

CORNELL CHRONICLE

Volume 21 Number 34 May 24, 1990

Cornell honors high school teachers who inspired this year's top graduates

Brother Thomas A. Kingston of Christian Brothers' College in County Dublin, Republic of Ireland, and Dorothy Klein of West Hempstead High School in West Hempstead, N.Y., were among 35 high school teachers honored during a convocation here on May 23.

Although they live an ocean apart, Kingston and Klein — along with the other 33 honored teachers from all corners of the United States — share a common ground: the ability to inspire their students in extraordinary ways.

As part of its special recognition of their abilities, the university invited the secondary school teachers to campus to take part in a ceremony and luncheon at which their former high school proteges, now Cornell seniors, were designated Merrill Presidential Scholars.

The scholars, about 1 percent of the graduating seniors,

were chosen from each of the university's seven undergraduate schools and colleges for "intellectual drive, energetic leadership abilities, a propensity to contribute to the betterment of society," as well as for sheer scholastic achievement.

In a booklet of Merrill Scholar tributes to their high school teachers, James A. Kumpel of West Hempstead, N.Y., credited Klein, his social studies teacher, with "spark[ing] an activist flame within me and for creating self-confidence I have never before known." He is an Eurasian-American who "was almost ashamed of my Japanese ancestry."

Also in the booklet, Ciaran O. Faolain of Dublin described Kingston as not only taking an interest in his stu-

Continued on page 7



Art Professor Stephen Poleskie at the controls of his twin-engine Piper Apache airplane.

Tim Moersh

The sky is this art professor's canvas

Stephen Poleskie's 81-year-old father was driving through Wilkes-Barre, Pa., last Saturday, telling stories about his professor-pilot-artist son.

"You know, one of his art professors at college said to him one day, 'Son, give it up. You'll never be an artist,'" Stephen Poleskie Sr. said. "But, he wanted to be an artist. So he went to New York and struggled, struggled, struggled."

First, however, he prepared himself. "He bought a book in a store over there," Poleskie Sr. said, pointing a hand across town, "and taught himself silk screening."

And in 1962, Poleskie founded the Chiron Press, a silk screen printing company patronized by Andy Warhol and Roy Lichtenstein. Then in 1968, he accepted a position teaching silk screening at Cornell.

"I said, 'Son, I taught high school for 26 years, and my ambition was always to be a college professor.' Who would have believed my son would become a professor at Cornell."

Having made a mockery of the negative prediction for his love of art, Poleskie then decided to learn about his other love: flying.

"He was always interested in flying, from the day he built paper planes," Poleskie Sr. said. "Then came model planes. He flew them in a lot across the street. Then came

the sad part, when he went to Ithaca. The flying instructor told him, 'Steve, you'll never be a pilot.' So, he learned all that by himself, the flying and the aerobatics."

Now 51, Poleskie is one of the few people in the world to create sky art, or aerial theater — designs created in the sky through a smoke system in a plane that makes loops and rolls and hammerhead turns. And, while the other artists draw the designs but hire someone to fly the plane, Poleskie is the only artist who does the whole show.

The tales a father tells. Within 10 minutes, Poleskie's father described a pattern of discouragements, and conquests over them, that in several hours of conversations his son had neglected to mention.

The conquests came through persistence and, as his father said, an "even temper" — qualities that still serve him today as, according to Poleskie's self-description, an artist who does not have a big audience; a professor who is not the highest paid; and a pilot who sometimes earns next to or less than nothing for a performance.

For despite the discouragements, Poleskie has performed from Toledo, Ohio to New York City, from Kassel, Germany, to Verona, Italy; he has won the 1979 Canadian Open for aerobatic flying; he has been widely written about. "He's in all the Who's Whos," you-know-who said, and has

Continued on page 6

Congratulations, 1990 graduates

This is it!

For some 5,650 students from Cornell's 11 schools and colleges, their hard work will culminate in a celebration with family and friends at the university's 122nd commencement on Sunday, May 27, at 11 a.m. at Schoellkopf Field. This year marks the university's 125th anniversary.

As several of this year's graduates prepared for their last round (as undergraduates, anyway) of examinations, Lisa Bennett of the Cornell News Service and Tim Moersh of University Photography asked them this question:

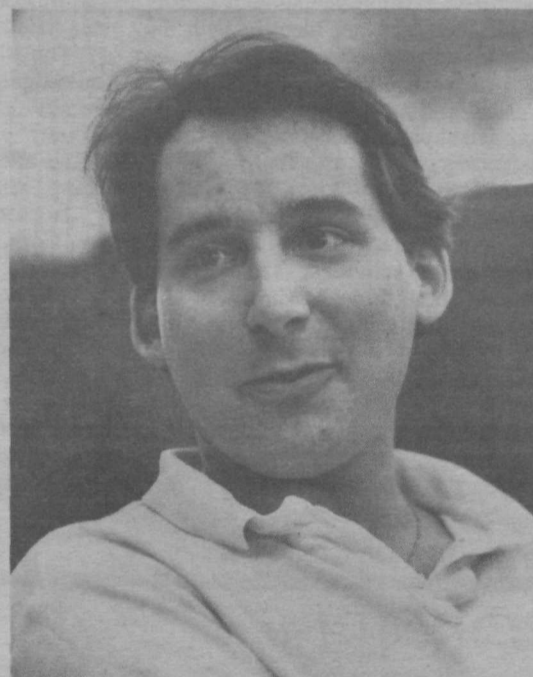
What moment was the most exciting or influential part of your education at Cornell?

Their answers appear here and on Pages 3, 4 and 5.



'Coming here made a really big difference. I came from Michigan and planned to go to the University of Michigan. Then I got into Cornell. Before coming here, I thought people were pretty much alike; they think like you, feel like you, were raised like you. Now I have just seen my friends who graduated from Michigan, and their world is a lot more narrow than mine.'

— Deidre Hubbard, Detroit, Mich.
Industrial and Labor Relations



'The Cornell-in-Washington Program basically changed the course and direction of my life. It expanded on my sense of the importance of politics in the country. I saw the political awareness of the students. I worked for the Washington Inquirer [a weekly newspaper published by the Council for the Defense of Freedom that focuses on domestic politics and foreign policy]. Now I'm going on to a Ph.D. program in political science, not something I considered until I was in Washington for the program. My goal now is to be a professor.'

— Richard Rose, Plainview, N.Y.
Government, Arts and Sciences

The graduation schedule is listed in the Calendar on Page 8.

Hockey finals



After completing their final exams, juniors Tom Murray (left), an agricultural economics major, and Brett Gaby, a food science major, play some table hockey in the Willard Straight Hall game room. *Tim Moersh*

NOTABLES

An article titled "Cornell Recycles: A Major University Commitment," co-written by Teresa S. Hargett, materials manager for Maintenance and Service Operations, and Robert C. Osborn, assistant superintendent of buildings, has received the 1990 Rex Dillow Award for Outstanding Articles from the Association of Physical Plant Administrators of Universities and Colleges. The article appeared in the summer 1989 issue of "Facilities Manager."

BRIEFS

■ **Computer workshops:** The Mann Library Microcomputer Center will give a series of one-day workshops open to all members of the Cornell community in June and July. There will be workshops on searching bibliographic databases, word processing basics and spreadsheets. For more details and to register, call 255-3240.

■ **New coaches:** Andre Patterson and Peter DeStefano have been named assistant football coaches under new Big Red head coach Jim Hofher. Patterson, a 1983 graduate of the University of Montana and defensive coordinator at Western Washington University last year, will work with the defensive line. DeStefano, a 1978 graduate of Slippery Rock University and most recently associate football coach at Rensselaer Polytechnic Institute, will be head freshman football coach and also academic counselor for the athletic department.

■ **Alberding closed:** The Alberding Field House will be closed Monday, May 28, through Wednesday, June 6, to complete the sealing of the concrete block walls on the new structure.

■ **Steam shutdown:** The annual shutdown of the campuswide steam system for maintenance and repairs is scheduled to begin on Tuesday, May 29, at 5 a.m. and conclude on Thursday, May 31, at 5 p.m. For more details and if problems are anticipated, contact the Maintenance and Service Operations' Customer Service Center at 255-5322.

CU withdraws recognition of Kappa Alpha Psi

Cornell has withdrawn recognition of a fraternity charged with violating its probation for a 1988 hazing incident.

The action, taken earlier this month against Kappa Alpha Psi by the 15-member Greek Judicial Committee, was upheld by an appeals board and accepted May 16 by interim Dean of Students Howard C. Kramer.

In a letter to the local chapter, which does not have a house at Cornell, Kramer said the national fraternity could not pursue re-establishment of the chapter here until Aug. 15, 1994.

During the next four years, the fraternity and its members can not identify with the university or recruit membership from the Cornell community, participate in educational, social and athletic programs for fraternal organizations, or use university facilities for functions.

Kramer said Kappa Alpha Psi brothers violated a 1988 probation by having a pledge class this year and not involving its chapter adviser in activities. The fraternity was on probation through May 3 of this year and two brothers were expelled by the national fraternity in connection with the 1988 hazing incident.

Meanwhile, local authorities are continuing to investigate allegations of hazing involving members of Kappa Alpha Psi earlier this year. Thus far, three people have

been charged with assault and hazing.

Maurice Colas, Craig Davis and Mark Tatum were arraigned in Ithaca City Court last week and released on their own recognizance. Davis, a former Cornell student, has taken courses at Ithaca College since 1988; Colas and Tatum were enrolled at Cornell this spring. Additional arrests on bench warrants from city court are expected, according to the police department.

Hazing, or the physical abuse of pledges as part of their initiation into a fraternity or sorority, has been a misdemeanor in New York state since 1982. Some severe cases are treated as assault, which is a felony under state law.

The Ithaca Police Department has been investigating since early April, when university officials provided the Tompkins County district attorney with information about alleged hazing involving members of Kappa Alpha Psi.

According to a preliminary investigation by Cornell officials, current and former members of Kappa Alpha Psi were accused of physically abusing two people during unauthorized pledging activities in February in an off-campus apartment.

Larry I. Palmer, vice president for academic programs, to whom the greek-life program reports, said hazing is "a very serious matter and physical abuse of any person will not be tolerated at Cornell."

While the greek judicial system considers actions against fraternities and sororities, the university's judicial administrator could bring charges against individuals. The most severe penalty for an individual is expulsion; for the fraternity, it is withdrawal of recognition.

Nearly half of Cornell's 12,610 undergraduates are involved in fraternities and sororities, making it the third-largest greek-letter system in the nation. There are 2,900 men in 49 fraternities and 2,600 women in 19 sororities at Cornell.

Technician injured during lab procedure

A technician in the Toxic Chemicals Laboratory received minor injuries last week when a small quantity of acids exploded during a routine procedure.

Carl A. Bache, a research support specialist, was testing for selenium in animal tissue when the explosion occurred at about 8:20 a.m. in the laboratory on Tower Road.

He received glass cuts on his stomach and forearm and was taken by ambulance to Tompkins Community Hospital for treatment.

There was no fire or damage to the building, no toxic fumes were released, and

no injuries to other personnel in the laboratory were reported.

A protective laboratory hood that was in place at the time is credited with preventing more extensive injuries to the technician.

The Toxic Chemicals Laboratory performs tests of toxic substances for scientists and is a unit of the College of Agriculture and Life Sciences.

The test Bache was attempting involves mixing nitric acid and perchloric acid with animal tissue in order to isolate selenium, according to Cornell's life safety and public safety departments. The cause of the explosion is still under investigation.

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

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

GRADUATE BULLETIN

Registration: Forms for summer registration are available at the Graduate School information desk, Sage Graduate Center. Students must register if they are receiving financial aid during the summer (including summer assistantships or fellowships); wish to use campus facilities during the summer; or are off campus but require credit for summer study.

Faculty: A Graduate Faculty Meeting will be held on Friday, May 25, at 4 p.m. in the General Committee Room, Sage Graduate Center, to vote on May degrees.

Commencement: A reception will be held for all graduate degree recipients, families and friends at The Henry, Sage Graduate Center, immediately following the May 27 commencement exercises. May 1990 degree recipients who completed requirements by mid-March may receive their diplomas at the reception. Graduates should be prepared to show their student identification card or other photo ID to receive their diplomas.

BARTON BLOTTER

Eleven cars were broken into at various locations on campus on May 17 and 18, with losses set at more than \$1,000, according to the morning reports of the Department of Public Safety for May 14 through 20.

A total of 19 thefts were reported, with losses in cash and valuables totaling \$4,322. Theft included a \$600 word processor taken from Helen Newman Hall, a \$375 computer disk drive stolen from the biotechnology building and items including a shortwave radio and calculator worth \$962 in a backpack stolen from the Campus Store.

One person was referred to the judicial administrator and charged with possession of stolen property. There were five false fire alarms reported and a \$375 couch was thrown out the window of University Hall No. 5.

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

'I can't believe four years are over'

by Amy Berger '90, class president

When I was asked to write an article about my thoughts on the past four years, I said, "Sure, no problem." As I sit now and try to organize those thoughts, I have indeed encountered problems.

To begin with, how does one sum up such a transitory period in one's life in a few hundred words? When I came to Cornell in August 1986, I was overwhelmed, intimidated and excited. Now, as I reflect, I am met with those same feelings.

Did I really survive eight sets of finals with my sanity intact? Did I really have the opportunity to discuss my thoughts and opinions (regardless of how unenlightened they may have been) with top scholars? Did I really manage to have such a good time in such a stressful environment? Apparently the answer to all of these questions is yes.

It is certainly intimidating to reflect on my four-year



Tim Moersh

Amy Berger

degree in industrial and labor relations and anticipate what that implies. Am I now expected to be familiar with labor and union relations? Am I charged with the responsibility to share my knowledge with others? Because I believe the answers to be affirmative, I am overwhelmed by the task at hand. It is also a little bit intimidating because of one recurring question: Will I be able to remember anything I learned?

But unquestionably, the excitement and pomp and circumstance that surround graduation deserve the most attention. Actually, I think that graduation weekend will be so hectic that I won't realize that, in the switch of a tassel, I'll be a college graduate.

I've seen lots of friends graduate, so technically I know what to expect. But at the same time, those friends are harder and harder to keep in touch with because they no longer live right around the corner. And that concerns me.

The friendships that I've made are precious and special. My memories of Cornell will always be defined by who I was with rather than what we were doing. Certainly, I'll remember classes and professors, but even those memories will be framed by the people in the class.

As I pack up all of the things that I've managed to accumulate over the years, I still find it difficult to believe that four years at Cornell are over. I distinctly remember packing to come to Ithaca in the first place. I remember conversations with my high school friends in which we promised to faithfully write and call each other. Four years later, I notice how few people I've actually remained in contact with. I am now finding myself having those same conversations with my Cornell friends.

I do not worry as much that I will lose touch with fellow Cornellians. I think that there is a difference in those relationships. The people with whom I've spent the past four years helped me mature and define the person I'd like to be. They helped me become an adult. We all grew up together. When I say goodbye to my friends next week, I pray that it will not be forever. Even though I will be moving to the West Coast to attend law school at the University of San Diego, I still expect that we will keep in touch because we have a special bond.

This is a goal toward which all members of the Class of 1990 should strive: to keep in contact with these special people. Cornellians are a unique breed, but I don't have to tell you that — if you know any, you know what I mean. The friends we've all made have seen us at our best and worst and stayed with us anyway. Treasure that forever.

Another goal toward which I will strive — and I hope the balance of my class will, as well — is the ethical use of knowledge. We've all been fortunate to have had access to an excellent education. Whether we choose to put that knowledge to use to benefit humankind or to further selfish ends is our choice. I cannot define what I mean by ethical behavior, but I can offer a few guidelines. Can you sleep at night? Would it bother you to explain in detail to your grandmother what you are doing? Can you hold your head high? Each person has to answer these questions.

At the same time that members of this year's graduating class are confronting these questions, Cornell needs to strive to instill such a decision-making process in its new students. Things in life are not decided with only a few variables. Life is messy, and Cornell needs to prepare students to make ethical choices in the face of a messy world.

To the seniors who are reading this, I offer the following suggestions. Explore the Plantations. Climb to the top of McGraw Tower. Sit on A.D. White's lap. Walk around campus and try to remember when you didn't know where anything was. Soak in the natural beauty of Ithaca and its gorges. Do something that you always said you wanted to but didn't because you didn't have time.

Most importantly, fellow members of the Class of 1990, be happy and healthy. Best of luck. And please keep in touch.

What moment was the most exciting or influential part of your education at Cornell?



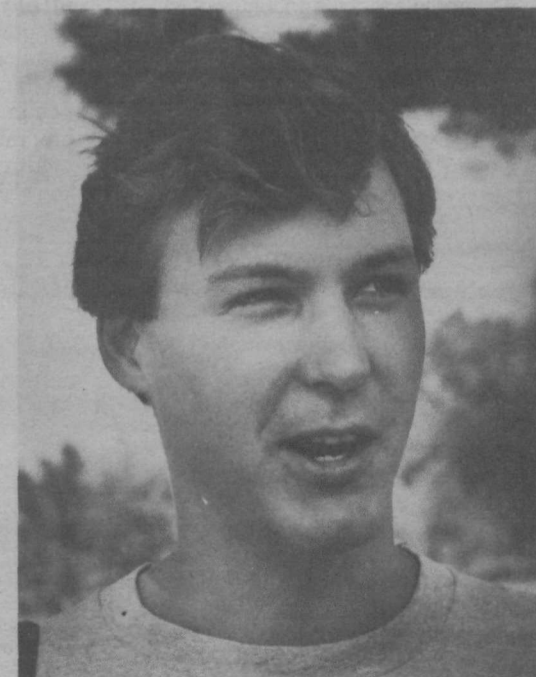
'Joining the Cornell Political Forum, an undergraduate scholarly journal. I learned that I can do a lot of things: I can write, I can research, I can be a good administrator, I can motivate people. Some editors think of a magazine as something good to put on a resume. For us, we wanted it to be a hallmark, the political voice on campus.'

— Eileen Yin, New Brunswick, N.J.
Government, Arts and Sciences



'The Cornell Abroad program brought a new perspective to me, of the importance of languages and taking the initiative. It made me feel more independent: I started singing, I worked in a museum. I was just growing up. It shook me up a bit, so I could take advantage of what was here.'

— Clara Rojas, Brentwood, N.Y.
Art History, Arts and Sciences



'The time when all the guys I knew who graduated last year came back for homecoming and talked about what it was like in the real world. I learned what it means to be at Cornell. It's not so much grades that matter. It's more important to be able to work with people. That definitely changed me: there are more important things than academics you learn here.'

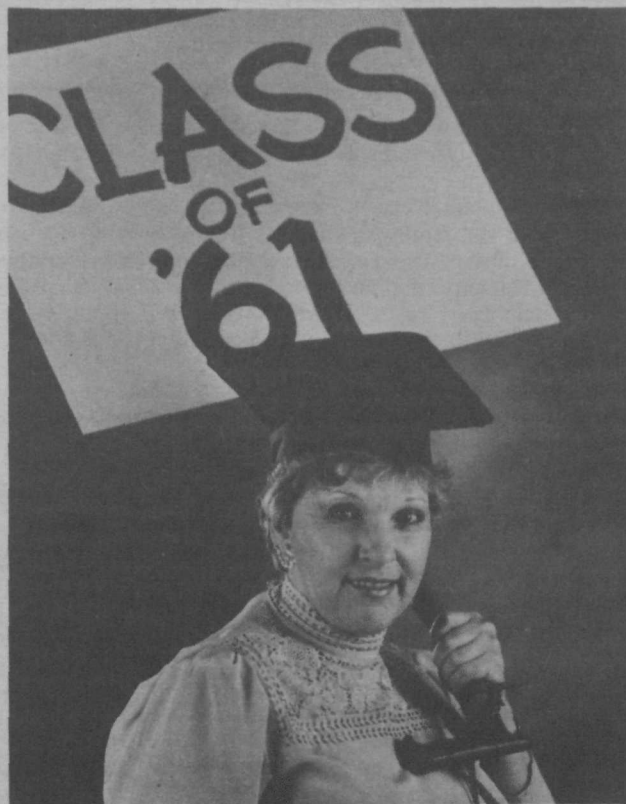
— Derrick Swaak, Chatham, N.J.
Hotel Administration

'It has taken me 33 years to graduate'

Joanna McCully, disabled by partial blindness caused by a benign brain tumor and in the process of overcoming breast cancer will, at age 51, receive a Cornell degree on May 27. She is a member of the Class of 1961 — it has taken her 33 years to graduate. This is her story.

by Joanna McCully '61

It has taken me 33 years to finally graduate from Cornell. I matriculated in 1957 and I'm officially listed as an alumnae of the Class of 1961. I left Ithaca reluctantly in June 1959 to help my family's restaurant business, knowing



Tim Moersh

Joanna McCully

I would be unable to return in the fall to finish my degree.

In the years that followed, I married, raised two sons, had careers in radio and television and owned a restaurant in East Hampton, Long Island. Something always prevented my return to Cornell, until I started to go blind.

The brain surgery in 1983 found a benign tumor, but the recovery took years. In January 1987, I sold my home and moved to Ithaca, determined to re-enter Cornell and receive my degree. To counter the shock that I expected when re-entering Cornell, I spent two semesters at Tompkins Cortland Community College to regain some of the study skills I'd need.

The College of Human Ecology has a program tailor-made for older students. It's called the "Mature Students Program," and it's designed for students 24 years old or older. The college allows such students to take a minimum of six credits each semester and still hold full-time status.

Human Ecology accepted all the credits I had earned at Cornell from 1957 to 1959 and credits earned at three other universities. Four weeks into my first semester back, a blood clot put me in the hospital for a week, and I took medical leave for that semester. Using a cane, I returned in the spring and have worked fall, spring and summer to earn the 35 credits I needed to graduate.

The breast cancer discovered in May 1989 didn't stop me. It slowed me down a bit, but it didn't stop me. An operation removed the tumor; four months of chemotherapy and 32 radiotherapy treatments have given me a 100 percent recovery. The process was exhausting, and I had no family in Ithaca. The Cornell faculty, administration and students — including President Frank H.T. Rhodes, Human Ecology Dean Francille M. Firebaugh, Sam Beck, the director of the Field and International Study Program and others — opened their hearts and helped me recover. International student friends took me for treatments, faculty helped me to stay current with my studies, and friends from the administration were there cheering me on in any way they could.

I have often been told that I am an inspiration to others. I hope I am. Perhaps my success in fighting and overcoming the obstacles life has presented will encourage others to overcome theirs.

Joanna McCully is a graduate of the College of Human Ecology. She has received six awards from university offices for her volunteer service since her return to Cornell.

What moment was the most exciting or influential part of your education at Cornell?



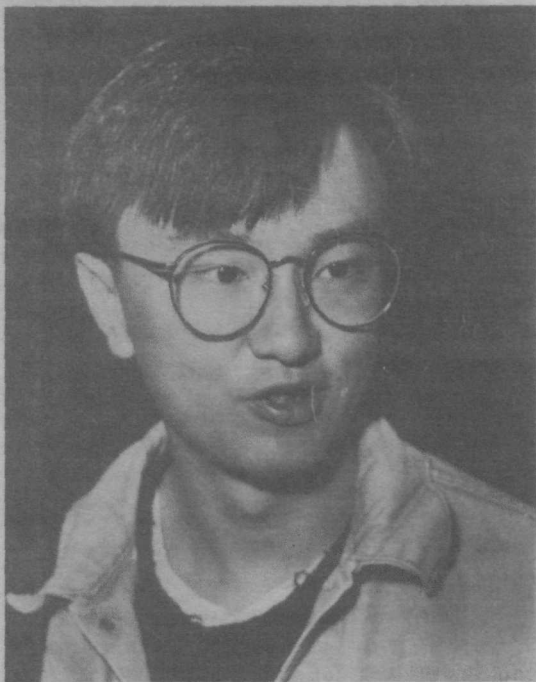
'Sitting in a friend's room one night, as a freshman, going through the book of courses, I had the greatest time looking at all the courses I could take. I realized I could do anything I wanted to do. I felt really free. Cornell taught me to be willing to jump around and try things, to take a risk.'

— Jeremy Goldstein, Larchmont, N.Y.
History, Arts and Sciences



'My best experience involved Madison and Tower Advertising, a student-managed firm. When I started, I was a very, very shy person, not very confident in my abilities. Madison and Tower gave me the vehicle to really come out of my shell. [She became the president.] And because everyone involved had a lot of different likes and dislikes, it helped me understand people other than myself.'

— Kierstein Fries, Dallas, Pa.
Communication, Agriculture and Life Sciences



'One night we were supposed to be studying for a final exam and decided it was more important to just hang out and talk about life. I probably failed the exam. People who think only about grades are missing something important. At 2 a.m., social constructs break down. You really get to know your friends and establish your values.'

— Tien Tzuo, Brooklyn, N.Y.
Electrical Engineering, Engineering

Hotel senior wins \$15,000 prize

When he graduates on May 27, Stephen E. Paul will receive a diploma and \$15,000 in cash to start his career in hospitality real estate.

The faculty of the School of Hotel Administration selected Paul for the 1990 annual Joseph Drown Foundation Prize, the school's major award to a graduating student.

"For 22 years I have been the financial responsibility of my parents," the Pittsburgh student said. "It will give me great pleasure to be able to no longer need their financial support."

The award is based on the student's academic achievement (Paul's four-year grade average was 3.37 out of a possible 4), university activities and career goals.

The Drown Prize was established and endowed in 1985 to provide scholarships and prizes for Hotel School students by the late Joseph W. Drown, who owned and operated hotels in Hollywood, San Diego, Las Vegas and Los Angeles. Winners can use their prize money in any way that they wish.

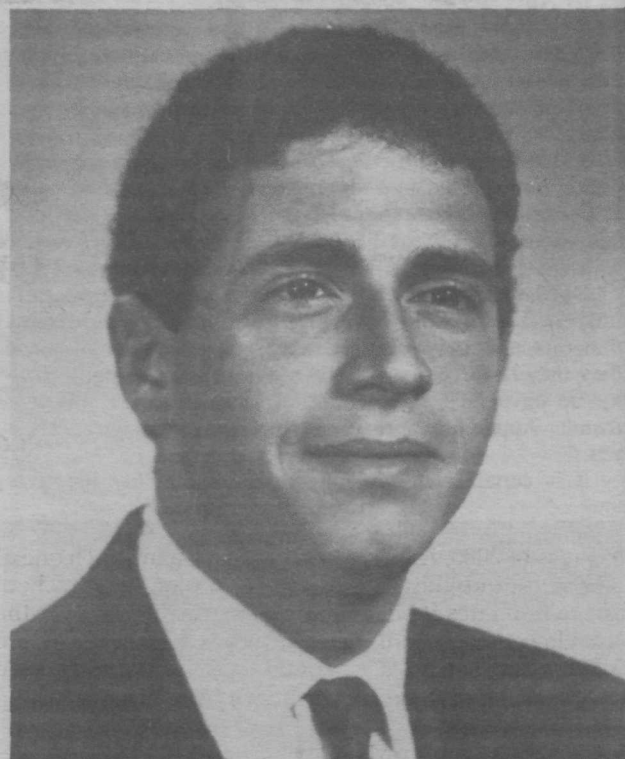
Paul said his career path was set in childhood. "While growing up, I was always fascinated by hotels and construction," he recalled. "Whenever I stayed in a hotel, I would drop off my bags and then my brother, sister and I would explore the hotel to become familiar with its facilities."

