

CORNELL Chronicle

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SUMMER CHALLENGE

One hundred Tompkins County youths are earning paychecks through a project managed at Cornell this summer in jobs that will help them explore career goals.

SOCIAL ILLS

Separate books by faculty explore the male domination of our society and the rise of ethnic hatred in times of crisis.

500 educators from 46 nations seek to improve science teaching

By William Holder

Ivy League students stopped on a sidewalk offer erroneous explanations for why the seasons change. Straight-A students in medical school can't integrate basic scientific concepts. A second-grade student actually regresses in her ability to organize scientific ideas by the time she is a high school senior.

Not isolated incidents, these observations are part of a disturbing pattern in science education that brought approximately 500 educators from 46 countries to campus this week for a conference on "Misconceptions and Educational Strategies in Science and Mathematics."

The focus of their concern is the all-too-frequent inability of educational systems to liberate students from erroneous conceptions about physical and biological phenomena. Research during the past decade has shown that students cling to their ideas even in the face of lecture material that directly contravenes them, according to Joseph Novak, professor of science education and biological science.

Novak, organizer of the conference, said that too many teachers—including ones at Cornell—view teaching as pouring information into waiting minds. In reality, the process by which ideas become lodged in long-term memory is complex and fraught with opportunities for derailment.

"Teaching is an extraordinary intervention," he said during the conference's opening session. "Meaningful learning is really the bottom line." Such learning, he pointed out, requires students "to take charge of their own meaning-making."

Misconceptions plague teachers, parents and students alike. Gerard Thijs from Vrije University of Amsterdam quipped, "Even Newton struggled for many years to get rid of the idea that force is a property associated with an object."

The problem of misconceptions crosses national boundaries, he added. In physics, for instance, certain erroneous ideas about mechanics, temperature, light and electricity crop up in all cultures because they are related to universal perceptual experiences.

Mass media also contribute to misconceptions. Sixty-three percent of students surveyed at the University of Missouri-Columbia, for example, believed that a major quake along the New Madrid fault line in the Midwest would happen soon. Lloyd Barrow, a science educator at the university, attributed their belief to a widely publicized prophesy that such a quake was in the offing. At the same time, hardly any of the students could relate earthquakes to plate tectonics.

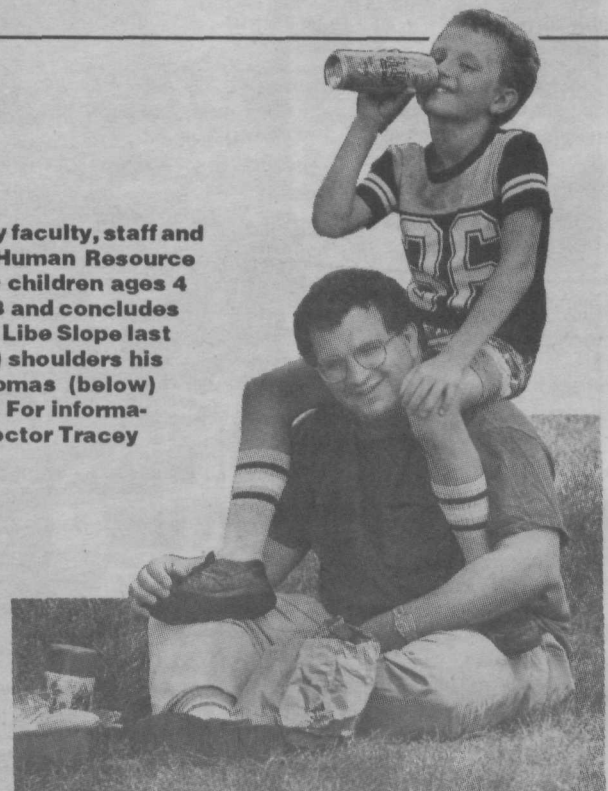
Strategies for addressing these misadventures in science abounded at the conference. James Shymansky of the Univer-

Continued on page 2

Day camp

A new summer day camp for the children of university faculty, staff and students was operated this year by the Office of Human Resource Services' Work and Family Services unit. Some 160 children ages 4 to 13 participated in the camp, which began June 28 and concludes next week. Campers had lunch with their parents on Libe Slope last week. Assistant Professor J. Thomas Brenna (right) shoulders his son Chris, 10, while administrative aide Jan Thomas (below) relaxes with son Thomas, 7, and daughter Laura, 9. For information about plans for next year's camp, call camp director Tracey Durkee at 255-8679.

Photographs by
Sharron Bennett



Computer model created here could assist health care reform

By Carole Stone

A new computer model that simulates the behavior of an entire population of individuals and families could help evaluate proposals for health care reform and changes in other government programs, according to its developer, Cornell sociologist Steven B. Caldwell.

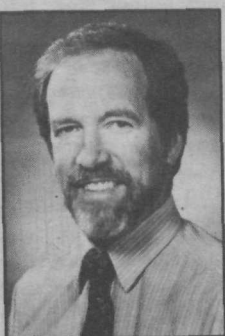
The models currently used by the Clinton administration to evaluate proposals for health care reform present an incomplete picture because they are partial and static, said Caldwell, associate professor of sociology and an expert in policy modeling.

"Those models are partial in that they only pay attention to costs. Health is nowhere in the picture," Caldwell said. "People need to know the effect of proposed health reforms on actual health. But the models only address costs, so too little attention is paid to what the reforms would do to health."

Static models produce useful historical snapshots but are not equipped to forecast the outcomes of reforms as the reforms interact with on-going demographic, economic and health care trends, Caldwell said.

Caldwell's model attacks both problems. Using

supercomputers at the Cornell Theory Center, he and a team of 40 Cornell students plus 10 outside consultants constructed a dynamic microsimulation model of the American population called CORSIM. The model simulates the behavior of each person and each family in a sample of 100,000 persons to represent the evolution of the full population.



Caldwell

and 7,500 parameters to represent complex behavioral trends. The model was created over the past four years with funding from the National Institutes of Health, and is one of only four dynamic microsimulation models in the world, and the only

one based in a university, Caldwell said.

Microsimulation models are not new; static versions have been in use in one form or another for more than two decades. But only in the last decade have more realistic dynamic versions become cost-effective tools to build and use for both basic and policy research.

"Microsimulation is a tool for forecasting the winners and losers of a proposed policy. It goes to the core of the political process," Caldwell said, adding that microsimulation is routinely used for evaluating tax proposals, Social Security reforms, education and energy subsidies and the like.

Macroeconomic and input-output models look at sectors of the economy, not individuals. They describe the economy in terms of sectors, like "population," which lump everyone together—the person who would benefit from a change in tax policy and the person who would pay more.

Microsimulation models are designed to represent individuals and families with considerably more realism and detail. So policy impacts on highly specific groups can be evaluated.

The Department of Health and Human Services (HHS) has begun to use dynamic models—constructed and operated by

Continued on page 2

Pave it again, Sam



Sharron Bennett/University Photography

When the 1993 School for Highway Superintendents met on campus this summer, participants took a field trip to Warren Road to watch a demonstration of a new road resurfacing technique called microsurfacing by Mark Plech of Sult Kote Corp.

Science teaching *continued from page 1*

sity of Iowa noted that for earlier grades there has been an explosion of children's literature dealing with scientific themes. He and his associates identified some 5,000 titles currently available.

"Science is a scary subject for most K-through-six teachers," he said. Presenting it in the context of children's stories appeals to the language arts orientation of most elementary school teachers. But some books promote bad science, he warned, and many acquiesce to authority figures, namely science experts.

For such books to be effective, he said, they must present a mystery or controversy that students are challenged to solve through active investigation. "The cornerstone of science still lies in active participation in the process — in doing science," he said.

Tenth graders might be reached by appealing to their career interests, according to H. Dean Sutphin, associate professor of agricultural, extension and adult education. In a survey of 1,400 New York state 10th graders, conducted this winter, he found that few believe the subjects they study, particularly science, are connected to their work experiences.

On the national level, four major efforts are under way to enhance science education. These include the National Science Education Standards project, directed by the National Research Council and the National Academy of Sciences, and Project 2061, a venture of the American Association for the Advancement of Science that has produced extensive documentation about what concepts students are able to learn at various ages. Other efforts include one by the National Science Teachers Association and a privately funded project to establish a voluntary system to assess and certify teachers above and beyond state requirements.

Susan Speece of Anderson University in Indiana said she is encouraged that participants in these efforts are working together and that all involve teachers. She predicted that the ongoing efforts would lead to meaningful change in curriculums, teacher preparation and assessment.

Novak suggested there is hope that the world will pay attention to current educational research in science. Ten years ago, when the first "Misconceptions" conference was held, it attracted 67 attendees.

Also, the Private Universe Project, based at Harvard University, sent a contingent of 18 people for its ongoing work to create television programs designed specially to help teachers deal with scientific misconceptions. Project staff members are working with the Public Broadcasting Service to create a documentary for national broadcast.

"Our time is coming," said Novak.

BRIEFS

■ **NNF evacuation:** Thirty people were evacuated from the National Nanofabrication Facility (NNF) in Knight Laboratory on July 29 when a remote sensing device triggered an alarm after detecting levels of phosphine gas. The highly toxic gas was confined to a ventilated cabinet and its piping system, Andy Garcia-Rivera, director of environmental health and safety, said. No one was exposed to the gas, and the evacuation was conducted as a safety measure while the gas was vented. After the system alarm sounded at 4:49 p.m., tests and area surveillance were conducted immediately. The lab was reopened the next morning after tests showed no detectable levels of phosphine. "The containment systems did their job," Garcia-Rivera reported.

■ **4-H celebration:** A celebration of the founding of the 4-H part of Delaware County Cornell Cooperative Extension program in 1918 is scheduled for Aug. 20 at the Delaware County fair in Walton, N.Y. To supplement county, state and federal appropriations, the Willman 4-H Fund was established in 1981. Named for Harold Willman, professor emeritus of animal science, the fund honors Cornell's long-time 4-H specialist and supplements tax dollars. Contributions to the fund may be sent to the Willman 4-H Fund, Cornell Development, 55 Brown Road, Ithaca, N.Y. 14850.

■ **Continuing education:** Cornell employees and area residents may register to take a university course during the fall term through the School of Continuing Education and Summer Sessions. With department approval, regular full-time and part-time non-academic employees of Cornell may have tuition waived for up to four credits. Application forms must be completed prior to registration and available in B20 Day Hall and from the Staff Relations and Development Office, 130 Day Hall. For more information or to request *Extramural Study: A Guide to Policies and Procedures*, go to B20 Day Hall or call 255-4987.

■ **Remingtons recovered:** A series of eight Frederic Remington prints reported missing from a fraternity house since early June have been recovered, Cornell Police said on Aug. 3. Cornell Investigator Ellen Brewer said the prints were found inside the front door of the Alpha Delta Phi fraternity house at 777 Stewart Ave., where they had apparently been recently dropped off. The eight 18-by-24-inch prints are a series titled "Bunch of Buckskins" and have a value of \$32,000, Brewer said. They were donated to the Psi Upsilon fraternity by the late Robert W. Purcell. Brewer speculated that the prints' disappearance may have been part of a prank. The investigation continues, she added.

CU to streamline mail handling systems

By Sam Segal

Expecting to save hundreds of thousands of dollars annually, Cornell has begun an effort to streamline its processing of outgoing and incoming mail.

As an early step, to gather information on mailing lists and practices used all over campus, the university will send a survey next week to more than 200 unit administrators.

The effort is being managed by what is called the Mail Project Benchmarking Team, which is part of the overall Quality Improvement Program effort to improve the quality and efficiency of campus services.

Besides Cornell's seven members, the team includes three members from Ithaca College, two from the U.S. Postal Service and a representative of Challenge Industries, which does some mail processing for Cornell and numerous other clients in the area.

In the charge to Cornell's team members, the QIP "sponsor team" said that Cornell wanted to consider a partnership "to process the incoming, outgoing and internal mail of each organization in order to achieve optimal customer satisfaction at the lowest possible cost." The charge foresaw improving service through automation, better use of people and a focus on customer satisfaction. It said savings should be achievable through maximizing postal discounts, minimizing handling of mail, reducing the number of mis-sent pieces, investing in technology and sharing resources with the other partners.

A mail users' advisory group, formed through recommendations from the MAP Committee of administrative managers and representing a dozen academic departments, meets regularly with the benchmarking team to ensure that any proposed changes will work.

The team now estimates that Cornell of-

fices and individuals receive 6 million pieces of mail a year and send out 11 million. It says the university supports more than 150 mail centers with 138 mail meters, wastes money processing outgoing mail and hand-sorting incoming mail, fails to capture available postal discounts, and is inefficient in its use of such special services as UPS and Federal Express.

The benchmarking team will use the survey and other research to define Cornell's current practices and then seek out specific universities or other organizations that are already doing a much better job at mail processing. According to Cornell team member James Mason, the University of California at Los Angeles, the University of North Carolina at Wilmington and Kodak Corp. are among organizations likely to be examined carefully.

Employee comments or suggestions may be directed to team leader Jeff Curtis, who is in the Office of the Senior Vice President, 317 Day Hall (255-7367).

MEMORIAL

A memorial service for John Kinsella, a 23-year member of the faculty who died May 2, will be held on Monday, Aug. 16, from 1 to 2 p.m. with a reception following from 2 to 3 p.m., both in Anabel Taylor Hall. Kinsella was dean of the College of Agricultural and Environmental Sciences at the University of California at Davis at the time of his death.

The Kinsella family has asked that gifts in his memory be directed to the Department of Food Science and sent to the attention of Rebecca Smith, College of Agriculture and Life Sciences, 272 Roberts Hall.

Health care reform *continued from page 1*

Washington think tanks like the Urban Institute and the Brookings Institution.

"HHS is way ahead of other branches of government in using models that produce more than just historical snapshots," said Caldwell, who has advised numerous federal agencies and private organizations, including the assistant secretary for planning and evaluation at HHS, the Employee Benefits Research Institute and the American Association for Retired Persons, about dynamic models.

In contrast, the Clinton administration in evaluating the cost of alternative health care reforms has been relying on agencies tied to the older static models, Caldwell said.

Caldwell's latest version of CORSIM is written in computer language C so it can be run on a full range of computers — from a personal computer to a supercomputer.

It is unusual for a social scientist to use Cornell's supercomputers. But, as Caldwell pointed out, social scientists are trying to model relationships and initial conditions even more complex than those faced by physical and biological scientists.

"We're trying to help shift the emphasis in social science. Not just analysis of each piece of the puzzle, but synthesis — putting the pieces together. And if we can manage to do the synthesis well enough, it could produce good basic research and more intelligently designed public policies," he said.

Caldwell teaches course in introductory sociology, policy research and research methods. His policy research class gives students hands-on experience with microsimulation models and introduces them, too, to other types of computer models for policy analysis.

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Area youths gain work experience on campus

By Kristin Costello

One hundred Tompkins County youths are earning paychecks through a project managed at Cornell this summer in jobs that will help them explore future career goals.

The young people, ages 14 to 21, are targeted for this program because they experience a range of challenges in their lives, such as limited prior work experience, low income and/or disabilities.

"We are in the business of enriching lives," says the project's director, Thomas Golden, an extension associate in the ILR Program on Employment and Disability. "You need to look beyond job training to consider things like academic skills; basic life skills, such as how to rent an apartment; and career skills."

Participants in the six-week program, which began July 12, work 24 hours a week in a variety of jobs on campus and in Tompkins County, ranging from research to clerical work, retail services, grounds keeping and maintenance. They also spend time in the classroom learning practical skills, such as how to maintain a budget, the importance of carrying identification and the value of reading a newspaper.

The project is a collaboration of the Program on Employment and Disability in the School of Industrial and Labor Relations and the Tompkins County Office of Employment and Training and receives funding from the New York State Department of Labor.



Sharon Bennett/University Photography
Katie Gafney (left) pauses with her summer supervisor, Vicki Davis, at the Cornell Information Technologies sales counter. Gafney is one of 100 local youths exploring career options in jobs on campus this summer.

Ideally, the program is designed to help youths build on and broaden their experiences, evaluating a career field that they could eventually pursue as a full-time position. The project is targeted to augment educational skills and increase and enhance employability and job seeking skills.

"I am learning to feel more comfortable in a work environment," says Teheran Forrest, a 14-year-old working at Cornell's Computing and Communications Center.

Sixteen-year-old Shanika Scott, who is working in the Campus Store's gift department, says she is excited about the job fair that the students are preparing. Each student is inviting someone from the community who works in an occupation in which they are interested to come to the job fair. Shanika has written a letter to a lawyer.

"This program not only helps you to learn how to be in a work environment, it gives you a sense of responsibility and teaches you to take on other responsibilities," Scott says.

To participate in the program, candidates underwent a diagnostic interview with the Tompkins County Job Training Partnership Administration to ascertain their preferences for a work experience and measure their backgrounds and skills. An end-of-summer interview will assess what they have gained from the program.

Golden said that the creativity and involvement of the supervisors at Cornell is one of the strongest aspects of the program. The supervisors, he says, are "key invested players in the students' summer experience, because a supportive relationship can develop naturally between the supervisor and student."

How do Cornell's gardens grow?

By Nancy Rosen

How does your garden grow, Cornell?

With shredded bark mulch, one component of the university's grounds beautification.

The mulch helps retain moisture in shrub beds and keeps mowers away from the collars of trees. A Cornellian might recognize the mulch by its aroma wafting through the air above the shrubbery between Willard Straight Hall and Uris Library.

There is a time to reap and a time to sow, and at Cornell there is a time to edge and mulch in highly visible areas for events such as the special weekends that bring alumni, parents or trustees to campus.

"We spruce up the campus for commencement. It's about the same for any major event that goes on, and everyday is something special at the university," said Peter Salino, landscape foreman for the Department of Grounds.

In addition to removing snow, managing campus recycling and solid waste programs and patching roads, Salino's department handles the upkeep of trees, shrubs and flowers.

"It has been a tradition to put in tulip bulbs in late fall for early spring blooming, geraniums in summer after the tulips are done flowering, and then mums in the early fall," Salino said of the flowers in front of Day Hall.

The campus soil ranges from sandy loam to hard rock clay and even to hard concrete where there has been recent construction.

Several gardens and a diversity of flowers exist throughout campus. Annuals in the Minns Garden near Plant Sciences range from marigolds and hollyhocks to zinnias and begonias.

"Annuals will be at their best in the middle of the summer; their peak is July," said Robert Mower, professor in the Department of Floriculture and Ornamental Horticulture.

The red oak is the predominant tree species on campus since the 1970s. Prior to this, the American elm tree graced the campus. A.D. White wrote in his biography of a farmer

Will elected politicians or bureaucrats rule Japan?

By Kristin Costello

The role that Japan's newly formed coalition government could play in shaping Japanese politics over the next few months poses an interesting analogy to the early days of the Clinton administration, says Alan McAdams, associate professor of managerial economics in the Johnson Graduate School of Management.

In each case, a relatively young and "inexperienced" state (or prefecture) governor has been thrust into leadership in one of the world's largest, most complex industrial powers, he said. Both leaders preside over broad, unruly coalitions. While the current budget negotiations in the United States demonstrate the breadth of the ideological spectrum of the Democratic Party, it is close-knit in comparison to the diverse groups that comprise the reform coalition in Japan. In neither country is it easy for a government long out of power to gain policy control, but for opposite reasons.

In Japan, the bureaucracies, based on "lifetime employment," will continue intact, and if anything, in the short run, become more powerful in relation to the politicians. The Japanese "reform" coalition is also on the horns of a dilemma: To the extent that they go for "experience" — with the former Liberal Democratic Party-insiders Tsutomu Hata and Ichiro Ozawa in positions of power — to improve their ability to govern, they undercut their

image of reform.

In the United States, on the other hand, the four top layers of the bureaucracy turn over with a change in administration. But that means that very often inexperienced or untested people are appointed to policy positions — or, as has occurred with the early Clinton administration, no one gets appointed, McAdams said.

In Japan, regardless of the pressure for reform, "for the immediate future, the bureaucracy there is likely to run the government more directly than in the past," said McAdams. "This will certainly make life more difficult for Clinton," he said, "simply because the new politicians will not have the same decision-making power that the LDP had, for instance, in promising \$13 billion to the U.S. for Desert Storm." While the Ministry of Finance in Japan later "played games" with the allocation of the funds, the original agreement demonstrated that the LDP could at least reach nominal agreements on international affairs.

But Takashi Shiraishi, associate professor of history and Asian studies, asserts that many observers "overestimate the power of the bureaucracy in Japan. They are good at solving problems that fall within their jurisdiction, but international problems often run across the jurisdiction of civil ministries and are really made by politicians."

The success of the new government will lie in its ability to push through a political reform

bill before the next election — an event few predict will be long in coming, said Victoria Lyon-Bestor, director of corporate relations at the Johnson School. Many do, in fact, project that the new government will be short-lived, anticipating yet another election within months.

The inherent danger and weakness in this kind of coalition government, says Shiraishi, is that it "lacks any ideological consensus or administrative experience." Clearly the only thing the coalition can agree on is reform. "They cannot discuss foreign policy, nuclear power or defense, for example, because those issues are an anathema to one or more of the parties within the coalition," adds Lyon-Bestor.

Lyon-Bestor says that the political situation in Japan will have little effect on the outside world as the bureaucrats will continue to dictate policy. McAdams agrees for the short run but contends that it could have much more deeply rooted implications for relations between the United States and Japan in the long run.

Both McAdams and Lyon-Bestor predict that this reform group will continue to play a powerful role beyond this election. "Once it has chosen a prime minister, it will undoubtedly give greater impetus to their reform. The prime minister can then use any early faltering of the coalition to elicit additional support from the public for reform," McAdams said.

