

CORNELL Chronicle

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Visiting artist

5

His much-photographed weimaraners rest on a comforter while artist William Wegman works on printmaking at Olive Press.

Benefits of grape juice

7

Plant scientist Leroy Creasy, who found that red wine contains a substance thought to lower cholesterol, now says that grape juice may also confer this benefit.

Students by day, firefighters by night



Peter Morenus/University Photography
Bunking at Ithaca Fire Station Number Nine are undergraduates Dylan Willoughby (left), Stacey Golub and Peter Irish, all part of an unusual program for student volunteer firefighters. See story, page 3.

Feisty outsider is McCoy trademark

By Lisa Bennett

Breaking the rules of convention and safety, the captain of a Mississippi River tug boat opens a bottle of champagne and calls for a toast in the opening chapter of *Divining Blood*, the new novel by Maureen McCoy, an assistant professor of English in the creative writing program.

The occasion is the departure of Delana Mae, cook and "girl pilot," who came on board as a 17-year-old runaway and is returning home now seven years later as the mother of a newborn. As a "toast," Delana takes her lover, Johnny Red, by the hand and leads him up the stairs, where she stops by the rail's edge and looks to the water; he sits on the rail and follows her eyes. Then, suddenly, she pushes him overboard.

"Love makes me drastic," Delana Mae explains after the crew rescues Johnny from the water.

This surprise quirkiness of a feisty — yes, loving — and even strangely spiritual outsider is a McCoy trademark. You can see it in *Divining Blood*, released this week by Poseidon/ Simon & Schuster and selected by the B. Dalton bookstores as one of some 20 new and upcoming authors to be highlighted this summer. You can see it in her earlier novels, *Walking After Midnight* and *Summertime*. And you can see it in McCoy, herself (though she would hate the attempt to measure between fact and fiction.)

"I sincerely do just want to go further and further into the realm of the imagined, all the time. The surface world, anything can happen in that," McCoy said in an interview last week.

Indeed, McCoy, who teaches creative writing to undergraduates and in the MFA program, can be downright dismissive of facts.

Her occupation, for example, during about eight years between graduating from the University of Denver and entering the Iowa Writers' Workshop? "There were odd jobs, many jobs, all extremely odd," she wrote in her bare bones bio.

In one such job, she played a "kind of medical impersonation." Hired by an Iowa City medical doctor, she traveled to rural clinics, different ones every week, to collect statistical information. To another person, it could have been routine, even dull work. But McCoy, dressed in a white lab coat, was, well, creative.

"I noticed immediately people responded to me as if I were quite in the medical field. So I just acted as if I were, really. I knew a lot of fancy words from the Physicians' Desk Reference, so I seemed to hold my own," she recalled. She was convincing enough to be invited into the operating room to watch surgery-in-action.

But if McCoy blended the fictional into pedestrian jobs then,

as a fiction writer now, she finds factual experience sometimes not only unnecessary but a hindrance.

Unlike her protagonist, Delana Mae, McCoy's odd jobs never included a stint on the river. "In fact," she said, "I had thought, 'Gee, I would like to go up the river from New Orleans.' Then I realized, no I don't. I don't want to be distracted. I'm creating it."

"As Flannery Conner says, anyone who has grown to be an adult, if you're going to be a writer, you have all the stuff, the information, you need. You've seen a million different faces, heard a million voices. You can just go from there."

"Everything I write on the surface is fictional but, of course, it draws on something itchy. I like to think the emotional truth is there," she said.

Born and raised in an Italian neighborhood in Des Moines, Iowa — "the only corner of the city with pizzazz," — McCoy found something to draw on in the status of being an outsider and wondering about differences between people, in the music of language in the Latin still used in church, and in the rituals of Catholicism, which figure heavily in *Divining Blood*.

"I didn't want to grow up to be a nun like so many girls, but

"I sincerely do just want to go further and further into the realm of the imagined, all the time. The surface world, anything can happen in that."

I did want to grow up to be a canonized saint," she said. "I sat around one Lenten season in the fifth grade, waiting for a miracle to happen. I wanted to be in the saints' book."

But if giving up on sainthood was one thing, going for 'the book' was going to be something else.

Sometime in her late 20s, McCoy found herself tapping out poems on a typewriter on the balcony of the Iowa City public library, though when it came time to look to publication, her "shrinking violet" side showed. She submitted her first poem to a "tiniest" local magazine under an assumed name in case the editor thought it horrid and bumped into her some day. But he accepted it.

Soon "bursting to write but not sure what," she met a travel writer in Ireland and thought to try free-lancing. "I came back

Continued on page 6

CU officials foresee landmark changes in medical education

By Sam Segal

The Cornell University Medical College — with top students and faculty, eminent researchers and an honored place in an Upper East Side medical-science community of world prominence — is preparing for fundamental change.

That is the opinion of the college's dean and provost, Dr. Robert Michels, who puts it this way:

"It's clear that major changes will come very soon and will have great impact on institutions like ours. We're sort of where Eastern Europe was the week before the Berlin Wall came down."

Biomedical science has made brilliant progress, Michels says, but the treatment of patients, the morale of doctors and doctor-patient relations in general are at a low ebb. The college's own revenues are constrained, while, nationally, health care costs have soared to one-seventh of the gross national product and there's nothing approaching a national consensus on what should be done.

All these problems coalesce in a medical college, whose operations reflect them, whose faculty can help solve them and whose students must learn to deal with them.

So Michels and two senior faculty members spent half a day earlier this year with Cornell's Board of Trustees, discussing how this social environment affects Cornell's medical education and how its medical education could affect the environment.

A recurring theme of the discussion — which also included David E. Rogers and Jeremiah A. Barondess — was that hospitals are no longer sufficient schools for training doctors.

The speakers foresaw future training being done at varied sights away from the New York Hospital-Cornell Medical Center, and they discussed more help coming from Cornell faculty in Ithaca.

Barondess, president of the New York Academy of Medicine and an adjunct professor of clinical medicine, was introduced by Michels as "a physician's physician" and as the star of a videotape that Michels has shown for 12 years to students about to have their first contacts with patients. The taped interviews with patients remain a model, Michels said.

"For a hideous moment, Bob, I thought you were going to show a videotape," Barondess said. Then, with the audience loosened up and ready for bad news, he gave some history of changes in teaching hospitals:

"Until the end of World War II, medicine was really a low-tech affair; the medical schools had small, full-time faculties who

Continued on page 4

Scholar disputes U.S. labor forecasts

By Al Kaff

A Cornell University labor scholar disputes government forecasts that college graduates will outnumber job opportunities in skilled occupations.

Instead, serious shortages are developing in technical and business disciplines. Those shortages already are increasing salaries and attracting more women into those fields, reports John Bishop, an associate professor in Cornell's School of Industrial and Labor Relations.

"Shortages are particularly severe in business and technical fields, and this has resulted in graduates of business and engineering programs receiving much higher wages than graduates who have majored in the humanities, education and social sciences other than economics," Bishop writes in a new study.

Because the demand for graduates in business and technical fields is growing faster than the supply, the nation may come up so short in those skills that American companies will be forced to move some operations overseas, Bishop argues.

Bishop, who specializes in relations between education and the workplace, reports his latest research in a working paper published by Cornell's Center for Advanced Human Resource Studies and titled *Is a Skills Shortage Coming? Review of BLS Occupational Projections*.

Bishop says his findings disagree with forecasts made by the U.S. Bureau of Labor Statistics because of what he calls flawed BLS projections.

"The Bureau of Labor Statistics projections of occupational growth have consistently underpredicted the growth of managerial and professional jobs," he writes. "The BLS' projections of the supply/demand balance for college graduates have also been

Continued on page 6

Community service celebration



Charles Harrington/University Photography
President Rhodes speaks with students at a May 4 picnic honoring more than 1,200 seniors and graduate students for their volunteer service activities with community agencies in Tompkins County. Representatives of 150 campus and community agencies also were guests.

E. O. Wilson, the ant man, recounts Cornell influence

By Roger Segelken

Edward E. Wilson was "a small-town hick" whose "ultimate ambition was to write 'The Ants of Alabama'" when he came under the influence of William L. Brown Jr., the more famous myrmecologist said of the retired Cornell professor of entomology, who was his Ph.D. advisor.

One of six speakers at a May 4 symposium honoring Brown, the Harvard University professor who popularized sociobiology and won a second Pulitzer Prize for his 1990 book, *The Ants*, said his teacher and longtime collaborator helped him expand his scope. (Brown, for his part, continues to encourage others to world-scope systematics, leading the way, most recently, with his reclassification of the 2,000-species ant subfamily Ponerinae, the hunting ants.)

Although ants, in general, are among the most successful creatures that ever roamed the Earth — and an estimated 10¹⁵ (10 to the 15th power) ants do so now, as Wilson observed in his talk — we shouldn't step on a single one of them, he said.

Wilson's topic was "The Ants: Why They Have Triumphed in Evolution, as Revealed During the W.L. Brown Era" and he gave a "short but correct" answer before regaling his audience of scientists and students with amazing ant facts.

The short answer: Ants, which have been present for about 100 million years and dominant for the last 50 million, are so enormously successful because their "series-parallel labor organization," as Wilson called it, enables many of them to "switch roles in the middle of

the division of labor, so no task goes long undone."

Compared to solitary insects, Wilson said, social ants "can attend to all contingencies most of the time."

Some amazing ant facts about one of Wilson's favorite kinds, the leaf-cutters: A leaf-cutter queen is the progenitor of up to 3 million daughters at any one time, and over a lifetime — which can be as long as 13 years — may produce 150 million daughters.

A leaf-cutter ant, if it were the size of a human, could run the equivalent of a three-minute-45-second mile, then cut down a 500-pound tree and carry it back at the equivalent of a four-minute mile.

The leaf-cutters' odor trail chemical is so concentrated that 1 milligram — about the amount of ink in a written word — would lead a trail of ants twice around the world.

Wilson observed that leaf-cutter ants, which employ fungi to circumvent the chemical defenses of otherwise inedible plants, then eat the fungi, are the only creatures besides humans to practice gardening. However, the sociobiologist said, "Ants' social order is different than ours in almost every respect. They have a lot to teach us — not by example — but by illumination of the interlocking principles that join all organisms."

Wherever he goes, Wilson said, he is asked the same question: What do I do about ants in my kitchen? He has a standard answer.

"Watch where you step. Feed them dabs of coffee cake. Then get a magnifying glass, and you will witness the closest we will ever come to social life as it may have evolved on another planet."

NOTABLES

Four members of the faculty — **Hector D. Abruna**, professor of chemistry; **Isabel V. Hull**, professor of history; **Thomas D. Seeley**, associate professor of animal behavior; and **James Webster**, professor of music — were among 149 artists, scholars and scientists who have won Guggenheim Fellowship Awards for 1992. Guggenheim Fellows are appointed on the basis of unusually distinguished achievement and exceptional promise for future accomplishment.

Several faculty members have been named fellows in the American Institute of Medical and Biological Engineering's College of Fellows. They are: **Donald Greenberg**, director of the Program of Computer Graphics; **Gerald Rehugler**, professor of agricultural and biological engineering; **Norman Scott**, vice president for research and advanced studies; **Michael Shuler**, professor of chemical engineering; and **Watt Webb**, professor of applied and engineering physics. The institute promotes coordination among researchers in biomedical science and public awareness of biological and medical engineering.

This year's Harrop and Ruth Freeman Prize in Peace Studies has been won by **Barbara Foltin**, a senior in the College of Human Ecology who intends to make a career as a public health field worker in international health. Foltin has worked in a program for disturbed children and in a YWCA program teaching nutrition to older women. She spent a semester in St. Petersburg as a health care worker and will spend this summer volunteering in a Moscow orphanage.

The Northeastern Association of Graduate Deans has awarded its new Graduate Faculty Teaching Award to **Norman Kretzmann**, Susan Linn Sage Professor of Philosophy. The award recognizes excellence and creativity in teaching of graduate students. During the awards ceremony in Quebec City, he was praised for "his skill at engaging beginning as well as advanced students' commitment to learning and his ability to attract students to his distinctive courses in which participants see themselves as partners in a collaborative scholarly enterprise."

BRIEFS

• **Code of conduct:** The University has updated the *Policy Digest for Students, Faculty and Staff* which summarizes the Campus Code of Conduct, as well as other selected campus policies and procedures. Copies of the February 1992 edition of the Policy Digest may be obtained from the following offices:

Dean of Students, 103 Barnes Hall
Human Resources, 130 Day Hall
Information and Referral Center, Lobby, Day Hall
Judicial Administrator, 223 Day Hall
Mann, Uris and Olin Libraries
Ombudsman, 116 Stimson Hall
Secretary of the Corporation, 500 Day Hall

The text of the Digest is also accessible through CU INFO.

• **Traffic Bureau summer hours:** 7:45 a.m. to 4 p.m., will begin on May 11. Regular hours, 7:45 a.m. to 5 p.m., will resume on Aug. 26.

• **Summer cultural events:** Cornell summer session is sponsoring more than 70 free cultural events this summer, and all area residents and visitors are invited to attend. These events include arts performances, indoor and outdoor concerts, lectures, great books seminars, poetry readings and special tours. The 1992 summer theme is "Human Society and Our Environment." Special tours will visit several campus locations, including Mundy

Wildflower Garden, the Research Greenhouses and a display of nature in photography and painting at the Johnson Museum. For a free copy of the calendar of summer special events, call 5-4987 or write to the Cornell Summer Session, B12 Ives Hall, Box 102.

• **In Memoriam:** A prayer service will be held in memory of the late Billy Thompson, son of Bill and Mary Thompson, at 10 a.m. on Saturday, May 16, at Sage Chapel.

Students indicted by county grand jury for computer virus

Tompkins County District Attorney George Dentes announced Tuesday that a grand jury has indicted two Cornell students who allegedly unleashed a computer virus in February.

David Blumenthal, 20, and Mark Pilgrim, 19, have been indicted for computer tampering in the first degree, a class E felony. The indictment alleges that between Feb. 14 and Feb. 19, the defendants altered or destroyed computer data or computer programs, in an amount exceeding \$1,000. The maximum sentence for the crime is 1.3 to four years in prison, according to Dentes.

The arraignment date has not been set. Dentes is prosecuting the case and said the investigation is continuing.

summer support from the Graduate School should submit their form by May 20. Students must register if they are 1) receiving financial aid during the summer (such as summer assistantships or fellowships); 2) wish to use campus facilities during the summer; or 3) are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School. Student ID is required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for noncredit summer registration. Students approved for summer residence credit must pay the appropriate pro-rated Graduate School tuition rate. Tuition must be paid for summer courses taken through the School of Continuing Education and Summer Sessions.

CORRECTION

In an article April 30, Billie Gabriel was paraphrased as saying that her Advisory Committee on Disabilities and Technology and other volunteer groups were not "concerned about legal requirements." The intention was to convey that their motivation went beyond legal compulsion; it was not to suggest that they were indifferent to the law. The Chronicle regrets the ambiguity.

CORNELL Chronicle

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

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

GRADUATE BULLETIN

May Degree: All requirements for a May degree must be completed by May 15.

Commencement Reception: A reception will be held for all graduate degree recipients, families, and friends in the Lounge, Sage Graduate Center, immediately following the May 24 Commencement Exercises.

Diploma Distribution: Diplomas will be available at the reception for May 1992 degree recipients who completed requirements by mid-March (bring ID). Diplomas will be mailed for other recipients.

Travel: Conference Travel Grant Applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by June 1 for July conferences. Application forms are available at Graduate Field Offices. Grants for transportation are awarded to registered graduate students invited to present papers.

Fellowships for 1993-94: The Fellowship Notebook, listing over 350 awards, is available in each graduate field office, on CUINFO under the heading Academic and the sub-heading Grad, and at the Graduate Fellowship Office. Many fellowships for the 1993-94 academic year have a fall 1992 deadline.

Summer Graduate Registration: Forms for Summer Graduate Registration will be available May 11 at the Graduate School information desk, Sage Graduate Center. Students receiving



Writer-director David Cronenberg (left) on the set of "Naked Lunch" with the film's star, Peter Weller.

Cinema presents four premiers

This month Cornell Cinema will present five films by David Cronenberg, a series of early films by Woody Allen, two films by German filmmaker Rudiger Neumann, a lecture by black gay filmmaker Marlon Riggs and the Ithaca premieres of four new films: "Pictures from a Revolution," "Life on a String," "Swan Lake — The Zone" and "Looney Tunes Hall of Fame."

The Cronenberg films include "Dead Ringers," "Naked Lunch," "Scanners," "Videodrome" and "The Fly." The early films by Woody Allen are "Play it Again, Sam," "Bananas," "Everything You Always Wanted to Know About Sex But Were Afraid to Ask," "What's Up Tiger Lily" and a rare Woody Allen Short, "The Laughmaker," which was written in the early '60s as a TV pilot but was never aired.

Landscape filmmaker Neumann will visit Cornell Cinema to present the American pre-

miere of his 1992 film "Stone Light" and his 1988 "Northern Lights," which is told with only images and original sounds.

Riggs' lecture, "We Are the World: Multiculturalism Revisited" will include excerpts from his films "Affirmations" and "Tongues Untied."

"Pictures from a Revolution" is a study of the Sandinista revolution in Nicaragua and its aftermath; "Life on a String" by Chinese filmmaker Chen Kaige is the story of an old man and a young musician journeying together under a magic spell; "Swan Lake," by Ukrainian filmmaker Yuri Ilienka, is based on prison stories; and "Looney Tunes Hall of Fame" is an anthology of Warner Bros. cartoons of the last half-century.

For details of these and other films, see the April/May Cornell Cinema Flicksheet, available where Cornell Cinema films are shown, or calendar listings on page 8.

Students volunteer as bunkers in Ithaca fire department

By Marcia Lynch

In class by day, fighting fires at night. It's a way of life for some local college students who serve the community as "live-in" firefighters or rescue and emergency medical service providers as part of the Ithaca Fire Department's Bunker Program.

Participation in the nearly century-old program has changed over the years, and more than doubled in 1991 to nearly two dozen people. Last semester, roughly three-quarters were college students: 11 from Cornell, five from Ithaca College and one from Tompkins Cortland Community College. The rest were non-student members of the department's eight volunteer fire companies.

The department seeks to expand the bunker program to its 37-person capacity, as budget constraints allow.

A bunker contracts with the city's Board of Fire Commissioners to provide voluntary service to the department under specified guidelines. In exchange, bunkers receive free living accommodations in one of the department's five fire stations.

"The Bunker Program is one of two volunteer components of our busy combination department, which benefits from the efforts of both career staff and volunteers," says Edward M. Olmstead Jr., Ithaca's fire chief.

Ithaca's fire department responds to about 3,400 emergency calls in a typical year, an average of ten calls a day. There are 70 paid staff and administrative positions, including some currently vacant due to budget restrictions imposed by the City of Ithaca. About a quarter of the department's 400 volunteer members are classified as "active" and, although not required to do so, nearly all student bunkers opt to join one of the volunteer companies.

"During the academic year, when the program is operating at full strength, bunkers provide a valuable supplement to the companies and form an integral component of our initial response force," Olmstead says.

From the program's first days until 1990, bunkers lived in spartan, barracks-style quarters and were required to respond to all calls that came in when they were in the station. When the new South Hill and West Hill stations were built in the Town of Ithaca two years ago and three city stations were renovated, accommodations at all but one of the stations changed to two-person, air-conditioned rooms, prewired for private telephone and cable

television service, based on suggestions from the past bunkers.

In addition, bunkers are no longer required to respond to every call. Instead, they must commit to a duty schedule, guaranteeing one 12-hour duty period every two or three days, depending on location.

Dylan Willoughby, a Cornell senior from Lake Orion, Mich., says his "sense of adventure" prompted him to apply to join the bunker program, even though he had no prior experience in emergency services. Because some of his friends had bunked in the past, Willoughby was impressed by the improved facilities. He was surprised that he learned the required skills so quickly in an intensive, week-long bunker-training program, immediately preceding the fall semester.

"It's a really neat atmosphere that's kind of a different pace from Cornell — a lot of camaraderie among ourselves and with the paid fire fighters. And we're providing good service to the community, so that's very rewarding."

"I would have never realized at the beginning of training that within one week we would be in the training tower fighting a very hot fire," says Willoughby, a government major who participates in the College Scholar Program in the College of Arts and Sciences. "From merely reading about theories at the start, by week's end we were actually fighting fire. The training gave us a pretty decent overview."

Peter Irish, a Cornell junior from Fairport, N.Y., majors in agricultural engineering. As a member of his home fire department, Irish knew other members who had bunked when they were in college here in the 1950s and '60s. So, as soon as he transferred from Lehigh University in 1990, he stopped in at Station #9 on College Avenue to investigate the program. Irish now lives at Station #9.

"Being in a busy company is rewarding," he says. "Living in the station makes me feel more like I'm part of the community."

Ithaca's getting to feel more like home to me. And I've learned a lot from the paid firefighters — they have a lot of experience to share."

Although not the first female member of an Ithaca fire company, Stacey Golub from Wantagh, N.Y., is the first female bunker in I.F.D. history. She is an emergency medical technician who has worked with a volunteer ambulance company at home and with Cornell Emergency Medical Service. But bunker training provided the junior Animal Science major with her first fire-fighting experience.

"I don't think the training was any harder for me," Golub says, "and I didn't get any special treatment. I think it's great that women have the opportunity to do this today. The paid women firefighters have kind of paved the way, and we're accepted today and get the respect we deserve."

What about juggling fire department and academic responsibilities? Dylan, Pete, and Stacey all agree the life style actually helps them budget their time.

"It helps me because the nights when I'm on duty I have to stay inside," Irish explains. "It hasn't become such a big time commitment that I've had a problem getting my work done, and I go on almost every call, except those that come in in the middle of the night before a big test."

