

CORNELL CHRONICLE

Volume 21 Number 3 September 14, 1989



Rural
programs

The
celebration
begins!

Journalistic
rankings

American Indian House could be built within year

An American Indian House, which will be closely integrated with academic programs, has received approval that will allow construction of a building within a year.

The building will house 35 undergraduates — half of them non-Indians — and will include an apartment for visiting faculty, space for a resident graduate student, several offices and perhaps such academic space as a library or seminar room.

The program house will be jointly administered by the vice president for academic programs and the dean of the College of Agriculture and Life Sciences, which is the seat of the seven-year-old American Indian Program (AIP).

Cornell's Board of Trustees approved the program-house idea in January 1987. The

latest development was the recent approval from the university's Capital Funding and Planning Committee, which authorized hiring an architect to design the house with fall 1990 occupancy as the target.

The committee's action was announced jointly by David L. Call, dean of Agriculture and Life Sciences, and Larry I. Palmer, vice president for academic programs, who said, "One of the exciting aspects of this plan is that, from its inception, the program house will have a strong academic context to be part of."

While Cornell has eight other residential program houses, they all are administered by the Department of Residence Life, and their members' common interests are related only informally to academic programs,

with the sole exception of Language House.

In discussing the academic base for the new house and its intended integration into residential life, Call and Palmer said: "Cornell's American Indian Program includes 18 courses and an independent-study option. Faculty and student participants come from several Cornell colleges, and we get significant funding from the central administration in addition to state support through the Agriculture College. AIP also supports its own research, provides special financial-aid programs and has extension programs that serve the reservations while sustaining their ties with students coming to Cornell and to units of the State University of New York.

"We will make every effort to incorporate the richness and vitality of the total pro-

gram into the life of the residential house."

The program's core of courses covers American Indian history, culture and philosophy, with an emphasis on the Iroquois and other Indians of the northeast, according to AIP Acting Director Ronald LaFrance.

"We'd like all Cornell students to know something of the unique heritage of American Indians and of their success at living harmoniously with nature and their fellows," he said. "The new residential program house will reinforce our teaching, enrich the Cornell experience for both American Indians and others and provide an even stronger Cornell base for supporting New York state's 40,000 American Indians."

Continued on page 8

CRUNCHY!

Chemist's new food-preserving process keeps canned vegetables firm and crisp

A new food-preserving process that makes canned vegetables nearly as firm and crunchy as fresh vegetables has been invented by Cornell chemist Malcolm C. Bourne.

Bourne announced his advance on Sept. 12 at the national meeting of the American Chemical Society, where he described experiments that already have produced far crispier canned carrots, beans and cauliflower.

Bourne is a professor of food science and technology at the New York State Agricultural Experiment Station at Geneva, N.Y. The process involves lower-than-normal cooking temperatures, a brief holding period to allow a naturally occurring food enzyme to "fix" the vegetables' crispness, and the addition of calcium and citric acid. Cornell has applied for a patent on the canning process, which works in the laboratory and could be used commercially in a few years, the food scientist said.

"Not much has changed in food canning since the Frenchman Nicholas Appert invented the process in 1810," Bourne said in an interview before the ACS meeting. "Napoleon was preparing for his Russian campaign, and he wanted a better means of preserving food for the troops. Appert won the prize of 12,000 francs for the process, and we've had mushy canned vegetables ever since."

More stories about presentations at the American Chemical Society meeting in Miami are on Pages 6 and 7.

Vegetable canning, as currently practiced by home canners and commercial food processors, involves two cooking steps: a short period of blanching vegetables in boiling water to drive out gases so that more vegetables can be packed in the can or jar, and a longer period of heating in the container to sterilize the vegetables and kill microorganisms that would cause botulism.

"We can't cut short the sterilization; nobody likes to die of botulism," Bourne said. "But we suspected that vegetables were losing their firmness during the blanching stage and wondered if using less heat at that point would preserve the crispness."

Bourne began investigating the chemical reasons for the mushiness of cooked vegetables. He realized that the heat of cooking breaks down the large, complex pectin molecules that are responsible for firmness in fresh vegetables. The breakdown process is called depolymerization.

He discovered, however, that one enzyme found naturally in almost all plant tissue, pectin methylesterase, or PME, seemed to have potential for reversing the softening effects of cooking.

PME builds "salt bridges" out of the spare calcium atoms in



Dick Schading

Professor Malcolm Bourne cans a small batch of crunchy carrots with his new technique at the pilot food-processing plant in Geneva.

vegetables, Bourne explained. If conditions favor the enzymatic action, the result is more linkages and a larger pectin polymer and crisper foods. He began to experiment to find the ideal conditions for the action of PME.

The Geneva Station, with its pilot food-processing plant, prepared thousands of cans of beans, carrots and other vegetables at various blanching temperatures and "holding times" before sterilization. The holding time would give the PME a chance to work before the vegetables were reheated during sterilization. A holding time of 30 minutes was estimated to be the most that commercial canners could afford in the production line.

A blanching temperature of 140 to 150 degrees Fahrenheit

Continued on page 6

CU surgeon links diet, colon cancer

Dr. Jerome DeCosse, professor of surgery at Cornell Medical College and attending surgeon at The New York Hospital, has produced the first direct scientific evidence that a high-fiber diet can shrink the size and number of precancerous polyps of the lower intestine and thus reduce the risk of colon and rectal cancer.

"The study clearly indicates that dietary-fiber intervention is a valid strategy in colon-cancer prevention," DeCosse said. "And it appears that all persons at risk of developing colon-rectal cancer can benefit from increasing their intake of fiber and also reducing their intake of fat."

Cancer of the colon and rectum is one of the most prevalent forms of cancer among Americans and is, after lung cancer, the second most frequent cause of cancer mortality in the United States.

DeCosse's study, published in the Journal of the National Cancer Institute, was a randomized, double-blind, placebo-controlled study with a carefully defined group of 58 patients who had familial polyposis, an inherited condition characterized by the continuous formation of colon and rectal polyps, which, without treatment, become cancerous.

Half of this group was asked to eat two servings of a high-fiber cereal (Kellogg's All-Bran) and the other half two servings of a look-alike low-fiber cereal, every day for four years.

Half the subjects in each of these groups were also given vitamin C and E supplements to examine the effect of these vitamins on the formation of rectal polyps. All participants were periodically monitored for their degree of compliance and for the amount of dietary fat ingested over the four-year period. Participants, who had previously undergone removal of their colons, underwent rectal examinations every three months.

