELISA systems. Letter & resume to Judi Baker by 10/28.

EDITOR I (PC3914) University Relations-E

Edit manuscripts & work w/clients, designers & Publications Graphic Purchasing personnel in supv. production of printed pieces.

Req.: BA (pref. in Eng. or linguistics). Able to work independ. Sensitivity to lang. High regard for precision. Org. ability & exc. interper. skills. Min. 2 yrs. related exp. Letter, resume & sample marked up manuscript recommended to Esther Smith.

COMPENSATION SPECIALIST (PA2806) Office of Human Resources-E

Under gen'l. direction, assist in development & admin. of Univ.'s non-academic compensation (wage & salary) programs. Ext. contact w/all levels of faculty, admin. & staff univ.-wide.

Req.: BA/BS or equiv. pref. in personnel/ busn. mgmt. 1-3 yrs. exp. in Compensation

(classification/evaluation). Strong org., analytical, interper. & comm. skills. Working knowl. of PC's database mgmt. & spread sheet analysis pref. Exp. in other areas of human resources helpful. Higher ed. or busn. exp. helpful. Letter & resume to Cynthia Smithbower by 10/28.

Clerical

REGULAR EMPLOYEES Submit employee transfer application, resume & cover letter. Career counseling interviews available by appt. **EXTERNAL APPLICANTS** Mail employment application & resume to 160 Day Hall. Interviews conducted at Staffing Services, East Hill Plaza by appt. only. Qualified applicants are contacted after materials are reviewed.

PROGRAM AIDE, GR17 (C4007-C4013) NYC Extension Program-S

Work w/low income families & youth to acquire knowl. & skills for improving nutrit. quality of their diets. Take req. 3 wk. trng.; teach mothers & youth essentials of nutrition & increase their knowl. & skills in selecting & using foods.

Req.: H.S. dip. or equiv. Strong interper. & comm. skills. Min. 1 yr. related exp. pref. Min. Biweekly: \$467.98

SECRETARY, GR17 (C4014) Residence Life, Fall Creek Gorge Area-E

Provide sec. & receipt. support. Prep. & type reports & corresp.; maintain files, distribute mail, coord. student clerical help, act as resource person, prep. vouchers & handle recordkeeping for bldg. acct.; daily contact w/students & public.

Req.: H.S. dip. or equiv. Min. 1 yr. sec. exp. Good interper., comm. & org. skills. Able to relate well w/variety of people. Med. typing. Min. Biweekly: \$467.98

SECRETARY, GR18 (C4023) Coop. Extension-S

Sec. for program specialist in Ag. & Natural Resources Program Off. Type wide variety of materials; corresp., reports, forms, minutes, notices, charts, overlays & confidential material; schedule mtgs., keep calendar, make travel arrangements & reimbursements.

Req.: H.S. dip. or equiv. req. AAS or 1 yr. sec. exp. pref. Good typing, org. & comm. skills req. Knowl. of IBM PC XT & Wordperfect req. Med. typing. Min. Biweekly: \$487.50

SECRETARY, GR18 (C4020) Univ. Development-E

Provide sec. & org. support for an Asst. Dir. & Dev. Asst. in Cornell Fund. Org. mailings; prep. corresp. & reports; compile gift figures; arrange travel; schedule appts.

Req.: H.S. dip. or equiv. Min. 1 yr. related exp. Exc. org. & interper. skills. Good comm. (written/oral) & proofreading skills. Knowl. of Mac computer desir. Knowl. of CU helpful. Med. typing. Min. Biweekly: \$487.50

OFFICE ASST., GR19 (C3906) CALS Dean's Off.-S

Provide sec./admin. support in Off. Serve as off. receipt., process mail, maintain off. files & other clerical duties. Process payments for off. expenditures & various central acctg. support.

Req.: AAS in sec. sci. or busn. or equiv. Min. 1 yr. prior exp. in central admin. off. helpful. Skilled in use of PC's w/emphasis on WP & Lotus 123. Knowl. of Stat. acctg. procedures desir. Heavy typing. Min. Biweekly: \$510.90

ACCTS. ASST., GR19 (C3226) Plant Pathology-S

Provide clerical/acctg. support to Admin. Mgr. Assist w/voucher p/r, purchase order & internal report processing.

Req.: AAS or equiv. Knowl. of busn. practices, operation of standard off. equip. & computers. Lt. typing. Min. Biweekly: \$510.90

OFFICE ASST., GR19 (C4003) CU Press-E

Resp. for acctg. receivable process such as payment, adjustments & daily deposits.

Req.: H.S. dip. or equiv. AAS pref. Min. 2 yrs. acctg./bookkeeping bkgnd. desir. Familiar w/computer/data processing procedures & Global Turnkey System (on-line STC PBS DATA system) or similar system helpful. Able to work independ. & make decisions. Lt. typing. Min. Biweekly: \$510.90

SECRETARY, GR19 (C4018) NYSSILR-Dean's Off.-S

Take & transcribe dictation using shorthand & dictating equip.; type letters, reports, speeches, etc.; daily mail prep., pickup & distribution; handle phone calls & visitors; maintain ext. files; schedule appts.; make travel reservations; prep. expense vouchers.

Req.: AAS or equiv. Min. 2 yrs. sec. exp. Able to work quickly & accurately under pressure & w/variety of people. Exc. shorthand & typing skills. Competency in Mac &/or IBM/PC. Handle conf. matters. Exc. comm. (oral/written) skills. Able to assume resp. & act independ. Med. typing. Min. Biweekly: \$510.90

ACCTS. ASST., GR20 (C4026) Biochem., Molecular & Cell Biology-S

Perform acctg., budget & admin. svcs. for large research & teaching facility.

Req.: AAS in acctg. or equiv. & min. 2 yrs. exp. in acctg. Some CU acctg. exp. pref. Exp. w/either Stat. or Endowed system pref. Familiar w/federal grants & contracts a plus. Lt. typing. Min. Biweekly: \$534.30

ADMIN. AIDE, GR23 (C4002) Summer Session-E

Assume full resp. for off. mgmt. Assist in recruitment & selection of students for Summer College.

Req.: AAS or equiv. CU course work pref. Min. 3 yrs. related exp. Exp. in admin. & data/systems mgmt. Supv. exp. pref. Hands-on exp. w/IBM PC/XT's. Med. typing. Letter & resume to Esther Smith by 10/28. Min. Biweekly: \$604.49

General Service

REGULAR EMPLOYEES Submit employee transfer application to Staffing Services, 160 Day Hall. Interviews conducted by appt. only. **EXTERNAL APPLICANTS** Mail employment application to Staffing Services, 160 Day Hall. Interviews conducted by appt. only. Qualified applicants are contacted after materials are reviewed.

CUSTODIAN, SO02 (G4005) Residence Life-E

Provide gen'l. custodial care of bldgs. & grounds in assigned area. Mon.-Thurs., 7:30 a.m.-4 p.m.; Fri. 7:30 a.m.-3 p.m.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Daily student contact. Min. hourly: \$5.75

COOK, SO06 (G3806) Residence Life-E

Clean, prep. & cook food for Univ.-owned fraternity. Clean all food prep. areas, cooking areas & assist in keeping storerooms & refrigerators sanitary. Aid student steward in menu-planning & food purchases as needed. Shift subject to change.

Req.: H.S. dip. or equiv. 1-3 yrs. cook exp. Able to follow recipes accurately, operate standard food prep. & cooking equip. Exp. in large quantity prep. essential. Good org. skills. Able to work w/little supv. & w/student volunteers. Able to supv. student helpers pref. Min. hourly: \$6.85

BUILDING OFFICER, GR23 (G4006) Arts & Sci.-Dean's Off.-E

Resp. for maint., housekeeping, security & tech. support for Ctr. for Performing Arts, a 96,000 sq. ft. facility. Reports to Dir. of Facilities for College of Arts & Sci. Daily supv. is by Theatre Arts Dept. Chair.

Req.: AAS or equiv. req. Min. 3 yrs. exp. in related field req. Able to read blueprints & mechanical drawings highly desir. Knowl. of electrical equip. req. Working knowl. of theatre lighting & sound systems. Letter & resume to Esther Smith by 10/28. Min. Biweekly: \$604.49

Technical

REGULAR EMPLOYEES: Submit employee transfer application, resume & letter. **EXTERNAL APPLICANTS:** Mail employment application, resume, & list of lab techniques/equip., or computer software/hardware with which you are familiar. Submit letter per position, specify title, dept. & job number. Interviews conducted by appt. only. Qualified applicants are contacted after materials are reviewed. Backgrounds highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech.