Lyon-Bestor noted that within this new aura of reform, the LDP has elected Yohei Kono as its new leader. Kono had led the split from the LDP in the mid-1970s, calling for clean politics and courting urban consumers. After failing to successfully steer the LDP toward reform, Kono rejoined the party under Kiichi Miyazawa. "It seems to be quite symbolic that a leader of an LDP-splinter group has now been chosen as the head of the LDP," says Lyon-Bestor.

The fact that the coalition was able to secure enough support from such disparate parties to elect a prime minister is a watershed event for Japan, agree McAdams and Lyon-Bestor. If, as they predict, the reform group becomes a more consolidated and effective political force following the appointment of Morihiro Hosokawa as prime minister and then the next election, "the break up of the monolithic power in Japan and the move to a two-party state," says McAdams, "will then open up the opportunity for real change to take place."

Johnson School alumni elected to Diet

Two alumni of the Johnson Graduate School of Management were elected to Japan's Diet in the July 18 national elections.

Kozo Yamamoto and Isamu Ueda received M.B.A. degrees in 1975 and 1986, respectively.

Yamamoto, who is 44 years old and a former official in the Ministry of Finance, was elected in the 4th district of Fukuoka. He is a member of the Shin-Seito, the LDP-breakaway party headed by Tsutomu Hata and Ichiro Ozawa.

Yamamoto received the largest number of votes in his district. He is a former chief of the Fukuoka Tax Office and has served as a special secretary to the Finance Minister. He was most recently a member of the faculty at

Kyushu International University.

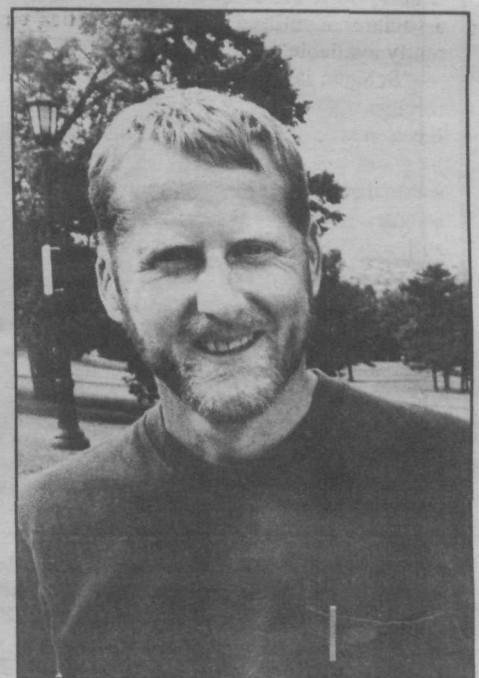
Ueda, 34, is a former director of the construction division for the Ministry of Agriculture, Forestry and Fisheries. She was in the Oita Prefecture in Taketa.

Ueda is a member of the Komeito, one of the main opposition parties in Japan that is associated with the Soka Gakkai sect of Buddhism.

She was elected in the 1st district of the Kanagawa Prefecture.

The Diet is a bicameral body of which the members of the Lower House are elected by region. The Lower House, to which Yamamoto and Ueda both were elected, is the more powerful body in the Japanese Diet.

— Kristin Costello



Peter Morenus/University Photography
"Everyday is something special at the university," says Peter Salino, landscape foreman for the Department of Grounds.

named Ostrander who wanted to do something nice for Cornell; White suggested he bring some trees. Gould Colman, university architect and alumnus, said that he remembers days when classes were held in the shade of the elms on the Arts Quad. Unfortunately, Dutch Elm disease wiped out the elms from the campus; they have been replaced by oaks.

And about the ivy: There are Boston, English, Virginia creeper and Trumpet Vine, to name a few varieties. Unfortunately, climbing vines are a high maintenance item.

"There are a lot of beautiful old buildings with ornate architecture that should be more exposed. It will climb over air conditioners, across windows, roof gutters and down spouts," said Salino. "Ivy is quite invasive and destructive as well as beautiful."

Scrotal varicose veins pose an infertility risk

By Jonathan Weil

Varicose veins in the scrotum are a major risk factor for future infertility, and early detection and treatment are crucial to prevent future fertility loss, according to recent research by Medical College male-fertility specialists.

Varicocele (varicose veins in the scrotum) occurs in at least 35 percent of infertile men and is a major cause of secondary infertility — infertility in men who previously have fathered a child. Varicocele typically increases testicular temperature, thereby impairing normal sperm production and motility. The condition affects 15 percent of all males past puberty.

The recent research, led by Dr. Marc Goldstein, chief of Cornell's division of male reproductive medicine and microsurgery, shows a particularly high incidence of varicocele in men with secondary infertility. Goldstein and his colleague, Dr. Jeffrey Gorelick, found that 81 percent (79/98) of men with secondary infertility had a varicocele as opposed to 35 percent (352/1,001) with primary infertility — those who have never been fertile.

Men with secondary infertility and varicocele were slightly older, with significantly lower sperm counts and more abnormally shaped sperm, noted Goldstein, an associate professor of urology.

The huge number of males with secondary infertility also provided the clue to the real issue, Goldstein observed. "Our findings suggest that varicocele causes a progressive decline in fertility, and that prior fertility in men with varicocele provides no immunity against future varicocele-induced infertility,"

Goldstein said, adding that if varicocele is diagnosed and corrected at an early stage, future infertility can be prevented.

Goldstein's findings were based on a study of 1,099 infertile men published in the March 1993 issue of the journal *Fertility and Sterility*. Other research by Goldstein and colleagues demonstrates that varicocele is a highly treatable condition, and that microsurgery — as opposed to conventional surgery — is the preferred method of varicocele repair (*The Journal of Urology*, December 1992).

Conventional surgery involves making a 3- or 4-inch incision in the groin, under general anesthesia, and lifting the spermatic cord out of the scrotum. The surgeon locates the varicocele, that is, the bundle of enlarged veins attached to the cord, cuts them open, and ties them off with sutures, thereby relieving the pressure on the swollen vein.

It takes a few days in the hospital and several weeks out of hospital to recover fully from this type of surgery. Additionally, the conventional operation is associated with the risk of hydrocele formation (fluid around the testicle), injury to the testicular artery and to the testicle itself, and varicocele recurrence.

But with microsurgery, the surgeon does the operation with less than a 1-inch cut in the groin. By lifting out the entire testicle and using intense magnification, the surgeon virtually eliminates the complications of recurrence, hydrocele and injury to the testicle, using much less anesthesia, with faster recovery time. Microsurgery also eliminates the risk of serious abdominal complications associated with laparoscopic repair of varicocele.



Lloyd N. "Nick" Trefethen (left), associate professor of computer science, and Anne E. Trefethen, a parallel computing specialist at the National Supercomputer Facility in the Theory Center, pause with Tobin A. Driscoll, a doctoral student in the Cornell Center for Applied Mathematics, in the Theory Center's machine room.

Researchers propose new method for analyzing fluid mechanics

By Larry Bernard

Cornell researchers are challenging a traditional method of predicting fluid turbulence with a new theory that could result in more efficient study of water pipes, aircraft performance and other systems associated with high-speed flows of liquids and gases.

Traditional methods of using eigenvalues, or frequencies of oscillations, to predict behavior work fine for 90 percent of physical systems but do not work for the other 10 percent, said Lloyd N. "Nick" Trefethen, associate professor of computer science.

"Eigenvalues are fine for explaining a soprano whose high E shatters a window, or the oscillations that led to the dramatic collapse of the Tacoma Narrows bridge in 1940, or how a building may shake in an earthquake," Trefethen said. "But for explaining how water flows through a pipe — and many other problems of fluid mechanics — they don't work at all."

Trefethen and Anne E. Trefethen, a parallel computing specialist at the National Supercomputer Facility in the Cornell Theory Center, presented their admittedly controversial case in the July 30 issue of *Science*. The husband-and-wife team did the work with Satish C. Reddy, assistant professor at Oregon State University, and Tobin A. Driscoll, a doctoral student in the Cornell Center for Applied Mathematics. Nick Trefethen also presented their theory at the Society for Industrial and Applied Mathematics annual meeting July 14 in Philadelphia. Their work was funded by the National Science Foundation.

When water flows slowly it flows smoothly; when it's fast it becomes turbulent. Traditionally, researchers look for eigenvalues to see at what speed of flow this transition to turbulence will take place. But "that process does not make any sense for these problems of fluid mechanics. The right way to look at it is to linearize the problem but not look at eigenval-

ues," said Trefethen, who teaches undergraduate courses in computer programming and numerical analysis.

The Trefethens used a supercomputer to model the linearized differential equations that describe fluid flow. Each resulting picture requires 1 trillion floating point operations. These pictures depict what the Trefethens call "pseudospectra": instability where eigenvalues predict none should be. "This way, you can predict far better when instability will occur," Trefethen said. Pseudospectra is the term the researchers coined for showing the effect of small perturbations on natural frequencies. The results show that even very small perturbations may destabilize a system.

CORNELL
Research

even when eigenvalues predict stability.

Such information could be useful when trying to suppress turbulence, such as in lining water pipes with riblets to help keep the flow smooth. "This might give an explanation of why that works," Trefethen said.

Another application is the study of how air moves over aircraft wings. "Many important features cannot be captured by eigenvalues," Trefethen said. "Since they work fine in most cases, people have not looked critically enough at the cases where they fail."

Trefethen stressed that other researchers are involved in these new developments, notably groups at Harvard University and the Royal Institute of Technology in Sweden.

The authors conclude: "If the linearized problem is far from normal, eigenvalues may be precisely the wrong tool for analyzing it."

In the lab



State Assemblyman Marty Luster (left) shares a light moment with Steve Manders, a biology teacher from Parishville-Hopkinton High School, during his visit to the Cornell Institute for Biology Teachers on July 29.

Crab apples have a natural, potent insect-resistant substance

By William Holder

Cornell researchers have found a form of natural insect resistance in crab apples that works similarly to some insecticides used by farmers.

This substance, harmless to animals, makes mouth-puckering crab apples highly resistant to apple maggot, one of the worst insect pests of apples in the Northeast, according to Gilbert Stoewsand, professor of toxicology in the Department of Food Science and Technology at the Agricultural Experiment Station in Geneva.

He conducted this research in association with Susan K. Brown, associate professor of pomology at the Geneva Station, who is studying this natural substance as part of a long-term,

insect-resistance apple breeding program.

Most important, preliminary tests in rats show that the crab apple compound — unlike commercial organophosphate pesticides — is harmless to animals. In a study to be published in the *Journal of Toxicology and Environmental Health*, Stoewsand presents results indicating it is detoxified upon ingestion.

"Natural is not necessarily safe," he said, "but in this case we appear to have a substance that is safe for consumers and will enable apple growers to cut down on pesticide use."

The crab apple clone (*Malus brevipes* 1021) resists apple maggots by inhibiting the enzyme cholinesterase, which is essential for proper functioning of the nervous system, said Stoewsand and colleagues Brown and Judy Anderson, a research technician. Like organo-

phosphate and carbamate insecticides, the natural cholinesterase inhibitor causes the nervous system in insects to be continually active, resulting in uncontrolled muscle movements and death.

The popular McIntosh apple variety also inhibits cholinesterase activity, but at only 45 percent of the crab apple. The comparison suggests that a threshold level of inhibition must be crossed before an apple becomes resistant to maggots, Stoewsand said.

The chemical constituents of crab apples that produce the cholinesterase inhibition are not known. Identifying them would be a formidable problem since apples contain hundreds of chemical compounds. "Nobody knows the identity of every natural compound for any fruit or vegetable," he added.

Brown added, "Breeding for insect resistance is a long-term endeavor, and we're at the early stages." She is collaborating with Harvey Reissig, professor of entomology at the Experiment Station, to identify the active compounds. Then the researchers may attempt to incorporate genes for the active compounds through traditional breeding methods or through recombinant DNA technology.

Ironically, a report of natural cholinesterase inhibition first appeared nearly 30 years ago in a 1964 issue of *Nature*, which identified the inhibition in sugar beets, Valencia oranges and Staymen apples, according to Stoewsand. But no further reports appeared. Recent research at the Experiment Station identified a high-level of cholinesterase inhibition in a wild-type lettuce variety.

Boys Harbor students earn college credit this summer

By Nancy Rosen

"Why have a thesis?" Phillip Marcus asked the students in his section of a course on literature and writing. They volunteered answers, and Marcus, professor of English, went on to discuss the structure of an essay.

No different from any other English class being taught at Cornell. Before class began, students complained about the heat, talked about basketball and what they did the previous night.

However, these students are at Cornell because of the generosity of an anonymous Cornell alumnus, the efforts of the Summer College administration, and the work of Boys Harbor, an educational and social service organization in New York City.

Boys Harbor works with 2,500 boys and girls from East Harlem and the Bronx and offers a wide range of programs including day care, performing arts, a track team and an alternative high school.

"We serve about 750 students and help them prepare for college. We offer S.A.T. preparation, workshops on financial aid, college awareness and essay writing," said Kanari Blake, assistant director of the Harbor's Talent Search program.

Although the students are academically gifted, "their high school guidance counselors are so overwhelmed they don't have the time to make quality decisions. Students will say they want

to go to college, and the counselor will hand them a CUNY application without asking if that's what they want," Blake said.

This is the second summer Boys Harbor has sent students from its organization to Cornell. Twenty-four students, double the number who attended last year, are enrolled in Summer College, Cornell's program for high school students, and are earning college credit.

"Half of the students who went to the summer program last year applied to Cornell for college," Blake said. One student, a senior in last year's program, will be transferring to Cornell, and the second will be starting his freshman year this fall.

"The students last year made a lot of contributions to the program. They stood out in the residence halls as leaders. They took advantage of our programs and were very well-liked students," said Abby Eller, director of Summer College.

Brian Mayo, a senior at Rice High School who is a participant this summer, was informed about the program and encouraged to attend by Boys Harbor students who attended last summer. "I didn't think I could handle the workload, but I underestimated myself," he added.

The students have had excellent high school educations, Marcus said. "This is the first teaching I did that I felt really mattered. For ordinary Cornell students, it won't matter that much if they have a good course or a bad course; life goes on

in a pretty successful direction," he added. This class is different, he said, because many of them face financial and personal circumstances associated with college that the average Cornell student does not.

The students take the literature and writing course as a group; individually they take a wide range of courses from precalculus to financial accounting to ethics and health care. Many are enrolled in a college study skills seminar.

The students say that they enjoy the academic as well as personal freedom. For many of them, it's the first time away from home, and they treasure the independence. Moreover, many have learned things about themselves from the experience. Marlon Osbourne, a senior at A. Philip Randolph High School, said, "I can manage money better than I thought. At this point in the summer I thought I'd be broke."

"I have other friends [outside of Boys Harbor] that I've made since I've been here. I know people from Turkey, Iraq, Korea and from all over the world," said Osbourne.

All parties involved with the students hope that this unique opportunity Cornell Summer College affords will continue.

"It's a great opportunity for young students from the inner cities. I see it as a chance of a lifetime. To watch them go to Cornell and come back motivates me to send more students next year," Blake said.

High schoolers study environment

Twenty New York state high school seniors chosen from among more than 150 applicants are participating this summer in the Cornell Environmental Sciences Interns Program.

The six-week summer program, which concludes Aug. 7, is funded by the National Science Foundation and the College of Agriculture and Life Sciences.

The students discover what research scientists do and explore career opportunities in the environmental sciences, according to Tim Marchell, the project coordinator.

Some of the interns are the first in their families who will go to college, he said. Some are from the state's smallest rural high schools, while others are from the largest urban schools.

The first week, spent in cabins at Cornell's Arnot Teaching and Research Forest, was devoted to learning about the scientific method, field ecology and in evaluating careers.

Once back on campus, students began a regimen of working Monday through Wednesday on university research projects.

Each week, the students also are teaching a hands-on field ecology lesson to low-income, 8- to 10-year-olds from the Greater Ithaca Activities Center. This activity allows program participants to serve as mentors for local children. It also gives them experience in teaching ecology topics that they will teach in their home counties.

Each student has a commitment to conduct environmental science activities with local youth clubs as well as to give presentations on their research to home schools.

Visual arts



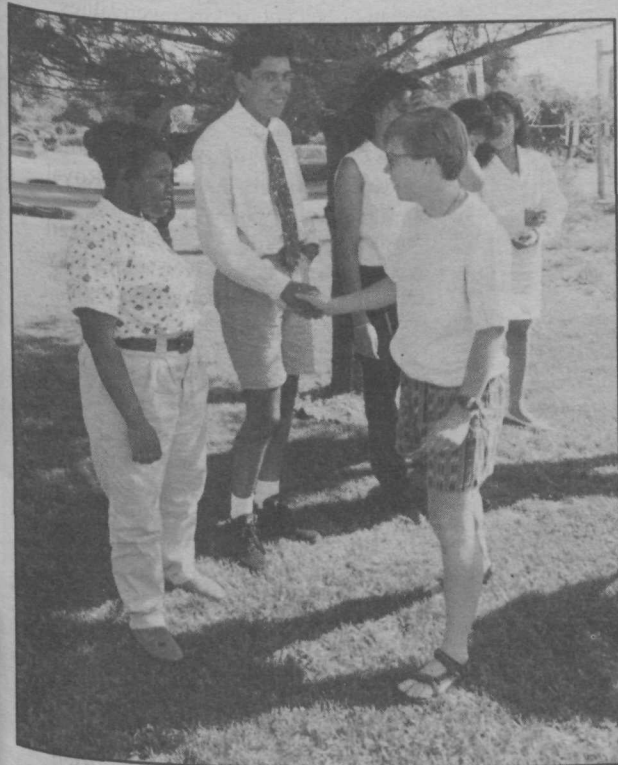
Sharron Bennett/University Photography

Jain Yu (left) and Tally Galonsky, students in a Summer College visual arts seminar, talk about their and other students' artwork that was on exhibit last week in the Hartell Gallery in Sibley Hall. Summer College enrolls high school juniors and seniors in regular university classes each summer.

Teach for America helps Houston teens reach the Ivy League

By Nancy Rosen

Seven students from Jefferson Davis High School in Houston are attending Cornell this summer thanks to the efforts of three Teach for America corps members who not only encouraged them to apply, but who raised more than \$20,000 of



Chip Tilden

Susan Miller (right), a Cornell alumna and a teacher at Houston's Jefferson Davis High School who drove to Ithaca from Cleveland, greets two of her students, Chrisanna Fields (left) and Juan Olivares, at Tompkins County airport as they reunite for this summer's program on campus.

corporate and community funds to send them here.

"We looked at summer colleges in Houston and outside the state of Texas. Our first consideration was financial aid and second was our familiarity with the program. We decided Cornell Summer College was the best choice," said Susan Miller, a Cornell alumna and a math teacher at Jefferson Davis.

"They are very warm, very caring kids and are extremely motivated. They want to go to college and saw this opportunity as something that would help them prepare and get a better focus for life," Miller added.

Among the students participating are Chrisanna Fields, Lourdes Loreda, Maria Mata, Juan Olivares, Michelle Renteria, Jose Tapia and Silvino Zapata. Six of the seven students who were selected are Mexican-American and have emigrated to the United States within the last three years.

Few students at Jefferson Davis will go on to complete a four-year degree, much less enroll in a college summer program. Forty-seven percent drop out before their senior year.

Geoff Bernstein and Benjamin Kramer, the other two teachers involved with the project, and Miller submitted a proposal to Cornell stressing the importance of peer support and requesting that the students be admitted as a group. All were accepted. Cornell's Summer College enrolls 600 high school juniors and seniors in regular Cornell classes each summer.

Cornell awarded three of the students Jerome Holland Scholarships. A fourth student was able to attend thanks to a \$4,800 gift from Teneco, a Texas oil company that since 1981 has had a business-school partnership with Jefferson Davis.

The other three students benefitted from fund-raising activities undertaken by the teachers and students.

To raise money, "The students were given a list of Houston-Cornell alumni, and they wrote letters to the better portion of that list. They also went to two local grocery stores and raffled off gift certificates," Miller said.

The teachers contacted more than 75 corporations, foundations, businesses and politicians, asking for support. Among other major donations, Kraft Foods, a Philip Morris company, gave a \$4,300 scholarship; Aetna gave a \$3,500 scholarship from its "Course to College" Fund; and the *Houston Chronicle* donated \$1,000. The students received approxi-

mately \$5,000 in private donations, and Continental Airlines donated eight round-trip tickets to Ithaca for the students and an accompanying teacher.

"One thing about [Teach for America] corps members in general is that they tend to go above and beyond. The corps members at Jefferson Davis did just that. They spearheaded the whole thing and they really used their resources," said Veronica Torralba, Teach for America's executive director in Houston. Teach for America is a national teacher corps of talented, dedicated individuals who commit a minimum of two years to teach in underresourced urban and rural public schools.

The Mexican-American students are second-language learners and have enrolled in a course that increases their English proficiency.

"I was taking ESL [English as a Second Language] in my high school, where many of the teachers are bilingual. However, because mainly Spanish is spoken in class, I don't have a chance to practice English," said Maria Mata, a participant in the summer program and a senior at Jefferson Davis.

Mata said that ESL classes at Cornell are somewhat more difficult because, in contrast, only English is permitted to be spoken, but her classes are helping to improve her English and study skills. "Many of the students in Jefferson do not have plans to go to college. I want to go to college, and I'm sure I'm going to succeed," she added.