Golub adds, "It's hard to pass up a call when you're studying, but it's a good study break because you're energized. It keeps me home on weekend nights, so I can do some studying."

All three advise anyone considering the program to "just do it." The rewards are great.

Says Willoughby: "It's a really neat atmosphere that's kind of a different pace from Cornell — a lot of camaraderie among ourselves and with the paid firefighters. And we're providing good service to the community, so that's very rewarding. You feel like you're doing something 'real,' a real job you can come back to. And you get a different perspective on everything; you're not surrounded by just students or professors, but by dedicated firefighters who are there to do a job."

To find out more about participating in the bunker program or applying to join one of the Ithaca Fire Department's volunteer companies, write Volunteer Coordinator Marcia Lynch at the Ithaca Fire Department, 310 West Green Street, Ithaca, NY 14850, or call her at 272-1234 during regular business hours.

Piedra named director of Hispanic American Studies program

By Sam Segal

Jose Piedra, a tenured associate professor of Romance Studies, has been named the first permanent director of Cornell's Hispanic American Studies Program.

His appointment to a five-year term was announced by Provost Malden C. Nesheim and Cutberto Garza, director of the Division of Nutritional Science and, for the past year, chair of a six-member search committee.

The appointment came four-and-a-half years after the faculty approved the program. There had been earlier offers made and rejected; and earlier search efforts had reported difficulty attracting first-rate candidates away from similar positions in the southwest and California.

Piedra has been acting director for almost a year; before that, the acting director had been Professor Vernon Briggs Jr., a specialist in immigration policy who had helped start the Mexican American Studies Program of the University of Texas at Austin.

"Cornell is fortunate that Jose has agreed to lead and build our program," Nesheim said. "He has the broad background, the love of scholarship and the commitment to students that can turn Hispanic American Studies into an important academic program."

Piedra, a native of Cuba who studied in Latin America, the United States and Europe, holds a Ph.D. degree in African-American and Latin-American studies from Yale. Before coming to Cornell in 1987, at the invitation of the Society for the Humanities, he was director of Latin American studies at Yale.

"It's an exciting time," Piedra says. "His-

panics on campus are suddenly learning how wide the circle is. We have students in Ujamaa and the American Indian House; students from Colombia and Argentina and Chile; they're of all religions and mixtures — including Scandinavian, Asian, even Ukrainian.

"With the strong support of the provost, I'm optimistic that we can move toward becoming an undergraduate major and a graduate minor that can serve us all well."

He says he looks forward to gaining permanent teaching lines, having at least one visiting scholar and one major conference/workshop a semester, and better program space than the "suite of cubby-hole offices" on the second floor of Sage Hall. He said he is also confident that the university will make every effort to attract Hispanic faculty in nonethnic areas of study.

To Piedra, who will continue to teach, there is absolutely no doubt about program priorities. He will accept social events as inevitable; he will encourage such excursions as this summer's funded visit to Bolivia, where five students "can see what it's like to be in the majority." But his business is education.

"My main concern is courses. This should be a top-rated academic program," he said.

Under Piedra's acting directorship this year, the program for the first time listed a course under its own name — HASP 210, Introduction to Hispanic American Studies. Next year it will add HASP 419/639, Contemporary Puerto Rican Literature. There are also some two dozen cross-listed courses in language, arts, culture, labor studies and even engineering.

Piedra himself has embarked on writing a three-volume work, for Duke University Press,

entitled the Erotics of Conquest, which deals with early Spanish conquests in the Caribbean and South and Central America. Using love and marriage not as ends in themselves but as a means of examining the history of the clash between Spaniards and, first, the Arawaks and Tainos, and, later, such Indian groups as the Aztecs and Mayas.

Though it deals with a time before the United

States existed, its themes are closely connected with the identity struggles that are part of the life of Hispanic students at Cornell today.

"All of us Hispanics are the children of the colonizer and the colonized," he says. "We have to come to terms with the fact that part of our ancestors killed the other part; they also married each other. We have to accept the trauma and go beyond it."



Peter Morenus/University Photography

Jose Piedra (center), the new director of the Hispanic American program, is with the search committee, colleagues and students who assisted: (left to right, foreground) Eduardo Penalva, Diva Sanjurjo, Mary Roldan and Julie Seda; (center) Cutberto Garza and Davydd Greenwood; (rear) Enrique Figueroa, Victor Hernandez, Francille Firebaugh, dean of the College of Human Ecology, and Gary Okihiro.

Medical college *continued from page 1*

existed in a state of 'threadbare gentility,'" he said, using the phrase of Robert Petersdorf.

"Research was relatively simple," Barondess continued. "Treatments weren't very effective, but at the same time, they did very little violence to the patients. And clinical or bedside excellence was very, very high, and valued."

The flowering of federally supported biomedical research changed all that after the war, Barondess said.

The National Institutes of Health had a budget of \$3 million in 1950, \$7 billion in 1989 and \$8 billion in 1990. From 1960 to 1985, medical schools' research revenues more than quadrupled, from \$185 million to \$794 million.

"In the process of adjusting to this cornucopia of federal research support," he said, "the university [medical] centers failed to support

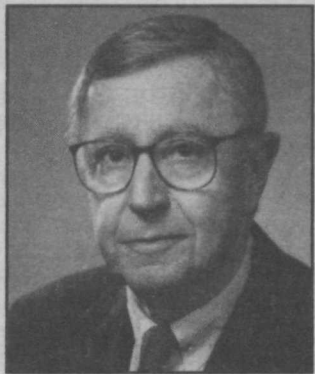
was a certain social contract that was uppermost when one went into medicine," he cited his distress at medicine's evolution from profession to business, worsening the schism between rapidly advancing science and enduring human needs of patients.

Rogers, who regularly advises national and state leaders on health-care issues and is vice chairman of the National Commission on AIDS, went beyond individual patient sensitivities to gaps in macro-medical care. He talked of 40 million Americans without the financial means to gain access to the wonders science has produced.

He predicted that "something dramatic will happen in the next five years" toward the development of an American system for covering health-care costs for everyone.

Barondess:

"How did we get into a position in which biomedical science has flourished to this degree, while increasingly medicine at the level of practice is seen as divorced from the needs and desires of the population — in which advances in apparatus produce marvels but the applications of the entire enterprise to the ills, worries, frights and concerns of the sick and the near-sick are seen as so inadequate?"



adequately the development or retention of academic careers oriented primarily around clinical teaching and scholarly inquiry. Scholarliness came to be nearly exclusively identified with basic and clinical research. Our teaching content became progressively more focused on diseases and progressively less oriented around the patient."

Rogers, former dean of medicine at Johns Hopkins, former head of the Robert Wood Johnson Foundation and now the first Walsh McDermott University Professor, helped the trustees see those changes from the patient's point of view.

"We've moved from the samaritan role to the high-tech science-based practice" founded on greater knowledge, "but we've lost something in the process."

He said the school will have to deal with a general deterioration of doctor-patient relationships, "partly created by the technological moat we put between the patient and the doctor and partly by specialists."

"What most people want," Rogers said, "is a doctor who knows them, whom they know, who will treat them in his office... and that is a disappearing physician."

Adding that he and Barondess "felt there

But he also acknowledged the great inertia of the problem by citing, self-mockingly, a prediction he made as head of the Johnson Foundation 20 years ago: "Current evidence suggests that we will have some form of national financing for basic health care for all of our citizens in the near future."

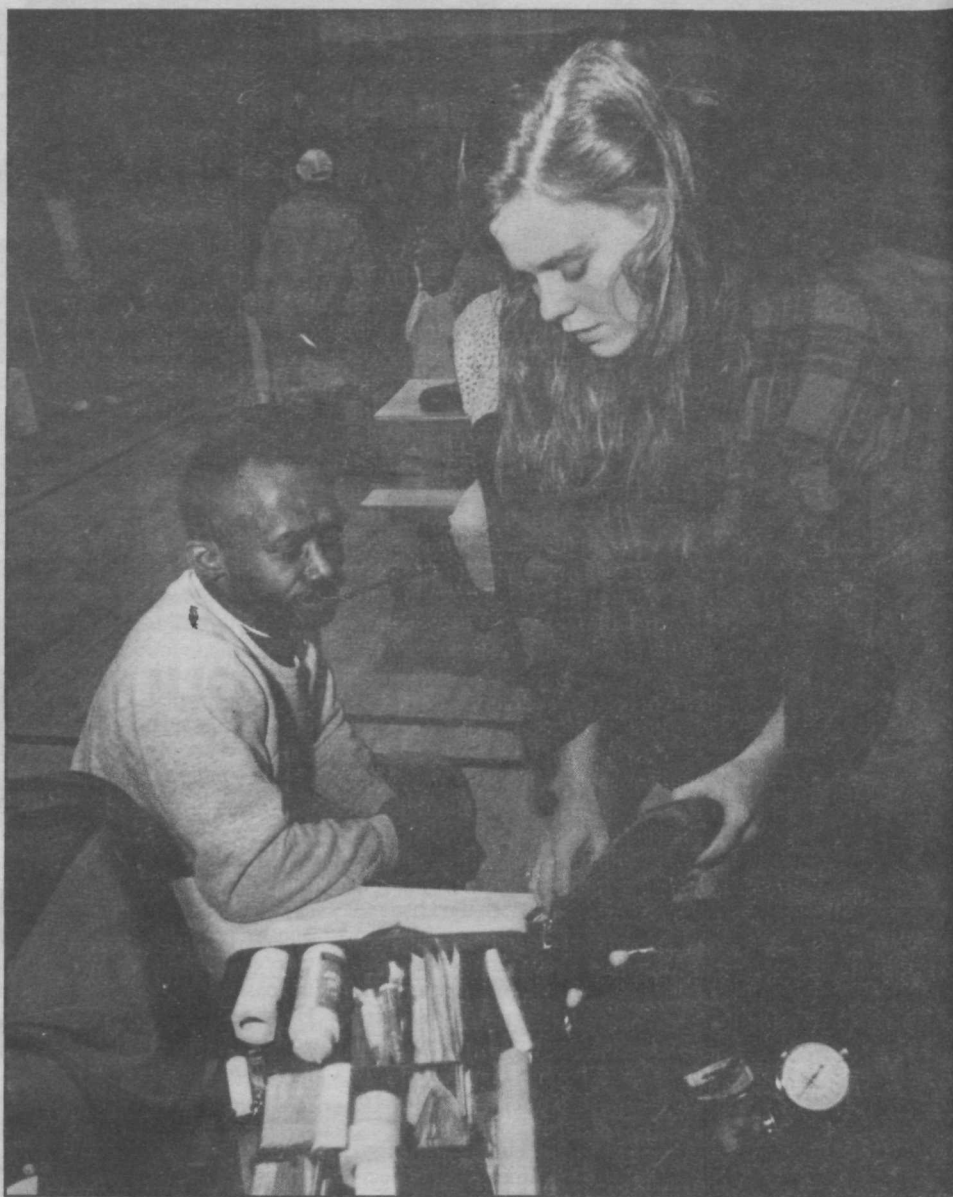
For Cornell medical students, who, says Barondess, "enter medicine as altruistically driven as ever they were," the system offers few models of classic bedside clinicians. They emerge "with an incomplete phenomenologic view of sick people and a lack of understanding not only of the power of bedside observations to lend order to clinical thought but with a parallel lack of understanding of the therapeutic necessities facing the doctor in relation to the real needs of the patient."

The student meets a new kind of patient as well as faculty member. The soaring costs of hospital care and limits by insurance companies on reimbursement, combined with the tendency of doctors to provide more specialized services in offices and group practices, has meant that advanced, tertiary-care hospitals increasingly admit only patients who are severely ill.

As Michels put it: "If you want to teach medical students in a hospital, all they will learn

Rogers:

"Because our teaching of medical students is based so heavily on that one out of a thousand, we face a progressive unrealism in terms of what will be the daily fare of the generalist or of the physician of any sort when they go out there."



Peter Morenus/University Photography
Ann Partridge, a first-year Cornell medical student, prepares to take the blood pressure of a homeless man at a shelter near Grand Central Station.

Michels:

"Right now, we have medical students in clinics in Brazil, in India, in Africa — learning health delivery in countries where there are very few hospitals and where hospitals have mud floors. That's part of their education and should be, but we don't have students in out-patient clinics in Manhattan. We need those."



is how to deal with desperately sick people whose diagnoses were made before they were admitted and the bulk of whose care will occur after they are discharged."

Reduced funds from New York Hospital, from government and from faculty physicians whose (now-reduced) fees are a major revenue source for the college all limit Michels' ability to make changes. But he says that if Cornell keeps training students the cheap way — by attaching them to residents in the hospital — it will fail to teach the student "to relate to a patient who's not lying on his back with pajamas."

One change he plans is getting students out into the city, to settings where they can see "patients with shoes on." While some of his students now train in out-patient clinics in Brazil or India, he said, he lacks such options in Manhattan.

Within the Medical College, he will also

eliminate curriculum and training that is outdated and will seek means to introduce new rigor to clinical teaching.

He will also draw on the Ithaca campus to help give medical education a breadth now lacking. A first step is already planned for June 22-23, when Michels and senior faculty will visit Ithaca to explore new alliances.

"We have to recognize that there's a whole body of science and knowledge in medicine that doesn't have to do with biology or chemistry or physiology or pharmacology. Cornell should be a major participant in the city and state and national forum that shapes the health-care system, and we will look for help from Ithaca-campus faculty in economics, politics, decision theory, ethics and the humanities, as well as in more obviously allied fields.

"Our graduates will have to not only take good care of patients but to give good advice to our city and state and federal government."

Outspoken critic praises CU food and nutrition connection

By Roger Segelken

The Department of Food Science might have expected trouble when they invited an outspoken critic of the animal-based food industry to deliver the Berger International Food Development Distinguished Lecture on April 28. British journalist, author and World Health Organization consultant Geoffrey Cannon was widely known for his view that excessive protein from meat and milk products is destroying world health before he addressed what used to be the Cornell Department of Dairy Industry.

However, Cannon did not implicate Cornell food scientists in what he considers industrial-

ized nations' conspiracy to export to developing nations the same fat- and protein-rich foods that are causing heart disease and cancers in this country. Rather, the author of such books as *The Politics of Food* and *The Good Fight* praised the "close, cordial relationship" here between food scientists and nutritionists, some of whom share Cannon's view that primarily plant-based diets are healthier for all humans.

"I came here expecting to discuss the dissonance between nutritionists and food scientists," Cannon said at the end of his lecture, "Food Science, Protein and World Health." Instead, he said, his exposure to faculty research here persuades him that "Cornell University

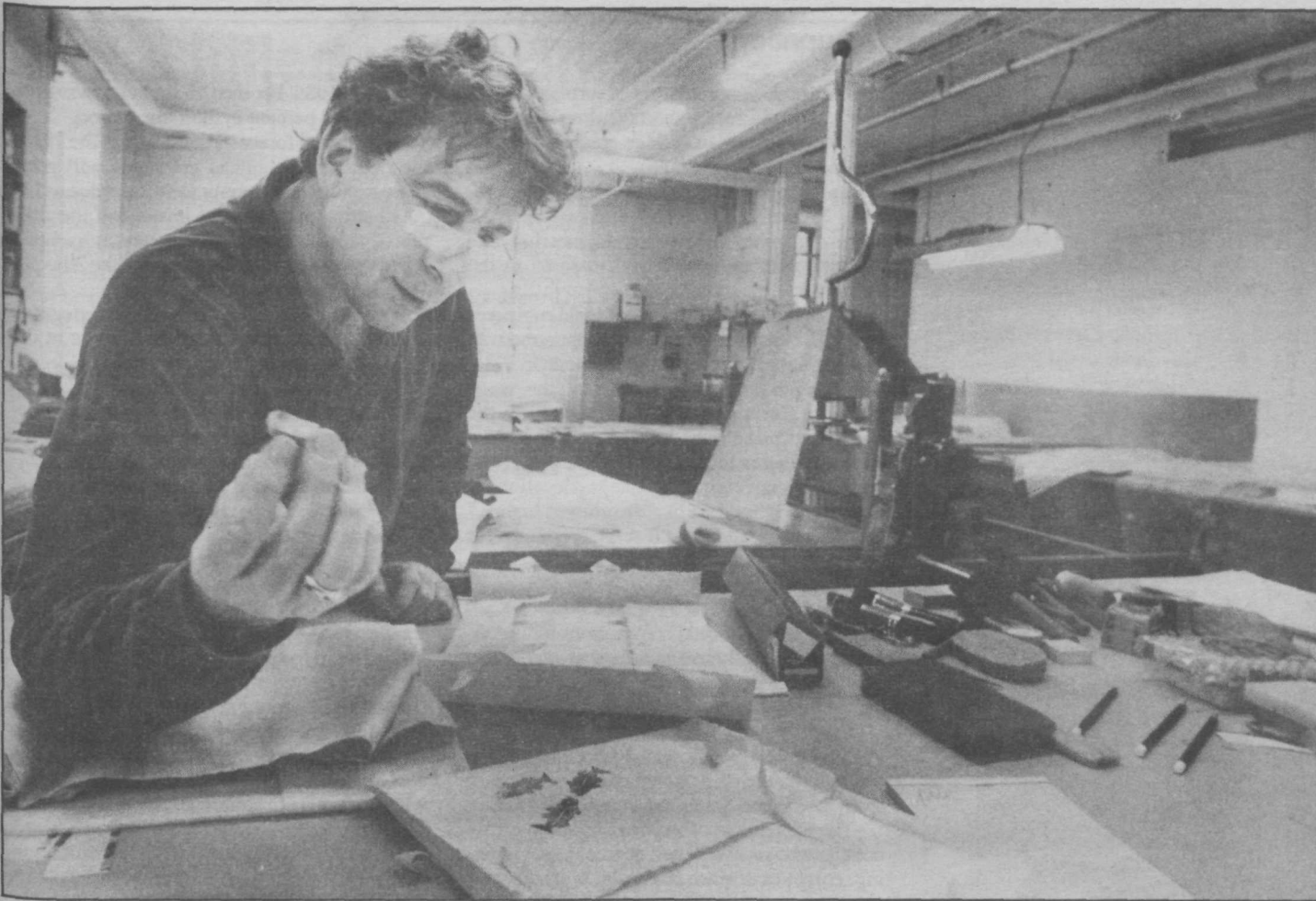
may be the first place to create a new understanding of nutrition, human health, energy and environmental equity."

In his lecture, Cannon cited several "Cornell pioneers" for supporting a growing consensus that, according to Cannon, rapid body growth is unhealthy and that a Westernized diet is bad for everyone. One of Cannon's heroes is T. Colin Campbell, the nutritional biochemist whose study of diet and disease in China demonstrates, according to the author, that "we can reduce the risk of cancer by the same means that protect against heart attacks." The China study, Cannon said, shows that "a diet made up of 80 to 90 percent plant materials may be optimal for

human health."

Another Cornellian cited was the late Clive McCay, the nutritional scientist who proved that "smaller rats live longer than well-fed rats. Like huge dams and bridges, acceleration of human growth by diet may turn out to be a disaster," he said.

Michael C. Latham, professor of international nutrition, was credited by the lecturer for the "astounding feat" of developing "universal nutrition goals that are suitable for all nations." Latham's 1989 report "Global Goals for Human Health" called for increasing the proportion of staple foods — cereals and root crops — while covering fat intake.



Peter Morenus/University Photography

Artist-in-residence William Wegman works with ink stamps at the Olive Press. "Dogs and Other Things: Works by William Wegman," will remain on display on the lower level of the Herbert F. Johnson Museum through May 10.

Wegman creates art with weimaraners

By Carole Stone

When William Wegman came to Cornell last month as the Art Department's artist-in-residence, he brought his troupe of weimaraners with him.

For Fay Ray and Battina, the visit to Cornell was a vacation: in New York City they had been working with Wegman on a children's book called "Fay's Favorite Fairy Tales" with Battina in one story dressed up as Cinderella, Fay Ray, her fairy godmother and ugly stepmother and one of Battina's brothers, the prince with the glass slipper.

The dogs took it easy while they were here. They came in with Wegman in the morning to his studio in Tjaden Hall and stretched out on a camp comforter. They went for walks in the gorges and fetched baseballs on the Arts Quadrangle.

Meanwhile, Wegman worked on projects he knew he would not do in the city. "In New York there are too many distractions so I come to a place like this to get printing done. I need to be sequestered to print," he said recently in the studio of Olive Press, the department's new printmaking workshop.

A typical working day for Wegman, who has been staying at the Miller-Heller House on Eddy Street, began in mid-morning when he and the troupe arrived in Tjaden Hall.

Wegman would put Baroque music on his portable compact disc player and get to work on a series of 20 unique handmade art books that he described as "crackpot books on nature."

The nature books, large format books of color photographs, whimsical drawings, soft watercolors and handwritten writings, bear Wegman's distinctive sense of humor. Some of the pages are made of soft canvas, like old-fashioned camp tents; others use birchbark and Indian sign languages; some are rhapsodies on Boy Scout patches. Log cabins, beaver dams, map and compass, Victorian leaf pressings, wildlife menus and a discussion of menthol cigarettes and the pleasures of smoking in the woods all have a place in these books.

In late morning, when she was finished with a class, Hayley Gordon, an undergraduate painting major who served as Wegman's assistant during his month-long internship, showed up and Wegman began working on experimental monoprints.

"When Hayley shows up at 11:30 and says it's time to print, I don't tell her to wait," he said, smiling bemusedly.

Working with a master printer from Pace Editions in New York City, Wegman also spent a few days editioning a print for the Art Department's new Olive Press series.

He gave a public lecture as the Nancy G. Dickenson Visiting Artist Lecture on April 16, showing some of his early drawings, photographs and videotapes along with his more recent paintings.

