

CORNELL CHRONICLE

Volume 21 Number 4 September 21, 1989



3
Venezuelan
president
to visit

3
Student
magazine
goes Russian

7
Entrepreneur
of the Year

Class of '93 is smarter and more diverse

Parents arrive for weekend

Much of the hurry and scurry of the opening days of the fall term will be repeated from Friday, Sept. 22, through Sunday, Sept. 24, when several thousand mothers and fathers will be on campus again — minus the burden of luggage and the anxieties of getting-started deadlines.

They will be here for Freshman Parents' Weekend, which presents them with the opportunity to share in many of the activities and surroundings that will become a way of life for their sons and daughters over the next four years.

Nearly 40 different weekend events are scheduled, including an opportunity to meet with President Frank H.T. Rhodes and Senior Provost Robert Barker, and a series of panel discussions on subjects such as Housing Alternatives Beyond the Freshman Year, "Stress: What to Look For,

What to Do" and "Opportunities for Study Abroad."

There will be campus tours, special lunches and dinners, opportunities to meet with faculty and deans, dancing to the Cornell Jazz Ensemble, and listening to jazz music at the Le Cabaret on the first floor lounge of Robert Purcell Union until midnight on Sept. 23.

A highlight of the weekend will be a concert with comic Rich Hall, a former star of "Saturday Night Live," and jazz pianist and singer Del Rae at 9 p.m. on Sept. 23 in Bailey Hall.

Details about all of the activities, organized by the Department of Unions and Activities, will be available during the weekend at the main desks of Willard Straight Hall, Noyes Center and Robert Purcell Union.

Larger proportion need financial aid

This year's freshmen ranked higher in their graduating classes than their counterparts last year, did better on college admissions tests, and are more likely to be from outside of New York state or New England and to be members of an ethnic minority.

Further, the class demonstrates greater scholastic quality and geographic and ethnic diversity than those who entered Cornell in any other year in this decade, according to Susan H. Murphy, dean of admissions and financial aid.

In releasing data on the Class of 1993, Murphy also noted that a larger proportion of the class demonstrated a need for financial aid than last year and that a slightly smaller proportion of the class is female.

"We wondered last fall what changes we might see as a result of an 8 percent drop in freshman applications," Murphy said.

"With the exception of the decline in the proportion of women in the class — a shift partially caused by the increased competition for women in engineering — we couldn't be more pleased with the talent and diversity in this class."

The dean went on to explain that this is "a particularly competitive time for admissions, with the number of 18-to-24-year-olds continuing to decline, especially in our back yard. To enroll such a group as this one — whose members also happen to be wonderful people and active Cornellians already — is very satisfying."

In examining the academic records of this year's freshmen, Murphy's office discovered that 85 percent graduated in the top 10 percent of their high school classes compared with 80 percent a year earlier; that 56

Continued on page 8

Curator helps save Asia's libraries

John Badgley sees the need for \$50 million over the next decade; but right now, he'll settle for some fiberglass window screening (\$615.25), a 55-gallon drum of adhesive (\$590) an air conditioner and a few other items that are hard to find in Cambodia.

Badgley is the curator of Cornell's Echols Collection on Southeast Asia, probably the world's best library collection of materials in the languages of that region. He is being wooed by Southeast Asian leaders who want Cornell's help in saving their national libraries from the ravages of war, humidity and bugs.

Badgley plans to work with U.S. academics and international agencies to address the long-term library needs of the region. But for the moment, he must address Cornell's urgent commitments to Cambodia and Burma, where, with Luce Foundation funding, Cornell is preserving thousands of traditional, vernacular materials.

The crisis is most dramatic in Cambodia, which Badgley visited last spring along with Cornell's preservation librarian, John Dean, and graduate student Judy Ledgerwood.

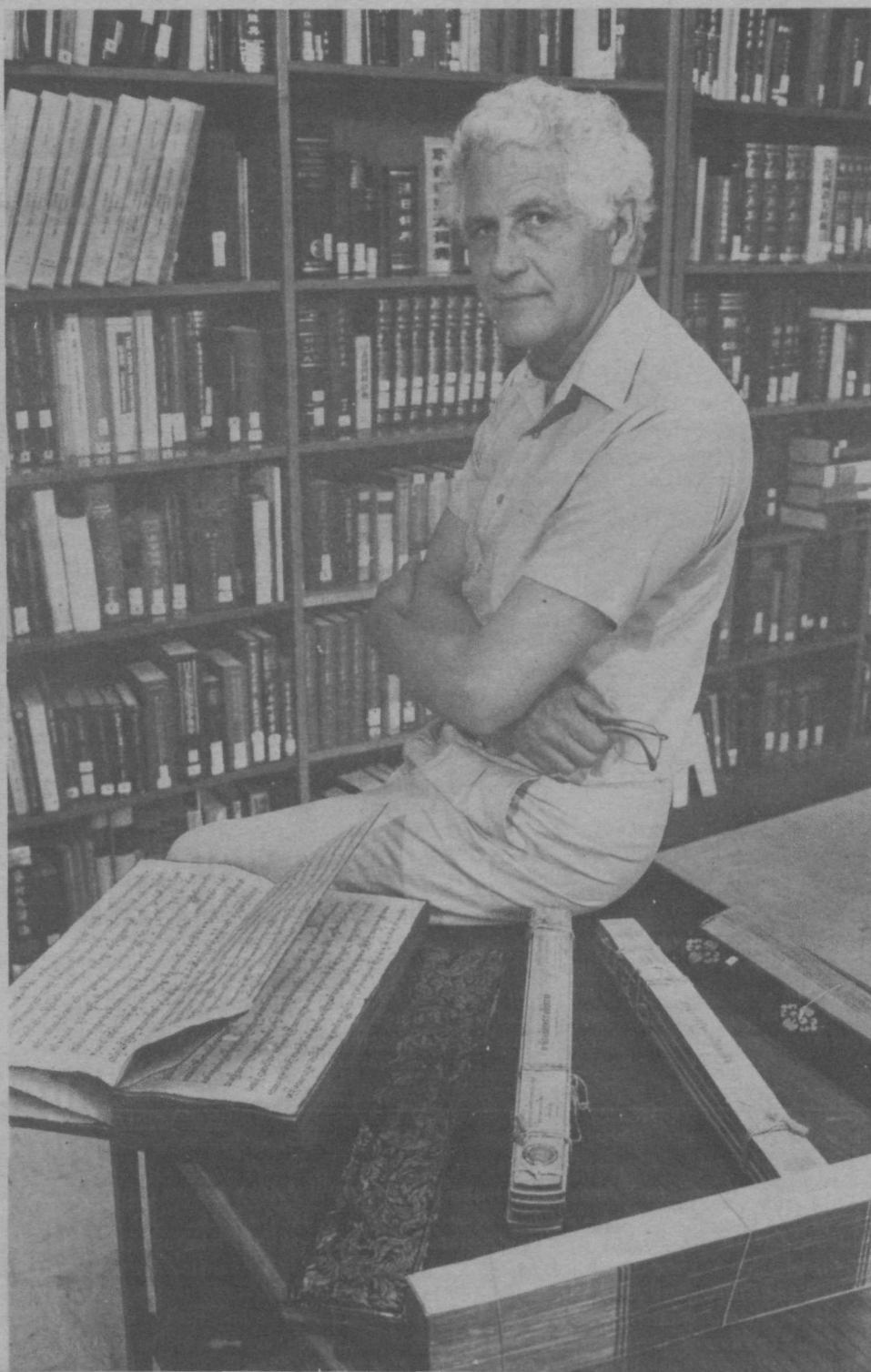
During Pol Pot's tyranny in the mid-1970s, when more than 1 million Cambodians were killed, books were systematically destroyed. The national library in Phnom Penh was used as a pig sty. In the library and in Buddhist monasteries, the vast majority of books holding Cambodia's cultural and religious heritage were destroyed.

Badgley estimates the destruction at 10,000 to 50,000 "books" — actually collections of palm-leaf strips, each book with 10 to 200 leaves on which the Khmer characters are inscribed with a stylus.

The enormity of the destruction can be seen in the total number of such books remaining — about 350 of palm leaf and mulberry leaf at the National Library and about 100 of palm leaf at the National Museum.

Cornell's pre-eminence among libraries with Khmer-language books can also be seen in numbers: While the Echols Collection includes 1,000 such titles (almost twice

Continued on page 6



John Badgley in Olin Library's Echols Collection on Southeast Asia, with Asian books made of palm-leaf strips. He visited Cambodia last spring.

Charles Harrington

Merrill gift adds 8 TAs in history

L. Pearce Williams' course introducing Western civilization to 250 undergraduates each semester has doubled its cohort of teaching assistants this fall thanks to a gift from Philip Merrill, a 1955 alumnus.

Merrill, from the Washington, D.C., area, is chairman of Capital-Gazette Communications and publisher of The Capital newspaper in Annapolis, Md., and Washingtonian magazine. This latest gift follows an earlier gift to endow Cornell's program that each spring recognizes in ceremonies at the Ithaca campus outstanding high school teachers from around the world cited as inspirations to the university's top graduating seniors.

Merrill said he decided to underwrite eight teaching fellowships, at a cost of \$80,000 a year, to support "the core values of Western civilization in the academic community at large as well as through increased emphasis on our own campus."

In a letter to Cornell President Frank H.T. Rhodes, Merrill explained:

"It is my hope that Merrill Fellows will in the normal course of study focus on what is distinctive about Western civilization with particular attention to developments in law, government, literature, justice, human rights and individual freedom that, taken together, have resulted in unparalleled prosperity in the West, a balance between majority rule and minority rights, the establishment of significant checks on the centralized power of the state, and a respect unique in world history for the worth of each individual."

Williams, whose course emphasizes most of the points Merrill enumerated, said in a recent interview that he and Merrill had discussed how financial support might best serve their common interests.

The professor said that, by doubling the number of teaching assistants in his course to eight, he could require weekly writing assignments, which he believes are critical to teaching students "how to read analytically and how to think and express thoughts

Continued on page 6

NOTABLES

The American Physical Society has awarded **Ravindra Nath Sudan**, the IBM Professor of Engineering, with the 1989 James Clerk Maxwell Prize in Plasma Physics, which carries with it a \$5,000 cash award. Sudan will be presented with the prize, sponsored by Maxwell Laboratories Inc., at the meeting of the APS Division of Plasma Physics in Anaheim, Calif. Sudan is being cited "for wide-ranging contributions to the theory of plasma stability and turbulence, and pioneering work on the generation and propagation of ion beams."

Joan Jacobs Brumberg, director of the Women's Studies Program and associate professor of human development and family studies, has been named recipient of the American Studies Association's John Hope Franklin Prize for her book, "Fasting Girls: The Emergence of Anorexia Nervosa as a Modern Disease." Brumberg will receive the prize at the association's convention Nov. 2 in Toronto. The committee, which considered 88 books for the award, "was especially impressed by your ability to balance material from a myriad of disciplines: literature, the history and sociology of medicine, social history, popular culture, psychology and feminist theory." The work has also received the Berkshire Book Prize for the best book published by a woman historian in 1988.

Theodore J. Lowi, the John L. Senior Professor of American Institutions, was elected president-elect of the American Political Science Association at its annual meeting in Atlanta, Aug. 30 through Sept. 2.

Two members of the Cornell faculty were among 22 scientists elected this year Fellows of the American Geophysical Union, a distinction limited to 1 percent of the union's membership annually. The Cornell faculty elected were **David L. Kohstedt**, professor of material science engineering, and **Joseph Veverka**, professor of astronomy.

Barton Blotter: Marble blocks stolen

For the third time this fall thieves have stolen marble blocks from the walkway on the north side of the Center for Theatre Arts, according to the morning report of the Department of Public Safety for Sept. 11 through 17. A total of four blocks worth \$200 each have been taken.

There were 14 thefts reported on campus with losses in cash and valuables set at \$1,905. Theft also included five parking permits costing nearly \$300, a \$350 bicycle, and \$430 in stereo equipment taken from a parked car.

One person was arrested in the Boyce Thompson Institute parking lot and charged with resisting arrest, leaving the scene, speeding and unlicensed operation of a motor vehicle.

Computerized copies of the most current safety report may be called up on CUINFO under the title SAFETY. CUINFO terminals are located throughout campus.

BRIEFS

■ **Employee Day:** The 15th annual Cornell Employee Day, which will feature a Big Red football game with Lafayette followed by a chicken barbecue in Barton Hall, is scheduled for Saturday, Oct. 7. Advance \$2 tickets for the barbecue and \$3 tickets for the game will be available Monday, Sept. 25, through Wednesday, Oct. 4, at the Grumman Squash Court ticket office across from Teagle Hall. Discount tickets for the game only may be purchased through Friday, Oct. 6.

■ **Backyard composting:** A hands-on opportunity to learn all about backyard composting will be available at a workshop scheduled to start at 10 a.m. on Saturday, Sept. 23, at the Cooperative Extension Education Center, 615 Willow Ave., in downtown Ithaca. There will be a \$3 fee.

■ **April in Paris:** Faculty applications and nominations are being sought for a director of the Cornell- and Duke-sponsored study program in Paris for the 1990-91 academic year. Details are available from Cornell Abroad, 474 Uris Hall. The deadline for submissions is Nov. 1.

■ **NSF funds for undergrads:** Faculty wishing to apply for National Science Foundation funding that provides undergraduate student stipends for full-time summer research assistance and part-time research help during the academic year, must submit grant applications by Oct. 10. Details and forms for the program, known as Research Experiences for Undergraduates, may be obtained from the library of Cornell's Office of Sponsored Programs in 115 Day Hall, or by calling 255-2949.

■ **Student Agencies' gift:** The Student Agencies Foundation has established a \$25,000 endowment fund to provide up to \$2,500 a year for a scholarship awarded to a Cornell student through the Cornell Tradition Program. Student Agencies is a student-managed corporation located in Col-



Graduate Bulletin

Sept. 22 deadlines: Course enrollment in Sage Graduate Center through Sept. 22; special committee selection and change form, bring completed form to Sage Graduate Center; dissertation deadline, candidates who have defended their dissertations and submitted two acceptable copies to the Graduate School will not be charged the \$200 active-file fee for fall 1989.

Course Changes: The deadline for changing grade options, credit hours and dropping courses is Oct. 27. A \$10 late fee is charged for any change after this date.

Dissertation and Thesis Seminars: will be held in the Morison Seminar Room of Corson/Mudd Hall on Oct. 24 at 11:30 a.m. for doctoral dissertations and Oct. 25 at 3 p.m. for master's theses. The thesis adviser will discuss preparing and filing theses and dissertations; students, faculty and typists are encouraged to attend.

legetown with about \$1 million in annual revenues. Established by Cornell students at the turn of the century, Student Agencies hires about 200 Cornell students a year.

■ **Educational initiatives:** Responses to President Rhodes' Aug. 31 letter to all faculty members requesting their "thoughts on how the seven themes" in the sixth round the President's Fund for Educational Initiatives might be addressed are due Oct. 1 in the Day Hall office of Larry I. Palmer, vice-president for academic programs.

■ **Basic budgeting:** A three-session course in basic budgeting for the family will be offered on alternate Wednesdays, Sept. 27, Oct. 11 and 25, from 7 to 9 p.m. at the Cooperative Extension Education Center at 615 Willow Ave. in downtown Ithaca. The course is open to everyone and though there is a \$5 fee "no one will be denied the opportunity to participate because of inability to pay." To register, call 272-2292 or leave your name at the Cooperative Extension office on Willow Avenue.

■ **Monograph sale:** The Martin P. Catherwood Library of the School of Industrial and Labor Relations will sell new and used monographs in the social sciences and history on Wednesday, Sept. 27, and Thursday, Sept. 28, from 9 a.m. to 3 p.m. The library is in Ives Hall.

■ **New office and associate:** The Office of the Judicial Administrator has been moved from the fourth floor of Day Hall to Room 223 Day Hall and has a new associate judi-

cial administrator: Rose Sagan, previously administrative secretary of the office. She succeeds Helen Wheeler, who held the post for 12 years. Wheeler retired July 1 after 31 years of service with the university. The judicial administrator's telephone number remains the same, 255-4680.

■ **Refinish unfinished:** The project to refinish the surface of the Parking Garage adjacent of Schoellkopf Field is not yet finished because of an equipment breakdown. In order to finish the project, parking on the upper levels of the facility will be prohibited for a third weekend, Sept. 23 and 24. All cars must out of the upper levels by 5 p.m. on Friday, Sept. 22.

■ **Empire games on TV:** Two-and-one-half hours of television footage of the Empire State Games in Ithaca this summer will be shown starting at 7 p.m. on Saturday, Sept. 23, on American Community Cablevision's Channel 13.

■ **Breakfast with Rhodes:** There are a limited number of openings available for students to have breakfast with President Frank H.T. Rhodes. Those interested are invited to call his office at 255-5201 to make a reservation. The breakfasts will be held from 7:30 to 8:30 a.m. on Sept. 22 in Willard Straight Hall (The Elmhurst Room); Nov. 7 in Robert Purcell Dining (South Dining Room) and Nov. 29 in Noyes Student Dining (The Loft). Reservations are made on a first-come, first-served basis, and those with reservations will be reminded by mail a few days in advance.

Sri Lankan economist to open nutrition policy lecture series

Sri Lankan economist Godfrey Gunatilleke will open this fall's Pew-Cornell Lecture Series on Food and Nutrition Policy on Tuesday, Sept. 26.

His lecture, "Government Policy and Nutrition in Sri Lanka: Changes during the Last 10 Years and Lessons Learned," will be given at 2:30 p.m. in Room 166 of Martha Van Rensselaer Hall.

The series, consisting of six lectures, is sponsored by the Cornell Food and Nutrition Policy Program in the Division of Nutritional Sciences, a joint unit of the College of Human Ecology and the College of Agriculture and Life Sciences. The series was inaugurated last year with a grant from the Pew Memorial Trust of Philadelphia.

"Outstanding professionals in the fields of economics, policy analysis, nutrition and agriculture will deliver the lectures, discussing issues related to government policies, food and nutrition for the poor in developing countries," according to Per Pinstrup-Andersen, a professor of food economics and director of the Cornell Food and Nutrition Policy Program.

"The lecture series aims at spreading knowledge about how government policies affect the poor, including their food security and nutritional status," he said. "We also hope to facilitate interactions between selected professionals in this area and interested Cornell faculty and students."

Gunatilleke is executive vice chairman of the Marga Institute, the leading research center for development studies in Sri Lanka.

"Sri Lanka's success in alleviating poverty and encouraging good nutrition is well-known," Pinstrup-Andersen commented. "However, it is not clear how recent changes in Sri Lanka's economic policies have affected the poor. Dr. Gunatilleke will discuss this issue."