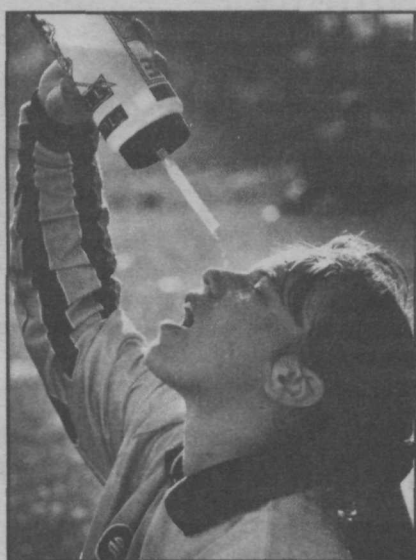
The students are enjoying the freedom of staying up late and ordering pizza, going to dances and meeting students from other countries and cultures. Summer College enrolls students from 46 states and 26 countries. Mata said she now has friends from all over the world, including Alaska and Europe.

"I'm really excited to talk to my friends [at home]. I really want to encourage them to go to college, and I want to encourage all my friends to come to Cornell. This is an unbelievable place," Mata said.

The teachers in the project plan to set up an ongoing connection with the administration of Summer College. Glenn Altschuler, dean of Cornell's School of Continuing Education and Summer Sessions; Abby Eller, director of Summer College; and the university's Office of Alumni Affairs will work with the teachers to get the money secured each year.

The sporting life

Photographs by
Sharron Bennett



Fifteen-year-old Jessica West cools off after a coaching session at the goalkeeping camp of the Cornell Sports School.



Ten-year-olds Peter DeStefano and Scott Rosenblum and 8-year-old Zach Cater-Cyker (front to back) take a breather on the bench during the ice hockey camp.



Coach Dean Lim explains some of the finer points of the game to students at the tennis camp.



Fourteen-year-old Kathy Heffrom dives for the soccer ball during a goalkeeping drill.

Criticizing society's gender division

By Carole Stone

Are there differences between men and women? Of course. Should they be the basis of feminist politics? No. That's the opinion of Sandra Lipsitz Bem, professor of psychology and women's studies, who believes the differences between women and men are less important than the way male-constructed institutions exploit these differences to maintain men's privileged place in society.

"There are biological differences between the sexes, notably the fact that women bear children, but what is more interesting is the way male-centered institutions transform male-female difference into female disadvantage. The real issue at hand is not difference; it is inequality," Bem said.

In a new book, *The Lenses of Gender: Transforming the Debate on Sexual Inequality*, Bem examines the way society reinforces male power — by polarizing nearly all human experience into masculine and feminine aspects; valuing the masculine, thinking of men as normal and defining women as a deviation; and by justifying this bipolar, androcentric world as natural or biologically essential.

The book integrates feminism and gay rights. It challenges not only male-centeredness, but also the heterosexual-centeredness of society, which derives in part from defining everyone, and nearly every thing, in the world in terms of its gender appropriatives, Bem said.

"To end discrimination does not mean women have to become like men, doing the same kind of work, for example. It means that we begin to value the work women do and pay them more to do it."

From an early age, girls and boys are taught to divide the world into two camps — male and female, blue and pink, black ice skates for boys and white ice skates for girls, Bem said. Parents, teachers, the news and entertainment media all impose this male-female dichotomy, she added.

In her research on psychosexual identity in the 1970s and early 1980s, Bem discovered data to support the hypothesis that many people actually blend so-called masculine and feminine dispositions and are psychologically androgynous.

In 1971 she introduced the Bem Sex Role Inventory (BSRI) to measure the degree of a person's masculinity, femininity or androgyny. The scale is widely used today in personality assessment.

Dividing the world into masculine and feminine divisions is bad enough, Bem noted, but to make matters worse, the two camps are not regarded equally: Men have made the world in their own image, defining the male body and male experience as normative and the female body and experience as a deviation from this standard, Bem said.

"Our institutions may appear to be gender-neutral now that explicit discrimination against women is illegal, but institutions are thoroughly saturated with androcentrism," she said.

Recent Supreme Court decisions on pregnancy and disability insurance, for example, show that while women are now guaranteed equal protection under the law, that protection entitles them to everything men are entitled to, but not necessarily anything more. Prostate operations and circumcisions, which men need, are included under health insurance coverage, but pregnancy often is not.

"Men see themselves at the center of public life, they create institutions that embody this worldview, and then they construct ideologies that further justify those institutions. And children raised in these institutions perpetuate an androcentric worldview," Bem said.

In the early days of the current wave of feminism, women fought for the right to be treated as equals with men, Bem said: They sought admission to medical schools, law schools and other institutions. That worked well only for women who wanted to be professionals and did not want to raise children or could afford a housekeeper to do it. It did not do much for non-professional women.

"What about women in more traditional women's jobs, such as teaching or doing secretarial work or caring for children? To end discrimination does not mean women have to become like men, doing the same kind of work, for example. It means that we begin to value the work women do and pay them more to do it," Bem said.

Feminists of the 1990s realize that the agenda of the 1970s stopped short of full equality, she said.

"Some things that need to be changed are so simple: For instance, why doesn't the school day match the work day so that working women get home at the same time as their children?" Bem asked.

In the debate among feminists between minimizers who deemphasize the differences between men and women and maximizers who accentuate the differences, Bem is clearly a minimizer.

Maximizers, including Carol Gilligan, Nancy Chodorow and those who write about the difficulty men and women have in understanding each other because they use language in different ways, have done a superb job in exposing androcentrism and in reclaiming and revaluing aspects of female experience that have been denigrated or made invisible by a male-centered history, Bem said.

But maximizers, she said, "buy into the idea of gender polarity. They say, 'This is the way men are, and that is the way women are. Women are more maternal, cooperative, nurturing and empathic, which are good qualities that men have not appreciated.'"

The problem with this worldview is that it's still stereotypical, Bem said. It just reverses what men used to say about women by taking the same traits and appreciating them instead of belittling them.

"Gender politics of whatever sort says men are masculine and women are feminine — and everyone, by the way, is heterosexual," Bem said.



Peter Morenus/University Photography

Professor Sandra Bem

But what if there is no natural link between the sex of the body and the gender of the psyche? she asks.

"The kind of feminist I am is one that presumes there is no natural link between the sex of the body and the gender of the psyche. For me, feminism is really about making space for all kinds of gender variations, not just heterosexuality," she said.

According to Bem, there are many more variations of masculine and feminine than our society has permitted itself to explore. Homosexuality, transvestism, and the behavior of girls called "tomboys" and boys called "sissies" are certainly evidence of this, she said.

In Bem's ideal world, gender simply would not matter very much. Men and women could easily have attributes of both sexes, and if a person walking down the street could not tell the sex of another person walking down the street, what is the difference? she asked.

In the course she teaches Cornell undergraduates on the psychology of sex roles, which was called *The Social Construction of Gender* this spring, Bem used her new book as one of the readings.

"By the end of the semester I want students to see the world the way I do," she said. "They don't necessarily have to agree with it, but I want them at least to understand the way I see it."

Ethnic hatred is a constant in times of social crisis, professors say

By Carole Stone

There is no important distinction between the anti-Semitism of Caribbean African-Americans in Brooklyn, skinheads in Germany or arch reactionaries in Russia — just as there is no important distinction between the religious anti-Judaism of the 15th century and the racial, supposedly scientific, anti-Semitism of the 19th century, according to Professor Sander Gilman, a scholar of German and Jewish studies.

"Their means are different, but their aim is the same: to blame someone in times of crisis," said Gilman, the Goldwin Smith Professor of Humane Studies.

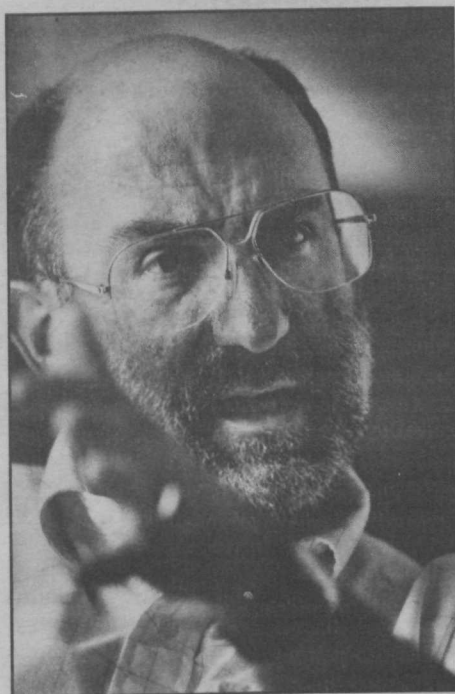
Gilman and Professor of Near Eastern Studies Steven Katz are co-editors of a collection of essays, *Anti-Semitism in Times of Crisis*, published by New York University Press and recently reissued in paperback.

Drawing a comparison between anti-Semitism and other instances of ethnic hatred, such as the situation in the former Yugoslavia today, Gilman said, "When people say the Serbs and the Bosnians just can't get along because they are warring factions, they are wrong.

"For 40 years the people of Yugoslavia enjoyed a relatively peaceful coexistence. It was not without problems, but it worked relatively well. It is not that these people cannot get along with each other. No one could have foreseen the genocide in Bosnia four years ago.

"It is the collapse of social, cultural and economic life, in Yugoslavia or anywhere else, that brings out racial hatred. It's people looking for someone to blame for the instability and insecurity in their lives," he said.

Anti-Semitism is so deeply ingrained in European culture that when European societies undergo periods of great anxiety they nearly always turn to the Jew to lay blame for the turn



University Photography

Professor Sander Gilman

of events, Gilman said. For years Jews may have lived more or less peaceably in Spain, in Germany, in Great Britain; but when crises arise — in the 1930s in Germany when the economy was plunged into depression, in Russia today with the break-up of the Soviet Union, in Germany with reunification and the anxieties it brings — Christians turn on Jews, he said.

Much of the anti-foreigner feelings and violence in Germany today are directed at asylum seekers from Third World countries — Turks, Somalis, Sri Lankans and others; in the past, this

attention has been directed at Jews.

But even today, when there are many more Turks in Germany than there ever were Jews, much of the rhetoric directed at Turks is anti-Semitic rhetoric, Gilman said. "We got the Jews, and now you," is the sort of thing you see scrawled on apartment buildings where Turks live, he said.

It does not matter whether foreigners come from Turkey, Africa or are returnees from Poland and Romania who do not speak the German language; the rhetoric is classically anti-Semitic, Gilman said.

Throughout European literature, Jews were defined as foreigners, aliens in Christian culture, the antithesis of the healthy, sound, perfect world of the Christian communion. And despite the Enlightenment and assimilation of Jews in Christian society, a deeply ingrained distrust of Jews remained and still remains in Christian culture, Gilman said.

Anti-Semitism is inherent in Christianity because of the founding myth of Christianity, which is its relationship to Judaism, Gilman said. The Gospels assign a special role to Jews, and it is not a nice role, he added.

In modern times this profound enmity toward Jews found expression in the "Protocols of the Elders of Zion" and similar portrayals of a universal Jewish plot against God and mankind. Demonological and conspiratorial fantasies are characteristic of Christian anti-Semitism.

In *Anti-Semitism in Times of Crisis*, Gilman and Katz collected 17 scholarly essays, including many that describe images of the Jew in literature, drama and other arts.

The essays, by Nicholas de Lange, Cambridge University; Pinchas Hachoen Peli, University of the Negev; David Menashri, Tel Aviv University; Liliane Weissberg, Univer-

sity of Pennsylvania; and Jeremy Cohen, Ohio State University, among others, present case histories of relationships between Jews and non-Jews in historical periods of stress and disequilibrium.

Some of the essays analyze Martin Luther's anti-Semitism, 19th century Austrian anti-Semitism, anti-Semitism in the United States in the 1920s and 1930s, and the Jews of Iran. Together, they add up to a picture of anti-

'It is the collapse of social, cultural and economic life, in Yugoslavia or anywhere else, that brings out racial hatred. It's people looking for someone to blame for the instability and insecurity in their lives.'

Semitism as being more or less consistent throughout history, an integral feature of Christian culture.

"The best we can do to counter anti-Semitism is to examine its place in the culture, how it got there and when it surfaces. It is not simply going to vanish one day," Gilman said.

"It does not matter much whether it appears in the 12th century or the 19th century, whether it is directed by the church in one case and by the state in another, whether it is predominantly religious here and racial there," he said.

Anti-Semitism arises in times of crisis, the scholar said, and therefore, even seemingly trivial appearances of it cannot be taken for granted.

CALENDAR

August 5
through
August 26

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

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 free and open to the Cornell community and general public unless stated otherwise. No partner needed. For further information, call 539-7335.

Aug. 5 and 12: Couple, line and circle dances. Teaching and request dancing, 7 to 10 p.m., Arts Quad in front of Goldwin Smith 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. and Wednesdays to 8 p.m. Admission is free. Telephone: 255-6464.

• "Byobu, Japanese Screen Paintings," drawn from the museum's collection, this exhibition presents folding screens from the Edo (1603-1867) and Meiji (1868-1912) periods, on view through Aug. 8.

• Wednesday Artbreak Series: On Aug. 18, Pey-yi Wann, assistant curator of Asian art, will

present "Chinese Art" from 5:30 to 6:30 p.m.

• Thursday Box Lunch Tours: From summer in Ithaca to summer in Italy — come to the museum for half-hour tours of Italian works in the permanent collection. Then enjoy refreshments *al fresco* on the Sculpture Court. Noon, Aug. 12.

• Summer workshops: "From Palette to Plate: Food as Art with Antonia Demas" will be offered Aug. 8 from 1:30 to 3:30 p.m. A fee will be charged; call the museum for information.

films

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$4.50 (\$4 for students) and are held in Willard Straight Theatre except where noted.

Thursday, 8/5

"El Mariachi" (1992), directed by Robert Rodriguez, with Carlos Gallardo, Reinol Martinez and Peter Marquardt, introduced by Chon Noriega of UCLA, 7:15 p.m.

"Like Water for Chocolate" (1991), directed by Alfonso Arau, with Lumi Cavazos and Marco Leonardi, 9:45 p.m.

Friday, 8/6

Mexican and Chicano Cinema: Informal Discussion, noon, Willard Straight Hall Terrace.

"Etnocidio: Notes on Mezquital," directed by Paul Leduc, 4:30 p.m., free.

"Glengarry Glen Ross" (1992), directed by James Foley, with Al Pacino, Jack Lemmon and Alec Baldwin, 7 p.m.

"Latino Bar" (1991), with director Paul Leduc, 9:20 p.m.

Saturday, 8/7

"El Mariachi," 7:15 p.m.

"Like Water for Chocolate," 9:30 p.m.

graduate bulletin

• Travel: Conference travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Sept. 1 for October conferences. Application forms are available at graduate field offices. Grants for transportation are awarded to registered graduate students invited to present papers.

• Degree deadlines: Friday, Aug. 20, is the deadline for completing all requirements for an August degree, including submitting the thesis/dissertation to the Graduate School.

• Fulbright grants for study abroad: Applications are available for the 1994-95 academic year; contact R. Brashear, director of Graduate Admissions, Sage Graduate Center, 255-3912. Applicants must be U.S. citizens; completed applications are due mid-September.

• Fall 1993 registration: New students only on Monday, Aug. 23; new and continuing students on Tuesday, Aug. 24, and Wednesday, Aug. 25. Registration is in the lounge, Sage Hall, 8:30 a.m. to 4 p.m. Bring student ID card.

• Course enrollment: Course enrollment forms will be available in graduate field offices and at Sage Graduate Center. Enrollment continues through Friday, Sept. 17; return completed forms in person to the Graduate School. Students who completed pre-course enrollment forms last spring do not need to complete a course enrollment form; if there is a change in their schedule, they should complete a Course Drop and Add form.

• English test: The English Placement Test will be held in Hollis Cornell Auditorium, Goldwin Smith Hall, on Monday, Aug. 23, at 9:45 a.m. Entering international students who satisfied the language requirement with a TOEFL score below 600 must take this examination.

music

Summer Sessions

• Aug. 6: Rap, hip-hop and reggae with Dredz and Baldheadz, 7:30 p.m., Arts Quad (rain location: Biotechnology Building conference room).

Bound for Glory

• Aug. 8, 15 and 22: Albums from the studio. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

religion

Sage Chapel

The Rev. Kathleen Finney, minister at the Federated Church in Aurora, N.Y., will give the sermon Aug. 8 at 11 a.m. Music by the Sage Chapel choir, under the direction of Daniel Stowe. Sage is a non-sectarian chapel that fosters dialogue among the major faith traditions. Regular fall services resume Aug. 29.

African-American

Sundays, 5:30 p.m., Robert Purcell Union.

Catholic

Summer weekend Masses: Saturday, 5 p.m.; Sunday, 10 a.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall. The regular full Mass schedule begins the weekend of Aug. 21 and 22: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor Auditorium.

Christian Science

Testimony and discussion meeting, Aug. 6, 9 a.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

Morning Minyan at Young Israel, 106 W. Ave., call 272-5810.

Reform: Fridays 6 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 6 p.m., Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Friday, call 272-5810 for time, and Saturday, 9 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

Sundays, 1 p.m., chapel, Anabel Taylor Hall.

Muslim

Friday prayers, Founders Room at 1 p.m. Edwards Room at 1:25 p.m. Daily prayer, 1 p.m. 218 Anabel Taylor Hall.

Protestant Cooperative Ministry

Sundays, 11 a.m., chapel, Anabel Taylor Hall.

Sri Satya Sai Baba

Sundays, 10:30 a.m., 319 N. Tioga St. For details call 273-4261 or 533-7172.

Zen Buddhist

Thursdays, 5 p.m., chapel, Anabel Taylor Hall.

miscellaneous

Cornell on television

Professor Joan Jacobs Brumberg, author of the book *Fasting Girls*, appears in *The Family Within*, airing Aug. 11 at 9 p.m. on PBS. The film explores the subject of women and body image.



Lumi Cavazos stars in Alfonso Arau's "Like Water for Chocolate," part of Cornell Cinema's Ithaca Film Festival of . . . Mexico. It plays tonight, Aug. 5, at 9:45 p.m. and Aug. 7 at 9:30 p.m. in Willard Straight Theater.

Physics conference Aug. 10-15

What's new in high-energy physics, recent findings about the nature of matter (and antimatter), the origins of the universe and the search for the top quark and other fundamental particles are just some of the topics to be covered at the 1993 International Symposium on Lepton-Photon Interactions on campus Aug. 10-15.

About 650 physicists from 49 countries will gather to share ideas and data about theory and results in experiments in high-energy physics. Held every other year at a major laboratory that houses a worldclass particle accelerator or collider, the conference was at Cornell in 1971 and 1983 as well.

Scientists will contribute more than 500 papers, with 29 summary talks by invited speakers about what is known (and not known) about particle physics, the standard model of the universe, quarks and mesons and CP violation — the theory that should explain why there is so little antimatter around today.

"High-energy physicists continue to make new measurements of particles and refine previous measurements, and we continue to rule out many theories through experiments in which we don't find things," said Richard S. Galik, Cornell professor of physics and nuclear studies who is chairing the organizing committee.

Cornell's Laboratory of Nuclear Studies was chosen by the International Union of Pure and Applied Physics (IUPAP) to host the 16th in this series of biennial meetings of the high-energy-physics community.

The Cornell Electron Storage Ring (CESR) is a leading center for annihilations of electrons and positrons, which are leptons, for systematic studies of massive systems of subatomic particles.

Leptons form photons when annihilated, subsequently becoming matter. Cornell also is vying to build the next large colliding beam facility, called a B factory.

Meeting on recombinant drugs' safety

Effects on the immune system of protein-based drugs will be discussed by scientists from government regulatory agencies, pharmaceutical companies and university laboratories at the national meeting of the Immunotoxicology Discussion Group, Aug. 23-24 on campus.

"Immunological Issues in the Safety Evaluation of Protein Therapeutics" is the topic of the professional society's annual meeting, which is held for the first time at a university. The host is the Cornell Institute for Comparative and Environmental Toxicology (ICET).

"New FDA [U.S. Food and Drug Administration] guidelines are about to go into effect for immunological testing of protein therapeutics, including recombinant drugs," explained Rodney R. Dietert, professor of immunogenetics in the College of Veterinary Medicine and director of ICET, who is co-organizing the meeting. "Most companies have been testing the effects of new compounds on

the immune system all along, but protocols for these assessments will now be standardized by FDA guidelines."

Protein therapeutics, such as human growth hormone and interferon, are naturally occurring products from humans or other organisms that may be genetically modified to correct medical conditions and/or avoid problems, Dietert said. Some recombinant drugs are designed to intervene in the immune system, and they also may be engineered to avoid undesirable effects on the immune system, he noted.

"Pharmaceutical companies developing new compounds would like to flag problems early on in what could be a costly, seven-year certification process, and government regulators would like access to get the best science," Dietert said, explaining why the different sectors compare notes on safety evaluation.

Registration information is available from ICET, 213 Rice Hall, 255-8008. The fee is \$10 for faculty and staff, \$8 for students.

WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

Building on an Attitude of Trust

Cornell's Nonacademic Policy on the Family and Medical Leave Act of 1993

"Our basic philosophy behind the new position leave policy is that we trust what people feel they need, and we trust supervisors to do what is best to help people get over some of their tough bridges and to work in the best interests of their department and the university."

This message was at the core of the remarks made by Associate Vice President for Human Resources Beth I. Warren in the first of three meetings held by University Human Resource Services with Cornell supervisors and managers on Monday, August 2, 1993 to explain Cornell's new position leave policy for nonacademic staff. An additional meeting was held with Geneva managers and supervisors on August 17, 1993.

Today's article summarizes the content of those meetings and provides the broad outlines of this new Cornell policy. Open sessions with all staff to further explain this policy are scheduled for the beginning of the fall semester (see box, this page). Further details and explanations about the specifics of this policy will be covered in future issues of *The Cornell Workplace*.

A Long Time in the Making

The new position leave policy was prompted by the Family and Medical Leave Act (FMLA) signed into law by President Clinton on January 5, 1993. It is based on and takes the place of the former departmental leave policy (see Human Resource Policy Manual, policy #412).