TECHNICIAN, GR19 (T4007) Physiology (Diagnostic Lab)-S

Perform RIAs of hormones in blood samples from animals & tissue culture media. Prep. samples, handle low-level radioactive materials, protocol assays & calculate results, prep. buffers, maintain paper & computer files, wash dishes & clean lab.

Req.: BS/BA in bio. or chem. sci. Min. 1-2 yrs. related exp. Knowl. of chem. lab procedures, mathematics & oral/written comm. skills. Trng. in immunology, endocrinology & biochem. useful. Apply by 11/4. Min. Biweekly: \$510.90

TECHNICIAN, GR22 (T3912) Biotechnology-E

Provide tech. expertise & assistance, incl. growing cells, doing fusions & developing assays, in biotech. hybridoma svc. facility.

Req.: BS in bio. sci., microbio., biochem. or related field or equiv. Min. 3-4 yrs. tissue culture exp. Hybridoma & immunoassay development exp. highly desir. Apply by 10/28. Min. Biweekly: \$581.09

TECHNICIAN, GR24 (T4002) Plant Biology-S

Upkeep of SEM, freeze-fracture & ancillary equip.; assist in SEM course; assist in user equip. trng.; research service when time permits; order supplies & bookkeeping, assist w/TEM; gen'l. lab upkeep.

Req.: BS in bio. 3-4 yrs. exp. w/SEM or equiv. Familiar w/freeze-fracture technique. Exp. & knowl. of TEM & computers desir., not essential. Apply by 11/4. Min. Biweekly: \$639.59

CARPENTER (T4004) M&SO-E

Strong knowl. of Carpentry, trade, shop machinery & ability to read shop & field drawings. Familiar w/various types of lock work, panic hardware key cutting, etc. Knowl. of opening & resetting of safe combinations.

Req.: H.S. dip. or equiv. Certified journey person plus 4 yrs. exp. Must belong to local Carpenter Union or be willing to join w/in 30 days of employment. Must have & maintain a valid NYS driver's lic. Apply by 11/4.

RESEARCH ASST. Boyce Thompson Institute

Supporting work in plant molecular bio. lab. incl. solution prep., bacterial cell manipulations & gen'l. lab maint. Exp. in isolation & analysis of proteins &/or nucleic acids & familiar w/recombinant DNA techniques pref.

Req.: BA in bio., biochem. or related field & lab skills. Contact Dr. David B. Stern, c/o Personnel Dept., Boyce Thompson Institute. 607-254-1225. Min. annual salary: \$12,275.

Part Time

DATA ANALYST (PC4024) Arts & Sci.-Dean's Office-E

Collect, analyze, interpret & present data needed for effective admin. of College. 20 hrs./wk.

Req.: BA/BS or equiv. Min. 1 yr. related exp.

Facility in use of microcomputers, particularly Lotus, Wordperfect & graphics software. Exp. in statistical analysis or institut'l. research helpful. Letter & resume to Esther Smith by 10/24.

OFFICE ASST., GR16 (C4025) Johnson Museum-E

Operate museum reception desk in lobby. Provide info. to visitors; sell cards, catalogues & posters; answer phone switchboard, take messages for staff members; available to work special events during evening hrs. & provide security for museum lobby, Sat. & Sun. (8:45 a.m.-5 p.m.) plus some evening hrs.

Req.: H.S. dip. or equiv. Previous receipt. exp. nec. Interest & involvement in art or related areas highly pref. Letter & resume to Esther Smith by 10/28. Min. full-time equiv.: \$448.50

CURATORIAL AIDE, GR20 (T4009) Ecology & Systematics-S

Assist curatorial assoc. in daily operation of research & teaching aspects of bird & mammal collections, incl. recordkeeping, data entry, specimen prep., collection maint., etc. assoc. w/vertebrate collections. 20 hrs./wk.

Req.: AAS req. BS pref.; some course work in bio. sci. 2-3 yrs. exp. w/taxonomic keys & biolog. collections. Able to work independ., exposure to research environ., lt. typing skills. Attention to detail & org. skills nec. Apply by 11/4. Min. full-time equiv.: \$534.30

TECHNICIAN, GR21 (T4008) Vet Anatomy-S

Perform routine histological & immunocytochemical procedures, reconstruct sectioned materials & routine darkroom procedures. 20 hrs./wk.

Req.: BS in Zoology or related field. Min. 2-3 yrs. related lab exp./routine histological procedures, immunocytochemistry, darkroom & dev. anatomy. Apply by 11/4. Min. full-time equiv.: \$557.70

SECURITY GUARD, GR01 (G4007) Johnson Museum-E

Resp. for guarding all works of art following security & safety procedures, interact w/public & staff. Available to work day or even. for subbing & working special events. 28 hrs./wk. (approx.)

Req.: H.S. dip. or equiv. Bkgnd. in security area helpful. Must be dependable & attentive to detail w/good comm. skills. Previous exp. w/working in a group situation & schedules pref. Letter & resume to Esther Smith by 10/28. Min. hourly: \$5.11

Graduate Bulletin



Course changes: Deadline for changing grade options, credit hours and dropping courses is Oct. 21. A \$10 late fee is charged for any change after this date.

Courses dropped after Oct. 21 will appear on transcripts with a "W" (withdrawn) unless instructor and committee chairperson recommend, prior to final exams, that the "W" be deleted.

Dissertation and thesis seminars: Morison Seminar Room of Corson/Mudd Hall, Oct. 25, from 11 a.m. to noon for doctoral dissertations and Oct. 27, from 10:30 to 11:30 a.m. for master's theses.

Summer 1989 assistance: If you want to apply for any Graduate School summer assistance in 1989, plan ahead by gathering the following three documents, all of which must be submitted to the Graduate Fellowships and Financial Aid Office before your request for aid will be considered:

1) 1988-89 GAPSFAS or Federal Aid Application, 2) 1987 Federal Income Tax Form and 3) Financial Aid Transcript (FAT) from institutions attended prior to Cornell.

Degree requirement: To receive a graduate degree, students must have their final undergraduate transcript on file with the Graduate School showing the conferral date of their undergraduate degree. If your application was made before the conferral of your undergraduate degree, check with the Graduate Records Office, Sage Graduate Center, that your final undergraduate transcript is in your file.

Agricultural biotechnology to be discussed at symposium

Genetic engineering techniques aimed at reducing farm production costs by the mid-1990s will be described on Oct. 25 during a Biotechnology Program symposium, "Genetic Transformation of Plants and Animals."

Transgenic rice plants, mitochondrial genes of yeast, the use of "gene guns" to deliver genes and transgenic mice are among the symposium topics. The keynote speaker will be Robert T. Fraley, director of plant science technology for Monsanto Co.

"Biotechnology has the potential to impact agriculture as significantly as farm mechanization, hybrid crops and agrichemicals," according to Fraley. "Genetic engineering and transformation techniques are still in their infancy, but already researchers have produced plants with superior resistance properties to viral disease, insects and herbicides."

Transformation is a genetic engineering technique for inserting foreign DNA in other organisms.

"The outcome of these efforts will be a reduction of farm production costs as genetically modified crops are commercialized in the mid-1990s," predicted Fraley, who is a technical adviser to government and public agencies. "Furthermore, agricultural biotechnology research will have significant environmental benefits leading to improved air, water and soil quality."

Scheduled speakers at the symposium, from 9 a.m. to 12:45 p.m. in Room 200 of Baker Laboratory, include:

- Richard E. McCarty, director of the Cornell Biotechnology Program and a professor of biochemistry, molecular and cell biology, will open the symposium.
- Robert T. Fraley, "Agricultural Biotechnology Research: Key Issues and Future Directions." Fraley, whose Monsanto research focuses on plant transformation and gene expression systems, contributed to the development of the first practical system for introducing foreign genes into plants.
- John C. Sanford, associate professor of

horticultural sciences, "The Biolistic Process: A New Concept in Gene Transfer and Biological Delivery." Sanford is one of the inventors of the "gene gun," which uses high-velocity microprojectiles to deliver substances into plant and animal cells and tissues.

- Ray Wu, professor of biochemistry, molecular and cell biology, "Genetic Transformation of Rice." Wu's laboratory has developed three separate methods for generating transgenic rice plants — those with genes of another species — and aims to introduce beneficial genes into this important crop plant.

- Thomas D. Fox, associate professor of genetics and development, "Transformation as a Tool for Studying the Regulation of Yeast Mitochondrial Genes." A research group led by Fox is discovering how genes in the nuclei of yeast cells control genes in mitochondria, the separate, energy-producing organelles within the cells.

- Willie Mark, assistant professor of genetics and development, "Use of Transgenic Mice in Biology." Mark studies mutants in transgenic mice to identify genes that play important roles in mammalian development.