Meanwhile, the Herbert F. Johnson Museum exhibited "Dogs and Other Things: Works by William Wegman," which will remain on display on the lower level through May 10.

Down in his temporary studio, Wegman talked freely about his work with the dogs and without them.

When he got his first dog, Man Ray, at the age of 26, Wegman began working the dog into his videotapes and photographs. When Man Ray died in the early 1980s, Wegman worked on his own for a number of years and then in 1987 made his first pictures of his second dog, Fay Ray, who is also the mother of Battina and seven other puppies.

"These dogs are not like Lassie, which was played by 10 different dogs," he said. "There is no 'Fay Ray' except Fay. She's a specific dog. Even if other people can't see the difference between the dogs, I am aware of them," he said.

"Immediately I saw she was different from Man Ray," he continued. "She held the page differently because her personality is different. She's a female, she's shy, and while Man Ray was nine when I started using the camera with him, she was just one. So they had a different body type and sex, even though both were Weimaraners."

"Weimaraners can transform themselves into many things. They are like shadows or ghosts," he said. "They are a hunting dog, sort of a combination of a poodle and a German short-haired pointer. They are

bred to be still and to retrieve and to be the kind of hunting dog that lives in your house.

"Fay and Battina, her daughter, are completely different personalities. Battina looks sweet and innocent and holy and Fay looks demonic and powerful. When I dressed the two dogs up as ministers, the costumes were the same but they looked entirely different. One was like a saint and the other like the evil cardinal. One was in a state of grace and the other had her eyes closed like this," he said, scrunching his eyes shut.

Wegman's dogs are models and actors and see themselves that way, he said. They have developed a Pavlovian response to working in front of the camera and have been trained by the enormous blasts of studio lights and the praise Wegman gives them for holding a pose. "They know they are being photographed. And it's reinforcing after a while," Wegman said.

Photographs of Fay Ray and Battina sell for thousands of dollars and Wegman's 10-year-old prints of Man Ray go for as much as \$10,000.

"I love working with the dogs and will always have ideas for it. But if the ideas die, then I will stop. For now, the ideas are blooming," he said.

But in the last seven years, Wegman has returned to painting and drawing, "returning to where I left off as a teenager before I went to art school" and started doing conceptual art, he said.

His new paintings seem to be selling well: they command as much as \$40,000 a piece.

Some of Wegman's best-known work was the subject of a major retrospective last month at the Whitney Museum of American Art and other museums across the country and in Europe.

For his Dickenson Lecture, Wegman chose to show work that was not included in the Whitney Museum show, giving an "alternative" look at his portfolio.

Wegman's visit to Cornell, his second in three years, was sponsored by the Department of Art, Council of the Creative and Performing Arts and the National Endowment for the Arts.

Hotel official writes handbook to assist hospitality students

Frederick Antil, director of career services in the School of Hotel Administration, has developed a book designed to make work in the hospitality industry more rewarding for students and professionals.

Antil explained that students in most university hotel and restaurant schools are required to spend several months working for practical experience in hotels, restaurants, clubs, food-service establishments or consulting firms.

"Traditionally, these experiences have been measured in time spent but with too little attention to the professional development of the student," he said.

To address the problem, Antil prepared a 35-page booklet, *Hospitality Management Checklist: A Guide to Developing Managers and Evaluating Quality*.

"The checklist is designed to show a student what to look for in each department and operation of an organization," Antil said. "This approach provides the student with a precise outline and schedule to follow in analyzing the effectiveness of the sponsoring workplace."

With additional pages for writing comments, the paperback book covers a number of operating areas including supervision, human resources, internal communications, room and beverage operations, purchasing and receiving, front office, cashier, guest service, housekeeping, accounting, night audit, marketing and sales, convention services, engineering, property management and consulting.

Antil said the checklist is designed not only for student interns but for trainees and people already in management "to explore the intricacies and quality level" of any hospitality firm.

Priced at \$6.50, the checklist booklet may be ordered from the Cornell Campus Store, Cornell University, Ithaca, N.Y. 14853, telephone (607) 255-2934.

When elephants fight, a Liberian college suffers

By Albert E. Kaff

"When two elephants fight, the grass suffers."

Dr. Melvin J. Mason, president-in-exile of Cuttington University College in Liberia, where agricultural studies were developed by a Cornell graduate, quoted that African proverb to describe conditions in his homeland, torn by tribal and political strife.

"In Liberia, all men, women and children have suffered," Mason told about 20 students and faculty at Cornell's interdisciplinary Institute for African Development in describing the Liberian civil war that started in 1989.

Founded by the Episcopal Church in 1889, Cuttington College was closed in 1990 when its campus was taken over by 6,000 rebel troops for a training ground and now is being used by the government.

Mason and his administrators fled into exile and set up an office in Lawrenceville, Va., under the motto, "Keeping hope alive."

At Cornell on March 9, the educator outlined the plight of his college and his determination to reopen the school when conditions permit.

Cuttington's agriculture program was started in 1949 by Fenton B. Sands, a 1942 graduate of Cornell's College of Agriculture and Life Sciences, where he also received his master's degree in 1953 and a Ph.D. in agronomy in 1954. Sands, who now lives in Orlando, Fla., has established an endowment to assist an African-American student from New York state enrolled in Cornell's Agriculture College.

The March issue of *Cornell Alumni News* reported that Sands recently visited Cornell and "was much impressed with the Ag college, which he said has retained the number one position in the world through its training, research and extension programs."

His son, Fenton Jr., who received his bachelor's degree from Cornell in 1970, now is an agricultural economist with the U.S. foreign

"Fortunately, we kept the rebels away from our academic areas, and we gave them the student union building for an office."

aid mission in Morocco.

"Our development people will mail out an appeal soon," Mason said. "We will need \$4 million to reopen, and we will make an initial appeal for \$500,000. In addition to funds, we will seek people to work with us, books, laboratory equipment — anything to get us started."

Equipment losses at the West African college include \$40,000 worth of new computers that arrived at Monrovia airport the day before fighting started; and \$75,000 worth of new cafeteria equipment, some of it never unpacked. Livestock and poultry used in agricultural teaching were killed.

Some of the machinery that generates the college's electricity and pumps its water was stripped for a hospital across the road. "Fortunately, we kept the rebels away from our academic areas, and we gave them the student union building for an office," Mason said. "We have our library, we have our museum and we have our academic buildings."

Mason traveled to Tokyo earlier this year to discuss reopening student exchanges with Rikkyo University (St. Paul's University), also founded by Episcopalians, when his college is able to resume teaching.

About 1,000 students from 16 nations were attending Cuttington when classes were suspended two years ago. Teachers included Africans, Europeans and Asians. The college granted degrees in education, humanities, natural sciences, social sciences, nursing and theology.

The only private, four-year, co-educational college in sub-Saharan Africa, Cuttington has produced many Liberian leaders, including six bishops (Episcopalian and Methodist), three government vice presidents, three associate and two chief justices of the Liberian Supreme Court, and about 45 percent of the civil servants in the former government.

The college was named for Robert Cutting, a treasurer of the Episcopal Church in the United States, who donated \$5,000 to the Bishop of Liberia in 1885.

Mason said he could not forecast when conditions in Liberia will permit him to reopen his college. "The search for peace is still elusive," he said.

McCoy continued from page 1



Peter Morenus/University Photography

Maureen McCoy, whose third novel, *Divining Blood*, was just released, takes a break in her downtown apartment before getting back to work on her fourth. McCoy is an assistant professor of English in the Creative Writing Program.

and wrote only the most frivolous and obnoxious articles, like how to cook a tinker's chicken: Underground because you've stolen it."

Then one day, she was fascinated to find a short story emerging from her typewriter. She wrote "like a mad fiend" one story after another in which," she recalled, "grotesque people were constantly having epileptic fits in Woolworths."

A friend suggested she send them across town to the Iowa Writer's Workshop to ask for criticism. They invited her to join the MFA program. She waited days before responding. "I thought, now something big is going to happen to me and I'm going to be changed." But she took the plunge.

After Iowa, she won two consecutive fellowship years to the Fine Arts Work Center of Provincetown, arriving, she recalls, just before the transvestite convention came to town. "School was definitely out. It was wonderful because, immediately, preconceived notions were shaken up," she said.

A "little note on wings" came four years later from Toni Morrison, inviting her to be one of three Schweitzer fellows at SUNY Albany. Rather than responding, she immediately started cleaning her house, again sensing something momentous ahead. And, then again, she plunged.

Morrison was McCoy's mentor for two years. Besides putting a keen eye to her work, Morrison impressed McCoy with the importance of a generosity of spirit toward other writers.

Kahin center to be dedicated

By Al Kaff

Cornell University's new George McT. Kahin Center for Advanced Research on Southeast Asia will be dedicated at a program on May 11 from 4 to 6 p.m. at the center's new building at 640 Stewart Avenue.

Kahin, for whom the center is named, is the Aaron L. Binenkorb Professor of International Studies Emeritus and a scholar and historian of Southeast Asia.

The center occupies the building that formerly housed Cornell's Department of Communications. Now remodeled, the building includes offices for editors of Southeast Asia publications, professors, graduate students and visiting fellows. The Southeast Asia Program's weekly brownbag seminars and other lectures will be held in the center.

The dedication program will feature Indonesian music by the Cornell Gamelan Ensemble, conducted by Martin Hatch, associate professor of music.

Speakers will be Takashi Uehara, director of the Long-Term Credit Bank of Japan, Ltd.; Randolph Barker, professor of agricultural economics and director of the Southeast Asia Program; Malden Nesheim, provost; Tom McHale, chair of the Southeast Asia Program Advisory Council; Robert M. Pringle, Southeast Asia Program Alumni Representative; and Kahin.

At Cornell, where she has been since 1989, McCoy says she tries to create the kind of writing workshops she sometimes wishes she had had, classes where students look for the strengths in each others' writing, strengths from which they can overcome their weaknesses and develop their best voice and vision and find and love what is particular to each writer.

"I think it's up to everyone involved, more so the teachers, to be their best selves and put forward a positive philosophy and example because there is a tendency to great despair, fear, hysteria and, yes, competition," she said. Likewise in her fiction, while McCoy's characters tend to face a "dark doom" somewhere in their past—for Delana Mae, a sister's death, a father's affair, a devastating sexual moment—in the end some positive philosophy emerges.

"So far in my work, the characters have been outsiders moving in. They're afraid, they're taking baby steps. Then they're finding there is something more. They are opening up and finding connections. They are discovering and proceeding on faith," she said.

But as McCoy follows her quest for going further into the realm of the imagined, she finds that in her next novel, which she is now working on, the protagonist, too, is even more of an outsider than the ones she has created in the past.

"There's not a way in for her. She is going to have to do underground stuff to survive," McCoy said. Still, she added, "she will survive. I hope, with humor and grace."

Kahin, 74, was the second director of the Southeast Asia Program that was started in 1950 primarily as a graduate teaching program dealing with the culture, history, and political and economic development of Southeast Asian nations. The program was established by Lauriston Sharp, 85, its first director and now the Goldwin Smith Professor of Anthropology and Asian Studies Emeritus.

In 1954, Kahin founded the Modern Indonesia Project in which scholars of several nations conduct research on revolutionary and post-revolutionary Indonesia. The Southeast Asia Program publishes books, teaching guides and language texts relating to the region; and the Indonesia Projects publishes a scholarly journal on that nation.

Although the Indonesian government has not always agreed with Kahin's writings, he was decorated last year in Jakarta by Indonesian Foreign Minister Ali Alatas with the Bintang Jasa Pratama (Medal of Merit, First Class). The award was presented for his support of the Indonesian peoples' struggle for independence from their Dutch colonial rulers in the late 1940s and for developing Indonesian studies in the United States.

Kahin is the author of *Intervention: How America Became Involved in Vietnam* (Knopf 1986) and *Nationalism and Revolution in Indonesia* (Cornell 1952).

Occupation continued from page 1

off the mark — predicting a surplus for the 1980s when in fact a shortage developed and relative wage rates of college graduates rose to all time highs."

To make his point on salaries, Bishop compares earnings of college graduates, 21 to 70 years old, who majored in engineering and business with graduates who majored in the humanities.

In 1966, median earnings of male engineers were 52 percent higher and businessmen 28 percent higher than humanities majors. In 1984, tabulating both men and women, the wage premium for engineers over graduates in the humanities had climbed to 114 percent and for business majors to 103 percent.

"The social returns to a college education are extremely high and are likely to go even higher," Bishop writes, adding: "If wage premiums for college educated workers continue to escalate, inequality will continue to grow, American corporations will be at a competitive disadvantage, and multinational corporations will probably transfer offshore functions that intensively employ college graduates, such as research, product development, design and marketing."

On this point, Bishop noted that Hewlett-Packard recently announced relocation of the headquarters of its personal computer division from the United States to Grenoble, France.

The percentage of women graduating from college who received their degrees in engineering, computer science and business administration increased from 3.5 percent in 1973 to 26.6

percent in 1986. For men, the increase was from 33.2 to 50.8 percent in the same period.

But Bishop forecasts that through the 1990s the demand for college graduates will grow more rapidly than supply for three reasons:

- Falling achievement levels and the high rate of people who do not complete high school.
- Projected decline in the size of the 20 to 30-year-old age group.

- Growing number of college-educated workers who will reach retirement age in the 1990s.

Bishop is critical of education: "More than 40 percent of young adults with associate's and/or bachelor's degrees cannot calculate change from a menu. Seventeen percent of young college graduates read at a level below the typical 11th grader."

Shortage of college graduates will continue to grow in the United States, Bishop forecasts. He writes: "I project that the percentage growth rates of the supply of college graduates will be smaller during the 12 year period beginning in 1988 than in the previous decade."

To reduce this shortage, he considers that a change in U.S. immigration policy would be the most cost-effective step.

"There is a long queue of university graduates, many already fluent in English and some with degrees from American universities, seeking permanent residence in the United States," he writes. "It only requires a change in immigration policy to double the number of college educated immigrants to 200,000 a year."

Power sharing between sexes

by Carole Stone

When asked why they had come to a brown bag lunch to discuss the obstacles to men and women sharing power at Cornell, several men said they simply do not want to live in a society that excludes women.

"Working in industry, I have seen very capable women whose careers were hindered because of their sex. This appalls me when I think of my two daughters and that they might face this," one man said.

"An oppressive society is not the kind of society I want to live in," said another.

Altogether there were some 100 staff members, faculty and students at the noon-time discussion sponsored by Cornell's Advisory Committee on the Status of Women on April 28, and about a quarter of them were men.

Last week's brown bag lunch was the third in a series that began last winter and will continue into the fall. The sessions are being facilitated by Anne Rhodes, a professional human relations trainer.

The meeting was designed to bring men into the effort to eliminate "oppression," which Rhodes defined as "the unequal power distribution in society."

Oppression is what a dominant group does to a target group, the dominants being the people who have control of all the major institutions in the country — the military, the Supreme Court, advertising, the major religions, the corporations — while the target groups do not control any of the major institutions, she said.

Anyone can be a member of a dominant or a target group at different times, depending on circumstances, but, she added, "When anyone talks to you about reverse racism, interrupt them. It can't happen. It is a contradiction in terms. Because prejudice plus power equals oppression."

When Rhodes asked participants to describe some instances of sexism at Cornell, responses ranged from the fact that it often takes women longer to gain promotions or tenure if they also have children to take care of to the fact that there is no women's football team.

Among other comments were these: "Inner campus parking permits go to professors, who are by and large male,

while their support staff who run errands during the day park in outer lots."

"The top administrators are principally white men."

"The Statler Club was not opened to women until 1960."

"The Club is still not open to non-exempt staff, who are mostly women."

"Women are often 'invisible' in meetings, they are not listened to until their male colleagues repeat what they say and then get credit for saying it themselves."

"Sexual harassment."

"Just look at the pictures on the wall (in the Hall of Fame Room in Schoellkopf Hall, where the meeting took place.) Most of the athletes are men."

Some of the comments appeared to confuse sexism with classism, one of the many -isms, along with racism, ableism, heterosexism, anti-Semitism and ethnocentrism that Rhodes had listed as instances of oppression. But the point was not clarified, because, as Rhodes said, "the -isms all work the same way."

"The institution is hurtful and unfair, and we want to change the institution so people get valued for the work they do," she said. "Changing the institution is not just about getting the numbers right. There is no way for people to make headway as long as the institution stays the same. What we are talking about will not look like Cornell University when we are done."

When Rhodes asked participants to describe some of the obstacles to men and women sharing power, the responses included these:

"Complaints about mistreatment by men are seen as being bad for business, and a lot of behavior is overlooked because the people doing it are said to be the kind of people who 'get the job done'."

"Men are oblivious to it. They don't even know it is going on."

"Men don't want to share power in a zero-sum world where they see that if someone else is going to get a larger slice of the pie they are going to have to give up some of theirs."

To this last comment Rhodes added, "Women know what you have to do is simply bake another pie," and she got a good laugh from her audience.

East Avenue to close for widening

East Avenue between Tower Road and University Avenue will be closed to traffic for two weeks beginning Friday, May 8 through Wednesday May 20. East Avenue will be widened and resurfaced to include new curbs, bus pull-offs and bicycle lanes.

Three small parking areas — Baker Courtyard, North Rockefeller and adjacent to the A.D. White House — will not be accessible.

Cornell employees with campus permits can park in other "J" lots during the two-week construction project, according to the university's Office of Transportation Services.

While East Avenue is closed, public transportation will be rerouted to West Avenue. For specific route and schedule information, passengers are urged to contact local bus companies, including Ithaca Transit and CU Transit.

Ducks killed with kindness

by Roger Segelken

Instead of helping wood ducks reproduce, well-meaning conservationists throughout North America may be "killing them with kindness" by installing artificial houses in conspicuous places, a Cornell scientist says.

Nest boxes for wood ducks should be located out of sight of each other, said Paul Sherman, professor of neurobiology and behavior. Making nests hard to find discourages an extreme form of nest parasitism called "dump nesting," in which scores of eggs are laid by unrelated females in the same nest. Dump nesting can drastically reduce the reproduction of wood ducks, the researchers show.

Sherman and Brad Semel, a certified wildlife biologist at the Max McGraw Wildlife Foundation in Dundee, Ill., reported their findings in the spring 1992 *Living Bird*. The very sight of one duck at a nest triggers an egg-laying response in ducks without nests of their own, the researchers discovered.

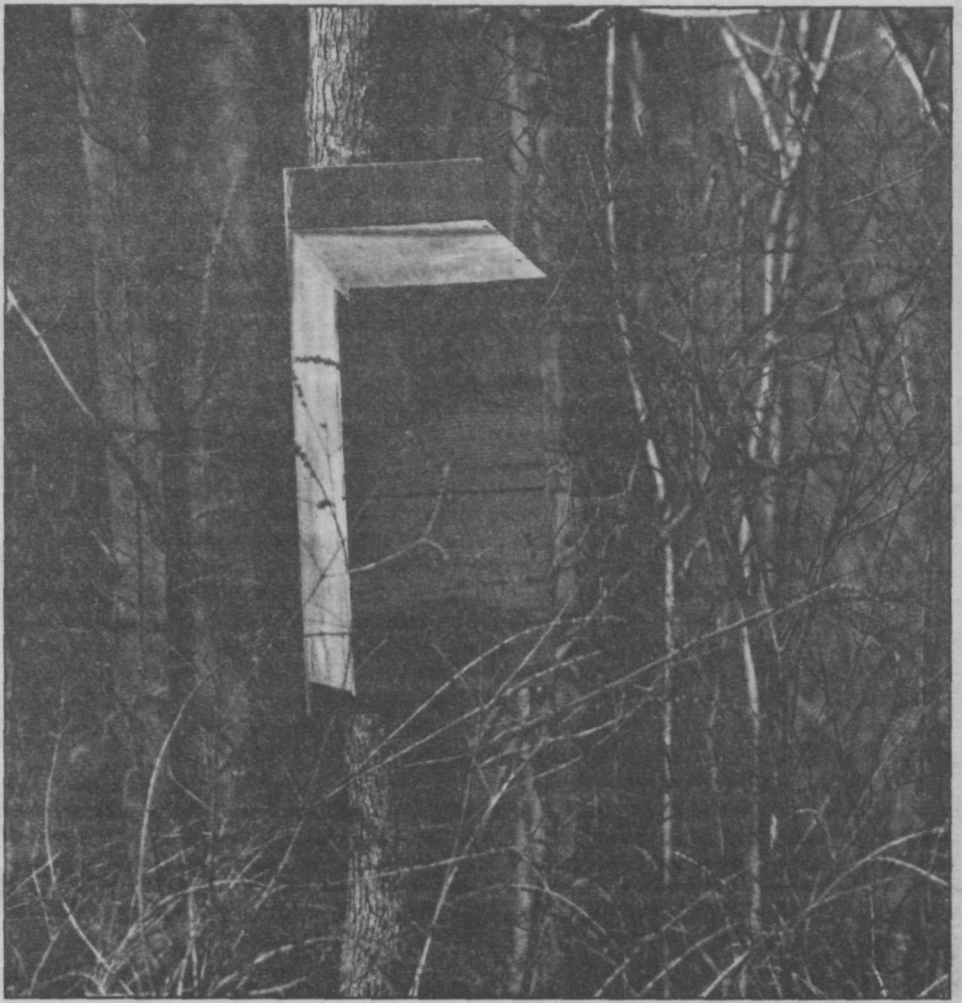
Leaving eggs in the care of others has its "evolutionary advantages," Sherman said. "It's like putting money in several banks to reduce the risk of losing everything. By parasitizing multiple nests, female ducks spread the risk of losing progeny to predators. Parasitic females also have their young raised by other females, and avoid the physiological costs and dangers of incubation."