At Cornell, Paul took almost every real estate course offered in the Hotel School. The school prepares its students for management positions in the hospitality industry.

His long-term goal is to become an international real estate developer. With \$15,000 worth of independence in his pocket, he plans to explore possible real estate investments or study for the degree of master of business administration. He said he hopes to be self-employed by the time he is in his early 30s.

For starters, Paul will return in July to Harlan Co., New York City, where he spent an earlier summer working in financial valuations and transactional analysis. He worked another summer as a project feasibility analyst for Hyatt Development Corp., Chicago.

From 1988 to 1989, Paul was project development director for Hotel Ezra Cornell, an annual spring weekend in which Hotel School students operate the Statler Hotel, the school's teaching hotel. In that position, he rewrote the lighting and sound contract to minimize Cornell's liability.



Stephen E. Paul

He also served as an assistant to the Hotel School dean, a teaching assistant for three courses, committee chair of the Cornell Fund Student Phonathon that raised \$550,000 for the Hotel School this year, and was selected for several honor societies.

Five other graduating students received \$1,000 each as finalists for the Drown Prize. They are: Douglas M. Chertok, Pearl River, N.Y.; Samuel Flowers, Santa Barbara, Calif.; Nora Gafton, Alexandria, Va.; Paul T. Olszowska, Amherst, N.Y.; and Thomas A. Wyvill, Upper Marlboro, Md.

— Albert E. Kaff

A sampling of awards given to students

Each year at this time, various Cornell and outside units honor student achievements. The list below is only a partial report on the many prizes awarded.

English Department

The Arthur Lynn Andrews Award for Creative Writing to undergraduates Elizabeth Abeson for "Beyond the Camel Drifts," Kijun Sung for "Incredible Hulk" and Todd Leong for "Leave Me with Ella." For graduate students, the award went to Lawrence Cantera for "The Silver Dollar." Second prize went to Lynne Walker for "The Oilfield," and honorable mention to Peter Landesman for "Bringing the Game."

Barnes Shakespeare Essay Competition winners are: first place to Anna M. Siomopoulos for "The Wheel Is Come Full Circle: Brook's Absurd 'King Lear,'" second place to Jorie Blair Long for "Who is it a Prison Makes and Who a Cage?" and to Yvonne So for "Point of View in 'Richard III': Audience Response and the Role of Clarence in Portraying Richard III."

The Robert Chasen Memorial Prize for a poem or sequence of poems of 300 lines or more to Jason Bernbach and Elizabeth Lund.

The Corson-Bishop Poetry Prize to graduate student Timothy Billings. Second prize to graduate students Deidre Pope and Allison Wells Childs.

College of Engineering

The High-Point Schaer Essay Contest winners are Michael Souryal for "Cultural Diversity in the Work Environment," first place; Janet M. Hofnagel for "Using Computers to Control Environmental Pollution," second place; and Neville Rhone for "Potential Social and Economic Impacts of Increased Cultural Diversity in the Workplace," honorable mention. This competition is sponsored by High-Point Schaer, a leading engineering consulting firm, and is open to all undergraduate engineering students.

German Studies Department

The Goethe Prize for the best essay on Goethe or on German literature to graduate student Arthur Strum and second prize to graduate student Katharina Gerstenberger. The Simmons Award for the best work in German to Alina Roman.

Peace Studies Program

The Freeman Peace Prize for an outstanding graduating senior who has shown interest in the area of peace studies and who intends to continue to work or study in that field was awarded to Veronica Bleuze, a government major in the College of Arts and Sciences.

Romance Studies Department

Gale Eleanor Ruth French Prize, awarded to a senior woman who intends to seek certification in order to teach in New York state schools, was given to Tonya Ippolito.

The Juliette MacMonnies Courant French Prize, awarded to a senior woman majoring in French who has made the best record for four years, with special reference to facility or expression in French, to Eva Satell.

The J.G. White Prize was awarded to Gerald Autler for

excellence in Spanish and Gloria Rodriguez for excellence in English. The J.G. White Scholarship was awarded to Corrine Larrimore, Elena Deustua and Tracy Stroh.

The Corson French Prize for the most distinguished essay in French philology or French literature was awarded to Kara Rabbitt; second place to Mark McKinney; honorable mention to Susan Van Deventer and Colin R. Bailey.

Western Societies Program

Luigi Einaudi Graduate Fellowships were awarded to the following: Clare Ernst, Christine Ingebritsen and Michael Marks, government; and to Tina Campt, history.

Sicca Summer Travel Grants for graduate students went to Meenakshi Chakraverti, anthropology; Clare Crowston, history; Fan Elun, music; Stephen Hastings-King, history; Janine Lanza, history; Daniel Purdy, German studies; and Johan Swinnen, agricultural economics.

Einaudi Junior Fellows for undergraduates selected to pursue field research projects in Europe went to Mark Adams, Elizabeth Kronzek and Maria Rossing.

German Marshal Fund Junior Fellows for undergraduates selected to pursue field research projects in Europe went to Jocelyn Anker and Esmeralda Nastase.

Gamma Sigma Delta

Gamma Sigma Delta, the International Honor Society of Agriculture, presented its Awards of Merit for outstanding scholarship to Bradley S. Oldick, Agriculture and Life Sciences; Rebecca L. Warne, Human Ecology; and Kathleen A. Jones, Veterinary Medicine.

Women's Studies Program

Beatrice Brown Awards to graduate students working on some aspect of women and gender were presented to: Karen Biagini, human development and family studies; Barbara Bolibok, Russian literature; Kay Forest, human development and family studies; Lila Hanft, English; Catherine McKinley, Africana studies; Heather Munro-Prescott, history; Daniel Purdy, German studies; Sara Tjossem, ecology and systematics; Sasha Torres, English; Anna Winkvist, nutritional sciences; and Stacey Young, government.

Woodrow Wilson

National Fellowship Foundation

Stuart L. Friedman, an engineering physics major, is one of 10 American students awarded this scholarship for graduate work in engineering, mathematics or science at Cambridge University, England.

Beinecke Memorial Scholarship

A Beinecke Memorial Scholarship has been awarded to Savdeep S. Sethi of the College of Engineering. Recipients are selected based on strength of character, intellectual ability and sense of purpose.

Olin Corp. Charitable Trust

A summer project grant has been awarded to Kristina Wirtz for her studies in the Department of Ecology and Systematics.

Clardy, Martin win Clark Teaching awards

This year's Clark Distinguished Teaching Awards went to Jon C. Clardy, professor and chairman of chemistry, and Biddy (Carolyn A.) Martin, associate professor in the German Studies Department and in the Women's Studies Program.

Each received \$5,000 from the College of Arts and Sciences' John M. and Emily B. Clark Fund, established in 1966 to reward the college's best teachers based on the recommendations of their colleagues and students.

For a listing of the teaching awards presented in other schools and colleges, please turn to Page 6.

Biddy Martin

Martin, 39, an expert in feminist theory, spends half of her time in German Studies — where she redesigned the curriculum for the course that falls between language and literature — and half of her time in the Women's Studies Program — where she teaches the core introductory course, among others. She teaches courses on 19th and 20th century German literature, women writers, and feminist politics and sexual identity.

Martin came here in 1984 from the University of Wisconsin, where she won a teaching award as a graduate student and where her reputation for teaching was "legendary," according to Professor David Bathrick, a colleague in German Studies who knew Martin at Wisconsin.

She is known for her use of small, student-run discussion groups, regular assignment of contradictory readings to promote critical thinking, and an interdisciplinary approach and method, according to Isabel Hull, acting director of the Women's Studies Program.

Good teaching requires a person to be engaged with his or her material and passionate about it, but it's also a matter

of pedagogical skills, Martin said, adding that she developed hers from teaching languages at Wisconsin. She routinely divides her students into pairs or small groups and assigns them concrete exercises to make abstract concepts useful. Small-group learning is essential, she said.

Good teaching also takes "a sense of humor, high expectations and a sense that education makes a difference, that it has freed a person in some way," Martin said.

"I like to think teaching has effects beyond the classroom, that in some ways what I'm teaching is critical thinking. That's the reward of teaching: that the experience of the class has opened students up to a different way of thinking," she said.

Martin said she cannot imagine doing her research without also teaching, and vice versa. She teaches materials that she is engaged in writing about, and "it's just as fair to say that my teaching assistants have pushed my thinking as that I pushed theirs."

She said that the university could do more to recognize good teachers, such as organizing frequent discussions and workshops for faculty and teaching assistants on teaching undergraduates; developing more formal ways to show teaching is a priority, including in the evaluation process; and promoting greater diversity among the faculty. But teaching is undervalued throughout our society, and a much greater transformation is needed, Martin asserted.

Jon Clardy

Clardy, 47, currently chairman of the Chemistry Department, teaches intermediate-level introductory general chemistry, high-level organic chemistry and a graduate course in X-ray crystallography.

He is known for eloquent lectures that present difficult, abstract concepts in a clear fashion and for capturing students' interest with a quiet, subtle sense of humor, according to three colleagues who have each received the Clark Award in years past — Bruce Ganem, Robert Fay and Benjamin Widom.

"If you look at the number of Clark Teaching Awards that this department has gotten over the years, you'll see the high level of concern for good teaching," Clardy said.

The Chemistry Department "is one of the few departments [in the country] with a waiting list to teach freshman chemistry," added Clardy, who came to Cornell in 1978 from the Iowa State University faculty. Unlike most large universities, where professors work their way up from teaching introductory chemistry to graduate seminars, professors here "work their way down, and they're glad when it's finally their turn," he said. "We have to make them give it up after three years."

According to Clardy, good teaching takes thorough knowledge of the subject matter, but beyond that, "the ability to look at a body of material and think about how to put it in context, how to motivate the students to learn about it."

Also, "The subliminal message that you care about the students is very important," he noted. "They are much quicker at picking up your attitude than they are any of the material you're trying to teach."

"Over the years, I found that I used to think I was teaching facts, but now I know I'm teaching a way of thinking."

Teaching makes one a better researcher in picking questions to study, said the organic chemist. Teaching "makes you examine how someone would teach what you're doing research in, and whether they would even bother."

"Obviously, research is rewarded more than teaching, but I think that's changing," he said. "One way to improve teaching would be to have faculty evaluations, like the student evaluations. Make teaching more visible. There should be more ways to reward good teaching."

As for winning the Clark Award, Clardy said, "I've won a number of awards for research — but that's something I was taught to do. No one ever taught me to do this, and I know I'm not a natural. I'm honored and flattered by this."

—Carole Stone



Tim Moersch

Biddy Martin



Tim Moersch

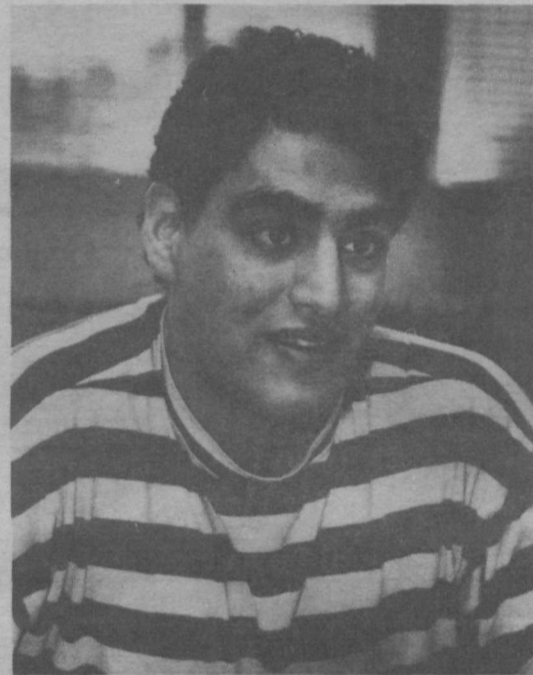
Jon C. Clardy

What moment was the most exciting or influential part of your education at Cornell?



"Writing 'The Thesis From Hell,' a process in slow torture in which you are forced to learn everything about a topic you had no significant interest in in the first place — but which, actually, is worth every torturous second. Seriously, it was a challenge to go outside the classroom, to work with the library system, which is incredible, and to use the professors instead of just absorb from them."

— Laura Stone, Westbury, Mass.
Government, Arts and Sciences



"At Cornell, I think I have become much more aware of things going on in the world. I have changed morally. I am thinking about apartheid and environmental issues. I think Cornell brings a lot of things — social, political, economic — into one place. It brings the world into relative terms."

— Sina Tourssi, Mahway, N.J.
Philosophy, Arts and Sciences



"The first time I lost in a fencing meet and got my butt totally kicked. It was a chance to really get to know people well, and myself. I realized losing is a winning experience. I learned to control myself and not react, which is sometimes better. I learned to know what I am capable of."

— Billy Reisacher, Syosset, N.Y.
Physiology, Agriculture and Life Sciences

Organ failure doomed elephant, Vet College autopsy finds

A combination of failures in the renal and reproductive systems of Babe, the 36-year-old elephant from the Burnet Park Zoo in Syracuse, led to her death nine days after a stillborn bull calf was removed by Caesarean section, according to pathologists in Cornell's College of Veterinary Medicine.

The pathologists gave that preliminary opinion at a press conference last week after performing a "gross autopsy" of the 7,700-pound animal. They said that a final report must await microscopic examination of tissues and of microorganisms believed to have leaked from the unsuccessful mother's uterus into her abdominal cavity.

More than 30 college faculty, staff and students worked through a rainy night on May 12 to dissect the elephant, which was transported to Cornell on a tractor-trailer. Because the college has no hoist to lift an animal of that weight, the first phase of the autopsy was conducted outdoors.

The veterinary scientists took the unusual step of announcing their findings at a press conference because of the intense public interest in the fate of the Asian elephant. Babe's pregnancy was followed nationwide via press and broadcast accounts and attendance increased at the Syracuse zoo where another, younger elephant also is pregnant. When the overdue pachyderm was unable to have a natural delivery, a veterinary team that included several reproductive specialists from Cornell performed the C-section.

Babe seemed to be recovering from surgery — and would have been the first elephant to survive a Caesarean section — but internal trouble was already beginning.

Dr. Robert M. Lewis, the professor of veterinary pathology who led the autopsy, said problems with Babe's uterus apparently began when she was unable to expel the placenta. That tissue, which nourishes the fetus and removes wastes, normally is expelled shortly after birth.

Instead, the placenta decomposed inside the uterus. The decomposition, plus trauma of the surgery, may have caused a "devitali-

zation," or death of tissue, of about 45 square inches in the uterus. The devitalization allowed contents of the uterus to enter the abdominal cavity. Bacteria that the pathologists still are trying to identify were found both in the uterus and the abdomen.

"Mother Nature is a smart lady; she tried to apply a physiological Band-aid, called an omentum, over the devitalization to limit the spread of infection," Lewis told the press conference. Near the area of devitalization, the pathologists found what they termed moderate diffuse fibrinous peritonitis, or inflammation of the lining of the abdominal cavity.

At the same time, Babe's kidneys were failing and nitrogenous wastes were accumulating in her body. Zoo veterinarians were aware of that problem and at the time of death were attempting to cleanse the elephant's blood with a kidney dialysis machine. Toxic waste products "have a negative effect on the body's cells and organs," Lewis said, noting secondary damage to Babe's liver.

"Babe did everything she was supposed to, but it wasn't sufficient," Lewis said. "We cannot [at this time] assign a direct cause and effect. The dysfunction of reproductive and renal systems were concurrent events that may be related. Complications compounded on themselves and she reached a point when she could not continue. She just let go."

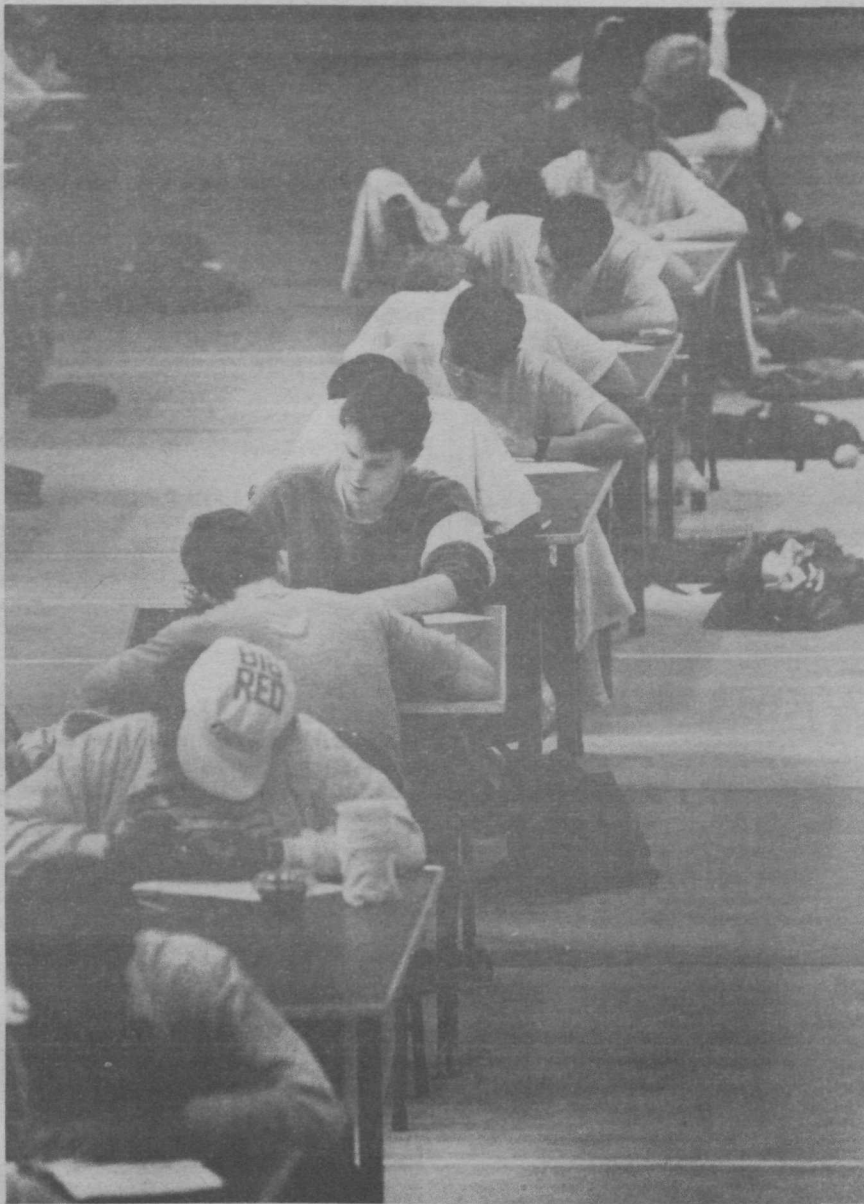
Had nothing gone wrong but retention of the placenta and had the elephant's kidney's had not failed at the same time, "she might have been able to resorb the placenta with the possibility of being able to breed again in the future," Lewis speculated.

Cornell pathologists will continue their examination of the elephants major organ systems, Lewis said. In addition, samples have been sent to nine other laboratories in the United States.

Examination of the samples, he said, will provide a great deal of information to the scientific and zoological community.

—Roger Segelken

Macrosweating



Tim Moersh

Students in Visiting Associate Professor Andrew Pienkos' Economics 102 class, Introduction to Macroeconomics, concentrate on the questions posed in their final examination given in Barton Hall.

Scholars continued from page 1

dents but as "that rarer individual who takes a primary interest in ideas, who approaches a body of thought aggressively, hungrily, so as to be able to digest it afterwards in periods of creative reflection."

Kingston and Klein were among the 27 of the 35 secondary teachers who accepted Cornell's offer to bring them to campus to take part in the convocation.

Kingston, however, had to change his plans and could not come to the United States because of health reasons.

In addition to their high school teachers, the Merrill Scholars also selected a member of the Cornell faculty who inspired them the most during their four years of undergraduate study at the university; those faculty members attended the convocation with them.

According to Cornell President Frank H.T. Rhodes, who initiated the program and who officiated at the annual ceremonies, the purpose is "to emphasize the continuity of teaching not just in the conveyance of knowledge but in the inspiration of students."

"We feel it is important to recognize the unique contributions these excellent teachers have made to the lives of our best students," Rhodes said.

Under a program which started last fall, a Cornell freshman from each designated teacher's high school or community will be awarded a \$1,000 annual scholarship to attend Cornell for four years.

The university's goal is to build an endowment to provide 140 of the \$1,000 scholarships each year. Each scholarship will bear the name of a designated high school teacher.

Initial funding for the scholarship program was provided by two 1947 Cornell graduates: Donald P. Berens, a presidential councillor and former trustee, and his wife, Margi.

The convocation and visit to campus by the high school teachers are subsidized with an annual gift from a 1955 Cornell graduate, Philip Merrill, chairman of Capital-Gazette Communications in the Washington, D.C., and Maryland area.

—Martin B. Stiles

Board of Trustees will meet on campus May 26

The Board of Trustees will set tuition rates for the university's private and state-supported units and consider financial plans for the 1990-91 academic year when it meets in open sessions on Saturday, May 26, at the Herbert F. Johnson Museum of Art.

Trustees also will hear reports on the status of women and minorities and on environmental studies at Cornell, as well as from Dean of the Faculty Walter R. Lynn. Among other items on the agendas of the Executive Committee and the full board are the election of new trustees and committee assignments for 1990-91.

Cornell trustees also will name the Asian reading room in the new addition to Olin Library in honor of Leslie R. Severing-

haus, a member of Cornell's Class of 1921 and a former university trustee, who has maintained a long relationship with the people of Asia, including China, where he had taught English. Funds for the honor, on the occasion of Severinghaus' 90th birthday, come from the Henry Luce Foundation.

The Executive Committee will meet in open session at 9:30 a.m. on May 26; the full board will meet in open session at 11:15 a.m.

Three other trustee committees are scheduled to meet in open sessions on Friday, May 25. They are:

- Buildings and Properties Committee, 2 p.m., Statler Hotel.
- Land Grant and Statutory College Af-

fairs Committee, 4 p.m., Trillium, Kennedy Hall.

• Academic Affairs and Campus Life Committee, 5:30 p.m., Statler Hotel.

Trustees also will take part in the university's 122nd commencement ceremony, which is scheduled for 11 a.m. on Sunday, May 27, on Schoellkopf Field.

A limited number of tickets for the open sessions of the Executive Committee and the full board will be available to the public beginning at 9 a.m. on Thursday, May 24, at the Information and Referral Center in the Day Hall lobby. Tickets are not required for open meetings of the Academic Affairs and Campus Life, Buildings and Properties, and Land Grant and Statutory College Affairs committees.

PCB cleanup will continue next week

Industrial oil and PCBs that penetrated soil near the university's high-voltage laboratory on Mitchell Street early this spring will be cleaned up by an environmental services contractor beginning next week.

Cornell's Office of Environmental Health reports that an initial cleanup was performed on May 7, after discovery of a PCB-laden capacitor in a junk pile near the lab. The town of Ithaca's zoning and codes enforcement officer had notified the university of the potential problem on May 4.

PCBs, or polychlorinated biphenyls, are cancer-causing chemicals that were routinely used in electrical power equipment until they were banned in the 1970s.

Based on the known volume of the capacitor, on soil samples taken by university staff and on an independent analysis, it was estimated that one to two pounds of PCB material had leaked onto the ground, according to Judith A. Crawford, director of environmental health at Cornell. She said that the area of contamination is contained and is fenced and covered, and there are no health risks for passersby or someone who comes in direct contact with the soil.

The capacitor and visibly contaminated soil were removed in accordance with gov-

ernment-approved procedures and local, state and federal agencies were notified promptly, Crawford said.

The additional cleanup, which will take less than a week, is required even though the remaining traces of PCBs exceed federal Environmental Protection Agency and state Department of Environmental Conservation criteria by only a few parts per million, she explained.

In order to clean up the trace amounts, an area of about 90 square feet will be excavated to a depth of 10 inches. An adjacent site of similar size will be excavated to a depth of six inches to remove the industrial oil.

In a letter to William B. Streett, dean of the College of Engineering, which is responsible for the high-voltage laboratory, Harold D. Craft Jr., associate vice president for facilities and business operations, said that faculty and staff should be reminded of the proper procedures for the handling and disposing of such equipment. Cornell's Department of Life Safety is equipped to handle the disposal process, Craft noted.

Streett said that a memorandum sent this week to faculty and staff in the engineering college outlines the procedures.

Olin work to close East Ave. May 29

A segment of East Avenue in the middle of the campus will be closed to all non-construction vehicles beginning on Tuesday, May 29, when work begins on an Olin Library addition to house Cornell's special collections.

The 500-foot stretch of road from the north side of Tower Road to the north end of Goldwin Smith Hall will be fenced off for construction use until September 1991.

On June 11, after Reunion Weekend, the city of Ithaca will close the Triphammer bridge that spans Fall Creek from Thurston Avenue to the intersection of East and University avenues. The city expects the bridge repairs to be completed in October.

Because of the bridge and road closing, there will be new bus routes from A Lot. One route will go to Alumni House and turn around, allowing passengers to take the foot bridge to the main campus. Another will make a wide loop to the B Lot — going via Triphammer Road, Wait Avenue, Thurston Avenue, Stewart Avenue, University Avenue, West Avenue, Campus Road, Garden Avenue, Tower Road and up past the College of Veterinary Medicine to the B Lot.

CALENDAR

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

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

Notices should also include the 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.

Instruction and requests, May 27, 7 to 9:30 p.m., North Room, Willard Straight Hall.

EXHIBITS

Johnson Art Museum

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

"Wu Guanzhong, A Contemporary Chinese Artist," the works of Wu Guanzhong, contemporary Beijing artist, will be on exhibit through May 27. Included are Chinese ink paintings, oil paintings, drawings and sketch books.

"Paintings and Drawings by J.O. Mahoney," a retrospective exhibition of 56 paintings and drawings by the late Ithaca painter J.O. Mahoney, on view through June 24. The exhibit includes work from the museum's collection, Mahoney's colleagues and friends, and the artist's estate.

Olin Library

"The Book in Southeast Asia," early Southeast Asian manuscripts and books, fabricated from palm leaves or the bark of mulberry trees and written in exotic scripts, along with colonial and modern books, Monday through Friday, 8 a.m. to 5 p.m., through June 12.

University Library

"Human Sexuality: A Selection of Library Resources," an exhibit in Uris and Olin libraries, manuscripts and archives, through June. The exhibition covers topics such as witchcraft, AIDS, heterosexual relationships, the evolution of lesbian and gay writing, lesbian and gay liberation, reproductive rights and directions of current research.