From 2 to 5 p.m. the same day, the symposium moves to the new Biotechnology Building for poster sessions displaying all currently funded Biotechnology Program research projects. The Cornell Biotechnology Program provides direct funding for more than \$2 million in research projects, and provides central facilities for another \$20 million in biotechnology-related research at Cornell each year.

"Biotechnology represents an important tool to support market segmentation and differentiation of value-added farm products and processed foods," said Fraley, the author of more than 100 publications and patents relating to gene transfer. "Enormous opportunity lies in the successful exploitation of crops for energy, industrial feedstocks and specialty chemical production."

—Roger Segelken

Language skills called essential for executives

A working knowledge of French and Spanish will be essential for American business executives in the 21st century, according to Curtis W. Tarr, dean of the Johnson Graduate School of Management.

"The new trade agreement between the United States and Canada is moving our two nations towards a Common Market arrangement, and French and English are the languages of business in Canada," Tarr told members of the Cornell University Council who met in Ithaca in mid-October.

"To the south, Mexico is becoming more and more involved in U.S. businesses, and in the Sunshine States we have important Spanish-language communities, newspapers and other enterprises."

Discussing what he called a serious need for more bilingual American business executives, Tarr said: "We are studying whether to establish a joint program in German for our M.B.A. students similar to our current work in the Japanese language. Thirty students in the Johnson school now are studying Japanese, and the day is approaching when Chinese will be of importance to American businessmen."

Tarr said that emphasis on the teaching of foreign languages has diminished since World War II. "English became the language of the [U.S. military] occupations after the war, but we must learn to communicate with other people in the language that is easiest for them," he asserted.

—Albert E. Kaff

Food science laboratory continued from page 1

building is situated east of Stocking Hall, the home of the Food Science Department.

Meanwhile, the grand opening of the Cornell Dairy Store, which is scheduled to return to its original location behind Stocking Hall, will be celebrated from Nov. 1 through 5.

Over the past decades, Cornell food scientists have created dozens of new products, including chicken hot dogs; chicken bologna; chicken rolls; hard-cooked-egg rolls in plastic tubes that can be sliced like salami; a nutritious, low-calorie pizza crust made with egg whites and flour; chicken burgers made of dark meat; and fish products such as seafood crepes, quiche, newburg and spreads made of sucker, burbot, dogfish and cancer fish, all of which are "trash fish."

Other examples of their innovations:

- A vanilla ice cream low in lactose for millions of people worldwide who have trouble digesting the milk sugar.
- A cheddar cheese with 40 to 60 percent less salt than normal. It could result in other types of low-salt cheeses, such as Swiss, Italian, brick, blue and mozzarella.
- A dry, white wine made from whey, a liquid by-product produced in vast amounts at cheese factories. The whey wine has a pleasing tart taste and full body, with subdued aroma and bouquet.

Cornell food scientists also are involved in more than 110 studies concerned with improvement of quality, processing, storage, stability, nutrient content and safety of foods. They study the effects of packaging, processing and storage on nutrient stability and safety, and they are applying genetic

engineering to food science.

Inauguration of the new 31,600-square-foot food science laboratory marks the largest expansion in 65 years of such facilities on campus. The main, 10,000-square-foot food processing area will have state-of-the-art equipment for heating, freezing, chilling, canning, dehydrating, extruding, homogenizing, separating, blending, fermenting, concentrating, distilling and packaging.

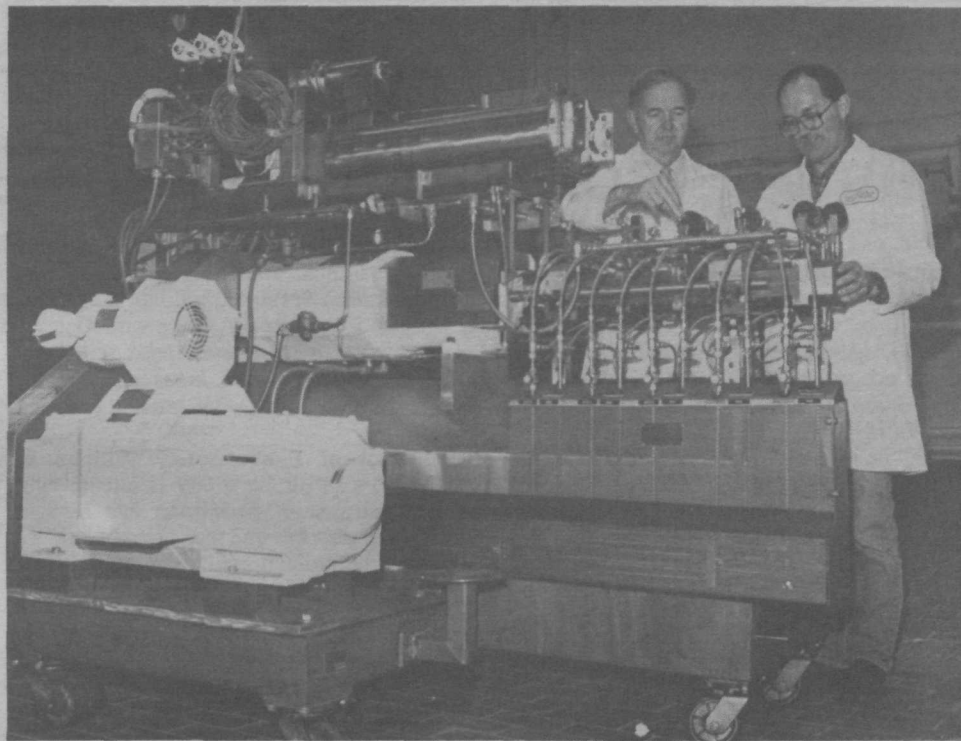
Other facilities include 11 walk-in environmental chambers that can be operated under wide-ranging temperatures and humidities for research and product development; three laboratories for food chemistry, analysis and instrumentation; a classroom; a machine shop; locker facilities; and five storage rooms.

Ledford said that because the necessary laboratory equipment and machinery will cost much more than the \$720,000 allocated, at least another \$1 million in state support is needed.

He added that manufacturers of food equipment are expected to donate or lend some equipment. For example, Wenger Manufacturing Co. in Sabetha, Kan., has loaned an extruder worth \$400,000 for five years, according to John A. Brown, manager of the laboratory. An extruder is a machine used for manufacturing a variety of food products such as breakfast cereals, snack foods and textured vegetable proteins.

Other symposium speakers and topics:

- David L. Call, dean of the College of Agriculture and Life Sciences, "Cornell's College of Agriculture and Life Sciences and Economic Development."



Jill Peltzman

Richard A. Ledford, left, chairman of the Department of Food Science, and John A. Brown, manager of the new Food Processing and Development Laboratory, examine a \$400,000 extruder to be installed in the new food science laboratory.

- Clyde E. Rutherford, president, Dairylea Cooperative, "Agricultural Production and Economic Development."
- Nico van Zwanenberg, Empire Cheese Co., "Economic Development of New York

State Cheese Industry."

- Arnold Denton, Campbell Soup Co., "National Research Needs in Food Processing."

—Yong H. Kim

Festival of Czech Culture continued from page 1

Toronto, and film maker Vera Chytilova, who still lives and works in Prague — will compare and contrast various aspects of the arts in Czechoslovakia in the 1960s with the 1980s.

Other participants will include Czech film star and novelist Zdena Salivarova, who lives in Toronto with her husband Joseph Skvorecky; Paris-based journalist and editor Antonin Liehm; author and scholar Mira Liehmova, who lives in exile in Paris; and play and screen writer Vladimir

Valenta, now a resident of Edmonton.

Russian author Elena Makarova, who will be making her first trip to the West, will fly to Cornell from Moscow to discuss her studies of children's art in the Nazi concentration camp at the Czechoslovakian town of Terezin.

There will be an exhibition of contemporary Czech art at the Herbert F. Johnson Museum of Art from Oct. 29 through Dec. 23, featuring the work of 12 Czech artists in a range of media including sculpture, paint-

ing, collage and reliefs.

A reading in translation of a contemporary Czech play followed by an open discussion with Stan Wojewodski, artistic director of Center Stage in Baltimore, Md., will take place Nov. 10 in the newly completed Center for the Performing Arts.

A performance will be given of works for a string quartet by Czech-born composer Karel Husa, now a Cornell professor and winner of a Pulitzer Prize for music. His "Music for Prague 1968," which depicts the

anguish of his countrymen, has been played some 6,000 times worldwide.