About 100 species of birds are now known to parasitize nests of their own species. The biologists examined the influence of artificial nest boxes, some 90,000 of which have been installed in the Atlantic and Mississippi fly-

ways for ducks. Focusing on a wildlife management area in Missouri, they found 95 percent of nest boxes were parasitized. In a 21-minute observation that left the biologists amazed, an unguarded nest box attracted five other female ducks, four of which laid eggs. Some boxes accumulated 30 to 40 eggs, piled four and five layers deep. That's too many eggs for a wood duck, which usually incubates a clutch of about a dozen. Eggs on the bottom don't hatch because they are cold. Or, they are crushed, and bacterial infection spoils even more eggs. Often super-large clutches are abandoned altogether.

"Reproductive success declines as clutch size increases above about 16 eggs," the biologists reported. "By concentrating nest boxes in visible places, humans are inadvertently making parasitism too easy. Population densities increase and clutch sizes skyrocket, leading to social pathologies, reproductive ineffectiveness, and eventually to precipitous crashes in duckling population."

The solution is to conceal nest boxes in the woods so that females can come and go unobserved. "When boxes are clustered in visible locations," he said, "it is virtually impossible for a female to enter her own nest undetected or to fight off all the would-be parasites." Subsequent field tests by Sherman and Semel involved more than 300 nest boxes, 6,000 individually marked eggs and "hundreds of hours of slogging through chest-deep swamps." They proved that installing well-hidden boxes cuts parasitism to 28 percent, about the same rate as in natural nests. Manageable clutch sizes increase individuals' reproductive success, they said, and produce more healthy ducklings.



Peter Morenus/University Photography

Nest boxes for wood ducks should be hidden in the woods to lessen "nest parasitism," biologist Paul Sherman advises.

"High-steaks" study dispels meat myth

By William Holder

Cornell researchers say they have dispelled a myth of the meat industry:

In a scientific taster's test, the scientists asked 55 supermarket meat managers to identify steaks from traditional beef steers compared to less-favored, supposedly less-flavorful Holstein steaks.

They couldn't.

Neither by sight nor taste could these meat experts distinguish between boneless rib eye steaks from Simmental X Angus steers and Holsteins, a traditional dairy breed, according to Michael Thonney, professor of animal science at Cornell's College of Agriculture and Life Sciences.

The results show that the 5 to 10 percent discount applied by meat packers to meat from Holstein steers is "completely unsupported," he said. If the quality of Holstein steaks were exploited commercially, the results could mean increased income for dairy farmers. But don't expect the price of Holstein steaks to change — the cost difference is not seen at the consumer level.

"Because of our large dairy industry, we have the potential to raise several hundred thousand Holstein steers in New York," Thonney said. "Given equitable prices, this could mean millions of dollars of additional economic activity."

Very few Holstein males in New York are raised to market weight of 1,000 to 1,100 pounds. Most are sold for veal within a few days of birth.

Some previous studies also have asserted the equality of Holstein steaks, but the Cornell study is the first to put supermarket experts to the test. Similar results could be expected for other cuts of meat, Thonney said. Published in the December issue of the *Journal of Animal Science*, Thonney reported that when the 55 managers were asked to visually distinguish between 32 Holstein and 32 Angus steer steaks, they guessed right 51 percent of the time — no better than the flip of a coin. Co-authors of the study are Ted Perry, a research support specialist; Gertrude Armbruster, associate professor of nutritional sciences; Donald Beermann, associate professor of animal science; and Danny Fox, professor of animal science, all of Cornell.

In taste tests, the managers showed a slight preference for Holstein steaks, judged by tenderness and flavor. Participants also required 13 chews before swallowing bites from Holstein steaks, compared to more than 15 chews for the traditional steaks.

Other research during the past decade has shown that Holsteins produce as much or more lean meat than traditional beef breeds, according to Thonney.

"At the fat trim levels in today's supermarket display cases, lean Holstein carcasses can compete very favorably with traditional beef, which usually is fatter," he said. All of the steers in this study were fed from weaning to market weight at Cornell. Members of the test panel were drawn from supermarkets throughout New York state.

New method for freezing plants developed

By William Holder

A cryopreservation technique that literally turns plant tissue to glass has enabled Cornell researchers to regenerate plants and fruit flies as well as preserve potato shoot-tips.

The technique — called vitrification — has achieved survival rates approaching 100 percent in some cases, suggesting that the approach may be suitable for the long-term preservation of genetic diversity in plants and for genetic studies of fruit flies.

"We have a critical need to develop reliable ways to preserve wild and cultivated species," said Peter Steponkus, professor of crop physiology in Cornell's College of Agriculture and Life Sciences. "Primitive strains contain an immense genetic variation that is yet to be fully exploited in developing high-yielding varieties that are resistant to various stresses. Many of these strains, however, are becoming extinct or endangered because of our ever increasing alteration of the global landscape."

Maintaining the 44,000 known varieties of potato, for instance, requires an expensive program of annual replanting. Cryopreservation would preclude that. In studies with Russet Burbank and Norland potatoes, the researchers found that 40 to 50 percent of shoot-tips — the first part of the plant to appear — resumed normal growth after storage. The Cornell scientists plan to work with researchers at the International Potato Institute in Lima, Peru, to test the cryopreservation procedure for the 13,000 varieties maintained there.

Steponkus said he and his colleagues also have successfully applied the procedure to carnation and chrysanthemum shoot-tips. Their work on carnations resulted in 100 percent survival of shoot-tips following storage in liquid nitrogen. The shoot-tips developed into normal plants, with no apparent abnormalities in the flowers.

Conventional cryoprotective techniques rely on cryoprotective agents to preclude the formation of intracellular ice crystals during cooling, which is usually fatal to cells. Attempts to freeze complex tissues, such as shoot-tips, have been mostly unsuccessful.

Vitrification relies on the use of extremely concentrated solutions of cryoprotectants to

dehydrate cells prior to freezing. Dehydration minimizes the probability of ice formation, and the cells then can be quenched in liquid nitrogen, where they vitrify — form a glass — rather than crystallize.

The procedure is considerably less complicated than conventional approaches, said Steponkus, who discusses the technique in volume one of "Advances in Low-Temperature Biology" (JAI Press Ltd.), to be issued this spring.

Grape juice has chemical that cuts cholesterol

By Susan Lang

Non-wine drinkers, take heart: You, too, may benefit from resveratrol — found in wine and thought to lower cholesterol — by drinking grape juice.

When a Cornell plant scientist last year identified the chemical in wine that is suspected to reduce heart disease risk, he was besieged by non-wine drinkers who clamored to know if they could benefit from drinking grape juice.

After analyzing 1990 and 1991 Welch's grape juice samples from three different geographical regions, Leroy Creasy, professor of pomology in the New York State College of Agriculture and Life Sciences at Cornell, says the answer is a resounding "yes."

All of the 18 grape juice samples analyzed so far contained more resveratrol than 60 percent of the wines analyzed, although none of them had as high a concentration as some of the red wines, Creasy said. And while the amount of resveratrol in wines varies widely — with some wines lacking detectable amounts — the resveratrol content in purple grape juice is "amazingly constant," Creasy said. The reason, he suspects, is that purple grape juice is usually made from the same grape variety — Concord — and the juice-making process is less variable than wine-making processes.

Creasy had been studying resveratrol as a compound that grapes produce to fight fungal disease. He had found, for example, that disease-resistant varieties of grapes make much more resveratrol than susceptible varieties.

He analyzed wine for resveratrol after research in Japan indicated that resveratrol lowered cholesterol in rats and reduced the rate of platelet aggregation associated with clogging the arteries and heart disease, and studies in France pointed to beneficial effects of moderate red wine consumption.

Creasy and a former technician, Evan Siemann, announced last summer that, in general, red wines tend to be higher in resveratrol. Red Bordeaux wine had, by far, the highest amount found so far. Their findings on the analysis of 30 wines were published in the

American Journal of Enology and Viticulture, Vol. 43, No. 1, 1992.

Creasy's research showed that resveratrol is present in the skin of grapes. So only wines fermented with their skins have relatively high resveratrol concentrations. Although grape juice is not fermented, Creasy found that the hot press method used in juice-making effectively extracts resveratrol from the skin and seeds.

"Consumers concerned about their cholesterol should follow their physician's diet and medication advice for reducing cholesterol," Creasy said. "Drinking grape juice, however, might help, without any of the side effects associated with alcohol consumption." Creasy's next step is to analyze other grape products for resveratrol, including jellies, jams, non-alcoholic wines and raisins.

Financial blows of divorce

by Susan Lang

When parents divorce, children often suffer dramatic declines in their standard of living and the economic impact of the divorce can persist for decades, a Cornell researcher says.

Divorce can affect children's college decisions, their first home purchase and their inheritance many years down the road, said Jennifer Gerner, associate professor of consumer economics and housing.

The impact of divorce begins a year prior to the breakup, because both parents spend more time working. Women work more in anticipation of the divorce, and men put in more hours perhaps to distance themselves from the discordant home, according to Gerner's research. Her paper on work patterns and divorce was published in the Spring 1990 issue of *Lifestyles: Family and Economic Issues*.

Once divorced, women and their children suffer a 73 percent plunge in their standard of living the first year, and men a 42 percent decline. Within five years, women's standard of living recovers somewhat, to 30 percent less than what it was, while men recover fully, with an 8 percent net gain, according to Gerner.

"The only way most women ever recover economically from divorce is to remarry," Gerner said. About one-half of divorced women remarry.

Half of all American marriages eventually dissolve — about 1 million, or 5 percent of marriages, a year — leaving a total of 10 million children with divorced parents. About 90 percent of children remain with their mothers after divorce. With women in lower-paying jobs and many without child support, the children often are financially bereft.

"Once children slip into a low-income bracket because of divorce, everything changes for them: their financial security, their ability to do or buy things as in the past," said the Cornell family economist.

CALENDAR

All items for the Chronicle Calendar should be submitted by campus mail, U.S. mail or in person to Joanne Hanavan, Cornell News Service, Village Green, 840 Hanshaw Road.

Notices should be sent to arrive 10 days prior to publication and should include name and telephone number.

DANCE

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

Jitterbug Club

Intermediate, advanced jitterbug series will be held Thursdays, through May 28, 8 p.m.; \$6 per class. Eight-count Lindy series will be held Wednesdays, through May 27; \$40/series. Beginning Jitterbug classes will begin in June. Call Bill for further information, 273-0126.

The annual "Spring Fling" will be held on May 9 at 9 p.m. at the Montessori School, East King Road. Musical artists will play a variety of dance music, with an emphasis on swing. Admission is \$8 at the door. For further information call 273-0126.

EXHIBITS

Johnson Art Museum

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

"Dogs and Other Things: Works by William Wegman," an exhibition of drawings, through May 10.

"Images of America: The Painter's Eye, 1833-1925," will be on exhibit through May 24. The exhibition features 63 paintings from the collection of Frederick and Joan Baekeland.

An exhibition of prints made at the Art Department's new Olive Press will be on view from May 12 through July 28, will feature the work of Joe Andoe, Judith Shea, David Storey, Richard Bosman, Gregory Amenoff, Lois Lane, Mary Heilmann, Alfred Leslie, William Wegman and Michael David.

"Nature's Changing Legacy: The Photographs of Robert Ketchum" featuring photographs from the years 1970 to 1991, exploring our evolving consciousness of what comprises our national legacy and what we have done to change it, on exhibit through Aug. 2.

"Preserving the Landscape? A History of American Photographers and the Environment," an exhibit examining the work of landscape photographers who preceded and inspired Robert Ketchum, through Aug. 7.

Mann Library

"Department of Rural Sociology 75th Anniversary," an exhibition of displays focused on work in the 1990s, global programs, scholarly work in the area of rural communities, social issues, cooperative extension and Department history, through May 31.

Sibley Fine Arts Library

"The Sketch Book: Keeper of Ideas," an exhibition of sketch books by artists and scientists, through May 9, Sibley Fine Arts Library.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$4.50 (\$4 for students) EXCEPT Monday Night Film Club (9:30 p.m.), \$3 for all; Thursdays, \$3.50 for all; Saturday Ithakid Film Festival, \$2 and \$1.50 under 12; Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 5/7

"Northern Lights" (1988), directed by Rudiger Neumann, 4:30 p.m. Free.

"Naked Lunch" (1991), directed by David

Cronenberg with Peter Weller and Judy Davis, 7:15 p.m.

"Terminator 2" (1991), directed by James Cameron with Arnold Schwarzenegger, Linda Hamilton and Robert Patrick, 10 p.m.

Friday, 5/8

"Grand Canyon" (1991), directed by Lawrence Kasdan with Danny Glover, Kevin Kline, Steve Martin and Mary McDonnell, 6:35 p.m., Uris.

"We Are the World: Multiculturalism Revisited," with artist Marlon Riggs, co-sponsored by Gay, Lesbian, and Bisexual Coalition, 7 p.m.

"Naked Lunch," 9:25 p.m., Uris.

"Madame Bovary" (1991), directed by Claude Chabrol with Isabella Huppert and Jean-Francois Balmer, 9:45 p.m.

"Terminator 2," midnight, Uris.

Saturday, 5/9

"Naked Lunch," 6:40 p.m., Uris.

"Madame Bovary," 7 p.m.

"Grand Canyon," 9:10 p.m., Uris.

"Swan Lake - The Zone" (1990), directed by Yuril Illienko with Victor Solovyov and Liudmyla Yefymenko, co-sponsored with Soviet and East European Studies, 9:55 p.m.

"Terminator 2," midnight, Uris.

Sunday, 5/10

"Grand Canyon," 4:30 p.m.

"Student Films II" (1992), directed by Cornell Students, 8 p.m.

Monday, 5/11

"Naked Lunch," 7:20 p.m.

"Bananas" (1971), directed by Woody Allen with Woody Allen, Louise Lasser and Howard Cosell, 10 p.m.

Tuesday, 5/12

"Grand Canyon," 7 p.m.

"Terminator 2," 10 p.m.

Wednesday, 5/13

"Scanners" (1980), directed by David Cronenberg with Michael Ironside and Jennifer O'Neill, 7:30 p.m.

"Father of the Bride" (1991), directed Charles Shyer with Steve Martin, Diane Keaton and Kimberly Williams, 10 p.m.

Thursday, 5/14

"Father of the Bride," 7:30 p.m.

"Rush" (1991), directed by Lili Fini Zanuck with Jason Patric, Jennifer Jason Leigh, Sam Elliott and Gregg Allman, 10 p.m.

LECTURES

Neurobiology & Behavior

"Development of the Cerebral Cortex: Involvement of a Transient Neural Scaffold," Carla J. Shatz, University of California, Berkeley, May 7, 12:30 p.m., Seminar Room, Biotechnology Building.

Rural Sociology

"Population Policy and Fertility in Rural China in the 1980s," Gu Baochang, associate director, China Population and Information Research Center, Beijing, May 8, 3:30 p.m., 401 Warren Hall.

MUSIC

Department of Music

A piano duo featuring Sabine Vinck and Daniel Velicer will perform works by Bach, Debussy, Faure and Copland on May 14 at 8:15 p.m. in Barnes Hall.

Bound for Glory

Albums from the studio, beginning May 10. Live Commons Coffeehouse broadcasts resume June 21.

RELIGION

Sage Chapel

Seyyed Hossein Nasr, A.D. White Visiting Professor; Islamic Studies, George Washington University, will deliver the sermon on Sunday, May 10, 11 a.m. Music by the Sage Chapel

choir, directed by John Hsu, acting choir master, and Zvi Meniker, organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

Christian Science

Testimony meeting on Thursdays, 7 p.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

Shabbat Services: Friday: Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room, Anabel Taylor Hall.
Young Israel (call 272-5810 for time).

Korean Church

Sundays, 1 p.m., Anabel Taylor Chapel.

Muslim

Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhr prayer, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 12:30 p.m., 218 Anabel Taylor Hall.

Protestant Cooperative Ministry

Sundays, worship at 11 a.m., Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taize Prayer, 5:30 p.m., Anabel Taylor Chapel. Thursdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

Satya Sai Baba

Group meets Sundays. For information on time and place, call 273-4261 or 533-7172.

Seventh-Day Adventist

Worship, Saturday, 9:30 a.m., Seventh Day Adventist Church, 1219 Trumansburg Road.

Southern Baptist

Richard Foster's "Celebration of Discipline: A Path to Spiritual Growth," Thursday evenings at 8:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism

Zazen meditation every Tuesday at 7 p.m. and Thursday at 5:15 p.m.; beginner's instruction Thursday at 4:30 p.m. in Anabel Taylor Chapel.

SEMINARS

Anthropology

"When Death Took the Streets': Neocolonial Order in the Age of Post-Modern Empires," Fernando Coronil, University of Michigan, co-sponsor: Latin American Studies Program, May 8, 3:30 p.m., 366 McGraw Hall.

Applied Mathematics/Dynamics

"The Breakdown of Adiabatic Theory: Slow Separatrix Crossing in the Dynamics of Chemical Reactions," Rex T. Skodje, University of Colorado, May 7, 1 p.m., 421 Sage Hall.

"Perturbation of Integrable Systems," David W. McLaughlin, Princeton, May 8, 4 p.m., 165 Olin Hall.

Astronomy

"Spacecraft Planetary Radio Occultation Experiments: Past Achievements and Potential Capabilities," Essam Marouf, Stanford University, May 7, 4:30 p.m., 105 Space Sciences Building.

Biochemistry, Molecular & Cell Biology

"Roles of Cellular Heat Shock Proteins in the Initiation of Bacterial Phage Lambda DNA Replication," Roger McMacken, Johns Hopkins University, May 8, 4 p.m., Large Conference Room, Biotechnology Building.

"Catalytic Antibodies," Stephen Benkovic, Penn State University, May 13, 4 p.m., Large Conference Room, Biotechnology Building.

"Mechanistic Aspects of DNA Polymerase," Stephen Benkovic, Penn State University, May

14, 4 p.m., Large Conference Room, Biotechnology Building.

Biometrics Unit

"Theory and Practice in Multivariate Analysis of Species-Environment Data," Cajo J.F. ter Braak, Agricultural Mathematics Group-DLO Wageningen, the Netherlands, May 11, 12:20 p.m., A-409 Corson Hall.

Chemical Engineering

"Ultrasonic Time-of-Flight Monitoring of the Position of the Liquid/Solid Interface During the Bridgman Growth of Germanium" John N. Carter, Cornell Medical College and Polytechnic University, May 7, 4:30 p.m., 165 Olin Hall.

Chemistry

"Computer-Aided Molecular Design," Andy McCammon, University of Houston, May 7, 4:40 p.m., 119 Baker Laboratory.

Entomology

"Arthropod Community Profiles: A Component of Sustainable Agriculture," Deborah Cetreuneau, May 7, 106 Morison Room, Corson/Mudd Hall.

Microbiology

"Biological Roles of Topoisomerase IV," Molly Schmid, Princeton University, May 7, 4 p.m., Large Conference Room, Biotechnology Building.

"A Molecular Genetics Approach to Structure Function Relationships in Cytochrome c oxidases," James Shapleigh, University of Illinois, May 12, 4 p.m., Large Conference Room, Biotechnology Building.

Pharmacology

"Calcium Signaling in Mast Cells," Mike Cahalan, University of California, Irvine, May 11, 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy

"A Role for Tissue Factor in Estrogen-Stimulated Uterine Growth," Susan Quirk, NYS Department of Health, Albany, NY, May 12, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Strategies to Understand Gene Regulation by Phytochrome," Elaine Tobin, University of California, Los Angeles, May 8, 11:15 a.m., 404 Plant Science Building.

Space Sciences

"Observational Clues to the Late Evolution of Stellar Disks," Michael Skrutskie, University of Massachusetts, Amherst, May 12, 4:30 p.m., 105 Space Sciences Building.

"Faint Galaxies and Gravitational Lensing by Galaxy Clusters," Puragra Guhathakurta, Princeton, May 14, 4:30 p.m., 105 Space Sciences Building.

SPORTS

(Home games only)

Saturday, 5/9

Baseball, Ithaca College (2), noon

MISC.

Caregivers' Support Group

"Services for Working Caregivers," May 12 at 11:30 a.m. to 1 p.m. in 306 Rice Hall.

CUSLAR

CUSLAR Study Group on Economic Trends in Latin America will be held May 13 at 8 p.m. in the Commons Coffeehouse, Anabel Taylor Hall.

Macintosh Users Group

The May general meeting of MUGWUMP will be held today, May 7 at 4:30 p.m. in 100 Caldwell. New software from Claris will be demonstrated. For more information call Mark Anbinder, 257-3480.

Noontime Fitness/Aerobics

Classes meet Monday through Fridays, 12:05 to 12:50 p.m. in the Alberding Field House (\$40 per semester). Call 255-1510 for information.

Weight Watchers

The Weight Watchers at Work Program will be held for eight weeks at Gannett Health Center. For information, call Patti at 255-7217.

Yoga

Yoga at noon for faculty and staff, Tuesdays and Thursdays, 12:10 to 12:55 p.m., Teagle Wrestling Room. Beginners welcome. For more information call Lewis Freedman, 539-6777.

C O R N E L L
Employment News

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Please Use Zip+4 Codes for Cornell University Addresses

The Zip+4 lists that appear in this article are the correct 4-digit add-on codes for all Cornell University locations both within the 14853 zip code area (central campus) and those locations within the 14850 zip code area*. These lists have been approved by both the Ithaca and the Rochester, New York, Post Offices.

* They supercede any Cornell University Zip+4 codes previously published by the U.S. Postal Service.