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, 5/24

"The Graduate" (1967), directed by Mike Nichols, with Dustin Hoffman, Anne Bancroft and Katharine Ross, 7 p.m., Willard Straight.*

The Second Animation Celebration, including "The Simpsons" and "Umbabarauma," 9:30 p.m., Willard Straight.*

Friday, 5/25

"La Boheme" (1988), directed by Luigi Comencini, with Barbara Hendricks and Luca Canonici, 7:15 p.m., Willard Straight.*

The Second Animation Celebration, 9:45 p.m., Willard Straight.*

"The Graduate," midnight, Willard Straight.*

Saturday, 5/26

"La Boheme," 7:30 p.m., Willard Straight.*

"The Graduate," 10 p.m., Willard Straight.*

Sunday, 5/27

"The Grapes of Wrath" (1940), directed by John Ford, with Henry Fonda, Jane Darwell and John Carradine, 8 p.m., Willard Straight.*

Monday, 5/28

"The Long Riders" (1980), directed by, Walter Hill, with brothers James and Stacy Keach, Randy and Dennis Quaid, Nicholas and Christopher Guest, 8 p.m., Willard Straight.*

Tuesday, 5/29

"Aguirre, The Wrath of God" (1973), directed by Werner Herzog, with Klaus Kinski and Ray Guerra, 8 p.m., Willard Straight.*

Wednesday, 5/30

"Paris, Texas" (1984), directed by Wim Wenders, with Harry Dean Stanton, Nastassia Kinski and Dean Stockwell, 8 p.m., Willard Straight.*

Thursday, 5/31

"Night of the Hunter" (1955), directed by Charles Laughton, with Robert Mitchum, Shelley Winters, Lillian Gish, 8 p.m., Willard Straight.*

LECTURE

Statler Club

"Central America with a Difference: Exploring Belize," John B. Heiser, director, Shoals Marine Lab, May 29, 8 p.m., Terrace Lounge, The Statler Hotel.

MUSIC

Department of Music

Cornell Wind Ensemble, under the direction of Mark Scatterday, will perform on May 26 at 3 p.m. in Bailey Hall. Works by Kabalevsky, Hindemith, Bernstein and Holst will be performed.

"Invitation to a Voyage of Song," performed by Andrea Trisciuzzi, guest soprano; Alina Roman, soprano; and Sabine Vinck, piano, will be presented on May 26 at 3:30 p.m. in Barnes Hall. Featured songs will be by Henri Duparc, (L'invitation au voyage, Extase, Le manoir de Rosamonde) and Robert Schumann (Widmung, Lotosblume, Was will die einsame Trane? Die Stille, Schone Wiege meiner Leiden, and Warte, warte wilder Schiffsman). Also on the program are duets by Anton Dvorak (Der kleine Acker, Die Taube auf dem Ahorn, and Die Bescheidene), Monteverdi (Ardo, ardo and Tormate cari baci), Henri Purcell (Sound the Trumpet), and Delibes (Flower, duet from Lahme).

The Cornell Chorus, under the direction of Susan Davenny Wyner and Cornell Glee Club, under the direction of Thomas A. Sokol, will give the annual Senior Week Concert on May 26, 8:15 p.m., Bailey Hall. The concert will feature compositions by Hector Berlioz, Johannes Brahms, George Gershwin, Leos Janacek, Orlando de Lassus, Franz Schubert and Vaughan Williams, along with Cornell songs. Tickets are available at the Lincoln Hall ticket office and Sage Chapel basement for \$4 until May 25, or at the door for \$5. For information, call 255-3396 or 257-2324.

Bound for Glory

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

RELIGION

Sage Chapel

University Baccalaureate Service, May 27, 8:30 a.m., in Bailey Hall.

Baha'i

Weekly meetings on campus. Call 257-7971 for information.

Catholic

Ascension, May 24, 12:20 p.m., 5:15 p.m., Anabel Taylor Auditorium

Commencement Weekend Masses: Saturday, May 26, 5 p.m., Anabel Taylor Auditorium. Sunday, May 27, 8:30 a.m., Anabel Taylor Auditorium.

Summer Mass Schedule (beginning June 2): Saturdays, 5 p.m., Anabel Taylor Auditorium; Sundays, 10 a.m., Anabel Taylor Auditorium.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall. Call 272-8755 for information.

Jewish

Shabbat Services: Friday, Reform, 6 p.m., Chapel, Anabel Taylor Hall; Conservative, 6 p.m., Founders Room; Orthodox, Young Israel (call 272-5810 for times). Saturday, Orthodox, 9:15 a.m., Edwards Room; Conservative/Egalitarian, 9:45 a.m., Founders Room.

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

Shavuot Services: May 30 and May 31, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

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

Lutheran

Bible Study and Communion, Fridays 12:20 p.m., G-3A Anabel Taylor Hall.

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 practice Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 272-0235.

SEMINARS

Biochemistry, Molecular & Cell Biology

"The Ways in Which Cyanobacteria Acclimate to Conditions of Sulfur Limitation," Arthur Grossman, Carnegie Institution of Washington, Stanford, Calif., co-sponsored by the Biotechnology Program, May 24, 12:20 p.m., Small Seminar Room, G01 Biotechnology Building.

Chemistry

To be announced, Wilfried Konig, Universität Hamburg, May 24, 4:40 p.m., 119 Baker Laboratory.

Immunology

"Human Trophoblast — Uterine Interactions," Harvey Kliman, University of Pennsylvania School of Medicine, May 24, 7:30 p.m., Conference Room, James A. Baker Institute for Animal Health (off Synder Hill Road).

Plant Pathology

"Biology and Resistance to Root Knot Nematodes in Dry Edible Beans in Colombia and Peru," Barbara Mullin, plant pathology, NYSAES, May 30, 3 p.m., A-133 Barton Lab, Geneva.

MISC.

Aerobics Classes

Employee aerobics will be given by Amy Brill on Mondays, Wednesdays and Fridays, through Aug. 17, 12:10 to 1:10 p.m., in Helen Newman Gymnasium. Fee is \$2 per class. For more information, call Debbie Gatch at 255-5133.

Intramural Softball

Summer softball intramural deadline is Tuesday, June 5 at 5:30 p.m. in Helen Newman lounge. Entry forms (\$40 entry fee due with roster) are available in 305 Helen Newman Hall. Play begins on June 11. Mandatory captain's meeting on June 5 at 5:30 p.m. in Helen Newman lounge.

Phi Beta Kappa

The 108th Annual Initiation of the Cornell Chapter (Theta of New York) of Phi Beta Kappa will be held May 26, 10 to 11 a.m. in Uris Auditorium, Uris Hall.

Graduation activities

President Frank H.T. Rhodes will deliver the commencement address and confer degrees on May 27 at 11 a.m. on Schoellkopf Field. If there is heavy rain in Ithaca on May 27, two ceremonies will be held in Barton Hall — for candidates from Agriculture and Life Sciences and Arts and Sciences at 1 p.m., and for all other candidates at 11 a.m. The decision will be announced on radio stations starting at 8 a.m.

Industry consultant Ken Blanchard, co-author of "The One Minute Manager" and a Cornell trustee, will deliver the convocation speech on Saturday, May 26, at 1 p.m. in Bailey Hall. Letty Cottin Pogrebin, a founder and contributing editor of Ms. magazine, will speak at the baccalaureate service on May 27, at 8:30 a.m. in Bailey Hall.

WSKG-TV to show Glee Club's Asia tour

"Geographical Fugue," a one-hour video documentary of the Glee Club's three-week tour of Singapore, Beijing, Shanghai and Hong Kong in January 1988, will be shown by WSKG-TV on Friday, May 25, at 9 p.m. and again on Thursday, May 31, at 8 p.m.

The show is "part travelogue, part concert, part social documentary. And the music dramatically underscores contrasts at each location," said Dan Booth of Cornell's Media Services Educational Television Center, who produced and directed the videotape.

The stars of the show are the 54 Cornell students and 29 alumni singers who made up the Glee Club on its tour, and their director, Thomas A. Sokol. They can be heard singing a medley of Cornell songs in the Beijing Concert Hall, two selections from Carl Orff's "Carmina Burana," Mozart's "Freemason's Cantata" and Randall Thompson's setting of a poem by Hilaire Bellocq, "Tarantella," among other works.

In Hong Kong, the Glee Club took part in an all-city choral festival organized in its honor and were joined by 400 other singers in performing parts of Haydn's "Creation" at the Academy of Performing Arts.

In Shanghai, the club performed with students at the Shanghai Conservatory of Music, who rehearsed with them only once. And in Beijing the club visited the world's largest Kentucky Fried Chicken franchise, which happens to be within sight of Tiananmen Square.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 29

Thursday, May 24, 1990

Cornell Meet Your Employees... Networking Roving Photographer asks:

"Being part of the first Office Professional Program to graduate must be very exciting! What part of the curriculum was most beneficial to you and would you recommend this program to others?"



Barbara Ward, administrative aide, Associate VP for Human Relations, "Public speaking, writing courses, personal growth, telephone techniques and math courses. I would highly recommend this program. The greatest experience for me personally was the networking with other professionals. The benefit of the course was just priceless."



Beverly Brown, secretary, Library, Public Affairs, "The writing classes, preparing for interviews, time management and the art of listening. I would highly recommend this program for all office professionals at Cornell. It doesn't matter if you have been in the field for one year or twenty-five years. You definitely would sharpen the skills you have and learn new ones."



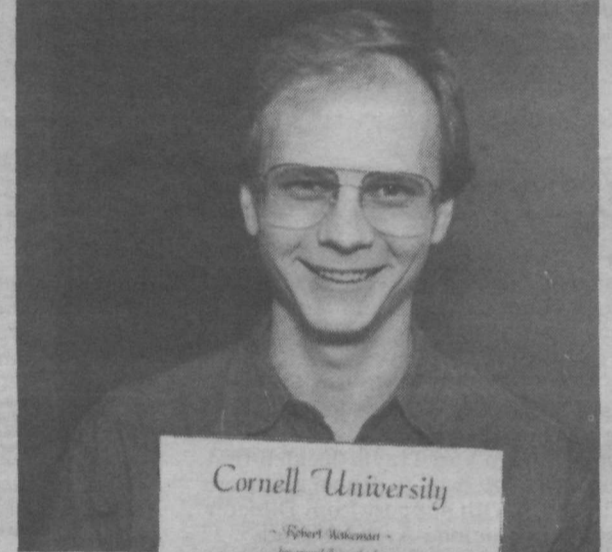
Tammy Kroboth, receptionist/office assistant, Human Resources, "The writing classes, computer courses, and business math were my favorite courses. I would recommend this course to everyone. For me I believe it will broaden my opportunities for career advancement. Also, I was given an opportunity to meet others in my field."



Michelle Conrad, secretary, Technical Services Facility, "Writing course, art of listening and time management. I would definitely recommend this program to other office professionals. Cornell is giving us the opportunity to sharpen our skills and build a network that is priceless."



Cheryl Lippincott, secretary, Mathematics, "The writing courses, overview of the organizational structure at Cornell, returning to the classroom and balancing work and family. I would recommend this program to all office professionals. I learned that what office professionals provide daily at Cornell is extremely important. Without this group of professionals Cornell would be a different place."



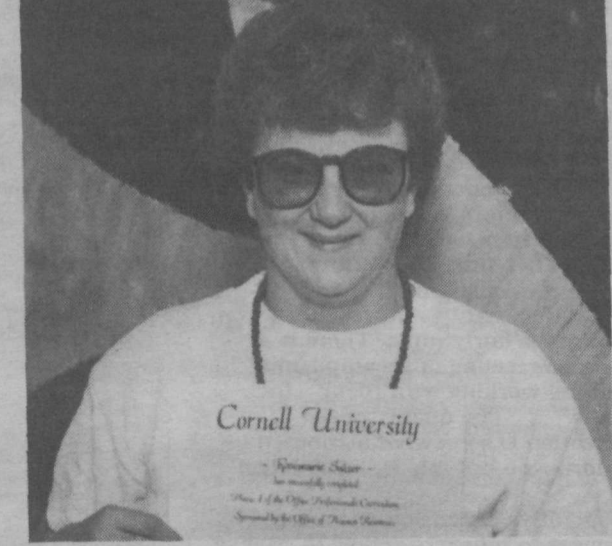
Robert Wakeman, office assistant, Veterinary Microbiology, "The writing courses, professional growth workshop, time management and the computer courses. I would highly recommend this course to other office professionals. What I would really recommend is that a course like this be offered to all managers at Cornell."



Tammy Babcock, secretary, Real Estate Office, "The writing classes taught by Professor Jennie Farley were excellent. I also enjoyed the public speaking, business math and time management. I would recommend this course to everyone. Being a part of this has given me the opportunity to meet others in my field, improve my skills and over time will assist me in career advancement."

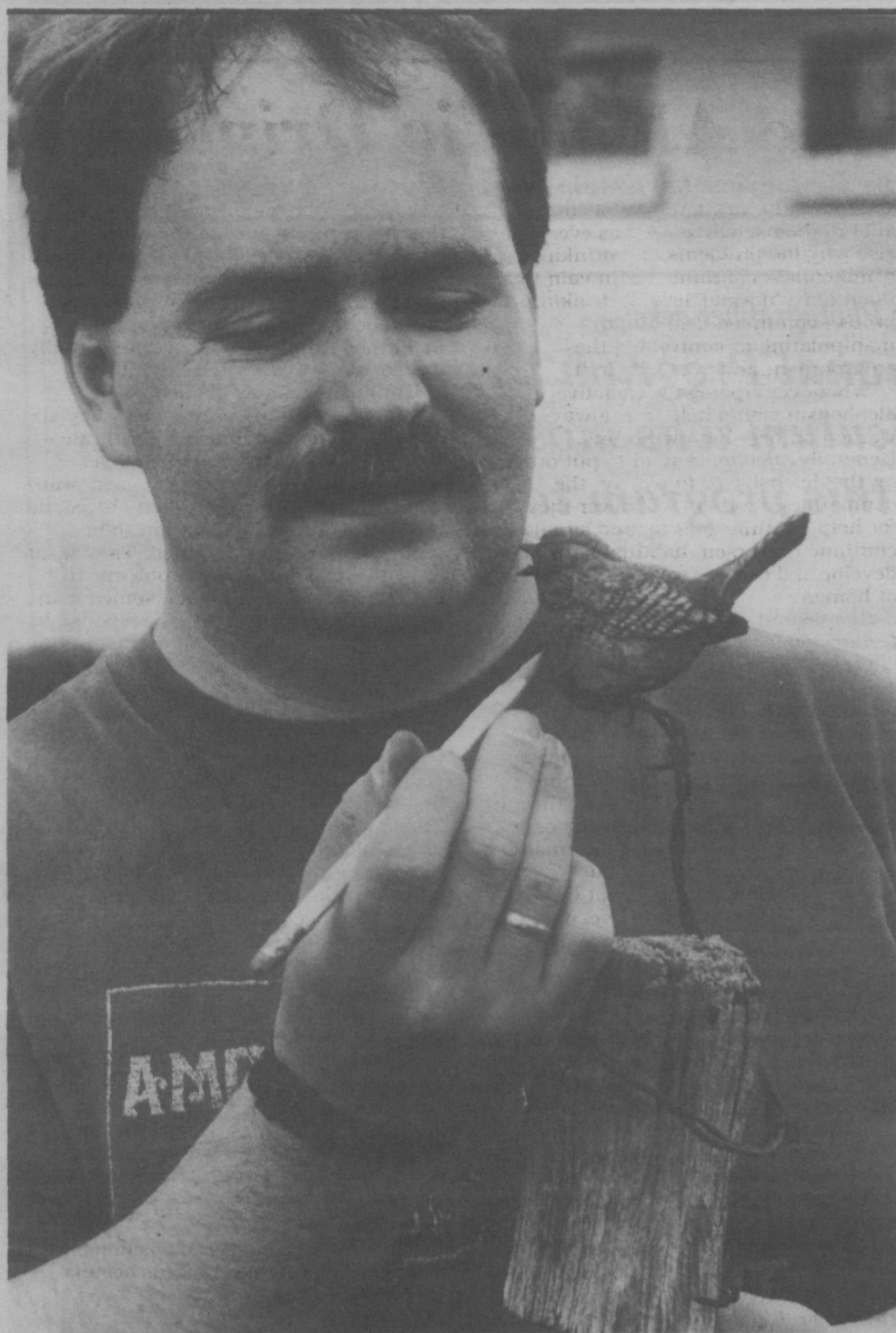


Josie Lovejoy, secretary, Material Science and Engineering, "The writing classes, decision making and problem solving, business math and time management. I believe this program should be mandatory. Personally, it has assisted me in my own confidence building, helped me have better results in the workplace and will further my opportunities for career advancement."



Rosemarie Salzer, secretary, Physical Education Department, "The writing course, time management, business math and stress management. Most definitely I would recommend this course to all office professionals at Cornell. Personally, it gave me an opportunity to renew and improve my skills."

See related story on Office Professionals on pages 4 and 5.



Cornell After Hours: Dave Westgate

By Kathleen O'Brien

Puzzling how some individuals have a magnetic, almost magical power over animals and birds, isn't it? Have you ever tried to get a feathered friend to perch on a piece of barbed wire so that you could take its picture? Believe it or not, I had that same 'bird' sitting on my desk during the interview for this article.

The 'bird,' a Brown Wren, is hand-carved out of basswood. Its carver is the topic of this Cornell After Hours article. Meet Dave Westgate. Dave has been employed by the Laboratory of Ornithology for eight months, but his real love is carving. Not only birds, but boots, signs, and carousel horses! Big carousel horses -- 200 pounds and 90 precision-fitted piece carousel horses! But, back to the little friend perched on the wire. As the bird sat there, eyeing me, I anticipated seeing this little creature take flight. The urge to reach out and touch its soft 'feathers' was overwhelming. Ah, restraint. Dave also brought a little chickadee with him. When I commented that it looked very disgusted, Dave explained that this was a young bird (probably waiting for a worm).

Dave has had many helpers and instructors to guide him in developing his craft. His father, Roger, earned the World Championship -- Game Birds trophy; his uncle, Harold, earned the World Championship -- Birds of Prey trophy at a recent competition. Dave would enter his carvings, but most shows require the carver accompanying the bird to the competition (usually held during working hours).

Dave uses wood-burning heat-controlled tools to 'carve' his items. He first roughs out a shape with a squirrel or band saw, then switches to using the wood-burning tool. Dave uses little paint on an object that is naturally brown in

color. When, as was the case of the little chickadee, color is needed for the carving, he does use paints. The wren in the photograph was formed and shaded using the wood-burning tools.

Dave takes from 3-4 days (chickadee), to 1-2 weeks (wren), to 18 months (from start to finish for the magnificent carousel horse) to finish a project. Dave commented, "I put pictures and plans into a waterproof envelope and inserted it into the inside of the horse." Why? "In the future, the horse may need repairs, this way someone will know how it was joined and carved." So? "Many times when repairs are done on an old piece of carving, the repairer doesn't even know how it was made, or of what it was made. This will assist the carver to do the job right." Sounds logical to me.

For those of you who are interested in seeing Dave's carvings, they are on display in the Lab of Ornithology's main building. He takes orders from the carvings on display in the case near the gift shop. Prices range from \$95 for a chickadee chick, \$250 for a bird like the Wren, to \$2,500 for the 5 foot tall, 6 1-2 foot (nose to tail), 200 pound fully-detailed carousel horse. Dave does whimsy pieces also.

So, the next time you go to slip on those worn old boots over in the corner, think again -- they might just be made out of wood! Amazing what talents Cornell employees have, or is it?

Note to community: Although this is the last issue of Networking for this academic year -- plan ahead for September. If you know of someone who is doing something interesting outside of working hours -- send their name, campus phone number, a brief sentence or two, and your name-number to Cornell After Hours, 134-A Plant Science Building. Have a great summer!

Employee Spotlight on Van Davis "Grad Dad"

By Kathleen O'Brien

Has the phrase, "I can relate to where you're coming from," sound familiar?

How about, "Burning the midnight oil," or "Hitting the books?" Well, this issue's Employee Spotlight can say those phrases to his son, because he has been there recently himself.

Six years ago Van Travis decided that it was time to go back to school and work for his Ph.D. With support from Director of Extension Lucinda A. Noble (and others), Van embarked on his road to phone surveys, thesis slips, and lots of writing. If you think some grad students topics are long -- say this in one breath: "Study of elected leaders in Cooperative Extension and factors that effect their participation in the organization."

Van started his undergraduate career at Cornell, progressed to Agriculture Economics, then to a field representative in the counties, finally accepting a position in Ithaca in 1977. As one of Cornell's Extension Representatives, Van helps recruit professional staff, councils elected lay-leaders, assists with finance and budget development, and suggests various program alternatives to his assigned seven counties. He serves on the Board of Directors for each county and acts as liaison between the administrative unit and County Extension Association.

Van stated that, "... the feedback from the county is fairly rapid. There is a tremendous feeling of accomplishing something working with them the counties." "The quality of the organization is somewhat attributed to the efforts you put into it," concluded Van.

Cooperative Extension encourages its employees to return to school to receive their degrees. According to Van, "The employee degree is a tremendous employee benefit. An opportunity that people should look into." His knowledge was expanded through his scope of study. Van said that he used that knowledge almost immediately on the job. He not only received support from colleagues, but from the Graduate School as well. Receiving support from your supervisor "is the key," according to

Van.

Now, as to the photograph accompanying this story- imagine having another graduation to celebrate on the same day, same family, same institution! As stated by Clara Travis in her letter to Networking, "I am the proud mother of a son, Chip, graduating from Cornell.... but to make it a double occasion, my husband exactly 30 years later is getting his Ph.D. in education from Cornell the same day." When I talked to Clara on the phone, talk about excited!!! While Van did not start out planning this double graduation, he nonetheless is extremely happy that both he and Chip (a daughter graduated a few years ago) finished their respective degrees in time to receive their diplomas together.

Commitment, pride in accomplishment, and hard work -- This, Cornell, is one of your employees (and now alumni, again!)

As editor of Employee Spotlight, I would like to thank all of the contributors for this past Employee Spotlight column. For those of you who have sent in names but have not seen their employee spotlighted -- watch for them in the new

semester. However, it is always good to have more employees named, so -- if you know of anyone who should be in the Employee Spotlight, please send their name, phone number, and a sentence or two explaining why they should be spotlighted to Employee Spotlight, 134-A Plant Science Building. Please include your name and phone number. Thank you again!



Enabling - How We Help the Alcoholic Drink

By Betty Reddy
Certified Alcohol Counselor
Lutheran Center for Substance Abuse

Alcoholism is a contagious disease. The alcoholic is not the only person who suffers from the disease. The significant people in the alcoholic's life often contract debilitating symptoms of the disease. They become 'enablers.' Many of us unconsciously help alcoholics block their perception of their illness. Whenever that happens, the individual is

enabled to progress more deeply into alcoholism. Briefly, 'enabling' is doing for others much that they need to do for themselves.

An alcoholic comes to rely more and more on others to cover his—her inability to cope with daily responsibilities. People with active alcoholism are driven to: manipulate others to protect continued drinking; deflect all criticism of the drinking and resultant behavior; blame someone else for failures of

responsibility; blame someone or something for drinking out of control; alibi to themselves as well as everyone else why life problems and drinking to drunkenness continue; try in vain to maintain a 'normal' level of drinking; and protect continued drinking by manipulating or controlling the environment and everyone in it.

Whenever a person with active alcoholism wants help, it is always wanted on his—her own terms. Generally, alcoholics tend to put others on the defensive or to play on the sympathies of others whenever they ask for help. As time goes by and situations continue to worsen, habitual patterns develop and become set at work as well as at home.

Shame and fear then join the other feelings which mandate continuing the efforts to cover up, control and hide what is happening. Everyone is coerced by feelings and habits into a downward cycle of continuing problems and crises.

As this insidious illness continues, people around the alcoholic become involved in the illness. Thinking they are trying to help the alcoholic so he or she will not drink -- or will drink normally -- they become compulsive about controlling the drinking. What began as helpful, kind and loving advice, gradually becomes necessary, even compulsive, because of the complex mixture of feelings such as fear, resentment, guilt and shame.

All alcoholics need to get the people closest to them (in all areas of life -- at home, work or play) involved in helping

to protect, cover up, alibi, project, and be a scapegoat for the drinking and for all that happens because of the drinking. Alcoholics become skilled at doing this. Further, it is very human, very normal, very natural for all who are close to an alcoholic to fall into the trap of 'helping' in all these apparently good, but actually destructive ways.

Until people know about what is actually happening -- know that they are enabling a chronic illness to continue -- they cannot be expected to change. Humans want to feel they are good, want to feel helpful, want to be liked—loved, do not want trouble, do not want to be scolded, put down or blamed. They want to be in control, to solve problems, to meet responsibilities. When someone in their lives is in trouble, it not responsible, is avoiding any discussion of major problems, those around try to fill in the voids.

Eventually people become set in trying to control the drinking and the alcoholic to fill their own needs. There is a desperate sense that if the drinking will just stop everything will be all right. Those who want to stop enabling the illness should follow this simple guide: Never do for the alcoholics what they should be doing for themselves.

For instance: Stop protecting them. Don't cover up, (cover bad checks, e. g.) or lie for them. Don't ignore the problems and be a scapegoat. Don't make things easy. Stop trying to control. Be realistic about events. Respect their dignity. Allow them to succeed or fail. Share hope for recovery. Get help for yourself.

Alcoholism Checklist and Resource Information

There are a lot of checklist signals--most of them based on what is known about men drinkers. One of the few aimed specifically at women was distributed by the Kansas City National Council on Alcoholism:

FOR WOMEN

- Are you an alcoholic?
 1. Do you try to get someone else to buy liquor for you because you are ashamed to buy it yourself?
 2. Do you buy liquor at different places so no one will know how much you purchase?
 3. Do you hide the empties and dispose of them secretly?
 4. Do you plan in advance to 'reward' yourself with a little drinking bout after you have worked very hard in the house?
 5. Are you often permissive with your children because you feel guilty about the way you behaved when you were drinking?
 6. Do you have 'blackouts'--periods about which you remember nothing?
 7. Do you ever phone the hostess of a party the next day and ask if you hurt anyone's feelings or made a fool of yourself?
 8. Do you find cigarette holes in your clothes or the furniture and cannot remember when they happened?
 9. Do you take an extra drink or two before leaving for a party when you know liquor will be served there?
 10. Do you often wonder if anyone knows how much you drink?
 11. Do you feel wittier or more charming when you are drinking?
 12. Do you feel panicky when faced with nondrinking days, such as a visit to out-of-town relatives?
 13. Do you invent social occasions for drinking, such as inviting friends for lunch, cocktails, or dinner?
 14. When others are present, do you avoid reading articles or seeing movies and TV shows about women alcoholics, but read and watch when no one is around?
 15. Do you ever carry liquor in your purse?
 16. Do you become defensive when someone mentions your drinking?
 17. Do you become irritated when unexpected guests reduce your liquor supply?
 18. Do you drink when under pressure or after an argument?
 19. Do you try to cover up when you cannot remember promises and feel ashamed when you misplace or lose things?
 20. Do you drive even though you have been drinking, but feel certain you are in complete control of yourself?
- Any woman who answers yes to more than half of these questions is probably alcoholic.