From the historical perspective, Beth Warren noted, the federal Family and Medical Leave Act was a long time coming—various committees in Congress have been working on this bill for some time, and the United States has been behind other industrial nations in addressing such work and family issues.

Although the bill was signed into law on January 5, 1993, the regulations governing its implementation did not have to be distributed by the federal government until June 4. These regulations explained in greater detail the implications of the law. Organizations and businesses were then required to have their own policies effective and in compliance with the federal act by August 5, 1993.

"The federal Family and Medical Leave Act of 1993 is designed for the poor performance employers," Beth Warren explained. "It is meant to give a baseline; and it states that if an existing policy at an institutional or state level is more generous, the more generous policy is not superseded by the federal one. Although New York State does not have a family and medical leave policy, Cornell's departmental leave policy was already more generous than the federal one, so making minor adjustments to existing policy was all that was needed."

The Family and Medical Leave Act of 1993

The FMLA says that "eligible" employees are entitled to 12 weeks of

unpaid, job-protected leave for any 12-month period for certain specific family and medical purposes. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours over the previous 12 months, and if there are at least 50 employees within 75 miles.

The reasons for taking leave under the FMLA are:

- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son or daughter, or parent, who has a serious health condition;

(continued on p. 2)

Family and Medical Leave Meetings

All nonacademic staff and their supervisors are invited to attend one of the following meetings on the new nonacademic position policy:

August 25
9-10:30 a.m., G10 Biotech Conference Room
2-3:30 p.m., 207 MVR (Human Ecology)

September 2
9-10:30 a.m. G10 Biotech Conference Room
2-3:30 p.m., 265 MVR (Amphitheater)

FML meetings for employees in Geneva will be scheduled in early fall.

Teaching Affiliation Brings Cornell Med Students to Tompkins Community Hospital

—Reprinted from *Hospital Highlights* (vol. 17, no. 3, July/August 1993), with permission from the Office of Community Relations/Development, Tompkins Community Hospital

A new teaching affiliation between Tompkins Community Hospital and Cornell University Medical College could bring up to 20 students a year to TCH for primary and ambulatory care training that is increasingly difficult to obtain at major, urban teaching hospitals. The new elective program, which begins in August 1993, was announced at a June 10 news conference by TCH President and CEO Bonnie H. Howell and Cornell President Frank H. T. Rhodes.

The elective program offered at Tompkins Community Hospital is designed to provide fourth-year medical students and residents with the opportunity to experience primary care medicine firsthand. Medical students are individuals who have not yet graduated from medical school; residents are medical school graduates and practicing physicians who are obtaining additional clinical training.

Students may choose the program at Tompkins Community Hospital from among electives that could take them to several locations. The electives will be given in four-week modules from early August to May,

according to Dr. Richard B. Roberts, professor and vice chairman of the Department of Medicine and associate dean for affiliations at the Medical College. The TCH program, Dr. Roberts stated, will last for a single module but will be offered for nine or ten consecutive periods, accommodating two new students each time.

For each of the segments of the module, students will be under the supervision of a different physician at Tompkins Community Hospital, and these teaching doctors will acquire adjunct status on the Cornell medical faculty. Six mornings a week, the students will accompany the doctor on hospital rounds. They will also spend part of each weekday in the doctor's private office, meeting a variety of patients, performing examinations and, in conjunction with the doctor, deciding on the proper action for the patient. The program will also include training one afternoon a week in primary care aspects of such specialties as allergy, cardiology, gastroenterology and pathology.

"Primary care" refers to first-line, patient-doctor interactions, in of-

fices, clinics or hospitals like Tompkins Community. Cornell University Medical College, part of a center that includes adjacent New York Hospital, is described as a "tertiary care" facility, twice removed from primary care. Patients at that facility are usually in very serious condition or being treated for extremely rare and serious illnesses, and the doctors who serve both Cornell and New York Hospital tend to practice distinct specialties. Consequently, it is difficult to include primary care medicine—the bedside manner and daily aspects of internal and pediatric medicine—in medical students' education.

"Students who participate in the program will benefit greatly from the intensive involvement with a full-service community hospital and affiliate ambulatory center in a non-urban area," Dr. Roberts explained. "And, over time, the affiliation should broaden the professional knowledge of participating physicians both in Ithaca and Manhattan."

At the press conference, Ms. Howell said the affiliation is "a prime ex-

(continued on p. 2)

Family and Medical Leave Act

(continued from p. 1)

- for a serious health condition that makes the employee unable to perform the employee's job.

At the employee's or employer's option, certain kinds of paid leave may substitute for unpaid leave.

The employee may be required to provide advance leave notice and medical certification. Ordinarily leave notice must be given thirty days in advance when the leave is foreseeable, and an employer may require medical certification to support a request for leave. The employer has the right to request, at the employer's expense, a second or third opinion.

For the duration of the FMLA leave, the employer must maintain the employee's health coverage under any existing "group health plan." Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Modifying the Departmental Leave Policy

The basics of the federal act, outlined above, are straightforward enough. But their specific applicability to any given situation, especially in light of other existing, more generous university policy, gets complicated. Basically three changes were made to the departmental leave policy for nonacademic staff to make it consistent with federal law as well as consistent with Cornell's other efforts to address some of the work and family issues facing Cornell staff:

- **Name change.** Instead of "departmental leave," there is now a "position leave." The revised policy #412, Time Away from Work, states that there are two types of leaves of absence without pay: position leave, and university leave. University leave is the same as it was before; position leave, which addresses the issues raised by the federal FMLA, takes the place of the former departmental leave, and also includes personal leave for personal extenuating circumstances, educational opportunities, etc.
- **Entitlement.** Cornell's former departmental leave policy states that, at the complete discretion of the supervisor, Cornell employees may go on departmental leave for 6 months without pay and then return to their former positions.

The new position leave states that employees who have worked for at least 1,040 hours during the previous 12 months are entitled to an unpaid position leave for family and medical reasons for a total of 12 weeks per calendar year.

If more than 12 weeks of leave is needed for family or medical rea-

sons, additional time may be approved at the reasonable discretion of the supervisor.

A position leave of absence may be granted for up to 26 weeks for:

- family and medical reasons
- personal reasons (ex.: educational, personal, elected government office, other).
- **Benefits.** In general the benefits that an employee was receiving before taking a position leave will be extended through the 12 entitled weeks of the position leave (i.e., through that portion of the position leave that is covered by the federal FMLA). The benefits available will vary from individual to individual, though, so staff will want to contact endowed and statutory benefit offices about their benefits in advance of taking a position leave.

Ways in Which Cornell's Policy Is Broader Than the FMLA

In several notable ways the Cornell policy is more generous than the FMLA:

- **Definition of Family.** As seen above, the federal act defines "family." Cornell's former departmental leave policy did not define "family;" neither does the position leave policy. For the purposes of this policy only, the guidelines state that employees may take unpaid family and medical leave for the birth of a child, a child's placement with the employee for adoption or foster care, for the employee's own serious illness, or for care of a family member or the like. "The like" is meant to be a broad term, covering anyone who is important enough to a staff member for that staff member to be willing to use unpaid family and medical leave time.
- **Part-time and Temporary Staff.** Cornell's unpaid position leave covers all regular full-time and regular part-time nonacademic employees. It also covers temporary employees who have been employed by the university for at least one year and worked for at least 1,040 hours during the previous 12 month period.
- **Staff Belonging to Bargaining Units.** The FMLA stipulates that its provisions must be incorporated into bargaining contracts as they are renewed, or by February 5, 1994, whichever comes first. Cornell's director of Labor Relations, E. Peter Tufford, is working with Cornell's bargaining unit officials toward having Cornell's position leave policy apply to bargaining unit staff effective August 5, 1993, as it does to nonbargaining unit staff.
- **Couples Working in the Same Organization.** Under the FMLA, if two parties in a married couple wish to take Family and Medical Leave for the birth and care of an infant, adoption or foster care placement, they must split the 12 weeks between them. Cornell's guidelines indicate that each eligible staff member is en-

titled to 12 weeks of unpaid leave in these situations, whether or not that person is related to someone else at the university.

Conclusion

Most of the questions about the position leave policy raised in the August 2nd meetings revolved around possible abuses of the policy and the logistics of how unpaid leave will work in conjunction with paid leaves and with disability issues. Others dealt with clarifying when supervisors can exercise reasonable

discretion about granting leaves, circumstances requiring medical verification, and circumstances under which an employee is entitled to unpaid leave.

The specific situations these questions addressed were very complicated, and some of their procedural details were still being refined at the time of the meetings. In our next article on this topic, probably in early September after the open employee meetings have been held, we will address these issues in greater detail. Stay tuned.

Teaching Affiliation

(continued from p. 1)

ample of what President Clinton means when he talks about the need for hospitals to establish alliances and networks with one another." She added, "As Tompkins Community Hospital signs this agreement, we are networking with two of the most technically advanced medical organizations in the world, and our patients will be the beneficiaries of this partnership." According to Ms. Howell, the affiliation will strengthen the hospital by connecting its doctors to Cornell specialists and subspecialists. In light of the national decline in the number of new doctors choosing primary care medicine, she added, it would also be gratifying if the program encouraged some students to eventually settle in the Ithaca area and pursue their practices here.

Under the arrangement, Tompkins Community Hospital's new medical director (who was still unannounced at press time) will also hold an academic appointment at Cornell University Medical College and, as Ms. Howell and Dr. Rhodes noted at the press conference, com-

munication and research opportunities will be opened beyond the limits of the immediate program.

Dr. Rhodes said the program reflects "Cornell's commitment to more vital interaction between the Medical College and the Ithaca campus and community." He added that he is hopeful such interaction will benefit students at both locations and benefit the Ithaca community as well.

Dr. D. Rob Mackenzie, acting medical director at TCH and the principal designer of the program, explained that the Ithaca physicians "are excited to have this opportunity to pass our vision of community-focused health care to the young doctors of the twenty-first century."

Cornell University Medical College confers both M.D. and Ph.D. degrees, and is one of the leading educators of physicians and biomedical scientists in the world. Founded in 1898, the Medical College became affiliated with the New York Hospital in 1927.



THE Bulletin Board

Job Search Information Night

Thursday, August 26; 7-9:00 p.m.
Hasbrouck Community Center
Pleasant Grove Road—N. Campus

Attention graduate student partners and spouses. Are you a newcomer to the community and interested in finding employment in the area?

You are invited to attend the *Job Search Information Night*. This special evening has been set aside for you to meet with Cornell and Department of Labor representatives and find out about the opportunities and the resources available to those seeking area jobs.

Sponsored by: Department of Residence Life, University Human Resource Services, Graduate Student Affairs, and the New York State Department of Labor.

For further information call Employment Services at 254-8370.

Prior registration is not required; please use designated Visitor Parking areas.

UHRS Offers More CHRISP Training

The Cornell Human Resources Information Systems Project (CHRISP) is an online information system that currently offers Cornell colleges, administrative units, and departments the ability to access and control their own employee demographic data. A continuing project, CHRISP plans include the development of a fully automated employee appointment process.

(continued on p. 3)

Bulletin Board

(continued from p. 2)

Anyone who handles employee appointments or uses employee data will benefit from using CHRISP now. Providing instant access to up-to-date centralized information, the system can help eliminate paperwork, reduce phone calls, and save time.

To get access to CHRISP you will need a network connection, which you may obtain by contacting the CIT service team for your area (for general assistance determining your service team, call 255-3333):

- Endowed academic team: 255-1999
- Statutory academic and Library team: 255-4555
- Administrative team: 255-0001

Next, contact Gina McLean, 255-2534, to complete and submit a CHRISP Access Request Form, and to register for the CHRISP training sessions. The next CHRISP training sessions, which have been offered before and do not contain new material, will be held in the UHRS

training room at 20 Thornwood Drive at the following times:

- Demographic Inquiry Screens: Tuesday, Sept. 14, 1993, 1:30-4:00
- Demographic Input/Update Screens: Thursday, Sept. 16, 1993, 1:30-3:00

1993 Employee/Family Day Saturday, October 16

All Cornell faculty, staff, retirees, and their families are invited to the 1993 Employee/Family Day scheduled for Saturday, October 16. Kick-off for the football game (Big Red vs. Fordham) will be 12:30 p.m. Barbecue will follow in Barton Hall.

This year Employee/Family Day is part of a week of celebration, recognition, and learning. Recognition for those involved in the Quality Improvement Process (QIP) is scheduled for October 15, and a combined Benefair and Healthfair is scheduled for October 20-21. Together all these events demonstrate the synergy that comes from healthy professional and personal interrelationships, from social and physical recreation and wellbeing, from knowing how to use the ben-

efits and opportunities Cornell offers to enhance work and family life. Further information on this week of activity will be forthcoming.

Correction to The Calendar

There is a correction to the Fall issue of The Calendar (Educational Workshops and Seminars): the workshop "Mediation: Conflict Resolution Skills for Managers," scheduled for October 14 and 15, has been rescheduled for December 13 and 14. The workshop will be held from 9:00 a.m. to 4:00 p.m. both days. We apologize for any inconvenience this may have caused. Please contact Human Resource Relations and Development, 5-7170, to register, or if you need further information.

Upcoming Planned CRC Trips

The Cornell Recreation Community (CRC) promotes fellowship among staff, faculty, and retirees at Cornell University. The CRC provides social, cultural, and recreational activities and is now open to all

Cornell employees and retirees with no membership fees.

If you would like more information on the CRC, contact the CRC Office at 165 Day Hall or call 255-7565.

A sampling of upcoming Cornell Recreation Community events includes:

- September 18-19 - Toronto: Phantom of the Opera; Miniature Village/Cullen Gardens—FULL
- October 2 - Pork Roast/Square Dance
- October 3 - Buffalo Bills vs. Giants, 8:00 p.m.—FULL
- October 16 - Employee/Family Day
- October 22-28 - Cancun, Mexico
- October 31 - Family Halloween Party
- November 1 - Buffalo Bills vs. Redskins, 9:00 p.m.—FULL
- November 6 - Franklin Mills Outlet Shopping, Philadelphia, PA
- November 20 & 21 - Niagara Falls: Festival of Lights
- December - Children's Holiday Party
- December - Salvation Army Kettle Bell Ringing

CAREER Opportunities

Employment Services, 20 Thornwood Drive, Cornell University, Ithaca, NY 14850-1265 (607) 254-8370

- Cornell University is an equal opportunity, affirmative action educator and employer.
- Please note that some searches are limited to current Cornell University employees; external candidates will not be considered for these vacancies.
- Cornell University employees may apply for any posted position with an employee transfer application (available through University Human Resource Services). In addition to the transfer application, we recommend a resume and cover letter, specifying the job title, department and job number.
- Employment Services consultants are available by appointment to meet with employees to discuss career planning issues or concerns.
- Employment Services or the hiring department will acknowledge receipt of all materials by mail. Hiring supervisors will contact individuals selected for an interview by telephone, so it is helpful to include more than one telephone number.
- Interviews are conducted by appointment only.
- If you are currently available for employment, you may wish to consider temporary opportunities at the university. Please write to Karen Raponi, Temporary Services, 20 Thornwood Drive, Ithaca, New York 14850-1265.
- The Cornell Workplace, including Career Opportunities, can be found each week on CUINFO.

Please note the new format for "Career Opportunities," which reflects and supports the changes introduced as a result of the compensation research study. Posted positions are sorted by their Job Family, rather than by the "Professional," "Technical," "Office Professionals," etc., categories as was done in the past. The Job Family designation relates to a broad grouping of positions with common functions or skills sets.

For each position, the first title you will see will be the working title—the title designated by the department as representative of the responsibilities of the position. The title printed in italicized type underneath the working title is the university job title—the title that represents a group of highly similar positions which share similar responsibilities and education, skill and experience requirements.

Next to the university job title is the pay band to which the university job title is assigned. The annualized minimum salary for each pay band, and the minimum bi-weekly gross pay rate (assumes full time) are printed below for your reference. For each position posted, you will see the designation, "OPE" or "OPI" which will indicate whether the position is eligible for overtime pay (OPE) or not eligible for overtime pay (OPI).

Pay Band	Minimum Annualized	Minimum Bi-Weekly Gross
A	\$15,375	\$ 589.72
B	\$16,600	\$ 636.71
C	\$17,925	\$ 687.53
D	\$19,350	\$ 742.19
E	\$22,775	\$ 873.56
F	\$26,875	\$1,030.82
G	\$31,725	\$1,216.84
H	\$40,550	\$1,555.34
I	\$51,800	\$1,986.84

General service/bargaining unit positions, academic/faculty positions, and positions for the Boyce Thompson Institute are not included within the scope of the new staff compensation program. Please refer to the position listing for details on the position's pay rate, or contact the consultant/recruiter listed.

Academic Support

Research Support Specialist I (PT7902)
Research Support Specialist I; Band E; OPI
Communications-Statutory
Posting Date: 7/29/93
Part-time Position
Act as general coordinator and communications specialist. Participate in a team working on the design, production and research of networked interactive communication systems. Set up communication systems and networked multimedia computing environments

for experiments. Collaborate with staff of Theory Center and CIT on plans. Make recommendations for collaborative groupware systems and help install systems. Assist director with routine operations including writing proposals and popular articles. Participate in designing experiments and applications using networked multimedia computing systems. Help design and develop multimedia tools for research programs.
Requirements: BA preferred, AAS degree in design or graphic arts. 3-5yrs. related experience. Proficiency in computer draw/graphics packages. Familiarity with Excel's hypermedia

options. Send cover letter and resume to Sam Weeks.
Field Study Coordinator (PA8002)
Coordinator Program III; Band G; OPI
Human Ecology-Statutory
Posting Date: 8/5/93
Works with faculty and students to enhance undergraduate involvement in field study that links theory and practice in content areas across all majors in the college of Human Ecology.
Requirements: Master's degree or equivalent in social science discipline including fields such as gerontology, education, health and human services required. Background in experiential

learning. Strong organizational and communication skills. 3-5yrs. related experience required. Send cover letter and resume to Cynthia Smithbower.

Administration

Telephone Receptionist (C8213)
Office Assistant; Band A; OPE
Undergraduate Admissions-Endowed
Posting Date: 8/19/93
Part-Time Position
Serve as telephone receptionist and support data entry activities. Reports directly to the administrative manager and for hosting activities to the director

of volunteer programs. Monday-Friday, 8am-1pm. This is a job share position.

Requirements: High school diploma required. 6months related experience required (preferably Cornell). Excellent telephone and people skills. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant I (C8212)
Administrative Assistant I; Band A; OPE

Natural Resources-Statutory

Posting Date: 8/19/93

Part-Time Position

Function as receptionist for ICET (Institute for Comparative Environmental Toxicology) and provide clerical assistance to administrative aide. Type correspondence, reports, etc. Handle travel reimbursements, answer telephones; mail; photocopy. Other duties as assigned. 20hrs/week. Appointment until 3/31/94, contingent upon funding.

Requirements: High school diploma or equivalent required. 6months job related experience. Good organizational and interpersonal skills, familiar with IBM-PC using WordPerfect 5.1. Medium typing. External applicants send a cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant I (C8206)
Administrative Assistant I; Band A; OPE

Summer Session-Endowed

Posting Date: 8/19/93

Provide clerical, logistical, research support to the director, program coordinator, and associate program coordinator and to the departments programs. Wordprocessing; file; mailings; run errands; answer telephones; type. Other duties assigned.

Requirements: High school diploma or equivalent required. Some college coursework preferred. 6months-1yr. related office and word processing experience. Excellent interpersonal and communication skills. WordPerfect on IBM PC and Macintosh experience preferable. Knowledge of Cornell desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Membership Assistant (C8116)

Office Assistant; Band A; OPE

Ornithology-Statutory

Posting Date: 8/12/93

Part-time Position

Provide clerical support to membership office including processing and maintaining new memberships; prepare deposits; service lab members in an efficient and friendly manner; assist other membership staff with special projects; and assist with bulk membership mailings. Monday-Friday, 8:30am-12:30pm.

Requirements: High school diploma or equivalent. 6months office experience. Accurate and efficient data entry skills required. Familiarity with computers helpful. Excellent organizational skills. Must demonstrate a sincere interest in promoting the goals and mission of the lab. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Office Assistant (C8105)

Office Assistant; Band A; OPE

Johnson Art Museum-Endowed

Posting Date: 8/12/93

Part-time Position

Operate museum reception desk in lobby. Provide information to visitors; sell cards, catalogs, and posters; answer telephone; take accurate messages for staff members; relay accurate information to weekend supervisor, provide security to museum lobby; be available to work special events during evening hours and for substituting for weekday receptionists. 9:45am-5:15pm, Saturday and Sunday plus evening special events and substitution.

Requirements: High school diploma or equivalent. 6months experience as a receptionist and/or office assistant.

Interest and involvement in art or related areas preferred, as well as familiarity with the Ithaca area community. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant I (C8113)
Administrative Assistant I; Band A; OPE

Development/Public Affairs-Endowed
Posting Date: 8/12/93

Serve all departments at 55 Brown Road as building lobby receptionist and assist the business manager with secretarial support for the office of University Development. Answer telephone calls, transmit messages via Macintosh computer using quickmail; operate fax machine; assist with service requests to Telecommunications; prepare correspondence on Macintosh computer; schedule meetings; handle mail for business office; maintain conference room reservation books; provide support to 2 accounts assistants in the business office.

Requirements: High school diploma or equivalent. 6months-1yr. related experience. Good interpersonal skills. Excellent telephone techniques. 1yr. prior office experience. Knowledge of Macintosh PC. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Front Office Receptionist (C8005)

Office Assistant; Band A; OPE

Vet Medical Teaching Hospital-Statutory

Posting Date: 8/5/93

Part-Time Position

Front desk reception for the Small Animal Clinic. Gather patient history/client information; operate computer terminal for medical records; discharge and cashiering of clients/patients. Monday-Saturday, 25hrs/week.