The correct Zip+4 code should be used on all Cornell letterhead and included in your return address on all outgoing U.S. and international mail. Two (2) samples of a proper and complete return address are as follows:

Cornell University
Campus Mail Services
122 Maple Ave.
Ithaca, NY 14850-4902
United States of America (International Mail only)

Cornell University
Department of History
450 McGraw Hall
Ithaca, NY 14853-4601
United States of America (International Mail only)

In the article, "Campus Mail Schedules," which was published in the April 23, 1992 edition of the Cornell Employment News, I had incorrectly referred to Stop No. 17 in the first morning run of the Route Two schedule as:

17. Theatre Arts (Performing Arts Center or PAC)

This entry should have been listed as:

17. Center for Theatre Arts

Please accept my sincere apology for this oversight. Our goal is to provide outstanding and efficient mail service to meet the vital business needs of a prominent research and teaching institution. Working together we can improve mail service to the Cornell community. Committed to this goal, I welcome your questions, concerns, and suggestions. Please contact me at 255-1283 or write to:

John J. Cerio
Campus Mail Services
122 Maple Avenue

Please let me know if these articles have been of any value or of help to you and if there are any other areas of campus, U.S. or international mail you would like me to address in future articles.

— John J. Cerio
Postal Liaison

Zip + 4 Codes for Cornell University
(Alphabetical Order)
Prepared by: John J. Cerio, Postal Liaison

Zip	Building				
	14853	4301	Mann Library	7401	Toxic Chemical Lab
		4401	Martha Van Rensselaer Hall	7501	Upson Hall
		4501	Mary Donlon Hall	7601	Uris Hall
		4601	McGraw Hall	5302	Uris Library
1101	A.D. White House	4701	Morrill Hall	7701	Ward Lab
6501	Alberding Field House	4801	Morrison Hall	7801	Warren Hall
1001	Anabel Taylor Hall	4901	Myron Taylor Hall		
1201	Anna Comstock House	5001	Newman Lab		
3901	B-12 Ives Hall (Summer Session)				
4203	Bailey Hall		North Campus Complex		West Campus Complex
1301	Baker Lab	6001	Robert Purcell Union	5106	Baker Tower
1401	Balch Hall	6002	N. Campus 1	5106	Boldt Hall
1501	Bard Hall	6003	N. Campus 5	5106	Boldt Tower
1601	Barnes Hall	6004	N. Campus 6	5112	Class of '17 Hall
1701	Barton Hall	6005	N. Campus 7	5112	Class of '18 Hall
2703	Biotech Building	6006	N. Campus 8 - International Living Center	5112	Class of '22 Hall
1801	Boyce Thompson Institute	6007	N. Campus 9	5112	Class of '26 Hall
1901	Bradfield Hall	6008	N. Campus 10 - Ujamaa Hall	5112	Class of '28 Hall
2602	Caldwell Hall			5112	Lyon Hall
2001	Campus Store	5201	Olin Hall	5112	McFadden Hall
2101	Career Center	1301	Olin Lab	5112	Mennen Hall
2201	Carpenter Hall	5301	Olin Library	5112	North Baker Hall
2301	Cascadilla Hall	5401	Phillips Hall	5112	South Baker Hall
2401	Clara Dickson Hall	4203	Plant Science Building	5113	Sperry Hall
2501	Clark Hall	5501	Rand Hall		
2601	Computing & Communications Center	5601	Rice Hall	7901	White Hall
0901	Comstock Hall	5701	Riley-Robb Hall	8201	Willard Straight Hall
2701	Dale Corson Hall	5801	Risley Hall	8001	Wilson Lab
2801	Day Hall	4203	Roberts Hall	8101	Wing Hall
1901	Emerson Hall	2502	Rockefeller Hall		
3801	Engineering & Theory Center	6201	Sage Hall		14850
6501	Equestrian Center - Pine Tree Road	6301	Savage Hall		(Alphabetical Order)
2901	Federal Nutrition Lab	6501	Schoellkopf Hall	4902	Addressing and Mailing - 122 Maple Avenue
3001	Fernow Hall	6401	Schurman Hall - Vet College and James A. Baker Institute	2488	Admissions - 410 Thurston Avenue
3101	Gannett Clinic			2599	Africana Center - 310 Triphammer Road
3201	Goldwin Smith Hall	2702	Seeley Mudd Hall	2490	Alumni House - 626 Thurston Avenue
7501	Grumman Hall	6701	Sibley Hall	3995	Arts & Sciences Development - 726 University Avenue
3401	Helen Newman Hall	1504	Snee Hall	5638	Babcock Hall - 112 Prospect Street
3501	Hollister Hall	6801	Space Science Building	2909	Bus Garage - 800 Dryden Road
3601	Hughes Hall	6902	Statler Hall	2426	C. U. Press, 122-124 Roberts Place
3701	Humphreys Service Building	6901	Statler Hotel	1264	C.I.T. - 33 Thornwood Drive
3901	Ives Hall (Includes ILR Conference Center)	7101	Stimson Hall	4902	Campus Mail Services - 122 Maple Avenue
4001	Johnson Museum	7201	Stocking Hall		
4203	Kennedy Hall	6501	Teagle Hall		
1503	Kimball Hall	1503	Thurston Hall		
5403	Knight Lab	7301	Tjaden Hall		
4101	Lincoln Hall	1702	Toboggan Lodge		
6501	Lynah Rink	3302	Town House Apartments - Jessup Road		
4201	Malott Hall				

Employees Take Back the Day!!

Cornell Employee Day Organizing Committee Meeting

Thursday - May 14, 1992
12:00 p.m. - 1:00 p.m.
Day Hall Board Room

Cornell Employee Day will be **September 19, 1992**. We are looking for creative ideas, volunteers with lots of energy, and employees who like to work hard but have a good time doing it. If this is you, we hope you will join us as we work toward making **your** employee day a success!

— Judy VanDermark
Employee-Elected Trustee Elect



Special Upcoming EAP Education Program

"Dilemmas about Alcohol and Drugs in the Workplace"— Thursday, May 14, 9-11:00 a.m.

This program will provide an overview of alcohol and drugs and their effects in the workplace. A description of the substances, the physiological and psychological impact of drug usage, and how employees behave when they are under the influence will be discussed. Options will be presented for handling situations involving the usage of alcohol and drugs. (No charge to department) Instructors: L. Moon, L. Starr. To register, call Staff Relations and Development, 255-7170.

Contact Calendar of Workshops and Seminars Update

Due to the overflow enrollment, a number of *Contact* calendar programs have been moved to a larger room and in some cases rescheduled. We are dedicated to meeting the needs of as many staff members as possible and will attempt to expand to accommodate everyone who is interested.

Brown bag lunches are always open to everyone; there are no fees or preregistration. Just bring your lunch and join us. Other programs may have a minimal fee and do require preregistration.

The facilitator for each of these programs will be Ellen Ely, senior staff development associate in the Office of Human Resources.

Please see the *Contact Calendar of Workshops and Seminars* for course descriptions (see page listings), fees, and more details; or contact Donna Palmer, 255-7170 with any questions.

Course Title	Previous Date	New Date/ Time/Location	Preregistration Necessary	Fee
Humor Aerobics (page 8)	4/20 12-1	5/8 12-1 G10 Biotech	No	No
Work Smarter, Not Harder: Managing Time Effectively (page 4)	5/12 and 14 (two part program) 1-4	5/12 and 20 1-4 G-10 Biotech	Yes	\$25
Enhancing Leadership Skills for Non-Managers (page 3)	5/15 9-4	5/21 9-4 G-01 Biotech	Yes	\$25
Positive Thoughts Equal Positive Lifestyles (page 10)	5/28 9-11	5/28 9-11 G-10 Biotech	Yes	No
The Link Between Self-Concept and Performance (page 8)	5/28 12-1	5/29 12:15-1:15 G-10 Biotech	No	No



Select Benefits Claims Schedule 1992

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

5/08	7/02	*8/27	10/23	*12/17
*5/21	7/17	9/11	11/06	
6/05	7/31	9/25	*11/19	
6/19	8/14	10/09	12/04	

*Early deadlines due to Memorial Day, Labor Day, Thanksgiving and winter holidays.

Deadlines for CCTS Applications

Employees who are now receiving the Cornell Children's Tuition Scholarship (CCTS) will automatically receive an application for the new academic year 1992-93. All other employees who need to apply for CCTS should request an application from the Employee Benefits Office, 130 Day Hall, or call Maureen Brull at 255-7509.

The deadlines for submission of applications are as follows:

Summer Session - May 1, 1992
Academic Year 1992-93 - June 1, 1992
Fall Term Only - June 1, 1992
Winter-Spring Term Only - December 1, 1992

To assist you in the process of applying for the CCTS benefit, the Employee Benefits section of OHR will sponsor an information session on **Thursday, April 2, 1992, from 3:00 p.m. to 4:30 p.m. in 163 Day Hall**. This session will provide relevant information about the program as well as an opportunity for questions and answers. A representative from the Financial Aid Office will also be present to discuss applying for TAP awards.

JOB OPPORTUNITIES

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

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit a resume and cover letter for each position, specifying the job title, department and job number. Employees should include an Employee Transfer Application.

Applications Programmer/Analyst II (PT1509) Level 33
School of Continuing Education and Summer Sessions-Endowed
Posting Date: 4/16/92

Develop and maintain application programs for database management on a Novell LAN. Integrate applications with word processing and report writing packages. Assist with maintenance and support of operating systems (OS/2, DOS, Netware, MAC), e-mail, communications software, compilers, and utility programs. Assist with management of LANs, hardware, and software.

Requirements: Bachelors degree or equivalent preferred. In depth knowledge of personal computers (MAC and IBM) and LANs. 2-3 yrs. proven experience in structured computer programming on Intel based machines using Clipper or C. Good writing, oral, and interpersonal skills. Ability to work independently. Must have own vehicle and able to lift 50 lbs. Send cover letter and resume to Sam Weeks.

Computer Operations Coordinator I (PT1502) Level 32
School of Hotel Administration
Posting Date: 4/16/92

Provide technical support and assist in administering the operation of the school's computers. Provide user support and respond to emergency service calls. Help coordinate the efforts of the information technologies group. Develop and maintain backup and disaster recovery procedures and insure adequate preventive maintenance is performed. Assist in the design and operation of a database for hardware/software issues.

Requirements: AAS degree or equivalent in data processing, BS preferred. 2 yrs. practical experience working with operations. Familiarity with various communications protocols desirable. Send cover letter & resume to Sam Weeks.

Senior Auditor (PA1801) HRII
University Audit Office-Endowed
Posting Date: 5/7/92

Plan and conduct financial, compliance, and operational audits of the University's operating units and colleges. **Requirements:** Bachelors degree in accounting or equivalent work experience. CPA required, MBA a plus. Minimum 4 yrs. auditing experience, knowledge of Macintosh computers, Word and Excel desired. Send cover letter and resume to Cynthia Smithbower.

Education Outreach Coordinator (PT1705) HRII
Lab of Ornithology-Statutory
Posting Date: 4/30/92

Coordinate and supervise the lab's "National Science Experiments", Nesting Survey, and Project FeederWatch. Develop network of cooperators and prepare accompanying educational materials.

Requirements: Minimum B.S. or equivalent in biology or environmental education with 2-3 yrs. experience in teaching or coordinating educational programs. M.S. preferred. Computer skills; word processing and networking (preferably on Macintosh). Excellent communication and interpersonal skills. Send cover letter & resume to Sam Weeks.

Information Systems Specialist (PT1704) HRII
Human Ecology Administration-Statutory
Posting Date: 4/30/92

Analyze the needs for administrative and academic information systems in the college of Human Ecology and the division of Nutritional Sciences. Develop plans to meet these needs and supervise implementation. Provide leadership in the dissemination of information to the college and division community.

Requirements: BS or equivalent experience and education. 2-5 yrs. experience including work with administrators and faculty in complex college environment and with university administrative systems and procedures. Excellent analysis and advanced communication skills. Ability to use discretion and good judgment. Interest in promoting information usage in college community. Experience with development of database applications and programming. Understanding of database structures and network concepts. Send cover letter and resume to Sam Weeks.

Statistical Consultant (PT0405) HRII
Human Ecology Administration-Statutory
Posting Date: 4/16/92

Assist the Director of Computing and statistical consulting in providing statistical support and consulting for faculty and grad students in Human Ecology and Nutritional Sciences. Assist with grad student instruction and training.

Test and develop statistical software.

Requirements: B.S. in biometry or statistics (or equivalent) with research experience, MS preferred. Understanding of basic and advanced statistical methods and research design. Knowledge of computer operating systems or programming on mainframes and microcomputers. Strong service orientation and good oral and written communication skills. End cover letter and resume to Sam Weeks.

Research Support Specialist (PT1801) HRII
ILR-Institute Collective Bargaining-Statutory
Posting Date: 5/7/92

Plan, conduct and report original field research under general direction. Participate in the general research of the Institute of Collect Bargaining. Consult with other investigators and conduct executive briefings in area of expertise. Provide advice in budgetary and personnel matters. **Requirements:** Bachelors degree or equivalent with some grad courses. Work in collective bargaining subjects and research methods. 2-3 yrs. experience with research techniques and procedures in collective bargaining research required. Evidence of research ability as indicated by creative or scholarly work and/or publications is necessary. Send cover letter and resume to Sam Weeks.

Executive Staff Assistant (PC0904) HRII
Agricultural and Biological Engineering-Statutory
Posting Date: 5/7/92

Assist the Program Director and other professional staff in the activities of the Technology Transfer Center, including conference and workshop organization and administration; supervision of administrative and office functions; program administration and management; and publication production.

Networking

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

EMPLOYEE SPOTLIGHT

Kevin Hufford

By Susan E. H. Hollern — Photo by Doug Hicks

Accounting. For some people, it's a part of their job that they love or, in some cases, detest. Number crunching seems to be the phrase of the 90's with ever cutting budgets and the uncertainty of continued funds for various projects or programs on campus.

To make life a lot simpler and easier for the "number crunchers" on campus is a system called CUDA. CUDA stands for: Cornell University Distributed Accounting. And our Employee Spotlight this week is the CUDA Technical Consultant, Kevin D. Hufford.

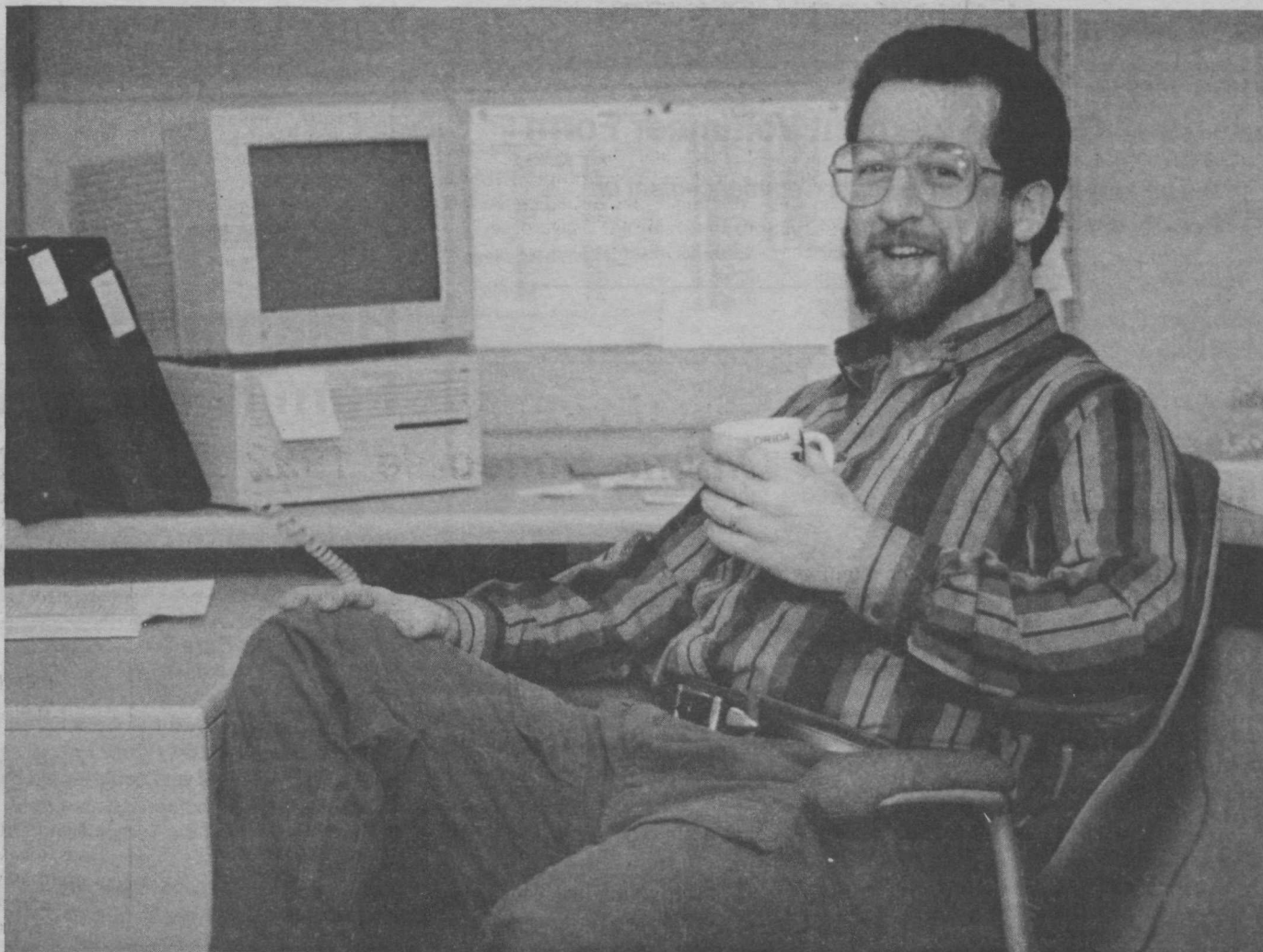
Why would people be interested in CUDA? "The major reason people get on CUDA is that they want reports in a more timely basis. They don't want to wait for the end of the month. They want to be able to see their account balances on a weekly basis so if they get near termination of grants and contracts, etc., they can follow them down to the penny and not over spend their account(s)."

"CUDA is one of the software packages on campus that has a technical consulting staff. CUDA is a phone call away. CUDA has support where we will walk on-site to help answer questions related to the program. There is no charge for this software—only for the Cornell main frame account one needs to use the system."

One can't use this service automatically, can they? "No. Life would be easy if that was possible, but it isn't. Anyone can give the Help Desk at CIT a call and they will relay that information to myself or anyone else on the CUDA staff. We would be more than happy to make a site visit to a department on campus and discuss CUDA and what it can do to make one's accounting life easier."

Other than CUDA, Kevin is very busy with other projects. One project he is working on is the training and documentation for the Cornell Planning and Budgeting System (CPBS). This is an on-line main frame budget system that the departmental budget officers will be using to develop next years' budget on-line. For the most part, the last budget cycle they did 100+ users for the first time implemented for the work force planning. With this cycle, there is work force planning and a new module called Financial Planning. They are bringing new people on board for that plus working with the people that were on it last year. It is in all the colleges, CALS, VET, ILR, Arts & Sciences, Engineering—they all know about it. A substantial number of the budget people are using it now.

Kevin is also doing the training and documentation for the Security Maintenance and Administration System which is an on-line computer system that designated departmental users access to set up their staff to use the mainframe Business and Financial Information systems. This gives them secured access for appropriate data and appropriate



programs. So, it's a whole system designed to support that structure.

Other than his many projects on campus, Kevin is very busy with projects off-campus as well. One, is his obtaining of his PhD in System Science. The title of his dissertation is 'The Modeling and Simulation of Life-Like Forms Using Lindenmeyer Systems and Network Thermodynamic Models.' He is involved in writing his dissertation now as well as doing seminars in SUNY Binghamton (Watson School). By May, he will be done.

Kevin is also attempting to start a new international journal called: 'Artificial Life.' As Kevin explained to me; "This deals with all the aspects of computer simulation and the use of artificial media to recreate research behaviors that we normally associate with natural living organisms. Included in this is genetic algorithms, control theory, robotics, etc. I am developing an editorial board now and would like to bring on board eight associate editors and twenty people that are researching artificial life aspects and various disciplines."

Also, Kevin tutors students in Chemistry, Biology and Environmental Studies through the Empire State College here in Ithaca.

Congratulations Kevin as being this week's employee spotlight.

LEADERSHIP LEADS

A Different Spin Makes it a Sin

by George Peter

In a recent LEADERSHIP LEADS column, we quoted a Japanese diplomat's alleged statement about American workers. A reader wrote to question my intentions and sent me a *New York Times* Letter to the Editor. The letter writer criticized the American press for taking Prime Minister Miyazawa's words out of context. It seems that the press made it sound like Miyazawa was talking about all workers when, in fact, he was talking about the world of leverage buy-outs and junk bonds. The Prime Minister said, "that business goes on in Japan as well as in America."

My purpose was to help us understand that, **if the American worker is indeed lazy, etc.**, the problem really lies in leadership, or lack thereof. Quality leadership should have the ability to motivate workers to be a part of the team effort.

If, in my zeal to push my point, I used the Japanese as the culprits, this was not the intention. The old saying goes, "we have met the enemy and it is us."

As one who grew up as a black haired, Middle Eastern heritage, son of immigrants, in a neighborhood of WASPS, I should be more sensitive to the potential of generating negative attitudes toward other races.

So this makes for a new LEADERSHIP LEADS message. We all can be much more sensitive to the cultural and language differences which make up the great melting pot we call America. It can go a long way toward setting the proper attitude to have toward colleagues at work and elsewhere.

We can be careful of the spin given to our message. Politicians are not the only ones who can make mistakes. I'll try to learn from mine.