TREATMENT AND INFORMATION RESOURCES--Where to write for help in finding local alcoholism services:
Alcoholics Anonymous World Services
PO Box 459

Blood Pressure Clinics Scheduled

May 24, 9:00-11:00 am - Admissions
Lunch Room
June 14, 9:00-11:00 am - Johnson Art
Museum, 6th floor
June 21, 12:30-4:30 pm - Sheldon
Court

Grand Central Station
New York, New York 10017
Al-Anon Family Group Headquarters
PO Box 182
Madison Square Station
New York, New York 10010
National Council on Alcoholism
12 West 21st Street
New York, New York
The Other Victims of Alcoholism
PO Box 921
Radio City Station
New York, New York 10101
Women for Sobriety, Inc.
PO Box 618
Quakertown, Pennsylvania 18951

Bradley Googins, PH.D. and Judith C. Casey, LICSW

Support for this research was provided in part by the National Institute on Alcohol Abuse and Alcoholism AA

It is broadly accepted within the alcohol field, and of increasing acceptance throughout society, that alcoholism is a family illness. The current literature which examines family alcoholism is within the context of the traditional family model.

However, most wives work outside of the home, and today less than 11% of American households consist of the traditional family type. Unfortunately, there is only scant literature on family alcoholism in dual-career families. In sight of the prominence of families with two working parents, many of the assumptions on which our knowledge of the alcoholic family and associated family dynamics is based are outmoded.

There has been some attention in the alcoholism literature on wives' employment, but it is primarily viewed as one of numerous transitory coping responses associated with male alcoholism. A competing alternative, however, might see wives' employment as a long-term role which serves as both an increase in strain as well as a means by which the wife of the alcoholic gains independence, self-confidence, and even financial and career stability, which may encourage her to confront her alcoholic husband.

Paolinko and McCrady (1977) argue for increased attention and inclusion in treatment for the wife of the alcoholic husband who fulfills virtually all of the sociologically defined roles of family provider, homemaker, decision maker and parent. They report that many such women experience significant anxiety and depression.

Since most of the women studied have not been employed, it raised some interesting possibilities around the role employment plays in assisting the wife to confront the alcoholic marriage by reason of the fiscal and emotional independence afforded by her employment.

A competing hypothesis would hold that work would enable her to tolerate the satiation at home by reason of a positive and nurturing environment and social network found within the workplace. The degree and extent to which anxiety and depression (or fulfillment and independence) are characteristic of employed wives of alcoholics, or to what extent such responses are similar to other women attempting to balance the multiple roles of work and family, is unknown.

The research from which these data are reported focused on the dynamics of alcoholism in working families. Ninety-

Working Wives of Alcoholics

one males entering treatment were selected for the study. About two-thirds of them had wives who were working, and the other third had wives carrying out the traditional homemaker role. (As a reflection of the changing family dynamics, it was extremely difficult to find wives who were not working.) Questionnaires, administered to both husbands and wives falling treatment, included a number of measures on coping behaviors, stress levels, and life satisfaction, to name a few. In addition, in-depth interviews were conducted with all wives to obtain further measures, particularly the impact of their husbands' drinking on their jobs. This article will focus on these working wives and the impact of their husbands' drinking on their workplace behaviors and its implication for Employee Assistance Programs.

These working wives ranged from 23 to 62 years, with a mean age of 40 years. Most of the wives were high school graduates (95% with 15% having completed college. These women were typically Catholic (63%) and white (95%). Most of the wives (76) were married for the first time, while 10% were married more than once, 12% were cohabitating without being married, and 2% were recently separated.

According to our including criteria, the working wives in this study worked a minimum of 20 hours a week, with 6 of them holding a second job. The mean hours worked per week on all jobs was 38, with 22% working from 40 to 70 hours per week. Twenty-three percent of

the wives held managerial positions, with the remainder in lower-status occupations. These women were employed by the same company for a mean of 6 years, with an average of 4.5 years in their current positions.

The majority of working wives of alcoholics report that their husband's drinking causes minimum negative impact with regard to their work performance and functioning. Little or no effect was reported by the majority on five items: job performance (85%), relations with boss (92%) and coworkers (76%), general functioning (65%), and attitude at work (59%).

These wives are highly satisfied with their jobs and view work as a positive factor in their lives. Fifty-seven percent rate themselves as very satisfied with their jobs and another 37% as somewhat satisfied. In fact, they report higher job satisfaction than corresponding populations of working men, women sole wage earners and females with other wage earners in the household.

From the data, it appears that work can provide social supports and an opportunity for relationships far beyond what is available at home. The presence of a work role tends to reduce isolation and expand the existing social network. It also serves to promote positive interactions with others who may value this skills and abilities. Friendships with coworkers may offer a sympathetic ear to the often-isolated alcoholic spouse as well as invitations for after-work socializing for both self and family.

What Denials Do I Own?

Checklist of behaviors--attitudes that enable an alcoholic to continue his--her illness:

1. Denying -- "He--She's not alcoholic." As a result, expecting the alcoholic to be rational, to control his--her drinking, to accept blame.
2. Drinking with the alcoholic.
3. Justifying the alcoholic's drinking by agreeing with his--her rationalizations -- for example: "My job puts me under so much pressure," "If it weren't for you (or for the children, etc.), I wouldn't. . . ." "I don't drink any more than '-----' does." "How can we celebrate without alcohol?"
4. Keeping feelings inside.
5. Avoiding problems and keeping the peace, in the belief that lack of conflict makes a good marriage and good family relationships.
6. Minimizing -- "It's not so bad, things

will be better when. . ."

7. Protecting the alcoholic's image, protecting the alcoholic and oneself from pain.

8. Avoiding the problem by calming anxieties with tranquilizers, food, work, and activity.

9. Blaming, criticizing, lecturing.

10. Taking over responsibilities -- alternating family roles with resultant confusion of roles.

11. Feeling superior -- treating the alcoholic as though he--she were a child.

12. Controlling -- "Let's get him--her involved in a project." "Somebody has to do it."

13. Enduring -- "This too shall pass."

14. Waiting passively -- "God will take care of it."

If you have checked any items on the list, write down what you can do to let go of these denials.



Note from the Editor

Judy
VanDermark

Thanks to all our faithful readers! What a year it has been and the future years of Networking appear to hold such excitement. For the summer, the presses and the volunteers will be taking a vacation.

Although it has been a long year, it has been a personal and professional pleasure to work with the Board of Networking. The members are extremely determined that Networking carry the voice of employee to employee in the most professional way. Thanks must be extended to those behind the scenes: Bernadine Adwinckle; communications assistant, Geneva; Kathy O'Brien, Pomology; Theresa VanDerhorn, Chemical Engineering; Sabrina Cuttler, Assemblies; Dominic Versage, Environmental Health; John Bender, Facilities Engineering; Theresa Pollard, Chemistry; Maureen Brull, Human Resources; Dwight Widger, Employee Trustee; and George Peter, Retired.

A very special thank you from the Board of Networking is extended to Laurie Roberts, who until recently was Networking's excellent liaison in the Office of Human Resources. Laurie has just recently accepted a position as Director of External Affairs in the College of Architecture, Art, and Planning. Their gain is our tremendous loss. Your expertise, Laurie, is going to be most difficult to replace. We all wish you well in your new endeavor!

And thanks to Cheryl Seland, Human Resources -- Without your patience and commitment we know the deadlines for Networking would not have been met.

Thank you to all the individual departments that used Networking to share news of your departments' accomplishments over the past year. Individual staff members provided Networking with some of the most interesting issues for discussion -- an educational mission achieved for all of us. And thanks to all of our reporters on university committees, employee spotlights, and dedicated service award participants, and to you who consented to be subjects for our roving photographer. You are what makes Networking.

Finally, without the commitment of the administration, there would be no Networking. As we continue to create a bridge from employee to employee, Networking is a tool for providing the avenues of communication.

Thank you all personally for your contributions, and thank you for allowing me the privilege of working with some of the best volunteers Cornell has ever seen.

See You in August

Mann Library Workshop Summer 1990 Series

Search Bibliographic Databases -
Online Classroom
Tuesday, Jun 19, 1:30-3pm
Wednesday, July 18, 9-10:30am
Word Processing Basics -
Microcomputer Center
Thursday, June 28, 1-4:30pm
Wednesday, July 11, 1-4:30pm
Spreadsheets - Microcomputer Center
Wednesday, June 27, 1-4:30pm
Thursday, July 12, 1-4:30pm
Advanced Spreadsheets
No classes
Selected Topics
No classes
Open to the Cornell community,
registration required. Please register in
the Mann Microcomputer Center or call
255-3240. Workshop descriptions in
Microcomputer Center.



First class to graduate from the new Office Professionals Program include: (seated l to r) Michele Conrad, Cheri Lip Hovencamp, Lona Jean Neuman, Shannon Armstrong, Christine Day. Standing: Josie Lovejoy, Judy Williams, Tarry Ba Ellen Hartley, Sidney Doan, Beverly Brown, Carolyn Vander Weide, Darla Slate, Barbara Ward, Rosemarie Salzer, Elaine Kobroth, Rahat Indees, Sandra Boles, Robert Wakeman, Joan Schwartz.

First Office Professionals Class Graduate

By Kathleen O'Brien

On May 9, 1990, the first class completed and graduated from Phase I of the new Office Professionals (OP) Program.

Rahat Idrees, consultant - Training and Development (5-7170), credited the success of the program to not only the excellence in instruction, but to the office professionals themselves. Rahat designed, developed and implemented the program in Spring 1989-90. Idrees also thanked all supervisors of the graduates for allowing them to participate in the new program.

Lee M. Snyder, director of Human Resources, commented that only one or two other colleges were doing this type of program. He hoped that, in the future, it would be a requirement for all new employees in a certain grade level to attend these classes.

The training curriculum for these classes emphasizes development of professional, personal and organizational skills for secretaries, administrative aides and clericals. The curriculum was developed in response to suggestions given in an employee attitude survey and questionnaire a few years ago.

Core courses focused on four areas of learning: office workplace, computer, and communications skills, as well as career planning-development. Comments from several of the new graduates may serve to aid other employees with their decision to attend classes.

Carolyn Vander Weide, secretary, Ag & Bio Engineering, had attended

workshops on computers and stress management before starting the OP program. She liked the group discussion about problems at the workplace and writing classes.

Carolyn stated, "I'm happy in my job and the courses have assisted me in my present position."

Robert Wakeman, office assistant, Vet Microbiology, came to Cornell two years ago. He was enlightened by the courses to better understand the different procedures used at Cornell. "It the courses opened my eyes to other people's views," explained Robert. He said that he really enjoyed the business writing courses and has used some of what he learned in Phase I on the job already. Robert has gone on to Phase II and will be completing that program shortly.

Shannon Armstrong, administrative aide, ILR Extension, has an AAS in Human Services, but did not have specific office training before entering the OP program. Shannon enjoyed the writing and stress management courses.

"It has helped me think and rethink things in the office," she stated. "... to organize things and incorporate what I learned to help in the office."

Shannon plans to continue in her position and to work with companies outside of the office to further her career.

Sandra Boles, accounts coordinator, MOS, is now attending Tompkins Cortland Community College for an accounting degree. She enjoyed the business math, travel and writing

classes. She enjoys working with numbers.

As Sandra explained, "The course helped me brush up on my writing business math skills and rules. I also lots of interesting people!" Sandra's ambition is to some day become a certified public accountant.

Darla Slate, office assistant, Records and Scheduling, has been with Cornell for ten months. While Darla has had typing, shorthand, and accounting classes prior to the OP program, she more a part of the university scene attending the classes.

The program has helped me in dealing with students and faculty. It has made things easier for me now." As for future plans, Darla is still getting used to Cornell.

Mary Ellen Hartley was an administrative aide, JGSM Admissions. While attending the courses for the OP program she was promoted to assistant director of Admissions for Operations.

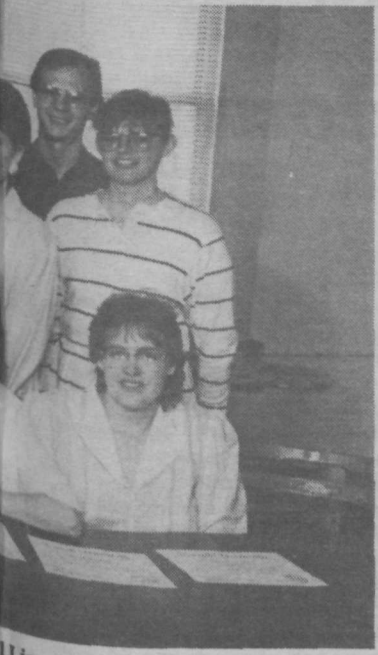
Mary Ellen has an AAS degree in computer programming and worked at various businesses before coming to Cornell.

"So many segments were so good, it tough to say which I like the most," explained Mary Ellen. "It was good to experience the classroom situation again."

Mary Ellen thought keeping the classes based on university need was a good idea. She has been contemplating return to school to earn a bachelor's degree.



Director of Human Resources Lee M. Snyder and Office Professionals Program Coordinator Rahat Indees present certificates to graduates.



Lippincott, Marian
Babcock, Joy Jones, Mary
Elaine Spiraw, Tammy

tes

All participants interviewed agreed, in one way or another, that the program was good (and needed) because it taught them the university's way of doing things properly.

There is no cost to any individual employee. Departments are charged \$200 per phase per employee. Usual time commitment for each participant is usually two hours per week (some lectures may run longer). A certificate will be awarded to the individual at the end of the phase. A copy of the certificate will be placed in their personnel folder.

Rahat Idrees wishes to thank all the instructors who helped make this program such a success in its first year: Susanne Bruyere, Sandra Carrington, Bryan Earle, Jennie Farley, Nancy Ferguson, Helen Johnson, Anne Keefer, Cathy Mooney, Valerie Sellers, Diane Sheridan, Donna Tatro, Mary Thompson, and Phyllis Townsend. From the comments I hear from the graduates at the ceremony, I am sure that they would like to extend their sincere thanks to Rahat for an excellent program.

Graduates for the first Office Professionals Program are (in alphabetical order): Shannon Armstrong, Tammy Babcock, Sandra Boles, Beverly Brown, Michele Conrad, Christine Day, Sidney Doan, Mary Ellen Hartley, Marian Hovencamp, Joy Jones, Tamara Kroboth, Cheryl Lippincott, Josie Lovejoy, Lona Jean Neumann, Rosemarie Salzer, Joan Schwartz, Darla Slate, Elaine Spriaw, Carolyn Vander Weide, Robert Wakeman, Barbara Ward, and Judy Williams.



Instructors in the Office Professional Program include (l to r) Nancy Mulks, Diane Sheridan, Bryan Earle, Cathy Mooney, Jennie Farley.



ates to program graduates.

Breakfast with Senior Vice President Morley (a.k.a Meals with Morley)

By Kathleen O'Brien

On May 14, 1990, Networking member Kathleen O'Brien attended a breakfast with Senior Vice President James E. Morley, the Director of Human Resources Lee Snyder, and other concerned Cornell employees in the Trillium, Kennedy Hall.

Senior Vice President Morley communicated his appreciation to the employees for sharing their thoughts and concerns, and taking the time to visit with him.

Employee: Wanted to know if there is any way that services can be coordinated on campus. Also keeping communication lines open from one department to another to actually be able to know what each department needs, ask for opinions, etc.

Mr. Morley: Priority services are being looked into at this time. Checking to see what is in demand, etc. For example: with more individuals on campus during summer than may normally be expected, a surcharge for summer campus might be needed to keep, say, the Gannet Clinic

and other summer facilities up and running.

Employee: Has there been a study done to see whether there is an overlap of work when an event is done on several levels (i.e. from being given by a department, to being done university wide).

Mr. Morley: It is still hard to connect what one person does in a department with what another person does in another department. There has been little coordinated in the past, but there is a study group looking into, for example, consolidating documents from one department with others. We want to get people together from the departments involved to coordinate systems. For example: A freshman gets a large quantity of mail from residence life, dining, insurance. It is all costly to mail out. If there could be one mailing to this person instead of a separate mailing from each department, students could have the information in one booklet and at their fingertips. Mr. Morley wanted individuals to start to document

problems, then look to see if there is a way of improving communications.

Employee: Does Cornell have any way of recording a student's payment to their bursar bill in a more timely manner? There is a big time lag for payments from the time it is received to the time it appears on the computer. Interest is charged for a late payment, then has to be hand corrected because the payment was received on time, but not credited on time.

Mr. Morley: Was not aware that this was happening. Now payments are batched together and a quantity are entered at one time. Mr. Morley said he would look into this. Cornell must move to a new technology to improve on the present system.

Employee: Just wanted to comment that Cornell is progressing along in dealing with dual careers and family issues. The employee appreciated the university taking note of these problems. Mr. Morley: These are very important areas. He is checking with other areas.

business and communities to help solve this problem.

Employee: Students are having problems finding auditoriums for concerts and festivals. Is there some space for them someplace on campus?

Mr. Morley: That is an interesting problem. Sometimes when money is spent on a specific area, such as an auditorium in a new building, the people in the building suddenly become very territorial and their allowing someone else to use it becomes a very difficult problem to resolve. Chairs who have space available should get together with the Deans or Provost and coordinate the space for the use of other individuals.

At this point, Mr. Morley thanked all employees who were willing to express their concerns to him. He appreciates your comments and suggestions.

Keep an eye out for the next Meals with Morley, probably sometime in the fall. If you have a concern, sign up for the meeting and let him know your concern. If you do sign up, please make sure you attend.

EAP: Helping Children Cope with Stress

Children as well as adults are susceptible to a variety of stresses. Stress is commonly defined as feeling overwhelmed or threatened by more pressures and demands than one can handle. What brings on stress varies among children. For some, it is the first day of school, while others cope with this easily. A birthday party may overwhelm some children. The number of new faces or the level of activity may cause stress. A change in daily routine, moving to a new home, or a birth of a sibling are all possible situations to cause stress.

Signs of stress are not difficult to identify. With preschoolers, excessive stress may result in frequent illness, poor sleep patterns, persistent fussiness about foods, decreased appetite, regression to

earlier behavior patterns, poor concentration, irritability, increased whining and crying, frequent nightmares, and thumb sucking. Children suffering from stress may be antisocial and unresponsive to friendly overtures of others. Feelings of stress produce reactions to particular events or circumstances.

Children differ in their resilience and in how long it takes them to bounce back after stressful life events. Coping usually requires thinking through the alternatives at hand and trying to make the best of the stressful circumstances. A preschooler's capacity to analyze and formulate strategies is more limited than an older child's. Getting help is therefore

dependent upon an adult recognizing warning signs in youngsters. Once identified, the adult can help by listening to the child's concerns, offer understanding and support, reassurances and much affection: holding, cuddling.

A most important step to helping children is attacking the source itself. If stress is a reaction to preschool, for example, it can help to let the teacher know your concerns, to ask them to watch out for what might be causing the youngster stress and to offer the child frequent reassurances. Children cope better with stress when they have a high sense of self-esteem, which parents can and need to encourage. What also

increases the ability to cope with stress are good verbal—communication skills and problem-solving skills. These can be enhanced by adult interaction, asking questions about situations and working with the child toward solutions.

Finally, children also learn coping strategies by observing others around them and when adults exhibit calmness in the face of emergencies or other difficulties, children learn from the example and are more likely to be able to cope with their own moments of difficulty.

For more information on stress and strategies to cope, the Employee Assistance Program is available. Our phone number is 273-1129.

Baby See, Baby Do

By Theresa Vander Horn

I am in awe sometimes when I see just how much my son's behavior mirrors my own. A few weeks ago my two year old was sick. Realizing that being violently ill is quite frightening for a child, I tried to calm and reassure him by rubbing his back and encouraging him to just let it happen. A few days later, it was my turn to be sick. My little boy came running up to me and patted me on the shoulder. "It's okay Mommy, just put it here," he



said, generously holding out cupped hands. I was amazed at how accurately he mirrored back my handling of a situation.

It seems like an obvious truism: baby see, baby do. And yet it escapes us parents so easily. The way we handle situations, from illness, to anger, to stress, will be reflected back to us in

Continued on page eight

By Theresa Vander Horn

For years there has been debate over the effect on our children of the media's emphasis on violence and materialism. Increased aggression. . . Confusion between right and wrong behavior. . . Reliance on material goods to bring satisfaction. . . I have listened with dispassionate interest. But now that my son is starting to be influenced by outside forces, the issues of violence, materialism, and heroism are 'hitting home' more and more.

It doesn't take much for a youngster to be swept into the media craze. My son claimed he wanted a "Neenage mitant-turell," without knowing what he meant. Unfortunately, it doesn't take much for the parents to be swept along as well.

Adults forget that the way we view the media characters is quite different from the way our children view them. We view Batman, Turtles, Madonna, etc., against the backdrop of well established values and codes of conduct. Our children do not yet have those values and codes of conduct fully formed. For them, the characters and behaviors portrayed in the media become a part of the child's perception of good, bad and admirable.

Our approval of programs or characters the child sees may send an indirect message of approval of all they represent. "Even though Mommy and Daddy don't fight and kill, we admire those who do" may be the child's perception of our attitude.

The behavior of some flashy and attractive characters sends messages to our children that are at best confusing and at worst damaging. Good and Bad both kill, they both fight, they both solve conflicts with fists and guns. So, then, what is the difference between good and bad? Is it okay to fight or kill if you are the 'good' guy? What constitutes a 'good' guy?

Wanted: One Real Hero

Children know how Mom and Dad conduct themselves. But how does the rest of the world conduct itself and solve problems? How do these approaches compare and which is more profitable? The media will tell them its view. Your child will choose which to follow, and you may not like your child's choice.

We parents can support entertainment that reinforces the values and codes of behavior we claim to uphold. Absent that, parents must help children put into perspective the confusing portrayals which they do see. "Madonna may be a material girl, darling, but the truth is, possessions are meaningless without good friends and close family." "It may look like those guys solve problems by fighting, but our society expects us to resolve our conflicts peacefully." At the very least, parents have to help children see just how distorted and glorified these fantasies really are.

The media's treatment of women is particularly disturbing. Children receive a number of messages from home about how a Mommy or a sister is treated; they record in their minds how Daddy treats his wife (domestic violence included). But long before any of us have even thought about discussing sexual relationships with our children, they observe thousands of portrayals of women being treated abusively, insensitively, and materialistically.

From Batman to Dallas, women are threatened, rescued, used, and otherwise 'handled' in ways we wouldn't dream of teaching our children. And yet we do, with the media as our hired instructors.

While our children are growing up in a world in which men and women will be equals at home and at work, they are still given models of women as possessions to be enjoyed, threats to be put down, and objects to be rescued from another's control. The portrayals of domination

and exploitation are immensely confusing for children and cheat them of the useful information they very much need.

Through our selection of which programs and characters to support, we give our children heroes and idols. Among the real heroes (a narrow selection) are impostors who solve conflicts with their fists and with machine guns, who can only find happiness through material possessions, who win at any cost. The problem is that all those idols leave children with no model they can actually use in the reality of their lives.

When we support the idolization of such models, we miss the opportunity to provide real models, models from whom our children can truly find guidance. We've sold them a bag of goods -- flashy and impressive, but totally useless. And then when our children reach the tumultuous teen-age years and their aggression is no longer 'cute,' and material possessions offer little solace, when our children have failed to learn useful coping strategies for managing distress, we adults can't figure out why they jump off bridges.

Our children -- this whole country -- need a real hero. One who faces reality and finds a way to succeed despite the pressure to fail or escape. One who shows that work or school IS worth the effort. One who shows some useful way OUT of conflict. One who shows that treating others with dignity is a value we have in this country. One who shows how men and women CAN relate to each other as equals.

We need to support the characters which reinforce the values we hold dear and which provide children with strategies they can really use in life. If we fail in this duty, then later on we will have no right to wonder where "they" went wrong.

Cornell Recreation Club News

Isn't it time you stopped missing all the fun? Join the Cornell Recreation Club now -- there's never a better time to reap all the benefits that your membership in CRC allows. It's easy. Just give Janet a call at 255-7565 and she will send you a membership application.

ANNUAL JUNE PICNIC - June 16
One of the year's most fun events is our Annual June Picnic at the CRC Park on Monkey Run Road. The festivities begin at 10am and last until 6pm. Members must have their tickets. Guests are invited for a fee of \$12. Included is hot dogs, hamburgers, hot sausage, soda, beer and one serving of chicken barbecue or roast beef. This year there will be children's games starting at 10:30, a horseshoe tournament, bingo, a cake wheel, Euchre, a white elephant sale, music, laughter and fun. Don't miss this exciting event at CRC's own park. Call for details. Bring a dish to pass!

BECK'S GROVE DINNER THEATRE - July 14
Take a trip back on the Erie Canal, where boats are pulled by mules. Visit an 1840 village, cheese factory, school house and more. After enjoying the afternoon at Erie Canal Village, our group will depart for Beck's Grove. You'll be

Employee Assembly Mission Statement

"To seek out and voice effectively the interests and concerns of University employees to the administration in regard to University personnel policies and other policies affecting the employment environment so as to offer employees a vehicle for the continuous involvement of exempt and non-exempt staff members in the governance of non-academic affairs and in the life of the University." 1990 Employee Assembly Members Chair Henry DeVries and Vice Chair William Herman, Office of the Assemblies, 165 Day Hall, 255-3715; Jon Austin, 407-C WSH, 255-3571; Henry DeVries, B-15 Wing Hall, 255-8127; Mick Ellis, 218 RPU, 255-6220; Colleen Fabrizi, Statler-11 East Ave., 254-2604; Charles Harrington, Bldgs Care, Acad I, 255-5714; Joan Heffernan, TAM, 212 Kimball, 255-0988; William Herman, Bus Garage-800 Dryden Rd., 255-3782; David Lasher, Box 15, Roberts, 122-220; Mary Beth Lombard, Box 3, RPU, 255-6290; MaryJane (MJ) Michaels, 113 Hollister, 255-7413; Suzanne Sager, 222 Day, 255-7489; Paul Townsend, 365 Acad I, 255-2291; Mark Varvayanis, 210 Vet Res Tower, 253-3326.

Summer Physical Education Courses Offered

Two new courses tailored for faculty and staff are to be part of the summer offering:
Water Aerobics with Carol Ash - Tuesdays and Thursdays at 12:30-1:15pm, Helen Newman Pool. June 12 - August 16, fee: \$24.
Intermediate Tennis with Jack Writer - Mondays and Wednesdays 4:30-5:30pm, Risley Tennis Courts, June 25 - August 1, fee: \$60.
Please register in the Physical Education office located in Teagle Hall.