Results of the study showed that the size and number of rectal polyps decreased for those in the high-fiber group who complied most closely with their prescribed regimen. No such treatment effect was found in the low-fiber group. Additionally, fewer polyps developed in those taking the vitamin supplements, though this was not found to be

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NOTABLES

Olivia S. Mitchell, associate professor of Industrial and Labor Relations, has been named to the National Academy of Social Insurance, a non-profit, non-partisan group "devoted to furthering knowledge and understanding of Social Security and related programs through research and education." Mitchell was one of 25 national authorities named to the academy this year.

The American Society of Horticultural Science has presented **Robert F. Becker**, extension specialist and associate professor of horticulture at the New York State Agricultural Experiment Station in Geneva, a 1989 Award of Excellence. The ASHS cited Becker for "disseminating information about processing vegetables among the state's growers," and called his work "a model for other informational Extension efforts."

Two recent recipients of doctoral degrees in chemistry from Cornell — **Laurence E. Fried** and **Evan R. Williams** — are among 18 persons nationwide to receive 1989 Postdoctoral Research Fellowships in Chemistry from the National Science Foundation. The fellowships, which are worth up to \$84,000, were first awarded last year and are designed to encourage "some of the best young minds in the country," to prepare for research careers in contemporary chemistry, according to the NSF announcement. Fried, who received his doctorate in 1988, will conduct postdoctoral research in theoretical chemistry at the University of Rochester. Williams, who earned his doctorate degree this summer, will work at Stanford Univer-

sity developing new instruments to isolate individual components of complex biological mixtures.

William G. Tomek, chairman of the Department of Agricultural Economics, is the 1989 recipient of the American Agricultural Economics Association's Award for Publication of Enduring Quality. Tomek also was elected a Fellow of the AAEA, which has some 5,000 members. Anya McGuirk, who received her doctorate in agricultural economics in May 1988 and who now is an assistant professor at Virginia Polytechnic Institute and State University, won the AAEA's Outstanding Ph.D. Thesis Award for 1989.

Wilfried H. Brustaert, professor of civil and environmental engineering, has received the Robert E. Horton Award of the Hydrology Section of the American Geophysical Union for "outstanding contribution to the science of hydrology," particularly for his book, "Evaporation into the Atmosphere: Theory, History and Applications."

V. Rada Dyson-Hudson, a senior research associate in anthropology and Robert H. Lieberman, a lecturer in the Department of Physics and the Learning Skills Center, have received 1989-90 Fulbright Scholar Awards. Lieberman is lecturing at the Film Academy in Bratislava, Czechoslovakia, through June 1990. Dyson-Hudson will conduct research in Kenya under the African Regional Research Program beginning next month through June 1990.

BRIEFS

■ **Big Red on radio:** Six AM radio stations, including one in New York City (WEVD), will carry this year's broadcasts of the Cornell Sports Network. The broadcasts will start with the defending Ivy League football champions' opening game on Saturday, Sept. 23, at Bucknell. The network will be on the air at 12:45 p.m. and be heard in the Ithaca area over WTKO/1470. Other stations carrying the network broadcasts are WAUB in Auburn, WCBA in Corning, WKDR in Plattsburgh and WFLR in Penn Yan.

■ **Bloodmobile:** The Red Cross Bloodmobile will be at the Noyes Center on Stewart Avenue from 10 a.m. to 3:45 p.m. on Monday and Tuesday, Sept. 18 and 19. Call 273-1900 for an appointment or walk in anytime. Kappa Delta Rho and Pi Beta Phi are sponsoring the two Bloodmobile sessions.

■ **Deadline:** Friday, Sept. 15, is the last day to register for Extramural Study or add or drop courses in the program which has offices in B12 Ives Hall, telephone 255-4987.

■ **Community Report:** The second issue of Community Report, a 16-page publication

from and about Cornell, is being mailed this month to residents of Tompkins County. It includes a schedule of university cultural, educational and athletic events open to the public, and it reports on activities of Cornell students, faculty and staff in a wide array of community activities.

■ **Summer course proposals:** Oct. 2 is the deadline for faculty and department heads to submit proposals for courses to be taught in the Division of Summer Session's 1990 program on campus. For more details, contact Mary K. Gloster at 255-4987, B12 Ives Hall.

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

Cornell to seek \$121.8 million in state funds for 1990-91

Cornell will ask the state for \$121.8 million to operate its state-supported colleges in the state's fiscal year that starts next April 1.

The decision was approved by the Executive Committee of the Board of Trustees, which met in New York City on Sept. 7.

The total would be about 7.6 percent above the current budget for the College of Agriculture and Life Sciences, College of Human Ecology, College of Veterinary Medicine and the School of Industrial and Labor Relations. But about seven-eighths of the requested increase is to meet salary increases, actual utility costs, and inflationary increases required to maintain existing programs and plant operations, officials said.

A total of \$1.2 million was requested for new programs, including efforts to help youth-at-risk, broaden Cornell's American Indian Program, support child care and expand an ILR project to help small businesses improve their efficiency.

Nathan Fawcett, director of statutory col-

lege affairs, said that the State University of New York has indicated it will support Cornell's request.

Fawcett was reluctant to predict what may happen by the time the budget actually is adopted in six or seven months. He said that the state's fiscal prospects do not seem as volatile now as they were last year, but that the budget process would still be tight.

In another action, the Executive Committee approved traffic regulations, which it reviews annually. This fall there are some new campus parking arrangements, arrived at after discussions this summer involving a broad range of campus groups. The new arrangements are:

- All free lots will remain free for the 1989-90 year.
- Central-campus fees have been set at \$244, while fees for perimeter-zone lots and student fees will be \$150.
- The planned park-and-ride lot of more than 500 spaces is to be built in the East Hill Plaza area sometime in the fall.

—Sam Segal

Barton Blotter DA reviewing revisions to drivers licenses

The Tompkins County district attorney's office is reviewing cases against four Cornell students arrested since Sept. 1 on charges of altering the birth dates on their drivers licenses.

According to Public Safety Lt. Randall H. Hausner, changing the birth date on a drivers license is considered forgery and a felony under New York state law.

The licenses usually are altered by persons under 21 in order to purchase alcoholic beverages, Hausner said. Two of the arrests were made over the weekend and one student also was charged with DWI, he said.