Pinstrup-Andersen will present his own lecture titled "Government Policy, Food Security and Nutrition in Sub-Saharan Africa" on Tuesday, Oct. 10, at 2:30 p.m., also in 166 MVR Hall.

Other lectures in the series will be:

- Oct. 24 — Olivia Yambi, director of planning, Tanzania Food and Nutrition Center, Tanzania, "The Role of Government in Promoting Community-based Nutrition Programs: Experience from Tanzania and Lessons for Africa."

- Oct. 31 — David Sahn, deputy director, Cornell Food and Nutrition Policy Program, "Seasonal Fluctuations in the Product Markets: Is There a Nutritional Risk?"

- Nov. 14 — Joachim Von Braun, research fellow, International Food Policy Research Institute, Washington, D.C., "The Importance of Non-Agricultural Income Sources for the Rural Poor in Africa and Implications for Food and Nutrition Policy."

- Nov. 21 — Doris Calloway, professor of nutritional sciences, University of California at Berkeley, "The Functional Consequences of Malnutrition and Implications for Government Policy."

All lectures will be given in 166 MVR Hall at 2:30 p.m. For more information about the series, call 255-8093.

—Yong H. Kim

Cornell Chronicle

EDITOR: Mark Eyerly
GRAPHICS: Cindy Thiel
CIRCULATION: Joanne Hanavan

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

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

It is the policy of Cornell University to support actively equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity. 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 at 234 Day Hall, Cornell University, Ithaca, N.Y. 14853-2801 - telephone (607) 255-3976.

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

Caribbean students concerned about their families can call home for free

Hispanic and Caribbean students concerned about their families in the wake of Hurricane Hugo can make free telephone calls to relatives through this weekend.

The service is being provided as a cooperative effort involving the university's Hispanic American Studies Program, the Society of Hispanic Professional Engineers and the Office of the Dean of Students. Arrangements are being made for ham

radio linkups with islands where Hugo has disrupted telephone communication.

Students can make arrangements for the phone calls and ham radio communication by calling 255-3197 between 8:30 a.m. and noon and between 1:30 and 4:30 p.m. on Thursday and Friday, Sept. 21 and 22.

On Saturday, students can call 255-3682 between 9 a.m. and noon, or go to 156 Olin Hall to make telephone calls.

Student-created magazine to be sold in U.S.S.R.

An intercollegiate magazine of science fiction and fantasy based at Cornell will become a joint U.S.-Soviet publication this fall, offering a Russian-language edition for sale in the Soviet Union.

A representative of Visions, a student-owned-and-operated magazine, signed a contract in Leningrad this summer to establish a Russian edition with Russian advertising.

Tamiko Toland, 20, of Danbury, Conn., a Cornell senior and the magazine's vice president, said she discovered the joint publishing opportunity while "looking for university students in Leningrad who might be interested in writing for our American magazine."

"I had no idea of getting into a publishing arrangement in the Soviet Union. But through a mutual friend, I was introduced to the people at Sovmarket who had been talking about starting a youth-orientated magazine."

Organized in January, Sovmarket is a commercial organization that produces graphic materials, handles advertising, develops trademarks, and is moving into marketing and publishing. Sovmarket is associated with Komsomol, the Soviet youth organization.

Toland, a Soviet studies major at Cornell, was in Leningrad from February to May studying Russian at the Herzen Pedagogical Institute.

"I learned about Sovmarket's interest in a magazine shortly before I was scheduled to return to the United States, and I negotiated the contract in just 10 days," Toland said. She made a second trip to Leningrad this summer to sign the contract.

"My ability to speak Russian was essential to the process. By speaking directly to the people at Sovmarket, rather than through an interpreter, we developed a close relationship."

Toland, who studied Russian for two years in high school and two-and-one-half years at Cornell, developed interest in the language from her father, author John Toland, who has written a number of prize-winning books dealing with World War II in Europe and the Pacific.

"In the sixth grade, I knew that my father loved the writings of Dostoevski," she said. "Then I thought how great it would be to read Dostoevski in the original Russian."

To make certain that she was on the right track during her contract negotiations, Toland telephoned Ithaca from Leningrad and was assured by fellow student Dennis Tevlin, 30, of San Francisco, that a contract with Sovmarket would work. Tevlin, a student in Cornell's Johnson Graduate School of Management, is general manager of the Cornell Student Venture Fund and a consultant to Student Agencies Inc., a student-owned business and entrepreneurial firm that provided the capital to start Visions magazine at Cornell in 1986.

Toland and Gregory Manning, 21, of Southington, Conn., a Cornell senior and president of Visions, founded the magazine and modeled it on a science magazine they had operated while classmates at Choate Rosemary Hall Preparatory School in Connecticut. Visions soon expanded beyond Ithaca by soliciting and receiving literary contributions from other universities in the United States, England and New Zealand, and by extending its distribution from coast to coast. The magazine is distributed by Ingram Periodicals to B. Dalton, college and specialty bookstores.

Russian students now are joining American university students in writing fantasy and science fiction for the magazine.

"I brought back three Russian manuscripts from Leningrad — two fiction stories and one non-fiction article — and I have translated them into English for our October issue," Toland said. "Future contributions from the Soviet Union will be accompanied by rough translations that I will polish."

Sovmarket will translate the entire magazine into Russian, and print and distribute it in the Leningrad area. For the inaugural Russian-language edition, the Soviet firm plans to print about 20,000 copies of the October issue, nearly six times the magazine's U.S. circulation of 3,500. Visions is published twice a year.

Toland, who is interested in a business career involving Soviet markets, sees big sales for Visions in the Soviet Union.

"Soviets are very interested in science fiction, but little of it is available in the Soviet Union," she said. "I think our magazine will be gobbled up as soon as it's placed on sale. There are no other science fiction magazines in the Soviet Union, and only three or four science fiction books are



Charles Harrington

Tamiko Toland, vice president of Visions magazine, with copies of the magazine and items pertaining to the Soviet Union.

published there each year."

Sovmarket will obtain Russian advertising for its edition and will carry some American advertisements, while the American version will carry some Soviet advertisements. "There is no exchange of money between our two organizations," Toland said. "Each side handles its own production

and earns its own revenue."

In another U.S.-Soviet publishing venture, students at Stanford and Pepperdine universities are working with Russian students and the Soviet news agency Novosti to start a new American-Soviet quarterly magazine, Montage, in 1990.

— Albert E. Kaff

Venezuelan president to lecture on debt crisis Sept. 28

Two days after he is expected to address the United Nations General Assembly in New York City, Venezuelan President Carlos Andres Perez Rodriguez will deliver the 1989 Bartels Lecture here.

Perez, 67, a populist leader who advocates dialogue on Third World debt, will speak about "The Latin American Debt Crisis" on Thursday, Sept. 28, at 7:30 p.m. in Bailey Hall. The event is free and open to the public, but tickets must be obtained in advance. He will speak in Spanish with simultaneous translation, and a brief question-and-answer period will follow.

"President Perez's visit came about through the efforts of alumni in the Cornell Club of Caracas," said Billie Jean Isbell, director of Cornell's Latin American Studies Program. "His lecture will be an important step toward establishing the kind of dialogue that President Perez advocates. He has stated that there has never been a more favorable situation since World War II for the Third World to discuss its problems with developed countries. We are pleased that he has chosen Cornell for this historic opportunity."

During his daylong visit to the Cornell campus, Perez will meet with President Frank H.T. Rhodes, Dean Alan Merten of the Johnson Graduate School of Management, Theory Center Director Malvin M. Kalos, faculty, guests and alumni.

Perez also will meet informally with Venezuelan, Latin American and other Spanish-speaking students at 3 p.m. in Room G08 of Uris Hall.

Now in his second term as president of his country, Perez rose to political prominence as a protege of Romulo Betancourt and his non-communist leftist political party, Accion Democratica, of which he is a leading member.

Perez was elected president of Venezuela in 1973. In his first term, from 1974 to

1979, he nationalized the petroleum industry and defended OPEC-like cartels as a way for developing countries to gain leverage in the world economy. He provided military and financial aid to the Nicaraguan Sandinistas in bringing down Anastasio Somoza in 1979 and supported Panamanian claims to sovereignty over the Canal Zone.

After his first term, he continued to play an active role in international affairs on behalf of Third World causes and served as a vice president of the Socialist International, the world organization of social democratic parties.

In 1988, Perez won a second presidential victory, becoming the first Venezuelan to do so. At that time, the country's foreign debt was estimated at \$35 billion. Perez's predecessor had suspended principal payments on the debt, and Perez's first initiative was to institute austerity measures, including currency devaluation and reduction of support for basic commodities. Widespread rioting ensued. On March 1, Perez declared a state of siege and announced that dozens of Venezuelans had died in the riots.

Since March, he has pointed to the political consequences of debt service and has argued for a reduction of interest and principal in the name of preserving democracy.

In conjunction with the president's visit to Cornell, the Latin American Studies Program will hold a panel discussion on the Latin American debt crisis on Friday, Sept. 29, from 2 to 4 p.m. in Room 110 of Ives Hall.

The six panel participants are: Steven Kyle, assistant professor of agricultural economics and an expert on developing-country debt; Lourdes Beneria, professor of city and regional planning and director of the Program on International Development and Women; William Walker, a visiting fellow in the Peace Studies Program and an historian who has published widely on the drug

trade and foreign policy; Julio Sosa Rodriguez, Class of '44, chairman of Industrias Venoco and former Venezuelan ambassador to the United States; Fernando Gil, formerly with the Financial Agency of the Peruvian government and currently serving as an international banking officer with Equibank; and Gonzalo Sanchez de Lozada, former minister of economy of Bolivia. The program will be moderated by Isbell.

The Henry E. and Nancy Horton Bartels World Affairs Lecture is supported by the retired business executive and his wife, who

are Cornell graduates. The Bartels established the fellowship to bring persons prominent in foreign affairs to Cornell to lecture and meet with faculty and students.

Reserved-seating tickets for the Bartels Lecture are available at Cornell's Information and Referral Service in Day Hall, the Women's Community Building on West Seneca Street, Logos Bookstore on the Commons, Mayer's on East State Street, B. Dalton in Center Ithaca, the Bookery in the DeWitt Mall and Triangle Bookstore.

— Carole Stone

Rhodes, other educators meet with President Bush

President Frank H.T. Rhodes was among a group of 10 education leaders who met with President Bush on Wednesday, Sept. 20. The educators and the president agreed at the session that there is no quick fix for problems facing the nation's education system and that there is a need for national education goals.

As he prepared to fly back to Ithaca and brief area reporters on the meeting that afternoon, Rhodes described the discussions as wide-ranging but focused mostly on one segment of the U.S. education system: kindergarten through the 12th grade. "We spent most of our time talking about national objectives for education, about revitalizing teaching as a profession," Cornell's president said.

"We talked a lot about the learning environment — inside and outside the schools — about governance of the schools, about recruiting underrepresented minorities into teaching and the professions," especially science and engineering, Rhodes reported.

He said that the group, which included two other university presidents — David Gardner of the University of California at Berkeley and Lamar Alexander of the University of Tennessee — "was fairly well united about the need for national goals and objectives," especially the need to improve teaching as a profession.

Rhodes said he proposed that President Bush find some way to identify and recognize "all the good work that's going on in the schools." Rhodes also said he talked about the need to support the National Science Foundation budget.

The group was with the president for well over an hour, and he "reacted in a remarkably positive fashion" to their observations and suggestions, Rhodes said. Then they had lunch with a number of federal officials and discussed some of the issues raised at their meeting with the president.

Bush is meeting with various groups to prepare for next week's education summit.

— Barry Gross

CALENDAR

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

Notices should be sent to arrive 10 days prior to publication and should include the name and telephone number of a person who can be called if there are questions.

Notices should also include the subheading of the calendar in which the item should appear.

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156.

International dance party, Sept. 24, 7:30 to 10 p.m., Memorial Room, Willard Straight Hall.

A free nine-week series on basic folkdancing co-sponsored by the Cornell Wellness Program will be held on Tuesdays, 7 to 9 p.m., through Nov. 7, in the Dance Studio, Helen Newman Hall. The buzz step will be taught Sept. 26. Other dances and steps will include the waltz, tango, hambo, schottische, buzz and pivot steps, Balkan line and circle dances and several set dances. For more information, call 273-0707 or 539-7335.

Israeli Folkdancing

Israeli folkdancing, Sept. 21, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

"Sticks: Historical and Contemporary Kentucky Canes," an exhibition on view through Oct. 15, explores the rich cultural heritage of Kentucky through the folk art of the cane. The walking sticks incorporate a range of images and a variety of political and social commentaries, including snakes, bird cages, lizards, Indians and wildcats, and some depict well-known historical and pop figures such as Abraham Lincoln and Elvis Presley. Held in conjunction with the American Festival, the exhibit is organized by the Center for Theatre Arts.

"The Art of Zen: Paintings and Calligraphy by Japanese Monks, 1600-1925," on view through Oct. 29, presents approximately 88 paintings and calligraphy by Japanese monk artists active from 1600 to 1925. This is the first large-scale study of this important art form, and the works are drawn from public and private collections throughout the United States, Europe and Japan.

Center for Jewish Living

Works of art including woodcuts, copper engravings, paintings, sketches and marble and bronze sculptures by Peter Lipman-Wulf will be on view 7:30 to 10:30 a.m., 11:30 a.m. to 2:30 p.m. and 5:30 to 8:30 p.m., through Oct. 11 at the Gallery of Art in the Dining Hall, Center for Jewish Living, 106 West Ave.

Hartell Gallery

Paintings by Pat Sutton, through Sept. 23; architecture thesis exhibition, Sept. 24 through Sept. 30. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

Olin and Uris Libraries

"A Celebration of Theatre," featuring costume sketches, stage act models and photographs from the Shaw Festival at Niagara-on-the-Lake, together with playbills, programs and rare works from Cornell Libraries collections, Monday through Friday, 8 a.m. to 5 p.m., through Oct. 4.

Tjaden Gallery

Exhibition of prints by students of Elisabeth Meyer, through Sept. 22; exhibition of recent work of Nandini Bagla, Sept. 25 through Sept. 30. The gallery is in Tjaden Hall.

FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted. Most Cinema films cost \$3, except for weekend films in Uris and Statler, which are \$4, and are open to the public unless otherwise stated. An (*) means admission is charged.

Thursday, 9/21

"Horse" (1941), directed by Kajiro Yamamoto, with Hideko Takamine, Kamatari Jufiware and Chieko Takehisa, 7:30 p.m., Uris.

"Two Daughters" (1961), directed by Satyajit Ray, Bengali dialogue/English subtitles, sponsored by the South Asia Film Series, 7:30 p.m., 310 Uris Library.

"Qeros: The Shape of Survival" (1979), directed by John Cohen, 8 p.m., Anabel Taylor Hall.

Friday, 9/22

"Scandal" (1988), directed by Michael Caton-Jones, with John Hurt, Joanne Whalley-Kilmer and Bridget Fonda, 7 p.m., Uris.*

"Ikiru" (1952), directed by Akira Kurosawa, with Takashi Shimura and Miki Odagiri, 8 p.m., Anabel Taylor.*

"Major League" (1989), directed by David Ward, with Tom Berenger and Charlie Sheen, 9:30 p.m., Uris.*

"Bill and Ted's Excellent Adventure" (1989), directed by Stephen Herek, with Keanu Reeves, Alex Winter and George Carlin, midnight, Uris.*

Saturday, 9/23

"Major League," 7 p.m., Uris.*

"Culmination of Shri Ram's Education," and "Shri Ram Returns to Ayodhya," parts three and four of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Library, 1:30 p.m., 310 Uris Library.

"Love and Death" (1975), directed by Woody Allen, with Woody Allen, Diane Keaton and Feodor Atkine, 7:30 p.m., Anabel Taylor.*

"Scandal," 9:30 p.m., Uris.*

"Love and Death," 9:30 p.m., Anabel Taylor.*

"Bill and Ted's Excellent Adventure," midnight, Uris.*

Sunday, 9/24

Erotic Films by Women, including "Both," by Abigail Child, "If This Ain't Heaven," by Roberta Cantow, "Maternal Filligree," by Sandra Davis and "Near the Big Chakra" and "Riverbody," by Anne Severson, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Two Daughters," directed by Satyajit Ray, Bengali dialogue/English subtitles, sponsored by the South Asia Film Series, 3:30 p.m., 310 Uris Library.

"Bill and Ted's Excellent Adventure," 4:30 p.m., Uris.*

"Rock N' Roll High School" (1979), directed by Allan Arkush, with P.J. Soles, Paul Bartel and The Ramones, 8 p.m., Uris.*

Monday, 9/25

"Seeing Red" (1983), directed by Julia Reichert, co-sponsored by the government department, 7 p.m., Uris.*

"Scandal," 9:30 p.m., Uris.*

Tuesday, 9/26

"Shadow Over East Timor," and "Journey to a New Life," sponsored by Southeast Asia Program, 4:30 p.m., 310 Uris Library.

"Tango Bar" (1988), directed by Marcos Zurinaga, with Raul Julia, Valeria Lynch and Ruben Juarez, 7:15 p.m., Uris.*

"Bill and Ted's Excellent Adventure," 9:50 p.m., Uris.*

Wednesday, 9/27

"Adam's Rib" (1949), directed by George Cukor, with Katherine Hepburn and Spencer Tracy, co-sponsored by the English department, 7 p.m., Uris.*

"See No Evil, Hear No Evil" (1989), directed by Arthur Hiller, with Gene Wilder and Richard Pryor, 9:30 p.m., Uris.*

Thursday, 9/28

"Sara Akash," directed by Basu Chatterji, Hindi Dialogue/English subtitles, sponsored by the South Asia Film Series, 7:30 p.m., 310 Uris Library.

"I'm Gonna Git You Sucka" (1988), directed by Keenen I. Wayans, with Keenan I. Wayans, Bernie Casey and James Brown, 9:45 p.m., Uris.*

LECTURES

East Asia Program

Richard Schechner, performance studies, Tisch School of the Arts, New York University, and author of "Between Theater and Anthropology," will discuss his experiences in China directing Sun Huizhu's "Tomorrow He'll Be Out of the Mountain," Sept. 22, 12:15 p.m., Konwiser Reading Room (124), Center for Theatre Arts.

Hillel

Chabad, Rabbi Greenberg, SUNY Buffalo, Sept. 24, 7 p.m., Founders Room, Anabel Taylor Hall.

Music

"The Business of Being a Composer," Barbara Petersen, assistant vice president, Broadcast Music Inc., Sept. 27, 4:15 p.m., 116 Lincoln Hall.

Religious Studies Colloquium

"Heresy and Orthodoxy in Gnostic Materials," Pheme Perkins, Kaneb Visiting Professor of Catholic Studies, Sept. 21, 4:30 p.m., A.D. White House.