Violinist Sonya Monosoff will conclude the eight-day festival with a performance of a 17th-century violin virtuoso work, the 15 Mystery Sonatas by Biber, a seldom performed work that requires 15 distinct tuning and string arrangements of the violin. Monosoff, a member of the Cornell music faculty, made the first recording ever of the sonatas in 1963 to wide critical acclaim.

—Martin B. Stiles

Book examines airlines 10 years after deregulation

At the 10th anniversary of the Airline Deregulation Act, a new book presents the views of labor and management on changes since the industry was opened to greater competition in October 1978.

"What now seems clear, in retrospect, is that the decision to deregulate air transportation was adopted with virtually no prior analysis of its probable impact on labor relations institutions, job rights and employment conditions," labor arbitrator Mark L. Kahn writes in the introduction to the book "Cleared for Takeoff: Airline Labor Relations Since Deregulation."

The book, published by ILR Press at the School of Industrial and Labor Relations, consists of papers presented at a national conference on air transport labor relations in Washington in 1987.

Kahn notes that fuel prices have in-

creased threefold since deregulation and that low-cost airlines were founded during a 1980-to-1983 recession with laid-off airline employees and surplus aircraft.

"Carriers that found themselves in economic difficulty pressed hard for and secured concessions through pay freezes and cuts and through changes in work rules that reduced labor costs," Kahn writes. "Financially healthy major carriers, with prederegulation pay scales and benefits, pushed for a lower pay level for all new hires."

In his paper, Robert L. Crandall, chief executive officer of American Airlines, says the Washington conference helped present the views of people who work for airlines.

"Unfortunately, we have heard far too little about the most profound change of all: the impact of deregulation on the people who work for our nation's airlines and on

whom the public depends for the high service standards that have been the hallmark of America's commercial aviation industry," Crandall writes.

Other comments in the book:

• Alfred E. Kahn, a Cornell professor of economics who carried out deregulation while chairman of the Civil Aeronautics Board: "When a person is denied a reserved seat because an airline has overbooked, taking his or her reservation is a deception and bumping [is] a violation of a contract."

• Capt. Henry A. Duffy, president of the Air Line Pilots Association: "The airline industry is at a crossroads. . . . Down one road is deregulation and a continued emphasis on windfall profits at the expenses of employees and passengers. Down the other road are continued but more stable profits, cooperative labor-management relations, re-

stored excellence in service and safety, and, essential to any successful operation, employee pride."

• Susan Bianchi-Sand, president of the Association of Flight Attendants: "When management agrees that a unionized work force may result in higher wages but also a more productive and experienced work force, cooperative labor relations can begin."

• Terry M. Erskine, vice president of law and labor relations at Northwest Airlines: "The history of airline mergers has demonstrated that they have strengthened the industry for employees, shareholders and the traveling public."

The book was edited by Jean T. McKelvey, an airline arbitrator and a professor emeritus of industrial and labor relations.

—Albert E. Kaff

Theater schedule for 1988-89

With the long-awaited completion of Cornell's Center for Performing Arts — an artistic work in itself — has come a full season of theater led off by three performances last week of Brian Friel's "Winners." The play, which explored the hopes and fears of a young Irish couple contemplating marriage, now will be followed by:

• "The Marriage of Bette and Boo," Nov. 2, 3, 4 and 11 at 8 p.m., and Nov. 5 and 12 at 5 p.m. and 9 p.m., in the Flexible Theatre.

A dissection of marriage and the family in contemporary America by satirist Christopher Durang.

• Reading of a play by Czech playwright Vaclav Havel, in English, Nov. 10 at 4:30 p.m.

• "Ain't No Use Goin' Home, Jodie's Got Your Gal and Gone: Sayings from the Life and Writings of Junebug Jabbo Jones — Volume III," Nov. 17, 18, 19 and 30 at 8 p.m., and Dec. 1, 2 and 3 at 8 p.m., the Black Box Theatre. John O'Neal, founder and director of the Free Southern Theater will perform the final chapter in his "Junebug" trilogy.

The play with music, based on the historic relationship between black Americans and the military, will have its premiere here and then tour nationally. O'Neal will be artist-in-residence at the center each fall from 1988-1991.

• "Uncle Vanya," Feb. 8, 9, 10 and 11 at

8 p.m. Two shows Feb. 11 at 5 p.m. and 9 p.m., the Flexible Theatre.

• Dianne McIntyre's "Sounds in Motion," Cornell Dance Series, March 31 at 8 p.m., the Proscenium Theatre. Rooted in Afro-American culture but avant-garde, Dianne McIntyre and Company presents an unusual production.

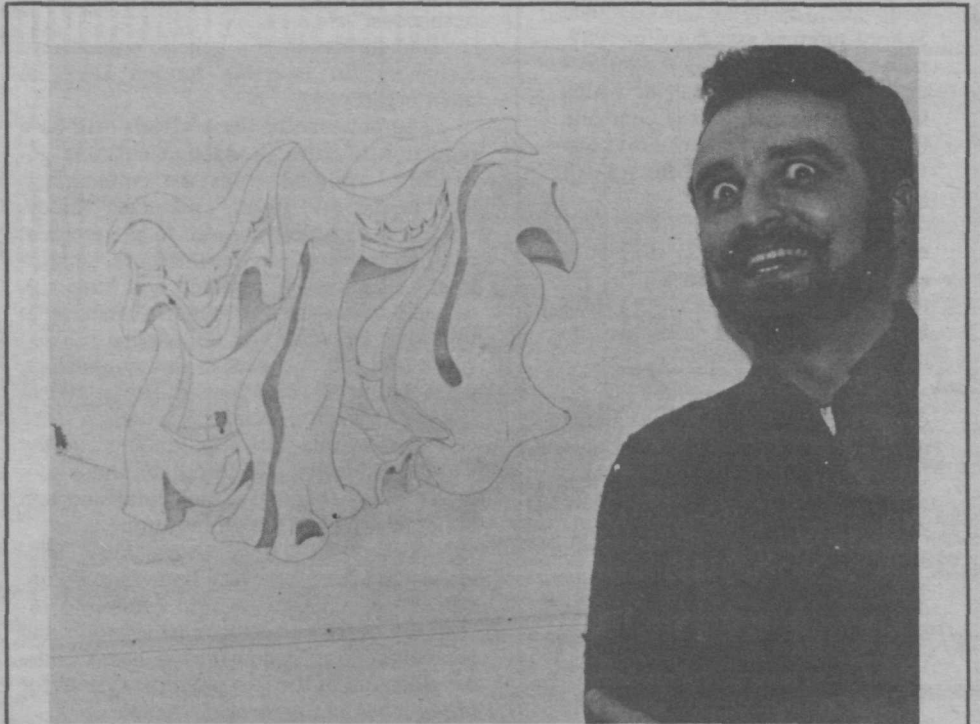
• Dance Concert '89, March 9, 10 and 11 at 8 p.m., the Proscenium Theatre.

Students and faculty of the Department of Theatre Arts dance program join together for their annual evening of original choreography.

• Heerman-McCalmons Playwriting Competition, April 2, 8 p.m. The winning play of the Forbes Heerman-George McCalmons Playwriting Competition among students will be read in a script-in-hand performance directed by a prominent guest artist. Free.

• "Vanities," April 5, 6 and 7 at 8 p.m. Two shows April 8 at 5 p.m. and 9 p.m., the Black Box Theatre. Jack Heifner's comedy is an astute, snapshot-sharp chronicle of the lives of three Texas girls.

• "Piaf," May 3, 4 and 5 at 8 p.m. Two shows May 6 at 5 p.m. and 9 p.m. The musical telling the colorful and tragic story of "The Little Sparrow," Edith Piaf, will have as its guest director Andre Ernotte and as the French chanteuse Resident Professorial Maria Porter.



Jill Peltzman

Gerar Edizel, a graduate student in art history, poses à la Salvador Dali, next to his drawing of the Herbert F. Johnson Museum of Art done in the style of Dali. The work is one of a group of drawings by Edizel on display through Oct. 30 at the Johnson Museum. Each is done in the perspective of an artist, such as Thomas Hart Benton and Richard Serra, as part of a bogus competition for the museum's original design.

Campus construction exacerbates pedestrians' perils

The daily scheduled chaos that erupts every 50 minutes on campus as students, bicyclists and motorists merge in a frenzy of activity between classes is "just plain scary," especially in terms of pedestrian safety, according to Public Safety Lieutenant William G. Boice.

"We're lucky someone hasn't been killed," he said when interviewed about this continuing safety concern of the university.

Creating a montage of nightmarish visions, Boice said:

• Pedestrians jaywalk all over the place, pop out from behind buses and from between parked cars, look neither right nor left and just barge forward on their merry way.