Requirements: High school diploma or equivalent required, some college or medical background desirable. Knowledge of medical terminology, 6 months related experience required. Strong organizational/interpersonal and communication skills. Able to work independently in an active, complex environment. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8217)
Administrative Assistant II; Band B; OPE

Finance and Business Services-Statutory

Posting Date: 8/19/93

Provide clerical support to budget unit and back-up support for the director's office. Do data entry, maintain directors and associate directors calendar, schedule meetings, filing, maintain spreadsheets and database files.

Requirements: Formal training beyond high school diploma of 6months-1yr duration required. 1-2yrs. in an executive setting. Proficient on Macintosh using Quick mail, Meeting Maker, Microsoft Word, Excel and FoxBase. Knowledge of basic accounting and statistical trends analysis is required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8208)
Administrative Assistant II; Band B; OPE

Chemistry-Endowed

Posting Date: 8/19/93

Carry out the office duties of the international journal "Accounts of Chemical Research", including correspondence preparation and coordination of the solicitation and peer review of manuscripts. Transcribe dictation and prepare other correspondence and scientific papers.

Requirements: Formal training beyond high school diploma of 6months-1yr. duration required. Associate's degree preferred. Familiarity with modern chemistry helpful. 1-2yrs. word processing/office experience required. Familiarity with science library. Edito-

rial experience helpful. Excellent communication skills a must. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8203)
Administrative Assistant II; Band B; OPE

Development/Public Affairs-Endowed
Posting Date: 8/19/93

Provide administrative and secretarial support for an assistant director and development assistant in the Cornell Fund.

Requirements: Formal training beyond high school diploma of 6months-1yr duration. 1-2yrs. related experience required. Excellent organizational and interpersonal skills. Good communication (written and oral) skills. Good typing skills required. Knowledge of Cornell preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8112)
Administrative Assistant II; Band B; OPE

Campus Life-Endowed

Posting Date: 8/12/93

Responsible for supervising/coordinating administrative functions in support of staff/residents, departmental training, development and evaluation.

Requirements: High school diploma or equivalent. 1-2yrs. experience. Excellent communication (oral and written) skills. Office management skills. Computer experience necessary (Macintosh). Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8119)
Administrative Assistant II; Band B; OPE

Hotel Administration-Endowed

Posting Date: 8/12/93

Provide administrative support to 2 faculty members and the 2 editors of the research section of the journal published by the college.

Requirements: High school diploma or equivalent. Secretarial school preferred. 1-2yrs. office experience. Ability to use word processing equipment and typing 50-60 wpm. Excellent organizational, interpersonal and communication skills. Ability to compose correspondence helpful. Excellent phone skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8115)
Administrative Assistant II; Band B; OPE

Media Services-Statutory

Posting Date: 8/12/93

Provide clerical/administrative support to director and administrative manager of media services. Must have experience using a Mac, know PageMaker, Microsoft Word and required to learn several presentation programs such as Delta Graph and various other packages.

Requirements: High school diploma or equivalent. 1-2yrs. related experience. Excellent people and public relations skills essential. Knowledge of PageMaker, Microsoft Word preferred. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8117)
Administrative Assistant II; Band B; OPE

Law-Endowed

Posting Date: 8/12/93

Serve as a member of the registrar and main office staff with primary responsibility to provide secretarial support to the dean of students and the associate dean for academic affairs.

Requirements: Formal training beyond high school of 6months to 1yr. duration. 1-2yrs. related office experience. Knowledge of word processing using a micro-computer. Ability to

work courteously and effectively with faculty, staff students and visitors. Ability to work independently, exercise good judgment, and work well under pressure. High level of confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8102)
Administrative Assistant II; Band B; OPE

Sponsored Programs-Endowed

Posting Date: 8/12/93

Perform a broad range of secretarial and office administrative services in direct support of 1 or more grant and contract officers. Responsible for overall support of day-to-day heavy workload. Telephone coverage and follow-up; document generation and some writing; mail screening; prioritizing and some initiating of transactions; meeting and travel scheduling.

Requirements: High school diploma or equivalent. 1-2yrs. related experience. Knowledge of Macintosh (preferably Word). Strong interpersonal and communication skills. Strong ability to organize and prioritize disparate and competing tasks. Attention to detail. Strong proofreading and writing skills. Knowledge of university procedures preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C8004)
Administrative Assistant II; Band B; OPE

Student Life Union-Endowed

Posting Date: 8/5/93

Program support for Empathy Assistance and Referrals (EARS) and Student Training and Leadership Development. Administrative support to the Advisor of EARS and the Assistant Dean of Students for Training and Leadership Development.

Requirements: Formal training beyond high school diploma of 6 months-1yr. duration required. Minimum of 1-2yrs experience required. Excellent skills needed in communication (oral and written), administration and organization. Strong human relations and computer skills required. Understanding of the importance of confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Assistant II (C7909)
Administrative Assistant II; Band B; OPE

Cooperative Extension-Statutory

Posting Date: 7/29/93

Provide confidential administrative support services for 2 program leaders in the cooperative extension program unit. Function as a team member in the program unit to facilitate the Cornell Cooperative Extension Program.

Requirements: Formal training beyond high school of 6months-1yr duration required. 2yr secretarial sciences degree preferred. 1-2yrs. of office experience required. Knowledge of computer software essential, ie WordPerfect, spreadsheets such as Quattro pro, databases such as PC-File+, and electronic mail. Must be able to set priorities, work independently and as a team member in a complex, active environment. Maintain confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Secretary (C7908)
Administrative Assistant II; Band B; OPE

Cooperative Extension-Statutory

Posting Date: 7/29/93

Provide confidential administrative support services for a program leader and 2 extension support specialists in the Cooperative Extension Program Unit. Function as a team member in the program unit to facilitate the Cornell Cooperative Extension Program.

Requirements: Formal training beyond high school of 6months-1yr duration required. 2yr secretarial science

degree preferred. 1-2yrs. of office experience required. Must be proficient with computer software, i.e. WordPerfect, Paradox or other similar database software, spreadsheets such as Quattro Pro, and Electronic Mail. Must be able to set priorities, work independently and as a team member in a complex, active environment. Maintain confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant II (C7902)
Administrative Assistant II; Band B; OPE

Alumni Affairs-Endowed
Posting Date: 7/29/93

Provide administrative support to the director of alumni affairs and the associate director of Alumni Programs while serving as the office receptionist.

Requirements: Formal training beyond high school of 6 months-1yr duration required. Excellent interpersonal, typing and communication skills. Must be well organized and have the ability to work under pressure and independently. Attention to detail and mature judgment; knowledge of computers. Macintosh experience preferred. 2-4yrs related experience required. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Secretary (C7907)
Administrative Assistant II; Band B; OPE

Cooperative Extension-Statutory
Posting Date: 7/29/93

Provides essential confidential support for a program leader, extension specialist and associate director in the cooperative extension program unit. Function as a team member in the program unit to facilitate the Cornell Cooperative Extension program.

Requirements: Formal training beyond high school of 6months-1yr duration required. 2yr secretarial science degree preferred. 1-2yrs. office experience required. Must be proficient with computer software, i.e. WordPerfect, paradox or other similar database software, spreadsheets such as lotus 1-2-3, and electronic mail. Must be able to set priorities, work independently. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Assistant II (C7809)
Administrative Assistant II; Band B; OPE

Economics-Endowed
Posting Date: 7/22/93

Receptionist for the department. Assistant to the department executive officer and director of undergraduate studies and internal accounts coordinator.

Requirements: Formal training beyond high school diploma of 6months - 1 year duration required. 1-2 years related experience required. Technical typing. Knowledge of IBM-PC using WordPerfect 5.2. Accounting experience. Heavy typing. External applicants send cover letter, resume to Esther Smith. Employees should include an employee transfer application.

Administrative Assistant II (C7505)
Administrative Assistant II; Band B; OPE

Nutritional Sciences-Statutory
Posting Date: 7/1/93

Part-time Position

Provide administrative support for a multinational research group; assist in overall management of office; design promotional literature and slides; compose correspondence; type and edit manuscripts and grants; order supplies; maintain accounts; other duties as assigned.

Requirements: AAS degree or equivalent required. 3yrs. office experience. Experience on Macintosh with experience in word processing (Microsoft Word), Spreadsheets (Microsoft Ex-

cel), automated references (End Note Plus), database management (Filemaker Pro), Presentation (Aldus Persuasion) and drawing and graphing (MacDraw and Cricket Graph) software strongly preferred as is ability/willingness to learn new software package. Familiarity with electronic mail; knowledge of Cornell library system helpful; work independently; oral and written communication and interpersonal skills required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant III (C8211)
Administrative Assistant III; Band C; OPE

Computer Science-Endowed
Posting Date: 8/19/93

Provide administrative support to a senior and two junior faculty members, and a large research group including three research associates, visitors, programming staff and graduate students. Assist faculty with project administration involving \$1m annual research funding. Manage software licensing activities for ISIS research group. Coordinate and oversee editorial duties of a senior faculty member working closely with a major computing journal editing staff. Coordinate complex travel arrangements for faculty, students and visitors. Edit manuscripts, technical reports and research proposals using complex word processing and graphics software on advanced workstation. Initiate correspondence relating to grant proposals, reviews, referee reports and confidential letters of recommendation.

Requirements: Formal training beyond a high school diploma of 6months-1yr duration required. 2-4yrs. related administrative experience required. Demonstrated organizational skills and ability to prioritize. Aptitude to learn complex computer system structure requiring programming skills and creativity. Proven communication, interpersonal and public relations skills. Must be able to work without direct supervision; requires a high degree of autonomy in identifying and resolving problems and screening requests. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include and employee transfer application.

Administrative Assistant III (C8103)
Administrative Assistant III; Band C; OPE

Modern Languages and Linguistics-Endowed

Posting Date: 8/12/93

Provide year-long administrative and clerical support for the faculty and staff of the full-year Asian language concentration (FALCON) program, Chinese, Japanese, and Indonesian language courses, and special summer program offerings. Liaison for continuing communication with other departments, programs, students and responsibility for maintenance of program records. Provide support services for the DMLL main office and assist with special projects.

Requirements: Associates degree or equivalent preferred. 2-4yrs. related experience preferred. Previous office experience required. Excellent interpersonal and organizational skills including ability to communicate with people from different cultures. Ability to work independently and under pressure. Knowledge of Macintosh programs essential. Weekly technical typing required for Japanese FALCON schedules. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Undergraduate Program Secretary (C8114)

Administrative Assistant III; Band C; OPE

Computer Science-Endowed
Posting Date: 8/12/93

Provide administrative and clerical support to the office of undergraduate programs. Manage the production and coordination of course materials, student publications and event planning. Primary supervision provided by as-

sistant director of undergraduate programs. Serve as information resource for the undergraduate program as well as the department in general. Coordinate office activities. Use microcomputers for basic word processing and advanced formatting/editing of documents, and management of database systems. Type and/or modify on-line course materials; provide direct support to senior lecturer responsible for core course each semester.

Requirements: AA degree or equivalent. Minimum of 2yrs. related experience in a university environment. Medium typing. Excellent organization and human relations skills. Demonstrated ability to work with diverse groups. Attention to detail as well as ability to prioritize. Excellent typing and word processing skills a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Corporate Relations Assistant (C7906)

Administrative Assistant III; Band C; OPE

JGSM-Endowed

Posting Date: 7/29/93

Under general supervision, provide administrative support to the corporate relations department; assist with stewardship to supporting firms; assist with the coordination and implementation of corporate events; maintain corporate and foundation information in the database; and assist with scheduling, maintaining, and follow-up on corporate contacts. 9-months position, September-June.

Requirements: Formal training beyond high school diploma of 6months-1yr duration required. Strong communication; interpersonal, organizational skills. Finesse with confidential and sensitive information are important requirements. 2-4 years administrative/secretarial experience required. Experience with word processing; Macintosh experience helpful. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Annual Fund Assistant (C7904)

Administrative Assistant III; Band C; OPE

JGSM-Endowed

Posting Date: 7/29/93

Provide secretarial/administrative support for the director of development and the associate director of annual funds. Execute/coordinate all aspects of direct mail campaigns, class mailings, and provide administrative support for the annual fund team, including phonathons, class programs, annual fund, leadership gift/tower club programs. Generate IRIS reports/bio info as needed via public affairs system; update alumni database. Assist with accounting/recordkeeping of the annual fund and class budgets.

Requirements: Formal training beyond high school diploma of 6months-1yr duration. Strong communication, interpersonal and organizational skills. 2-4yrs. administrative/secretarial experience required. Familiarity with fund raising helpful. Computer literate and expert knowledge of the public affairs

data system required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant III (C7003)
Administrative Assistant III; Band C; OPE

Biotechnology Program-Endowed
Posting Date: 7/15/93

Part-time Position

Provide administrative support to executive director of national agricultural biotech council. Handle correspondence; arrange travel; distribute reports and maintain computer databases. 20hrs/week, to be arranged.

Requirements: 2yrs. college coursework or Associates degree. 2-4yrs. administrative experience, including computer usage (preferably MAC). Must have excellent organizational and telephone skills. Research information via computer. Editing and writing a plus. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Assistant V (C8207)
Administrative Assistant V; Band D; OPE

ILR Extension and Public Service/ Buffalo-Statutory

Posting Date: 8/19/93

Serve as assistant to the director of administration for the western region office and manage daily operations and provide technical/research support to chemical hazard information program. Design, coordinate, supervise, and serve as a member of management information system for western regional office. Supervise the maintenance of the general accounting records for CHIP. Analyze descriptive and comparative statistical data and evaluate survey info, write program evaluation reports for CHIP.

Requirements: Formal training of 1-2yrs. 2yrs. of college coursework or an Associate's degree beyond high school diploma. More than 6yrs. related experience. Knowledge of business or technical programs-spreadsheets, database management packages, etc. Medium typing. External applicants send cover letter and resume to Bruce Ryder, ILR/ Cornell, 110 Pearl Street, Dun Building, Buffalo, NY 14202. Employees should include employee transfer application.

Administrator I (PA7904)

Administrator I; Band D; OPI

Philosophy-Endowed

Posting Date: 7/29/93

Coordinate the administrative, human resources, business, and/or facilities operations of the philosophy department; provide staff assistance to the chair and professors in the department; perform administrative and student record-keeping; coordinate the daily unit work flow; order services and materials from vendors; perform financial transactions such as billing clients, paying bills, and monitoring account expenditures and payroll reports; prepare monthly operating reports for review; assist in development of procedures for the department;

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coordinate the acquisition/installation of equipment; assist in coordinating and developing budgets; schedule and coordinate meetings; plan and schedule travel arrangements; counsel students on departmental policies, procedures, and guidelines; supervise and coordinate program activities such as seminars and conferences; prepare reports for the director; prepare and process human resource appointment forms, job descriptions, payroll vouchers, and related accounting forms.

Requirements: Associate's degree or equivalent. Technical/vocational school degree required. 1-2yrs related experience with WordPerfect 4.2 and 5.1; office procedures; purchasing; supervision; accounting and bookkeeping required. Send cover letter and resume to Cynthia Smithbower.

Administrative Assistant (C8002) *Administrative Assistant V; Band E; OPE*

Africana Studies & Research Center-Endowed

Posting Date: 8/5/93

Provide secretarial and administrative support to the Director and Administration Manager. Responsible for department and grant account maintenance. Prepare and maintain student appointment files. Monitor and coordinate faculty searches. Backup to Administration Manager.

Requirements: Associate Degree or equivalent required. 6 years secretarial, Cornell accounting experience desirable. Experience with Macintosh computers. Working knowledge of Microsoft work and Excel software. Must be able to work under pressure and tight deadlines. Excellent communication and interpersonal skills. CONFIDENTIALITY A MUST!! Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrator II (PA7806)

Administrator II; Band E; OPI

Academic Programs/Ag and Life Sciences-Statutory

Posting Date: 7/22/93

Manage department budget, purchasing, and human resource operations. Process appointments, purchase orders, and payrolls. Maintain equipment and space inventory. Administer human resource policies and procedures. Monitor account balances and analyze expenditures. Serve as liaison with human resources, purchasing, accounting and maintenance and service departments.

Requirements: Associate's degree or equivalent in office administration or related area. required. 2-3yrs. experience (in statutory accounting at Cornell) preferred. Basic computer skills. Familiarity with human resource policies and procedures. Ability to handle confidential information and supervise accounts assistant. Send cover letter and resume to Cynthia Smithbower.

Marketing Manager (PA8204)

Manager Sales/Marketing; Band F; OPI

Animal Science/Dairy Records Processing Lab-Statutory

Posting Date: 8/19/93

Represent DRPL in a marketing capacity throughout the United States. Conduct personal sales contacts, attend and give presentations at meetings, conventions and trade shows. Assist staff writer and other DRPL staff in preparing and distributing marketing material. Assist in preparation of marketing budget and evaluation of marketing results on periodic basis.

Requirements: Bachelor's degree in marketing/animal science or equivalent. Considerable years of direct experience in the DHIA field preferred. Fully familiar with DHIA field operations, national DHIA management structure and dairy records processing center activities. Fully familiar with the roles of and interactions with breed association and artificial insemination organizations. Have national recognition and credibility in the computerized DHIA field. Should be computer literate with available dairy farmer software packages and in using a PC.

Strong interpersonal verbal and written communication skills are essential. Considerable travel responsibilities. Send cover letter and resume to Cynthia Smithbower.

FLDC Administrative Manager (PA8202)

Administrator III; Band F; OPI

Family Life Development Center-Statutory

Posting Date: 8/19/93

Serve as administrative manager for the Family Life Development Center. Coordinate and supervise human resource and business aspects of the center. Implement administrative policies; determine goals. Oversee daily operations including budgeting, accounting grant and contract management, human resource, facilities, equipment and space management.

Requirements: Bachelor's degree or equivalent required. MBA preferred with concentration in human resource and financial management. At least 3yrs. of demonstrated management and supervisory experience. Excellent communication and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Athletics

Assistant Coach (PA7901)

Assistant Coach; Band E ; OPI

Athletics-Endowed

Posting Date: 7/29/93

Assist in the planning and operation of the men's intercollegiate wrestling program. Duties include coaching, recruiting, scouting and other administrative matters relative to the program. Instruct physical education classes as assigned.

Requirements: Bachelor's degree or equivalent in physical education or related field required. 1-2yrs. related experience required. Credentials should reflect proven success in coaching wrestling, recruiting and working with student athletes. Send cover letter and resume to Cynthia Smithbower.

Auxiliary Services

Transportation Service Representative I (C8204)

Transportation Service Representative I; Band B; OPE

Transportation Services-Endowed

Posting Date: 8/19/93

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: High school diploma or equivalent required. 6months-1yr related experience. Current valid drivers license. Excellent interpersonal and communication (written and oral skills). Knowledge of data entry ability to work with mainframe and microcomputer applications programs. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Communications

Media Assistant IV (T8106)

Media Assistant IV; Band D; OPE

Media Services-Statutory

Posting Date: 8/12/93

Operate various types of broadcast and instructional color television cameras and related television equipment in a professional manner. Set up and strike studio and remote productions. Execute basic studio and remote lighting plots. Set up and operate audio recording equipment.

Requirements: Formal training beyond a high school diploma of 1-2yrs. 2yrs. of college coursework or associate's degree or equivalent. More than one, but less than two years of job related experience. Send cover letter and resume to Sam Weeks.

Communications Specialist III (PA7812)

Communications Specialist III; Band F; OPI

Plantations-Statutory

Posting Date: 7/22/93

Take leadership for the development of plantations publications and communications programs and for providing an interface between plantations, the university, and the community. Ensure that the image of plantations created by publications, development mailings, interpretive pieces, and other communications is consistent with the educational mission and overall image of the organization. Establish a communications unit to provide a mechanism for exchange of ideas among communications staff and others. Work to develop effective relationships between Cornell Plantations and the university, the local community, and other external audiences. Explore ways to increase Plantations visibility with key audience groups.

Requirements: Bachelors degree or equivalent required. 3-5yrs. related job experience required. Must have extensive experience with all aspects of production of printed media, including desktop publishing, design, layout, and writing. Must also be experienced with the creation of displays and signage. Familiarity with horticulture, biological sciences, or plant sciences is highly desirable. Send cover letter and resume to Cynthia Smithbower.

Director of Communication Strategies (PA7903)

Communication Manager II; Band H; OPI

University Relations-Endowed

Posting Date: 7/29/93

Direct and supervise the operations of an internal consulting unit dedicated to the planning and implementation of effective communication strategies for both academic and administrative units. Working with client department, initiate, recommend, and coordinate communications, programs, and policies to achieve a strong and positive image for Cornell University.

Requirements: Bachelor's degree or equivalent required. 5-7yrs. of marketing/agency/or corporate communication experience, preferably in an educational or other non profit environment. Masters degree in marketing research or related field preferred. Knowledge of desktop publishing skills a plus. Facility with marketing research strategies and methodologies. Superlative writing skills and demonstrable creativity in communication. Strong leadership skills and ability to manage creative teams. Strong verbal communication and client development skills for promoting unit's work, as unit is primarily an enterprise operation. Knowledge of research university climate highly desirable. Send cover letter and resume to Cynthia Smithbower.

Computers and Networks

Network Operator (T8004)

Network Technician I; Band B; OPE

CIT/Network Resources-Endowed

Posting Date: 8/5/93

Operate the campus voice switchboard. Use online database to route caller connections; and use switchboard capabilities to set up conference calls. Provide assistance for emergency calls. Monitor and functioning of voice/video/data communications networks. Identify and refer operational anomalies. Document data network trouble calls using online system. Track responses to these calls to insure appropriate resolution.