Other incidents listed in the morning reports of the Department of Public Safety for Sept. 4 through 10 included the spray-paint defacement of the main door to Goldwin Smith Hall with the words "Smash the Greeks." The incident, apparently in reference to fraternities, occurred sometime between 3 p.m. Friday, Sept. 8, and 9:45 a.m. Saturday, Sept. 9. There were 10 thefts reported on campus, including a \$1,500 banner and three marble blocks worth \$600 stolen from the Center for Theatre Arts. Other thefts included four parking permits worth more than \$300 and a \$250 camera.

Graduate Bulletin

Course Enrollment: continues through Sept. 22 and forms are available in graduate field offices and Sage Graduate Center.

Special Committee Selection and Change Form: Check with your field regarding number of faculty signatures; bring your completed form to Sage Graduate Center by Sept. 22.

Dissertation Deadline: Ph.D. candidates who have defended their dissertations and submitted two acceptable copies to the Graduate School by Sept. 22 will not be charged the \$200 active-file fee for fall 1989.

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

Dissertation and Thesis Seminars: will be held in the Morison Seminar Room of Corson/Mudd Hall on Tuesday, Oct. 24, at 11:30 a.m. for doctoral dissertations and on Wednesday, Oct. 25, at 3 p.m. for master's theses. Faculty and typists are encouraged to attend.

Student Assembly: Petitions are due Sept. 15 for graduate seat on Assembly. Contact Office of the Assemblies, 165 Day Hall. Elections are Oct. 3.

OBITUARY

Edwin A. Burt

Edwin A. Burt, the Susan Linn Sage Professor Emeritus of Philosophy, died on Wednesday, Sept. 6, at his home on Willard Way. He was 96.

Though his long-time focus was on the history and philosophy of religion, Burt's first scholarly recognition came as a result of his book "The Metaphysical Foundations of Modern Physical Science," first published in 1925 and considered a 20th century classic in the field.

After an active career as a teacher and scholar, Burt continued to publish works for nearly three decades following his retirement from Cornell in 1960. He joined the Cornell faculty in 1932 and was named to the Sage Professorship in 1941.

At least six of his books are still in print. His books include "Types of Religious Philosophy," "Right Thinking," "Man Seeks the Divine," "In Search of Philosophic Understanding," and "The Human Journey," completed when he was 90 years old.

Burt was an ardent admirer of all of the world's major religions. While a member of the Society of Friends, he also took vows as a Buddhist layman during a visit to India in 1947.

On the walls of his second-floor study, where he continued to work almost daily until about a year ago, are pictures of friends and thinkers he admired and with whom he corresponded through the years. These included Gandhi, with whom he spoke the year he died, Dag Hammarskjöld, Bertrand Russell, and poet Achibald McLeish, who was a classmate at Yale and a life-long friend.

In his last book, completed when he was 92, Burt wrote that he was older than 80 when he realized he did not know how to live. The book takes the reader through Burt's struggles with the question of how to live and concludes with: "May you be blessed as in your own way you search for 'Light, Love and Life,' " which is the title of the work.

Burt also edited two anthologies, "The English Philosophers from Bacon to Mill" and "The Teachings of the Compassionate Buddha."

He was born in Groton, Mass., the son and grandson of Baptist ministers. He lived for two years during his youth in China, where his father was a missionary.

He was educated at Yale University, Union Theological Seminary and Columbia University. He taught at Columbia and the University of Chicago before joining Cornell. He also was a visiting professor at Harvard, Stanford and the University of Hawaii.

He is survived by two daughters, Virginia Burt of The Sea Ranch, Calif., and Winifred Brinster of Seattle.

A memorial service was conducted Sunday, Sept. 10, in the One World Room of Anabel Taylor Hall.

In his book "The Human Journey," Burt wrote:

"The unit of survival is now mankind as a whole. There is no longer any plausibility in the tempting conceit that a world is possible in which the enemies we hate are destroyed while we and our children continue to live."

—Martin B. Stiles

Cornell Chronicle

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

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

Theatrical festival will explore American culture

Thinking and talking about culture — what it is and what it means in a country like the United States — will be a large component of the 10-day "American Festival" that will open at Cornell on Sunday, Sept. 17.

In addition to five days and nights of performances in the Center for Theatre Arts, which begin in mid-week, numerous informal performances, workshops, lectures and round-table discussions are scheduled.

The festival calls itself "a celebration of heritage, community and the arts," but "celebration" doesn't quite cover it: The people involved in the project do not hesitate to point out social problems in America.

"The demographics of American society have changed in our generation," Associate Professor Sally Banes and Theatre Arts Department Chairman Bruce Levitt wrote in an essay introducing the festival. "Vietnamese restaurants and Korean grocery stores are as ubiquitous in our big cities as Jewish delicatessens once were, and Spanish language television and radio stations serve Latino communities throughout the country."

Banes said recently that, "the point of the festival is to foster the natural process of exchange that goes on between cultures, to look at it consciously, to examine the traditions and heritages that cultures come from, and to challenge audiences to look at their own cultures."

Exchange takes time. So the performers are prepared to discuss their work after their performances; in some cases faculty members will moderate these discussions. The artists also will give informal performances and workshops in the community — at the public schools, the Senior Citizens' Council, Southside Community Center and with arts groups, among others.

On campus, they will meet with programs in American Indian studies, Africana studies, Hispanic-American studies, and Hillel, the Center for Jewish Living and others. And because this is an academic community, the coalition will do its "outreach" to the community of scholars by engaging in dialogues about art and culture.

A number of renown scholars will visit Cornell to take part in the humanities component of the festival. Altogether, nearly 50 artists and scholars will participate.

Among the questions that will be raised in seven round-table discussions are these: How do Americans deal with the fact that they want to celebrate their individual cultures and yet share a common culture? What is culture? How is it constructed, transmitted and received? Whom does it serve? What are cultural traditions? How are those traditions preserved, passed on and changed?

The first round-table discussion, "American Culture: Melting Pot or Gumbo," will be held on Wednesday, Sept. 20, from 4 to 6



Dennis Deloria

Liz Lerman's choreography often involves older dancers. She has two companies based in Washington, D.C.: "Dance Exchange" and "Dancers of the Third Age," a senior troupe whose members range in age from 54 to 90. Lerman is bringing both groups to Ithaca to perform at the Center for Theatre Arts on Friday, Sept. 22, and Sunday, Sept. 24, and to take part in a variety of community-based activities, including work with the Senior Citizens' Council.

p.m. in the Film Forum at the Center for Theatre Arts and will be moderated by Tim Murray, associate professor of English at Cornell and former editor of the publication Theatre Journal. The others will be:

- "Whose Culture? Thoughts on Shaping Arts Policy in America," moderated by David Bathrick, professor of German studies and theatre arts at Cornell and editor of "New German Critique," on Thursday, Sept. 21, from 1 to 3:30 p.m. on the sixth floor of the Johnson Museum of Art, co-sponsored by the Cornell Council for the Creative and Performing Arts and the Johnson Museum. The panelists will examine who makes cultural policy within major institutions in America, who benefits from it and to what extent it reflects and respects the nation's cultural diversity.