• Bicyclists whip through intersections and along pedestrian pathways, a law unto themselves, oblivious to the fact that they are strictly governed by all motor vehicle laws.

• Motorists continue to move through clearly marked pedestrian crosswalks, and some even play chicken with pedestrians. Others just completely ignore the law that gives the right of way to pedestrians.

Increased traffic and pedestrian congestion on campus, according to Director of Transportation Services, William E. Wendt, is "due to a great extent to construction on campus that necessitates road closings, shifting traffic to other areas and the increase in the number of trucks entering campus."

Director of Public Safety William E. McDaniel said public safety is intensifying its enforcement of pedestrian and bicycle rules. He pointed out that charges are referred to the judicial administrator or Ithaca City Court based on the severity of the violations.

Boice cited portions of state laws that he said every pedestrian and motorist on this campus should know in detail:

• "When traffic-control signals are not in place or not in operation the driver of a vehicle shall yield the right of way, slowing down or stopping if need be to so yield, to a pedestrian crossing the roadway within a crosswalk when the pedestrian is upon the half of the roadway upon which the vehicle is traveling or when the pedestrian is ap-

proaching so closely from the opposite half of the roadway as to be in danger.

• "No pedestrian shall suddenly leave a curb or other place of safety and walk or run into the path of a vehicle which is so close that it is impractical for the driver to yield.

• "Whenever any vehicle is stopped at a marked crosswalk or at unmarked crosswalk at an intersection to permit a pedestrian to cross the roadway, the driver of any vehicle approaching from the rear shall not overtake and pass such stopped vehicle.

• "The driver of a vehicle emerging from or entering an alleyway, building, private road or driveway shall yield the right of way to any pedestrian approaching on any sidewalk extending across such alleyway, building entrance, road or driveway.

• And "Every pedestrian crossing a roadway at any point other than within a marked crosswalk or within an unmarked crosswalk at an intersection shall yield the right of way to all vehicles upon the roadway."

Public Safety recently published the following reminders:

"When a bicycle is operated on the highway and on private roads open to public motor vehicles, the Vehicle and Traffic Law requires a bicyclist to obey the same Rules of the Road as motorists. Bicyclists must also:

• Ride on the extreme right edge of the road or on the shoulder, with traffic, not against it.

• Use a bicycle path, lane or shoulder alongside the road if one is available.

• Ride not more than two abreast, except on paths or parts of roadways set aside for the exclusive use of bicycles. Bicyclists on the roadway must ride single file when being overtaken by another vehicle.

• Signal all turns and stops, using the standard hand signals.

• Obey all traffic signs, signals and pavement markings.

• Keep in mind that motorists may be making right turns on red lights.

• Wearing light-colored clothing and/or put reflector strips on clothing and equip bikes with lights and reflectors.

—Martin B. Stiles

Barton Blotter: Parking permits stolen

Eight parking permits were stolen from cars at various locations on campus, according to the morning reports of the Department of Public Safety for Oct. 10 through 16.

Other incidents reported included the deliberate clogging of toilets on the third floor of Lincoln Hall, which resulted in some \$400 in damage to several rooms. Also, spray-painted, pro-apartheid slogans caused \$500 in damage to a wall and a bench in The Foundry.

Eight thefts were reported on campus with losses in cash and valuables set at \$1,177. These included two wallets and a purse, with total losses of \$177. Two coats, one worth \$35 and the other worth \$200, were reported stolen from 107 Edgemore Lane. Someone stole the spare tire and cover worth \$140 from a parked car and replaced it with an old, bald tire.

Calendar thoughts sought

Dean of Faculty Walter Lynn is seeking brief written comments from faculty, students and employees on whether changes should be made in the university's academic calendar.

Lynn said the campus-wide solicitation is an attempt "to determine whether the limited number of complaints I've received are an accurate reflection of opinions that are widely shared."

Send your comments to Lynn at his office in 315 Day Hall.

Nepal Festival set for Oct. 22

Mohan Man Sainju, Nepal's ambassador to the United States, will speak during an afternoon of film, food, songs and poems in observance of that Himalayan kingdom's major festival on Oct. 22 in Telluride Association House.

The program will celebrate Dasain, Nepal's largest festival of the year, a time for feasting and gift giving dedicated to Durga, a major Hindu goddess.

Members of Ithaca's Nepali community will wear their native dress for the program, which is open to the public, said Kathryn March, professor of anthropology. She said that about 40 people from Nepal live in Ithaca.

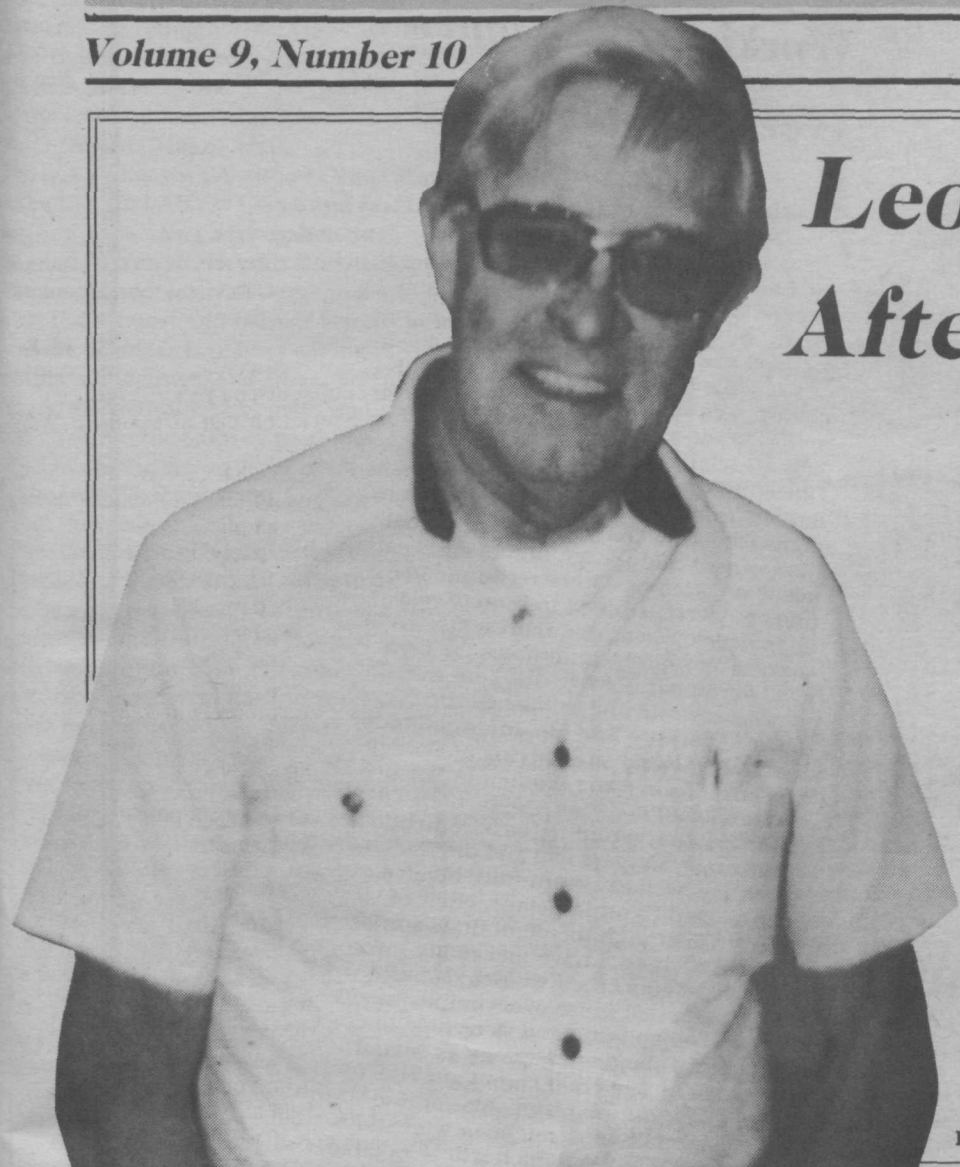
The ambassador has served as vice chairman of Nepal's National Planning Commission under the chairmanship of the king. He will speak during a cultural program between 4 and 5 p.m. Films of Nepal will be shown from 2 to 4 p.m.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 9, Number 10

Thursday, October 20, 1988



Leon Macomber Retires After 37 Years of Service

Leon Macomber began his career with Cornell and the University Libraries in 1951. He was the first messenger for the libraries, based in Uris Library. He remained in that position until 1967, when he transferred to the shipping and receiving room, continuing there until now.

Leon's responsibilities as shipping and receiving clerk include preparing items for mailing; receiving mail packages, and other shipments; and distributing mail throughout Olin and Uris Libraries.