Requirements: Formal training beyond High school diploma of 1-2yrs of college coursework or AAS degree. 6months to a year of related experience. Send cover letter and resume to Sam Weeks.

Computer Technician (T8107)

Computer Operator IV; Band E; OPE

Nutritional Sciences-Statutory

Posting Date: 8/12/93

Provide high-level technical support to faculty, staff and graduate students in the

division of nutritional sciences and college of human ecology. Serve as a senior technician installing, repairing, and troubleshooting microcomputer workstations in a 500+ node complex local area network. Provide technical support to a leading edge CAD lab facility. Diagnose and repair CAD computer equipment, graphing devises, and plotters. Interface with external vendors.

Requirements: AAS degree or equivalent form technical school or in computer technologies. 4-6 yrs. hands-on experience maintaining computer systems in a network environment required. Proven ability to communicate with users who have a wide range of computer skills. Ability to work with minimal supervision. Experience with DOS, and Macintosh System 7 operating systems essential. Familiarity with the functions of a local area network. Excellent communication skills and service orientation required. Send cover letter and resume to Sam Weeks.

Network Administration Team Leader (PT8009)

Consultant Advisor II; Band E; OPI

Library Technology/University Library-Endowed

Posting Date: 8/5/93

Directly provide/facilitate a variety of information, installation, and trouble-related services for library workstations and networks located in endowed libraries (except Hotel); provide support for centrally maintained software services for all libraries; act as primary communications interface for network administrators, the service team and customers on a routine basis.

Requirements: Bachelor's degree or equivalent required. Minimum of 1 but less than 2yrs. of related experience required, including the providing of network administrator support to a diverse environment. Supervisory experience preferred. Send cover letter and resume to Sam Weeks.

Scientific Applications Consultant (PT8002)

Consultant/Advisor Senior; Band F; OPI

Cornell Theory Center-Endowed

Posting Date: 8/5/93

Provide highly specialized and complex consulting and scientific applications support to the Theory Center's national and international scientific and research community. Provide in-depth consulting and advice to researchers in enabling scientific applications on parallel architecture's, analyzing program execution, and optimizing performance. Work closely with users in analyzing problems and developing solutions. Investigate, resolve, or refer reported problems.

Requirements: Bachelor's degree in a scientific or engineering discipline or equivalent combination of education, research, and experience required. Master's degree preferred. 3-5yrs. FORTRAN or C programming experience in a scientific environment. Demonstrated ability to work with researchers using high performance computing. Scientific applications, parallel programming, and UNIX experience highly desirable. Excellent interpersonal, communication, and organizational skills. Send cover letter and resume to Sam Weeks.

Program Analyst Senior (PT7803)

Program Analyst Senior; Band F; OPI

CISER-Endowed

Posting Date: 7/22/93

Provide systems programming and systems support for numeric data files of the CISER data archive. Responsible for applications programming in the development, optimization, and the maintenance of software to support ant interface to text and numeric data files using microcomputers, workstations, and mainframe interface. Create guides and documentation for systems work.

Requirements: Bachelor's degree or equivalent required. 3-5yrs. related experience. Knowledge of UNIX/AIX, C, C++, VM/SP, CMS, IBM DOS necessary. SAS, FORTRAN desirable. Work as part of a team, communicate effectively. Send cover letter and resume to Sam Weeks.

Consultant/Advisor III (PT7603) Consultant/Advisor III; Band F; OPI Fruit and Vegetable Science-Statutory

Posting Date: 7/8/93

Provide broad computing support for faculty, staff and grad students including troubleshooting, repair, purchasing, installation and training. Administer the department's Ethernet LAN running Netware 3.11. Develop and manage applications and strategies to enhance administrative functions within the department. Provide advice on the design and analysis of agricultural experiments; and on the potential of new technology. Serve as a liaison with CIT and the biometrics unit.

Requirements: BS degree or equivalent in an agricultural related field with coursework in statistics. 2-3yrs. related experience in computer administration and support. Proven ability to communicate with users with a wide range of computer skills. Ability to prioritize numerous tasks. Capable of troubleshooting, replacing/installing drive systems, RAM memory, power supplies, etc. Experience with PC and Mac Hardware. Experience with DOS, Microsoft Windows, Macintosh System 7 OS. Experience with electronic data acquisition. Software experience with word processing, spreadsheets, databases, statistical analyses and communications. Familiarity with design and implementation of LAN. Novell Netware 3.11 experience highly desired as is practical experience in the design and analysis of agricultural experiments. CMS and UNIX experience desirable. Send cover letter and resume to Sam Weeks.

Programmer/Analyst Specialist (PT8008)

Programmer/Analyst Specialist; Band G; OPI

Computer Science-Endowed

Posting Date: 8/5/93

Provide systems programming expertise for the development of a system for the electronic distribution of technical reports. Develop and implement databases and network protocols for the representation and network transfer of page image and bibliographic information. Assist in the development, modifications and use of software to do full-text retrievals on technical reports. Assist in the process of scanning, recognizing and indexing technical report information.

Requirements: BS degree in computer science or equivalent experience. 5yrs. experience with software development in a UNIX/C environment. Experience with computer networks and distributed computing is essential. Ability to work with and understand the problems of graduate level researchers in computer science is essential. Experience with information retrieval, database systems, and/or network protocol design is extremely valuable. Send cover letter and resume to Sam Weeks.

Finance/Budget/Planning

Accounts Representative I (C8202)

Accounts Representative I; Band A; OPE

University Accounting-Endowed

Posting Date: 8/19/93

Responsibilities involve the coordination and control of the processing of journal vouchers and the distribution of microfiche, preparation of miscellaneous accounting documents, and overseeing month-end mailing.

Requirements: High school diploma or equivalent required. 6months-1yr. related work/office experience. Familiarity with computers and data entry. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Accounts Representative I (C8216)

Accounts Representative I; Band A; OPE

University Health Services-Endowed

Posting Date: 8/19/93

Provide billing services for the Gannett Health Center; Daily entries into com-

puter system and assist in diversified duties in the billing department.

Requirements: High school diploma or equivalent. 1yr accounting experience in medical field, data entry experience on PC's, Lotus 123 and typing. Ability to be flexible and work flexible hours. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Collection Representative II (C8104)

Collection Representative II; Band B; OPE

Bursar's Office-Endowed

Posting Date: 8/12/93

Perform duties involved in collection of delinquent student accounts receivable and student loans. Involves telephone contact and written communications with former students to arrange for debt repayment. Monday 12:30pm-9:00pm, Tuesday-Friday, 8-4:30.

Requirements: Some college coursework preferred. High school diploma or equivalent. 6months-1yr related experience. Ability to deal with sensitive issues in a professional manner. Some collections experience desirable. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Finance Specialist III (PA8101)

Finance Specialist III; Band F; OPI

Family Life Development Center-Statutory

Posting Date: 8/12/93

Cornell Employees Only

Assist administrative manager for FLDC daily business in accounting, human resource and administrative systems. 55% accounting duties, some direct supervision of accounts staff; some administrative work required in developing new systems for financial and human resource management.

Requirements: Bachelor's degree or equivalent in business or related area (financial, accounting) required. 3-5yrs. in accounting. Cornell accounting required. Some supervisory experience helpful. Must be a team player. Excellent interpersonal and communication skills. Send cover letter and resume to Cynthia Smithbower.

Human Resources

Training Manager (PA8207)

Human Resource Associate III; Band F; OPI

Hotel Administration-Endowed

Posting Date: 8/19/93

Develops, implements, and coordinates a training and development program for the student staff of the Statler Hotel, as well as the full-time staff. Flexible, nights and weekends.

Requirements: B.S. in hospitality management or equivalent required. Formal training beyond a 4yr training program. 2-3yrs. experience in training within the hospitality industry. Proven ability to assume responsibility and exercise authority. Superior communication and planning skills. Send cover letter and resume to Cynthia Smithbower.

Associate Director CITE (PA7902)

Human Resource Associate IV; Band G; OPI

Associate VP Human Relations-Endowed

Posting Date: 7/29/93

Help plan, develop and implement Cornell Interactive Theater Ensemble (CITE) human relations programs for faculty and staff on campus and for corporate, off-campus clients. Consult with clients, facilitate programs, help develop scripts. Responsibility for client relations and marketing. Assure effective operation of the theater ensemble.

Requirements: Bachelor's degree or comparable experience required. Master's degree preferred. 5-7yrs. related experience required. Experience facilitating training sessions required. Considerable experience in intercultural communication and educating about harassment, climate. Skill in educational needs of faculty, staff,

students, and corporate clients. Professional presence. Scripting, business, supervisory, and human resource management experience desirable. Considerable travel. Send cover letter and resume to Cynthia Smithbower.

Library/Museum

Senior Records Assistant (C8209)

Technical Services Assistant I; Band A; OPE

Hotel Administration-Endowed

Posting Date: 8/19/93

Part-time Position

Assists senior department assistant in acquiring monographic material for the SHA library. Collects and prepares SHA serials for binding. Performs work consisting of duties that involve related steps, processes, or methods according to his/her own judgment, requesting supervisor assistance when necessary. Follows definite instructions on a variety of simple operations. Selects appropriate procedure form a limited number of alternatives. 8am-12noon, M-F.

Requirements: High school diploma required. 6months-1yr. experience with use of a library required. Ability to perform related activities with a high degree of accuracy required. Good written and verbal communication skills required. Ability to use a variety of microcomputer applications software required. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Public Services Assistant I (C8013)

Public Services Assistant I; Band A; OPE

Access Services/Physical Sciences Library-Endowed

Posting Date: 8/5/93

Part-Time Position

Responsible for the security, maintenance, and provision of all access services of the Physical Sciences Library. Responsible for providing circulation, reserve, and stack maintenance. 20 hrs/wk. Monday-Thursday 9:00am to 2:30pm

Requirements: Formal training beyond a high school diploma of 6 months to 1 year. 6 months related experience. Demonstrated ability to communicate effectively with the public. Ability to work with all levels of the academic community required. Good interpersonal skills. External applicants send cover letter and resume to Esther Smith, employees should include an employee transfer application.

Senior Interlibrary Services Assistant (C8107)

Public Services Assistant II; Band B; OPE

Access Services/Olin Library-Endowed

Posting Date: 8/12/93

Prepare loaned and borrowed materials for shipping. Charge material to be loaned, discharge returned materials, and compile data for statistics. Responsible for overdues, renewals, and recalls. Search interlibrary loan requests, and send requests for materials to be paged at unit libraries. Monday-Thursday, 8-4:30, Friday, 8-3:30.

Requirements: Associate's degree or equivalent. 6months -1yr. experience. Ability to work with foreign languages. Organizational ability and aptitude for detailed work. Ability to work under pressure while maintaining accuracy. Strong interpersonal and communication skills. Experience with keyboards and microcomputers. Experience in an academic library desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Circulation Assistant (C8110)

Public Services Assistant II; Band B; OPE

Access Services/Olin Library-Endowed

Posting Date: 8/12/93

Part-time Position

Under general direction of the admin-

istrative supervisor of circulation, work at the circulation desk and perform a variety of circulation functions. Spring/Fall semester, Sunday-Thursday, 7:30pm-11:30pm, intersessions. Summer sessions, 2:30-6:30pm, days will vary. 20hours/week.

Requirements: Associate's degree or equivalent preferred. 6months-1yr. experience preferred. Organizational skills and aptitude for detailed work; ability to work effectively with a variety of people in a public service setting. Strong interpersonal and communication skills, both oral and written. Experience with microcomputers desirable. Library experience desirable. External Applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Senior Stacks Assistant (C8109)

Public Services Assistant II; Band B; OPE

Access Services/Library Annex-Endowed

Posting Date: 8/12/93

Part-time position

Assist the annex library supervisor in managing the book, periodical and archival collections at the library annex (a collection of 422,380 volumes and more than 27,000 cubic feet of manuscript materials) and in providing public service. Oversee the operation of the library annex in the supervisor's absence. 20hrs./week, Monday-Friday, 9am-1pm.

Requirements: AAS or equivalent. 6months-1yr. experience. Experience with academic libraries. Excellent interpersonal, organizational, and communication skills. Ability to lift and move up to 50lbs. Ability to work well with a variety of people in a public services setting. Experience with microcomputers desirable. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Collection Management Assistant (C8108)

Public Services Assistant II; Band B; OPE

Access Services/Olin Library-Endowed

Posting Date: 8/12/93

Perform a variety of collection management duties for serials in Olin/Kroch library. Work with NOTIS circulation system, online catalog and departmental database for serials record keeping. Barcode materials and create item records for serials in NOTIS online system. Other duties also include sorting, shelving, tracing (searching), and record keeping. M-TH 8am-5pm, F 8-4.

Requirements: Associate's degree or equivalent. 6months-1yr. experience preferred. Ability to work independently; self directed. Strong communication, interpersonal, and organizational skills. Experience with microcomputers desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Public Services Assistant II (C8010)

Public Services Assistant II; Band B; OPE

Uris Library-Endowed

Posting Date: 8/5/93

Under the direction of the reserve supervisor, work at the circulation/reserve desk and process all photocopied and personal copy reserve materials. Responsible for the circulation and reserve desks when ever the evening supervisor is away from the desks. Mon.-Thurs. 1:00pm - 10:00pm, Fri. 1:00pm - 9:00pm.

Requirements: Formal training beyond high school diploma of 1-2 years. 2 years of college coursework, or Associate's degree required. Ability to work effectively with a variety of people in a public service setting. Aptitude for detailed work. Ability to work under pressure, including multiple simultaneous demands. Excellent communication and organizational skills. 6 months - 1 year experience with a detailed record keeping system. Light typing. External applicants send cover

letter and resume to Esther Smith, employees should include an employee transfer application.

Data Entry/SEARCHER (C8009)

Technical Services Assistant II; Band B; OPE

University Library-Endowed

Posting Date: 8/5/93

Create and upgrade preliminary bibliographic records for material received or to be orders. Basic searching in local and national databases and card catalogs. Transfer records from national to local database. Assist in backlog storage and retrieval.

Requirements: Formal training beyond a high school diploma of 1-2 years. 2 years of college coursework or Associate's degree. 6 months - 1 year previous library experience required. Familiarity with computer terminals and searching techniques. Ability to perform highly detailed and repetitive work accurately and independently. Familiarity and aptitude with foreign languages. Good interpersonal skills. Medium typing. External applicants send cover letter and resume to Esther Smith, employees should include an employee transfer application.

Searcher (C8210)

Technical Services Assistant III; Band C; OPE

Albert R. Mann Library-Statutory

Posting Date: 8/19/93

Part-time Position

Under the direction of the acquisitions librarian, perform a variety of acquisitions functions. Search in local and national databases for bibliographic records for monographs. Input, transfer, and update records for books-in-hand and orders. Orders, receives, and fast catalogs monographs. Processes invoices. Must use judgment in applying procedures; work is usually not subject to review by others. Monday-Friday, 20hrs/week.

Requirements: Associate's degree or equivalent plus 1-2yrs. of previous library or records keeping experience required. Additional related experience may be substituted for formal degree. Medium typing/data input (40-60 wpm). Ability to use microcomputer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonal and communication skills. Some foreign language skills desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Information Assistant (C8205)

Public Services Assistant III; Band C; OPE

Reference/Engineering Library-Endowed

Posting Date: 8/19/93

Part-time Position

Assist library users by providing information, reference, and instruction. Answer questions, provide direction, teach use of library resources, and perform online literature searches for verification. Use and explain information form print, compact disk, and internet resources. Verify requests for interlibrary loan and assist with document photocopy service. 24hrs/week, Summer M-F 12:30-4:30pm, Th 5-9pm. Academic year M-F 12:30-4:30pm, Th 6-10pm.

Requirements: 2yrs. college coursework preferably in engineering or the sciences. 1-2yrs. related experience required. Broad intellectual interests and experience with the research process. Ability to analyze problems, make appropriate judgments, and work calmly under pressure. Experience with microcomputer hardware and software (both IBM and Macintosh) preferred. Ability to learn new software programs. Strong interpersonal and communication skills. Ability to communicate effectively with non-native English speakers. Experience working in an academic/research library or teaching desirable. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Serials Searcher (C8111)

Technical Services Assistant III; Band C; OPE

Central Technical Services/University Library-Endowed

Posting Date: 8/12/93

Responsible for the pre-catalog searching of new titles received in response to orders and for change of titles. In addition, assist with solving complex searching problems occurring as part of the check-in process.

Requirements: AAS or equivalent. Relevant experience may be substituted. 1-2yrs. experience preferred. Basic knowledge of and ability to use: AACRII cataloging rules, names and series authority files, and MARC formats. Reading knowledge of one or more western European languages required. Good interpersonal and organizational skills. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Reference Assistant (C8106)

Public Services Assistant III; Band C; OPE

Reference/Uris Library-Endowed

Posting Date: 8/12/93

Hire, train, supervise, and evaluate 3-4 student assistants. Assist reference staff using computer-based word-processing, layout, and database programs to produce instruction materials. Prepare departmental statistics. Responsible for all clerical activities in department. Provide information to library users at the reference desk.

Requirements: AAS or equivalent experience. 1-2yrs. experience. Strong public service orientation required. Library experience preferred. Good organization and communication skills necessary. Ability to work with a variety of people in an academic setting. Attention to detail. Familiarity with IBM computers (WordPerfect, Pagemaker, DBase) desirable. Medium typing. Able to work without close supervision. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Catalog Assistant III (C8014)

Technical Services Assistant III; Band C; OPE

Albert R. Mann Library-Statutory

Posting Date: 8/5/93

Under the general direction of the Principal Cataloger, handles a variety of duties related to cataloging and database management. Performs descriptive cataloging for university theses, soil surveys and some government publications. Creates catalog and authority records for monographs following "fast cataloging" procedures. Processes transfers, withdrawals and added locations for the library. Responsible for cataloging support functions such as searching, filing shelflists, and locating in process material. Coordinates bookmarking work flow and supervises student assistants in bookmarking. Trains student assistants and handles some secretarial duties for the department.

Requirements: Associate's degree plus 1-2 years of previous library or records keeping experience. Additional related experience may be substituted for formal degree. Medium typing/data input (40 - 60 wpm). Ability to use microcomputer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonal and communication skills. Some foreign language skills desirable. External applicants send cover letter and resume to Esther Smith, employees should include an employee transfer application.

Evening Supervisor (C8008)

Public Services Assistant V; Band E; OPE

Circulation/Uris Library-Endowed

Posting Date: 8/5/93

Part-time Position

Responsible for the Uris library building during the evening when senior staff are absent. Supervise the work of staff and student assistants at the circulation/reserve and security desks. 25hrs/week, evening and weekends.

Requirements: Bachelor's degree or

equivalent of other formal training program of 4yrs. 2-4yrs. related experience required. Dependability and punctuality absolutely essential. Supervisory experience desirable. Ability to work well with a variety of people in a public service setting. Excellent interpersonal and communication skills. Sound judgement and ability to act exclusively in emergency situations. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Coordinator for School/Children's Programs (PA7811)

Museum Associate I; Band F; OPI

Johnson Art Museum-Endowed

Posting Date: 7/22/93

Part-Time Position

Develop, teach, document, and evaluate the museums programs for area schools and community children and families. Promote programs with educators. Develop and instruct workshops for teachers. Establish workshop and program timetables. Develop exhibition-related lesson plans for targeted age groups. 10 months, flexible nights and weekends.

Requirements: Bachelors degree or equivalent in art history, fine arts, museum studies or related field required. 2-3 yrs. full-time teaching experience in museum environment required. General knowledge of art history including prior art history coursework mandatory. Excellent communication skills, both oral and written. Experience in grant planning and writing strongly preferred. Working knowledge of Macintosh computers necessary. **MUST BE ABLE TO START BY 9/1/93.** Send cover letter and resume to Cynthia Smithbower.

Public Affairs

Public Affairs Assistant (PA8201)

Public Affairs Assistant; Band D; OPI
Development/Public Affairs-Endowed
Posting Date: 8/19/93

Provide support for the associate director in the coordination and administration of several programs related to the city and area campaign and recognition efforts.

Requirements: Bachelor's degree or equivalent required. 1yr. experience with volunteers and fund raising. Ability to communicate persuasively both orally and in writing. Organizational skills essential. Managerial skills necessary. Send cover letter and resume to Cynthia Smithbower.

Public Affairs Officer I (PA7808)

Public Affairs Officer I; Band E; OPI
Lab of Ornithology-Statutory
Posting Date: 7/22/93

Coordinate Lab's Capital Campaign activities, including identification, cultivation and solicitation of prospect donors. Manage the lab's prospect donor tracking system & liaison with Cornell's public affairs/development systems. Assist with the planning, development and implementation of the lab's public affairs program. Develop & manage the corporate & foundation sponsorship program. Provide leadership for new program development including donor recognition events & dedications.

Requirements: Bachelor's degree required. 2-3 yrs. fundraising & development experience, preferably with Cornell or other institution required. Excellent writing, grammar & proof-reading skills. Familiarity with computers & word processing skills. Time management skills & refined organizational skills. Able to work well with a wide range of people. Able to motivate people and work creatively with volunteer-team players. Willingness to travel. Sincere interest in promoting the goals of the lab. Send cover letter and resume to Cynthia Smithbower.

Director of Alumni Relations (PA7802)

Alumni Affairs Officer II; Band F; OPI
Johnson Graduate School of Management-Endowed

Posting Date: 7/22/93

Responsible for developing, implementing and marketing the alumni

activities for the Johnson School. Schedule and plan the School's Lifelong Learning programs at 6 metropolitan locations, Johnson Club events, combined Johnson and Cornell Club events, faculty lectures, Reunion, Homecoming, receptions and other programs for alumni and friends both on and off campus. Seek corporate support to sponsor events, when appropriate.