350 Commencement Volunteer Ushers Needed

At the 123rd Commencement Ceremony on May 24, 1992, we will need 350 ushers to help guide students, trustees, parents, faculty and staff in various places on campus. For the over 5,000 students who have just earned degrees, the day of commencement is exceedingly important. Those of us who volunteer our time to make this day a pleasant one, have to be aware that it is a day that will be fixed in the memories of these students for the remainder of their lives.

Employees who VOLUNTEER will be granted compensatory time-off equivalent to their standard work day. Each volunteer is asked to attend an orientation meeting on Thursday, May 21 at 3 p.m. in the Alice Statler Auditorium. The rehearsal will be approximately 1.5 hours long. Approximately 5 hours of

your time is required on Commencement day. We hope you will consider helping us make Commencement a huge success.

To express his appreciation, President Rhodes will host a reception for ushers on Wednesday, June 3, 4:30 - 6:00 p.m. at his home. At the reception, we will continue our tradition of giving Commencement volunteers an attractive Cornell mug inscribed to commemorate the occasion.

If you are willing to join us as a volunteer usher, please fill out the form below. We also ask for your supervisors' name so we can advise them of the compensatory time-off policy.

Please send this form, as soon as possible, to the Commencement Office, B-25 Day Hall.

1992 Commencement Volunteer Form

I will be able to help as an usher at Commencement on May 24, 1992.

Name _____

Phone _____

Dept. _____

Campus Address _____

Supervisor's Name _____

Phone _____

Dept. _____

Campus Address _____

Please return this form to:

**Commencement Office
B-25 Day Hall.**

EMPLOYEE ASSISTANCE PROGRAM

273-1129

Violence Need Not Be the Answer

One day in the park, a young child ran to his mother crying. "Why are you crying?" she said. "That boy over there hit me," said the child. "Really? Well, what did you do to deserve it?" asked the mother.

Seeing this, I was reminded of another scene I had witnessed two years earlier at a laundromat. A small boy was begging his father for change to buy a cookie. The man slammed an umbrella into the boy's shins and said "If you cry, you will make me hit you again. Stop asking for money!"

What are the messages that both of these children received about violence? In both cases the children were inconsolable and the parents were overwhelmed. Both these children were taught the same lesson: If you displease someone, you deserve to be hit.

Potentially, the most damaging consequence of either of these incidents is

carrying these attitudes about violence into adulthood. When we shift the responsibility for violence to the victim, the implication is that we have a license to be abusive when annoyed. This perspective leads to an increasingly violent society.

From early childhood throughout our lives we must learn to take responsibility for the manner in which we choose to conduct ourselves. There are alternatives to the use of violence to get what we need.

If these thoughts raise questions for you about the way you treat others or the way you are being treated and you would like to discuss alternatives—there is help available.

If you have Employee Assistance Program benefits, you can utilize this confidential service by calling us at 273-1129.

WORK AND FAMILY ISSUES

Balancing the Needs of the Family and the Workplace.

Over two hundred office professionals attended this year's symposium celebrating Secretaries Day, "Work and Home Issues for Office Professionals in the 1990s," held on April 22 in the Biotechnology Building.

The four-hour event was sponsored by the New York State School of Industrial and Labor Relations, division of extension and public service, and featured panelists who recounted their personal experiences in dealing with these issues and resource people who could share their knowledge of the services available at Cornell and in the Tompkins county area.

Joycelyn R. Hart, associate vice president for human relations, and Beth I. Warren, associate vice president for human resources, presented opening remarks and Jennie Farley, professor at ILR, moderated the program.

The symposium was organized around several key topics relating to home and work issues: "Managing Senior Care," "Organizing Child Care," "Finding New Ways of Working," "Being Single," and "Continuing Education."

Between caring for their children and spouse while they are in their 20's and 30's and caring for their parents while in their 40's, 50's and beyond, many women are caught in a balancing act, which, coupled with their responsibilities, is becoming increasingly hard to sustain.

All panelists spoke to the need for planning ahead and developing an understanding network of family, friends, professional caregivers, and supervisors to help meet the challenges of the 1990's and beyond.

CORNELL RECREATION CLUB

Hey Folks! The ticket prices are in for Enchanted Forest, Renaissance Festival and Hershey Park. A special discount price of \$11.00 per ticket for children and adults is the price for a day of fun and water games at Enchanted Forest in Old Forge, NY. Let your imagination take you back in time and experience life as it occurred in the year 1585 in the English village of Warwick. Tickets for the Renaissance Festival are only \$10.50 per person. Hershey Park is offering all Cornellians a special discount coupon which offers you a \$4.00 discount on regular admission tickets to the Park. Please call the CRC office at 255-7565 for more information on these exciting summer time activities.

VERNON DOWNS: JUNE 6, 1992

And they're off to another exciting night at the Vernon Downs Racetrack. The climate controlled Miracle Mile Room features an excellent buffet with a winning combination of hot and cold dishes including carved sirloin, crisp salads, fresh breads and rolls, dessert

table and coffee or tea. Included in your price of only \$34.00 is transportation, admission ticket to the Clubhouse, the "Miracle Mile Buffet" and a bounce back ticket for your use later in the racing season. A \$15.00 deposit is required upon sign up. Final payment is due May 15.

OTTAWA, CANADA:

JULY 31-AUG. 2, 1992

Land, Sea and Rail—you'll have it all on CRC's terrific trip to Ottawa. The group will leave early Friday morning. There will be a breakfast stop along the way. The Westin Hotel will be our "home" for our stay. It is located in the heart of downtown Ottawa, connected by walkways to both the Rideau Centre and the Ottawa Congress Centre. After relaxing a bit, the group will dine at the Elephant and Castle Restaurant. A cruise on the Rideau Canal will finish out the evening. You won't want to miss Saturday's rendezvous with history on the Hull-Wakefield Steam Train. There will be great photo opportunities around every bend as the train winds

its way up the Gatineau Valley from Hull to the picturesque village of Wakefield. Relax in comfort and let the "clickety-clack" of the wheels on the steel rails carry you back to the days of steam. Saturday afternoon and evening you'll have time on your own to explore the beautiful city of Ottawa. Sunday will find us checking out of the Westin. We'll stop in the Thousand Islands and take a two-hour boat tour, stopping at Boldt Castle. Donna Vose is leading the way to a wonderful summertime adventure in Canada. The cost is \$245.00 per person, double occupancy. A deposit of \$100.00 per person is required upon making reservations. Final payment is due the end of June. Call 255-7565 to sign up. Included in this trip is transportation, one dinner, two continental breakfasts, 2 boat cruises, lodging and the train fare. You don't have to belong to CRC to join us!

MERRY-GO-ROUND THEATRE: AUGUST 22, 1992

Final details are being worked out for CRC to take a group to the Merry-Go-

Round Theatre in Auburn. CRC would see the production of *Forty Second Street* where you'll harken back to the golden days of Broadway when the understudy went on and tap danced her way to stardom.

WILLOW VALLEY RESORT, LANCASTER, PA: OCT. 2-4, 1992

Here's a great way to enjoy the beautiful fall foliage, shop for those bargains at the Rockvale Square, play golf, swim and just relax! Willow Valley Family Resort has it all! Two indoor pools, sauna, whirlpools, golf, an on-site bakery and fantastic buffets! You'll be treated to a "taste" of Amish Country with an Amish gentleman as our guide. Your price of \$199.00 per person, double occupancy, includes transportation, two nights lodging at the wonderful Atrium section at Willow Valley, a tour of Lancaster, shopping at Rockvale Square, two breakfast buffets and two dinner smorgasbords. What a deal! Susan Hollern will be CRC's group leader. Call to reserve your space soon.

Is Flextime for You?

by Marianne Marsh

In the last issue of *Networking*, I gave examples of some flextime situations in the Department of English. Here are some more, along with a few ideas, that might help you work out a flex schedule.

Vicky, Assistant to the Chair, takes an aerobics class twice a week, during her lunch period. The class itself is 45 minutes long, and between getting back and forth to the gym and changing, she is well over her standard lunch period. So, on the alternate days, she takes shorter lunches to make up for this. (In cases like this where an adjustment to the meal period is made, it is important to adhere to the minimum requirements as outlined in policy 212.)

Marianne, Administrative Manager. I have a jewelry business on the side, and have a tough time fitting personal errands, family time, and jewelry-making into the weekends. Occasionally I work 7:00-5:30, Monday-Thursday, so I can have a three-day weekend in which to work. And at the office, I'm able to get more work done in those hours when no one's around.

For us, flextime is a win/win situation. We have been able to extend office hours for department members and students, keep up with our work, and reduce some of the stress in our lives by slight adjustments to make our schedules a little easier. And simply, the knowledge that we can make other changes if needed (within certain parameters) makes us feel less trapped by a rigid schedule. This could not work, however, without cross-training and a spirit of teamwork. We all know enough about each other's jobs that we can cover, to some extent, if our colleagues are out. And we work hard to preserve our precious spirit of cooperation by re-

maining flexible enough to adjust our days to help others out.

Our department is large enough that these arrangements are relatively easy. But what about small departments or one-person offices? Ultimately, each department has to decide whether alternate schedules can work. But here are just a few suggestions that may give you some ideas. Perhaps you could get an answering machine or use the University's AUDIX system. Could you work out a coverage agreement with others in your building and post signs directing people elsewhere when you're out? What about simply posting your office hours clearly on your door, or having a sign telling people when you'll be back? Can beginning and ending times be staggered so your office is covered during lunch? Or can you simply close at lunch? Sometimes shorter lunches and an earlier closing time can work for offices that are slow in the late afternoon. And summer is often a time when it's slow—perhaps a flex schedule can work in the summer only.

Flextime can't work everywhere. But many of us are not necessarily locked into the rigid traditional schedules we think are unchangeable. The key is coming up with schedules that can not only help you with the frantic pace at which you may be working and living but also help you and your co-workers to be more productive, enhance your department's services, and create a spirit of cooperation that can raise everyone's morale. And if you're having trouble coming up with something, call the Office of Human Resources; they have lots of ideas and have quite a few people on flex schedules themselves!

INCITES

The Eyes Have It

by Jani Farlow Spede

Com-put-er-EYE-tis \kem-'pyut-er-i-'tis\ n, (1990): fatigue, dry, tired eyes and blurred vision resulting from extended reading on a video display terminal.

Although you might not be familiar with the term (developed by the American Opti Company), chances are you may be familiar with the symptoms, especially if you spend several hours a day looking at a video display terminal (VDT). Continuous close-up work places heavy demands on the focusing system of the eyes. Prolonged viewing of a VDT is especially strenuous, as the eyes find it more tiring to read than printed material.

A reduction in the focusing ability is not caused by reading or using a computer, but rather *presbyopia*—a condition in which the crystalline lens of the eye gradually loses its ability to change focus. This is a normal process that begins during childhood and becomes most apparent at the ages of 30 to 40. If you find yourself holding papers farther and farther away, you may be experiencing presbyopia.

According to Dr. Suzanne Nylander, Director of Professional Relations at American Optical Corporation, uncorrected presbyopia and inappropriate eyeglass lens designs may lead to eyestrain, headaches, and even neck and back pains for the computer user. As you might have guessed, the position of the VDT is somewhat responsible for these symptoms. General purpose lenses, whether reading glasses or bifocals, are designed to bring the printed

papers in focus while at 16" away from your eyes. Since the VDT usually rests 20"-26" from the eyes, it is not always in focus. Also, the VDT is often located at a higher angle of gaze than normal reading material, and the eyes must strain to read it.

If You Have ComputerEYEtis

Obviously the first thing you should do if you suffer any of the symptoms mentioned above is make an appointment with your eye doctor and find out what corrective measure is best for you. Don't forget to tell the doctor that you use a computer. Your doctor will ask you several questions about your working environment in order to determine how to help your eyes adjust, so be prepared to tell the doctor how far away your computer screen is from your eyes, how high the screen is in relation to your eyes, if there is a reflection or glare on the screen.

Computer Glasses

Commonly known as "computer glasses," these special eyeglasses provide lenses that allow the computer user to comfortably read the VDT. Ideally, the lenses should make it easy to focus on various objects and various distances (like printouts, books, a clock on the wall, etc.), both with minimal head and neck movement and without changing eyeglasses.

Task-specific computer lenses are often recommended for presbyopic com-

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PLACE	NAME	PHONE	OPTION	DAYS	HOURS	SMOKE	COMMENTS
Binghamton	John	5-6527	Share	M-F	8:00-5:00		
Binghamton	Hong	5-0738	Share	M-F	9:00-4:00		
Binghamton	Wally	5-4201	Share	M-F	8:00-4:30	No	South Side
Burdett	Robert	5-8342	Share	M-F	8:00-5:00	No	Home # 546-2241
Candor	Ruth	5-5174	Share	M-F	6:00-2:30		
Caroline	Cheryl	3-3010	Share	M-F	7:00-3:30	No	
Cayuta	Mary	5-2029	Share	M-F	7:30-4:30		Alpine Junction
Cortland	Donna	5-9431	Drive	M-F	8:30-5:00	No	near High School
Cortland	Robin	3-3772	Ride	M-F	8:00-5:00	OK	Lake Como Road
Danby	Maureen	5-6381	Ride	M-F	8:00-4:30	OK	
Dryden	Suzanne	5-8127	Share	M-F	8:00-5:00		Ellis Hollow
Enfield	Shirley	5-6310	Share	M-F	8:00-4:00		
Enfield	Diane	5-6050	Share	M-F	8:00-4:30	No	near Hospital
Etna	Felicity	5-4004	Share	M-F	8:00-4:30	No	Routes 13
Freeville	Paula	5-6839	Share	M-F	8:00-4:30		
Genoa	Dave	3-3100	Share	Su-Th	6:00-3:00	OK	
Hammndsprt	Gerald	5-6927	Ride	M-F	8:00-4:30		
Interlaken	Marca	5-7148	Share	Th,F	8:00-4:00	No	
Ithaca	Jan	3-3365	Share	M-F	7-9AM		
					4:30-6:30PM		
Ithaca	Doris	5-8198	Share	M-F	10:00-9:00		Parkwood Village
Ithaca	Lois	3-3323	Drive	M-F	8:00-5:00		Snyder Hill Road
Ithaca	Joe	5-1687	Share	M-F	10:00-5:00	No	Route 89
Ithaca	Tom	5-4882	Drive	M-F	9:00-5:00	OK	
Jacksonville	Timis	5-5174	Share	M-F	6:00-2:30	No	only females
Jacksonville	Eileen	5-3228	Ride	M-F	6:00-4:30		
Lansing	Susan	5-4139	Share	M-F	8:30-5:00	No	
Lansing	Betsy	4-1210	Share	M-F	8:00-5:00		
Lansing	Bill	5-9134	Drive	M-F	9:00-6:00	No	Myers Point
Locke	Barb	5-7212	Ride	M-F	8:00-4:30	No	West Groton Rd.
Moravia	Jim	5-3272	Share	M-F	6:30-3:00		via Rt. 34 or 38
Moravia	Mike	5-4085	Ride	M-F	8:00-5:00	OK	Home#
							(315) 497-3989
Newfield	Linda	5-1866	Share	M-F	8:00-4:30		
Odessa	Susan	5-5338	Drive	M-Th		No	4:45AM-3:00PM
Odessa	Rose		Share	M-F	5:00-2:30	No	Home # 594-3352
Owego	RaeAnn	5-6224	Share	M-F	8:00-4:30	No	
Spencer	Barry	5-2423	Ride	M-F	8:00-5:00	No	8 mi N of Spencer
Trumansburg	Tim	5-1381	Ride	M-F	8:00-5:00	No	
Trumansburg	Ellen	5-5411	Drive	M-F	7:30-4:30	No	
Varna	Betty Ann	4-1234	Share	M-F	8:00-5:00		Trailer Park
Virgil	Jean	3-3100	Share	M-F	8:00-5:00		
Waverly	Robin	3-3011	Share	M-F	8:30-5:30	No	
Waverly	Linda	5-4284	Drive	M-F	8:00-4:30	No	
West Danby	Pat	5-2889	Share	M-F	Flexible	No	Route 96
Willseyville	Ramona	5-2262	Share	M-F	8:00-4:30	No	
Willseyville	Sharon	5-9731	Drive	M-F	8:00-4:30		

THE NEXT COMMUTER CONNECTION: August

puter users. These lenses are available in single vision, bifocal and trifocal lenses, as well as clip-ons. While they provide clear close-up vision, they often do not provide distance vision too. Thus, a second pair of eyeglasses is needed for viewing anything aside from the screen.

Task-specific progressive power lenses bring the entire workstation into focus and also allow you to see clearly when you look away from your desk. These lenses do not replace your general purpose lenses—they are just for use during a specific task. Ask your doctor about eyeglasses designed just for the computer user.

Other Options

In addition to computer glasses as a means of reducing eye irritation, many computer users have found that purchasing a circulating polarizing filter significantly lessens the glare from fluorescent lights. And, just as you can reduce your risks of carpal tunnel syndrome by exercising, you can likewise perform exercises for your eyes to reduce visual fatigue:

Close your eyes periodically to give them a break. Try doing this while waiting for an application to open or for a command to execute.

- Frequently look away and focus on a distant object.
- To wet eyes, try blinking quickly and then holding eyes closed for a few seconds.

In addition to the above exercises, you may find that wearing eyeglasses instead of contacts reduces fatigue. Also, you may want to try using larger type while reading data on your VDT until you are ready to format. Finally, it always helps to keep your computer screen clean and free of debris. Although there is not much we can do to avoid presbyopia as we grow older, we can combat the irritating symptoms by being kind to our eyes. Remember, don't hesitate to visit your eye doctor at the onset of any symptoms. Your doctor is the best resource for further information on computer glasses and presbyopia.

Editor's Note: "The Eyes Have It" was written by Jani Farlow Spede, Assistant Editor, Northeast Regional Data Center, University of Florida. The article was first published in "Update," Volume 19, Number 12, December, 1991, and was obtained electronically from the articles database of CCNEWS, the Electronic Forum for Campus Computing Newsletter Editors, a BITNET-based service of EDUCOM.

EMPLOYEES

Take Back the Day!!!

Cornell Employee Day Organizing Committee Meeting

Thursday - May 14, 1992
12:00 P.M. - 1:00 P.M.
Day Hall Board Room

Cornell Employee Day will be September 19, 1992. We are looking for creative ideas, volunteers with lots of energy, and employees who like to work hard and have a good time doing it. If this is you, we hope you will join us as we work toward making your employee day a success!

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking* Unclassifieds, Susan Hollern, 440 Day Hall. 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—depending on space available.
5. The deadline for the May 21 issue is May 12, 1992 at noon. This will be our last issue before our summer hiatus. *Networking* Unclassifieds will resume in the fall.

For Sale

Four hi-performance tires, size 195/65R14 89H. 21,000 miles on them. Please call 539-7158 evenings or weekends.

Kirby vacuum cleaner, Heritage II model. Comes with attachments and rug shampooer. Just like new. Was purchased in 1986 for \$800, asking \$200. Please call Bonnie at 4-7128 or 539-6748.

Cockatiel, hand raised, yellow pied. \$65. I also have Zebra finches, color grey, \$5 a piece. Please call Bonnie at 4-7128 or 539-6748.

24 x 48 mobile home, 3-bedrooms, 2-baths, large living room, cathedral ceilings, dishwasher, natural gas, city water and sewer, on pond, Hillside Acres, \$38,500. Please call 5-1622 or 273-6646.

1986 Sea Ray and two covers, I/B-O/B Merc. Cruiser, 22' cuddy, ship/shore radio, depth finder, am/fm cassette, low hours, coast guard inspected, comes with all life jackets, 2-man inflatable boat. All like new and ready to be put in the water. \$14,500 for everything—negotiable. Please call Keith at 272-8050 days or 272-4271 evenings.

Men's 10-speed bike. Rode only a few time. \$65. Please call Cindy at 5-8333 or 277-6137.

Spacious three-bedroom, 2 1/2 bath home, full basement, two fireplaces, all appliances, two-car garage, shed and six acres. Located near Mecklenberg off Route 79. \$65,000. Will negotiate. Please call Lisa at 5-9395 or 546-5444.

1987 Sears 11-horse garden tractor, runs well, many new parts. \$600. McCulloch 60SX gas trimmer, \$50. 4 cu. ft. load hog wagon, like new, \$75. All prices negotiable. Please call Ed at 4-5405 or 539-7767.

1988 Ford Ranger 4X4 XLT extended Cab V6, Automatic, 53,000 miles, Lots of extras \$7,850, Please call John at 277-5820.

White dresser, perfect condition, \$100. Sears Kenmore high efficiency air conditioner, excellent condition (used one year), \$250. Two, 1-ton wooden coal storage crates, \$15 each or both for \$25. Please call 272-2922.

Spacious 2-bedroom 1979 mobile home, great location in park, good condition, shed, washer and dryer. Ready to move in. Must see. Asking \$10,500 OBO. Please call Tina at 5-8882 or 564-7910.

1987 Nissan Stanza Wagon. Excellent condition, 5-speed, air conditioning, 64,000 miles, carefully maintained, new tires, exhaust, battery and brake work within last year. Silver paint, no rust. Very reliable, great family car. Average retail book value: \$5300. Original owner must sell, will accept reasonable offer. Leave message at 315-789-0429 or phone 122-363 from Cornell extension.

1991 Toyota Celica GT. Excellent condition, 19,000 miles, red, automatic, a/c, cassette, power everything, cruise. \$13,500. Please call 5-7933 or 273-9219 evenings.

Kitchen table with one extension and two chairs. Good condition. \$40. Please call 273-0940 after 4:00.

Furnished seasonal cottage on 3+ acres of lake view property, \$75,000. East side of Cayuga Lake. 28' of frontage with retaining wall and dock. King Ferry area. Please call 898-3143 and leave message on machine.