- "Overcoming Cultural Barriers: Rec-

ognizing and Celebrating Cultural Diversity in Rural New York," moderated by Mildred Warner, associate director of the Community and Rural Development Institute at Cornell, Thursday, Sept. 21, 4 to 6 p.m. in Room 101 of Bradfield Hall, co-sponsored by the Community and Rural Development Institute. This panel, which will include local leaders, will focus on ways to promote understanding and respect for cultural differences in rural New York.

- "Women in Performance," moderated by J. Ellen Gainor, assistant professor in the Theatre Arts Department, Thursday, Sept. 21, 4 to 6 p.m. in the Film Forum, an examination of how the perspective of gender shapes performance.

- "'New' Traditions: The Performance Paradigm," moderated by Sally Banes, associate professor of dance history and theatre

studies, on Friday, Sept. 22, 4 to 6 p.m., in the Film Forum, a look at how traditions are preserved, passed on and changed.

- "Local Traditions: Bringing It All Back Home," moderated by Joyce Ice, staff folklorist at the Delaware County Historical Association in Delhi, N.Y., on Saturday, Sept. 23, 10 a.m. to noon, in the Film Forum, a discussion of Ithaca area community traditions.

- "The Multicultural Paradigm," a lecture and performance by Guillermo Gomez-Pena, poet and scholar and member of Border Art Workshop/Taller de Arte Fronterizo, on Sunday, Sept. 24, 5:30 to 6:45 p.m., in the Film Forum.

For more information about specific programs, call 254-2759. For information about performances, call 254-2787.

—Carole Stone

Sociologist asks Congress to strengthen rural programs

America's rural landscape is so diverse that the federal government should strengthen and redesign existing programs to better meet rural development needs in the 1990s, a Cornell rural sociologist told a congressional hearing on Sept. 11.

The government also should be flexible

in carrying out the programs to meet the local needs and conditions, because "one-size-fits-all policies are inconsistent with the diverse social, economic and environmental nature of rural America," argued David L. Brown, a professor of rural sociology and associate director of research for the Col-

lege of Agriculture and Life Sciences. He also is associate director of the Agricultural Experiment Station.

Brown stressed the need to beef up rural programs in testimony before the House Agriculture Subcommittee on Conservation, Credit and Rural Development, which is holding a series of hearings around the country to hear views on how to bolster rural economies and improve the quality of life for rural residents.

In his testimony, which was co-written with Mildred E. Warner, a research associate here, Brown cited housing and human services, education and job training, research and technical assistance, and community facilities as critical issues requiring additional federal funds.

He said that local leaders can benefit from increased access to research-based information and technical assistance. The applied research and extension programs conducted by land-grant universities, in collaboration with state and federal agencies, can focus on local governments' needs to enhance their ability to make informed decisions, he explained.

"Increased federal support of research and technical assistance will encourage universities to redirect more of their resources to rural development," he pointed out.

Brown noted that rural America has different problems in the 1980s than in the previous decades. For one thing, agriculture is no longer the principle employer of rural workers or the principle source of rural family income.

"Accordingly, agricultural policies and programs will not improve the material well-being of most rural people and families," he maintained.

Moreover, if growth in rural population and employment was the dominant rural theme of the 1970s, economic stress has been the overriding rural issue of the 1980s, Brown said, adding that this stress is primarily associated with a restructuring of the rural economy and with increased urban-rural and global integration.

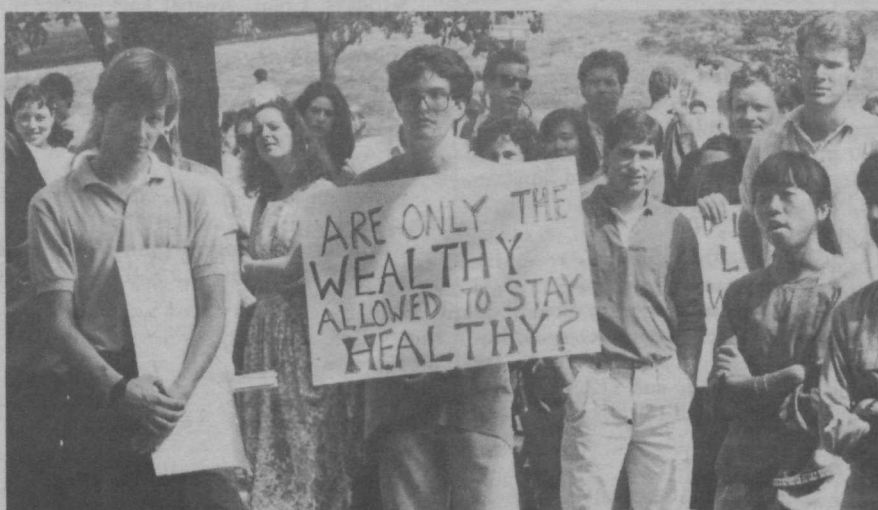
"Because rural areas have become more closely tied to national and international forces, changes in economic policies, increased international competition and other global forces now have major significance for rural economies and communities," Brown said.

The major issues confronting the rural Northeast include protecting the rural environment in an urbanized region, matching people and jobs in rapidly changing economy, enhancing services that contribute to the well-being of families and individuals, and maintaining community vitality, he pointed out.

"To achieve more effective rural participation in government programs, we must develop more flexible policies, encourage inter-local and regional cooperation, increase the use of technical assistance 'circuit riders,' support leadership education and require federal agencies to be more aggressive in serving rural communities," Brown emphasized.

—Yong H. Kim

Insurance protest



David Lynch-Benjamin

Up to 150 graduate students rallied last Friday to protest the 60 percent increase this year in the cost of health insurance offered by the university. University officials say that the current policy was the only viable offer.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

Instruction and requests, 7:30 to 10 p.m., Sept. 17, North Room, Willard Straight Hall. A business meeting will be held from 6:30 to 7:30 p.m.