Leon's service with the University Libraries has been invaluable. He always shares his expertise with coworkers and others concerning general mailings and shipments, utilizing the most expeditious and economical ways. He always has a better idea or solution for day-to-day problems. He is always congenial and willing to help anyone regardless of the request. He copes well with the many daily demands and interruptions faced in a shipping operation and remains flexible under all circumstances. His great sense of humor has often helped everyone get through rough days.

Over the years Leon has trained many

people, with excellent results. Some have gone on to work for the U.S. Postal Service.

He is always punctual and sets example for others by his excellent attendance record. "Leon is always conscientious, dependable, and dedicated to the goals of the university and the libraries. The success and good service record of the Shipping and Receiving Service Department of Olin-Uris Libraries has to a great degree been attributable to Leon Macomber," says his supervisor, Larry Kamin.

Leon comments: "Through all my years, I am still amazed by the growth I have seen all over campus. I am grateful to have worked with and to have known so many and such a wide variety of people during my years at Cornell, and I shall miss them. Now with the library searching for more space (the same situation as when I started) it has come full cycle, so it seems like a good time to go." Leon plans to retire November 2.

Leon has been a volunteer firefighter for about 30 years with the Dryden Fire Department. Leon also enjoys bowling, golf and camping.

Leon Macomber

The Changing Faces of Networking

By Diane Wallace

Changes are afoot at Networking - and what better time could there be for us to remind you of our purposes and invite your participation in this year's lively issues?

Now in its tenth year of publication, Cornell's employee-produced publication will more actively involve participation by members of the Communications Committee of the Employee Assembly. With the many new faces contributing to its biweekly issues, Networking will boast some new columns and features, as well as continue its tried-and-true departments.

Networking distributes news and information about events that affect employees. Its purposes are:

- to motivate employees by recognizing those who do outstanding work
- to help employees become more knowledgeable about Cornell services, benefits, and advancement opportunities
- to give employees ideas and methods

for solving workplace problems and personal problems that may affect the workplace

- to improve communication between units
- to provide for a greater sense of community
- to raise the morale of Cornell employees
- to inspire loyalty and instill pride in the university

Networking is the only publication on campus that fills some of these needs.

Networking is your publication, and we would like to invite you to contribute to Networking by contacting any of the editors listed below. We're looking for contributions from writers, photographers, poets, cooks, and storytellers - and we would like to learn about employee news and ideas from your corner of campus. Many of our editors are responsible for specific departments in Networking. You may call or write the editor in the area that interests you, or contact any of us and we will see that your thoughts and contributions reach the Networking editorial staff. Please let us hear from you!

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Gourmet Corner Employee

Assembly Focus

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Cornell Recreation Club

Donna Vose, 5-5263 435 Statler

Child Care Topics

Diane Wallace, 5-6193 726 University Ave.

Brown Bag Lunches Emp. Trustee Report

Dwight Widger, 5-4882 LOE Wilson Lab

Working for Women: The Advisory Committee on the Status of Women

By Judy Vandermark

Are you interested in child-care issues? Do you know where to go to get advice regarding career development at Cornell? Are you concerned about the special problems of dual-career couples? Did you know there is a special committee at Cornell that examines these issues as well as other issues important to women?

The Advisory Committee on the Status of Women (ACSW) was formed in 1972 to identify issues and concerns of women and to advise the administration on university policies and procedures as they affect women. The committee has 23 members and includes academic and nonacademic staff as well as a graduate student and an undergraduate student. Members serve three-year terms.

Cynthia Telage, administrative asso-

ciate in the School of Electrical Engineering, is the chair of the committee. Marge Swiercz Clark is the liaison from the Office of Human Resources, and Carolyn McPherson, Office of Equal Opportunity, serves as staff to the committee.

Women's Issues

The committee was established to address concerns from many women regarding the university's commitment to affirmative action in hiring, promotion, and tenure decisions. During the 1970's the committee worked with Cornell officials on the implementation of Title IX regulations which prohibited discrimination in educational programs receiving federal financial assistance. Other topics that have been a focus of discussion and action include

- child care

- policies on nepotism
- paid maternity leave
- graduate admissions and financial support of women graduate students
- counseling
- policies concerning instructors and lecturers, part-time faculty appointments, and tenure
- creation of a judicial body to hear discrimination issues
- pay equity
- access to affirmative-action data
- preventing sexual harassment
- dual-career couples
- computers in the workplace and their impact on women and work.

Every year the committee selects topics of interest for subcommittees to stu-

Continued on page 2

To All Cornell Photo Fans

All employees are invited to submit their best black-and-white photos for consideration to be published in Networking. Please send your photograph with title, date, name, department, campus address, and telephone number in the lower left corner on the back of your photo. Include any other information you would like to convey to readers (such as camera, film, exposure or location in the case of a travel photo). Please send all the above in campus mail to Sigrid Peterson, Music Department, 108 Lincoln Hall.



Cynthia Telage, chair of the Advisory Committee on the Status of Women, welcomes members to orientation '88 to prepare them for their roles on the advisory committee.



Judy Vandermark (left) and Marge Swiercz Clark share their concerns about women's issues as members of the ACSW.



Jocelyn Hart (left), advisor to the ACSW, talks with Ann Dykman, one of many women from the Cornell community who serve on the committee.

Working for Women Networking

Continued from page 1

dy. Last year's topics were child care, elder care, and pay equity; this year the topics are professional development of women, work and family, and professional women's network. In the spring, subcommittees submit recommendations for action to the associate vice president for human relations and the director of the Office of Equal Opportunity. Recommendations from ACSW have contributed to plans for a university survey on sexual harassment and recognition of child-care needs on campus. Other recommendations have contributed to human relations development and representation of women on search committees for high-level administrators. In 1987-88 ACSW members wrote and published the brochure "Working Parents: Information for Parents Working or Studying at Cornell" and cosponsored the Women in Science conference.

"I view the committee as a tremendous opportunity for personal and professional growth as well as community involvement," said Cynthia Telage, chair of ACSW. "Through the committee's informal networking, I have met many interesting and concerned women. It has given me a real sense of accomplishment to focus on an issue and to be able to do something about such issues as sexual harassment and child care. I am very excited about our plans for this coming year, especially the luncheon workshops on women's issues, which will be open to the Cornell community."

Former chair Janiece Bacon Oblak shared her thoughts about the committee: "Serving on the advisory committee provides an opportunity for many women to identify and study issues in various ways. Both women and university policymakers can benefit by utilizing the expertise of many points of view. We can accomplish more collectively than we can accomplish individually."

Membership

Membership in ACSW is open to the Cornell community. The selection process takes place in the spring and is announced in the Cornell Chronicle. Application forms are available from the Office of Equal Opportunity. Members are selected by current committee members and Joycelyn Hart, associate vice president for human relations, and then are officially appointed by Joycelyn Hart and President Frank Rhodes.

Current members of ACSW are: Josephine Allen, Human Service Studies; Anita Aluisio, Avian and Aquatic Animal Medicine; Theresa Carroll, Academic Computing; Professor Emerita Alice Cook, ILR; Jane Crawford, Career Center; Eileen Driscoll, ILR; Ann Dyckman, University Library; Betsy East, Athletics; Judith Ehren, Registrar's Office; Cynthia Frazier, Computer Services; Katherine Gottschalk, Writing Program - English; Linda Hoose, Financial Management; Molly Kyle, Genetics and Development; Jorie Long, Nuclear Science and Engineering; Kathryn March, Anthropology and Women's Studies; Catherine Murray-Rust, University Library; Maureen O'Hara, Johnson Graduate School of Management; Gwen Scott, Campus Store; Polly Spedding, Human Development and Family Studies; Cynthia Telage, Electrical Engineering; Fumioe Urashima, Graduate Student; Judy Vandermark, Telecommunications; Janine Wilkes, undergraduate student.

Sylvia Corbin Leads Low-impact Aeobics Class

Employee Spotlight

By Kathy O'Brien

Sylvia Corbin has worked at Cornell University full-time for ten years. Last June, Sylvia moved from a position in Space Sciences to one at the Samuel Curtis Johnson Graduate School of Management, Malott Hall.

Sylvia works with Assistant Dean Calkins in the External Affairs Office and finds her position interesting and challenging. External Affairs works with alumni of the Business School from all over the world. With the support and help of her co-workers, Sylvia is kept busy setting up seminars, meetings, and travel arrangements, and handling the mass mailings that go out to the 6,000 or so alumni. With seminars being set up in Brussels and Tokyo in 1989, there is lots to do and never a dull moment.