MUSIC

Department of Music



Joyce Lindorff

Johana Arnold, soprano, and Joyce Lindorff, harpsichord, perform early Italian and English music of Haydn and Mozart, Sept. 22, 8:15 p.m., Barnes Hall.

"Musical Delights," with Susan Davenney Wyner conducting, Sept. 23, 4:30 p.m., Memorial Room, Willard Straight Hall.

Student Piano Recital, with John Magnussen, Sept. 26, 8:15 p.m., Barnes Hall. Works by Beethoven, Debussy, Hindemith and Magnussen will be performed.

Bound for Glory

Tim Keller, New Mexico singer/songwriter, will present three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 10:30 p.m. on

Sept. 24. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Cornell Concert Commission

"An Evening with Joe Jackson," Sept. 27, 8 p.m., Barton Hall. Tickets on sale at Willard Straight Hall ticket office, Rebop Records, Ithaca Compact Disc, Ticketron and Telecharge, are \$15.50 for the general public and \$12.50 for students (two tickets per Cornell ID).

RELIGION

Sage Chapel

Russell K. Osgood, dean, Law School, will deliver the sermon at Sage Chapel on Sept. 24. Services will begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Mass: Saturdays 5 p.m., Anabel Taylor Auditorium.

Mass: Sundays 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.

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

Christian Science

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

Episcopal (Anglican)

Sundays, 9:30 a.m., Anabel Taylor Chapel.

Friends (Quakers)

Sundays, 10:30 a.m., Hector Friends Meeting House, about one mile west of Route 96, on the Perry City Road. Rides leave Anabel Taylor parking lot at 10 a.m.

Jewish

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

Reform Services: Fridays at 6 p.m., Chapel, Anabel Taylor Hall.

Conservative/Egalitarian Services: Fridays at 6 p.m., Saturdays at 9:45 a.m., Founders Room, Anabel Taylor Hall.

Orthodox Shabbat Services: Fridays 6:15 p.m., Young Israel, 106 West Ave., Saturdays, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Selichot Services: Saturdays, 11:30 p.m.

Korean Church

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

Muslim

Fridays, 1 p.m., Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Bible study, Sundays, 10 a.m., G-7 Anabel Taylor; Sunday worship, 11 a.m., Anabel Taylor Chapel.

Zen Buddhism

Zazen meditation: Thursdays at 5 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, call Jon Warland at 257-1404.

SEMINARS

Applied Mathematics

"Self-Trapping and Bifurcation from the Essential Spectrum," Charles Stewart, Ecole Polytechnique, Lausanne, Mathematical Sciences Institute, Sept. 22, 4 p.m., 322 Sage Hall.

Astronomy

"Cyclotron Lines from Gamma-Ray Bursts and X-Ray Sources," Ira Wasserman, astronomy, Sept. 21, 4:30 p.m., 105 Space Sciences Building.

Biochemistry

"Effects of Gravity on Cytoplasmic Streaming," Randy Wayne, plant biology, Sept. 22, 4 p.m., Conference Room, Biotechnology Building.

Physics
Modelling the Co-Aggregation of Distinct Populations on Cell Surfaces: A Look at Lymphocyte Inhibitory Signal," Carla W. mathematics and statistics, University of Mexico, Albuquerque, Sept. 27, 4:30 p.m., Clark Hall.

Optical Engineering
Analysis of an Inductively-Heated Catalytic Crystal Growth Process," Jeffrey D. chemical engineering and mathematical sciences, University of Minnesota, Sept. 26, 4:30 p.m., 165 Olin Hall.

Chemistry
General chemistry colloquium, "Oxygen Transfer Ligands with Electronic Properties Like Metal Oxide Surfaces," Wolfgang Klau, Institut für Anorganische Chemie, West Germany, Sept. 27, 4:40 p.m., 119 Baker Laboratory.
Organic chemistry seminar, Catalysis and Mechanistic Studies on Glutamine Synthetase, José Villafraña, Pennsylvania State University, Sept. 25, 4:40 p.m., 119 Baker Laboratory.

Ecology & Systematics
Origin of Birds," Jacques A. Gauthier, herpetology, California Academy of Sciences, San Francisco, co-sponsored by the Committee on Evolutionary Biology, biological sciences, Sept. 27, 4:30 p.m., A106 Corson/Mudd Hall.

Electrical Engineering
Communication Complexity in Parallel Computations," Marc Snir, IBM research division, Thomas J. Watson Research Center, Yorktown Heights, Sept. 26, 4:30 p.m., 219 Papp Hall.

Environmental Toxicology
Pesticide Movement through Soil," Karen Dowling, graduate field of environmental toxicology, Sept. 22, 12:20 p.m., 304 Fessenden Hall.

Epidemiology
Some Aspects of Infant Feeding in Costa Rica," Leda Munoz, nutritional sciences, Sept. 22, 2:20 p.m., 260 Warren Hall.

Food Science
Lactic Acid Bacteria in Wine," Thomas P. Klink, NYS Agricultural Experiment Station, Geneva, Sept. 26, 4:30 p.m., 204 Sams Hall.

Human Resource Development and Labor Relations
Human Resource Development and National Economic Policy," Vernon Briggs, School of Industrial and Labor Relations, Sept. 22, 2:20 p.m., 216 Ives Hall.

Judaism
The Days of Awe," Topics in Jewish Tradition, Sept. 25, 8 p.m., 314 Anabel Taylor Hall.

Industrial & Labor Relations
A Study of Change Over Time: The Role of Social and Conceptualization of Longitudinal Analysis," K. Warner Schaie, Penn State, Sept. 21, 2:10 p.m., 300 ILR Conference Center.
The Vulnerable System: Lessons From the 1976 Air Disaster," Karl Weick, University of Michigan, Sept. 22, 1 p.m., 300 ILR Conference Center.

International Nutrition
Prolonged Breastfeeding and Malnutrition: Founding and Effect Modification," Cesar A. V. social medicine, University of Pelotas, Brazil, Sept. 21, 12:40 p.m., 200 Savage Hall.

Manufacturing Engineering
Just-In-Time Total-Quality-Control Manufacturing," H. Simon, M. Howell, P. Miller, co-sponsored by the Cornell Society of Engineers, Sept. 21, 4:30 p.m., B14 Hollister Hall.

Materials Science & Engineering
Computational Solid State Chemistry of Ceramics," Alastair N. Cormack, Alfred University, Sept. 21, 4:30 p.m., 140 Bard Hall.
Point Defect Structure of Cr₂O₃," George S. Penn State University, Sept. 28, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering
Acoustic Vibrations and the Ultrasonic Motor," Peter Hagedorn, Technische Hochschule Darmstadt, co-sponsored by Theoretical and Applied Mechanics, Sept. 26, 4:30 p.m., 107 Uris Hall.

Neurobiology & Behavior
Comparative Morphophysiology: Sex Differences in Vertebrate Brain and Behavior," Amy Bass, neurobiology and behavior, Sept. 21, 3:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"The Role of Sounds in the Dance Communication of Honey Bees," William Towne, biology, Princeton University, Sept. 28, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition
"Human Lactation and Breast Feeding," Ruth Lawrence, pediatrics, School of Medicine, University of Rochester, Sept. 25, 4:30 p.m., 100 Savage Hall.

Ornithology
"The Preservation of Biological Diversity: The Nature Conservancy in Central New York," Wayne Klockner, director of Central and Western New York chapters of The Nature Conservancy, Sept. 25, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program
"Negotiations on Conventional Forces in Europe: Rapid Progress, Open Issues, and Opportunities," Stanley Resor, former secretary of the Army, head of U.S. delegation to MBFR talks (1973-1978), Sept. 28, 12:15 p.m., G-08 Uris Hall.

Pew-Cornell Lecture Series
"Government Policy and Nutrition in Sri Lanka: Changes During the Last 10 Years and Lessons Learned," Godfrey Gunatilleke, director, Marga Institute, Sri Lanka, Sept. 26, 2:30 p.m., 166 Martha Van Rensselaer Hall.

Plant Pathology
"Assessment of Viral Diseases of Winter Wheat in New York State and Characterization of Resistance to Wheat Spindle Streak Mosaic," Neil R. Miller, Sept. 26 4:30 p.m., 404 Plant Science Building.

Rural Development
"Overview of Rural Development Policy Interventions: The Perspective of an Agricultural Economist," Ken Robinson, agricultural economics, Sept. 28, noon, 250 Caldwell Hall.

Sociology
"Black Americans: A National Survey," Robin M. Williams Jr., sociology, Sept. 22, 3:30 p.m., 302 Uris Hall.

South Asia Program
"Colonial Discourse and the Study of Religion: The British East India Company," Charles Long, religion, Syracuse University, Sept. 27, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program
"Trees, Moneys, Rebels and Cronies: The Case of Cellophil Resources Corporation in the Philippines," Benjamin Bagadion, rural sociology, Sept. 21, 12:20 p.m., 102 West Avenue Ext.
"What Is Living and What Is Dead from the Vietnamese Past," Keith Taylor, Asian studies, Sept. 28, 12:20 p.m., 102 West Ave.

Stability, Transition & Turbulence
"Random Sweeping in Isotropic Turbulence," Mark Nelkin, applied and engineering physics, Sept. 26, 1 p.m., 302 Thurston Hall.

Statistics
"Estimating Acceptance Probabilities," George Casella, biometrics unit, Sept. 27, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel
"Layered Fabrics for Use in Pesticide Protection," Deena Ghandhi, Albany International, Sept. 21, 12:20 p.m., 317 Martha VanRensselaer.

Theoretical & Applied Mechanics
"Plate Vibrations and the Ultrasonic Motor," P. Hagedorn, TH Darmstadt, FRG, Sept. 26, 4:30 p.m., 205 Thurston Hall.

Veterinary Pathology
"Signal Transduction Via the High Affinity Receptor for Immunoglobulin E," David Allan Holowka, chemistry, Sept. 21, 12:30 p.m., Hagan Room, Schurman Hall.

Veterinary Physiology
"The Development of a Twilight Retina," Christina Wahl, physiology, Sept. 26, 4:30 p.m., G-3 Vet Research Tower.

Visual Arts Forum
"Origins of Rome in Renaissance Thought: Myth, Reconstruction and Polemic," Phillip Jacks, History of Art, Yale University, Sept. 25, 4:30 p.m., 22 Goldwin Smith Hall.

Western Societies Program
"Regional Political Culture & Economic Development," Carlo Trigilia, University of Palermo, Mellon visiting scholar, Sept. 22, 3:30 p.m., 145 McGraw Hall.
"As Canadian as . . . Possible, Under the Circumstances: The Ironies of Being America's Neighbor," Linda Hutcheon, University of Toronto, Sept. 27, 4:30 p.m., G-08 Uris Hall.



Ian McKellen as John Profumo and Joanne Whalley as Christine Keeler in "Scandal," directed by Michael Caton-Jones and showing on Friday, Sept. 22, at 7 p.m. in Uris Auditorium.

SYMPOSIA

German Studies

"The Federal Republic of Germany, 1949-89; A Critical Review," Sept. 23 and 24. Most presentations will be held at the A.D. White House, 27 East Ave. Topics and presenters include "The Federal Republic of Germany: In Search of a National Identity," Isabel Hull, history; "Dialogues with the Past and its Presences in Post-War Literature," Leonard Olschner, German studies; "Architecture in Germany — Post-War to Post-Modern," Christian Otto, architecture; and "The Women's Movement in the FRG," Biddy Martin, women's studies. For further information, call 255-5265.

Peace Studies Program

"Symposium on Recent Events in China," Vivienne Shue, moderator; Tom Lyons, economics, Cornell, and Greg DeLaurier, Ithaca College, panelists, Sept. 21, 12:15 p.m., G-08 Uris Hall.

THEATER

An American Festival

All of these events will be held in the Center for Theatre Arts.

Robbie McCauley and Company, Sept. 21, 7 p.m., Black Box Theatre.
R. Carlos Nakai, Sept. 21, 7:30 p.m., Sept. 22, 7:30 p.m., Class of '56 Dance Theatre.
"El Teatro de la Esperanza," Sept. 21, 8 p.m., Proscenium Theatre.
"A Traveling Jewish Theatre," a performance and discussion with playwright and actress Naomi Newman of A Traveling Jewish Theater, Sept. 21, 8:30 p.m., Class of '56 Flexible Theatre.
Roadside Theater, Sept. 22, 6:30 p.m. and Sept. 24, 1:30 p.m., Class of '56 Flexible Theatre.
Liz Lerman and the Dance Exchange, Sept. 22, 8 p.m. and Sept. 24, 1:30 p.m., Proscenium Theatre.
Junebug Theater Project, Sept. 22, 8:30 p.m. and Sept. 23, 8:30 p.m., Black Box Theatre.
Jessica Hagedorn and Company, Sept. 23, 7 p.m. and Sept. 24, 1 p.m., Class of '56 Flexible Theatre.
Francisco Gonzalez y Su Conjunto, Sept. 23, 7:30 p.m. and Sept. 24, 4 p.m., Class of '56 Dance Theatre.
Urban Bush Women, Sept. 23, 8 p.m. and Sept. 24, 7:30 p.m., Proscenium Theatre.

Please recycle this paper . . . along with other newsprint, colored and white paper and computer print-out.

MISC.

Alcoholics Anonymous

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

Christian Science Monitor

The Christian Science Monitor resource files will be available in the Willard Straight Hall Lobby Sept. 27 and 28 from 10 a.m. to 4 p.m. The files contain free up-to-the-minute newspaper articles on more than 150 topics useful for writing papers, preparing speeches, studying for exams, etc. Free copies of the Monitor will be available.

CISER

An open house reception to acquaint newcomers to the services, facilities and staff of the Cornell Institute for Social and Economic Research, today from 3 to 5 p.m., third floor, Uris Hall.

Fuertes Observatory

Fuertes Observatory, situated on the hill behind Helen Newman Hall, will be open to the public every clear Friday night from 8 p.m. or dark until midnight. Call 255-3557.

Hebrew Conversation Club

Hebrew Conversation Club meets Thursdays, 11:45 a.m. to 12:30 p.m., 374 Rockefeller Hall.

Hillel

"A Traveling Jewish Theatre," Jewish storytelling, Naomi Newman, Sept. 22, 8:30 p.m., Kosher Dining Hall.
Chabad Faculty Lunch will be on Sept. 25 at 12:15 p.m., Edwards Room, Anabel Taylor Hall.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets on the first Thursday and second Wednesday of each month. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

Olin Library Research Seminars

Olin Library Reference Department will offer research seminars for faculty and graduate students in the humanities or the social sciences covering Olin's catalogs, COMPASS (computer assisted search service), subject search strategies, reference materials and interlibrary services, Sept. 21 at 3 p.m. and Sept. 27 at 1 p.m. To register and for information, call 255-4144 or stop by the Olin Reference Desk.

Writing Workshop

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

Bailey series will feature Galway, Stern

Flutist James Galway, violinist Isaac Stern and pianists Emanuel Ax, Vladimir Feltsman and Garrick Ohlsson are among the artists who will perform during the Cornell Concert Series this season.

The Faculty Committee on Music is presenting two series this year: the "Great Soloist and Orchestra Series" and the "Grand Pianist Series." All eight concerts in the two series will be given in Bailey Hall.

The "Great Soloist and Orchestra Series" will begin with the Vienna Chamber Philharmonic on Wednesday, Oct. 25. English violinist Nigel Kennedy will be the featured soloist in Vivaldi's "The Four Seasons."

Mezzo soprano Tatiana Troyanos and soprano Benita Valente, two of the leading singers of the Metropolitan Opera, will give a duo recital on Feb. 22. Isaac Stern will be violin soloist with the Baltimore Symphony Orchestra in an April 4 concert conducted by David Zinman. And flutist James Galway will make his first appearance in Bailey Hall on May 3, along with the Tokyo String Quartet.

The first artist in the "Grand Pianist Series" will be Emanuel Ax, winner of the prestigious Avery Fisher Prize, on Oct. 5. He will be followed on Nov. 14 by Russian emigre Vladimir Feltsman, who came to the United States in 1987. Garrick Ohlsson, winner of three gold medals at major piano



James Galway

competitions, will perform on March 13.

Subscribers to the pianist series will be given a bonus concert: Scott Joplin's rags played by Joshua Rifkin, on Feb. 2.

Subscriptions for both series are on sale at the Lincoln Hall ticket office. Discount prices are available for all area students. Students may purchase a maximum of two subscriptions at the discount price.

For more information, call the Lincoln Hall ticket office Monday through Friday between 9 a.m. and 1 p.m. at 255-5144.

—Carole Stone

Public Affairs Institute welcomes its first class

The first class in Cornell's Institute for Public Affairs is twice as large as first expected, and 75 faculty members have signed up for the new graduate field of public affairs, government Professor Benjamin Ginsberg told a reception for the new institute on Sept. 18.

The program, which will offer a master's degree in public administration, has 19 students now and four more will arrive in January. The 75 faculty members who have joined the public affairs graduate field all have a special interest in the subject, although they can be found in departments all across the campus. The graduate students will choose among them in establishing committees of four or five faculty members to guide their studies.

"What this shows is that Cornell needs a full-blown School of Public Affairs," said Ginsberg, who founded the institute and also directs the Cornell-in-Washington Program. "It demonstrates there has been a strong interest all along. We have the staff and the interest, and the program helps to focus our strength."

The new program differs from rival schools by emphasizing ethics, philosophy, history and law, he said.

"Part of the mandate from the Board of Trustees [in approving formation of the institute] was to be driven by important questions rather than by method," Ginsberg said. "Most of the other schools are too technocratic. Our focus is on the institutional, political and philosophical."

Another feature of Cornell's program is its link to the nation's capital through the Cornell-in-Washington Program.

"We're much more attractive as a program because of our strong base in Washington and access to the policy-making community and internships," Ginsberg said, adding that those who have not worked in the public sector will be strongly urged to undertake a semester-long internship sometime during their two years of study in the

institute.

For the students, the priority on thinking over number-crunching and access to Washington, D.C., were major drawing cards and so was the program's flexible, interdisciplinary structure.

Specific courses are required in the first year, including a general introduction to the methods of public policy research taught by Assistant Professor Steven Jackson. But in the second year, students will be free to specialize.

Of the 19 current students, four are U.S. Army Foreign Area Officers. Two of them will concentrate in Soviet studies, and two in German and West European affairs. Six students are from foreign countries and the rest are recently graduated college students.

Kwi-Yol Lim, 34, has studied political science, taught linguistics and worked as a reporter for United Press International, and his ambition is to become a statesman in South Korea, for which he said he needs a Ph.D. but thinks he can learn a great deal by studying for the M.P.A.

U.S. Army Capt. Pete Hoffman chose Cornell's new program over other schools because "people here are knowledgeable in Soviet studies, and Professor Ginsberg made the program flexible enough for us to meet our needs."