A free nine-week series on basic folkdancing co-sponsored by the Cornell Wellness Program will be held Tuesdays, 7 to 9 p.m., through Nov. 7, in the Dance Studio, Helen Newman Hall. The polka will be taught Sept. 19. Other dances and steps will include the waltz, tango, hambo, schottische, buzz and pivot steps, Balkan line and circle dances and several set dances. For more information, call 273-0707 or 539-7335.

Israeli Folkdancing

Israeli folkdancing, Sept. 14, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

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

"The Art of Zen: Paintings and Calligraphy by Japanese Monks, 1600-1925," on view through Oct. 29, presents approximately 88 paintings and calligraphy by Japanese monk artists active from 1600 to 1925. This is the first large-scale study of this important art form, and the works are drawn from public and private collections throughout the United States, Europe and Japan. Stephen Addiss, curator of the exhibition and author of the book by the same title, will present an Artbreak on Sept. 17 at 2 p.m. Addiss will give a slide lecture about the exhibition, a brief tour of the show in the museum galleries and be available to answer questions. Artbreak is free to museum members; \$2.50 for nonmembers.

"Trinity," a sculpture by Stiles Thissell, is on view in the museum's Sculpture Court. The work, created in 1986, is composed of welded steel, painted white.

Hartell Gallery

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

Olin and Uris Libraries

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

Tjaden Gallery

Exhibition of works by Maggie Sweney, through Sept. 15; exhibition of prints by students of Elisabeth Meyer, Sept. 17 through 22. The gallery is in Tjaden Hall.

FILMS

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

Thursday, 9/14

"Twentieth Century" (1934), directed by Howard Hawks, with John Barrymore, Carole Lombard, Roscoe Karns and Walter Connolly, 7:30 p.m., Uris.

"Pather Panchail" (Son of the Road) (1958), directed by Satyajit Ray, Bengali dialogue/English subtitles, sponsored by the South Asia Film Series, 7:30 p.m., 310 Uris Library.

"Say Anything" (1989), directed by Cameron Crowe, with John Cusack, Ione Skye and John Mahoney, 9:30 p.m., Uris.*

Friday, 9/15

"Vampyr" (1931), directed by Carl-Theodor Dreyer, with Julian West, Sybille Schmitz and Maurice Schultz, 8 p.m., Anabel Taylor.*



Max von Sydow

"Pelle The Conqueror" (1988), directed and written by Bille August, with Max von Sydow, Pelle Hvenegaard and Erik Paaske, 6:30 p.m., Uris.*

"Say Anything," 9:40 p.m., Uris.*
 "The Adventures of Baron Munchausen" (1989), directed by Terry Gilliam, with John Neville, Eric Idle, Uma Thurman, Robin Williams and Sting, midnight, Uris.*

Saturday, 9/16

"Introduction" and "Shri Ram's Childhood & Education," parts one and two of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Library, 1:30 p.m., 310 Uris Library.

"Pelle The Conqueror," 6:30 p.m., Uris.*
 "Heaven Can Wait" (1978) directed by Warren Beatty and Buck Henry, with Warren Beatty, Julie Christie and James Mason, 7:30 p.m., Anabel Taylor.*

"Heaven Can Wait," 9:45 p.m., Anabel Taylor.*

"Say Anything," 9:40 p.m., Uris.*
 "The Adventures of Baron Munchausen," midnight, Uris.*

Sunday, 9/17

"Policing the Bedroom" (1987-88), with guest filmmaker Richard Kwietniowski, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Pather Panchail" (Son of the Road), sponsored by the South Asia Film Series, 3:30 p.m., 310 Uris Library.

"The Adventures of Baron Munchausen," 4:30 p.m., Uris.*

"If" (1969), directed by Lindsay Anderson, with Malcolm McDowell and Christine Noonan, 8 p.m., Uris.*

Monday, 9/18

"Waiting for Fidel" (1976), directed by Michael Rubbo, shown with "Marx For Beginners" (1978), directed by Bob Godfrey, co-sponsored by the Government Department, 7:30 p.m., Uris.*

"The Adventures of Baron Munchausen," 9:15 p.m., Uris.*

Tuesday, 9/19

"But I'll Always Continue to Write," and "Helping the People to Help Themselves," sponsored by Southeast Asia Program, 4:30 p.m., 310 Uris Library.

"Strangers and Kin: A History of the Hillbilly Image" (1984), presented by the Roadside Theater from Appalshop, directed by Herb E. Smith, with the Roadside Theater, 4:30 p.m., Uris.

"Mapantsula" (1988), directed by Oliver Schmitz, with Thomas Mogotlane, Marcel Van Heerden and Thembi Mtshali, 7 p.m., Uris.*

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

Wednesday, 9/20

"The Lady Eve" (1941), directed by Preston Sturges, with Barbara Stanwyck, Henry Fonda and Charles Coburn, co-sponsored by the English Department, 7 p.m., Uris.*

"Major League," 9:30 p.m., Uris.*

Thursday, 9/21

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

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

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

LECTURES

Agricultural Economics

"An Entrepreneurial Dream: A Lender's Bagel on Every Table," Murray Lender, former chairman, Lender's Bagel Bakery, Sept. 18, 4 p.m., 45 Warren Hall.

Hillel

"Denominational Divorce," Paul Jeser, CLAL, Sept. 15, 8:30 p.m., Kosher Dining Hall.

"The Ethics of Jewish Power," Paul Jeser, CLAL, Sept. 16, 4:30 p.m., Founders Room, Anabel Taylor Hall.

"Middle East Dialogue," Sept. 20, 7 p.m., auditorium, Anabel Taylor Hall.

MUSIC

Bound for Glory

As part of "An American Festival," the program will feature old-time music, Chicano music, American Indian and storytelling and will present three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 10:30 p.m. on Sept. 10. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Cornell Concert Commission

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

Department of Music

An in-formal concert of Musical Instrument Digital Interface with David Borden and his students, Sept. 15, 2:30 p.m., 304 Lincoln Hall.



Marina Gilman

"Women's Voices: Fantasies and Reality," will be performed by Marina Gilman, mezzo-soprano, and Alan Giambattista, fortepiano and harpsichord, Sept. 15, 8:15 p.m., Barnes Hall. Included in the recital will be songs by Giacomo Rossini from "Regatta Veneziana," Joseph Haydn from "Arianna a Naxos," and Aaron Copland from "Twelve Poems by Emily Dickinson."