White laminated twin platform bed, two drawers underneath, includes mattress. \$75. Sears metal Hollywood trundle day-bed (high-riser), includes two mattresses. \$125. Golf bag, brown with black strap. \$40. Please call Bob at 5-3048 or 257-6418.

1983 Buick Regal, 4 DSD, automatic, no rust, runs good, 100K miles, \$1,000. Please call 5-7946 or 844-8834.

14 foot boat, motor and trailer. Please call 898-4757 after 5:00.

Zenith Data system Z200, IBM AT comp. with 20 MB Hard Disk, 5 1/4" low density floppy, 5 1/4" 1.2 meg floppy plus software and disks. Okidata microlinc 192 dot matrix printer. Package deal, \$500 OBO. Please call Sally at 4-4842.

Do you enjoy the sounds of the great outdoors? You can have it right in your home. I have Zebra Finches for just \$10 a pair. Please call Ruthie at 3-3547.

1985 S10 Blazer, 4 x 4, 5-speed, V-6, Tahoe, tilt wheel, ps/pb, sun roof, good shape. New tires. \$3,800. Wheel horse riding mower, 8 hp, good shape. \$175. Please call Leora at 5-0873 or 898-4328.

1982 Dodge Pickup truck with 1991 reconditioned motor, mechanically sound, little rust. Best offer accepted. Please call 257-6905.

Italian white marble table top, oval. \$100 OBO. Wood stove, old, not in use (came with house), \$75 OBO. Please call 272-2922.

1984 Mercury Grand Marquis, black with split roof, maroon interior, 4-door, air, cruise, auto windows and door locks, excellent condition. Please call 5-9541 or 315-364-8107.

Heavy duty Maytag washer/dryer, \$800. Large desk, \$200. Tall microwave stand/cabinet, \$100. Gas grill, \$150. Two snow tires, \$50. Moving, all prices are negotiable. Please call 5-8182 or 257-6079.

1982 VW Quantum Wagon, 73,000 miles, mint condition, no rust, \$3,850. Please call 272-6415.

Think spring! Beautiful red 1986 Chevy Cavalier convertible with all options! V6, 2.8 litre engine, a/c, cassette, power windows, cruise, deluxe plush interior, much more. Asking \$4,4500. Please call 5-4983 or 693-1223.

1990 4-door Toyota Camry DX. Loaded, 12,000 miles, Book \$11,800, asking \$11,000 firm. Please call 5-3057 or 844-8239.

1987 Ford EXP, 66K miles, 5-speed, 2-seater, sunroof, sporty, new tires, struts, fuel pump and battery. Great shape. \$2,000 OBO. Please call Jan at 277-4050.

1973 Mercury Marquis. No rust, stored winters. Excellent condition. 60K miles, \$1,000 OBO. Please call Ron at 5-2159 or 272-1181.

Baldwin organ that needs filter caps in pwr. supply. \$50 OBO. Please call Ron at 5-2159 or 272-1181.

Two acre developed lot. Three miles west of Ithaca on Route 79. Will rent with option to buy. No single wide trailers. Please call Tina at 5-7948.

Good used 3-bedroom mobile home, 14 x 70, set up in nice, quiet park. Please call Donna at 5-6848 or 347-4967. Neil, evenings only, at 546-5023.

A Statement from the Ombudsman's Office

by Danilee Poppensiek

The University Ombudsman's Office would like to remind all members of the community of the University's policy of Equal Educational and Employment Opportunity. The original policy, adopted by the Board of Trustees in 1978, was revised on May 26, 1990 to add "sexual orientation" to the policy statement. The policy statement reads:

"It is the policy of Cornell University to actively support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation,

age or handicap. The University is committed to the maintenance of affirmative action programs which will assure the continuation of such equality of opportunity.

"Fulfillment of the specific legal requirements is no substitute for, and does not detract from, the basic principle of freedom of opportunity and action which has characterized Cornell University since its founding. Association with Cornell, either as a student or staff member, involves participation in a free community where all persons are recognized and rewarded on the basis of individual performance rather than any personal convictions, appearance, preferences (including sexual or affectional orientation), or happenstance of birth."

For Rent

First floor unfurnished apartment, newly decorated, for one or two persons near post office, churches. \$650 includes heat, utilities, refrigerator and stove. Fireplace. No pets. One-year lease, option to buy. Please call 272-2997.

Four-bedroom house, one mile from campus, on bus route. Pets okay. Room for garden. \$1,000/month. Available August 1. Please call 5-5447 or 257-2282.

Room in three-bedroom house. Country setting. Quite and private. Non-smoker. No pets. \$275 includes. Please call 273-5544 after 7:00pm.

Share two-bedroom apartment with one female grad. Non-smoking female only. Near CU & East Hill Plaza. Fully carpeted. On-site laundry and free parking. \$241 includes all. Available June 1. Please call 277-6487.

Summer Sublet. Second-floor, two-bedroom apartment. Near East Hill Plaza. Fully carpeted. Partially furnished. On-site laundry and free parking. Available June 10-August 10. \$750 for the entire period. Nice and quiet. Please call 5-2596 or 277-6487.

Two-bedroom apartment at Warrenwood. Second floor, nice back terrace. \$535 per month, plus electricity. Available mid-May through October. 12-month lease available. Please call Peter at 5-7862 for details.

Two-bedroom country apartment located between Cortland and Ithaca. 20-minutes to Cornell. Large rooms: kitchen, full bath, living room and lots of closets. No pets. Laundry and cable available. Attractive and modern. Please call 5-2027 or 838-8252.

Beautiful two-bedroom garden level apartment. Fully carpeted, private home in quiet neighborhood, off-street parking, near bus line and shopping. Ideal for two graduate students or professional couple. No smoking or pets. \$750/month includes all utilities. Please call Glen at 5-8162 or 272-1767.

Timeshare. August 1992. Williamsburg, Va. 4-bedroom, 4 bath, kitchen, dining room, living room, laundry, all modern appliances. Located at luxurious resort. Accommodates up to 12 people. See Colonial Williamsburg, Busch Gardens, Yorktown, shopping outlets, much more. Please call 5-2027 or 838-8252 evenings and weekends.

Timeshare. Bahamas. August 1992. Beach front condo at Fairport. Two-bedroom, two baths, kitchen, living room, laundry. Enjoy all resort's free facilities. Accommodates up to 6. Please call 5-2027 or 838-8252.

Two-bedroom lake front cottage on Lake Otsego, Cooperstown, NY. Weekly, \$450, two weeks. \$800. Please call 5-1245 or 277-4280.

Two-bedroom duplex. Nice house, quiet neighborhood. 25 minutes to CU. Village of Groton. Low utilities. Singles or family with two young children. \$455 plus. Security. Available May. Please call 898-9582.

Miscellaneous

Staff members interested in ride sharing can place a free advertisement in *Networking* by mailing in advertisements. There are no services for commuting students. Please send your ad to: Ride sharing, Office of Transportation Services, 116 Maple Ave, Cornell University, Ithaca, NY 14853. No phone calls, please.

Free

Upright freezer, canning and jelly jars. You haul. Please call Eileen at 5-3228 or 277-7593.

Wanted

Bicycles, one man's and one woman's, for two old folks who need to get some exercise. No fancy doodads, don't want to spend a fortune but don't want anything that needs a lot of fixing. Please call Dot at 5-3152 or 272-4271.

Birding equipment. We are novice birders, seeking to acquire one or two pair of used, inexpensive but functional binoculars, and possibly a spotting scope. Please call 272-2922.

Summer cottage rental on eastern side of Cayuga Lake. July or August preferable. Please call 844-4986.

Land alone or land with house in Groton or Dryden area. 15-30 acres. Please call after 6:00 pm at 564-9218.

Walt Disney Pinocchio VCR tape. Maybe your child has outgrown and you would like to sell to my son. Please call Debbie at 5-6043 or 594-2205.

Washington DC family looking to rent four-bedroom house in Ithaca, preferably downtown, during July and August. Would consider house swap with their three bedroom house on 12th St. SE. Please call Graham Kerslick at 5-3552 or 272-0289.

Summer cottage rental on east shore of Cayuga Lake, week of July 27th by professional couple. Please call 5-9426 or 272-3971 evenings.

Used futon couch in good condition—cheap. Will pick up. Please call 257-1136.

Antique wooden clothes cupboard/armoire for storing coats. Does not need to be fancy and we don't need to have until June. Please leave message at 277-2228.

Utility trailer. Please leave message at 277-2228.

Children's swing set at a reasonable price. Please call Kim at 5-5008.

Three-bedroom furnished apartment or house rental for graduate student family. From middle of July or August 1-December 1992 (Fall semester). Near Cornell. Please call 4-1250 or 257-1648.

House rental wanted for very distinguished Russian Physicist in August, prefer lake or country setting. Contact Andre at 5-5169 or 277-6475 evenings.

Requirements: Bachelors degree or equivalent. Minimum 3yrs. administrative experience, preferably in a service-related field. Highly motivated to work independently. Excellent (oral and written) communication skills. Thorough knowledge of WordPerfect 5.1. Familiarity with DBase III or IV inquiry and desktop publishing. Ability to travel 15-30 days annually. A valid NYS drivers license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Project Coordinator, Foreign Scholar Residence Program (PA1702) HRI
International Students and Scholars-Endowed
Posting Date: 4/30/92
Provide arrival and relocation assistance and coordinate short-term housing facilities for foreign academic staff visiting Cornell.
Requirements: B.A. or equivalent required. 2-3 yrs. related experience. Strong organizational skills. Knowledge of Cornell University and Ithaca community resources essential. Foreign language abilities and experience working with international visitors is helpful. Computer experience desirable. Valid NYS drivers license required. Send cover letter and resume to Cynthia Smithbower.

Assistant Coach (PA1701) HRI
Athletics-Endowed
Posting Date: 4/30/92
Plan and supervise practice and games preparation as assigned, evaluate performances, make recommendations to head coach regarding individual participation in games. Identify, encourage and evaluate application and acceptance of student athletes at Cornell in accordance with the Ivy League, NCAA, and university policies as assigned by Head Coach. Teach PE as assigned. 10 month apmt.
Requirements: Bachelors degree or equivalent in PE or related field. College level experience. Proven success and potential in coaching, teaching, recruiting, and in working with college age students and athletes. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist (PT1609) HRI
Clinical Sciences-Statutory
Posting Date: 4/23/92
Provide technical support for the woodchuck hepatitis project through investigation of chemical carcinogenesis and development of techniques for histochemical and immunochemical localization of tissue lesions. Maintain computerized tissue inventory of all frozen and formalin fixed tissues.
Requirements: Bachelors degree or equivalent in biology with concentration in physiology, histology, pathology or similar field, MS preferred. 2-3 yrs. experience in all phases of work in histology lab. Experience with cryostat and electron microscopy. Experience in handling, restraint, bleeding, euthanasia of lab animals. Pre-employment physical required. Send cover ltr & resume to Sam Weeks.

Research Support Specialist II (PT1606) HRI
Division of Nutritional Sciences/CFNPP-Statutory
Posting Date: 4/23/92
Clean, manage, document and analyze a very large household survey data set from eastern Africa. Perform statistical analysis of subsections and the data set using DBase and SPSS. Provide detailed documentation of the cleaning procedures, higher generation data files and statistical analysis.
Requirements: BS degree in nutrition or equivalent. 2-3 yrs. related experience with maternal and child nutritional problems in developing countries strongly preferred. Demonstrated knowledge of basic statistics and ability to comprehend and apply more advanced statistics essential. Experience with management and analysis of large complex data sets using a variety of appropriate software packages and techniques required. Familiarity with nuances of household surveys especially in Africa preferred. Demonstrated ability for self-direction and careful attention to detail. Send cover letter and resume to Sam Weeks.

Professional Part-time

Outreach Coordinator (PC1709) HRI
Agricultural Economics-Statutory
Posting Date: 5/7/92
Provide ongoing assistance in the continued development and implementation of a comprehensive program for at risk farm families including NY FarmNet callers and related audiences. Until 10/92 continued employment contingent upon funding.
Requirements: Bachelors degree or equivalent in related areas required (Human Service Studies, Rural Sociology, Agriculture, etc.) NYS drivers license required. Strong communication (written and oral) skills required. Ability to work with diverse audiences. Knowledge of farming and farm families required. Knowledge of Cooperative Extension required. Willingness to Travel. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #@2. Employees should include and employee transfer application.

Professional Temporary

Temporary Network Administrator (PT1701)
Entomology-Statutory
Posting Date: 4/30/92
Serve as the system manager for 2 local area networks totaling 75 nodes. Provide computer support to maximize equipment and user productivity. Provide leadership in the dynamic environment of electronic communications. Train users and provide user support.
Requirements: Bachelors degree in computer science or equivalent education and experience. Extensive knowledge of DOS. Proficiency with Macintosh environment. Excellent communication skills. Familiarity with Novell and desktop publishing. Send cover letter & resume to Sam Weeks.

Staff Assistant: Communications Program
Cornell Plantations
Part-time Temporary
Posting Date: 4/16/92
Support publications and interpretive programs for Cornell Plantations. Expedite completion of layout and production of visitor and public relations pieces. Work closely with manager in providing services for other programs. Six month part time position working at least 20 hrs. per week.
Requirements: Experience using the Macintosh for desktop publishing with Pagemaker and Microsoft Word. Attention to detail. Flexibility - and ability to work in several projects at once. Salary commensurate with experience. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Boyce Thompson Institute

Research Assistant
Boyce Thompson Institute for Plant Research/Plant Production Department
Posting Date: 5/7/92
Salary: \$14,000-16,000, commensurate with experience.
Assist in studying gene expression and the function of a viral fusion protein in insect cells. Includes cloning and sequencing, maintenance of cell cultures, use of bacterial and baculovirus expression vectors, and media and reagent preparation.
Requirements: A bachelors of science in microbiology, biochemistry, or related field with laboratory experience. Experience with recombinant DNA techniques desirable. Contact Anne, 254-1239.

Part-time Laboratory Assistant
Boyce Thompson Institute for Plant Research
Salary: \$5.50-6.50, 10-15 hours per week
Duties include maintaining laboratory, washing lab ware, replenishing supplies, preparing solutions, using autoclave

and other tasks on an "as needed" basis, as well as insect colony care and diet preparation.
Requirements: Ability to work under supervision and in a laboratory environment. Contact Anne Zientek, 254-1239.

Postdoctoral Research Associate
Plant Protection/Boyce Thompson Institute
Posting Date: 4/23/92
Molecular biology and protein biochemistry of the virulence genes and proteins responsible for baculovirus pathogenesis.
Requirements: Ph.D. in Molecular Biology, Biochemistry, Entomology or related field. Experience with protein biochemistry and/or recombinant DNA techniques desirable, but not required.\$20,000-23,000/year commensurate with experience. Two year appointment. Send cover letter, list of publications and names of three references to: Dr. Robert R. Granados, Director, Plant Protection Program, Boyce Thompson Institute for Plant Research, Tower Road, Cornell University, Ithaca, NY 24853-1801, (607) 254-1265.

Summer Laboratory/Field Assistants (2-3 needed)
Boyce Thompson Institute for Plant Research, Environmental Biology Program
Posting Date: 5/7/92
Salary: \$6.00 per hour
May through September/October at full-time, possible part-time in the fall.
Assist in investigations of plant response. Work outdoors maintaining and harvesting research plots. Perform some heavy manual labor. Work indoors processing plant tissue for analysis (drying, weighting, grinding.) Record and compile data including creating computer data files. Depending on qualifications and interest, some time may be spent reading and summarizing scientific literature relevant to the project.
Requirements: Willingness to learn. Basic knowledge of computer use. Ability to work unsupervised and be punctual. Some weekend work required. NYS drivers licence. Contact Anne Zientek, 254-1239.

Research Assistant, Part Time, 20 hrs./week
Environmental Biology Program
Department: Boyce Thompson Institute for Plant, Tower Road
Posting Date: 4/23/92
Salary: \$6,600-\$8,750 p/year, commensurate with experience
National assessment of impact of ozone on forests. Work with a team of ecological modelers to develop input parameter sets for application of models to a wide variety of new species. Conduct literature searches to collect information needed for model parameterization. Test and apply computer models, conducting computer simulations of tree response to ozone exposure.
Requirements: Ability to use computers. Good library research skills and familiarity with biological concepts. Knowledge of plant physiology, forest ecology, soil chemistry, or simulation modeling preferred. Organizational and communication skills essential. Contact Anne Zientek, 254-1239.

Research Assistant
Environmental Biology Program
Boyce Thompson Institute for Plant, Tower Road
Salary: \$13,100-\$17,500/year, commensurate with experience
Posting Date: 4/23/92
Duties will be divided between two projects: Forest regeneration project, 60%. Compile and format various data sets on understory vegetation. With help form other scientists, produce regression equations predicting the density and type of understory vegetation over time following silvicultural treatment. Assist with ecological models, 40%. Test and apply computer models being developed by our team of ecological modelers. Run other models for comparisons. Current models concern decomposition of soil organic matter, soil chemical processes, plant physiology, and nutrient uptake.
Requirements: Ability to use computers for long periods. Familiarity with SAS, statistics, and computer graphics or knowledge of forest ecology, soil chemistry, or simulation modeling. Organizational and communication skills essential. Contact Anne Zientek, 254-1239.

Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.
All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Animal Technician GR18 (T1604)
Laboratory Animal Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/23/92
Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treating and vaccinating animals. Weekends and holidays coverage required.
Requirements: Associates degree or equivalent in Animal Science required. Assistant certification helpful. Minimum 1 yr. related experience required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Drivers license. Send cover letter and resume to Sam Weeks.

Technician GR18 (T1505)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/16/92
Conduct analytical tests on dairy products to provide support for research projects. Test procedures include: Kjeldahl nitrogen, total solids, salt, fat, and others. Assist in cheese making. Enter data in computer, clean glassware, and help with other laboratory related activities.
Requirements: Associates degree or equivalent in dairy technology or food science. Course and laboratory class training in routine dairy product analyses (Kjeldahl, Mojonnier, Babcock.) Minimum 1 yr. related experience. Send cover letter and resume to Sam Weeks.

Technician GR18 (T1105)
Nutritional Sciences- Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/19/92
Conduct behavioral experiments with rats involving the biology of cognitive processes. Operate and maintain a computer controlled, automated testing apparatus. Perform data entry and computerize statistical analysis. Supervise and train undergrads in research.
Requirements: AAS degree or equivalent preferably with research experience. BS degree desired. Experience with computers for data analysis preferable. Background in biopsychology and knowledge of statistics desirable. Excellent communication, organizational and interpersonal skills. Ability to work independently, to prioritize work, to work under pressure, and to meet deadlines. Accuracy a must. Send cover letter and resume to Sam Weeks.

Technician GR19 (T1805)
Food Science-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 5/7/92
Perform chemical and sensory analysis of milk and other dairy products for ongoing milk quality improvement project in support of Cooperative Extension and Food Processing Development Pilot Plant. Perform microbiological evalua-

tions of dairy products as well as other special research projects as assigned.
Requirements: Associates degree or equivalent training in microbiology and/or chemistry. 1-2 yrs. of lab experience.Computer knowledge in database programs. General microbiology/chemistry knowledge, training in taste panels, able to summarize data and calculate results with database program. Excellent organizational skills, ability to work independently and plan work schedules. Send cover letter and resume to Sam Weeks.

Technician GR19 (T7706)
Food Science-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/30/92 **Repost**
Conduct microbiological research on the growth of pathogenic microorganisms in refrigerated foods. Prepare media and cultures. Inoculate foods with pathogenic microorganisms. Package and enumerate samples. Develop enumeration procedures. Order supplies and keep accurate records.
Requirements: AAS or equivalent in microbiology or related field with emphasis in microbiology. Minimum 1 yr. related experience. Familiarity with enumeration, identification, spectrometry. Ability to conduct independent research with minimal supervision. Experience with pathogenic bacteria. Computer and statistical knowledge helpful. Good communication skills. Send cover letter and resume to Sam Weeks.

Technician GR19 (T1510)
Vet Physiology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92
Provide technical assistance in general biochemical lab techniques, light and electron microscopy, and experimental procedures. Prepare reagents. Operate electronic balances, ph and ion selective meters, spectrophotometers, and centrifuges. Perform cellular and sub-cellular and sub-cellular fractionation; ion exchange; gel filtration and affinity chromatography; protein assays; and spectrophotometric assays for enzyme activity. Maintain instrumentation. Assist in specimen preparation for electron microscopy. Perform photographic procedures. Maintain marine and fresh water aquaria. Assist in training postdocs, students, staff and visiting researchers.
Requirements: AAS degree or equivalent in a biological or physical science, BS preferred. 1-3 yrs. relevant lab experience in cell biology or biochemistry. Spreadsheet and database computer experience. Valid NYS drivers license. Send cover letter and resume to Sam Weeks.

Technician GR20 (T1804)
Biochemistry, Molecular and Cell Biology-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 5/7/92
Conduct experiments in the study of the yeast cytoskeleton. Use the following techniques: in vitro mutagenesis, yeast and bacterial transformations, tetrad dissection, molecular cloning, DNA & RNA hybridizations DNA sequencing, protein purification, antibody production, and immunoblotting of proteins. Use immunofluorescent and electron microscopes. Maintain lab supplies, equipment repairs and care for strain collections.
Requirements: B.S. in Biochemistry or related field or equivalent in course work and experience. 1-2 yrs. related experience. Familiarity with some of the techniques mentioned above. Send cover letter & resume to Sam Weeks.