Melody Butler, a 1988 graduate of the University of California at Santa Cruz, is the program's first Edward S. Flash Jr. Fellow. Flash, a three-time Cornellian who taught public administration in the Johnson Graduate School of Management, died two-and-one-half years ago. Butler hopes to combine public policy with law and then move back to her native California to work on the state level as a consultant on state policies relating to race and gender.

"From the start we've gotten, I can only say the Kennedy School [of Government at Harvard University] had just better look out," Ginsberg said.

—Carole Stone

Pianist Emanuel Ax to perform Oct. 5

Combining well-known works with less familiar ones, Emanuel Ax will play three sonatas and the "Eroica" variations and fugue by Beethoven and works by 20th-century composer Arnold Schoenberg when he opens this season's Bailey Hall "Grand Pianist Series" on Thursday, Oct. 5, at 8:15 p.m.

Tickets for the concert are on sale at the

Lincoln Hall ticket office weekdays from 9 a.m. to 1 p.m. and at the Center Ithaca box office Tuesdays through Saturdays from 11:45 a.m. to 4:30 p.m. Prices for the general public are \$11 to \$17, for students \$9 to \$14.50.

Ax gained greatest visibility when he won the first Arthur Rubinstein International Piano Competition in Tel Aviv.

History *continued from page 1*

clearly." The additional four new teaching assistant positions made possible by Merrill's gift will be working with other History Department courses.

Williams said the eight initial fellows were screened for promise as scholar-teachers, not for politics.

"I have no interest in their personal political views," Williams said, adding: "I specifically told them: 'You should in no way feel a compulsion to echo me.'"

What he does require is that any view be supported by evidence and expressed clearly, he added, recalling his reaction to a

church and state.

"Western civilization is the only civilization where religion broke away from control by the state and fought the state tooth and nail," he said. The syllabus of the course — History 151 — adds that this conflict "exposed an ever-increasing area of personal freedom."

The reason Americans should know about Western culture is that it is theirs — including laws, rights and traditions, Williams asserted. He said other cultures are worthy of study and are amply represented in Cornell's curriculum.

While changes in America may enrich our culture with non-Western roots, "Western civilization is still the major root, the tap root," he said.

The course involves two lectures by Williams and a discussion session with from 12 to 20 students. He said that no teaching fellow will be responsible for more than 30 students, or 30 papers per week. Williams takes about 40 and estimates that he spends at least 45 minutes on each student's weekly paper.

He said that the grades in a typical weekly section early in the term might be eight F's, three D's, one B and 2 A's.

Because of the premium that Williams places on developing clear, analytical expression, he puts great emphasis on these weekly, 1,000-word papers, which are based

entirely on the readings of the week. Once students reach an acceptable level — two B+ papers in a row — the papers become optional.

Williams recalled a social function several years ago where a former student recounted the pain and fury he had gone through before his papers rose above F in the course.

Soon after taking an engineering job, the

student was called to the president's office. While he feared the worst, he instead was told that he was the only working engineer in the company who could write an intelligible memo and, therefore, was to be promoted to the company's vice president for communication.

"I made a career out of your course," he told Williams.

—Sam Segal

"It is my hope that Merrill Fellows will in the normal course of study focus on what is distinctive about Western civilization."

—Philip Merrill

paper attributing Marxist origins to the French Revolution: "It almost killed me, but I gave it an A+." It was a great paper."

Williams said his course is a political history emphasizing three unique cultural aspects: the birth and growth of constitutional government, the birth and growth of natural science, and the conflict between

Appiah, Williams will debate on Western canon

A public debate on whether educated Americans should read a common canon of Western classics and what those books should be will be held on Wednesday, Sept. 27, as the last session of the new colloquium for freshmen in the College of Arts and Sciences.

The debaters will be Professor L. Pearce Williams, whose teaching includes a course in Western civilization, and Anthony Appiah, professor of philosophy and Africana studies.

Glenn Altschuler, associate dean of arts and sciences, will introduce and moderate the debate, which starts at 5 p.m. in 220 Baker Hall.

"I would not necessarily expect them to be diametrically and totally opposed," said Altschuler, even though Williams' views on a canon are considered conservative and Appiah's more amenable to changing the canon of texts.

The 120 freshmen who are enrolled in an experimental program that introduces them to issues of liberal-arts education have been asked, before the debate, to read a speech in which former Secretary of Education William Bennett castigated Stanford University for changing its teaching of Western civilization.

Asia *continued from page 1*

the number in Cambodia itself), the next highest numbers are about 300 at the Library of Congress, 250 at a library in France and 85 at the University of California at Berkeley.

Because of the near annihilation of Cambodia's literary heritage, Badgley, Dean and Ledgerwood have begun a rescue operation that involves microfilming Cornell works for presentation to the Cambodians and helping the Cambodians microfilm — and thus preserve — what remains in their own country.

Because Pol Pot killed 90 percent of the 60 trained Cambodia librarians, the rescue

operation is even harder.

But in April and May, Dean taught staff provided by the Ministry of Culture how to make materials for preserving what is there. He also reached an agreement that a special room — with air conditioning and a generator to assure steady electricity — would be constructed in the National Library in Phnom Penh so that the microfilming could be accomplished over the next several years using newly trained Cambodian technicians working with Cornell supervision.

While the library was well designed to promote air circulation, the windows are kept closed to bar insects, which is why

Badgley has asked the Christopher Reynolds Foundation to include in its support funds the money for fiberglass screening.

Most of Badgley's current funding comes from a \$330,000, four-year Luce Foundation grant, which also covers some other library projects.

Badgley said he therefore needs to raise another \$70,000 to meet the anticipated expense of \$90,000 in Cambodia and \$65,000 for similar preservation work in Burma.

Although Badgley expresses personal reservations about the ruling military dictatorship in Burma, he says there is a strong commitment to saving the nation's literary

heritage.

Badgley and other American scholars have been courted by Vietnam and Laos, and is actively seeking the support for projects there from other American academics and international cultural organizations.

"There is an astonishing amount of good will toward Cornell," Badgley said in recalling his spring visit to all four countries. "Our library is viewed as the best, because of the importance of the Southeast Asia Collection to their scholars. There is work for us into the next century if we want to take it on."

—Sam Segal

1989 Entrepreneur of the Year Program

Meeting will honor founder of Burger King

James W. McLamore, the man who built the second-largest restaurant chain in the world, Burger King, will be honored on Wednesday, Sept. 27, as Cornell's Entrepreneur of the Year.

The award to the 1947 graduate of the School of Hotel Administration will cap the annual Entrepreneur of the Year Program in which successful executives and educators reveal the secrets of starting and operating new business ventures.

Workshops and lectures will be held Sept. 26 and 27 and are open free of charge to students with advance registration. Information for students and others on registering is available by calling 255-7555 or 255-7589.

The Entrepreneur of the Year Program is sponsored by the Johnson Graduate School of Management, the School of Hotel Administration, the College of Engineering, the College of Arts and Sciences, and the College of Agriculture and Life Sciences.

Some 300 students, entrepreneurs, would-be entrepreneurs and business associates of McLamore attending the two days of workshops will hear advice on catching the public eye, running family-owned businesses, launching ventures and learning entrepreneurship.

The university also will confer posthumous honors, Entrepreneurs of Distinction, on two former Cornell students: Herbert F. Johnson (1899-1978) and Elmer A. Sperry (1860-1930).

Johnson, who graduated in 1922 with a

bachelor of arts degree, will be cited for developing new products and pioneering employee benefits.

Sperry, who took engineering courses in the late 1870s, will be honored for his invention and manufacturing of navigation devices.

Jack J. Clark, dean of the Cornell School of Hotel Administration, called James McLamore "one of those outstanding individuals whose accomplishments have changed the course of the nation's business. Cornell is proud to honor this man who embodies the spirit of the entrepreneur," Clark said.

McLamore, who credits his success to persistence, commitment "and the fear of going broke," will deliver the 1989 Entrepreneur of the Year Address at 2:30 p.m. on Sept. 27, in Room G-1 of Uris Hall.

Previous Entrepreneur of the Year awards have gone to Julius G. Kayser and Arthur S. Wolcott of Seneca Food Corp. in 1988; the Mellows family of Charter Manufacturing Co. Inc. in 1987; John Mariani Jr. of Villa Banfi U.S.A. in 1986; real estate developer Christopher B. Hemminger in 1985; and Sanford I. Weill of American Express Co. in 1984. The award, which traditionally goes to Cornell graduates, includes a Steuben glass eagle, symbolizing entrepreneurship.

The 1989 Entrepreneur of the Year workshops will include:

- "Entrepreneurship/Intrapreneurship: An Academic Challenge," with Fran D. Jabara,

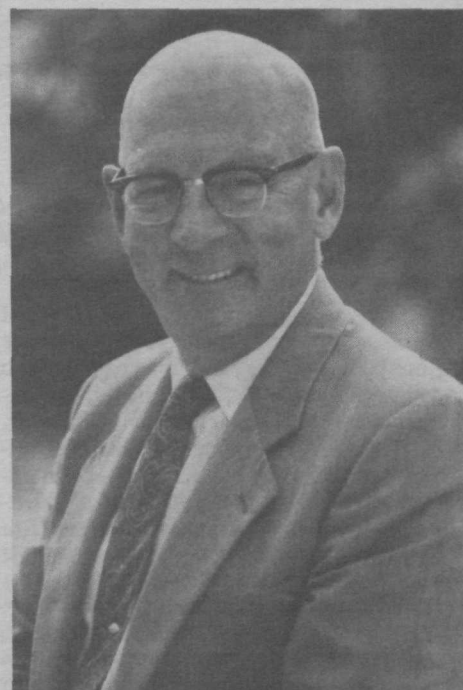
Distinguished Professor of Business at Wichita State University. A management consultant and former dean of Wichita's College of Business Administration, Jabara also will give the breakfast address Sept. 27 on "Entrepreneurship: A Need for Mentors."

- "STARTUP, A Guide to Launching a New Venture," with William J. Stolze, Sloan Fellow at Massachusetts Institute of Technology. A founder of the radio equipment company RF Communications Inc. and former vice president of Harris Corp., Stolze is an authority on new-venture management.

- "Family Owned Business and its Transition" with Simone Blau Gell, acting chief executive officer of Consolidated Communications Inc., and David Blau, the vice president.

- "Catching the Public Eye" with Helen L. Irlen, executive director of the Irlen Institute for Perceptual & Learning Development. The discoverer of one cause of dyslexia, Irlen expanded the treatment of vision defects and reading difficulties from a two-person office to 20 clinics in this country and another 22 abroad.

In other events, Alan G. Merten, dean of the Johnson Graduate School of Management, will speak following a dinner on Sept. 26 at 7 p.m. in the Grand Carrier Ballroom of the Statler Hotel. B. Thomas Golisano, chairman and chief executive office of PAYCHEX Inc., will speak on the evolution of the payroll-services firm following a lunch on Sept. 27 at 12:45 p.m. in the Grand



James W. McLamore

Carrier Ballroom. Beatrice Fitzpatrick, founder of American Woman's Economic Development Corp., will give the program's keynote address on Sept. 27 at 3:30 p.m. in Room G-1 of Uris Hall.

Entrepreneur awards will be presented by Cornell President Frank H.T. Rhodes following a dinner on Sept. 27 at 7:15 p.m. in the Grand Carrier Ballroom.

—Roger Segelken

McLamore arrived with little money but plenty of determination

Tuition at Cornell was \$200 in 1943, but James W. McLamore had little more than a letter of acceptance in his pocket when he showed up in the office of Herbert Whetzel, a professor of plant pathology.

What the young student did have, though, were the instincts of a salesman. McLamore was not afraid to ask for the money he needed.

He managed to persuade Whetzel to become his benefactor. The professor lent the freshman \$50 of his own, then secured a \$50 scholarship from the School of Hotel Administration and a \$100 loan from the university treasurer. That covered tuition and nothing else. McLamore offered to work in the professor's garden; the professor, in turn, charged him 50 cents a night for a room and 50 cents per meal. Working in the Ithaca garden, he learned a lifelong hobby.

After graduating from the Hotel School in 1947, McLamore found work as director of food services in a Wilmington, Del., YMCA. But he wanted his own business and opened a restaurant that made \$15,000 profit the first year. Then, sensing in 1954

that Florida was about to boom, he and a friend, David Edgerton, invested \$20,000 each in a Miami restaurant with the unlikely name of Insta-Burger.

The product, the name and the atmosphere were not quite right until the partners applied some fine-tuning. They added lettuce and pickles to the burger and called it the Whopper, they changed the restaurant's name to Burger King and they promised good food served fast. The restaurant was a success, and the concept proved easy to franchise.

By 1967, when McLamore and Edgerton were ready to sell their corporation, the entrepreneur could ask — and get — \$18 million from Pillsbury Co., as well as the chairmanship of Burger King and a seat on the parent company's board of directors. Burger King now has more than 5,400 franchises and annual sales of more than \$5 billion.

McLamore retired early, at age 45, and began a second career as a volunteer fundraiser in Miami. He has headed successful fund drives for Dade County's United Way, a public television station and, most re-

cently, the University of Miami where, as chairman of the board of trustees, he persuaded donors to give \$483 million in less than five years.

The appreciation for horticulture that McLamore learned at Cornell is applied to his three-acre backyard in Miami. There, amid the oaks, orchids, statues and waterfalls, the university booster woos potential donors. Nearly half the donations in the University of Miami's record-breaking capital campaign came in gifts worth \$1 million or more.

"When someone gets taken for a walk around McLamore's garden, they know it's going to be an expensive trip," he says.

James McLamore has been named Cornell's Entrepreneur of the Year.

Herbert F. Johnson

The Johnson Wax Co. employed fewer than 500 people when Herbert F. Johnson, a 1922 graduate of Cornell, took over the business founded by his grandfather. When business fell in the Great Depression, Herbert Johnson refused to lay off workers. Instead, his development and marketing of in-

novative products — and the great employee loyalty inspired by the Johnson management style — saved the company.

S.C. Johnson & Son is now one of the largest privately owned companies in the world. Known as a pioneer of employee benefits, philanthropist and patron of the arts, the late Herbert F. Johnson has been named a Cornell Entrepreneur of Distinction.

Elmer A. Sperry

One of America's most prolific inventors, Elmer A. Sperry, an engineering student from Cornell, patented more than 400 devices. His companies marketed his inventions, but he is best known as the founder of Sperry Gyroscope Co.

Sperry's ship stabilizers, gyro-compasses and automatic control systems revolutionized naval technology and provided the basis for later aircraft technology as well. As a practical man of science who designed ingenious tools to meet imperative needs, Elmer A. Sperry is cited as a Cornell Entrepreneur of Distinction.

—Roger Segelken

Drug enforcement official to lecture here on Sept. 26

One of the nation's key players in the war on drug trafficking will discuss the effects of drug abuse before two classes in the School of Industrial and Labor Relations on Tuesday, Sept. 26.

Salvatore R. Martoche, 48, the U.S. Department of the Treasury's assistant secretary for enforcement, will tell Associate Professor Sara Rynes' personnel management class about drugs in the workplace and Associate Professor John Bishop's class on human resource economics and public policy about the impact of drug abuse on productivity.

Martoche was invited to Cornell by the ILR School to take part in its Netter Seminar, an annual conference on humanistic issues in industrial relations. He plans to speak on "Productivity and Literacy in the 21st Century" at noon in Room 120 of the ILR Conference Center.

"Secretary Martoche brings with him experience on the cutting edge of some of society's most pressing problems. The opportunity to exchange perspectives with the secretary is an unusual and welcome one," said Jon Levy, the assistant dean of the ILR School.

In his Treasury Department post, Martoche oversees policy for the U.S. Customs Service, the Bureau of Alcohol, Tobacco and Firearms, the Federal Law Enforcement Training Center, the U.S. Secret Service, the Office of Foreign Assets Control and the Office of Financial Enforcement. He currently is engaged in efforts to fight international money laundering.

From 1986 to 1988, Martoche was assistant secretary of Labor for labor-management standards, responsible for the compliance of approximately 50,000 unions with the Labor-Management Reporting and Disclosure Act. From 1982 to 1986, he was U.S. attorney for the Western District of New York.

The Netter Seminar, named for Richard and Alice Netter, was originally the Weinberg Seminar, named for Wilhelm Weinberg, a German Jew whose family was lost in the Holocaust. The seminar, which is co-sponsored by the Conference of Christians and Jews, is designed to promote racial sensitivity and integration of the workforce, and issues such as equity and ethics provide the main focus for its meeting.

—Carole Stone

Cornell named in lawsuit charging price fixing

Cornell is one of 12 universities charged with price fixing in a suit filed on Sept. 15 in federal district court in New York City. Cornell officials say they have not yet been served with the legal papers.

According to press reports, the class-action suit by Wesleyan University student Roger Kingsepp seeks unspecified financial relief for what it estimates are more than 15,000 undergraduates who have attended Ivy League schools and Wesleyan, Amherst, Williams and Stanford over an unspecified period of years.

The suit says that because of "routine [and] systematic" exchanges of information among the 12 universities, "tuition and financial aid have been fixed, stabilized and inflated in violation of Section One of the Sherman [Antitrust] Act."

The suit followed a Justice Department solicitation over the last several weeks of a wide range of papers from Cornell and at least 40 other colleges and universities.

The Justice Department's civil investigative demand (CID) for the papers "is intended to examine whether tuition and financial-aid discussions occur among the institutions and, if so, whether such exchanges

of information and ideas violate the law," said Walter J. Relihan Jr., Cornell's counsel.

Relihan said the CID is not a subpoena or the start of a lawsuit and should not be viewed as necessarily adversarial.

"We're certainly cooperating with the government," said John F. Burness, vice president for university relations.

"Higher education is the only 'industry' that has as its fundamental purpose the open exchange of information," Burness added. "From accreditation reviews to curriculum and the publishing of research results, we openly share information with institutions with which we compete for faculty and students. Our admissions publications, for example, state clearly that we discuss financial aid policies and practices. We believe these policies and practices are legal."

"My own sense is that rather than go through a potentially long, expensive review process that may cost the institutions and the taxpayers a great deal of money and time, if the Justice Department would tell us what it believes would be more appropriate practices, I am confident that Cornell and other institutions would be pleased to take appropriate action," Burness said.

COMMENTARY

Surveys that reveal U.S. ignorance are superficial

by Roald Hoffmann

A shorter version of this piece appeared on the op-ed page of the Sept. 14 issue of the New York Times.

The past few years have seen a dirge of statistics testifying to the depth of ignorance of our people. There seems to be no end to what we do not know, be it history, geography, but especially, science. In one survey, 75 percent of U.S. respondents believe antibiotics are effective against viruses. In another, one of six respondents could not identify DNA. Were such a question posed, I'm pretty certain that Walt Whitman would just as likely be identified as a left-fielder for the old Brooklyn Dodgers as a poet.