RELIGION

Sage Chapel

Beverly A. Tasy, assistant director, CURW, will deliver the sermon at Sage Chapel on Sept. 17. Services will begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

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

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

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

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

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

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

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

Korean Church

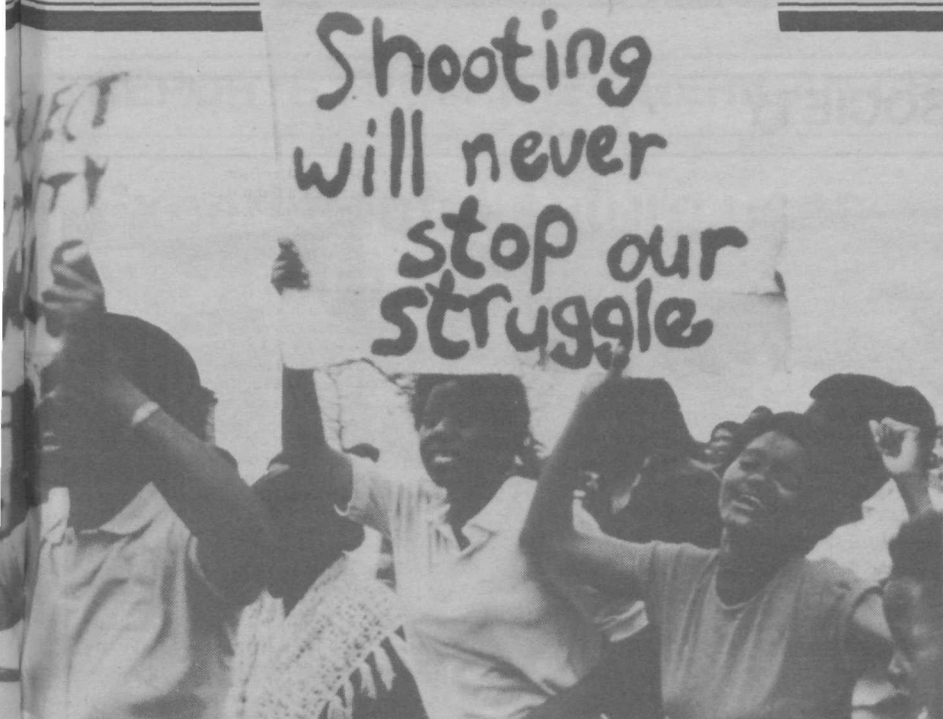
Sundays, 1 p.m., Anabel Taylor Chapel.

Muslim

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

Zen Buddhism

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



from "Mapantsula," a black South African production that was banned in South Africa, which will be shown on Tuesday, Sept. 19, at 7 p.m. in Uris Auditorium. The film tells the story of a small-time gangster in the middle of South Africa's political eruptions.

SEMINARS

Agricultural Economics

"The Welfare Consequences of Political Economy," Jay S. Coggins, agricultural economist, Montana State University, Sept. 20, 3:45 p.m., 101 Warren Hall.

Applied Mathematics

"Application of Dynamic Programming to Problems of Optimal Habitat Choice and Optimal Timing of Metamorphosis," Donald J. W. Simons, University of British Columbia, Sept. 15, 5 p.m., 322 Sage Hall.

Astronomy

"Thermal Emission Spectra of Mars (5.4 - 10.5 micrometers): Evidence for Sulfates, Carbonates and Hydrates," Theodore Roush, Ames Research Center, Sept. 14, 4:30 p.m., 105 Space Sciences Building.
 "Cyclotron Lines from Gamma-Ray Bursts and Ray Sources," Ira Wasserman, astronomer, Sept. 21, 4:30 p.m., 105 Space Sciences Building.

Chemistry

"Organic chemistry seminar, 'Selective Activation of C-H/C-C Bonds by Bare Transition Metal Ions,'" Helmut Schwarz, Technical University of Berlin, Sept. 18, 4:40 p.m., 119 Baker Laboratory.
 "Organic chemistry colloquium, 'Oxygen Ligands with Electronic Properties Like Metal Oxide Surfaces,'" Wolfgang Klau, Institute of Anorganische Chemie, West Germany, Sept. 21, 4:40 p.m., 119 Baker Laboratory.

Chemical Engineering

"Simulation of Chemical Processes with Own Parameters," Thomas F. Edgar, chemical engineering, University of Texas, Sept. 19, 2:30 p.m., 165 Olin Hall.

Ecology & Systematics

"Natural Selection for Sex in a New Zealand Rail," Curtis M. Lively, biology, Rutgers University, Sept. 20, 4:30 p.m., Morison Seminar Room, A106 Corson/Mudd Hall.

Environmental Toxicology

"Regulation of Oncogenes and Anti-Oncogenes in Cell Growth and Differentiation, Animal Pathology," Sept. 15, 12:20 p.m., 304 Corson Hall.

Epidemiology

"Nutritional Status of Elementary School Children in New York State," Wendy Wolfe, nutritional sciences, Sept. 15, 12:20 p.m., 260 Corson Hall.

Food Science

"A Chemist's View of Flavor," Thomas H. Ledwith, General Foods U.S.A., Sept. 19, 3:30 p.m., 204 Stocking Hall.

Genetics & Development

"Studies of Resistance to Dinitroaniline Herbicides in Plants and *Chlamydomonas reinhardtii*," Donald Weeks, Zoon Research Institute Sandoz Corporation, Sept. 14, 3 p.m., Conference Room, Biotechnology Building.

"Neurogenetics of Membrane Excitability in *Drosophila*," Barry Ganetzky, genetics, University of Wisconsin, Madison, Sept. 18, 4 p.m., Conference Room, Biotechnology Building.

Hillel

"Teshura: The Art of Repentance," Topics in Jewish Tradition, Sept. 18, 8 p.m., 314 Anabel Taylor Hall.

"Shattered Vessels: Heresy, Heretics and Jewish Tradition," Sept. 20, 8:30 p.m., G-34 Anabel Taylor Hall.

History & Philosophy of Science & Technology

"How Diseases Come and Go: Using History to Popularize Medicine," Terra Ziporyn, writer, editor, historian, biomedical sciences, Sept. 20, 4:30 p.m., 110 Rockefeller Hall.

Industrial & Labor Relations

"The Political Aspects of Collective Bargaining in Sweden," Nils Elvander, University of Uppsala, Sweden, Sept. 14, 4 p.m., 216 Ives Hall.