Employees from Space Sciences approached Sylvia to lead them in an aerobics class (M-W-F) because she had experience and training in this low-impact exercise program. The self-motivation of these employees was hard to resist and Sylvia agreed to take on the task. Leading the class and walking on off-days are Sylvia's ways of relaxing and reenergizing herself for afternoons of work.

A busy woman, a dedicated employee, a



Sylvia Corbin

Photo by Sigrid Peterson

person who cares about others - this is one of Cornell's employees!

Note to Community:

If you know of anyone who should be in

the Employee Spotlight, please send their name, phone number, and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building.

Retirement is the Time to Spend, Not Save

By Jeanne Mackin

Saving for a rainy day is second nature for some people. And when they reach retirement they continue saving for that rainy day. These people need to reconsider their saving and spending strategies.

"It's commonly believed that people save the most during their peak earning years and then dis-save, or spend, during retirement," says Jeanne Hogarth, consumer economist with Cornell Cooperative Extension. "But research shows that 46 percent of retirement-aged households continue to save during their retirement." At a time of life when they should start reducing assets by spending, their assets continue to grow larger.

Even those who do dis-save spend at a slower rate than is expected or reasonable. Many people who have worked for years to acquire the means to enjoy their later years deny themselves the pleasure - or the need - to spend some of those savings.

"There are a lot of reasons why it is difficult for some people to break the savings habit, even when it is appropriate to do so," Hogarth says. This country's health-care system, for instance, instills considerable insecurity in consumers whose financial security could be exhausted with one serious or long illness. To reduce this risk, health insurance policies are available to cover chronic illnesses and serious, acute illnesses.

Many people also worry about out-living their assets and becoming destitute in old age if they spend during retirement. And some people feel they must save all

they can to bequeath to their children.

Although these fears and goals are reasonable, a refusal to dis-save is not, Hogarth says. The later years of life are the time to finally reap the rewards of a good savings habit. People who have learned to save must now learn to spend.

For those of you who have learned too well the habit of savings, Hogarth offers these tips for dis-saving.

First, take a long look at your investments. List your passbook savings accounts, your certificates of deposit, stocks and bonds, and real property. Add your total assets to determine how much you actually have. Then, estimate the overall rate of return on your stash, noting those accounts with high interest yields and those with low interest yields.

Then, consider liquidating those accounts that have the lowest interest yields. They aren't earning you much to begin with, and you might as well enjoy yourself with the money, or buy something you need or just want.

"Even if you don't want to spend the money, you should move it into a new account with a higher yield," Hogarth says.

Remember, though, that very high yields are often accompanied by high risk. Consider your risk tolerance before putting money into high-risk accounts.

And consider your time horizon. A person of 80 probably won't want to invest in financial instruments that don't pay off for 10 or 20 years.

Periodically review your portfolio, spending or moving those accounts with the lowest yields.

If you think you must leave a sizable estate to your children, reconsider that strategy, too. Instead of planning to leave a large estate - which is prone to estate taxes - consider giving money gifts and financial assistance to children as it is needed: for college or to help with buying a home. If you've helped your children along the way, you may not need to leave them a large bequest.

Forget the old savings maxim of never touching the capital and spending only the interest. Now is the time to begin spending the capital, too.

"Even when you begin spending capital, your money may last a lot longer than you think," Hogarth says.

For instance, if you have money in an account that yields 6 percent interest a year, you can spend 8 percent of the capital every year and the money will still last for 24 years. If you spend 10 percent of the capital every year, the money will last 15 years.

For a complete chart that shows how much money, at what interest rate, can be spent per year before the account is emptied, ask your local Cornell Cooperative Extension office for a copy of "Using a Retirement Savings Plan." It's a fact sheet prepared by the Department of Consumer Economics and Housing at Cornell University, and it also contains other valuable information.

Finally, seek financial advice about your saving and spending situation. "Get professional advice on how to make the best use of your assets," Hogarth recommends. Discuss appropriate strategies for dis-saving."

Learning About the Employee Assembly

By Alberta G. Callihan

What is it like to be a member of the Employee Assembly? I am learning. This is my first year as a member of this group of 13 members.

I received a warm welcome when I entered the meeting room for the first time. Membership on the communications Committee for two years was an introduction to the friendliness and open-mindedness of the members of the Employee Assembly. It happened fast! I was encouraged by the acting chair of the Communications Committee to run for a seat on the assembly and, much to my surprise, I was seated in June.

It was obvious I needed a folder, judging by the informational material that I received about the Employee Assembly. The charter, charters of various committees, lists of committee members, and the Employee Assembly manual are some of the materials.

In fact, I had to set up a filing system to

hold the wealth of papers. A tickler file is also necessary because of the various activities held and committee meetings I attend. Members are encouraged to choose one or two committees to attend and be a part of regularly. I was appointed to the Personnel Committee and Communications Committee.

The Employee Assembly manual states that the Employee Assembly is concerned with matters directly affecting employees of Cornell University. The purpose of the Employee Assembly is to ensure a direct focus for the continued involvement of exempt and nonexempt staff members in the governance of non-academic affairs and in the life of the university.

Meetings are run using "Roberts Rules of Order" and have been very interesting and worthwhile.

Lee Snyder recently talked to the Employee Assembly about his attitude toward it. He mentioned that management

values the input of Employee Assembly members. The trustees have given approval for employee's suggestions. He also said that this group is of great value to the administration; there is no question that it works. He thinks employees should become involved more with Employee Assembly committees. He said he has found the Employee Assembly to be a most productive body.

Recently Senior Vice President Jay Morley elaborated on the ways the Employee Assembly luncheon meetings have benefited him.

Members of the Employee Assembly have many opportunities. We review ideas and talk about issues of concern to employees. Once a month we meet with Senior Vice President Jay Morley and he responds to questions of concern to employees.

When it is time to run for a seat on the assembly next year, why not give it a try?

Leadership Leads

By George Peter

Here are two more great quotes borrowed from a leadership conference notebook:

"Trust is the emotional glue that binds followers and leaders together. The accumulation of trust is a measure of the legitimacy of leadership. It cannot be mandated or purchased; it must be earned. Trust is the basic ingredient of all organizations, the lubrication that maintains the organization, and it is as mysterious and elusive a concept as leadership - and as important."

- Warren Bennis and Burt Nanus.

Leaders

"People don't want to be managed. They want to be led. Whoever heard of a world manager? World leader, yes. Educational leader. Political leader. Business leader. They lead. They don't manage. The carrot always wins over the stick. Ask your horse. You can lead your horse to water, but you can't manage him to drink. If you want to manage somebody, manage yourself. Do that well and you'll be ready to stop managing. And start leading."

- United Technologies Corporation, in The Wall Street Journal

CRC News

CRC Park Update

Volunteers are busy getting the CRC pavilion on Monkey Run Road ready for the winter. Please call the office at 255-7565 to volunteer to help. Doors are going to be installed to enclose the building.

The Fund-Raising Committee is meeting on a regular schedule now. One of the planned activities is a flea market to be held at the CRC Park in the Spring. Call the CRC Office now to volunteer to be on a steering committee for this fund-raising event. We will need several volunteers to help out on this project. Donations are needed to continue our progress on the CRC Park.

New York City - December 3, 1988

There are still two seats available on the day trip to New York City. The price is \$60 per member. The bus will leave from B Lot on Saturday, December 3 at 6:30am. The group leader for this trip is Marilyn Orre. The price includes the bus transportation and tickets to Radio City Music Hall.

Ice Capades - November 12, 1988

Sign up now for a delightful afternoon in Syracuse at the Ice Capades. The price is \$14.50, which includes the bus transportation and the admission ticket. This year's theme is Return to Romance, starring Elizabeth Manley, Jill Watson, Peter Opegard and those fruity California Raisins. Call CRC now to reserve your place.

Reminders

- The holiday dinner dance will be held on December 10, 1988 at TC-3.
- The Children's Christmas party will be on December 17, 1988 from 2-4pm.

Upcoming Events

November 12 - Ice Capades
December 3 - NYC, Radio City Music Hall
December 10 - Holiday Dinner Dance at TC-3
December 17 - Children's Christmas Party, Helen Newman Lounge
January - Employee Night at the Court
February - Euchre Tournament
March - Caribbean Cruise
April 13-16 - Colonial Williamsburg
May - Vernon Downs
June - Annual June Picnic
July - Yankee Baseball, Catskill Game Farm
August 17-20 - Toronto
August - Giant's Football
September - Las Vegas/San Francisco

Please call the office for suggestions for the 1989 trip calendar.

Unclassified Ads

- 1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
- 2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
- 3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
- 4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
- 5. Unclassified ads are for nonbusiness purposes only.
- 6. The deadline for the November 3rd issue is October 23.
- 7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
- 8. Please submit an ad for each issue that the ad should appear in.