A recent survey by the International Association for the Evaluation of Educational Achievement compared ninth grade general science students in 16 countries. Americans ranked next to the bottom, outscoring only students from Hong Kong. Advanced chemistry pupils (grade 12) in the U.S. finished 12th of 14, ahead of Canada and Finland and far behind England, Singapore, Japan, Hungary, Australia and Poland. We're out of the race, it seems.

I am deeply suspicious of such surveys plumbing the depth of our ignorance and that of our students. I question their methodology. More importantly, I question their facile interpretation in the absence of an accompanying discussion of the social, cultural and economic environment in which these supposedly ignorant individuals function as members of a productive society.

On methodology: The surveys of students typically compare American high school students with their foreign counterparts. They fail to take into account the continued elitism of foreign educational systems. Things have gotten much better in Europe; kids are no longer shunted out of a university-bound track at age 11 on the ba-

sis of a single examination. Nevertheless, the educational pyramid narrows much more steeply everywhere else. A great strength of our educational system is the abundance of paths to success and achievement. If you are not as well-motivated toward learning as your peers in high school, you can still coast, slide and slip to a diploma. After you work for a while you'll find no barrier to studying at a local community college — they'd love to have you. You could then transfer, as many do, to the central campus of your state university, gain strength and confidence at your own pace.

A comparison of a 12th grade student in Finland or Hong Kong with one in the U.S. is not satisfactory — we have many more people in our educational pipeline. This is not only my opinion. Let me quote a letter to "Physics Today," responding to the study cited above that blithely reports Hong Kong students in last place in general science (just behind the U.S.) among ninth grade students, but in first place among high school senior physics students.

Francis M. Tam writes: "... The comparisons with Hong Kong form-6 or form-7 students are especially misleading and unjustifiable. It defies my imagination to explain how Hong Kong students take a quantum leap from last place in ninth-grade science to first place in 12th-grade physics in three short years.

"Form-6 and form-7 physics students in Hong Kong, as a rule, take calculus, calculus-based general physics and chemistry... These courses are equivalent to freshman and sophomore courses in our universities and colleges... [These students] certainly are not equivalent to high school seniors or 12th graders in the U.S!"

It defies my imagination too. Yet this study, as well as similar "stats of ignorance," are superficially used as certain indicators of the decline, first educational, then economic and technological, of our

country. The Japanese are far ahead, the Koreans and Taiwanese not far behind. As a nation, we're doomed.

It's not so simple. In the facile equation of knowledge plus education with national economic success and technological achievement no one seems interested in the control experiment. There was clearly a period when America was by every measure the leader. Not only in wealth and power, but in science, the arts, all the accoutrements of intellect and empire. That was true, most will agree, in 1945-1969. Were there a clear causal tie between level of education, knowledge and economic success of a country, then there should have been a recorded superiority of American youth in the 20 years preceding that period. I've never seen a shred of evidence for that. I suspect that surveys of our state of knowledge in 1935 would have shown us years behind Europe.

It is impossible to make a connection between statistics of ignorance and past or future status of a country, without consideration of society as a whole. One has to look at the economic and social system in force, the history of the country, patterns of immigration, the psychological forces at play.

In the survey of high school physics students that I mentioned, the countries ranked ahead of the U.S. were in order: Hong Kong, England, Hungary, Japan, Singapore, Norway, Poland and Australia. Perhaps Hungarian and Polish students know more, but then the tragedy is what an ineffective social and economic system, Soviet-type socialism, does (or did) to those young people. England has traditionally had a first-class educational system, but one that is elitist. I don't trust the choice of the cohort here. Furthermore, the superior English system has not stemmed the economic decline of a former colonial power. And as for Japan, I doubt if we'd want to subject our children to the psychological pressures, the

exam fever, the tension of Japanese schools.

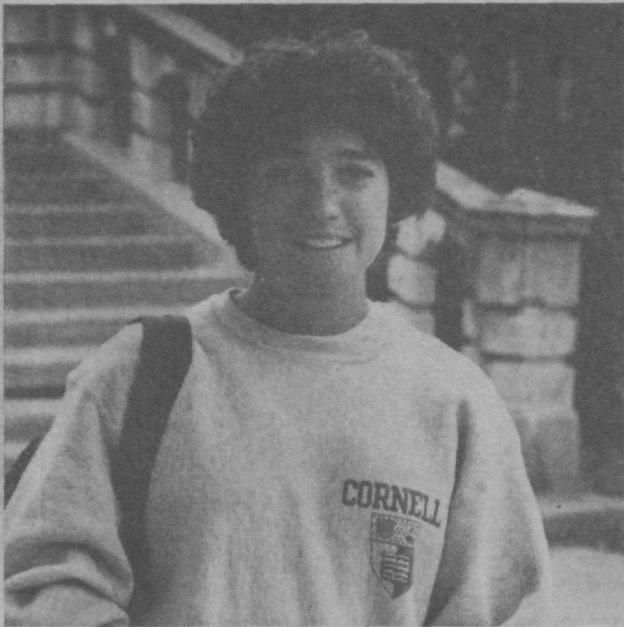
The ways to national economic and political power are manifold. What a country needs is certainly a basic level of scientific and technological literacy and fundamental skills on the part of its population. After that it seems the political system needs to provide an open, socially mobile society, a superstructure of higher education and industry into which one can move, one which encourages hard work and creativity. With all our faults, this is what we have. Moreover, we have managed to build such a system with a heterogeneous population, with immigrants from hundreds of cultures, from incredibly divergent family structures and work ethics. Compare the homogeneous societies of say Norway or Japan. We've missed out in part on fairness — we've got a long way to go on access to education of some segments of our population. And we have this terrible, wide range of income, real poverty coexisting with immense wealth. But we've done pretty well.

What concerns me about scientific, or humanistic, illiteracy is the barrier it poses to rational democratic governance. We balance an approach to democracy with occasional giving in to technocracy, a reliance on experts. That's fine, but in the end the people must be empowered, be able to vote and decide, locally and nationally, on matters such as genetic engineering, nuclear waste disposal or the cost of medical care. The less we know, as a nation, the more we must rely on experts, the more likely we are to be misled by demagogues. We must know more.

Roald Hoffmann, the John A. Newman Professor of Physical Science, shared the Nobel Prize in chemistry in 1981 and has published two collections of poetry. In 1990 he will be the presenter of a Public Broadcasting Service telecourse, "The World of Chemistry."

First impressions of far above Cayuga's waters

Behind the Class of 1993's statistics are Cornellians with barely a month of experience here. Last week, three freshmen offered their thoughts about life at the largest of the Ivy League universities.



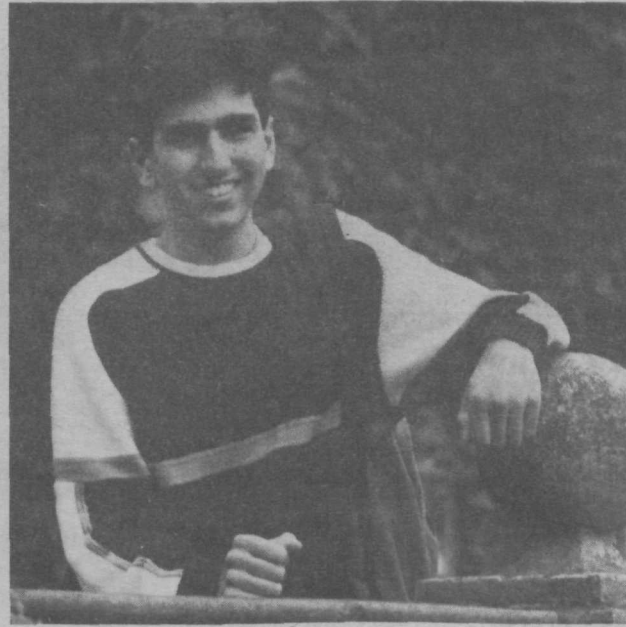
Jennifer Hurt

"The food's pretty good... everybody's real friendly." The classes are big, "but you still feel you're learning stuff," said Jennifer Hurt of Philadelphia. She is majoring in mechanical engineering, she is in the Air Force R.O.T.C. program and she wants to be an astronaut.



Vandana Reddy

Cornell "lacks nothing in courses," says science major Vandana Reddy of Long Island. She noted that life at Cornell affords students "the chance to meet everyone," which is important to her because she attended a high school with 100 students.



Randy Gertner

Being a freshman entails "a lot of work that I had to get used to," says Randy Gertner of West Long Branch, N.J. He has been "very impressed by the faculty," especially economics Professor Peter D. McClelland, because it comes through in class "how much he likes what he's teaching."

Freshmen continued from page 1

percent scored higher than 600 on the verbal portion of their Scholastic Aptitude Tests compared with 54 percent; and that 87 percent scored higher than 600 on the math portion of their SATs compared with 85 percent.

Geographic data indicate that the proportion of entering freshmen from outside New England and New York state has increased from 38 percent in 1984 to 46 percent this year; and that the share from the Mid-Atlan-

tic, Midwest, Western, Southern and Southwestern states grew from a year ago. The changes reflect a declining high school population in the Northeast and a conscious effort to diversify the Cornell undergraduate population, according to the Undergraduate Admissions Office.

This year, almost one of every four freshmen, or 23.9 percent, is a member of an ethnic minority compared with 21.4 percent last year. The total number rose from

636 to 703. Showing numerical increases were Mexican-Americans, from 15 to 23; Hispanics, from 66 to 90; African-Americans, from 140 to 162; and Asian-Americans, from 357 to 374. Numerical declines were posted by American Indians, from 11 to 8; and Puerto Ricans, from 47 to 46.

"There is no higher priority in higher education than to increase the representation of minority students," Murphy asserted. "Not only is it important to provide oppor-

tunities for the fastest-growing segments of our population, but it also is essential for all students to learn to live in a culturally and racially diverse society."

She said that, "Although Cornell continues to make progress in this area, the challenge remains an enormous one. We cannot rest on the laurels of this year as virtually all institutions — especially our peers — are aggressively pursuing these same goals."

— Barry Gross

CORNELL EMPLOYMENT NEWS

September 21, 1989

Including Job Opportunities

Volume 1, Number 37

Update on Classification Review Study

Fifty Employees Selected to Review Questionnaire

Fifty employees have been randomly selected to review the information materials and questionnaire which will eventually be sent to over 6000 employees who will help Cornell improve its present classification system.

The pilot group of fifty, representing a cross-section of the university will meet in late September with representatives of the consulting group, Coopers and Lybrand and members of the Office of Human Resources. The employees will provide feedback on ways to improve the clarity of the questionnaire and make it as easy as possible to fill out.

"The purpose of this review with the pilot group is to ensure that our developed materials are easy to understand," says Manager of Compensation Anita Harris. Employees selected for the pilot group will be notified by letter. Supervisors are encouraged to cooperate with time-off requests from employees participating in this field test.

What else will be happening regarding the study over the next few months?

In addition to the pilot group input, a video is being prepared for the general employee meetings that will take place in late October. All exempt employees will be invited to participate in these meetings to gain an understanding of the questionnaire process.

Following these meetings, employees will receive a questionnaire and written instructions concerning the completion and return of the information. In the spring nonexempt employees will participate in the same process through a series of similar meetings.

Now that the study has been officially announced, will there be a freeze on classification reviews?

Yes, but not until late fall for exempt positions. New positions and those not covered by the study will continue to be submitted throughout the process and will be handled as usual. Nonexempt positions will not be affected by the freeze at this time.

Do you have questions about the classification review study? If so, send them to Compensation, 111 Day Hall and we will answer them in future issues of CEN.



Disability Notebook

Stereotypes Blur the True Image of Persons with Disabilities

by Joan B. Fisher, coordinator, Disability Services

Ceil Blumenstock was critically injured in an auto accident after her sophomore year of college. As a result of her injuries she used a wheelchair for mobility. In a paper written as a class project she describes her return to Cornell as follows:

"I came back after two years of rehabilitation and now I'm told repeatedly how 'brave,' 'courageous,' and 'determined' I am (also 'well spoken' and 'direct'). What compliments! Before my accident, I was 'pig-headed,' 'stubborn,' 'loud-mouthed' and 'rude.' Now I have not changed, so the criteria with which the judges are judging by must have!"

Stereotypes are images we assign to persons with disabilities which obscure our vision of the whole person. Because of these images, persons with disabilities are often discriminated against in their work (or attempts to secure a job) as well as in housing, transportation and recreation.

For example, when blind people are mentioned, does the image come to mind of someone selling pencils on a street corner or perhaps making brooms? Can you imagine then the frustration of a blind person who has successfully completed requirements for a PhD and then is turned down for job after job because "blind people can't do that." This summer a graduate student who is blind himself visited blind farmers around the Eastern United States and worked beside them as they successfully ran farms. He found one farmer who guides himself with different textured ropes which run to his job stations including a barn where he milks 50 cows twice a day. Somehow he didn't get the message that blind persons can't be farmers.

Sometimes there is even a feeling of anger toward a person with a disability as if he or she is in some way to blame for using a wheelchair or being unable to hear. People have been described as being "selfish" and "greedy" because they request special accommodations in housing or transportation. They are constantly reminded of how much money they're costing or how much trouble they're causing when they demand accommodations like ramps into buildings or lifts on buses.

The Performance Appraisal Process: A "How-to" Series Continues

The following is part two of a series on the performance appraisal process prepared by Senior Training Associate Sandra Carrington. Last week's introduction addressed how to overcome reluctance to giving performance appraisals and the importance of establishing clear job descriptions. Increasing employee participation; establishing a problem-solving approach; planning with special employees - new employees, poor performers, insecure employees and experience-confident performers; and promoting two-way communication will be covered today.

Increasing Employee Participation

By Sandra Carrington, senior training associate

Performance appraisal should be a joint venture. Involving your staff in the planning process of appraisal is the best way to let them take ownership in the overall process and, more importantly, the outcome(s). There is a benefit for the supervisor, too. Employees know the details of their jobs as well as you do — maybe even better. You can often use the information your employees provide for some other aspects of management, such as communication with your supervisor or writing departmental reports.

During the planning stage:

Let your employee know that the appraisal interview will take place soon. Talk about it a week or two before the approximate date you have in mind, and agree on a specific date, time, and place.

Give the employee a copy of an appraisal form and ask her to gather information and data she feels is pertinent to an open discussion of the items on the form. Be sure the employee understands her role in preparing for the meeting and the basics of how the meeting will be conducted.

Assure the employee that the upcoming meeting is going to be a mutually beneficial discussion, not a judgment session. Be sure to do this in the planning stage, not when you sit down to start the appraisal. It's too late then; anxiety may have already set in and it's hard to turn that around.

During the meeting:

Assure the confidentiality of what is said and recorded so that the employee feels comfortable enough to open up and express her views.

Let the employee know you are really listening. You can do this by repeating what she has said during the interview at appropriate times.

Ask questions during the times you are talking to involve the employee. That will let her know that you want as much input as possible. Avoid a monologue — no matter what it takes.

Remember, the more active your employees are during the appraisal — the more they have an influence on the performance appraisal process — the more likely it is that the process will meet its objectives.

Establishing a Problem-solving Approach

One of the objectives of performance appraisal is to motivate staff members to change their behavior or improve their performance, if this is necessary. It should be an open process that includes mutual participation as much as possible. This approach takes the supervisor out of the role of "judge" and puts her into the primary role of "helper." Wearing both these hats at once is too much of a burden.

Problems can best be solved by helping your employees discover their own performance deficiencies and helping them take the initiative to develop a joint plan for improvement.

A problem-solving approach means that you avoid communicating your unilateral evaluation of problem areas. Make sure the employee knows that you are not simply making judgments but that you are ready to promote his self-understanding and self-motivation to begin turning things around.

This can't happen in an atmosphere where the supervisor psychologically separates himself from the subordinate by making judgments & trying to ensure that his opinion will not be swayed. That is not the issue; performance improvement is the issue.

The problem-solving interview:

1. is less structured;
2. relies on the employee to lead the discussion into problem areas (after identification); and
3. relies on the supervisor to listen, reflect, care, guide and coach.

Continued on page 4

Since 1978 when 19 Cornell students were identified as having disabilities there has been a steady increase in the number of students and employees with disabilities on campus. Last year there were approximately 250 students and employees with disabilities working and studying on campus. These persons all ask only that they be accepted as the qualified persons they are. No one gets accepted to Cornell or offered a job because they have a disability. They are here because of what they can contribute to the community. All they ask is that those of us who are TAB's (temporarily able-bodied) look beyond the stereotypes and treat them as individuals.

Women and Work Series

"The Juggling Act for Women—Employment, Family, Self," the second in series of programs on Women and Work, is planned for September 28, 12:00-1:30pm at the Southside Community Center, 305 S. Plain Street.

Child care will be available for those who make advance arrangements by calling 273-0259 or 273-4190. Fruit and beverages will be provided. Those attending may either bring a sandwich or order a sandwich for \$3 by calling 272-1520 by September 26.

The third event in the series, "Better Jobs for Women—Better Business in the 90's," will be on October 23, 12:00-1:30 p.m. at the Women's Community Building.

Save the Dates!
October 30 and 31
Statler Ballroom

BENEFAIR

Information Available

- Pre-retirement Seminar
- Financial Planning Seminar
- Health Insurance Plans
- Tax Deferred Plans
- Select Benefits
- Social Security

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 resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

Professional

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

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

Senior Administrator (PA8602) HRHII

Senior Vice President's Office-Endowed

This is a senior level staff position reporting directly to the Senior Vice President on an assignment-by-basis. The incumbent will work directly for other executives on quality and productivity improvement projects within their areas. The first of two principle assignments is to serve as consultant on defined quality and productivity improvement projects principally in the "process management" areas of: Management Information Systems, Project and Service Delivery Scheduling and Management, and Human Resource Utilization. The second "main function" is to serve as a resource and facilitator directly to the line managers responsible for managing those functions identified for improvement. The selection, definition and evaluation of project priority and implementation of success will be "customer defined" and the satisfaction of service customer recipients and improved cost effectiveness will be the principle measurements of success of the incumbent. The cooperation of supported executives and managers will also be evaluated. The term of the appt will be for two years beginning with the first day of the appt.

Requirements: Bachelor's required; engineering preferred; MBA desirable. Position requires broad based general business management knowledge with an emphasis on a proven track record of Operations Analysis and Management, Information Systems Design, and Human Resource Management. In addition to strong analytic and problem solving skills, the incumbent must have excellent leadership, management, interpersonal and communication skills (both written and oral). Send cover letter and resume to Cynthia Smithbower by October 5.

Director, Corporate Development (PA8501) HRHII

University Development-Endowed

Senior development officer for the staff support and external planning of the University's Corporate Development Program.