Suggestion to Reduce the Waste Stream

By Barbara Van Dyk
To help reduce the waste stream-- particularly the proliferation of paper waste resulting from unsolicited mail such as catalogs and requests for donations:
Send a postcard to each publisher with a simple message like the following--
Dear Publisher:
In the interest of reducing the amount of paper I throw away, I am writing to request that you:
(1) remove my name from your mailing list, and
(2) refrain from giving my name and address to any other publishers or mailing houses.
Thank you for your cooperation.
(Name, address)
It takes some effort, and some postage, but it's a start.

treated to a delicious buffet supper, then you'll settle back to enjoy the play. "I Want to be Happy." Admission and transportation for only \$41; final payment must be made by June 15.
HERSHEY PARK - July 21
Yum! Chocolate World USA. A delightful trip for all ages. Your price of \$41 includes your transportation and your admission into Hershey Park. A day of fun, rides, shows and adventure. Don't miss it!
RENAISSANCE FAIRE - August 11
Take a day to step back into Merry Olde England during the Medieval times. Enjoy plays, activities and the Merry Olde Queen herself, as she and her merry band entertain throughout the day. The price of this trip will be around \$25 per person, including admission and transportation.

A deposit of \$15 is required upon making reservations; final payment is due July 27.
NEW YORK GIANTS FOOTBALL - August 13
Let's root on your favorite New York team as the New York Giants take on the Buffalo Bills in a pre-season game in Buffalo. Don't miss this chance to see those Giants. The price will be \$46 per ticket. This price also includes your transportation. I must have a deposit of \$20 upon sign up. Hurry, tickets are going fast.
AMTRAK COLORADO ROCKIES AND MEXICO - September 14-23
Colorful Colorado and Mexico by rail -- what a beautiful sight. You will visit Grant Junction, Durango, Mesa Verde, Ouray, Taos and Santa Fe. Futh and Ed

Sweetland are the group leaders for this trip, and these will also be an escort from America by Rail. For more details, price, and a beautiful brochure, please call Janet Beebe at 255-7565.
UPCOMING TRIPS AND EVENTS
Mystery Trip
Pork Roast
Vernon Downs
Buffalo Bills Football
Halloween Party
Reading Shopping Trip
Festival of Lights
New York-Radio City Music Hall
Holiday Dinner Dance
Children's Christmas Party
Ice Skating Party
It only takes a minute of your time to fill out a membership application. Do it now -- you'll be glad you did.

Congratulations to Employees on the Move!

Penny Adams	Public Safety	Oscar Haarstad	Assoc. VProvost	Jeannette Payne	Dining
Thomas Aldrich	Transportation Svcs	Jeanne Hagberg	Libraries	Karl Pendleton	Agronomy
Kim Alexander	Career Center	Marcia Hagin	Building Care	Karen R. Perkins	Building Care
Donna Alling	ILR	James Haldeman	International Ag	Andrea Petersen	CISER
I. Almirall-Padamsee	Learning Skills Center	Richard Hale	Engineering	Maria Petricola	Geological Sciences
Pamela Archin	Plant Breeding	Elizabeth Hamilton	Modern Languages	Suzanne Pike	JGSM
Mary Jo Armbrust	Travel Office	Teresa Hargett	Sr. VP Office	Carol Pitcher	Diagnostic Lab
Carol Armstrong	Engineering	Earl Hartman	Vet College	Jane Pittman	Women's Studies
Patricia Armstrong	Libraries	Susan Hartman	Facilities	Richard Polcaro	Development
Karen Arnold	Biological Sciences	Roger Haydon	University Press	Richard Powell	CiT
Patricia Austic	Academic Programs	Thomas J. Healy	Building Care	William Prairie	Dining
Jon Austin	Unions & Activities	Charlene Heath	Animal Science	Dena Quvus	University Relations
Carol Babcock	International Ag	Denice Heichel	Vet Library	Karen Randall	Biochemistry
Daniel Bailey	Transportation Svcs	Christopher Heila	CiT	Michelle Reif	Environment Resarch
Cora Bangs	Engineering	Laura Heisey	Libraries	John Reilly	Nuclear Studies
Jose Barreiro	American Indian Prog.	Cheryl Hine	Chemistry	Paul Richards	General Stores
Cortland Bassett	Health Services	Terry Hollenbeck	Arts & Sciences	Michael Riley	Development
Pamela Beck	ILR	Douglas Hornig	CiT	Patricia Rinchack	ILR
Andrea Beesing	Public Affairs	Shelley Hough	Animal Science	Nadine Robbins	Telecommunications
Rosemarie Benjamin	Building Care	Alan Hubberman	CiT	Laura Robert	University Libraries
Richard Bennete	Statler	Joseph Hughes	Development	Joan Roberts	ILR
Mary F. Berens	Public Affairs	Mark Hulsebosch	Vet College	Bruce Roebel	COSEP
Roger Boissonnas	Theory Center	Arlynn Ingram	Environment Research	Patricia Rollins	Engineering
Sandra L. Boles	CiT	Carol Jackson	Extension	Terrance Rose	Human Ecology
Rose-Marie Brainard	University Counsel	Valerie Jordan	Accounting	Mollie Ross	Pest Management
James Brown	Transportation Svcs	Deborah Kalaf	ILR	Teresa Russell	JGSM
Jo-Lynn Buchanan	Career Center	Marjorie Kearl	Assoc. VProvost	Catherine Salino	Accounting
Barbara Buell	Floriculture	Colleen Kearns	Floriculture	Marc Sawyer	Facilities
Ronald Bukoff	Libraries	Beverly Keib	Accounting	Charyl Schaefer	Development
Susan Burbee	Facilities	Yariela Kerr	Statler Hotel	Leslie Schultz	CISER
Lucy B. Burgess	Libraries	Elizabeth Kim	Hotel Administration	Suzanne Schwartz	Development
Barry Bustle	Food Science	Thomas Kottmann	Libraries	Cynthia Sedlacek	Arts & Sciences
Norma Cancellari	Career Center	Leone LaMountain	Building Care	H. Paul Seeber Jr.	Dining
Robin Carnes	Libraries	Cynthia LeFever	LASSP	Gail Senesca	Ornithology
Catherine Caveney	General Stores	Sheryl Leitch	Transportation Svcs	Therese Shaffer	Academic Programs
Long-Jun Chang	Agronomy	Bonnie Lewis	Maintenance Mgmt.	Scott Sheavly	Accounting
John Chiment	Math Science Institute	Richard Lightbody	Libraries	Henry Sheldon	Theory Center
Jane Ciciarelli	CiT	James Lowe	Ornithology	Robin Shoemaker	Libraries
Kelly Clark	Vet College	Nikki Lumbard	Theory & Appl Mech	Jill Short	Extension
Sandra Cobb	SF & BS	Michael Lummuka	Transportation Svcs	Sharon Sledge	CiT
L. Coffey-Edelman	ILR	Arthur Lustgarten	Auditor's Office	Elizabeth Small	Engineering
Richard Cogger	CiT	Colleen Lynch	Ornithology	Christine Smith	ILR
Susan Coles	Campus Store	Robert MacHenry	Public Safety	Cynthia Smith	Entomology
Donna Colonio	Summer Session	Ervin Mackrell	Building Care	James D. Smith	Facilities
Rhonda Conant	Libraries	Resana Malone	ILR	Jessie Smithers	Building Care
Dale Cooper	Transportation Svcs	Lorrie Marnell	Accounting	Karen A. Snoberger	Floriculture
Michael Corriero	Transportation Svcs	Jan Marquardt	CRSR	Kevin Snowberger	Mechanical Shop
Mary Coughlan	Public Affairs	Annette Marquis	Public Safety	Patricia Sopp	Accounting
Teres Craighead	CiT	Tammie Martin	Theory & Appl Mech	Yvonne Spry	Libraries
Patricia Darling	Arts & Sciences	Margaret Matta	Facilities Planning	Gregory Stahl	Public Affairs
Elizabeth Dayton	Animal Science	Melinda Matthews	Transportation Svcs	John Steger	Athletics
Larry A. Delgado	Transportation Svcs	Elizabeth Maxwell	Computer Science	Donald Stevens	Building Care
Victoria Deming	Real Estate	Patricia Mayo	ILR	Barbara Stone	ILR
Bernie DePalma	Athletics	J. McCarty-Prefontaine	JGSM	John Stora	Nuclear Studies
Thomas Dimocik	CiT	Cheryl McCord	Admissions	Donna Taber	CiT
Jacqueline Discenza	Government	Deborah McKane	Development	Karen Terwilliger	CiT
Sheila Dockstader	University Press	D. Scott McPherson	Material Science Ctr.	Tammy Thomas	SF & BS
Elberta Donahue	Admissions	Jonathon McPherson	Building Care	Gregg Travis	Statutory Facilities
Charles Dovi	Accounting	Paula Mercier	International Studies	Jean Truesdail	Transportation Svcs
Michael Duffy	Statler Hotel	Michael Messitt	Development	Nancy Tuhro	Public Affairs Records
John Durbin	Transportation Svcs	Kim Mills	Theory Center	Bonnie VanAmburg	Real Estate
John W. Earl	Transportation Svcs	Gerald Minster	Transportation Svcs	Penny VanNederynen	Vet College
Shirley Eddy	ILR	Cathy Mooney	ILR	Kathleen Vargason	Development
Linda Emmick	Regional Offices	Yvonne Moore	Human Ecology	Betty Walden	Vet College
Cynthia Ferguson	Transportation Svcs	Ted Murray	Environmental Health	Penny Wardwell	CiT
Kathy Fisher	Public Affairs Records	Jodie Myers	Public Affairs	Barbara Warner	Graduate School
Carol Foster	ILR	Mary Myers	Transportation Svcs	Gail Weinstein	Developmewnt
David Fuller	Chemistry	Brenda Neal	Hotel Administration	Patriaia Welch	ILR
Stephen Galaida	Transportation Svcs	Glover Newby	Transportation Svcs	Susan Westneat	CISER
Isabel Gardner	Nutritional Sciences	Laurie Noel	Development	George Whipple	University Press
Carlos Garland	Engineering	Lona Neumann	Residence Life	Mary Wilkins	Public Affairs
James Gibbs	Maintenance Mgmt.	Christiane O'Hara	Law School	Yvonne Wilson	Hotel Administration
Maxine Godfrey	Law School	M. Okulics-Kozaryn	Agronomy	Alan Wood	Unions & Activities
Christina Gowe	JGSM	Linda Pachai	Law School	Judith Wood	Law School
Sharon Green	Athletics	Marcia Page	Accounting	Steven Worona	CiT
Randy Greene	Accounting	Sharon Palmer	Summer Session	Linda Young	Libraries
Deborah Grover	Dining	Irene Parrish	Animal Science	Joel Zumoff	Auditor's Office
Janice Gwardyak	Animal Science	Helen Patelunas	Building Care		

Unclassified Ads

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

For Sale

1989 Mazda MX-6 LX, 17k, loaded, air, power sunroof, cruise, AM-FM stereo cassette, rust-proofed, best offer. Dave 5-2825 or 273-8173 eves.
1988 Camaro, sharp car, V6, 5 spd, AM-FM, PS, PB.

must see, must sell. 533-7591.
1987 Chevy Blazer, full size, all options, 6k miles, \$14k. 272-3188.
1986 Caprice wagon, 8 passenger, AC, power windows, locks, seat, Ziebart, exc cond, \$6,200. 257-5285.
• 1984 Camaro, 33K mile, garaged, 4 spd, AM-FM-cassette, page alarm. \$3500. 272-0579, leave message.
1983 Chevy Caprice Classic Wagon, well maintained, good cond, \$1300 OBO. 5-7309; 272-2373 eve.
1983 Honda Prelude, 5 spd, Quad AM-FM cassette, elec sunroof, cruise, 79k miles, new battery and tires, plus 2 mounted snows, fulol maintenance record, good cond, \$4k. 5-2592 days or 387-6509 eves.
1981 Yamaha 650 Special with helmet, \$500. 594-2609.
1983 Honda GL650 Silver Wing, 1,700 miles, as new, spotless, many extras, must sell. Barbara 253-3857.
4 P-255-15 Hercules mud and snow tires with white spoked rims, exc cond, \$300; MCS cassette deck, \$50; MCCulloch Pro mac 610 chainsaw, 18", new bar and chain, \$250; WonderWood automatic woodstove, \$50. 594-2609.
Camper trailer, Apache, pop-top, fiberglass roof and sides, sleeps 5, sink, elec converter, stove, screen room, like new, \$1,950. 257-5285.
Snow tires, moving must sell, P195 75R14 steel-belted

and studded cooper snow tires. 2: G78-14 cooper snow tires 2. All in exc cond. 257-6910 eves leave message.
12" Starcraft aluminum boat, oars and anchor, \$400. 6hp Johnson motor, gas tank, \$200. Roger 5-9736.
Archive Fastape 20 tape backup system for IBM PC or compatible computers, \$125. 273-6365 eves.
Floor lamp, 52" high, polished chrome base and stem, white shade, exc cond, \$25. 5-5265 or 272-0568.
Two teak desks, one roll-top, one fold-down secretary, \$175 each. 273-6465 eves.
Barn board, 100 sq ft, good cond. 387-3925 after 5 pm.
Rowing machine, new, \$60; kerosene heater, used 3 seasons, \$50; lawn roller, \$25; lawn tractor dump cart attachment, \$50. Sue 257-6540 after 5 pm.
Porcelain dolls, several, perfect condition, see to appreciate; Brother portable elec typewriter, never used. Carol 5-5431; 273-2989 after 5 pm.
Minolta camera, XD 11, automatic winder, telephoto and wide angle lenses, camera case, \$375. 277-1860.
14x40 cement silo-badger unloader, make an offer. 546-4829.
White truck cap, \$50; clawfoot bathtub, best offer; queen-size bed-mattress, \$10. 5-7270; 607-756-5832 eves, wknd.
Kramer Ferrington Accoustic elec guitar, exc cond,

\$300 with gigbag; Kustom "200" AMP head, \$100; Peavy "MACE" AMP, \$300; Fender cabinet with 2-12" HD speakers, \$150. 533-7591.
Huffy 12-spd 27" bike, good cond, \$75. Cheryl 5-6890 days or 589-6454 eves.
3 girls bikes, 24", one like new, 1 yr old, \$50; 1 \$25; 1 \$40. 533-4512 or 5-1535.
Computer equip: Apple 800 MB external disk drive for Mac, \$150; Hercules color graphics board for IBM PC, \$50. 5-7086 or 257-0937.
13" Plymouth rims, 2, \$20 pr. 277-2418 eves.
House, Cortland, 3 BR, 4 possible, full bath up, half bath down, double LR, DR, extra room, front, side and back porches, double garage—barn, walk to downtown, park and groc stores, \$57k. 5-7270; 607-756-5832 eve—weekend.
Mobile home, Liberty Special Edition, 70x14, 3 yrs old, 3 BR, Kitchen w—appliances, LR, bath, washer & dryer. 607-539-7188; 607-546-2079 eve.
1969 New Yorker mobile home, 15x65, 2 bdrm, extra-wide living room, wooden covered porch, 8x8 metal shed included, must be moved, asking \$5,500 neg. 277-1860 5-9pm.
1986 14x70 Pinegrove mobile home, located 10 min from CU, 2 bdrm, 1 bath, eat-in kitchen, pantry, etc, exc cond, must see and must sell. Lisa 5-2842 or 257-4632 eves.
1989 3 bdrm, 2 bath, many extras, located in small park, must see. 533-4577 after 5pm.
1987 Skyline mobile home, 14x60, 2 bdrm, dine in kitchen, washer and dryer, window AC, patio, deck and awning, 1 mile from CU on wooded Varna Park lot, \$22k unfurnished or \$23k furnished. 277-5940 leave message.

Wellness Update: Cranberry Juice - A Folk Remedy that Works?

"Cranberry juice each day keeps bladder infections away" isn't quite as catchy as the adage "an apple a day keeps the doctor away." But if you are plagued with recurring bladder infections, you've probably heard the advice that drinking cranberry juice helps to prevent a repeat episode.
No one is suggesting that cranberry juice is more effective than taking the complete dose of prescribed medication and drinking plenty of liquids to promote urine flow. But many doctors also recommend regularly drinking cranberry juice.
Cranberry juice not only tastes different than other fruit juices, but some of its unique properties have prompted researchers to investigate whether it can prevent bladder infections.
Two 'juicy' theories
The key to preventing bladder infections is preventing the growth or multiplication of bacteria that cause the infection. Research has focused on two theories about how cranberry juice may do that:
Theory 1: Cranberry juice makes urine more acidic, discouraging the growth of bacteria. Your body metabolizes cranberries, prunes and plums differently than other fruits. As these fruits are digested, they produce hippuric acid, increasing the acidity of urine.
Few of the studies based on this theory have proven that a realistic amount of cranberry juice can produce enough change in urine acidity to affect bacteria.

In one study, healthy men drank five and one half to fifteen cups of cranberry juice cocktail a day. But the acidity of their urine did not consistently increase as they drank more cranberry juice. And, for some of the men, the effects on urine acidity were temporary even though they continued to drink the juice.
Theory 2: Cranberry juice keeps bacteria from "sticking" to the bladder wall, where they multiply and cause infection. This theory has been substantiated under laboratory conditions in mice, but results are more variable in human subjects.
Nevertheless, drinking cranberry juice may be the reason some people's bladder infections don't recur. In a study done 20 years ago, 60 people who had urinary tract infections drank 2 cups of cranberry juice a day for 21 days. Slightly more than half the people showed good improvement, about one quarter showed moderate improvement and the remaining quarter showed no improvement. Six weeks after they stopped drinking the juice, 60 percent of those who had shown good improvement had recurring infection.
When cranberry juice isn't a good idea
Cranberry juice is not recommended for other types of urinary tract disorders, especially kidney stones. Cranberries contain moderate amounts of oxalate, which may encourage the growth of the most common type of kidney stones -- calcium oxalate stones.
Large amounts of cranberry juice can

have the same laxative effect as prunes or plums. If you have diabetes or need to limit calories, remember that sweetened cranberry juice, like grape and prune juices, is higher in sugar than other fruit juices.
Our advice
Cranberry juice won't help prevent or treat bladder infections for everyone. But there is some evidence to show it might help some people. If you have a bladder infection, one of your doctor's recommendations will be to drink plenty of fluids. Consider 2 to 3 cups of cranberry juice a day as one of your choices.
It won't replace more effective treatments for bladder infections, such as antibiotics. But unless you need to restrict oxalate, sugar or calories, drinking cranberry juice can't hurt. And it just might help.
Fast facts about cranberry juice
- 140 calories in a cup of cranberry juice cocktail.
- 50 calories in a cup of low-calorie cranberry juice.
- Cranberry juice is high in Vitamin C and low in Sodium.

Wanted

Macintosh Plus computer and Imagewriter printer. Bill 5-3152 days or 533-7024 eves and wkends.
Girls or bony bicycle, good shape mechanically; baby dressing table, clean and in good shape, Dot 5-3152 days or 272-4271 eves.

For Rent

Newly renovated 1 bdrm apt in Freeville, 10 min from CU, on bus line, ideal for grad student or couple, \$375 includes utils. Lee-Merwin days 5-6274 or 844-4964 nights.
House 4 BR furnished, 2 acres, 5 min from Cornell, beautiful, private, great hiking & skiing. Available mid-August, \$900—mo. 277-2228.
Beautiful, private, furnished four bdrm house in country, five min from CU, double garage, 2 baths, 2 acres, great hiking and skiing, \$850 a month, avail mid-August. 277-2228.
Little house 10 miles East of CU, during week, our family uses house on wknds, has 42 acres, lovely pond, complete privacy, easy access to plowed road, furnished, furnace and woodstove, \$250 month. 277-2228.
Sabbatic home, 1 family, comfortable, sunny home, wooden floors and trim, furnished, 3-4 bdrms, 1 1-2 baths, kitchen, living and dining rooms, third floor for guests, dishwasher, washer-dryer, South Hill, Sept 90 through May 91, \$700 plus utils. Faculty or grad students, Christian F. Otto 5-7439 or 272-4068.

Miscellaneous

Owner of two cats looking for other pet owners to exchange care (feeding...) of pets during wknd or vacations. Fred Garcia 5-6555 days or 257-5939 eves and wknds.
Visiting faculty member would like to house-sit, summer or portions thereof, prefer quiet location. Sue Utter 277-5674, leave message.

Baby See, Baby Do

Continued from page six
mirror image by our children. That's a lot of responsibility to carry.
I remember two years ago having to cope with the debate of whether to respond or ignore the crying baby. (A few people still insist that responding "spoils" them.) I read everything I could on the subject and talked to a specialist in human development; every source said that infants only cry for a reason and the impulse to respond evolved for good reason. It seemed perfectly sensible that for my child to be sympathetic to the distress of others, I would have to model sympathy for him, with his distress. When he cried, I always responded and his careproviders always did as well. Responding sometimes meant picking him up, but sometimes meant just talking softly to him or moving him about. It worked just like the experts said it would. When he hears a child cry, he immediately runs over to comfort that child; I've never seen him turn a deaf ear on a crying child, as one was never turned on him. Baby see, baby do.
Mirror Image
When I visited the doctor's office a few weeks ago, I saw the mirror image play out most clearly. A boy was playing on the floor of the waiting room with another child. Every time the mother got frustrated with the boy's play (too loud, too rough), she hit the boy. Every time the boy got frustrated, he hit the child. This cycle went on for over twenty minutes, with the mother hitting the boy

and the boy hitting the little child. The only way the mother could see to get her way was with her fist, and so the only way the boy learned to get his way was with his fist. Not once did she even talk to him, explain to him why his behavior was inappropriate, and offer an alternative. She couldn't see that he was only doing to others exactly what she taught him to do.
Quite to the opposite, I once saw a wonderful interaction in the grocery store (not the place one normally sees loving parental behavior). Hearing a child sobbing miserably from an aisle over I expected to see some hurried parent yelling, ignoring, or worst yet, slapping, the upset child. But this time, as they rounded the corner, I saw the mother rubbing the sad child's back and kissing his forehead. He wanted a toy he could not have and she was whispering to him, "I'm sorry you're so sad about that. I know it's hard to not have toys you see." And while she was not "giving in" to him by granting his unreasonable demand, she was showing him sympathy for his sadness. I recall this image so clearly and have used it as a model time and again.
When our children mirror our behavior, they should be mirroring sympathy, understanding, rational thought, calmness, and all the good things we expect of people. If we react to our kids with anger, if we lose our temper, and we get what we want using force, then from what model are they to develop empathy and self-control?

National Employee Health & Fitness Day

2nd Annual Prediction Race

Predict your time, Walk or Run, around the Beebe Lake area (distance 1.25 miles) and WIN!

Weds., June 6th at 5 pm

Helen Newman Hall

Sponsored By:

C.U. Wellness Program
Fontanas Shoes Sales & Repairs
Cullen's Sporting Goods
Healthy Heart Program
McDonald's on the Commons

- * First Place - Free pr. Rockport Walking Shoes
Fontanas Shoe Store, \$70 value.
- Second Place - \$50 gift certificate from Cullen's Sporting Goods Store.
- Third - Tenth Place - Free Wellness T-shirts
- * All participants receive a blue ribbon for their effort.
- * "Herbie the Heart", from the healthy heart program, will be here to distribute exercise safety tips and heart healthy nutrition information.
- * Learn how to begin a walking program safely!
- * No Fee & No Pre-Registration required.
- * Come join us and try your luck. End your work day on a positive note.

For More Information Contact C.U. Wellness:
255-3886 or 255-3703

CORNELL EMPLOYMENT NEWS

May 24, 1990

Including Job Opportunities

Volume 2, Number 22

Conference Planned: Strategies to Improve Minority Participation and Achievement in Education

June 11-12, 1990

Statler Hotel at Cornell University

Sponsored by the Advisory Committee on the Status of Minorities

By the year 2000, America will be a nation in which one of every three individuals is a "person of color." High school graduation rates for all ethnic groups have risen over the past ten years, but minority college attendance rates have fallen. If America is to continue to be a progressive society, full participation of minority citizens is vital.

Strategies to Improve Minority Participation and Achievement in Education: An Upstate Effort, is the first conference in a series designed to bring together professionals

To address the needs of the minority student population, colleges and universities must recognize that schools need partnerships. Constructive partnerships must be forged within and between institutions of higher education, government, voluntary organizations, primary and secondary schools, local community groups, and local industry. The challenge of the 21st century can be met only if these institutions take specific actions.

Administrators will discuss highly successful programs at their institutions. Their presentations will serve as a catalyst for sharing, identifying, and making recommendations that can be implemented within and among participating institutions.

Guest speakers for the conference will include Reginald Wilson, senior scholar, American Council on Education; Robert Fullilove, social psychologist, Columbia University; and Sara Melendez, vice provost, University of Bridgeport.

Additional presenters and the areas they will be discussing are as follows:

Ana Maria Schuhmann, acting interim dean at Kean College in New Jersey, will focus on successful strategies for implementing a pre-college academic program which is a model for collaboration between a public school district and an institution of higher education. Project Adelante, designed for Hispanic students who have limited English proficiency, has as its goals to increase their high school graduation rate and to encourage them to pursue higher education.

Edward D. Bell, assistant vice chancellor for student affairs at the SUNY NYC Office of Student Recruitment, will explain methodology for the development of a targeted admissions program for underrepresented students which involves (1) encouraging admissions officers and/or campus administrators to analyze current approaches to

new student recruitment to determine their adequacy for the 1990s, (2) advocating campus-wide planning for recruitment strategies and (3) promoting a gradual shift from traditional recruitment to a need-based, goal-directed, targeted admissions program.

Gail Owens Baity, education project manager at Corning Incorporated, will discuss Corning's efforts as a corporation to move from an equal employment opportunity environment to one of valuing and encouraging diversity.

George D. Sussman, executive director, Association of Colleges and Universities of the State of New York, will talk about increasing the number of minority faculty members by increasing the number of minority students preparing for and seeking academic careers. His presentation will include the importance of this goal, the long-term nature of the task, why cooperative strategies are needed, the opportunity afforded by the academic marketplace in the next decade, institutional activities currently under way, and a statewide effort directed at this goal.

Rev. Robert O. Dulin, Jr., pastor at the Metropolitan Church of God in Detroit, Michigan, will explain how the church and other community agencies can work together to address the educational needs of minorities. Presently, the Metropolitan Church of God, the Michigan Department of Social Services, the Adult Education Department of the Detroit Public Schools, a city-funded Headstart Agency, and a local elementary school combine their personnel and in-kind resources to provide educational services to children and adults.

Dolores Barracano Schmidt, assistant vice chancellor for affirmative action at SUNY Albany, will discuss affirmative action in a university setting as going beyond the narrow legal requirements of the federal executive order for universities. She will talk about ways to increase the availability pool of African Americans, Latinos, Native

Continued on page 4e



Shenetta Selden and Mary DeSouza of the Advisory Committee on the Status of Minorities discuss plans for their upcoming conference.

from Ithaca, Cortland, Elmira, Binghamton, Dryden, Corning, Syracuse, Rochester, Buffalo, and surrounding areas to discuss how to collectively, as a region, meet the challenge of increasing minority participation in education.