Requirements: Bachelor's degree or equivalent combination of education and experience required. 3-5yrs. experience in university alumni and donor relations. Strong interpersonal skills. Excellent writing and communication skills. Experience with maintenance use of computer-based records and good organizational skills. Self-motivated and the ability to work independently essential. Must be able to use discretion in the handling of confidential information. Send cover letter and resume to Cynthia Smithbower.

Services/Facilities

Director of Planning, Design & Construction (PA8007)

Director, Facilities II, Band I; OPI
Planning, Design and Construction-Endowed

Posting Date: 8/5/93

Reporting to the Vice President for Facilities and Campus Services, the Director will lead, promote, and support a comprehensive, customer sensitive department representing Cornell University's facility planning, design and construction functions. Responsible for every aspect of the management of capital projects, coordination of all internal and external architectural and engineering services, and the in-house maintenance and small construction operation. Represents the university's interest in facility matters with senior administrators, the Board of Trustees, local officials, faculty, union officials and others. The Director will model positive and dynamic relationships with five key constituencies; customers, the university administration, staff, colleagues, and the community at large.

Requirements: Bachelor's degree in engineering, architecture, or related field and at least 10 years construction and operations experience including 5 years facility management, preferably in a university setting. Successful supervisory experience in leading large professional and skilled labor force. Experience working closely with senior corporate officers, entrepreneurial activity a plus, and should have proven negotiation skills with contracts, unions, community leaders. Proven success in directing capital projects of \$10-30M or larger. Excellent communications skills. Experience in a TQM and team based environment preferred. Send a letter and resume to Cynthia Smithbower.

Student Services

Training Coordinator (PA8102)

Coordinator Program I; Band E; OPI
International Agriculture-Statutory

Posting Date: 8/12/93

Coordinate and provide administrative and logistical support for several international education and training activities on campus. This includes AID, FAO and other sponsored and contract students, Hubert H. Humphrey Fellows, visiting scientists and scholars, short-term international visitors, short course participants, and contract participants, degree and non-degree.

Requirements: AAS or equivalent. B.A./B.S. or equivalent preferred. 2-3yrs. experience. Experience with international participants in an academic environment; exceptional interpersonal skills; strong organizational ability dealing with details. Send cover letter and resume to Cynthia Smithbower.

Dining/Retail Supervisor (PA7905)

Dining Associate I; Band E; OPI
Campus Life/Dining-Endowed

Posting Date: 7/29/93

Supervise the daily operations of a dining unit and/or retail outlet, including the purchase and storage of food and supplies, maintenance of equip-

ment, menu planning, product mix and preparation and service of food.

Requirements: Associate's degree; technical/vocational school required.. 2-3yrs. related experience required. Some knowledge of food service and health codes desirable. Basic computer skills. Skills and point of sale systems familiarity. Send cover letter and resume to Cynthia Smithbower.

Dining Supervisor (PA7809)

Dining Associate I; Band E; OPI

Campus Life/Dining-Endowed

Posting Date: 7/22/93

Supervise the daily operations of a dining unit and/or retail outlet, including the purchase and storage of food and supplies, maintenance of equipment, menu planning, product mix and preparation and service of food.

Requirements: Associates degree or technical/vocational school degree required. 2-3 years related experience required. One year food service supervisory experience preferred. Some knowledge of food service and health codes desirable. Basic computer skills and point of sale systems preferred. Send cover letter and resume to Cynthia Smithbower.

Residence Hall Director (PA7803,4)

Student Services Associate I; Band E; OPI

Campus Life-Endowed

Posting Date: 7/22/93

12month, live-in position. Overall administrative and programmatic responsibility or a residential complex of 500 students and supervision of 14 resident advisors, a programming assistant and a fitness center manager. Strong emphasis on student interaction, working with faculty and university administration.

Requirements: Bachelor' degree or equivalent required. Master degree in student development or personnel administration, counseling or related field preferred. 1-2yrs. previous residence life and supervisory experience preferred. Desire to work in a collegial atmosphere, to be actively engaged with students, faculty and university staff. Strong organizational skills are essential. Send cover letter and resume to Cynthia Smithbower.

Production Chef (PA7801)

Chef I; Band E; OPI

Statler Hotel-Endowed

Posting Date: 7/22/93

Responsible for the food production prep for the statler hotel's food and beverage outlets and the supervision of the student production staff.

Requirements: Associate's degree in culinary arts or equivalent experience in a similar position; ability to train and supervise people effectively; good organizational skills. 5-7yrs. experience required. Send cover letter and resume to Cynthia Smithbower.

Assistant Director, CURW (PA8203)

Coordinator Program II; Band F; OPI

Cornell United Religious Work-Endowed

Posting Date: 8/19/93

Coordinated contributed CURW staff (25); oversees operation of Sage Chapel; coordinated planning for educational programs, special lectures; assists in liturgy and preaching at Sage Chapel; supervises work and study student interns; available for counseling, weddings, memorial services to members of Cornell community; member of Crisis Management Team.

Requirements: Bachelor's degree or equivalent required. MS in religion or theology preferred. Minimum of 3yrs. experience in inter-faith work related to an academic institution; counseling skills; general administrative skills and working within budgetary limits required. Send cover letter and resume to Cynthia Smithbower.

Community Center/Faculty Program Director (PA7908)

Student Services Associate II; Band F; OPI

Campus Life-Endowed

Posting Date: 7/29/93

Responsible for coordination and leadership of faculty programs. Provide the coordination and integration of

community centers in the overall development of the community-based program serving a diverse student population.

Requirements: Bachelor's degree or equivalent required. Master's degree in student development preferred. 2-3yrs. experience. Send cover letter and resume to Cynthia Smithbower.

Executive Dietitian (PA7906)

Dining Associate II; Band F; OPI

Campus Life/Dining-Endowed

Posting Date: 7/29/93

Plan and manage all service, production, human resources, and financial aspects of dining operations. Design and coordinate nutrition and education programs.

Requirements: Bachelor's degree and 2-3yrs. of related experience, or the equivalent. Registered dietitian (R.D.) required American Dietetic Association membership preferred. Knowledge of food and health codes is required. Send cover letter and resume to Cynthia Smithbower.

Assistant Director Student Activities (PA7810)

Student Services Associate II; Band F; OPI

Student Life Union-Endowed

Posting Date: 7/22/93

Oversee day-to-day workings of reservations office; advise student programming boards and develop and administer their budgets in conjunction with student volunteers. Program development & implementation, contract negotiation, major event planning. Develop, interpret & administer university & developmental policies & procedures related to activities on the Cornell campus. Some nights and weekends.

Requirements: Bachelor's or equivalent required. Masters degree preferred. 2-3 years related experience required. Must be innovative, creative, highly flexible, organized & enthusiastic. Excellent written & oral communications skills. Experience negotiating entertainment contracts highly useful. Send cover letter and resume to Cynthia Smithbower.

Assistant Director for Operations/Marketing (PA7805)

Student Services Associate II; Band F; OPI

JGSM/Career Services-Endowed

Posting Date: 7/22/93

Responsible for operation of the on-campus recruiting/marketing program. Assist in developing marketing strategies to attract companies to campus and to develop broad an deep relationships between them and the Johnson school. Provide technical support and expertise to upgrade career-related computer service to students and staff.

Requirements: Bachelor's degree or equivalent required. Master's degree and/or student counseling background preferred. 2-3yrs. experience in a placement or corporate setting. Knowledge of careers/industries/function pursued by MBA's preferred. Excellent organizational supervisory and communication skills. Willing to work evenings during the recruiting season. Familiar with Macintosh and software packages. Send cover letter and resume to Cynthia Smithbower.

Assistant Director of Career Services (PA7807)

Student Services Associate II; Band F; OPI

Hotel Administration-Endowed

Posting Date: 7/22/93

Assist in the overall administration of the career services office, including, but not limited to, industry/alumni relations, career counseling, on-campus recruiting, and the industry residency program. Coordinate career development workshops. Assist undergraduate students, graduate students, and alumni with career development needs. Act as the primary contact concerning career development for the professional master's degree students.

Requirements: Bachelor's degree required. Master's degree preferred. Cornell University, School of Hotel Administration degree desirable. Hospitality industry experience and previous experience working directly with

college-level students in a counseling role highly desirable. Past supervisory experience preferred, as well as experience in human resources, training, and conducting/coordinating career development workshops. A strong team orientation is essential, with excellent interpersonal, organizational and written skills required. Computer literacy required. Knowledge of Macintosh preferred. Send cover letter and resume to Cynthia Smithbower.

Assistant Dean of Freshman (PA8208)

Student Services Associate III; Band G; OPI

Arts and Sciences/Academic Advising Center-Endowed

Posting Date: 8/19/93

Responsible for academic advising and orientation of freshmen in the college of Arts and Sciences at Cornell University. Is the colleague and peer of five other deans in the academic advising center of the college of Arts and sciences.

Requirements: Bachelors of arts and at least 3yrs experience in an academic/university setting required. PhD in one of the disciplines of liberal arts and sciences preferred. Send cover letter and resume to Cynthia Smithbower.

Area Program Director (PA7907)

Student Services Associate III; Band G; OPI

Campus Life-Endowed

Posting Date: 7/29/93

Responsible for supervision of professional residence hall directors, implementation of staff training, ensuring program development/implementation including the integration of faculty within all program efforts, coordinating the management of policies, procedures and communication in a residential area of between 1600 and 2000 students.

Requirements: Bachelor's degree or equivalent required. Master's degree or equivalent combination of education and experience is preferred. 3-5yrs. experience in student services in higher education, including supervision, administration, residence hall program development, residence hall staff selection, training and development, counseling is required. Considerable understanding of human development/learning in an educational setting is essential. Send cover letter and resume to Cynthia Smithbower.

Technical

Technician I (T8201)

Technician I; Band A; OPE

Plant Pathology/Geneva, NY-Statutory

Posting Date: 8/19/93

Provide technical support for plant tissue culture and plant transformation research. Perform lab experiments. Prepare tissue culture media and other sterile supplies. Transfer and maintain tissue culture and greenhouse plants. Perform routine chemical assays and record results.

Requirements: Formal training beyond high school diploma of 6 month to a year (AAS degree preferred) in the area of biology, biotechnology, microbiology or plant science. Coursework in genetics and chemistry preferred. 6months training or experience in plant micropropagation or aseptic procedures. Skill and ability to conduct routine lab procedures form protocols; to keep accurate records; and to work without constant supervision. Send cover letter and resume to Sam Weeks.

Technician I (T8101)

Technician I; Band A; OPE

Physiology-Statutory

Posting Date: 8/12/93

Assist in a laboratory doing studies on the physiological controls of food and water in young pigs. The varied duties include lab maintenance; animal care; surgery preparation and assistance; blood analysis; and routine injections.

Requirements: Formal training beyond high school diploma of 6months-1yr experience required. A general

background in the biological studies including some required chemistry. Experience with animals. Light typing and courses in physiology desired. Willingness to learn and to take on a variety of tasks. 6months related experience. Send cover letter and resume to Sam Weeks.

Animal Technician I (T8003)

Animal Technician I; Band A; OPE

Physiology-Statutory

Posting Date: 8/5/93

Assist in general farm management duties related to a flock of pregnant and non-pregnant sheep. Assist with breeding program. Feed sheep and clean pens and barns. Administer medications and collect blood samples. Keep records.

Requirements: High school diploma, AAS strongly preferred. Minimum of 6months experience with sheep management or general farm experience. Accurate record keeping. Ability to lift 80lbs. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

Technician II (T8203)

Technician II; Band B; OPE

Horticultural Sciences/Geneva-Statutory

Posting Date: 8/19/93

Provide technical support in plant genetics experiments. Assist in making interspecific crosses on buckwheat plants. Identify potential parental plants using the RAPD technique of DNA analysis. Analyze outcome of crosses. Isolate DNA from plants and embryos. Maintain records and supplies.

Requirements: AAS degree or equivalent (BS preferred) in horticulture, plant science, genetics or related field. 6months-1yr of relevant lab experience. Send cover letter and resume to Sam Weeks.

Veterinary Technician (T8206)

Veterinary Technician; Band B; OPE

Veterinary Medical Teaching Hospital-Statutory

Posting Date: 8/19/93

Assist faculty and staff in animal health care. Instruct and assist senior vet students in proper procedures. Assist veterinarian in examinations and medical procedures. Provide care for hospital animals. Maintain lab supplies and instruments. Work with clients.

Requirements: AAS degree in veterinary technology. NYS licensure or eligibility. 6months relevant experience working with small animals. Send cover letter and resume to Sam Weeks.

Technician II (T8205)

Technician II; Band B; OPE

Horticultural Sciences/Geneva, NY-Statutory

Posting Date: 8/19/93

Assist in genetics and microbiology experiments on fungi (Trichoderma and Gliocladium). Collect experimental data and assist in data entry. Prepare solid and liquid media for propagating bacteria, viruses, plasmids, cosmids, fungi and plants. Assist in isolation of DNA, RNA, genetic sequences and proteins. Assist in assaying activity of genetic and amino acid sequences. Assist in genetic alteration of organisms.

Requirements: AAS degree or equivalent. BS degree preferred. 6months-1yr of relevant lab experience. Send cover letter and resume to Sam Weeks.

Veterinary Technician (T8208)

Veterinary Technician; Band B; OPE

Veterinary Medical Teaching Hospital-Statutory

Posting Date: 8/19/93

Provide technical assistance to clinicians and clinical students and participate in all service aspects of the community practice out-patient clinic. Assist in training clinical interns and veterinary students. Participate in patient care and client communication. Provide initial and emergency care. Provide assistance when needed to the other service areas.

Requirements: AAS in veterinary technology. NYS licensure or eligible. 6months relevant experience. Work with small animals preferred. Send cover letter and resume to Sam Weeks.

Technician II (T8202)*Technician II; Band B; OPE***Biochemistry, Molecular and Cell Biology-Statutory****Posting Date: 8/19/93**

Provide technical lab support in research on rice gene analysis. Isolate rice and plasmid DNA. Perform DNA sequence and hybridization analysis. Separate very large DNA by physical methods. Edit manuscripts and reports. Train under grad assistants.

Requirements: AAS degree or equivalent (BS preferred) with coursework in biochemistry, chemistry, microbiology and physics. 6 months to a year of relevant lab experience with DNA, especially DNA sequence analysis. Send cover letter and resume to Sam Weeks.

Technical Assistant (T8207)*Technician II; Band B; OPE***Chemistry-Endowed****Posting Date: 8/19/93**

Provide staff support to laboratory services. Prepare, package and distribute reagents, supplies and equipment. Respond to requests form instructional labs. Assist with inventory control, stockroom operations, lab maintenance and chemical disposal.

Requirements: AAS degree or equivalent (BS preferred) in chemistry or closely related field. 6 months-1 yr. lab experience. Strong chemistry background with knowledge of safe chemical handling procedures. Ability to follow directions, keep records, and meet deadlines. Send cover letter and resume to Sam Weeks.

Technician III (T8204)*Technician III; Band C; OPE***Horticultural Science/Geneva, NY-Statutory****Posting Date: 8/19/93**

Provide technical lab support in genetic alteration of plants. Execute particle bombardment experiments. Prepare plant cells, use gene gun and care for bombarded plant cells. Collect data. Assist in evaluation of experiments. Isolate and analyze DNA from transformed plants. Prepare complex reagents. Maintain plant cell culture stocks.

Requirements: BS degree or equivalent with course work in biochemistry, genetics, and plant science. 1-2 yrs. relevant lab experience beyond formal training. Experience with DNA isolation, restriction digests, and/or gel electrophoresis preferred. Send cover letter and resume to Sam Weeks.

Histotechnician (T8103)*Technician III; Band C; OPE***Veterinary Pathology-Statutory****Posting Date: 8/12/93**

Prepare high quality microscope slides for diagnostic and research purposes. Perform routine embedding, sectioning and staining of animal tissue. Perform large volume of special staining procedures and assist in development of advanced histopathology procedures within the laboratory.

Requirements: Bachelor's degree or equivalent with experience and coursework in histopathological technique. HT (ASCP) certification or eligibility desired. Desired 1-2 yrs. experience as a histology technician in hospital or research setting. Experience in special staining techniques and immunohistochemistry desired also. Pre-exposure rabies vaccination will be required upon hire. Send cover letter and resume to Sam Weeks.

Technician III (T8006)*Technician III; Band C; OPE***Vet Clinical Sciences-Statutory****Posting Date: 8/5/93**

Coordinate and participate in the administrative laboratory, clinical, teaching, research and animal handling responsibilities for the section of theriogenology. Major emphasis on the coordination and administration of the theriogenology courses. Maintain inventory of lab supplies. Supervise preparation and revision of course handouts. Coordinate equipment and areas for courses.

Requirements: Bachelor's degree or other formal training of 4 yrs. required. 2 yrs. or more experience processing biological specimens. Experience handling large animals, specifically

stallions and bulls. Computer competency. Send cover letter and resume to Sam Weeks.

Technician III (T7805)*Technician III; Band C; OPE***Plant Breeding and Biometry-Statutory****Posting Date: 7/22/93**

Prepare plant material for culture and execute transformation and regeneration procedures. Transfer and maintain plants that produce seed on transformed plantlets. Prepare buffers and stock solutions. Perform southern and northern analysis; and radiolabel probes. Order supplies, prepare reports.

Requirements: Bachelor's degree or other formal training program of 4 years in related scientific area required. 1-2 yrs related experience required. Send cover letter and resume to Sam Weeks.

Technician IV (T8104)*Technician IV; Band D; OPE***Fruit and Vegetable Science-Statutory****Posting Date: 8/12/93**

Provide research support for orchard field experiments. Design, establish, maintain and evaluate research results in field and greenhouse plots. Some operation of lab equipment, tractors and pesticide sprayers. Prune trees and scout pests. Gather, enter and analyze data on Mac computers. Assist grad students. Occasional work in greenhouse or growth-chambers.

Requirements: BS degree or equivalent in horticulture, plant science, biology, ecology or related field. 2-4 yrs. of horticultural experience including operating tractors and spraying equipment. Mac computer skills highly desirable. Send cover letter and resume to Sam Weeks.

Technician IV (T6703)*Technician IV; Band D; OPE***Psychology-Endowed****Posting Date: 8/5/93 Repost**

Assume operation and supervision of infant research center. Plan, conduct, and analyze data from research with human infants. Explain research to parents and summarize experimental findings. Supervise 10 undergrad assistants.

Required: B.A. or B.S. degree or equivalent required. 2-4 yrs. related research experience required. Experience with statistics and database software preferred. Must have good supervisory, organizational and interpersonal skills. Must like working with infants. Send cover letter and resume to Sam Weeks.

Medical Technologist I (T5504)*Medical Technologist I; Band D; OPE***Diagnostic Laboratory/VET-Statutory****Posting Date: 6/17/93 Repost**

Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.

Requirements: BA or BS in biology, animal science or related field required. 2-3 yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP,D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

Technician IV (T7501)*Technician IV; Band D; OPE***Center for Advanced Imaging Technology/Veterinary Medicine-Statutory****Posting Date: 7/1/93**

Assist in the operation and maintenance of the center for advanced imaging technology (CAIT) at the NYSCVM. Train, supervise and assist, as needed, faculty, staff, students and visitors involved in research, teaching and diagnostic activities in techniques of scanning and transmission electron microscopy including: general specimen preparation, chemical fixation, ultramicrotomy, critical point drying, metal coating techniques, immunoelectron microscopic and autoradiographic studies.

Requirements: Bachelor's of science degree or equivalent in biological or

physical sciences required; technical/vocational school degree in light and electron microscopy. Minimum 5 yrs. related experience required. Demonstrated knowledge of and ability to use light and electron microscopy, high quality photographic and graphics experience. Basic knowledge and skill in using commercial and custom computer programs. Effective communication skills, excellent hand/eye coordination. Ability to develop new procedures. Send cover letter and resume to Sam Weeks.

General Service**Food Service Worker SO01 (G8204) Dining-Endowed****Entry Rate: \$6.98****Posting Date: 8/19/93***Part-time position**Cornell Employees Only*

Prepare, present and serve food items for co-op, cash, catering, or special events.

Requirements: 1 yr. related experience. Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Send employee transfer application to Esther Smith.

Food Service Worker SO02 (G8201,05) Dining-Endowed**Entry Rate: \$7.25****Posting Date: 8/19/93***Cornell Employees Only*

Prepare, present and serve food items for co-op, cash, catering, or special events.

Requirements: 1 yr. related experience. Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Send employee transfer application to Esther Smith.

Nursing Assistant SO03 (G8203)**University Health Services-Endowed****Entry Rate: \$7.53****Posting Date: 8/19/93***Part-time Position*

Assist nurses and clinicians in the examining of patients; assist patients in preparation for medical examinations, provide routine bed care service in the overnight unit. Monday-Friday, 20 hrs/week, evenings and weekends.

Requirements: High school diploma or equivalent; nurse aide/health assistant certificate desirable. 2-3 yrs. experience in family planning or health related service required. Educational experience in the health field. Ability to work well with diverse population. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Clinic Aide SO03 (B8001)**Vet Medical Teaching Hospital-Statutory****Hiring Rate: \$7.53****Posting Date: 8/5/93**

Maintain housekeeping responsibilities in the small animal admission area, examination rooms and client waiting room. Responsible for the inventory and stocking of the small animal clinic linen supply. Some week-ends and holidays required.

Requirements: High school diploma or equivalent. Experience with house-keeping techniques, aseptic cleaning procedures, working around small animals, snakes, turtles, birds etc. Experience with surgical linen packs and sterilization techniques required. Send application materials to Cynthia Smith-bower.