International Nutrition

"Nutritional Surveillance in Costa Rica," Ligia Rodriguez, Ministry of Health, Costa Rica and nutritional sciences, Sept. 14, 12:40 p.m., 200 Savage Hall.

Manufacturing Engineering

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

Mechanical & Aerospace Engineering

"Comments on Some NASA Aerospace Problems and Programs," F.K. Moore, mechanical and aerospace engineering, Sept. 19, 4:30 p.m., 107 Upson Hall.

Mechanical & Aerospace Engineering Manufacturing Seminar

"The 'Moog Philosophy' - a Competitive Strategy for World Class Manufacturing," Richard Aubrecht, Moog, Sept. 14, 4:30 p.m., B14 Hollister Hall.

Neurobiology & Behavior

"Comparative Morphophysiology: Sex Differences in Vertebrate Brain and Behavior," Andrew Bass, neurobiology and behavior, Sept. 21, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"General Nutritional Status and Mortality in China," Dr. Qu Yingsheng, medicine, Tianjin Medical School, Tianjin, China, Sept. 18, 4:30 p.m., 100 Savage Hall.

Ornithology

"Feeder Watching: Can We Learn Anything from the Birds at our Feeders," Erica Dunn, coordinator, Project FeederWatch, Sept. 18, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Impressions and Predictions Resulting from Trips to Poland and Russia," Uri Orlov, co-sponsored by the Committee on Soviet Studies, Sept. 14, 12:15 p.m., G-08 Uris Hall.

Plant Pathology

"The Association of *Venturia inaequalis* Conidia with Apple Buds and Shoots," Chris Becker, Sept. 19, 4:30 p.m., 404 Plant Science Building.

Poultry Biology

"Experiences from a Sabbatic in Iowa: Protein Synthesis and the Regulation of Gene Expression," Charles C. McCormick, poultry and avian sciences, Sept. 14, 4:30 p.m., 300 Rice Hall.

Science, Technology & Society

"Too Much Innovation: Problems of Housing Technology in Britain," David Collingridge, Technology Policy Unit, Aston University, Sept. 19, 12:15 p.m., 701 Clark Hall.

Society for the Humanities

"Bubbling Autographs: From DeChirico to Gadda," Paolo Fabbri, University of Palermo, Sept. 14, 4:30 p.m., 22 Goldwin Smith Hall.

"Popular Violence in the French Revolution," Colin Lucas, Sr. Fellow, Society for the Humanities, Balliol College, Oxford, Sept. 20, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

Sociology

"Social Mobility and Politics: Can Mobility Effects be Reviewed?" David Weakliem, sociology, Sept. 15, 3:30 p.m., 302 Uris Hall.

South Asia Program

"Hindu Fundamentalisms: From Vedic Truth to Hindu Nation," Daniel Gold, Asian studies, Sept. 20, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

"Language Contact in the Philippines," Der-Hwa Rau, teaching associate, modern languages and linguistics, Sept. 14, 12:20 p.m., 102 West Avenue Ext.

"Trees, Moneys, Rebels and Cronies: The Case of Cellophil Resources Corporation in the Philippines," Benjamin Bagadion, rural sociology, Sept. 21, 12:20 p.m., 102 West Avenue Ext.

Stability, Transition & Turbulence

"Search for Singularities in Three-Dimensional Euler Flows," Eric Siggia, physics, Sept. 19, 1 p.m., 203 Thurston Hall.

Statistics

"Maximum Likelihood Variance Components Estimation for Binary Data," Charles McCulloch, biometrics unit, Sept. 20, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"Stochastic Models for the Strength of Woven Fabrics: Yarn and Fabric Interactions," Peter Schwartz, textiles and apparel, Sept. 14, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"Poincare, Celestial Mechanics, Dynamical Systems and 'Chaos,'" Philip Holmes, theoretical and applied mechanics, Sept. 20, 4:30 p.m., 205 Thurston Hall.

Veterinary Pathology

"Why Does the V-SRC Oncogene Transform Cells?" David Shalloway, pharmacological chemistry, University of California at San Francisco, Sept. 14, 12:30 p.m., Hagan Room, Schurman Hall.

Veterinary Physiology

"Production and Respiratory Dynamics of Bird Song: Contributions From Each Side of the Syrinx," Roderick Suthers, medicine, Indiana University, Sept. 19, 4:30 p.m., G-3 Vet Research Tower.

SYMPOSIA

Cornell Law School

"In the Trenches for the Public Interest: A Job Symposium," Sept. 20, 4 p.m. in 290 Myron Taylor Hall. The speakers include Pam Gilbert, lobbyist, U.S. Public Interest Research Group; Doug Lasdon '81, executive director, Legal Action Center for the Homeless; Martha Roberts, supervising attorney, Legal Assistance of the Finger Lakes; and Eugene Eisner, partner, Eisner, Levy, Pollack and Ratner.

German Studies

"The Federal Republic of Germany, 1949-89: A Critical Review," Sept. 23 and 24. Most presentations will be held at the A.D. White House, 27 East Avenue. Topics and presenters include "The Federal Republic of Germany: In Search of a National Identity," Isabel Hull, history; "Dia-

logues with the Past and its Presences in Post-War Literature," Leonard Olschner, German studies; "Architecture in Germany — Post-War to Post-Modern," Christian Otto, architecture; and "The Women's Movement in the FRG," Biddy Martin, women's studies. For further information, call 255-5265.

Peace Studies Program

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

THEATER

An American Festival

"A Traveling Jewish Theatre," a performance and discussion with playwright and actress Naomi Newman of A Traveling Jewish Theater and African-American performer Robbie McCauley, Sept. 20 and Sept. 21, 8:30 p.m., Class of '56 Flexible Theatre, Center for Theatre Arts.

"El Teatro de la Esperanza," Sept. 20 and Sept. 21, 8 p.m., Proscenium Theatre, Center for Theatre Arts.

MISC.

Alcoholics Anonymous

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

Hillel

Grad Group Brunch will be held Sept. 17 at 11 a.m., One World Room, Anabel Taylor Hall. Israeli Shaliach, Sept. 19, 10 a.m. to 3 p.m., call 255-4227 for appointment.

Olin Library Orientation Tours

Tours for faculty and graduate students to provide an introduction to Olin's services, facilities and resources will be offered Sept. 14 at 2 p.m. and Sept. 15 at 2 p.m. Tours last approximately 30 minutes and begin in the lobby across from the circulation desk.