Requirements: Bachelor's; advanced professional degree desirable. 5 years minimum experience in one or more of the following areas required: fund raising, research administration, marketing, corporate public relations or communications, university public affairs, or operations in the corporate sector. Corporate fund raising experience highly desirable. Ability to communicate persuasively is essential. Send cover letter and resume to Search Committee: Dir., Corp. Development by October 13.

Executive Director (PA8506) HRHII

Theory Center-Endowed

Direct and administer the business and related fiscal and administrative activities of the Theory Center, including managing financial resources and equipment of more than \$50 million.

Requirements: Bachelor's or equivalent, MBA preferred. 6-10 years business management experience. Direct involvement with and understanding of research programs, preferably in computing or related fields, such as electrical engineering, Supervisory/managerial skills essential. Budgeting and financial reporting. Extensive experience with spreadsheet development for long term financial planning. Understanding of research and related business contracts. Excellent interpersonal and communication skills. Send cover letter and resume to Search Committee: Executive Director.

Assistant Director (PA8606) HRHII

Learning Skills Center-Endowed

Assist director in providing professional leadership for program development and evaluation in the LSC; coordinate and supervise tutorial and scholarship programs; analyze data and prepare reports; supervise professional staff; liaison with other office as appropriate. **Requirements:** Master's or equivalent in psychology, student counseling/personnel administration, higher education administration or related field required. 3 years experience counseling college students, or administering programs for college students; good oral communication and writing skills; experience in data analysis and standardized test administration; knowledge of microcomputers and statistic package software highly desirable. Send cover letter and resume to Cynthia Smithbower by October 27.

Director of Admissions (PC8520) HRHII

Graduate School-Admissions-Endowed

Assume responsibility for Graduate Admissions office. Evaluate foreign credentials; review folders of applicants recommended for acceptance; monitor language and financial requirements of foreign applicants; provide information to fields and applicants regarding process and policies; assemble statistical information on applicant pools; coordinate with national and international sponsoring agencies and foreign embassies; maintain liaison with International Students and Scholars Office; assume overall responsibility for effective office function.

Requirements: Bachelor's or equivalent required. Graduate degree preferred. Minimum 5 years admissions experience preferred. Experience with personal computers and mainframe databases desirable. Knowledge of foreign educational systems helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Executive Assistant, President's Council of Women Leaders (PA8405) HRHII

University Council Office-Endowed

Provide administrative support for the President's Council of Women Leaders and assist the Council in carrying out its mission to help strengthen the experiences and leadership opportunities for women alumni. Be responsible for the identification, recruitment, involvement, and development of minority friends and alumni.

Requirements: Bachelor's or equivalent. Ability to communicate effectively and persuasively. Excellent written and oral communication skills; organizational and interpersonal skills essential. 3-5 years experience in public affairs, development or related area highly desirable. Experience in coordinating and working with volunteers highly desirable. Send cover letter and resume to Cynthia Smithbower by September 22.

Research Support Specialist III (PT7602) HRHII

Agronomy-Statutory

Assist the Cornell University Agricultural Experiment Station Soil Survey Leader in conducting the soil survey program, including field operations, laboratory operations, research studies, and extension activities as part of the National Coop. Soil Survey. Until 1/14/93.

Requirements: Master's or equivalent in soil science with field soil survey experience and strong background in basic sciences, geology, and mineralogy. Minimum 3 years laboratory experience is required. Familiarity with personal computers, database management software, and geographic information systems is desired. Send cover letter and resume to Bill Webster.

Environmental Hygienist II (PT8102) HRHII

Environmental Health-Endowed

With general guidance from the Director, manage industrial hygiene programs and identify, evaluate and control chemical, physical, and biological hazards that may arise in the classroom, research labora-

tory, physical plant or other university workplaces and living units.

Requirements: Bachelor's or equivalent in a physical or biological science, or engineering field required. Master's in occupational/environmental health preferred. Experience in comprehensive environmental health program required. Excellent verbal and written communication skills required. Valid NYS motor vehicle license required. Send cover letter and resume to Bill Webster.

Technical Specialist II (PT8110) Level 37

CIT/Network Resources-Endowed

Manage a Network Operation Center, advising at a high level on all technical matters. Coordinate operational and maintenance activities among CIT, other Cornell departments and outside regional and national network facilities.

Requirements: Bachelor's or equivalent with appropriate coursework in related field. 5-7 years with networks and network software with an emphasis on TCP/IP and Unix environments. An understanding of network architectures, protocols, operations and network management issues is required. Specific knowledge of regional and national TCP/IP network operations desirable. Send cover letter and resume to Bill Webster.

Technical Specialist I (PT8109) Level 36

CIT/Network Resources-Endowed

Provide high level problem diagnosis support to the Network Operation Center and it's clients. Install and maintain network router software, tables, files and monitoring tools. Consult with network clients on software interface issues. Act as liaison to national networks for operational software issues.

Requirements: Bachelor's or equivalent with appropriate coursework in related field. 3-5 years experience with network software with emphasis on TCP/IP and UNIX. Knowledge of several of the following areas is highly desirable: DECNET, synchronous and asynchronous data streams, token ring, ethernet and Appletalk. Send cover letter and resume to Bill Webster.

Senior Systems Programmer/Analyst (PT8314) Level 35

CIT-Research and Analysis Systems-Endowed

Supervise and assist staff in developing, modifying, installing, and analyzing complex software programs and packages on large and small scale computer systems. Plan and coordinate software installations. Monday-Friday, some weekends.

Requirements: Bachelor's or equivalent with computer related courses required. 3-5 years programming and machine architecture experience. Knowledge of system utility programs, system control languages (e.g., JCL, REXX). Knowledge of operating systems (e.g., VM/CMS, MVS, VMS, UNIX). Some supervisory experience helpful. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst III (PT8303) Level 34

Lab of Nuclear Studies-Endowed

Design, install, and maintain complex system software and hardware components; assist users in identifying and resolving complex technical problems; analyze laboratory computing requirements; develop techniques for incorporating innovative computational and I/O devices into data acquisition/analysis network.

Requirements: Bachelor's or equivalent with related course work required. 3-5 years programming experience. Knowledge of VMS, UNIX, VM operating systems and FORTRAN. C programming languages: UNIX and/or VM device driver experience helpful. Send cover letter and resume to Bill Webster.

Systems Analyst III (PT8308) Level 34 HRHII

Mann Library-Statutory

Participate in the design and creation of scholarly databases. Develop and evaluate interfaces to bibliographic, numeric, and textual information systems. Provide technical support for implementing and maintaining systems for accessing, retrieving, and managing scholarly information. Provide consultation, instruction, and support to system users. Perform system analysis projects.

Requirements: Bachelor's or equivalent with concentration in computer or information science required. 3-5 years systems design and/or analysis experience. Knowledge of a high-level programming language and in-depth experience with a large-scale mainframe interactive computer system. Knowledge of development, database management, & search software. Send cov ltr & res to B. Webster.

Applications Programmer I (PT7717) Level 32

Animal Science-Statutory

Design, write, implement, document maintain applications software of a complex nature for the Northeast Dairy Records Processing Lab.

Requirements: Bachelor's or equivalent in Animal Science/Computer Science. 1-2 years related experience. An agricultural background in the dairy field would be highly desirable as would programming experience in assembler language and CSP. Experience with CICS desirable. Send cover ltr and resume to Bill Webster.

Systems Analyst I (PT7518) Level 32

CISER-Endowed

Support and consult with staff in the operation of CISER's Survey Research Facility and provide support of SPSSx, SPSS-PC and SPSS-DE to CISER members and their affiliates.

Requirements: Bachelor's or equivalent in Social Science preferred. 1-2 years related experience in survey research. Knowledge of DBASE III, SPSSx, SPSS-PC, SPSS-DE. Good interpersonal and communication skills. Send cover letter and resume to Bill Webster.

Executive Staff Assistant (PC8612) HRHII

Public Affairs-Endowed

Provide administrative support to Directors of Business Operations and College & Unit Public Affairs in the areas of accounting; budget monitoring and control; personnel; general office administration.

Requirements: Associate's or equivalent. Bachelor's preferred. Knowledge of Cornell accounting and personnel policies and procedures. Knowledge of Apple Macintosh computer, including use of MS Word and Excel. Able to edit and proofread. Excellent organizational, communication and interpersonal skills required. Able to handle confidential information. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Budget Analyst II (PC8609) HRHII

CALS Deans Office (Administrative Services)-Statutory

Assist in the development, execution and financial management of the College of Agriculture and Life Sciences budget. Assist Director in planning overall budget of college income funds and state appropriated funds.

Requirements: Bachelor's in accounting or business administration or equivalent education and experience. 2-3 years progressively related experience in budgeting. Good communication (oral and written) skills. Working knowledge of microcomputers necessary. Experience with LOTUS 123, DBASE III, FOXBASE. Mainframe to microcomputer applications, and familiarity with Cornell Budget process desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Assistant Regional Director (PA8603-Boston, PA8604-Metro, NY, PA8605-Ithaca) HRHII

Public Affairs Regional Office-Endowed

Assist the Director in assuring implementation of the university's development, alumni affairs, college/unit, admissions and other programs that involve university alumni and friends.

Requirements: Bachelor's or equivalent. 1-2 years experience in university development or alumni affairs. Send cover letter and resume to Cynthia Smithbower by October 12.

Research Support Specialist II (PT8603) HRHII

Division of Nutritional Sciences-Statutory

Coordinate and facilitate the development, implementation and evaluation of 2 community demonstration projects in the NYS nutrition surveillance program. Identify meaningful nutrition need indicators and data collection protocols; assist with data collection, analysis, interpretation and report preparation; develop training manual on the basis of project results.

Requirements: Master's or equivalent in nutrition or related field preferred. Knowledge of community nutrition needs assessment and significant experience and a commitment to work with local community agencies. Excellent interpersonal and communication skills. Experience with micro-computers and simple descriptive statistical skills. Current NYS driver's license required. Send cover letter and resume to Bill Webster.

Research Support Specialist I (PT8607) HRHII

Genetics and Development-Statutory

Participate in the planning and performance of research into regulation of plant mitochondrial gene expression and genome structure. Supervise laboratory operations.

Requirements: Bachelor's or equivalent in a biological science or chemistry; Master's preferred. At least 2 years independent research experience in molecular biology or biochemistry. Send cover letter and resume to Bill Webster.

Research Support Specialist I (PT8606) HRHII

Division of Nutritional Sciences-Statutory

Conduct screening tests and biochemical assessment of nutritional status in studies of chronic disease risk factors in elderly subjects. Instruct graduate students in laboratory and quality control techniques for laboratory and field research.

Requirements: Master's or equivalent in applied chemistry or biochemistry preferred. Experience in HPLC assays of nutrients and drugs. Knowledge of affinity chromatography techniques. Send cover letter and resume to Bill Webster.

Research Support Aide (PT8604, PT8605) HRHII

Division of Nutritional Sciences-Statutory

Assist senior investigators in the development and implementation of the NYS nutrition surveillance program. Collect state-wide data from existing databases; sort and edit data sets using statistical and data management software; do descriptive analysis and integrate results; participate in the preparation of project reports.

Requirements: Bachelor's or equivalent in nutrition or related field; advanced training in nutrition and/or epidemiology preferred. 1-2 years related experience working with nutrition, health and social science data on micro and mainframe computers. Good organizational and interpersonal skills. Send cov ltr & resume to Bill Webster.

Research Support Specialist I (La Manager) (PT8502) HRHII

Physiology-Statutory

Independent, resourceful individual sought to manage (under faculty supervision) and supervise grant-related research, teaching, and technical training activities of physiology laboratory. Assist in planning of experiments using in vitro microperfusion of renal tubules; Ramsay assays for fluid secretion; electron probe analysis of small fluid volumes; intracellular measurements with ion-selective micro-electrodes. Participate in other research related activities.

Requirements: Bachelor's in biology, chemistry or other science or equivalent. 2-3 years experience preferred. Send cover letter and resume to Bill Webster.

Residence Hall Director (PA8505) HRHII

Residence Life-Endowed

Assume primary program and related administrative duties for a residence hall unit of approximately 540 students including two residential program houses. The Transfer Center and The Living Learning Center. Supervise 14 Resident Advisors, 1 Assistant Hall Advisor and 1 Program Assistant. Full-time, live-in, 12 month position with furnished apartment provided.

Requirements: Bachelor's or equivalent required. Master's or equivalent strongly preferred. Preferable degree in student personnel administration, counseling or closely related field. Minimum 2-3 years experience in student housing administration, programming staff training and supervision highly desirable. Send cover letter and resume to Cynthia Smithbower.

Registrar (PA8404) HRHII

Summer Session-Endowed

Design, execute, and oversee registration procedures for Summer Session and Extramural Study. Coordinate and supervise operations of Extramural Study as well as the Continuing Education Information Service. Supervise Division receptionist and registrar support staff.

Requirements: Bachelor's or equivalent required. Minimum 2 years related experience particularly with data management. Thorough knowledge of registration procedures and Bursar system preferred. PC and detailed work experience required. Excellent supervisory and communication skills required. Send cover letter and resume to Cynthia Smithbower by September 22.

Senior Accountant (PC8402) HRHII

Statutory Finance and Business Services-Statutory

Provide assistance in the management of the Statutory Restricted Fund Accounting Office. This office provides the prime post award administrative and financial support to the 4 statutory colleges and the Geneva Experiment Station for administration of grants, contracts, and gifts totalling 74 million dollars annually. Monitor managerial indicators for efficient and effective office operation, ensuring that service expectations are achieved, and prepare tracking reports for the manager. Assist in the administration of the office operating policies and procedures.

Requirements: Bachelor's in accounting or equivalent. MBA or equivalent is desirable. Coursework in fund accounting desirable. Minimum 3 years experience in grant/contract (fund) accounting. Working knowledge of IBM-PC, Lotus 1-2-3 (Symphony). Experience in design and implementation of managerial computer reports. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Manager of Systems (PT8305) HRHII

Engineering Admissions/Undergraduate Programs-Endowed

Manage data systems for the College Admissions Office, as well as for the Advising, Minority Programs and Registrar's Offices. Responsible for the systematic organization and security of computer files, the maintenance of a large Macintosh network, and the administration of several large database systems.

Requirements: Bachelor's or equivalent preferred. Knowledge of IBM PC's and Apple Macintosh; previous experience using dBase and related software. Knowledge of computer networking procedures required. Previous experience in computer systems administration desirable. Send cover letter and resume to Bill Webster.

Research Support Specialist (PT8106) HRHII

Equine Drug Testing-Statutory

Under general supervision, isolate, purify and identify drug and drug metabolites from blood and urine. Develop and evaluate new drug detection methods using TLC and HPLC. Provide back-up support for PC use.

Requirements: Bachelor's or equivalent in chemistry, biochemistry or related field. Several years experience with drug metabolism and use of HPLC. Some experience with PC, DOS, and Mac hardware/software needed. Send cover letter and resume to Bill Webster.

Research Support Specialist I (PT6904) HRHII

Veterinary Pathology-Statutory

Provide investigative assistance and technological support to the

Flow Cytometry Labs. Plan & execute research expm. related to effects of oncogenes & chromosomal aberrations on cell differentiation. Supervise staff and/or participate in performing tasks related to cell culture, protein and nucleic acid analysis and flow cytometry; measure protein and RNA synthetic rates by radio labeled precursors. Assist in analysis of data & in preparing results for publication.

Requirements: Bachelor's or equivalent in relevant biological or physical sciences; Master's preferred. 2-3 years related laboratory experience required (techniques related to flow cytometry and tissue culture). Send cover letter and resume to Bill Webster.

Research Support Aide (PT7516) HRHII

CISER-Statutory

Provide support in form of direct consultation with faculty and grad students in quantitative social/economic research. Assist in use of CISER data archive collection of machine-readable data files/print data resources on campus. Answer questions supplying data from public data files on a cost-recovery basis.

Requirements: Bachelor's or equivalent required. 1-2 years experience within a data archive or academic reference staff; some knowledge of automated systems or ability to work with automated systems. Must be able to work within a team and communicate effectively. Familiarity with machine-readable data files, knowledge of federal statistical programs, federal documents, social science research methods, grad work in library or information science, and computing skills-micro and mainframe desired. Send cover letter and resume to Bill Webster.

Professional Off-Campus

Assistant Regional Director (PA8503) HRHII

Public Affairs Regional Office-Metro NY-Endowed

Assist the Director in the implementation of the University's public affairs programs in development, alumni affairs, alumni secondary schools committee and college programs.

Requirements: Bachelor's or equivalent, preferably from Cornell. 2-3 years experience in public affairs related activities such as recruitment and training of volunteers is desirable. Send cover letter and resume to Cynthia Smithbower.

Professional Part-time

Technical Consultant I (PT6808) Level 32

CISER-Endowed

Handle walk-in computing consulting for CISER members and provide internal computing support for CISER staff; teach computing skills via preparation of printed documentation; organize special educational activities for users. 20 hours per week until 10/4/89.

Requirements: Bachelor's or equivalent in computer science or social science. Experience with microcomputers, mainframe data tape and file management. Social science experience with Cornell's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Bill Webster.

Area Supervisor II (PT8413) Level 34

Government/History-Endowed

Choose, purchase, install, maintain and support hardware and software in a microcomputer/mainframe terminal facility. Responsible for mainframe account administration, physical security, and microcomputer software lending. Social science statistical consultant. Also responsible for organizing classes for users in the use of software for word processing, database management, and statistical analysis. Approximately 20 hours per week.

Requirements: Bachelor's or equivalent required, preferably in the social sciences. Substantial experience with statistical and word processing computing on IBM mainframe and microcomputers. Minimum 3-5 years computer experience with MVS, tapes, CMS, SAS, SCRIPT, SPSS, IBM PC's, Wordperfect, SYSTAT, NOTEBOOK, Macintoshes, Microsoft WORD, and similar software. Send cover letter and resume to Bill Webster.

Executive Staff Assistant (PC8606) HRHII

Office of VP for Academic Programs-Endowed

Under the direction of Public Service Network; identify all public and voluntary service efforts on campus, i.e., community services, internships, field work. Develop database of efforts. Analyze data and prepare a public service resource guide. 18 month position. Mon-Fri. 8:30-1:30.

Requirements: Bachelor's or equivalent. Organizational and analytical skills; knowledge of the Macintosh SE; familiarity with Cornell. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14853.

Research Support Specialist II (PT8505) HRHII

Human Service Studies-Statutory

Provide assistance in the total research effort for a study of survival strategies and support mechanisms of families headed by women. Provide investigative assistance and technological support including samples, interviewing, and other data collection activities, data processing, qualitative and quantitative data analysis and preparation of the results of this study for publication.

Requirements: Bachelor's or equivalent required. Previous research experience is desirable; statistical analysis and computer skills are necessary, as well as familiarity with SAS. Send cover letter and resume and to Bill Webster.