Vehicle Mechanic SO08 (G8202)**Transportation Services-Endowed****Entry Rate: \$9.43****Posting Date: 8/19/93**

As an entry-level mechanic, performs routine servicing and preventive maintenance of transit fleet. Under close supervision, completes major and minor repair work on all or some of the following: diesel, gas and alternative fuel engines. 10pm-6:30am.

Requirements: Must have graduated from an accredited school with certifi-

cation in automotive or diesel technology; Associates in that field preferred. 1 yr. experience as a journeyman automotive or heavy equipment mechanic desirable. Must possess a commercial driver's license with air brake endorsement or obtain license within 6 months of hire. Own tools. Must be able to lift 100lbs. Work requires standing, bending and climbing ladders. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Assistant Forman (G8104) Facilities Design, Maintenance and Construction-Endowed**Posting Date: 8/12/93**

Assist the trades supervisor in the supervision of the sheetmetal shop personnel and the associated work. Perform duties of trades supervisor in his absence.

Requirements: Completion of an approved sheetmetal apprenticeship program. Additional 5 yrs. of hands-on experience. Blue print reading, sketching, estimating skills required. Must have valid NYS driver's license. Completion of approved 5 yr. apprenticeship and additional 5 yrs. experience. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Temporary Office Professional Positions

The temporary service at Cornell University is presently recruiting individuals who are interested in being considered for temporary office professional opportunities. The University has on-going needs for Receptionists, Office Assistants, Data Entry Clerks, Administrative Assistants, and Accounting Representatives. A minimum of one year office experience is necessary and individuals need to be proficient in the use of the Macintosh and/or IBM computers. Knowledge of the following programs is highly desirable: Microsoft Word, Filemaker Pro, Excel, Pagemaker, Dbase, WordPerfect, Lotus 1-2-3. A typing speed of 45 wpm is preferred. If you are presently employed and would consider temporary opportunities, please send a resume and cover letter stating your availability and interest to Wend Manzanares, Employment Services, 20 Thornwood Drive.

Conservation Technician (S8210)*Preservation Assistant II***Albert R. Mann Library-Statutory****Posting Date: 8/19/93**

Under the direction of the coordinator of preservation, performs a variety of tasks relating to the microfilm/fiche of brittle materials as part of the Cornell/NYS library coordinated preservation grant. Duties include preparing materials for reformatting, collating target preparation and quality control. May also participate in other conservation activities including minor repairs and making protective enclosures for damaged books. 6 months with possible extension.

Requirements: AA degree or equivalent. Microcomputer and previous library experience desirable. Experience with bibliographic searching, book conservation and microforms desirable. Good interpersonal, oral communication, and organizational skills required. Good "hand skills" required, i.e. ability to work quickly and precisely in handicraft activity. Send cover letter and resume to Wend Manzanares, 20 Thornwood Drive.

Service Analyst (PT8213)**CIT/Network Resources-Endowed****Posting Date: 8/19/93**

Provide and facilitate a variety of information, installation and troubleshooting services for a broad array of voice/video/data products. Maintain information systems which support service provision by teams. Act as communications interface for network resource service teams and customers.

Requirements: BS degree or equivalent (computer related field preferred). 1-2yrs. telecommunications of related experience. Supervisory experience. Excellent interpersonal, written, verbal, and organization skills are essential. Send cover letter and resume to Sam Weeks.

Temporary Administrative Assistant (S7906)

Theory Center-Endowed Posting Date: 7/29/93

Perform extensive and complex administrative and secretarial functions for the Associate Director of Scientific Computational Support. Using on-line calendar, schedule meetings and appointments; prepare agendas and materials for meetings. Draft and prepare documents, reports, and correspondence; maintain files; arrange travel; and answer/screen phone calls.

Requirements: Associate's degree or equivalent in education and experience. Three to four years related administrative secretarial experience. Experience with Macintosh applications required. Experience with UNIX a plus. Strong interpersonal, organizational, and communication skills. Position to begin August 19, 1993 - Dec. 24, 1993. Full-time M-F 8:00a.m. - 4:30p.m. Send cover letter and resume to Wendy Manzanarez, Employment Services, 20 Thornwood Drive.

Temporary Custodian Building Care

Rate \$5.50

Posting Date: 7/22/93

On going recruitment will be done in the department of Building Care for the temporary custodians. Providing general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Friday 5:00am-9:00am. Occasionally second and third shift hours are needed.

Requirements: Basic reading and writing skills (English). Able to operate a variety of heavy power equipment, lift 50lbs, and climb an eight foot ladder. Please submit application to Wendy Manzanarez, Employment Services, 20 Thornwood Drive.

Teaching Support Specialist I (PT7703)

Physiology-Statutory

Posting Date: 7/15/93

Organize and participate in the teaching of the lab part of the course BS316, Cellular Physiology. In the spring '94 offering of this course, three lab sessions/week will be organized. Main responsibilities will be the organization of the labs and to provide teaching support during the laboratories. Position starts January 1994 and lasts until May 1994.

Requirements: Bachelor's degree or equivalent in biological sciences. Experience in cell and organ culture preferred. Working knowledge of various biochemical techniques, including ultracentrifugation, enzyme assays, liquid scintillation counting, gel electrophoresis, immunohistochemist histochemical staining techniques. Send cover letter and resume to Sam Weeks.

Cooperative Extension

PA#31 Horticulture

Location: Rockland County, Thiells, NY

(75% time position/30hrs per week)

Posting Date: 8/5/93 Repost

Leadership for planning implementation and evaluation of commercial horticulture and related environmental education programs in Rockland County. Provide educational programming to targeted audiences in landscape and greenhouse management, integrated pest management, and business management through classes, technical bulletins, personal consultations, regional and multi-county programs. Work as a team member in addressing local, regional and statewide programming priorities. Utilize Cornell program resources in order to address identified clientele needs and to select program materials. Analyze and evaluate programs, make recommendations to su-

pervisor and program committee for strengthening and improving programs.

Requirements: Master's degree or progress toward the acquisition of a Master's degree in horticulture. Educational emphasis in ornamental horticulture or related plant science areas (eg. integrated pest management, plant pathology, entomology, general plant culture, pesticides) is desirable. 3yrs. of professional work experience as a cooperative extension agent or comparable work experience in allied horticulture fields. Pesticide certification preferred. Salary: \$23,000, commensurate with qualification. Apply by September 1, 1993 to: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

PA #34 Animal Science

Location: St. Lawrence County, Canton, NY

Posting Date: 8/5/93 Repost

Responsible for providing leadership in planning, implementing, and evaluating new and established educational programs in dairy and livestock management (90%) for St. Lawrence County Cooperative Extension. Also responsible for participating in efforts that address issues involving farm families, agribusiness organizations and agencies, and other related groups (10%). Provide education in animal nutrition, health and disease, animal housing, and general farm management. Interpret Association and Cornell program directions, communicate statewide directions to clientele and foster acceptance of innovative programs, methods and policies to address priority issues. Prepare and support the development and compilation of educational materials such as training aids, exhibits and demonstration projects. Seek out, prepare, and submit proposals to secure additional program funding, actively involving the Association Director, Program Committee, Board of Directors, Cornell faculty and Extension Administration. Confer with program participants, Association committees, Cornell Program Coordinators, and faculty, and county and community leaders to obtain their evaluation of programs.

Requirements: Bachelor's degree in agriculture with major course work in animal science; coursework in education is highly recommended. At least three years of progressively responsible experience in Cooperative Extension or equivalent professional experience in an academic, human service, or industry setting. Master's degree in animal science, education or communication and coursework in agriculture engineering is desirable. Salary: \$23,200, commensurate with qualification. Apply by August 9, 1993 to: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

PA#35 Farm Business Management

Location: St. Lawrence County, Canton, NY

Posting Date: 8/5/93 Repost

Responsible for providing leadership in planning, implementing and evaluating new and established educational programs in farm business management (80%) for St. Lawrence County Cooperative Extension. Also responsible for participating in team efforts that address farm families and youth including stress management, youth employment and farm family finances (20%). Provide advice and education in financial, labor, tax, and general farm management. Interpret Association and Cornell program directions, communicate statewide directions to clientele and foster acceptance of innovative programs, methods and policies to address priority issues. Prepare and support development and compilation of educational materials such as training aids, exhibits and demonstration projects. Seek out, prepare, and submit proposals to secure additional program funding, actively involving the Program Team, Program Committee, Association Director, Board of Directors, Cornell Faculty and Extension Administration.

Requirements: Bachelor's degree in agriculture with major coursework in

farm business management/ agriculture economics; coursework in the area of education is also preferred. At least three years of progressively responsible experience in Cooperative Extension or equivalent professional experience in an academic, human service, or industry setting. Master's degree in farm business management, education or communication and coursework in agriculture engineering highly desirable. Salary: \$23,200, commensurate with qualifications. Apply by August 12, 1993 to: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

PA #32 Human Ecology Program Leader

Location: Cortland County, Cortland, NY

Posting Date: 8/5/93 Repost

Responsible for providing in-depth program leadership for the planning, implementation, and evaluation of an Extension Human Ecology Program for both youth and adults. Participate as an active member of the association program management team in developing an integrated overall association educational effort. Responsible for effective management of personnel and resources and for assuring that accountability and affirmative action requirements are met. Responsible for programs in human development (including program leadership for positive youth development) and financial management. Promote support within the association and county at large of quality programs, delivery strategies, and policies to address individual and community needs that consider diverse audiences. Interpret Cornell program direction to association committee members and provide for interaction with Cornell program units, faculty and administration. Utilize effective marketing strategies in the planning and promotion of programs, and in interpreting results and conveying impact.

Requirements: Master's degree in Human Ecology or related field with concentration in one or more of the following: human development, child development, early childhood education, financial management or consumer economics. At least three years of progressively responsible experience in Cooperative Extension or equivalent professional education experience in academic, human service, or industry setting. Coursework in human development, financial management, education and experience in management is highly desirable. Salary: \$26,300. Apply by August 9, 1993 to: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

Senior Extension Associate, Animal Waste Management

Location: Cornell University, Ithaca, NY

Posting Date: 8/5/93

The individual filling this position will develop a statewide extension and applied research program in the engineering aspects of animal waste management. Primary effort will be in handling modification/treatment and storage aspects of utilization/disposal plans for animal wastes. The individual will be a member of multidisciplinary issue-related team that will develop and incorporate efficient and sustainable manure management practices into animal and crop production systems. Improved water quality, nutrient management, and air quality are critical concerns. Worker and animal health and safety must be addressed. On-farm applied research will be a significant part of the program. A high priority must be placed on working with producers. Other audiences include: consultants, equipment dealers, farm builders, other agribusiness managers, and soil and water conservation agency representatives.

Requirements: Master's degree in agricultural, environmental or related engineering discipline with training in agricultural waste management (treatment, storage, and handling), and soil and water management. Background in livestock and crop production and economics is desirable. Applicant must

demonstrate the ability to communicate effectively (both spoken and written) with client groups. Six years experience is required. Engineering in training/professional engineering licensing is encouraged. Salary is competitive and commensurate with education and experience. Apply by October 1, 1993 to: Dr. David C. Ludington, 425 Riley-Robb Hall, Cornell University, Ithaca, NY 14853.

PA#38 Food and Nutrition Agent (Half-time)

Location: Onondaga County, Syracuse, NY

Posting Date: 8/5/93

Leadership for planning, implementing, and evaluating innovative and comprehensive educational programs in nutrition and health. Focus is on nutritious diet, healthy lifestyle, and food safety programs for limited resource families, food handlers, and families with pre-adolescent youth. Utilize a wide variety of educational delivery methods for dealing with these issues. Represent the association to the public, community leaders, nutrition and health professionals, and government officials in Onondaga county and relate the nutrition concerns of these groups to Cornell Cooperative Extension and faculty at Cornell University. Work as a team member in addressing local, regional and statewide program priorities. Direct responsibility for the supervision and management of the expanded food and nutrition extension program (EFNEP).

Requirements: Master's degree in nutrition and 1yr experience in cooperative extension or related employment. Registered dietitian preferred. Supervisory experience desirable. Salary: \$14,000, commensurate with qualifications. Apply by August 9 to: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853

Boyce Thompson Institute

Research Assistant

Plant Protection Program

Posting Date: 8/19/93

Assist in studying gene expression in fungal cells, includes cloning and sequencing, maintenance of fungal cultures, and some media and reagent preparation. Experience with recombinant DNA techniques desirable but training will be provided.

Requirements: BS in microbiology, biochemistry, molecular biology or related field with laboratory experience desired. Salary commensurate with experience. Contact Anne Zientek, 254-1239.

Academic

Assistant, Associate or Full Professor

ILR

Posting Date: 8/12/93

Excellent training in statistics, strong interest in theoretical research and in applications to the social sciences, and a commitment to teaching at both the undergraduate and graduate levels. Responsibilities include research, teaching and consulting. Research competence and interest is a normal expectation and will be given heavy weight in choosing applicants. Each member of the department teaches a combination of service courses of a nonmathematical character, applied courses, and advanced courses in areas of their choice. Demonstrated teaching ability and excellent classroom communication skills are required. Normal teaching load is four courses per academic year. Members of the department are part of the graduate field of statistics which comprises an active community of thirty statisticians. Economic and social statistics is the principal center at Cornell for statistics research and consulting motivated by social science applications. Particular theoretical strengths of the department include linear models, multivariate analysis, statistical computing, survival analysis, curve

estimation, data analysis, applied probability, extreme value theory, and sampling. Collaboration with statisticians and others on campus is encouraged. **Requirements:** Ph.D. required. Send resumes and inquiries to Professor Paul Velleman, Department of Economic and Social Statistics, ILR/Cornell, 358 Ives Hall, Ithaca, NY 14853-3901. Minority applicants are encouraged to apply.

**Assistant, Associate or Full Professor
ILR**

Posting Date: 8/12/93

Seeking a leading Human Resource Management (HRM) scholar for a faculty position at the associate or full professor level or a person at an early career stage for a tenure track assistant professor position to: Conduct and publish scholarly research of the highest quality that specifically addresses HRM related theories and issues, supervise M.S. and Ph.D. candidates majoring and minoring in HRM, teach graduate and undergraduate courses in various aspects of HRM, participate in the research and development activities of the Center for Advanced Human Resource Studies, and contribute to the good and welfare of the ILR school, Cornell University, and the field of HRM. We are also seeking candidates for a visiting appointment for fall 1994. Starts August 1994. Interested Candidates should send a vita to Professor Barry Gerhart, Human Resource Studies, ILR/Cornell, Ithaca, NY 14853-3901. Minority applicants are encouraged to apply.

**Post-Doctoral Associate
Agricultural and Biological Engineering**

Posting Date: 8/5/93

Establish oocyte collection procedures and set up specialized equipment for electroporation. Perform microscopy studies with image processing software.

Requirements: Ph.D. degree in animals sciences or biological sciences, or engineering discipline with appropriate laboratory experience. Apply to: R.E. Pitt, Ag and Bio Engineering, 318 Riley Robb Hall, Cornell University, Ithaca, NY 14853.

Lecturer

**Office of Instructional Support
Part-Time Temporary**

Posting Date: 8/5/93

The lecturer will instruct international teaching assistants (ITA's) in American English pronunciation, cross-cultural classroom dynamics, a video practicum, an conduct individual review sessions with ITA's. Additional responsibilities include participating in weekly staff meetings, rating ITA oral proficiency assessment interviews, and preparing end of semester evaluations for ITA's.

Requirements: MA in Tesol or second language acquisition, strong experience working in cross-cultural contexts and university-level teaching experience. Prior experience training international teaching assistants and/or instructing matriculated university students in ESL oral skills. Strong writing skills. Familiarity with AV equipment. For consideration send cv, cover letter, names and phone numbers of 3 references to Indgrid Arnesen, Director, International TA Training Program, 14 East Ave., Ithaca, NY 14853-6201.

**Postdoctoral Associate
James A. Baker Institute**

Posting Date: 8/5/93

A postdoctoral associate position is now available at the James A. Baker Institute for Animal Health. Training should include experience in biochemistry, cell or molecular biology. Project involves the genetics and etiopathogenesis of canine hip dysphasia. Candidate must have a Ph.D. degree. Experience in biochemistry, cell or molecular biology. Individuals interested in the position should send their curriculum vitae and names of three referees to Dr. George Lust, J.A. Baker Institute for Animal Health, College of Veterinary medicine, Cor-

nell Univ., Ithaca, NY 14853. Phone: 607-277-3044, Fax: 607-277-8399.

Research Associate (non-tenure position)

Entomology

Posting Date: 7/29/93

Initially has funding for 3yrs. Reappointment will be annual and will be contingent upon performance. Extension of the position beyond 3yrs will be dependent on the availability of funding. Conduct laboratory and field studies focused on the biological control of alfalfa snout beetle (ASB), otiorthynchus ligustici, utilizing entomopathogenic nematodes and pathogens. Additional research foci include ASB biology, ecology and behavior. Goal is to improve the management of ASB.

Requirements: Ph.D. degree in entomology or related field. Preference will be given to individuals with training and/or experience in insect pathology or biological control. Demonstrated success in designing and completing independent research highly desired. Background in agricultural production, pest management and computer literacy desired but not required. Salary competitive and commensurate with experience. Available November 1, 1993. Please send letter of application, curriculum vitae, statement of research interest, transcripts, reprints and the names and phone numbers of 3 references by October 1, 1993 to: Dr. Elson J. Shields, Entomology, Comstock Hall, Cornell University, Ithaca, NY 14853-0999. (607) 255-8428.

**Assistant Professor or beginning Associate Professor
(Tenure-track Position)**

Vet Medicine/Pathology

Posting Date: 7/29/93

Desired candidate holds a DVM and Ph.D. in cellular and/or molecular biology and is expected to establish a rigorous, extramurally funded research program that complements ongoing departmental projects in cell proliferation and differentiation, cell-cell and cell-substrate interactions, transmembrane signaling, protein-protein interactions, and molecular genetics. Participate in teaching of DVM and graduate students, and residents, as well as contribute to general departmental academic activities. Submit curriculum vitae, a summary of their present and future interests and three letters of reference from persons familiar with their research and teaching abilities to Dr. Andrew Yen, Chairman, Faculty Search Committee, Department of Pathology, Cornell University College of Veterinary Medicine, Ithaca, NY 14853. Applications will be reviewed starting September 15, 1993.

**Senior Research Associate I
Soil, Crop and Atmospheric Sciences**

Posting Date: 7/22/93

Available immediately to study the mechanism of paraquat resistance in *Hordeum glaucum*. Project involves paraquat and putrescine flux experiments in purified plasmalemma and tonoplast vesicles isolated from leaf tissue of resistant and susceptible biotypes. Preference will be given to applicants with Ph.D. in weed or herbicide physiology and with previous postdoctoral experience. Relevant research experience in membrane transport processes, electrophysiology, and cell tissue culture is required. Funding is available for 1yr and includes a competitive salary and full benefits. Send cover letter, curriculum vitae, and names and telephone numbers of three references to Dr. Joseph M. DiTomaso, Department of Soil, Crop and Atmospheric Sciences, Cornell University, Bradfield Hall, Ithaca, NY 14853. Applications should be submitted no later than August 15.

PRESERVATION LIBRARIAN/SELECTION

Albert R. Mann Library, Cornell University Library

Posting Date: 7/22/93

The Albert R. Mann Library seeks a librarian with experience in both collection development and preservation

management. Collection development responsibilities include selection for preservation, and, using expertise in full text digital publications, selection of full text electronic publications in agriculture, biology, and human ecology. Management of preservation requires leadership, creativity, and experience in library preservation and conservation. Mann's program is staffed by 5 FTE.

RESPONSIBILITIES include: 1. national preservation planning for the literature of those disciplines served by Mann Library; 2. participation in sophisticated bibliographic projects (such as core literature identification) to set priorities for preservation of the literature of these disciplines; 3. writing funding proposals; 4. managing multiple grant-funded reformatting projects (producing microform, paper facsimile, and digital copies); 5. formulating preservation policies; 6. managing minor repair operations and expanding conservation treatment capabilities; and 7. acting as liaison to Cornell's central Department of Conservation and Preservation.

REQUIREMENTS: MLS; minimum 3 years preservation experience; demonstrated supervisory and management skills, including experience managing reformatting projects; excellent written, oral communication and interpersonal skills; experience with information management software. Desirable qualifications: subject background in agriculture, biology, or human ecology; experience with use of digital technology in preservation; knowledge of conservation treatments; successful proposal writing; experience with cooperative and commercial contracts.

Salary dependent upon qualifications and experience. Screening of applicants will begin August 18 and continue until the position is filled. Submit

a letter of application, list of 3 references, and resume to: Ann Dyckman, Personnel Director, 201 Olin Library, Cornell University, Ithaca, N.Y. 14853.

Instructor-Introductory Statistics Courses

City and Regional Planning

Posting Date: 7/8/93

Seek and instructor to teach an introductory course in statistical applications in planning at the undergraduate and/or graduate level during the Fall 93' semester. Primary objective of course is to familiarize students with fundamental statistical concepts and skills as they are utilized in the social sciences.

Requirements: Ph.D. in appropriate area or Master's degree in appropriate area plus relevant experience. Salary to be negotiated. Contact Richard S. Boot, Chair, City and Regional Planning, Cornell University, 105 W. Sibley Hall, Ithaca, NY. (607) 255-4332.

**Research Associate II
Human Development and Family Studies**

Posting Date: 7/8/93

Collect, code, and analyze observation data on young people learning in workplaces and interview data from them, their parents, and the adults who work with them. Use these data as a basis for internal reports, feedback to participants, and scholarly papers.

Requirements: A doctorate in a relevant field of education or social science and evidence of advanced ethnographic research skills. Familiarity with program evaluation, adolescent development and education, and youth employment is desirable. Contact: Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853.