For Sale

- 1988 Toyota Tercel, like new, 9k miles, E-Z liftback, 4 spd, \$6,200 or assume payments. 387-3411.
- 1984 Honda Magna V65, factory leftover, only 2,020 miles, take over payments. 387-3673 days or eves.
- 1984 Chevrolet Camaro Sport Coupe, 4 spd, 32k miles,

Unclassified Ads Address Change

Please send all unclassified ads to Networking Unclassifieds, Humphreys Service Building

- exc cond, garaged, must see, \$5,000. 272-0579 leave message.
- 1983 Subaru GL hatchback, 4x4, 4 spd, new exhaust, good cond, asking \$2,300 OBO. Lori 5-5329 days or 657-8266 eves.
- 1983 Honda Passport motorcycle, 1,040 miles, \$500; 3 wheel ladies cycle, \$50; 1972 MG Midget Roadster, soft and hard top, many extras, \$2,500. 532-4309.
- 1981 Subaru GLF, 5 spd, 2 dr, \$1,275 OBO. 273-4060 leave message.
- 1975 Plymouth Valiant Brougham PS, PB, AC, cruise, automatic, runs well, 76k miles, no rust. 253-3411 or 539-6146.
- Motorcycle, Yamaha 250 Exciterstreet bike, mint cond, less than 1k miles, \$900 or will trade for newer Mac Plus computer. 257-0797.
- Two rims for P195-75R14 tires, good cond, \$20. Lee 5-4451 days or 257-4174 eves.
- Tires mounted, 2 P205-75R15 St. Snows, 2 P215-75 R15, 2 B78-13 20 OR best offer. 257-6271 eves.
- Mounted snow tires P195-75R14, \$75; Jensen car stereo

- receiver; Brother LDC typewriter, \$100; pool table; exc male clothing, 257-0882.
- Winter radials P175-80R13, used half winter season, exc cond, \$65; USA Stratacaster elec guitar with velvet-lined case, \$500; men's lrg firefighter coat, \$5; adorable ceramic clown lamp with shade, \$7. Jackie 5-4547 days or 533-4576 eves.
- Bee supplies: hive bodies, frames, foundation, completely assembled and painted. 253-3411 or 539-6146.
- Two new key making machines with full assortment of blanks, \$250 each. 546-9861.
- Nordica downhill ski boots, men's size 10 1-2, front entry, blue-gray color, used only two seasons. \$45. Patrick 5-6706 days or 257-7079 eves.
- Doghouse (Agway) \$20; metal swingset, \$20; interior paneled doors (ptd), best offer. John 5-9096 or 257-7757 home.
- Glass top coffee table, matching end tables and lamps, \$200; portable "Feather Weight" Singer sewing machine, \$150. 273-8385.
- Two wood-base lamps with shades, exc cond, \$13 each. 589-6454 eves.
- Brand new ping pong table with 4 paddles and ball plus 2 nets, \$75. Maureen 5-6899 days or 844-4239 eves.
- Crib, mattress and matching bumper, \$35. 253-3562 from 10am-2pm or 272-3029 after 3pm.
- Brother Correctronic 25 electronic typewriter, almost new, 1-2 yr warranty, \$120. Wolfgang 5-6555 or 257-0901 eves.
- Air-tight woodstove, black-bart fireplace insert, used one season, sets into existing fireplace, very efficient, \$300 OBO. 659-4201.
- American Tourister softside matching luggage, light blue vinyl, two 29" Pullman (overseas) cases, one 25" carry-on case, exc cond, \$90. 5-9496 days or 273-1910 eves.
- Kenmore heavy duty automatic washer, exc cond, apt size 24"x26", asking \$150. 273-7968 anytime.
- Whirlpool washer and dryer, deluxe model, 2 yrs old, moving, must sell, \$500 OBO. Liz 5-5331.

- Bookcases, 2 matching 30"x72" \$60 each, matching hi-fi cabinet, \$45, all exc cond. 273-5391.
- Hi-fi set, 5 pc complete includes turntable and tape deck, works beautifully, \$185. 273-5391.
- 18 acres, mostly wooded, view of Seneca Lake, very private, County Rd 7, Burdett. 546-4829.
- Mobile home, 12x60, Pacemaker, 1969, exc cond, 2 bdrms, new furnace, gas range, washing machine, refrigerator, \$6,000, must be moved. Lee 5-2017 or 273-5816 after 5pm.
- Yorkshire Terrier puppies, AKC registered, champion bloodlines, males. 347-4153.
- Miniature Dachsund puppies, AKC registered, males. 347-4153.
- Miniature Dachsund puppies, AKC registered, 2 females. 347-4153.
- Collie pups (Lassie dogs) shorts, wormed and eye checks, two tri rough coat males and one sable smooth coat female. 347-4860 eves.

For Rent

One bdrm apt, very lrg, modern, clean and quiet with lrg closets, private, unfurnished, no pets, off-street parking, deposit, \$387-\$415 includes heat. 272-5910 eves.

Wanted

Used Subaru WD wagon in good shape. 277-2228 after 5pm.
Carpenter to repair 2 porches and install 2-4 skylights and general handyman help. 277.2228

Networking Deadlines

- October 31 for November 17
- November 21 for December 8
- December 5 for December 22
- January 2 for January 19, 1989
- January 16 for February 2, 1989

Employee Calendar

Events of Particular Interest to Cornell Employees

- Tuesday, October 25. Blood pressure clinic, Upson Hall Lounge, 8:30-11am.
- Wednesday, October 26. Brown Bag Lunch. Alan Gantert, director, Physical Education and Intramurals, will speak on the topic of athletic facilities available to employee, 12:15pm, Hall of Fame Room, Schoellkopf Hall.
- Friday & Saturday, October 28 & 29. Outlet shopping in Reading, PA. contact Janet at the Cornell Recreation club, 5-7565.
- Wednesday, November 2. Employee Assembly meeting, 12:15pm, third floor conference room, Day Hall.
- Saturday, November 12. Ice Capades with the California Raisins and Elizabeth

- Manley, Jill Watson and Peter Oppegard. Please contact the CRC Office at 5-7565.
- Wednesday, November 16. Employee Assembly meeting, 12:15pm, third floor conference room, day Hall.
- Saturday, December 3. NYC-Radio City Music Hall. Sign up now at the CRC Office for a memorable trip to New York and the Radio City Music Hall.
- Saturday, December 10. Holiday dinner dance at TC3 in Dryden, NY. Tickets will be sold at the CRC Office soon.
- Saturday, December 17. Children's Christmas party - all children and grandchildren of CRC members are invited to attend a Christmas party at Helen Newman Lounge. Please contact the CRC Office at 5-7565.

Dedicated Service Award Nomination Procedures

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description.
Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? Networking is looking for special

people you feel should be recognized for their special contribution. The Dedicated Service Award is open to any Cornell employee, regardless of rank.
Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award
I NOMINATE

Employee's Name: _____

Phone: _____ Department: _____

Working Address-Phone: _____

Person Submitting Nomination: _____

Dept.-Address: _____

Phone _____

Mail to: Donna Updike, 240 MVR Hall

Cornell Campus Store Halloween Costume Contest

The Cornell community is invited to participate with other ghosts and goblins in the Annual Campus Store Halloween Contest on Friday, October 28.
Judges will be John Gutenberger, mayor of Ithaca; Judy VanDermark, project coordinator in Telecommunications; Cleo Bash, director of Willard Straight Hall; and Judy VanGorden, assistant treasurer.

Cornell Campus Store Costume Competition
12:00 to 1:00 Friday, Oct. 28
- Prizes for best costumes
- Free balloons
Lou's hotdogs and Coke available

Crafting for the Holidays By Judy McPherson

Here's how to make "Play Dough" for shaping crafts and tree trims. Does anyone know whether it can be baked and hardened in the oven? I must confess... I don't know. If anyone does know, please call ext. 3-3229 and I will pass the word on. Thanks!

- 1 cup salt
- 1 cup water
- 1 cup cornstarch
- Food coloring*

Mix the salt and cornstarch in the top of a double boiler, adding water and the desired amount of food coloring gradually, and cook until the material forms a thick lump on the spoon. Stir constantly.

Remove from the stove and cool until it can be handled. Dust your hands with cornstarch and knead the mixture until it is smooth and of even texture; then roll it in a ball and wrap it in oiled paper. Keep in an airtight box; exposure to air dries and hardens it. This material will keep plastic for several weeks if it is properly taken care of.

*Or use nontoxic paints and shellac for decorating and finishing.

Contributor: Judy McPherson
Cornell community member of 23 years
Veterinary Medical Teaching Hospital

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