Technician GR20 (T1806)
Entomology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 5/7/92
Provide research support for field crop entomological studies including laboratory/field studies on leafhoppers, cutworms and snout beetles. Assist in experimental design. Assist in staff training. Make experimental field observations and collect insects. Collect data & assist in summarization. Assist in lab maintenance and administration.
Requirements: B.S. degree or equivalent required in one of the following—Biology, Entomology, Horticulture, Agronomy or Plant Pathology. 1-2 yrs. related experience including insect rearing, experimental field plot techniques, crop production practices, statistics and some of following: computer literacy. Valid NYS drivers license. Send cover letter and resume to Sam Weeks.

Field Technician GR20 (T1706)
Quality Milk Promotion Services-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/30/92
Perform surveys on dairy farms for detection of udder infection in cows, collect milk samples, and examine milking systems and installations. Observe and record environmental conditions and management practices. Assist in collecting blood samples. Enter computer data for reports. Care for equipment and maintain supplies. Perform general housekeeping, maintain stocks, and dispose of media.
Requirements: BS degree or equivalent education and experience in dairy science required. Certified Animal Health Technician preferred. 1-2 yrs. related experience including dairy farm work. Strong interpersonal skills. Familiarity with computers, including Lotus and DBase III+. Willingness to learn new skills and work as a team member. Send cover letter and resume to Sam Weeks.

Technician GR20 (T1403)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/9/92
Provide technical assistance doing molecular and cell biology research in a basic cancer research lab. Manage all lab operations including staff and expenditures. Perform research involving recombinant DNA, protein biochemistry and cell culture techniques. Maintain computerized databases. Variable hours.
Requirements: Bachelors degree or equivalent in biochemistry, molecular biology, chemistry or related field. 1-2 yrs. research experience in molecular biology and cell culture. Familiarity with personal computers. Must pass radiation safety course (training provided). Send cover letter and resume to Sam Weeks.

Animal Health Technician GR20 (T9003)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91
Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.
Requirements: AAS degree or equivalent in veterinary technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred. Send cover letter & resume to Sam Weeks.

Technician GR21 (T1607)
Vet Pathology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/23/92
Prepare high quality microscope slides for both diagnostic and research purposes. Perform routine embedding, sectioning and staining of animal tissue. Perform large volume of special staining procedures on rotating basis. Assist in development of contemporary histopathology procedures within the laboratory.
Requirements: BS or equivalent required with experience and coursework in histopathological techniques. HT(ASCP) certification or eligibility highly desired. 1-2 yrs. experience as histology technician in a hospital or research laboratory desired. Experience in variety of special staining techniques and immunohistochemistry desired. Send cover letter and resume to Sam Weeks.

Computer Operator GR21 (T8703)
Dining Services-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/16/92
Acquire a basic working knowledge of the various func-

tions of the Dining units computer system. Assist the systems manager in systems related operations. Issue accurate and timely reports. Monitor and maintain equipment. Schedule repairs. Perform file saves and disk backups. provide basic technical support to staff. Create spreadsheets. Audit system output for accuracy and make corrections when necessary. Maintain supplies.
Requirements: AAS degree or equivalent with related computer coursework. Minimum 6-12 months related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, and telecommunication lines. Knowledge of DOS 3.3 (and higher), WordPerfect, Lotus and Foxbase+ preferable. Knowledge of IBM compatible PC hardware desirable. Strong communication and interpersonal skills. Ability to lift 45 pounds. Send cover letter and resume to Sam Weeks.

CHESS Operator GR24 (T1603)
CHESS-Endowed
Minimum Biweekly Salary: \$
Posting Date: 4/23/92
Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. Assist in building new equipment. May assist in experimental programs. Some nights and weekends.
Requirements: Bachelors or equivalent in technical field such as engineering physics. Experience not needed. Good mechanical and laboratory skills. Programming experience preferred. Send cover letter and resume to Sam Weeks.

Technical Off-campus

Technician GR18 (T1001)
Plant Pathology (Geneva)-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/30/92 **Repost**
Assist in conducting plant tissue culture and transformation research. Prepare plant tissue culture media and other sterile supplies. Transfer and maintain tissue culture and greenhouse plants. Perform routine chemical assays and record results.
Requirements: Associates degree or equivalent in biology, biotechnology, microbiology, or plant pathology. Training or experience in plant micropropagation and bacteriology or microbiology. Course work in genetics and chemistry. Ability to keep accurate records and to work without constant supervision required. Valid drivers license. Send cover letter and resume to Sam Weeks.

Technical Part-time

Temporary Technician (T1601)
Animal Science
Posting Date: 4/23/92
Perform basic analytical work for nutrition studies, such as proximate analysis. Measure minerals in biological specimens. Use bomb calorimeter spectrophotometer, atomic absorption, and other analytical instruments. Assist in milling experimental feeds and setting up poultry experiments.
Requirements: Associates degree or equivalent in chemistry or animal science. 1-2 yrs. experience conducting chemical analyses for nutrition studies. Experience working with common nutritional lab analytical instruments. Able to lift 60-80 pounds. Send cover letter and resume to Sam Weeks.

Technical Temporary Off Campus

Temporary Service Technician (T1103)
Entomology-Statutory
Hiring Rate: \$7.00
Posting Date: 3/19/92
In Orange and Ulster Counties (Tuesday-Thursday): Develop and conduct surveys on pesticide use in the non-agricultural sectors. Develop educational programs on how to interview and survey work for 4-H members. On the Cornell Campus (Monday and Friday): Summarize and interpret data. Assist in preparation of reports.
Requirements: Training and experience in data handling and computers desirable. Ability to interact well with Cornell faculty and staff, cooperative extension personnel and high school students. Valid NYS driver's license. Public speaking experience desirable. Send cover letter and resume to Sam Weeks.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Microm), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.
All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.
Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Preservation Assistant GR18 (C1706)
Conservation/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/30/92
Assist the preservation reformatting librarian in the southeast Asia languages microfilming project in pre- and post-filming procedures. Search Rlin notice for catalog copy; prepare materials for microfilming; collate, repair, make targets on IBM-PC; Supervise the work of student assistants. Term until 12/31/94.
Requirements: High School diploma or equivalent. Some college coursework preferred. Excellent organizational and work-flow management skills; attention to detail. 1-2 yrs. previous library work experience, especially knowledge of searching and acquisitions procedures; knowledge of microfilming techniques and equipment highly desired, IBM-PC, WordPerfect and PC-file highly desired. Ability to lift moderate weights and push heavy book trucks. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C1802)
Maintenance and Service Operations-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 5/7/92
Process all work orders for maintenance, repair, and construction projects. The office assistant is the contact for all inquires about jobs in progress and account changes.
Requirements: High School diploma or equivalent required. Some college coursework preferred in Business Administration or Accounting or equivalent experience preferred. Must demonstrate excellent communication (oral and written): 1-2 yrs. related experience. Education or experience with mainframe and personal computers required; experience using spreadsheets desirable. Must be detailed oriented. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR19 (C1304)

Floriculture and Ornamental Horticulture-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/30/92

Serve as secretary for undergraduate instruction and the urban horticulture institute. Provide word processing support for 5 faculty and their support staff. Duties include preparation of classwork, manuscripts, proposals, research reports, correspondences and other related materials in support of teaching, research and extension functions. **Requirements:** HS diploma or equivalent. Some college course work preferred. 1-2 yrs. secretarial experience. Knowledge of IBM PC or compatible and WordPerfect software required; database and spreadsheet software desired. Familiarity with network systems a big plus. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2; employees may enclose employment transfer application.

Administrative Aide GR19 (C1702)

Civil and Environmental Engineering-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/30/92

Provide secretarial/administrative support for the Associate Director of Undergraduate Programs in the School of Civil and Environmental Engineering. Responsibilities include providing support for all aspects of the undergraduate degree program. Perform technical word processing and administrative support for assigned faculty. **Requirements:** High School Diploma or equivalent required. Some college coursework preferred. Minimum 1-2 yrs. related secretarial experience. Demonstrated ability to take initiative and handle ongoing activities. Required independent judgment and decision making. Excellent original interpersonal and communication (written/oral) skills essential. Must work well under pressure. Knowledge of Mac desirable. Confidentiality required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C1703)

University Photography/University-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/30/91

Efficiently operate the front office of university photography to assure customer satisfaction. Assist clients in person and via the phone. Take production orders and schedule to assure timely completion. Perform billing and bookkeeping. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. customer service experience. Excellent organizational interpersonal, and telephone skills. Macintosh experience. Experience with Cornell accounting very desirable. Must be able to work under pressure and meet tight deadlines. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Editorial Assistant GR19 (C1704)

C.U. Press-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/30/92

Assist six editors in editing department; check all stages of proof; help with manuscript and index preparation. **Requirements:** AAS or equivalent knowledge of Chicago manual of style desirable. Proofreading skills. Excellent concentration and eye for detail. Ability to organize flow of work and meet schedules for over 140 books per year. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Travel Coordinator GR19 (C1504)

Travel Office-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92

Provide management, faculty, staff and guests of Cornell, on university business or related business, the most economical international and domestic travel plans. Reserving and ticketing airline, train, car and hotel accommodations. **Requirements:** HS diploma or equivalent. Commercial travel agent with 1-3 yrs. actual working experience with travel agency or airline. Must be proficient on American Airlines Sabre Computer Reservation System. Accuracy in domestic and international schedules, fares, rules, and ticketing essential. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Research Aide GR20 (C1601)

CRSR-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92

Provide support for research group in planetary science, including library research, typing technical MSS and government grant proposals; making complex travel arrangements; purchase orders, vouchers and reimbursements; handling sensitive and diverse telephone calls; provide backup in general clerical duties. **Requirements:** AAS degree or equivalent. Bachelors degree preferred or equivalent. Some science background helpful. Word processing, accurate typing and good language skills required. Some technical typing experience helpful. Familiarity with Cornell library system and accounting useful. Able to handle wide range of projects under pressure. Excellent telephone technique. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Circulation/Reserve Supervisor GR20 (C1602)

Music Library/CUL-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92

Facilitate access to and circulation of the collection of the Music Library. Supervise student assistants and night supervisors. Provide reference service to patrons. Assist patrons in use of audio, video and computer equipment. Participate in the maintenance of bibliographic information. In charge of reserve operation and for the billing of overdue and lost materials. Maintain student budget. In charge of the Music Library in absence of the librarians. **Requirements:** Associates or equivalent required. Coursework in music with emphasis in music history required. 2-3 yrs. related experience. Computer literacy. Excellent interpersonal skills. Must possess a service orientation and have the ability to work effectively with faculty, students and staff. Supervisory skills. Reading knowledge of one foreign language. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR21 (C1610)

Africana Studies and Research Center-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/23/92

Provide secretarial and administrative support to the Director and Administrative Manager. Responsible for depart-

ment and grant account maintenance. Prepare and maintain student appointment files. Monitor and coordinate faculty searches. Backup to Administrative Manager. **Requirements:** Associates degree or equivalent required. 2-3 yrs. secretarial and Cornell accounting experience. Experience with Macintosh computer. Working knowledge of Microsoft word and Excel software. Must be able to work under pressure and tight deadlines. Excellent communication and interpersonal skills. confidentiality a must. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Coordinator GR22 (C1803)

Administrative Services-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 5/7/92

Provides administrative support for various business/accounting functions. Coordinates the Cornell utilities billing system. Prepares budget, operating, and forecast reports. **Requirements:** Associates Degree or equivalent in accounting, business or equivalent previous experience. 3-4 yrs. of related experience in budgeting, forecasting, and cost accounting techniques. Data processing coursework and experience desirable. Experience using personal computers (Macintosh) necessary. Cornell accounting system experience desirable. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Assistant Costume Shop Manager GR23 (C1406)

Theatre Arts-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 4/9/92

Assist Costume Shop Manager in all phases of shop operations in constructing costumes for theatre productions. Purchase supplies and materials, monitor budgets and inventory; draft and drape patterns, construct costumes; assist with the supervision of student personnel. **Requirements:** BA or equivalent in theatrical costuming. Theatrical costume construction, patterning skills, costume crafts-dyeing, millinery, tailoring, etc. Experience operating costume shop equipment. Budgeting and supervisory experience. Good interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Off-campus**Accounts Assistant GR18 (C1007)**

Horticultural Sciences/Geneva, NY-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 5/7/92

Assist administrative team with daily operations of department. Provide support in financial and personnel document processing; receive all request to purchase and process invoices for payment; initiate travel reimbursements to faculty and staff. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 2 yrs. related clerical experience. Working knowledge of bookkeeping procedures, familiarity with Macintosh computer capabilities desired. Ability to maintain confidentiality, be flexible and string interpersonal skills a must. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C1805)

ILR Extension and Public Service, NYC-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 5/7/92

Administrative support for Management Development and Human Resources Programs staff. Act as registrar for workshops, seminars, and conferences. Word processing of letters, memoranda, lesson plans, proposals, training materials and reports. Design flyers and notices advertising seminars, conferences, forums, and other flyers and notices. Maintain budget and financial records. Prepare vouchers for staff travel. 9-5 Monday-Friday. **Requirements:** Associates degree or equivalent required. 2-3 yrs. administrative aide experience preferred (or equivalent education and experience); accurate typing, proficiency in wordperfect 5.1 required. Ability to accurately perform work involving many details. Good customer relations and telephone skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR22 (C1804)

ILR Extension and Public Service, Albany-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 5/7/92

Administrative support for District Director, assist in all nonconfidential aspects of director's job. Assist in preparation of speeches/remarks, coordinate self-managed administrative team, all office functions including those of exempt staff. Interview prospective temporary and permanent nonexempt staff and make hiring recommendations. Prepare budgets, make projections and recommendations based on budget analyses. **Requirements:** AS degree or equivalent required. 3-4 yrs. related experience. Demonstrated ability to manage an office, to start up and manage projects and the ability to supervise. Knowledge of Macintosh computers and Microsoft Word required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time**Museum Receptionist GR16 (C1801)**

Johnson Museum-Endowed
Minimum Biweekly Salary: \$511.68
Posting Date: 5/7/92

Operate museum reception desk in lobby. Provide information to visitors; sell cards, catalogs, and posters; answer telephone; take accurate messages for staff members; relay accurate information to weekend supervisor, provide security to museum lobby; and be available to work special events during evening hours and for substituting for weekday receptionists. Sunday and Saturday, 10am to 5pm special events and substituting. **Requirements:** High school diploma or equivalent. 1 yr. related experience necessary. Interest and involvement in art or related areas preferred, as well as familiarity with the Ithaca area community. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

FarmNet Operator GR18 (C1707)

Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 4/30/92

Provide farm families with support using the information 800#, referral, consulting system. Support in areas of emotional, legal, financial and family issues. Until 3/31/92, further employment contingent upon continued funding. **Requirements:** High School diploma or equivalent required. Some college coursework preferred. Strong listening and interpersonal skills. Familiarity with farming and farm families necessary. Familiarity with Cornell Cooperative Extension very desirable. Computer WP 5.2 experience a must. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C1708)

Education-Statutory
Minimum Full-time Equivalent: \$590.45
Posting Date: 4/30/92

Provide administrative support for National Science Foundation sponsored research project in mathematics education, including management of computer systems, video system, correspondence, project accounts, and organization of project materials. Until 6/30/93 contingent on continuation of grant to be arranged. **Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience in office management. Knowledgeable about Macintosh computers with word processing experience. Strong interest in computers required. Accounting and/or editing experience desired. Strong organizational skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include a employee transfer application.

Senior Night Supervisor GR20 (C1605)

Circulation/Urns-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 4/23/92

Responsible for the Uris Library building during the evening hours. Supervise the work of staff and student assistants at the Circulation/Reserve and Security desks. Assist with hiring, scheduling, training, and evaluating student assistants. Must exercise considerable judgement and initiative in making decisions. 25 hrs/week, evenings and weekends. **Requirements:** Associates or equivalent. 2-3 yrs. related experience. Dependability and punctuality are absolutely essential. Excellent interpersonal skills. Must be flexible to allow for changes in schedule. Ability to move books (10-20lbs) and push book carts (30-50lbs). Supervisory experience desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professional Temporary**Temporary Office Assistant (S1801)**

Entomology-Statutory
Posting Date: 5/7/92

Provide clerical support. Duties include typing, sorting and posting mail, copying, filing, and answering phones. **Requirements:** HS diploma or equivalent. Minimum 1 yr. office experience. Computer experience preferred. Ability to work independently. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Plant Operator T006 (G1801)

Utilities-Endowed
Posting Date: 5/7/92

Operate and maintain water purification plant. Perform necessary tests as required by federal and state regulations. Rotating shift; weekends and holidays. **Requirements:** Associates degree or equivalent. candidates must possess NYS water treatment and purification license grade IIA or have sufficient education and experience to secure the license. Experience in operation of water treatment plant and related systems required. Knowledge of chemistry, math, mechanical background and laboratory experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Senior Instrument and Controls Mechanic/Operator

(G1401)T007

Utilities-Endowed
Posting Date: 4/9/92

Maintain, repair, and calibrate the state of the art Utility Plant instrument and computer control systems. Perform electronic, electrical, and mechanical trouble shooting and maintenance on utility plant equipment necessary to assure continued and efficient operation of plant functions. **Requirements:** Associates degree in Electrical, Electronics or Electromechanical Technology, or equivalent, required. 3-5 yrs. related experience in utility plant electric and solid state electronic controls preferred. Control system operation and maintenance desirable. Experience with control computer systems and personal computers desirable. Demonstrated ability to troubleshoot equipment and system problems. Ability to learn new technologies required. Must maintain a valid New York State drivers license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Life Safety Specialist II GR22 (G1301)

Life Safety Services-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 4/2/92

Respond to all on/off campus emergencies occurring in University structures. Basically work is unsupervised, and must exercise a high degree of self reliance, sound judgement, initiative and motivation. Shift work which includes weekends and holidays. **Requirements:** Associates degree or equivalent. Bachelors degree preferred. Minimum 3yrs. experience in campus setting. Mechanical aptitude. Valid NYS drivers license. Good (oral and written) communication skills.

General Service

Send application materials for the following positions to Cynthia Smithbower, Staffing Services, 160 Day Hall.

General Service Part-Time**Clinic Aide SO03 (B1501)**

Veterinary Medical Teaching Hospital-Statutory
Hiring Rate: \$6.83
Posting Date: 4/16/92

Aseptic cleaning of areas of Small Animal care and treatment. Mopping, trash removal, general cleaning, stocking, vacuuming, removal of biohazardous waste. Monday-Saturday, 3:00am-7:00am, 24 hrs/week.

Requirements: High school education or equivalent. Experience with housekeeping/custodial services supplies and equipment. Must be able to work around small animals and in a teaching hospital setting. Send cover letter and resume to Cynthia Smithbower.

Academic**PA#16 Resource Management Educator**

Location: Tompkins County, Ithaca, NY
Posting Date: 5/7/92

Responsible for leadership in the planning, implementation, and evaluation of innovative educational programs in resource management for individuals, families, and communities for Cornell Cooperative Extension of Tompkins County. Also works in conjunction with multicounty teams as appropriate. Resource management includes financial management, consumer decision-making and policy issues related to personal, family, and community well-being across the life cycle. Provide leadership for interdisciplinary association issue team on resource management and facilitate community and volunteer development related to this programming. Extend educational programming through community agencies, organizations & Cornell Cooperative Extension volunteers. Work as team member in addressing local, regional, & statewide program priorities. **Minimum Qualifications:** Bachelors degree and progress towards a masters degree in human ecology/home economics or related area with resource management, financial management, consumer economics or other field appropriate to responsibilities of this position. Three years related experience as a cooperative extension agent or equivalent professional experience in teaching or education in a community setting or masters degree and one year relevant experience. Coursework in adult/youth education, communication and human services is highly preferred. Salary: \$23,200, commensurate with qualifications. Apply by May 29, 1992 to Barbara Eshelman, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

PA#17 Senior Extension Associate-Biotechnology Transfer

Location: Cornell University, Ithaca, NY
Posting Date: 4/30/92

Serve as Director of the Biotechnology Technology Transfer and Economic Development Program. The director will be the interface between the biotechnology industry in New York State, research scientists and engineers on the Cornell campus, and related campus economic development outreach programs in order to implement and evaluate initiatives and impacts of the small firm technology transfer component of the Biotechnology Program. Actively recruit, develop, and maintain contact with firms in New York State, especially small entrepreneurial companies, to determine their biotechnology interests and related business management and capital formation concerns. Organize workshops, meetings, and exhibits for small biotechnology firms and potential entrepreneurs in New York State. Serve as a member of the Cornell Extension System Statewide Economic Vitality Program Committee. Successful candidate will demonstrate ability to provide leadership in the planning, implementation and evaluation of innovative programs and applied research activities, and to work effectively with faculty, governmental officials, college administration, businesses and colleagues. Problem solving, team skills and administrative expertise is crucial.

Requirements: Masters degree (PhD preferred), in an appropriate discipline, i.e. biological or engineering science and eight years of relevant business or manufacturing experience which provides the knowledge, skills, and abilities to meet position expectations and outcomes. Salary: commensurate with qualifications. Apply by May 21, 1992.

PA#13 Extension Associate

(Limited Resource Audience Programming)

One-Year position

Location: Cornell University, Ithaca, NY

Work with the Human Ecology and 4-H Youth Development units to expand the Cornell Cooperative Extension response to programming with limited resource audiences. Engage faculty and staff in dialogue to identify a vision statement and then outline a program direction that integrates nutrition education, parenting education, resource management, and housing education. Work with faculty to develop proposals for funding, organize inservice education, and create appropriate resources to communicate with volunteers.

Minimum Qualifications: Master's degree in human ecology subject matter area or adult education. 4 yrs. of progressively responsible professional experience in working with limited resource audiences. Coursework in education, communications, community development, and program development desirable. Salary: Commensurate with qualifications. Send letter of intent, resume and transcripts to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland

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Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, NY 14853.

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

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