Program Coordinator I (PA8502) HRHII

Plantations-Statutory

The Natural Areas Program Coordinator is responsible to the Plantations Director for the management of the Cornell Plantations Natural Areas. The Coordinator will act as the Director's liaison with the Natural Areas Committee of the Plantations Advisory Board. Mon-Fri. 30 hours per week. Occasional evenings and weekends.

Requirements: Bachelor's or equivalent required. Master's in botany, horticulture, biology or closely related field preferred. 3 years experience in natural areas management or a closely related field. Communication and public relations skills are essential. Send cover letter and resume to Cynthia Smithbower by September 29.

Lab Monitor (PA8504) HRHII

Learning Skills Center-Endowed

Order, organize and maintain reading laboratory materials; organize reading lab instruction, and maintain student records. Also, provide individual assistance to students referred to lab, scoring and tabulating tests and preparing reports. Mon-Friday, 1-5. 9 month position.

Requirements: Bachelor's in reading, education or related field. Minimum 2-3 years experience working with college students. Send cover letter and resume to Cynthia Smithbower by September 29.

Technical

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

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

Technician, GR18 (T8617)**Plant Biology-Statutory****Minimum Biweekly Salary: \$513.94**

Perform experimental work involving electrophysiological experiments, biochemical assays using ultracentrifuge, spectrophotometers, and scintillation counter and electrophysiological equipment. Maintain algal cultures. Perform laboratory maintenance involving ordering supplies and some dishwashing. Until 2/28/91. Continuation contingent upon funding.

Requirements: Associate's or equiv in biochemistry, biology or chemistry. Good laboratory skills essential. Some biochemical exp. desirable but instruction in use of instrumentation will be provided.

Technician, GR18 (T4527)**Food Science-Statutory****Minimum Biweekly Salary: \$513.94**

Conduct research on physical and functional properties of proteins on foods-surface active properties, foaming, gelation, protein separation and purification, etc.

Requirements: Bachelor's in science and experience in lab research. Minimum 1 year related experience. Knowledge of protein chemistry, separation and analyses, some experience with physical properties, measurements and functional properties, spectrophotometric analysis, chromatography, electrophoresis desirable.

Technician, GR19 (T8608)**Biochemistry, Molecular and Cell Biology-Statutory****Minimum Biweekly Salary: \$535.78**

Perform biochemical and molecular biology experiments such as protein purification, DNA isolation, radiolabeling of nucleic acids, running and blotting of gels. Design and carry out extensive computer analysis of data generated in these experiments and by other laboratory members. Instruct graduate students in use of programs for microcomputers and VAX/VMS.

Requirements: Associate's or equivalent required. Bachelor's or equivalent in biochemistry with coursework in genetics preferred. Minimum 1-2 years experience with computer assisted genetic analysis desirable. Able to work independently.

Technician, GR19 (T8614)**Diagnostic Laboratory-Statutory****Minimum Biweekly Salary: \$535.78**

Prepare specimens and reagents for a variety of brucellosis and other regulatory tests. Perform serologic and other procedures.

Requirements: Associate's or equivalent in biological sciences required; Bachelor's in bacteriology desired. 1 year basic laboratory experience necessary. Previous experience with serologic testing and culturing technique desired.

Technician, GR19 (T8503)**Biochemistry, Molecular and Cell Biology-Endowed****Minimum Biweekly Salary: \$535.78**

Provide technical support for projects on microfilament organization and membrane attachment. Purification of proteins, preparation of media for the growth of micro-organisms. Collect specimens, prepare cell structures microscopy work, etc.

Requirements: Associate's in biochemistry or equivalent. 1 year experience in general laboratory techniques, including the purification of proteins, preparation of media for growth of micro-organisms etc. required. Experience in mammalian tissue culture and microinjection of proteins into cultured cells is essential for this position.

Technician, GR19 (T8403)**Genetics and Development-Statutory****Minimum Biweekly Salary: \$535.78**

Provide technical and administrative support for the efficient operation of a genetics laboratory. Duties include participation in research, maintenance and ordering of laboratory supplies and maintenance of a collection of genetic strains of *C. elegans*.

Requirements: Associate's or equivalent with coursework in genetics required; Bachelor's with coursework in genetics preferred. Minimum 1 year laboratory experience.

Technician, GR19 (T8206)**Veterinary Microbiology-Baker Institute-Statutory****Minimum Biweekly Salary: \$535.78**

Provide technical services to a virology/molecular biology laboratory investigating viral diseases of animal and/or humans. Prepare and maintain cell cultures, viruses, bacteria and plasmids. Conduct a variety of virological, immunological, molecular biologic and bacteriological procedures and assist in maintenance of the laboratory.

Requirements: Associate's or equivalent in biological sciences. 1 year experience in biology lab. Able to conduct routine lab procedures from protocols; experience with molecular biological techniques useful.

Technician, GR19 (T8013)**Genetics and Development-Statutory****Minimum Biweekly Salary: \$535.78**

Carry out biochemical and molecular biology experiments such as DNA isolation, blotting, sequencing. Perform plant tissue and microbial culture. Responsible for general lab organization and computer data entry.

Requirements: Associate's or equivalent required; Bachelor's or equivalent in biology, chemistry, or biochemistry preferred. 1 year experience in a biology or biochemistry laboratory.

Technician, GR20 (T8609)**Biochemistry, Molecular and Cell Biology-Statutory****Minimum Biweekly Salary: \$558.78**

Perform laboratory work using recombinant-DNA technology to do research on gene expression. Responsible for the ordering of all supplies for lab and for maintaining the lab stocks of clean glassware and plastic disposable items.

Requirements: Associate's or equivalent required; Bachelor's with recent coursework in molecular biology preferred. 1 or more years experience in recombinant DNA techniques.

Laboratory Coordinator, GR20 (T8616)**Physiology-Statutory****Minimum Biweekly Salary: \$558.78**

Set up laboratories and demonstration materials for 200 students in introductory biology. Maintain necessary materials, maintain laboratory facilities, and keep all Study Center areas orderly. Monday-Friday, 8:30-5:00, schedule may vary.

Requirements: Bachelor's or equivalent in biology or related science. Demonstrated ability to work in a highly organized and reliable way and able to work in cooperation with other staff. 1 year practical experience running or working independently in a research or teaching laboratory desirable.

Animal Health Technician, GR20 (T7905)**Veterinary Medical Teaching Hospital-Statutory****Minimum Biweekly Salary: \$558.78**

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Some weekends and holidays. Rotating shift, 3 p.m.-11 p.m. and 11 p.m.-7 a.m.

Requirements: Associate's or equivalent in animal health technology and NYS licensure (or eligibility) required. Minimum 2 years related experience. Experience working with small animals, interest in teaching critical care techniques preferred.

Computer Operator, GR21-24 (T8205, T8612)**CIT-Endowed****Minimum Biweekly Salary: \$582.29**

Operate large scale computer systems and associated peripheral equipment; monitor data communications networks; consult with vendor computer engineers and department support staff. 39 hours per week/shift-work/weekends.

Requirements: Associate's or equivalent. 1-2 years experience in large data processing facilities. Computer operating experience required; data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages.

Technician, GR21 (T8602)**Avian and Aquatic Animal Medicine-Statutory****Minimum Biweekly Salary: \$582.29**

Perform virological and immunological assays in a research lab, including primary cell culture initiation, cell line maintenance, virus isolations, media and reagent preparation and other tasks related to purification of viruses and antibodies by centrifugation & chromatography. Animal handling, inoculation & collection of tissues & blood.

Requirements: Bachelor's or equivalent in immunology, microbiology or related field. 1-2 years experience in a research laboratory. Experience with sterile research techniques essential. Experience with ultracentrifuges, cell culture equipment, pH meters, balances and microscopes. Must be able to work independently.

Technician, GR21 (T8615)**Avian and Aquatic Animal Medicine-Statutory****Minimum Biweekly Salary: \$582.29**

Perform molecular experiments in a virology laboratory. Prepare radioactive probes; carry out hybridizations; prepare mRNA and cDNA; develop in vitro transfection methods. Responsible for day-to-day organization of the molecular biology laboratory.

Requirements: Bachelor's or equiv in microbiology. 1-2 yrs exp. with radio isotopes, sterile techniques, tissue culture and recombinant DNA techniques required. Familiarity with electrophoresis equipment, centrifuges, fraction collectors and scintillation counters.

Technician, GR21 (T8613)**Veterinary Medical Teaching Hospital-Statutory****Minimum Biweekly Salary: \$582.29**

Perform diagnostic tests in hematology, cytology, coprology urinalysis, chemistry and immunology. Operate and maintain equipment; use computer for specimen accession, data entry and information retrieval. Full-time, Tuesday-Saturday, with rotating "on call" for off hours and holidays.

Requirements: Associate's or equivalent in medical technology required; Bachelor's preferred. ASCP certification preferred. 1-2 years related experience preferred. Supervisory ability desired.

Animal/Lab Technician (T8611)**DL-Quality Milk Promotion Services-Statutory****Minimum Biweekly Salary: \$582.29**

Provide technical support in the field and laboratory; conduct surveys, sample cows, check milking equipment, hold conferences with dairymen, take milk and blood samples. Perform basic (bacteriology) procedures.

Requirements: 2 year microbiology coursework and 2 years dairy farm experience preferred. Certified Animal Health Technician (AHT) preferred. Knowledge of computer software (i.e., Wordperfect, Lotus) and use of modems preferred.

Technician, GR21 (T7808)**Division of Nutritional Sciences-Statutory****Minimum Biweekly Salary: \$582.29**

Provide technical support for research involving the physiological basis for the effects of malnutrition on lactational performance.

Requirements: Bachelor's or equivalent in biology, biochemistry, nutrition, or related field required. 1-2 years related experience. Experience in relevant laboratory techniques with particular emphasis in radioimmunoassay procedures, biochemical assays, and small animal surgical procedures. Good interpersonal, and technical skills. Data management & statistical analysis skills highly desired.

Technician, GR21 (T8410)**Veterinary Microbiology-Statutory****Minimum Biweekly Salary: \$582.29**

Set-up cell and organ culture experiments and perform required biochemical analyses on these experiments. Prepare protocols and tabulation of data. Basic laboratory maintenance.

Requirements: Bachelor's or equivalent in chemistry, biochemistry, molecular biology or microbiology. 2-4 years experience with setting up cell and organ culture experiments. Experience with biochemical analysis techniques and general lab maintenance.

Technician, GR21 (T8414)**Poultry and Avian Sciences-Statutory****Minimum Biweekly Salary: \$582.29**

Set-up and perform experiments in animal development, cell biology, and biotechnology. Study genetic and environmental influences on growth and development using cytogenetic, tissue culture, histology, and biochemical techniques. Operate tissue culture facility, keep breeding & lab records, perform computer assisted analyses.

Requirements: Bachelor's or equivalent in biology, biochemistry or animal science. Minimum 1-2 years experience. Laboratory experience and demonstrated ability to work independently. Experience and/or interest in animal research essential. Some experience in biochemical and cellular techniques desirable.

Technician, GR21 (T8313)**Food Science-Statutory****Minimum Biweekly Salary: \$582.29**

Conduct analyses of lipid content & fatty acid composition of tissues. Perform serum lipoprotein analyses, gas-chromatography, HPLC electrophoresis, animal nutrition/feeding trials. Study enzymes involved in lipid metabolism; conduct RIA assays of eicosanoids.

Requirements: Bachelor's or equivalent in chemistry or biochemistry required and 2 years related experience. Experience in laboratory research; knowledge of lipids nutrition and instrumental methods, gas chromatography, HPLC and spectrometers. Familiarity with computers and radioimmunoassays.

Technician, GR21 (T8312)**Microbiology-Statutory****Minimum Biweekly Salary: \$582.29**

Assist in projects aimed at characterizing types, abundances and physiological activities of microorganisms in lab & field experiments.

Requirements: Bachelor's or equivalent in microbiology or related discipline required. 1-2 years experience. Microscopy and aseptic technique required. Photography/darkroom procedures, analytical chemistry, handling of 14C, & data entry and analysis skills desired.

Technician, GR21 (T8310)**Diagnostic Laboratory-Statutory****Minimum Biweekly Salary: \$582.29**

Perform viral and chlamydial isolation procedures on clinical specimens. Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, and hemagglutination inhibition. Perform fluorescent antibody procedures. Tissue culture, and reagent preparation.

Requirements: Bachelor's in microbiology or biology required. 1-2 years work experience. Good sterile and basic microbiological techniques required.

Technician, GR21 (T8101)**Biochemistry, Molecular and Cell Biology-Statutory****Minimum Biweekly Salary: \$582.29**

Purify proteins for several laboratories in the Biotechnology Building. Operate HPLC on FPLC apparatus; perform other procedures in Biochemical Laboratory. 2 year appointment.

Requirements: Bachelor's or equivalent in chemistry or biochemistry required. 1-2 years experience, including experience in protein purification. Experience with HPLC on FPLC system preferred.

Technician, GR22 (T7907)**Veterinary Pathology-Statutory****Minimum Biweekly Salary: \$607.04**

Provide technological support for research in the molecular pathogenesis of neuromuscular disease, in particular X-linked muscular dystrophy (Duchenne-type). Primarily responsible for molecular and biochemical aspects of research and for conduct of experimental procedures. Participate in organization and maintenance of lab.

Requirements: Bachelor's or equivalent in biological science. 1 year minimum documentable experience in laboratory procedures, preferably involving molecular techniques and/or cell culture. Working knowledge of appropriate laboratory equipment. Familiarity with handling radioactive compounds. Animal handling experience desired.

Environmental Safety Technician, GR23 (T8107, T8406)**Environmental Health-Endowed****Minimum Biweekly Salary: \$632.84**

Perform routine inspections of laboratories and other workplaces to evaluate health hazards; investigate reports of possible health hazards. Perform environmental sampling & maintain instruments.

Requirements: Associate's or equivalent required; Bachelor's or equivalent with coursework in chemistry, biology, or engineering preferred. Some laboratory experience as well as health and safety training desirable; good interpersonal skills essential. 2-3 years related experience desired.

Electronics Technician, GR25 (T8412)**Computer Science-Endowed****Minimum Biweekly Salary: \$694.38**

Provide support, design and planning for the department's computing facilities and hardware. Provide hardware maintenance on a wide range of computing hardware, including direct electronic circuit repair to the component level of digital and analog circuits. Perform site and facilities planning; negotiate and supervise the implementation of maintenance contracts.

Requirements: Associate's or equivalent in electronics plus minimum 5 years experience in the analysis and repair of electronic computing circuits. Knowledge of a wide range of computing systems including engineering workstations and minicomputers. Experience with sophisticated electronic test equipment, such as logic analyzers, TDRs, and digital storage oscilloscopes. Experience with Ethernet networks valuable and with data communications equipment essential. Good problem solving skills and capable of independent decisions. Ability to communicate and interact with wide range of people is critical.

Technical Part-time

Computer Consultants (T8212)**CIT-Workstation Resources-Endowed**

A variety of part-time, temporary positions (with flexible scheduling) are available in customer support and consultation. Excellent learning opportunity. Schedules avail 15-30 hrs per week. Mon-Sat. **Requirements:** Experience with a broad range of technologies (micro- and mainframe) with general knowledge of major application software (wordprocessing, DBMS, operating systems, etc.). Excellent communication skills and positive customer service orientation are essential. Knowledge of the Cornell computing environment preferred. Send cover letter and resume to Carol Lambert, CIT Resource Services, Cornell University, Computing and Communications Center, Ithaca, NY 14853.

Technician, GR20 (T8306)**Poultry and Avian Sciences-Statutory****Minimum full-time equivalent: \$558.78**

Organize and perform research in avian reproductive endocrinology. Perform experimental procedures including molecular endocrinology techniques, RIA, some animal work and data analysis. Mon-Fri, 4 hours per day until 6:30/90, continuation contingent upon funding.

Requirements: Bachelor's or equivalent in biological science desired. 1-2 years lab experience required. Technical expertise in radioisotope usage and molecular biology techniques. Able to work independently; mainframe and microcomputer familiarity.

Research Aide, GR20 (T8010)**Ecology and Systematics-Statutory****Minimum full-time equivalent: \$558.78**

Responsible for standardizing and editing scientific geographic information previously entered into a computer database. Review, verify, standardize, research and complete computer records. 20 hours per week, flexible until end of grant.

Requirements: Bachelor's or equivalent required. Biology, ecology, or systematics major preferred. Prior experience with natural history collections preferred. Experience with personal computers, detail orientation and good knowledge of geography required.

Technician, GR21 (T8405)**Biotechnology Program-Endowed****Minimum full-time equivalent: \$582.29**

Assist in the operation of scientific instruments, including operating a computer and performing general lab activities in a service facility. Operate a flow cytometer and a spectrofluorometer; maintain lab apparatus and supplies. Monday-Friday, 20 hours per week.

Requirements: Bachelor's or equivalent in physical or biological sciences preferred. Minimum 2 years of lab experience involving the use of some instrumentation. Some programming experience is desirable but not essential.

Media Technician, GR21 (T8210)**Law School-Endowed****Minimum full-time equivalent: \$582.29**

Supervise and perform the operations of audio visual equipment and services at the Cornell Law School, including classroom support and special events functions. Serve as primary media technician for internal production of audio visual material. Mon-Fri, 1-5 (flexible).

Requirements: Bachelor's or equivalent in communications, instructional media, or equivalent experience. Knowledge of operations of all commonly used audio visual equipment with emphasis on video recording systems; ability to trouble shoot this equipment. Supervisory experience strongly preferred. Excellent interpersonal and management skills.

Technical Temporary

Research Support Specialist (T8620)**Laboratory of Ornithology-Endowed**

Respond to lettersand telephone calls about birds; assist with bird related publications, a radio program, & organize Monday night seminars. Supervise the operation of the Library. Full-time, 6 mth pos. **Requirements:** Strong background in ornithology. Excellent writing and communication skills; good public presence. Ability to work independently and to organize work efficiently.

Applications Programmer I (T8619)**Summer Session-Endowed****Hiring Rate: \$8.25**

Assist in development, modifications, implementation and maintenance of database management applications for general office operations. Prepare technical and user documentation; provide training and assist users with software and basic hardware issues. Until March 1990.

Requirements: High School diploma required. Experience in structured computer programming IBM PC type machines. Knowledge of database development language required (e.g., DBASE, FOXBASE, CLIPPER). Experience with Wordperfect and Lotus 123 preferred. Good written and oral communication skills. Ability to work well with others and independently.

Computer Programmer (T8204)**Agricultural Economics-Statutory**

Revise existing programs written in Fortran and Turbo Pascal for a microcomputer. Revise program which transfers data to the Fortran Program. Monday-Friday, 20-39 hours per week. Until 12/31/89.