Stereotypes: Breaking the Mold of Tradition

by Kevin L. Sharp, admin. aide, Equal Opportunity

Since I was a child, I have been taught that clear directives are essential to my success in life. These directives were not mandated by my parents, but rather, at the time, by society. Men were supposed to assume male roles and women were supposed to assume female roles and never should the twain meet. Had I remained with that philosophy and never crossed the stereotype boundaries, I would not be at Cornell today.

In 1977 I began my career at Cornell University as a department secretary with the Laboratory of Nuclear Studies. It took me 13 interviews to acquire a position. Since my skills at that time were as sharp and precise as these positions required, I assumed that I was not offered a position during those 13 trips to Ithaca because of my sex. I was on a new frontier, being what my interviewers called "a male secretary," and apparently, so was Cornell.

At any rate, my diligent efforts finally paid off, and I was offered a position as a secretary at Cornell. After facing discouragement time and time again, I had finally experienced success. At first I thought the stereotypes weren't as bad as I had imagined; however, it soon became clear that stereotypes definitely existed.

Continued on page 4e



by Joan B. Fisher, coordinator of Disability Services

A quiet revolution is taking place on campus. Its goal is to remove barriers for faculty, students, and staff with mobility impairments — especially those who use wheelchairs.

This revolution began with the implementation of Section 504 of the Rehabilitation Act on June 1, 1977. At that time the university committee for the handicapped was organized under the direction of campus coordinator for the handicapped, Ruth W. Darling, special assistant to the provost. One of the charges to this committee, which included persons from all areas of the campus, was to identify building accessibility needs.

At that time only a small percentage of campus buildings were physically accessible and only 19 persons on campus were identified as having disabilities.

Today approximately 90% of campus buildings can be described as being accessible to some degree (not all parts of

Disability Notebook Accessibility Update



New ramp at bus stop in front of Statler Hall

every building are necessarily accessible). Over 300 persons (faculty, staff and students) with disabilities live, study, and work at Cornell.

I'd like to share with you some examples of the projects which have been recently completed or are presently in the planning/design process. Some were completed as part of major building renovations. Others were designed to meet the accessibility needs of specific students or employees. All projects have involved the cooperation

of architects, facility personnel, staff of several colleges or programs and many individuals who are sensitive to the importance of making facilities available to all persons.

A. D. White House - A ramp has been designed and construction will begin soon. Because this building is in the National Registry of Historic Buildings, the ramp must meet additional specifications.

Alice Statler Auditorium - Construction slated to begin this summer will include

wheelchair viewing areas as well as removable seating for wheelchairs. Wiring will be installed for infrared emitter panels which will provide better sound for persons with hearing impairments.

Baker Laboratory - Work will begin this month on a ramp to the north entrance off the Baker courtyard.

Campus Store - As part of store renovation, a convenient public elevator has been installed, wider checkout aisles pro-

Continued on page 4e

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

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

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

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.
All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.
Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

Assistant Dean for Student Affairs (PA2001) HRII
Vet Administration-Statutory
The Assistant Dean for Student Affairs will provide leadership, direction and management of student-oriented programs including admissions; financial aid, registrar, student affairs and student academic support services. He/she will be a senior administrative officer of the College, reporting to the Dean, and participating in the formulation of general College administrative policies.
Requirements: An advanced degree in a field appropriate to student affairs. Minimum of 7-10 year's experience desired. Effective communication/interpersonal skills; demonstrated skills in planning, organizing and managing programs; a commitment to student development, and needs of minority and non-traditional students. Send cover letter and resume to Cynthia Smithbower.

Business Manager (PA2010) HRII
Materials Science-Center-Endowed
Responsible for the administration of the MSC accounting operations, the MSC report facility and business office. Oversee accounting procedures for research and administrative accounts (\$5 million), set-up new systems as needed. Prepare budget and reports. Some special projects.
Requirements: Bachelor's in Business, Accounting, or related field, or equivalent combination of education and experience. 3-5 years of accounting or business management experience in an academic setting; prefer CU experience. Send cover letter and resume to Cynthia Smithbower.

Computer Systems and Network Manager (PT1509) HRII
Mann Library-Statutory
Manage multi-user computer systems and telecommunications networks for a large science library. Install and maintain software; configure and monitor networks; maintain data files; work with programmers and systems analysts in the development of electronic information systems. Provide guidance and consultation to staff and users.
Requirements: Bachelor's required, with course work in computer science or information science. At least 2-3 years experience in a technical capacity. Knowledge of minicomputers and telecommunications required. Knowledge of Unix and microcomputer software desirable. Send cover letter and resume to Sam Weeks.

Research Support Specialist III (PT1501) HRII
Division of Nutritional Sciences-Statutory
Oversee day-to-day operations of gas stable isotope ratio mass spectrometry lab. Operate and maintain two Finnigan mass spectrometers; construct and maintain preparatory lines; educate and oversee lab personnel and demonstrate equipment to visitors.
Requirements: Bachelor's or equivalent in Physics, Chemistry, Engineering, or related discipline; Master's or equivalent preferred. Mechanical aptitude is essential. Some electrical skills required and willingness to learn. Literacy in at least one common programming language, including BASIC and FORTRAN. Willingness to learn Pascal is a must. Send cover letter and resume to Sam Weeks.

Director of Grad Records (PC1304) HRII
The Grad School-Endowed
Responsible for all aspects of management of the Grad Records Office. Interpret Grad and University legislation regarding student status, degree requirements; oversee maintenance, accuracy and security of the permanent records of all students enrolled in the Grad School; monitor and verify grad students' status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Grad School to faculty and students and coordinate policies with other offices; the development of the Grad School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Secretary, and two Records Assistants).
Requirements: Bachelor's minimum. Grad degree preferred. Be knowledgeable on all aspects of grad programs and able to interact with sensitivity to students and faculty. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve effectiveness within the office. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Research Support Specialist (PT0315) HRII
Materials Science-Center-Endowed
Manage and extend a state-of-the-art Electron Microscopy Facility for the support of the research program of the Materials Science Center.
Requirements: Master's in material science or physics or equivalent required. PhD preferred. Minimum 2 years experience as a postdoc in relevant electron microscopy user field. Send cover letter and resume to Sam Weeks.

Assistant Manager Financial Systems (PT1911) Level 36 HRII
Finance and Business Services-Statutory
Assist the Manager in planning, management, and supervision of operations, programming and technical staff. Assume responsibility for day-to-day management of financial systems. Must be able to lead and guide the development, maintenance, installation, documentation and upgrade/modification of administrative systems software. Serve as user consultant.
Requirements: Bachelor's in computer science, business administration, or equivalent combination of experience is required. 5 years of responsible experience in governmental, higher education or business computing and systems is required. Knowledge of CU mainframes, IBM System 36, PC's, DOS, JCL, CIMS, MVS, ADABAS and Natural. Send cover letter and resume to Sam Weeks.

Area Manager II (PT1706) Level 36
Plasma Studies-Endowed
Responsible for all aspects of the Lab of Plasma Studies computer system (purchase and install hardware, manage operations, assist users, etc.). Supervise undergraduate or part time employee assistants who carry out computer system jobs. Function as "senior" technician in Ion Beam Lab.
Requirements: Bachelor's in EE or computer science or equivalent. Formal training in operating computer systems, networking, programming, etc. 3-5 years related experience with DEC computer systems and with the UNIX operating system, or an equivalent combination is necessary. Strong interpersonal skills are necessary. Send cover lr & resume to Sam Weeks.

Technical Specialist I (PT1703) Level 36
CIT/Systems-Endowed
Design, implement, install, document and maintain systems software and significant subsystems for the AIX/370 Operating Systems (IBM's version of UNIX for 370 architecture machines). Provide technical leadership in designing and adapting functional enhancements to AIX/370 and its subsystems. Some night, weekend and "on call" duties.
Requirements: Bachelor's in computer science or equivalent experience with computer courses in operating system fundamentals. 3-5 years experience with UNIX Operating Systems and significant subsystems preferred. Knowledge of "C" programming language, UNIX utilities and system calls is essential. Work with IBM 370 assembler language, the VM operating system and large systems is a plus. Send cover letter and resume to Sam Weeks.

Senior Systems Programmer/Analyst (PT1903) Level 35
Computer Services-Endowed
Provide technical support for CUINFO, electronic mail, and other related projects. Design, develop, maintain, and program software related to these communication systems. Prepare documentation, assist and train users. Process database changes. Research, investigate and evaluate other similar systems.
Requirements: Bachelor's with 3-5 years experience. Extensive knowledge of VM/CMS including XEDIT and IBM assembly language. The following are highly desirable: experience with Pascal and C, familiarity with IBM PC and Macintosh, familiarity with TCP/IP network concepts and protocols, and verbal skills including grammar and spelling. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT1701) Level 35
Financial Systems-Endowed
Provide technical support. Serve as liaison to Financial Systems administrative technical consultant and Information Technologies staff. Write, maintain, and analyze system programs where normally used programming languages are unsuitable. Supervision of programmer analyst team as assigned.
Requirements: Bachelor's or equivalent. 5-10 years experience in application and system programming with ADABAS and BATCH, and VM/CMS interaction. Knowledge of commonly used programming languages such as Basic and assembler for mainframe to micro systems. Strong communication skills required. Send cover letter and resume to Sam Weeks.

Applications Programmer II (PT2005) Level 34
NYS College of Vet Medicine/Administration-Statutory
Participate with faculty in the development of instructional software for teaching biomedical and clinical sciences. Oversee the maintenance of a network of Macintosh computers. Perform regular back-ups. Provide guidance to faculty on the design of instructional software.
Requirements: Bachelor's or equivalent. 2-3 years related programming experience. Familiarity with Macintosh systems and programming and programming including integration of high level languages such as C and Pascal with a Hypercard environment. Send cover letter and resume to Sam Weeks.

Systems Software Engineer (PT1716) Level 34
Computer Science-Endowed
Assist in the development of research software by providing system support (software installation and maintenance, and benchmarking) and C and Lisp programming (graphical networking, and Lisp development). Some research work possible, depending on interest and qualifications.
Requirements: Bachelor's in computer science or mathematics or equivalent combination of education and experience. Work with UNIX required. Knowledge of Lisp and/or experience with complex Lisp systems advantageous. Send cover letter and resume to Sam Weeks.

Applications Programmer/Analyst III (PT1715) Level 34
Computer Science-Endowed
Working with staff and grad students, develop and implement the Synthesizer Generator, a system that generates language based software environments from formal specifications. Maintain the system and provide documentation.
Requirements: Bachelor's in computer science (Master's preferred) or equivalent combination of education and experience. Familiarity with C and UNIX, window systems, formal languages, and compilers. Send cover letter and resume to Sam Weeks.

Software Engineer (PT1704) Level 34
Computer Science-Endowed
Specify, design, implement, document and maintain reliable distributed systems software and applications for a large research project. Work closely with staff and students and serve as liaison with external users of the software in academia and industry.
Requirements: Bachelor's in computer science, math, or equivalent combination of education and experience. 3 years programming work including large systems with emphasis on distributed systems and/or communications. Programming in C preferred. Send cover letter and resume to Sam Weeks.

Applications Programmer/Analyst II (PT1708) Level 33
V.P. for Campus Affairs-Endowed
Design, develop, install, modify, maintain and document approved applications as needed for the Division of Campus Life departments. Set up hardware; diagnose problems; repair or arrange for repair of equipment; and apply fixes and upgrades.
Requirements: Bachelor's or equivalent with computer-related courses. 1-3 years of related experience. Working knowledge of applications for batch and/or interactive systems: VM/CMS; system utility programs; operating systems and software packages for PC and Macintosh computers (i.e., Wordperfect, Lotus, Filemaker, Excel, DOS, Dbase); and networks (Novell and/or AppleTalk). Hardware experience on IBM mainframes and micros required. 2 programming languages-PL1, Natural, Cobol, Pascal, Basic. Send cover letter and resume to Sam Weeks.

Systems Programmer/Analyst II (PT1406) Level 33
Electrical Engineering-Endowed
Assist computer manager in day-to-day operation of a general purpose system including VAX, Sun, HP, and AT&T computers. Design, maintain, and document application software for administrative computer systems, including Macintosh and IBM PCs. Maintain operating systems, make backups, and provide training and consulting for users.
Requirements: Bachelor's in computer science or related fields. 2-3 years experience with UNIX systems. Send cover letter & resume to Sam Weeks.

Technical Consultant II (PT6301) Level 33/HRII
HDFS/Family Life Development Center-Statutory
Provide technical support, training and orientation to staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment.
Requirements: Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers. Macintosh experience required. IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C or BASIC desired. Send cover letter and resume to Sam Weeks.

Systems Programmer/Analyst II (PT3608) Level 33
Engineering College Educ. Computing-Endowed
Provide system management for a network of UNIX-based graphics workstations; install and maintain system software and utilities, keep hardware operational and assist and consult with staff and users.
Requirements: Bachelor's in computer science or equivalent. 2-3 years programming; 2 years system management, familiarity with UNIX (prefer several versions), C, HOOPS and interactive graphics, excellent communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

Technical Consultant I (PT1506) Level 32
Johnson Grad School of Management-Endowed
Assist computer user computing unit and applications consulting to the faculty, staff and students of the Johnson School community. Do one-on-one training and consulting; and workshops, presentations, user consultation surveys, management of student consultants and user documentation.
Requirements: Bachelor's or equivalent experience. Completed work in the application of computing technology preferred. Minimum of two years experience with significant client contact and exposure to office automation systems. Demonstrated knowledge in at least one area of JGSM supported hardware and software (Vax/VMS, DOS, Mac), and a proven ability to develop consulting expertise in the full spectrum of supported systems. Send cover letter and resume to Sam Weeks.

Dining Supervisor I (PA2002) HRII
Dining Services-Endowed
Supervise daily operations of dining unit including purchasing and storage of food supplies, maintenance of equipment, planning menus, preparation and dispensing food.
Requirements: Associate's or equivalent. 1 year food service supervisory experience desired. Knowledge of food and health codes desirable. Send cover letter and resume to Cynthia Smithbower.

Data Analyst/Space Coordinator (PT2009) HRII
Architectural Services-Endowed
Assist architectural managers in developing space utilization studies and space programs. Develop and implement a space analysis data base for the University. Provide space management advice for the University. Research and implement a project cost database.
Requirements: Associate's in business administration or equivalent experience. Minimum of 3 years experience in handling large data based space inventory computer programs. Ability to design and modify various software. Basic knowledge of space inventory principles. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT2001) HRII
Clinical Sciences-Statutory
Provide lab support of the woodchuck hepatitis project. Develop immunoassays for markers of hepatitis infection. Analyze routine blood samples for evidence of liver injury. Develop woodchuck specific RIA's for reproductive hormones. Collect and analyze woodchuck semen and develop methods for cryopreservation of sperm. Create, maintain and analyze computer records of test results using statistical software.
Requirements: Bachelor's or equivalent in biology required. Master's desired. 2-3 years independent lab experience necessary, including maintenance of data files and analysis of data. Ability to meet deadlines. Computer experience essential. Ability to restrain small animals and obtain blood samples. Pre-exposure vaccine required subsequent to hire. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT2007) HRII
Pharmacology-Statutory
Provide department with technical equipment support for its programs. Working with staff to determine specific needs, fabricate specialized lab equipment by designing, drafting scale drawings, and machine parts. Modify existing equipment to meet current needs. Keep equipment inventory. Provide equipment maintenance and repair. Be responsible for planning, setting up, and reorganizing labs. Oversee facility renovations and work with staff, designers, and trades people to meet specifications and deadlines.
Requirements: Bachelor's or equivalent. Minimum of 2-3 years experience with scientific equipment fabrication and equipment maintenance. Must have working knowledge of machine shop tools, spectrophotometers, gamma counters, centrifuges, LS counters, and other specialized lab equipment. Send cover letter and resume to Sam Weeks.

Assistant Director of Advising (PA2008) HRII
Office of Engineering Advising-Endowed
Coordinate a range of programs relating to faculty advising, academic enhancement, and support services. Advise and counsel engineering freshmen and sophomores in academic, personal, and career development areas.
Requirements: Bachelor's required in counseling, student personnel or a related area. 2 or more years of experience in student development and related activities. Excellent communication and interpersonal skills are essential. Must be able to interact effectively with a diverse student body in a dynamic environment of university and public constituencies. Send cover letter and resume to Cynthia Smithbower.

Administrative Supervisor II (PA2006) HRII
History-Endowed
Coordinate and supervise the personnel and business aspects of the department. Provide staff assistance to the Chairperson of the department.
Requirements: Associate's or equivalent. Bachelor's or equivalent desirable. 3-5 years related experience. CU administrative and accounting experience preferred. Computer skills on PC desirable. Send cover letter and resume to Cynthia Smithbower.

Assistant Director for Minority Programs and Career Service Programs (PA2007) HRII
Career Center-Endowed
Responsible for coordinating career planning and placement activities for minority students including workshops, programs, counseling and advising campus student organizations. Develop and coordinate job search programs for students from all undergrad colleges, including majority stu-

dents. Support Career Center on-campus recruiting program: work with Associate Director for Career Programs and Placement as liaison to employers for recruiting visits and information sessions. Handle Career Center publicity and monthly program calendars.
Requirements: Master's or equivalent preferred. 2-3 years experience in higher education, counseling, or career planning and placement. Understanding of nontraditional students' needs; African American, Asian American, Hispanic and Native American. Requires excellent interpersonal, organizational, and communication skills. Send cover letter and resume to Cynthia Smithbower.

Executive Steward (PA2011) HRII
Statler Hotel-Endowed
Oversees all stewarding functions for the hotel. Oversees cleanliness of all kitchen areas, and maintains china, glassware, and silver inventory.
Requirements: HS diploma; proven supervisory skills; strong interpersonal skills; a minimum of 1 year experience in stewarding or in another F&B department with similar type of operation. Send cover letter and resume to Cynthia Smithbower.

Graphics Artist/Animator (PA2004) HRII
NYS College of Vet Medicine/Administration-Statutory
Work with the faculty and a medical illustrator to produce animations and interactive graphics for several departments.
Requirements: Bachelor's degree. Proficient with graphics and animation programs available for Macintosh (e.g., Director, Illustrator, and Studio 8). Minimum 2-3 years experience in design and production of computer animations. Background in biomedical services environment desired. Send cover letter and resume to Cynthia Smithbower.

Assistant Vending Manager (PA2003) HRII
Dining Services-Endowed
Supervise the day operation of Vending and satellite operations. Plan and manage all aspects of food production and service. Hire, train, schedule and evaluate employees. Forecast customer counts and preferences; plan menus accordingly. Implement and maintain high standards of sanitation in compliance with Health Department regulations.
Requirements: Bachelor's or equivalent. At least 2-3 years related experience. 2 years supervisory experience preferred. Knowledge of food and health codes required. Send cover letter & resume to Cynthia Smithbower.

Research Support Specialist I (PT1709) HRII
Division of Nutritional Sciences-Statutory
Provide support in the planning, administration and evaluation of the NY State Nutrition Surveillance Program. Travel within and outside NY State collecting state-wide data analysis. Prepare oral and written reports, including those for state agencies and various journal articles. Flexible work hours.
Requirements: Bachelor's or equivalent in nutrition and epidemiology. Master's preferred. 2-3 years experience working with nutrition, health and social science data on micro and mainframe computers. Good organizational and interpersonal skills. Send cover letter and resume to Sam Weeks.

Visual Specialist I (PA1904) HRII
Biomedical Communications-Statutory
Conceive, design, and develop illustrative material applicable to medical teaching and research projects using a computer graphics workstation and freehand illustration.
Requirements: Bachelor of Fine Arts - Graphic Design/Illustration. Minimum 2 years work experience doing illustrations/computer graphics. Send cover letter and resume to Cynthia Smithbower.

Administrative Supervisor, Interlibrary Lending (PA1905) HRII
Access Services/Interlibrary Lending-CUL-Endowed
Under the general direction of the Access Services Librarian, coordinate, organize, and supervise CUL's interlibrary lending operation. Supervise searching; handle negative responses to requests; reply to requestors, etc. Responsible for trouble shooting, interpreting lending policies and correspondence regarding lending problems.
Requirements: Bachelor's or equivalent. Minimum 2 years experience working in an academic or research library. Ability to work with foreign languages; supervisory experience; strong interpersonal and communication skills; strong bibliographic skills; familiarity with interlibrary loan, RLIN or OCLC knowledge and keyboarding experience helpful. Send cover letter and resume to Cynthia Smithbower.

Assistant Director (PA1906) HRII
College of Arts and Sciences/Admissions-Endowed
Recruit applicants from assigned geographical regions and chair a selection committee comprised of faculty and academic deans. Play a major role in coordinating the recruitment and selection of students of color for the college.
Requirements: Bachelor's in liberal arts; advanced degree and fluency in Spanish are preferred. 3 years experience in admissions, teaching or related areas. Background in market research, admissions travel, recruitment and selection of student of color is particularly desirable. Excellent interpersonal, communication and organizational skills. Send cover letter and resume to Cynthia Smithbower.

Staff Writer I (PC1808) HRII
Theory Center-Endowed
Develop and prepare written information for dissemination to the Theory Center's public.
Requirements: Bachelor's in English, journalism or closely related field, or equivalent combination of education and experience. 1-3 years writing experience; experience summarizing scientific information preferred. Experience working with print shops, the media and desktop publishing software. Must be able to work independently with high degree of accuracy and be able to meet deadlines in a fast-paced environment. Strong organizational and interpersonal skills necessary. Send cover letter, resume and 3 writing samples to Esther Smith, Staffing Services, 160 Day Hall.

Managing Editor (PC1807) HRII
School of Hotel Administration-Endowed
Responsible for all aspects of the CU Hotel and Restaurant Administration Quarterly, an international professional journal. Copy-edit (or re-write) manuscripts, research and write feature articles; responsible for the layout and makeup of all pages, acquiring all artwork, and maintaining a production schedule.
Requirements: Bachelor's degree, preferably in English or journalism, at least 2 years of prior work in print publications. Must have top-notch research skills. Should have some familiarity with the Macintosh computer, Microsoft Word, and Aldus Pagemaker, also must understand basic type specifications. Send cover letter, resume and editing samples to Esther Smith, Staffing Services, 160 Day Hall. Application materials will be accepted until May 24.

Applications Programmer II (PT1801) HRII
Animal Science-Statutory
Develop, install, service, maintain, modify, and document complex personal computer applications programs for the CU Dairy Records Processing Lab. Assist with planning of complex systems/applications programming projects involving mainframe and personal computer interaction.
Requirements: Bachelor's or equivalent in computer science or animal science. 2-3 years experience providing knowledge of CSP (IBM's 4th generation "Cross System Product" programming language) application programming procedures. Send cover letter and resume to Sam Weeks.

Teaching Support Specialist II (PT1714) HRII
Biochemistry, Molecular and Cell Biology-Statutory
NOTE: this is a change from the previous, incorrect posting. Instruct and grade lab students. Design and perform new experiments. Work with teaching staff, help in developing and updating some protocols. Maintain lab organization, prepare reagents, and order supplies. Set up and arrange lab and supplies for student use. Responsibilities include two courses each semester and possibly one in the summer.
Requirements: Bachelor's in biochemistry (or closely related field) or equivalent. 2-3 years experience in a teaching lab with various types of electrophoresis, chromatography, ultracentrifugation, protein purification, bacterial cell culture, and liquid scintillation counting. Need good skills in organization and communication. Some knowledge of Macintosh computers and programs is desirable. Send cover letter & resume to Sam Weeks.

Research Support Aide (PT1512) HRII
Soil, Crop, Atmospheric Sciences-Statutory
Assist with data compilation and analysis, writing and production of monthly climate publications. Use computer to prepare graphics for publication. Respond to requests for climate data info and assist with research projects.
Requirements: Bachelor's preferred, with coursework in Meteorology/Climatology. Minimum 1-2 years related experience. Excellent oral and written communication skills. Familiarity with the use Macintosh computer for word processing and other applications required. Experience with mini or mainframe computer systems desirable. Send cover letter and resume to Sam Weeks.

Research Support Specialist II (PT1410) HRII
Chemical Engineering-Endowed
Provide technological support to faculty and students for research/teaching programs in the School of Chemical Engineering, including troubleshooting and fabricating sophisticated mechanical and electronic equipment. Responsible for facilities maintenance and safety enforcement.
Requirements: Bachelor's in mechanical/chemical field or equivalent combination of education and experience required. Applicant must be well versed in modern mechanical design, electronics and computer interfacing. 2-3 years experience in research/chemical engineering environment desirable. Ability to work independently essential. Some machine shop work helpful. Send cover letter and resume to Sam Weeks.

Fiscal Officer (PC9204) HRII
Computer Science-Endowed
Under general direction from the Director of Administration manage fiscal operations of a 150 member computer science department with an annual budget of \$3M and an annual research volume of \$5M. Respond to faculty, staff and students by assisting in implementing new or revised policies to improve the environment for teaching and research within the department. Develop and prepare annual operating budget and research,

budgets. Develop and implement policies and procedures for all accounting functions as required. Supervise accounts assistant. Design and implement financial management systems.
Requirements: Bachelor's or equivalent combination of education and experience. 4 years financial analysis/management experience preferably in academic setting. Experience and aptitude with microcomputers and software for institutional analysis and database management systems. Excellent communication, interpersonal, analytical and problem solving skills. Ability to prioritize and work effectively with diverse groups. Demonstrated experience in planning, organizing and implementing new initiatives. CU employees send employee transfer application to Esther Smith, Staffing Services, EHP.

Applications Programmer I (PT1403) HRII
Finance and Business Services-Statutory
Coordinate the maintenance and upgrades of PC hardware and software. Develop and maintain documentation. Develop, install, maintain, and modify software for administrative systems from PC to mainframe computers. Assist with computer operation and maintenance of ADABAS security systems.
Requirements: Bachelor's in computer science or equivalent. 1-2 years related experience. Work with PC's, IBM System 36, and CU mainframe desirable. Knowledge of JCL, CMS, MVS, and ADABAS. Some experience with machine architecture, production procedures and systems utility programs. Send cover letter and resume to Sam Weeks.

Research Support Specialist II (PT1308) HRII
Soil, Crop and Atmospheric Sciences-Statutory
Support a research program aimed at isolating and identifying natural plant combs which are physiologically active on other species. Maintain and operate complex analytical equipment, independently conduct aspects of the research program; develop and evaluate methodology; statistically analyze results and survey literature. Until 9/30/90 with possible extension contingent upon funding.
Requirements: Bachelor's or Master's in biology, plant physiology, or biochemistry preferred. Work related experience including pesticide residue analysis and biochemical techniques preferred. Valid NY driver's license helpful. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT1204) HRII
Agromony-Statutory
Conduct field and lab experiments on soil and water management, implement field trials throughout NY dealing with tillage, soil compaction, and drainage/irrigation. Do lab measurements on soil permeability and moisture retention. Compile, arrange and summarize data. Manipulate data using computers. Supervise summer field assistants. Construct equipment and instrumentation to be used in field and lab.
Requirements: Bachelor's in Agronomy or related field, Master's preferred. Understanding of soil and water management and related processes. Experience with farm and lab equipment and procedures. Ability in computer programming preferred. Send cover ltr & resume to Sam Weeks.

Research Support Specialist I (PT0902) HRII
Clinical Sciences-Statutory
Provide technical support for the woodchuck hepatitis project. Assume primary responsibility for chemical carcinogenic study. Develop histochemical and immunochemical techniques and instruct others in their use. Perform necropsies. Some work with live animals possible.
Requirements: Bachelor's in biology with emphasis on histology, pathology or similar field. 2-3 years experience in histology lab. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT0212) HRII
Animal Science-Statutory
Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop a program software to assist dairy herd management.
Requirements: Bachelor's or equivalent in animal science or agricultural economics. High level language, e.g., "C" programming experience, ability to use SAS, and understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Sam Weeks.

Applications Programmer II (PT5801) HRII
Hotel Administration-Endowed
Utilizing a microcomputer and university mainframe (SAS/SPSSx), provide programming & consulting support for research & instructional computing.
Requirements: Bachelor's or equivalent, coursework in computing or related fields. 2-3 years experience. Substantial knowledge and experience of SAS or SPSSx. Knowledge of hospitality software desirable. Familiarity with microcomputer hardware and software. Light typing. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

Research Support Specialist II (PT2004) HRII
Food Science and Technology/Geneva-Statutory
Assist in planning, designing and carrying out research in analytical method development and optimization; process modelling and optimization; and application of multivariate analysis methods for data analysis. Some work on process troubleshooting and study of underlying mechanisms will also be involved.
Requirements: Bachelor's in chemistry, chemical engineering or a closely related field required. Master's level training preferred. 3-5 years experience with gas chromatography and high performance liquid chromatography preferred. Knowledge of statistics and computer programming preferred. A strong mathematical orientation would be useful. Send cover letter and resume to Sam Weeks.

Professional Temporary

Teaching Support Specialist II (PA2009) HRII
School of Hotel Administration-Endowed
Responsible for assisting in developing case studies, other assignments, and new course material. Responsible for administration of up to 8 teaching assistants and will handle other organizational details. Acquire classroom and research materials and will prepare quarterly exhibits for the department. Part-time, temporary. Until 5/31/91.
Requirements: Bachelor's in Hotel Administration plus 2 years in design or project development and/or B.S./B. Arch in design/architecture. 2 years in design or project development and/or design/arch plus 2 years hospitality experience. Send cover letter and resume to Cynthia Smithbower.

Applications Programmer (PT1602)
Division of Nutritional Sciences
Design, develop and document state-wide reporting system in consultation with program staff. 4 months, Mon - Fri, 20 hrs pr wk.
Requirements: Bachelor's or equivalent with computer experience. 2-3 years programming experience preferred. Experience with database design & programming, preferably with dBASE. Excellent oral and written communications skills. Send cover letter and resume to Sam Weeks.

Computer Consultants (TB212)
Information Technologies
Information Technologies is seeking applicants for part-time positions in customer (user) support. Successful applicants will have 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 CU computing environment preferred. Interested parties may submit a resume to Stephen Knapp, CU, CIT Resource Services, CCC Bldg. Room 121, Ithaca, NY 14850.

Technical

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

Technician, GR19 (T1806)
Genetics and Development-Statutory
Minimum Biweekly Salary: \$551.86
Provide technical and administrative support for the efficient operation of a genetics lab. Duties include participation in research; maintenance and ordering of lab supplies; and maintenance of a collection of genetic strains of C. elegans (nematode).
Requirements: Associate's (Bachelor's preferred) with course work in genetics. Minimum of 1 year lab experience. Must be willing to learn new skills and procedures. Send cover letter and resume to Sam Weeks.

Technician, GR19 (T1807)
Genetics and Development-Statutory
Minimum Biweekly Salary: \$551.86
Assist principal investigator and postdoctoral associate with experiments. Perform gel electrophoresis, blot transfers, radioactive labeling, autoradiography, and nucleic acid isolations, cell culture and plant stock. Prepare cell culture media and solutions. Prepare sterile glassware and apparatus for experiments.
Requirements: Associate's in biological science or chemistry or equivalent.

lent. Bachelor's preferred. Minimum 1 year lab experience desirable. Send cover letter and resume to Sam Weeks.

Technician, GR19 (T1507)
Plant Pathology-Statutory
Minimum Biweekly Salary: \$551.86
Conduct pathogen testing in potato plants, screen populations for disease resistance and maintain potato tissue and pathogen culture collections. Prepare clones for shipment. Work in the lab, greenhouse and field. Train grad students.
Requirements: Associate's in biological science or chemistry or training in pathology, biochemistry or chemistry. 1 year lab experience with knowledge of tissue culture and testing procedures. Drivers license essential. Send cover letter and resume to Sam Weeks.

Facilities Inventory Drafter, GR19 (T1409)
Facilities Engineering-Endowed
Minimum Biweekly Salary: \$551.86
Responsible for maintaining and updating the drawings and floor plans of all CU buildings for the Facilities Inventory section. Create or revise plans from field sketches or construction drawings. Calculate and verify field data on space usage and gross and net square footage. Do field inspections. Maintain work log. Assist in training and supervision of student drafters.
Requirements: HS diploma or equivalent. Associate's preferred. 2 years drafting experience, strong communication and interpersonal skills. Experience with microcomputers & CADD desirable. Send cov ltr to Sam Weeks.

Electronics Technician, GR20 (T2008)
Theory Center-Endowed
Minimum Biweekly Salary: \$575.30
Install and maintain computer related equipment and other Theory Center equipment. Assemble, wire & maintain workstations and terminals, associated data communications equipment, cables and electronic equipment. Troubleshoot network wiring problems. Perform system tape drive back-ups. Assist in shipping and receiving. Operate & maintain A-V equipment.
Requirements: Associate's or equivalent in electronics. Experience wiring various networks helpful; computer experience helpful; ability to work independently essential; good communication skills; ability to lift/move 50 lbs. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T1904)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$575.30
Assist in genetic mapping of RFLP markers in tomatoes. Extract DNA, run and blot gels, isolate and screen plasmid clones, radiolabel probes, manage computer data file and analyze genetic data on computer. Assist in overall maintenance of lab including preparing solutions, ordering supplies and monitoring safety. May involve some supervision of grad students.
Requirements: Bachelor's in biology, genetics, biochemistry or related discipline. Minimum 2 years experience, lab work preferred. Send cover letter and resume to Sam Weeks.

Animal Health Technician, GR20 (T1908)
Vet Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Provide support therapy for Intensive Care Unit patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Operate and maintain the systems providing oxygen therapy, intravenous and subcutaneous fluid therapy, central venous pressure, electrocardiograms, etc. Maintain records and inventory of supplies. Some wknds and holidays scheduled rotation through shifts. First, second and third shift.
Requirements: Associate's in animal health technology, NYS licensure or eligible. Experience working with small animals preferred and an interest in teaching critical care techniques. Send cov ltr & resume to Sam Weeks.

Animal Health Technician, GR20 (T1910)
Vet Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Assist the faculty in teaching and supervising staff, senior students and externs. Give them instruction in the proper procedures of animal health care for clinical patients on the Community Practice Service. Provide emergency animal care. Work with clients. Maintain stock of supplies. Assist with paper work and records.
Requirements: Associate's in animal health technology (NYS licensure or eligible). Experience working with small animals preferred. Send cover letter and resume to Sam Weeks.

Animal Health Technician, GR20 (T1909)
Vet Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Assist the faculty in teaching and supervising staff, senior students and externs. Give them instruction in the proper procedures of animal health care for clinical patients. Provide emergency animal care. Work with clients. Maintain stock of supplies. Assist with paper work and records.
Requirements: Associate's in animal health technology (NYS licensure or eligible). Experience working with small animals preferred. Send cover letter and resume to Sam Weeks.

Anesthesia Technician, GR20 (T1907)
Vet Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Assist with induction, monitoring and recovery of animals under anesthesia. Prepare and maintain anesthetic equipment. Assist with the education of the senior students assigned to anesthesia. Maintain records and inventory of supplies. Schedule will include some on-call and overtime when needed.
Requirements: Associate's in animal health technology, NYS licensure or eligible. Experience working with small animals preferred. Send cover letter and resume to Sam Weeks.

Electronics Technician, GR20 (T1804)
Microcomputers and Office Systems-Endowed
Minimum Biweekly Salary: \$575.30
Deliver and pickup microcomputers, peripherals, typewriters, and leased equipment from campus locations. Remove and install leased equipment and install and set-up microcomputers. Assist distribution staff with sales as needed. Assist in assembling and testing of microcomputers and office equipment.
Requirements: HS diploma or equivalent. Associate's in electronic field preferred. Minimum 2 years experience with microcomputer technology. Familiarity with hardware and software. Mechanical aptitude necessary. Able to lift 75 lbs. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Animal Health Technician, GR20 (T1405)
Vet Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Responsible for maintenance of aseptic conditions and coordination of surgery team in the operating room during a surgical procedure. Cleaning and sterilization of surgical and hospital equipment. Must be available when on-call for emergency duty. Some wknds and holidays required.
Requirements: Associate's in animal health technology. Licensed or eligible for licensure in NYS. 2 years operating room experience preferred. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T0706)
Floriculture and Ornamental Horticulture-Statutory
Minimum Biweekly Salary: \$575.30
Conduct field, greenhouse and lab experiments designed to evaluate the effects of weeds and weed control agents (including herbicides and biological control agents) on plant growth. Apply and evaluate herbicides and biological control responses to herbicides and weeds, data analysis and summary. Supervise 2 student employees, interact with Grad students, other faculty, and department support staff. Some travel within NY State will be required.
Requirements: Bachelor's in horticulture, agronomy, plant science or related field or equivalent. 1 or more years of the following experience: weed identification and control, micro-computers, macro-computers, pesticide application, physiology lab skills, culture and maintenance of turfgrass and ornamental plants. NYS driver's license is required. Must have (or be capable of obtaining) an NY Commercial Pesticide Applicator's certification in categories 3A and 10. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T2002)
Chemistry-Endowed
Minimum Biweekly Salary: \$599.73
Supervise and assist in the preparation and distribution of reagents and supplies required by various lab courses. Oversee the daily lab operations of the unit as directed by the Manager. Supervise and assign work to the staff; maintain inventories and experiment files and enter data into IBM computer. Supervise and assist in the waste chemical and toxic materials disposal program.
Requirements: Bachelor's or equivalent in chemistry required. 2 years lab experience with knowledge of chemistry lab techniques and procedures. Good interpersonal communication skills. Supervisory experience preferred. Data entry experience helpful. Send cov ltr & resume to Sam Weeks.

Technician, GR21 (T1802)
Psychology-Endowed
Minimum Biweekly Salary: \$599.73
Assume operation and supervision of human newborn research lab. Participate in planning and evaluation of experiments and collecting and analyzing data. Supervise and train undergrad researchers. Work with parents and schedule infants and researchers. Maintain computer data base, statistical analysis.
Requirements: Bachelor's or equivalent. Minimum 1-2 years experience in related field. Good supervisory, interpersonal, organizational skills essential. Must like working with infants. Computer skills required. Must be able to work independently, meeting with parents in hospital setting, handle newborns, videotape experimental procedures, etc. Send cover letter and resume to Sam Weeks.

Lab Technician, GR21 (T1606)
Equine Drug Testing-Statutory
Minimum Biweekly Salary: \$599.73
Perform advanced analysis under the direction of senior chemist. Operate, maintain, and trouble shoot HPLC apparatus. Analyze samples for drugs and drug metabolites using TLC and associated extraction techniques.
Requirements: BS in chemistry with 2-3 years experience in HPLC. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T1607)
Floriculture & Ornamental Horticulture-Statutory
Minimum Biweekly Salary: \$599.73
Design, establish, and maintain research plots. Conduct field, greenhouse, and lab experiments evaluating the efficacy and safety of herbicides and biological control agents on turf and ornamentals. Responsibilities include measurement of plant responses to herbicide application and evaluation of herbicides; analysis and summary of data; preparation and presentation of reports; and some staff supervision.
Requirements: Bachelor's in Horticulture, Agronomy or Plant Science. Master's preferred; with 2 years of related experience in plant science research. Must have or be able to obtain a NYS Commercial Pesticide Applicators Certification. NYS drivers license required. Knowledge of one or more of the following: weed identification and control; pesticide application; and evaluation; measurement of plant responses to environmental or herbicidal stimuli; culture and maintenance of turfgrass and ornamentals; and computers. Send cover letter and resume to Sam Weeks.

Assistant Computer Support Technician, GR22 (T1803)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$625.24
Provide technical support for the Network Management Center, its campus clients and CU's connection to external networks. Monitor network, diagnose problems, coordinate and document service requests, and provide network access preventative maintenance.
Requirements: Associate's or equivalent. 1-3 years data communications experience. Understanding of data communications networks and hardware highly desirable. Experience diagnosing network problems (especially TCP/IP) helpful. Strong interpersonal skills. Send cover letter and resume to Sam Weeks.

Provide faculty, staff, student support for IBM and compatible software including DOS, Wordperfect, Lotus 123, dBase III Plus, C19, and AutoCAD. Provide data recovery services using utilities such as Norton and Mace. Install and troubleshoot IBM and compatible hardware and related peripherals. provide end user assistance with a large local area network.
Requirements: Bachelor's or equivalent. 2-4 years related experience. Knowledge of IBM and compatible microcomputer hardware and a wide variety of related peripherals as needed. Knowledge of DOS, Wordperfect, Lotus 123, communication, database, and utility software necessary. Network experience helpful. Send cover letter and resume to Sam Weeks.

Electronics Technician II, GR22 (T1401)
CIT/Network Resources-Endowed
Minimum Biweekly Salary: \$625.24
Provide support for the Network Management Center, its campus clients and CU's connection to external networks. Monitor network, diagnose problems, coordinate and document service requests, and provide network access preventative maintenance.
Requirements: Associate's or equivalent. 1-3 years data communications experience. Understanding of data communications networks and hardware highly desirable. Experience diagnosing network problems (especially TCP/IP) helpful. Strong interpersonal skills. Send cover letter and resume to Sam Weeks.

Technician, GR22 (T1307)
Pharmacology-Statutory
Minimum Biweekly Salary: \$625.24
Conduct experiments and analyze results in research on vertebrate phototransduction and epidermal growth factor receptor system. Participate in design and interpretation of results. Work with cell cultures, purify membrane proteins, and perform radioligand binding assays. Calculate, analyze and present data. Use computer for graphing and statistical analysis.
Requirements: Bachelor's in biochemistry or related field. 2 years lab experience required. Protein purification in cell culture work helpful. Send cover letter and resume to Sam Weeks.

Technician, GR22 (T1108)
Pharmacology-Statutory
Minimum Biweekly Salary: \$625.24
Conduct experiments and analyze results on biochemical research relating to calcium channels. Calculation and analysis of data-statistical and graphical. Perform independently, to some extent, in the design and interpretation of results.
Requirements: Bachelor's or equivalent in biochemistry, neurobiology or similar field. 2-4 years experience in a related field. Familiarity with balances, pH meters, centrifuges, gamma liquid scintillation counters, spectrophotometer, light microscope, and tissue culture equipment. Send cover letter and resume to Sam Weeks.

Research Equipment Technician, GR22 (T0406)
Nuclear Science and Engineering-Endowed
Minimum Biweekly Salary: \$625.24
Build research lab apparatus using standard machine shop equipment; use and maintain research lab equipment; operate low power nuclear reactors; operate gamma irradiation facility; use radiation safety equipment.
Requirements: Associate's in mechanical and/or electrical technology or equivalent experience. 3 years related experience. Nuclear reactor operator license or certification highly desirable. Knowledge of use of machine shop tools and research lab test equipment. Willingness and ability to learn procedures and methods of radiation safety and reactor operations and to pass US operator license examination (after training). Send cover letter and resume to Sam Weeks.

Research Equipment Technician, GR23 (T1713)
Pomology-Statutory
Minimum Biweekly Salary: \$651.82
Responsible for an on-going applied research and extension program in the biology and technology of fruit storage including research, analysis, equipment, computers, gas analyzers and CA control equipment. Operate and maintain 2 labs and controlled atmosphere storage rooms. Purchase materials and equipment. Some staff supervision.
Requirements: Bachelor's or equivalent. 2-4 years experience with carpentry, plumbing, electrical wiring, electronics, Orsat and chromatographic gas analysis. Driver's license required. Send cover letter and resume to Sam Weeks.

Mac-CHESS Operator, GR24 (T1609)
Biochemistry Molecular and Cell Biology/CHESS-Statutory
Minimum Biweekly Salary: \$682.77
Give user groups supervision and instruction in the operations, safety procedures, and equipment usage for their biological diffraction experiments. Assist in some experiments. Repair diffraction apparatus and assist in design, modification, and development of beam lines. Do some computer programming when necessary. Help with data reduction using the storage phosphor detector system. some evs and wknd hours are required.
Requirements: Bachelor's or equivalent in engineering, physics, chemistry or biology. Good mechanical and lab skills. Several years related experience preferred. Computer programming skills desirable. Send cover letter and resume to Sam Weeks.

High Voltage Electrician (T2010)
M & SO/Electric Shop-Endowed
Install and maintain medium and high voltage cables. Install and maintain primary distribution switches, street lights, security lighting systems, and transformers. Maintain substations. Perform other duties as assigned. Some emergency service hours required.
Requirements: HS diploma or equivalent. A minimum of 5 years experience installing and maintaining medium and high voltage distribution systems. Must have and maintain a valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Plumber (T1901)
M&SO/Custom Service Shop-Endowed
Trouble-shoot and repair all types of heating and plumbing equipment associated with the pipelinting industry (i.e. radiators, heat exchangers and controls, chill water systems and control valves). Must be willing to work with asbestos using OSHA approved procedures and to put in overtime when necessary. Will have direct contact with customers and other trade people.
Requirements: HS diploma or equivalent. Must have and maintain a valid NYS driver's license. Minimum of 5 years experience in plumbing or heating. Must belong to the Plumbers and Pipefitters Union or be willing to join within 30 days of hire. Send cover letter and resume to Sam Weeks.

Electrician (T1902)
M&SO/Custom Service Shop
Maintain electrical systems. Troubleshoot and repair circuits, magnetics, various controls and lighting systems. Must be willing to work overtime when necessary. Direct contact with customers & other trades people.
Requirements: HS diploma or equivalent. Completion of accredited apprenticeship or equivalent experience. Must have and maintain a valid NYS driver's license and be available for overtime. Send cover letter and resume to Sam Weeks.

Chilled Water Plant Maintenance Mechanic Operator (T1812)
Utilities-Endowed
Operate and maintain central plant equipment including electric driven chillers, pumps, cooling towers, vapor in and compressed air systems, water turbines and generators, and water treatment equipment and instrumentation. Plant operation also involves the use of a campus microprocessor-based central control system.
Requirements: HS diploma, Associate's in mechanical or electrical technology or equivalent. 3-5 years in refrigeration, operation and maintenance of central utility plants desirable. 1-3 years experience in electric and solid state electronic controls and their application in control monitoring. Send cover letter and resume to Sam Weeks.

Technical Off-Campus

Technician, GR24 (T2003)
Equine Drug Testing/Elmont, LI-Statutory
Minimum Biweekly Salary: \$682.77
Assist director of field drug testing lab at Aqueduct, Belmont and Saratoga Race Tracks. Relocation to Saratoga Springs, NY for month of August each year. Supervise 4 technicians in absence of director.
Requirements: Bachelor's in chemistry or biochemistry. Minimum 3-4 years experience in isolation, purification and identification of drugs and drug metabolites. Operation of analytical instrumentation and perform thin layer chromatographic analysis. Send cover ltr & resume to Sam Weeks.

Technical Part-time

Technician, GR18 (T1201)
Plant Pathology-Statutory
Minimum full-time equivalent: \$529.35
Provide technical support in a cytology lab. Acquire, manipulate and plot data from videotapes using IBMXT. Update reference database, maintain fungal cultures, prepare solutions, also photographic printing and general lab maintenance. Possible full time after 6 months contingent on funding.
Requirements: Associate's or equivalent in biology or related field. Knowledge of IBM-compatible computers. Minimum 1 year research experience desirable. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T1006)
Biochemistry-Statutory
Minimum full-time equivalent: \$575.30
Assist with culturing bacteria, enzyme purification, and assay. General lab duties. 25 hrs pr wk.
Requirements: Bachelor's or equivalent; courses in biochemistry or microbiology. 1-2 years practical lab experience in biochemical/microbiological lab, including chromatography, spectrophotometer, and gel electrophoresis. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T1702)
Biotechnology Program-Endowed
Minimum full-time equivalent: \$599.73
Assist in the operation of scientific instruments, including a computer and perform general lab activities in a service facility. Operate a flow cytometer and spectrophotometer; maintain lab apparatus and supplies. Mon-Fri, 20 hrs pr wk.
Requirements: Bachelor's or equivalent in physical or biological sciences preferred. Minimum 2 years lab experience involving the use of some instrumentation. Some programming experience is desirable. Send cover letter and resume to Sam Weeks.

Technical Temporary

Animal Technician (T1505)
Lab Animal Services
Clean, feed, and monitor research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records including health observations. May include assisting Vets in treating and vaccinating animals. 6 months.
Requirements: HS diploma or equivalent. 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. Pre-employment physical and all necessary immunizations required. Able to lift

50 lbs. Must have a valid NYS driver's license. Some wknd work required. Send cover letter and resume to Sam Weeks.

Office Professionals

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter. If requested, for each position in which they are interested.

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

Front Office Receptionist, GR18 (C2012)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$529.35
Perform daily duties of the Front Office in a manner which conveys hospitality, efficiency and genuine interest in the hotel's guests. Duties include operating the computer and switchboard; checking guests in and out of the hotel; posting guest and club account charges and payments; keeping accurate records for guest rooms; serving as an accurate information source for all guests. Hours flexible; nights and wknds.
Requirements: HS diploma or equivalent; some accounting, switchboard and computer experience required. Six months front office experience preferred. Ability to deal with public easily and cordially.

Preservation Assistant, GR18 (C1909)
Conservation/Olin/CUL-Endowed
Minimum Biweekly Salary: \$529.35
Under the direction of the Project Coordinator of a Digital Preservation Project, be responsible for pre- and post-scanning procedures concerning the creation of paper facsimiles including: searching, collating, disbinding and trimming; complete worksheets; perform quality control tests; prepare volumes for binding; initiate withdrawal and cataloging procedures. 14 month appointment.
Requirements: Associate's or equivalent. Excellent organizational and work-flow management skills. Attention to detail. Ability to work independently; previous library work experience, especially knowledge of searching and acquisitions procedures; knowledge of microfilming techniques and equipment desired; computer skills, in particular experience with the IBM-PC, Wordperfect and PC-file desired. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Preservation Assistant, GR18 (C1910)
Conservation/Olin/CUL-Endowed
Minimum Biweekly Salary: \$529.35
Under direction of the Project Coordinator of a Digital Preservation Project, set up and scan volumes according to project specifications; enter printing and document structure information; perform visual inspection via monitor and through printouts; rescans documents and insert corrected digital images in the digital system; transfer digitized information to more permanent medium; initial print order and permanent storage. 14 month appointment.
Requirements: Associate's or equivalent. Excellent organizational and work-flow management skills. Attention to detail. Ability to work independently. Previous printing and/or photocopying experience. Familiarity with photocopying and printing equipment. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Faculty Secretary, GR18 (C1912)
Law-Endowed
Minimum Biweekly Salary: \$529.35
Provide secretarial support to faculty. Wordprocessing of manuscripts, briefs, correspondence, class materials; coordinate travel arrangements; prepare travel and reimbursement vouchers; research references and citations in Law Library; copy, file, answer correspondence.
Requirements: HS diploma or equivalent. Business or secretarial school preferred. 1 year office experience and familiarity with IBM-PC, Wordperfect desirable. Able to coordinate and prioritize variety of tasks necessary. Excellent organizational, interpersonal and communication skills. Heavy typing.

Office Assistant, GR18 (C1414)
Campus Store-Endowed
Minimum Biweekly Salary: \$529.35
Record all incoming books for Tradebook department, into a computerized inventory control system; process related paperwork (invoices, purchase orders, etc.); prepare merchandise for sales floor presentation or mailing; maintain inventory through data entry; take periodic physical inventory of stock. Occasional wknds.
Requirements: HS Diploma or Equivalent. Some college coursework preferred. 1 year related retail experience, preferably with books required. Data entry experience essential. Excellent communication, interpersonal and organizational skills. Light typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Accounts Assistant, GR18 (C1006)
Administrative Operations/CUL-Endowed
Minimum Biweekly Salary: \$529.35
Under the direction of the Accounting Manager, process and pay vendor invoices/credits for library materials for the 10 endowed libraries and some statutory units. Audit and process for payment, approve library automatic systems; correspondence with vendors; review and update line and replacement charges/credits with the Bursar's Office; maintain vendor fines (automated and manual); process orders for library supplies; process and monitor typewriter leases. Other duties as assigned.
Requirements: HS diploma or equivalent. Some college coursework preferred. Minimum of 1 year previous accounting/bookkeeping experience and familiarity with standard office machines. High degree of accuracy. Attention to detail; experience with microcomputers, IBM preferred, (data entry, word processing, spreadsheet management). Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with CU accounting system desirable. Light typing.

Secretary, GR19 (C2006)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$551.86
Provide administrative and secretarial support for the Assistant Dean for Executive Education, and for other staff needs. Use IBM personal computer for DEC equipment to prepare draft memoranda, letters, working documents and other materials for ADEE review, Lotus 1-2-3 and other software to prepare reports regarding program utilization, program costs, schedules, and similar items; assist in preparation of departmental budgets and spending reports.
Requirements: HS diploma or equivalent. Some college coursework preferred. 2 years related experience. Good knowledge of office practice essential. Excellent interpersonal and organization skills. Able to use computer and wordprocessing equipment. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Accounts Assistant, GR19 (C2003)
Campus Store-Endowed
Minimum Biweekly Salary: \$551.86
Perform office functions including: A/R, A/P, Inventory, file maintenance, and account reconciliation. Mon-Fri, 8:30-5:30, some evs and wknds.
Requirements: HS diploma or equivalent. Associate's in accounting preferred. 2 years related experience. Familiar with computerized accounting systems. Knowledge of retail or wholesale operation preferred. Must have excellent communication, organizational and interpersonal skills. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Service Coordinator, GR19 (C2002)
Information Technologies/Workstation Support Services-Endowed
Minimum Biweekly Salary: \$551.86
Receive and prioritize all service requests presented to the service department, insuring that all calls and carry-in transactions are handled in a timely fashion. Enter and maintain all maintenance records. Provide clerical support for service unit.
Requirements: HS diploma or equivalent. Associate's preferred. 1-2 years related experience. Familiarity with office systems technologies including microcomputers, word processing, and communications skills required. Ability to work in a fast-paced service environment and understanding technical information. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR19 (C2004)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$551.86
Provide administrative and secretarial support for two faculty members. Type and proofread moderately complex class materials i.e.: charts, exams, correspondence, etc.; arrange meetings and travel; file; other duties as assigned.