Requirements: Sufficient course work to understand Fortran and Turbo Pascal programs written for a microcomputer. Knowledge of microcomputers and Fortran and Turbo Pascal for microcomputers.

Casual Computer Operator (T8113) - CIT**Hourly rate: \$6.25**

Responsible for the overall operation of a CIT public computer facility, operating NEXT, Mac, IBM Personal System II and Cornell mainframe systems (IBM and VAX). Maintain an online queuing system for micro users, handling minor hardware and software problems, and/or reporting them to the appropriate technical support person. Monitor peripheral equipment such as printers, plotters and networks. Monday-Friday, midnight-4 a.m.

Requirements: High School diploma or equivalent required; Associate's in computer science preferred. Familiarity with the operation of IBM micros (including Personal System II), Apple Macintosh PCs, Appletalk and Novell networks and Cornell mainframe system (IBM and VAX) desired. Some knowledge of microcomputer software packages essential.

Casual Animal Technician (T8003)**Laboratory of Animal Services-Statutory**

Provide weekend and holiday care of lab animals (feed, water, clean and monitor) following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. Saturday, Sunday, and holidays, 16-20 hours per week.

Requirements: High School diploma or equivalent required. Associate's in animal science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required.

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.

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

Office Assistant, GR17 (C8519)**Director's Office, Division of Biological Sciences-Statutory****Minimum Biweekly Salary: \$495.36**

Greet visitors of the Biotechnology Research Facility; answer questions, give directions; provide complete mail and copying services for the approximately 400 occupants of the building.

Requirements: High School diploma or equivalent. Basic computer skills. Excellent interpersonal skills. Must enjoy people and be able to deal cordially, patiently and effectively with a variety of individuals. Light typing.

Telephone Operator, GR17 (C8405)**Telecommunications-Endowed****Minimum Biweekly Salary: \$495.36**

Provide caller related assistance when University is open. Operate Telex when required; answer approximately 500-600 calls per day.

Fall, Winter, Spring, Mon-Fri, 9:30-6:00; Summer, Mon-Fri, 8:30-5. **Requirements:** High School diploma or equivalent. Able to work independently. Good communications and interpersonal skills. CRT and keyboard skills preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Accounts Assistant, GR18 (C8616)**Statutory Finance and Business Office-Statutory****Minimum Biweekly Salary: \$513.94**

Audit expenditure documents on restricted accounts (grants, contracts, gift accounts) including vouchers, requisitions, ID's, personnel effort forms, to insure the document meets Cornell policy, generally accepted accounting and sponsor agent policy; work with department personnel to resolve audit problems.

Requirements: High School diploma or equivalent. College coursework in accounting desirable. 1 year accounting experience. Able to work with daily deadlines. Must be able to work quickly but maintain high degree of accuracy and thoroughness. Strong communication (oral and written) skills are critical.

Accounts Assistant, GR18 (C8605)**Theory Center-Endowed****Minimum Biweekly Salary: \$513.94**

Coordinate review process of proposals for time on the Cornell National Supercomputer Facility; maintain up-to-date database with complete information on all Theory Center accounts.

Requirements: High School diploma or equivalent. Some college coursework in data processing desirable. 1-2 years experience with IBM-PC and database management. Strong interpersonal, communications, and organizational skills. Medium typing.

Secretary, GR18 (C8608)**Vice President, Public Affairs Office-Endowed**</

Performance

Cont'd from page 1

The employee's full participation is important because there is more than likely information that only he knows and because it provides an opportunity for the supervisor to learn about the employee's feelings about the problem area. Reflect back to the employee both the content of his message and, if possible, the feelings behind it. This sets the stage for both to effectively work on solving the problem. Try to get as many facts as you can without letting the meeting evolve into a session of blaming other people and other obstacles. At this point you are already sure that there is at least some deficiency on the part of this particular employee that is causing the problem. As the supervisor you've already done your homework and your planning. Supervisors know that their planning and problem-solving techniques may vary greatly as they consider each individual staff member. Below are guidelines for you to follow as you prepare to appraise employees who are at various stages in their development:

How to plan with special employees

New Employees

- Go a little light on challenge
- Assign productive work right away
- Make objectives shorter term
- Concentrate on known skills and knowledge, things they've done in past assignments

Poor Performers

- Accent realistic goals
- Concentrate on their strengths
- Plan more frequently
- Plan for performance improvement over a reasonable time period

Insecure Employees

- Accent realism in goals
- Give plenty of encouragement
- Plan more frequently

Experienced, Confident Employees

- Go high on challenge
- Allow them to evaluate their own capabilities
- Plan less frequently

- Give more autonomy

Promoting 2-Way Communication and Feedback with Employees

You can promote 2-way communication during performance appraisal sessions and yet still make sure that the ultimate responsibility and decision-making rests with you — the supervisor. No matter how much we all want to make this process an equal benefit to employee and supervisor, it's still up to you to direct the outcome, if this becomes necessary.

As the interview begins:

1. Start with an open-ended discussion of his performance and an exploration of problems, with your employee leading the conversation and you doing most of the listening.
2. Have a problem-solving discussion, where your employee leads, but you take a somewhat stronger role.
3. Reach agreement on performance problems and establish a joint plan for improvements.

Closing the session:

4. Here is where you can give your views and final evaluation if your employee has not dealt with important issues.

What you're doing is letting your employee know that this is not going to be a 1-way, top-down conversation — right from the start. If you want the most out of 2-way conversation and useful feedback from employees, try to use this approach in your dealings with your staff as often as possible. Over time, people will come to you more readily and provide the kind of feedback that you can use effectively in a variety of your supervisory duties — not just performance appraisal.

Once you let the people that work with you know how much their thoughts, feelings, and opinions are valued — by letting them take the lead during many of your discussions — the quality of the feedback you receive will be much higher.

deadlines and financial support; preregistration and requisition procedures; appointment forms; obtain course information; edit and compile information for course catalog, course room and time roster. **Requirements:** Associate's or equivalent. 2 years office experience. Experience with university registration procedures. Macintosh computer skills, preferably MacRegistrar program helpful. Excellent typing, communication skills. Able to work independently and prioritize long range projects and deadlines. Knowledge of university financial aid, graduate and undergraduate programs. Familiar with university course catalog system and processing. Heavy typing.

Administrative Aide, GR20 (C8516)
Public Affairs-Law School-Endowed
Minimum Biweekly Salary: \$558.78
Provide secretarial and administrative support to the Assistant Dean for Development and Public Affairs, and to the Dean of the Law School. Handle correspondence; assist in arranging meetings and events; mail; make travel arrangements. Other projects as assigned. **Requirements:** Associate's or equivalent. 2-3 years related experience. Excellent interpersonal, organizational and communication skills. Word processing and computer (wordperfect) preferred. Heavy typing.

Secretary, GR20 (C6702)
Unions and Activities-Robert Purcell Union-Endowed
Minimum Biweekly Salary: \$558.78
Provide secretarial assistance for the Director, 2 Assistant Directors, student volunteers and employees. Duties include typing; administrative, reservationist, receptionist and operational responsibilities; extensive contact with students. **Requirements:** Associate's or equivalent. Minimum 2 years secretarial experience essential. Shorthand preferred. Good communication (written and oral) skills essential. An ability to work in a dynamic atmosphere. Related word processing or IBM PC-XT experience preferred. Heavy typing.

Administrative Aide, GR20 (C7901)
Computer Science-Endowed
Minimum Biweekly Salary: \$558.78
Provide administrative and clerical support to the Office of Undergraduate Programs; manage the department library/publications unit. Manage the production and coordination of course materials and library-related technical reports; serve as information resource; coordinate office activities. **Requirements:** Associate's or equivalent. Minimum 2 years related experience in a university environment. Excellent organization and human relations skills. Demonstrated ability to work with diverse groups. Attention to detail and ability to prioritize. Excellent typing and word processing skills a must. Medium typing. Position will remain open until a suitable candidate is found.

Conference Coordinator, GR20 (C8304)
Conference Services-Endowed
Minimum Biweekly Salary: \$558.78
Provide administrative assistance in planning and programming various programs hosted by the university, including but not limited to conferences, workshops, special programs and special university visitors. Maintain minimum level of services; insure adequate and open communication between Cornell University Conference Services and those department participating in providing services. **Requirements:** Associate's or equivalent in a hospitality area; excellent organizational and communication (oral and written) skills. Ability to work under pressure. Prior experience planning for varied public. Experience with IBM PC XT and word processing software essential. General knowledge of Cornell. Public speaking experience. Please note due to heavy summer conference schedule summer vacation is not permitted. Medium typing.

Administrative Aide, GR21 (C8602)
Division of Nutritional Sciences/CFNPP-Statutory
Minimum Biweekly Salary: \$582.29
Provide administrative and secretarial assistance to Director of Program which conducts research and training activities in Africa, Asia and Latin America. Draft administrative correspondence; coordinate domestic and international travel; produce CFNPP monthly newsletter; coordinate and oversee workshops and conferences; secretarial duties and special projects as assigned. **Requirements:** Associate's or equivalent. 2-3 years related office experience. Fluency in a foreign language preferred. Proven ability to work independently, take initiative and handle multi-assignments simultaneously. Experience with microcomputers and software. Excellent grammatical skills. Familiar with international work preferred. Heavy typing.

Accounts Coordinator, GR21 (C8610)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$582.29
Maintain the general ledger and provide support for the preparation of financial statements for the hotel. Reconcile Statler Hotel's financial statements to University statements on a monthly basis. **Requirements:** Associate's in accounting or equivalent. Experience with hotel accounting or as a general ledger clerk preferred. Familiarity with university accounting systems helpful. 3-5 years experience. Strong communication and computer skills required. Must be able to take initiative and work independently in a fast-paced environment.

Administrative Aide, GR21 (C7013)
Programs in Professional Education & Spec. Programs-Endowed
Minimum Biweekly Salary: \$582.29

To assist in the administration of all aspects of the department of Programs in Professional Education, as well as Summer Session Special Programs. Take responsibility for performing the more complex assigned functions and supervise and delegate the others. Maintain computerization processes.

Requirements: Associate's or equivalent experience. Minimum 2-3 years related administrative experience. Familiarity with wordperfect, IBM and Mac computers. Excellent organizational, interpersonal and secretarial skills essential. Medium typing.

Budget Assistant, GR22 (C8216)
Financial Planning and Budget Management-Endowed
Minimum Biweekly Salary: \$607.04

Assist in the implementation and execution of the annual Endowed operating budget including all fund types except grants and contracts, and all operating units. Assist in the preparation of financial summaries and analyses. Provide support for Budget Management Office activities including budget implementation, quarterly reporting and ad hoc financial analysis.

Requirements: Associate's or equivalent. Minimum 3 years experience in accounting and/or budgeting at a university or corporate level. Requires knowledge of electronic spreadsheets and a general knowledge of mainframe computer databases. Cornell experience desired. Position will remain open until a suitable candidate is found.

Administrative Aide, GR23 (C8506)
National Astronomy and Ionosphere Center-Endowed
Minimum Biweekly Salary: \$632.84

Provide direct support to the Director of NAIC in matters of general office work as they relate to the administration of various levels of operations and activities of a national center. Interact with executive University offices, staff and government equivalents; make major contributions to preparation of proposals to government agencies.

Requirements: Associate's or equivalent. Minimum 2 years experience. Excellent word processing skills, working knowledge of wordperfect software preferred. Practical and working knowledge of modes of operation in a major research facility. Familiarity with administrative and managerial requirements of a government sponsored facility. Able to work independently. Proven editorial and written skills. Medium typing.

Office Professionals Part-Time

Office Assistant, GR16 (C8207)
Athletics-Endowed
Minimum full-time equivalent: \$477.46

Under direct supervision, provide secretarial and clerical assistance in the operation of the Football Office. Serve as receptionist to visitors; handle inquiries (in person and telephone). Process all mail requests for information, input data; type; file. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum of 1 year related experience. Excellent typing and telephone skills. Knowledge of Macintosh computer and word processing software important. Experience with university mainframe helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Office Assistant, GR17 (C7711)
Agricultural and Biological Engineering-Statutory
Minimum full-time equivalent: \$495.36

Assist Cornell Local Roads Program (CLRP) staff by registering workshop applicants, distribute publications, respond to telephone inquiries, type letters and reports. May involve travel to workshops in NYS 3-6 times per year. Monday-Friday, 20-24 hours per week.

Requirements: High School diploma or equivalent is required. Some college desirable. A valid NYS driver's license. Minimum 1 year office or related experience. Proficiency in Wordperfect required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Secretary, GR18 (C8513)
Agronomy-Statutory
Minimum full-time equivalent: \$513.94

Type manuscripts and grant proposals with high degree of technical difficulty; type and distribute departmental newsletter; backup for department secretaries and department chair's secretary; other duties as assigned. Mon-Fri, 4 hours per day, morning or afternoon.

Requirements: High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Good communication skills. Able to prioritize. Experience with Wordperfect 5.0 on an IBM compatible computer. Knowledge of DBase III desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Accounts Assistant, GR18 (C8413)
Academic Programs-Statutory
Minimum full-time equivalent: \$513.94

Assist in the operation and maintenance of the fiscal, inventory, and student employee areas of the department. Process fiscal forms, student appointments and payrolls, travel forms, and new equipment forms; perform physical inventory; order supplies; maintain records. Monday-Friday, 8 a.m.-12 noon.

Requirements: High School diploma or equivalent. Some college coursework desired. At least 1 year experience in a fiscally-oriented setting. Typing accuracy essential. Computer experience helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Office Assistant, GR18 (C7912)
Center for Environmental Research-Endowed
Minimum full-time equivalent: \$513.94

Responsibilities include word processing; file; handle mail; schedule meetings and maintain staff calendars. Monday-Friday, 1 p.m.-5 p.m. preferred.

Requirements: High School diploma or equivalent. Associate's or equivalent preferred. Minimum 1-3 years experience in a large office. Macintosh experience is essential. Good organizational, interpersonal and communication (written and oral) skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Senior Night Supervisor, GR20 (C8503)
Circulation-Engineering Library-CUL-Endowed
Minimum full-time equivalent: \$558.78

Under the general direction of the Administrative Supervisor for Circulation/Reserve, oversee evening and/or weekend circulation and reserve functions. Responsible for building security at these times; supervise student staff and assist in their training. Wednesday-Saturday, weekend and evening hours.

Requirements: 2 years college coursework. Some supervisory experience, good judgment, strong organizational skills. Previous library experience strongly preferred. Strong communication and interpersonal skills. Must be comfortable working with non native English speakers. Light typing.

Secretary, GR20 (C8515)
Chemistry-Endowed
Minimum full-time equivalent: \$558.78

Word processing, database entry and computer-aided technical drawing for Professor; phone, mail; file; travel and appointment management; library searching. Mon-Fri, 4 hours per day, flexible.

Requirements: Associate's or equivalent. 2-3 years experience with word processing and graphics. Excellent organizational and interpersonal/communication skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Office Professionals Temporary

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

Sales Assistant (S8407)
Cornell Plantations-Statutory

General sales duties at Cornell Plantations Garden Gift Shop during weekends and Holidays. Open, close, and oversee Headquarters, register sales, answer phones, water plants, answer basic plant questions, secure Headquarters building when closing. Occasional nights during tours, and weekday coverage for vacations. Alternating weekends and holidays. Must be able to commit weekends on a regular basis. Sat 10 a.m.-5:30 p.m., and Sun 11 a.m.-5:30 p.m.

Requirements: High School diploma or equivalent. Previous sales experience required. Knowledge of plants helpful. Good interpersonal skills. Enjoy dealing with people. Please contact Karen Raponi at 255-2192, Staffing Services, East Hill Plaza.

Research Support Specialist (S8401)
Human Development and Family Studies/Family Life Development Center-Statutory Provide program evaluation support to training programs. Develop and revise evaluation instruments for the Child Protective Services Training Institute, other grants and contracts; review and interpret the results of evaluation; write/edit evaluation quarterly reports; assist project staff in preparing grant proposals.

Requirements: Bachelor's in social sciences, with emphasis on program evaluation. 2-3 years experience in program planning and evaluation design. Expertise in statistical and software packages, Macintosh or IBM. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Part-time Secretary, GR17 (S8201)
Education-Statutory

Provide secretarial support for Apple grant; coordinate staff activities (i.e., calendars, meetings); type interim and final reports; transcribe research-based interview tapes; attend advisory committee and staff meetings; prepare minutes. 20 hours per week. Until 8/30/90.

Requirements: High School diploma or equivalent. Business or secretarial school preferred. 1-2 years secretarial experience. Solid word processing, typing, transcription skills required. Good organizational skills, and interpersonal skills required. Medium typing. Contact Karen Raponi at 255-2192.

Office Assistant (S8103)
Facilities and Business Operations Administration

Process all work orders for maintenance, repairs, and construction projects. Facilitate the purchasing and delivery of building materials for maintenance, repairs, and/or construction projects. Monday-Friday, 7:30 a.m.-4 p.m. for 6 months.

Requirements: High School diploma, Associate's preferred. Experience with the mainframe; Macintosh experience preferred. Knowledge of Excel software a plus. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

General Service

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

Custodian, SO02 (G8601)
Buildings Care-Endowed
Hiring Rate: \$6.00

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb 8 foot ladder.

Dish Machine Operator, SO02 (G8603)
Dining-Endowed
Hiring Rate: \$6.00

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.

Requirements: High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

General Service Temporary

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

Please submit materials for the following positions to 160 Day Hall.

Temporary Photo Assistant (B8602)
Vet Biomedical Communications-Statutory
Hiring Rate: \$7.00

Responsible for black and white printing and use of automated processing.

Requirements: High School diploma or equivalent. At least 3 years related experience. Send cover letter and resume to Cynthia Smithbower.

Temporary Offset Press Operator (B8601)
Agricultural Engineering-Statutory
Hiring Rate: \$6.50-7.50

Operate addressograph/multigraph and several Canon copiers in a department duplication center.

Requirements: High School diploma or equivalent. Some related printing experience.

Temporary Field Assistant (B8402)
Vegetable Crops-Statutory
Hiring Rate: \$5.00-6.00

General field maintenance; plot clean-up. Drive tractor; minor routine maintenance.

Requirements: High School diploma or equivalent. Some related agricultural experience including driving a farm tractor. Send application materials to Staffing, 160 Day Hall as soon as possible.

Minority Faculty and Staff

A "Fall Gathering" in honor of new minority faculty and staff will be held Monday, September 25, 4:00-6:00 p.m. on the seventh floor (Rooms 701 and 702) of Clark Hall. The reception is being sponsored by the Office of Equal Opportunity and the Office of the Associate Vice President for Human Relations. Minority faculty and staff members who may have not received an invitation and would like to come should call 255-3976 by September 22.