Requirements: HS diploma or equivalent. Some college coursework preferred. 2 years related experience. Good computer knowledge and skills necessary. Ability to organize work priorities to meet busy typing deadlines under supervision. Strong communication (written) skills including knowledge of editing and excellent spelling and grammar skills. Must be adaptable and willing to take on responsibility. High level of confidentiality essential, requiring independent judgment and decision making. Heavy typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR19 (C2013)
University Development-Endowed
Minimum Biweekly Salary: \$551.86
Perform administrative and secretarial duties for Office of Special Gifts. Schedule appointments; answer phone; distribute mail, etc.; assist in preparing and coordinating all correspondence for presidential letters; help in coordinating arrangements for Campus Visits Program; maintain reference materials.

Requirements: HS diploma or equivalent. Some college coursework preferred. Good typing skills. Knowledge of word processing (Olivetti) and dictation equipment. Ability to work with computer inquiry programs. Pleasant phone manner. Knowledge of University Travel Office. Excellent organizational and interpersonal skills. Experience with PC's (Apple Macintosh). Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C2011)
School of Chemical Engineering-Endowed
Minimum Biweekly Salary: \$551.86
Act as the School's receptionist and provide academic and research related secretarial and administrative support. Type highly technical

(equations) material; oversee completion and submission of proposals; schedule appointments; coordinate meetings; handle travel arrangements/reimbursements; maintain files; answer phones; supervise student employees and manage business office operations.
Requirements: HS diploma or equivalent. Some college coursework preferred. Minimum 2 years related experience. Excellent typing skills required. Must be able to organize work, set priorities and work with frequent interruptions. Strong interpersonal and communication (oral and written) skills essential. Knowledge of IBM-PC/Macintosh and LaTeX desirable. Heavy typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR19 (C1905)
Engineering Cooperative Program-Endowed
Minimum Biweekly Salary: \$551.86
Serve as administrative assistant to coordinator and assistant coordinator. Extensive contact with company representatives and students in organizing recruiting activities; maintain computer database; make travel arrangements; work with accounts (accounts receivable and payable); maintain reference library. Other duties as assigned.
Requirements: HS diploma. Some college course work preferred. 2 years related experience. Knowledge of CU's accounting, financial aid, and registration procedures helpful. Excellent communication skills. Organizational ability, attention to detail, and confidentiality extremely important. Macintosh experience very helpful. Some program and employee transfer desirable. Medium typing. CU employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C1913)
Cooperative Extension Administration 4-H-Statutory
Minimum Biweekly Salary: \$551.86
Coordinate and expedite the statewide work of the NYS 4-H Foundation executive director/program coordinator and the administrative assistant by providing secretarial support; receive and process all monetary contributions; function as team member in the 4-H unit to facilitate the CU Coop Extension 4-H Youth Development Program. Other duties as assigned.
Requirements: HS diploma or equivalent. 1-2 years related experience. Computer knowledge of spreadsheets, databases, communications packages. Strong on office procedures. Able to work independently. Some travel involved in the position. Must be able to relate and communicate with others effectively. High level of confidentiality essential. Heavy typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Collections Representative, GR19 (C1908)
Bursar-Endowed
Minimum Biweekly Salary: \$551.86
Perform duties involved in collection of delinquent student accounts receivable and student loans including phone contact and written communication with former students to arrange for debt repayment. Mon, 12:30pm-9pm; Tue-Fri, 8am-4:30pm.
Requirements: HS diploma or equivalent. Some college coursework preferred. 2 years related office experience. Excellent communication (written and oral) skills. Ability to deal with sensitive issues in a professional manner. Light typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR20 (C2001)
City and Regional Planning-Endowed
Minimum Biweekly Salary: \$575.30
Provide the Administrative Manager with advanced secretarial support and assist in various administrative areas. Prepare appointment forms, prepare payroll, distribute checks, maintain time records, prepare accounts payable vouchers and maintain accounting files, including phone and duplicating billings.
Requirements: Associate's or equivalent. 2-3 years related office experience. Excellent typing and accounting experience preferred. CU experience helpful. Must have an excellent command of the English language. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Staff Assistant for Recruiting, GR20 (C2007)
Career Center-Endowed
Minimum Biweekly Salary: \$575.30
Handle administrative and secretarial work for the Career Center recruiting programs as well as for the Nonprofit Careers area. The recruiting programs involve over 500 students and 100 employers. Handle arrangements for employer visits and programs; prepare campus interview schedules and materials for students; prepare program publicity.
Requirements: Associate's or equivalent. 2-3 years related office experience. Excellent organizational and communication skills. Computer/word processing skills. Medium typing. CU employees send employee transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP.

Accounts Assistant, GR20 (C2010)
Mechanical and Aerospace Engineering-Endowed
Minimum Biweekly Salary: \$575.30
Serve as accounting clerk. Monitor research accounts (upwards of 1.5 million) with special emphasis on reconciliations, predictions, planning, termination dates, and renewal procedures. Information to be reported regular to Principle Investigator with recommendations and suggestions. Work closely with department administrative office. Also perform diversified secretarial duties as needed.
Requirements: Associate's or equivalent. 2-3 years accounting experience. CU preferred. Mac experience helpful (Excel). Light typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Secretary, GR20 (C1911)
Law-Endowed
Minimum Biweekly Salary: \$575.30
Provide primary secretarial support to the Associate Dean for Academic Affairs, the Director of Administration and Finance and the Assistant Director of Personnel. Provide back office secretarial support to the Offices of the Dean of the Law School and the Dean of Students. One member of a Deans' Office support team.
Requirements: Associate's or equivalent. 2-3 years related office experience. Word processing and spreadsheet software experience required. Knowledge of Wordperfect, Lotus 123 and Paradox helpful. Strong communication (written and oral) skills. Able to coordinate and prioritize multiple tasks, work well under pressure, and maintain a high level of confidentiality. Heavy typing. CU employees send employee transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP.

Accounts Assistant, GR20 (C1906)
Facilities Engineering-Endowed
Minimum Biweekly Salary: \$575.30
Responsible for processing and maintaining Job Cost System (JCS) data relating to Facilities Engineering. This includes processing Requests for Services (RFS) forms, change orders, weekly time sheets, and corrections to the system; also responsible for updating accounting records for changes, maintaining contact with clients for billings, and providing administrative support for the director, administrative manager and professional staff.
Requirements: Associate's or equivalent in business, data processing, or equivalent. 2 years related experience. Must be knowledgeable of data entry principles. Work well under pressure and maintain a high level of confidentiality. Heavy typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Transportation Service Representative, GR21 (C2008)
Transportation Services-Endowed
Minimum Biweekly Salary: \$599.73
Act as university representative in disseminating information concerning parking and traffic to the university community and visitors. Provide services and conduct transactions that insure the effective and efficient implementation of university policies related to parking, traffic and circulation on the Ithaca campus.
Requirements: HS diploma or equivalent. Valid driver's license. Associate's or equivalent preferred. 2-3 years related experience. Excellent interpersonal and communication skills. Knowledge of data entry, ability to work with mainframe and micro computer applications and programs. Light typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

Income Control Accountant, GR21 (C1904)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$599.73
Oversee daily flow of income and cash receipts for the Hotel. Flexible nights and wknds.
Requirements: Associate's with accounting or banking experience. 2-3 years related experience. Good computer knowledge and skills necessary. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR21 (C1903)
VP for Research and Advanced Studies-Endowed
Minimum Biweekly Salary: \$599.73
Production work; create newsletters, reports, brochures and handouts using MS Word and PageMaker on Mac. See jobs through from beginning to end, i.e., gather, organize, edit and enter information; produce high quality document; meet deadlines; distribute finished document; aid in meeting and conference planning and support office databases on a small network of Mac equipment. Correspondence typing, filing and answering phones.
Requirements: Associate's or equivalent. 2-3 years work experience required. PageMaker experience, extensive knowledge of word processing and database management systems and orientation to Macintosh equipment required. Excellent communication (oral and written) skills. Attention to details. Project orientation requires ability to work cooperatively with a variety of people and develop skills as needs require. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Marketing Assistant, GR22 (C1704)
University Press-Endowed
Minimum Biweekly Salary: \$625.24

Disability Continued from page 1e

vided, and special doors for easier access installed at the west entrance.

ILR Conference Center - A restroom was modified for accessibility.

Ives Hall - A formidable stair entrance has been replaced by a ramp. Restrooms were modified for accessibility. Signage was added to direct persons to accessible restrooms.

Martha Van Rensselaer Hall - A wheelchair lift was installed to provide access up a short stairway in the east end of the fourth floor.

McGraw Hall - Plans are presently being drawn for a ramp to McGraw.

Noyes Student Center - A self-service elevator will be installed at the main entrance. Additional accessible restrooms will be added in phase II.

Olin Hall - A ramp entrance and elevator installation were completed as part of the building renovation project.

Sage Chapel - Regrading of the courtyard and the addition of a ramp made this building accessible.

Southeast Asia Center (former Communications Building at 640 Stewart Avenue) - This building will be accessible on the first floor. Accessible restrooms will be built.

Willard Straight Hall - A wheelchair lift is to be installed at the theater.

In addition, curb cuts were added in several strategic areas and bus shelters were made accessible.

Cornell will probably never be a "barrier-free" campus. Old buildings and challenging hillsides can't be fully tamed. Projects don't always get completed as quickly as we'd like to see them happen, but barriers are being eliminated and progress in accessibility continues.

Conference Continued from page 1e

Americans, Asian Americans, and women in fields in which they are underrepresented. SUNY programs to recruit and retain students, faculty, and staff will be shared, including cooperative efforts with collective bargaining units and governance groups to build ongoing support for affirmative action.

Minerva White and William Doody from SUNY Potsdam will examine a model that demonstrates ways a Native American community, a school district and surrounding colleges and universities developed relationships and the benefits of mutual cooperation. Connections between college faculty and public school staff in conducting educational research and building a new middle school curriculum will be discussed.

This conference, which is based on *One-Third of a Nation*, a report of the Commission on Minority Participation in Education and American Life of the American Council on Education, will begin at 4:30 p.m. on June 11 and conclude at 8:15 p.m. on June 12. Educators at all levels are encouraged to attend. There is a registration fee.

Members of the conference planning committee include Irma Almirall-Padamsee, Hispanic American Studies; Sandra Carrington, Human Resources; Joe Lomax, Human Resources; Stephen Sarayder, Arts and Sciences; Shenetta Selden, Veterinary Medicine (chair); Bill Thompson, Equal Opportunity; and Janice Turner, Arts and Sciences.

For more information about the conference, contact Shenetta Selden at 253-3709 or the Office of Equal Opportunity at 255-3976.

Stereotypes Continued from page 1e

On April 27, 1978, the *Ithaca Journal* ran a front page story on me for Secretary's Day. I was so excited about the recognition of my skills, but my excitement ended the day the article came out and I saw

the title "This Girl Friday's A Guy." When the interviewer asked me why I chose the secretarial career, I answered him sincerely and genuinely. However, when he asked my supervisor about the role reversal, she was quoted as saying, "My friends kid me about it: 'Can he type? What are his legs like?' I kid about it too. I tell them 'He has a great chest.'" The article also quoted my supervisor regarding my skills, but those remarks had taken all credibility away from my efforts.

To add insult to injury, my female supervisor went on in the article to say, "I don't think Kevin is offended by it. He kids right back." I, like many others in similar situations, had let the comments pass, but I was offended. While the intent of such comments may be harmless, the impact is that they can cut more deeply than one might imagine.

My career which began in 1977 with Cornell University was short-lived at that time. I left Cornell in 1979 to pursue other academic interests. Several years later, my wife and I returned to the Ithaca area and I began a new business. As with most new businesses, it is sometimes essential to seek additional means of financial support, and so I relied on my previous experience at Cornell.

The year was 1984 and the country and society had come a long way since 1977, or so I thought. For some reason, be it my past experience, or perhaps my sex, I was now perceived as a rare commodity at Cornell. I was told my experience was excellent, my skills superb and because I was male, I was assured of a job. Indeed, I had apparently become a very rare commodity at Cornell, and I was hired back in approximately two weeks after a five-year gap. I was pleased about this situation but I wondered why I got hired so quickly?

Like most people, I am proud to acquire a position that I deserve. Though 13 years have passed since my initial application at Cornell, have we really come that far in our stereotypical beliefs or do men still assume male roles and women still assume female roles? How many other male office professionals or female trades people do you know?

Though I was able to obtain a position at the university in 1984, my desire to climb to the next level of

responsibilities has almost always, I believe, been hampered by the fact that I am a male in a traditionally female role. For example, of the 118 executive staff assistants currently at the university, 110 (93.3%) are female and only 8 (6.7%) are male. Yet the availability of women for this position is 67.9% which leaves a 32.1% availability for males. These discrepancies may be due to the lack of skills and experience, but as one from the outside looking in, I am certain that stereotypes play a key role. Whatever the reason may be, it makes the odds of a successful career outside of the traditional male/female role very limited.

Stereotyping can be very subtle. Because I am a male in the office professional field, I am perhaps asked to do things that other office professionals are not asked to do. I wish I had a quarter for every time I was asked to move the boxes of Xerox paper, or help set up tables for a departmental function or carry some heavy object across campus. The female office professionals in the department were not asked to perform these tasks. Was I hired for my brains or my brawn?

Now that I have two children of my own, I am constantly reminded that stereotypes still exist. Recently I was reading my daughter the storybook (left over from my wife's childhood) entitled *Nurse Nancy*. When Nancy asked to play ambulance with her brothers, she was only allowed to be the nurse. She had to ride in the wagon (the make-believe ambulance) while one brother pulled her and the other, the doctor, ran beside the ambulance. Shortly after reading that story (for the first and last time) I asked my daughter what she wanted to be when she grew up. After much thought, she said, "nurse." I asked her why not a doctor. She laughed in her sheepish five-year-old giggle and said "Daddy, girls can't be doctors." I then proceeded to explain that facet of life in the best five-year-old language I could muster.

People will meet many obstacles and face many choices in life. And speaking as one who has been there and continues the battle, don't let stereotypes make those decisions for you. Make your hiring decisions on experience and skills, not on sex or race!

Jobs Continued from page 3e

questions and commitments. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Part-Time

Office Assistant, GR16 (C2014)
Athletics-Endowed
Minimum full-time equivalent: \$496.93
Under direct supervision, provide secretarial and clerical assistance in the operation of the Football Office. Hours to be determined.
Requirements: HS diploma or equivalent. 1-2 years of successful office experience. Excellent typing and phone skills. Knowledge of Macintosh computer and wordprocessing software important. Experience with university mainframe helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Records Assistant, GR18 (C1802)
Catalog-CTS, Olin Library, CUL-Endowed
Minimum full-time equivalent: \$529.35
Responsible for editing (accepting or revising) name, subject, and series authority headings; correcting machine-readable bibliographic and authority records; pre-input searching, and inputting or overlay of authority records. 20 hrs pr wk.
Requirements: 2 years college coursework or equivalent experience. Problem solving and editing comprehension required. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the USMARC bibliographic and authorities formats desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Conservation Technician, GR18 (C1701)
Mann Library-Statutory
Minimum full-time equivalent: \$529.35
Under the direction of the Coordinator of Preservation, perform a variety of tasks relating to microfilm/filming of brittle materials as part of the CU/NYS Library Coordinated Preservation Grant. Duties include preparing materials for reformatting, collation, target preparation and quality control, may also participate in other conservation activities including minor repair and making protective enclosures in damaged books. Mon-Fri, 20 hrs pr wk. Until 3/31/93.
Requirements: HS diploma or equivalent combination of education and experience required. Associate's preferred. Microcomputer and previous library experience desirable. Experience with microforms, bibliographic searching and book conservation desirable. Good interpersonal, organizational, and communication (oral) skills required to effectively work with filmings agent and other library departments. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C1608)
Community and Rural Development Institute-Statutory
Minimum full-time equivalent: \$529.35
Provide secretarial support for Associate Director of Institute. Heavy typing for research and extension activities. Process expense reports; conference organization; newsletter preparation. Other duties as assigned. Flexible, half days preferred.
Requirements: HS diploma or equivalent. Some college coursework in Secretarial Science desirable. 1-2 years professional secretarial experience required. Experience with computer, word processor essential. Excellent communication and organizational skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Night Supervisor, GR20 (C1805)
Circulation/Uris Library/CUL-Endowed
Minimum full-time equivalent: \$575.30
Under the direction of the Administrative Supervisor, oversee the operation of the Circulation/Reserve desk and be responsible for the building during the eve hours. Supervise students and assist with desk duties. Assist with hiring, scheduling, training, and evaluating student assistants. 25 hrs pr wk. Even and wknds, hours to be arranged.
Requirements: Some college course work successfully completed. 2 years related experience. Ability to work well with a variety of people in a public setting and in a supervisory capacity. Strong organizational, interpersonal and communication skills desirable. Experience with student personnel helpful. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Night Supervisor, GR20 (C1708)
Circulation/Engineering Library/CUL-Endowed
Minimum full-time equivalent: \$575.30
Under the general direction of the Administrative Supervisor oversee eve and/or wknd circulation and reserve functions. Responsible for building security at these times. Train and supervise student staff. Monitor usage of reserve items and other library material. Hours to be announced.
Requirements: Minimum of 2 years college coursework successfully completed. Bachelor's preferred. Strong interpersonal skills. Supervisory and public service experience. Library background strongly desired. Familiarity with personal computers. Ability to function well under pressure. Strong organizational skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services.

Transportation Service Representative, GR21 (C1602)
Office of Transportation Services-Endowed
Minimum full-time equivalent: \$599.73
To act as university representative in disseminating information concerning parking and traffic to the university community and visitors. Provide services and conduct transactions that insure the effective and efficient implementation of university policies related to parking, traffic and circulation on the Ithaca campus. Mon - Fri, Hours variable.
Requirements: HS diploma or equivalent. Valid NYS driver's license. Excellent interpersonal and communication skills. Knowledge of data entry, ability to work with mainframe and micro-computer applications and programs. Light typing. CU employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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 45-50 wpm, knowledge of IBM PC Word Perfect software and Macintosh word processing are in particular demand. Call Karen Raponi at (607) 5-2192 or 5-7422 for more info.

Secretary (S1809)
Environmental Research
Provide secretarial support. Must have well developed Macintosh skills. (PageMaker). Answer phones, mail, and schedule meetings. Other duties as assigned. Please send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Distribution Assistant (S2001)
Agricultural and Biological Engineering
Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes, prepare for mailing. Assist in marketing and other office duties. Answer phones. Mon-Fri, 8-12. Start date: 6/4/90 to 9/28/90.
Requirements: Familiarity with Macintosh computer. Able to lift 40 pound boxes. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Service Clerk (S1301)
Lab of Ornithology
Assist with sales of the Crow's Nest Birding Shop on wknds and holidays. Cashiering, answer phones, respond to basic bird questions, feed birds. Open and close Lab. Hours negotiable-12 hours every other wknd. Casual 1 year appointment.
Requirements: HS diploma or equivalent. Cash register experience helpful. Contact Karen Raponi, Staffing Services, EHP, 255-2192.

Secretary (S1602)
Nutritional Sciences
Typing correspondence, forms, reports and educational materials. Requires use of IBM compatible PC and laser printer using Wordperfect 5.1, including mail merge. Phones, requisition supplies, keep calendars, respond to requests for resources and information. Transcribe audio-tapes. Mon-Fri, 39 hrs pr wk for 4-6 weeks.
Requirements: HS diploma or equivalent. Must have well developed Wordperfect 5.0 skills. Good interpersonal and organizational skills. Heavy typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Secretary (S1803)
Nutritional Sciences
Responsibilities include wordprocessing for manuscripts, correspondence, charts and tables. Mon-Fri, 5 hours per day (hours flexible between 8-5). 3 months.
Requirements: HS diploma or equivalent. Must have well developed Wordperfect 5.0 skills. Good interpersonal and organizational skills. Heavy typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Service Clerk (S1301)
Lab of Ornithology
Assist with sales of the Crow's Nest Birding Shop on wknds and holidays. Cashiering, answer phones, respond to basic bird questions, feed birds. Open and close Lab. Hours negotiable. 12 hours every other wknd.
Requirements: HS diploma or equivalent. Cash register experience helpful. Contact Karen Raponi, Staffing Services, EHP, 255-2192.

Office Assistant (S1107)
Physiology
Provide support in the areas of data entry and word processing utilizing IBM Wordperfect. Answer phones, copy, file. Attention to detail and accuracy is a must. Library searches for journal articles. Part-time flexible hours, 15-20 hrs pr wk. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Secretary (S1500)
Division of Nutritional Sciences/CFNPP
Provide back-up support to administrative staff and 2 researchers. Copy, word processing (Wordperfect); provide student/visitor assistance; prepare standard vouchers; provide phone coverage for 10-12 people. Make on-campus deliveries. Make/range for off-campus deliveries. Order program supplies. Fill publication requests. Replenish publication inven-

Cornell Employment News

Published weekly except for one week each in January and November and two weeks in December by the Office of Equal Opportunity & the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.

Mail subscriptions: available US delivery third class mail at: \$9.00 for 3 months; \$15.00 for 6 months; or \$24.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, New York 14853.

Editors: Laurie Roberts, Carolyn McPherson
Page Layout: Cheryl Seland, Cindy Fitzgerald
Photography: Susan Boedicker, Media Services, Photo Services, Publications

Telephone: Office of Equal Opportunity (607) 255-3976



tory. Other duties as assigned. Until 9/5/90.
Requirements: HS diploma plus secretarial training or equivalent work experience. Experience with word processing (Wordperfect preferred); able to coordinate a variety of activities; good interpersonal and communication skills. Familiarity with CU procedures is helpful. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

General Service

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

Custodian, SO02 (G1502)
Buildings Care-Statutory
Hiring Rate: \$6.00
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur, 6am-2:30pm; Fri 6am-1:30pm
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb a 6 foot ladder. Regular CU employees only. Submit employee transfer application to Esther Smith, Staffing Services, EHP.

Custodian, SO02 (G2002-G2007)
Buildings Care-Endowed
Hiring Rate: \$6.00
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur, 6am-2:30pm; Fri 6am-1:30pm
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb a 6 foot ladder. Regular CU employees only. Submit employee transfer application to Esther Smith, Staffing Services, EHP.

Dispatcher, SO05 (G2001)
M&SO-Endowed
Hiring Rate: \$6.88
Receive trouble calls, relay messages, and coordinate and dispatch appropriate tradespeople and material delivery personnel, or courier/cab service as requested. The Customer Service Center is the focal point of requests for repairs, maintenance and alterations, and information about the physical plant. Mon-Fri, 7:30-4.
Requirements: HS diploma or equivalent. Must possess and maintain a valid NYS driver's license. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills. Ability to work under pressure and strong decision making. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

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.

Custodian
Building Care-Endowed/Statutory
Temporary Rate: \$5.00
Continuous recruitment will be done in the department of Building Care for temporary custodians. Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur 6:00am-2:30pm, Fri 6:00am-1:30pm. Periodically 2nd and 3rd shift hours are available.
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, EHP, 255-2192 for an interview.

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

Groundsworker, SO04 (B0612)
Plantations-Statutory
Hiring Rate: \$6.58
Assist grounds maintenance staff in landscape maintenance and construction to include planting, mowing, weeding, mulching, watering fertilizing pruning, policing of grounds, maintenance of equipment, maintenance of walls, steps, fences. Mon-Thur 7:30-4; Fri, 7:30-3; 7 months.
Requirements: HS diploma or equivalent; valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desirable. Strong interest in horticulture and landscape construction required. Must be able to lift 100 lbs and must be willing to work during all weather conditions. Send letter, resume and employment application to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Temporary Field Assistant (B1701)
Soil Crop and Atmosphere Sciences
Hiring Rate: \$6.00
Perform general farm labor at Mr. Pleasant Farm. Drive tractor and perform routine maintenance. Mon-Fri, 8am-4:30pm 6 months.
Requirements: Some related experience working on a farm. Some mechanical skills. Ability to lift 80 lbs (fertilizer bags). Send application materials to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Temporary Field Assistant (B1301)
Plant Breeding
Hiring Rate: \$5.75
Work on forage breeding project. Help plant harvest and care for forage plots both in the field and in the greenhouse. May 1 through Nov. 10, 1990.
Requirements: Must have NYS driver's license. Able to work independently, and be familiar with operating farm equipment. Send application materials to Cynthia Smithbower.

Temporary Groundsworker (B0902)
CU Golf Course
Hiring Rate: \$6.00
Knowledge of tools, methods, and materials used in golf maintenance and construction. Ability to operate motorized equipment. Valid NYS driver's license required. Pesticide applicators license preferred or willing to obtain upon employment. 6 months; possible extension. Send cover letter, resume and copy of pesticide license to Cynthia Smithbower, 160 Day Hall.

Academic

Public Services Librarian
Law Library
Offer reference service; prepare bibliographies, assist with current awareness services, advise on collection needs, and instruct users in legal research methodology (including LEXIS and WESTLAW) in both formal and informal settings. Participate in the 1st year legal bibliography course. Regular eve and periodic wknd reference assignments.
Qualifications: MLS or equivalent grad degree; ability to communicate effectively and work well with faculty, students and staff; flexibility; problem solving skills; knowledge of legal bibliography or ability to learn quickly. Preferred: experience in a public service position, preferably in an academic law library (JD may substitute for experience if other required characteristics are present); experience in teaching legal bibliography. Foreign language skills desirable. Applications due July 1, but accepted until position is filled. Send cover letter, resume, and list of 3 references to Ann Dyckman, Personnel Director, 201 Olin Library, CU, Ithaca, NY 14853.

Director/Assistant Professor, ILR Credit and Certificate Program
Tenure Track Position
ILR/CU, NY City
Responsible for all aspects of management and administration of the Credit and Certificate program in Industrial and Labor Relations offered at Harry Van Arsdale, Jr. Center for Labor Studies, Empire State Coll. Teach four Industrial and Labor Relations courses per year; plan curriculum offerings and develop new courses; recruit, train, and supervise adjunct instructors; promote the Certificate Program; prepare and administer budget; and ensure coordination between the Certificate Program and the Empire College Program.
Requirements: PhD or equivalent in Labor Relations or Labor Economic History or related field. Demonstrated administrative abilities; experience in teaching adults. Send letter of application and resume, names, addresses, and phone numbers of three references by June 1 to Professor Philip Ross, School of Industrial and Labor Relations, 15 J 26th Street, 4th Floor, NY, NY 10010.