Olin Library Research Seminars

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

Unions & Activities

The Potshop in Willard Straight Hall is offering classes for all skill levels. For more information, stop by in Willard Straight Hall or call 255-5170.

Lipman-Wulf exhibit through Oct. 11

Eleven works of art by Peter Lipman-Wulf will be on view at the Gallery of Art in the Dining Hall of the Center for Jewish Living through Oct. 11.

Lipman-Wulf, who fled his native Germany in 1933 when the Nazis came to power, moved to Paris and then Switzerland before settling in New York City. In 1937, he won a gold medal in the Exposition Mondiale in Paris.

The artist has had more than 50 one-man shows, and his work is exhibited in museums here and abroad, including the Metropolitan Museum of Art.

The pieces on display here include woodcuts, copper engravings, paintings, sketches and marble and bronze sculptures.

The center's dining hall is open daily. Visitors are especially welcome during meal-times, from 7:30 to 10:30 a.m., 11:30 a.m. to 2:30 p.m. and from 5:30 to 8:30 p.m.

For more information, call the center at 272-6907.

REPORTS FROM THE AMERICAN CHEMICAL SOCIETY

Chemical-reaction theories may be wrong, professor says

Chemists' understanding of the twisting, jiggling contortions that molecules go through in chemical reactions may be seriously in error, according to a Cornell scientist. He says that current fundamental theories omit the role of the momentum of atoms in molecules as they swing about in the throes of a chemical reaction.

Revising the theories may result in simpler conceptual explanations of many chemical reactions. However, unless new theories can simplify the momentum effects, calculating the behavior of even one kind of molecule could require the equivalent of all the world's supercomputers operating for decades.

Barry Carpenter, a professor of chemistry, delivered a paper on his discoveries on Sept. 12 at the annual meeting of the American Chemical Society. He described detailed studies of chemical reactions that revealed serious flaws in current theories.

Theories explaining the mechanisms of chemical reactions are fundamental to chemical research. Although revising them would not have a large, immediate, practical impact, they do affect the overall progress of chemistry. Chemists use such theories to understand reactions that are important in almost every industry, including chemicals and petroleum.

In his research, Carpenter and his research group studied several "unimolecular" reactions, those in which a single molecule chemically transforms itself into one of two nearly identical product molecules when heat energy is added to it. The compounds he studies are complex organic molecules that undergo spontaneous reactions when heated.

One such molecule has the mouth-filling name of "2,3 diazabicyclo [2.2.1] hept-2-ene exo,exo-5,6-d." When heated, this "diazabicyclo" compound loses nitrogen and reforms itself into two other nearly identical compounds. To undergo the reaction, however, the compound must overcome an energy barrier, much as a roller coaster car must ascend a hill in order to start its ride.

Adding energy to such a molecule is like hauling the roller coaster car to the top of a hill. Then, just as a roller coaster car will speed downhill on its own, the molecule will use the added energy to transform itself into a lower-energy product. The energized molecule at the top of the energy hill is known as a "transition state."

In the molecules studied by Carpenter and his colleagues, the transition state leads to an intermediate which could yield two possible products, as if the top of the roller coaster were followed by a little dip from which there emerged two branches in the tracks leading to different places at the bottom of the run.

Current "statistical theories" of transition states hold that either of the "tracks" of a chemical reaction should be equally likely, because the energy of a molecule is spread throughout the vibrations and rotations of its chemical bonds. Thus, the two products of the reaction should be present in equal quantities.

Such theories also hold that "side reactions" are responsible for those cases in which there is a preponderance of one product over another. These side reactions are chemical mechanisms that offer other routes to the same product, like additional side tracks in a roller coaster that lead to one of the alternatives.

In his experiments, Carpenter and his group showed that such side reactions could not explain why, for the diazabicyclo molecule there resulted in five times the amount of one product over the other. The scientists found similar results for several other molecules. Specifically, he found that changing the temperature of the reaction did not affect the ratio of products. Because side reactions have their own energy barriers, changing the temperature should have affected how active the side reaction would be. The side reactions compete with the main reaction pathways, so changes in side reactions should affect the overall outcome of the system of reactions.

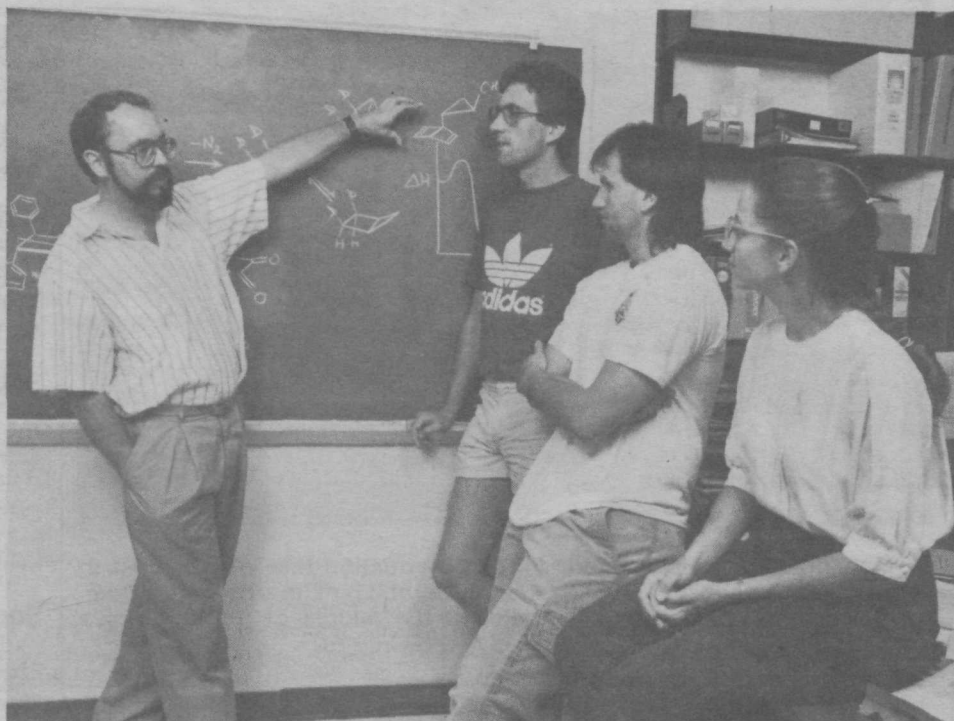
The geometric structure of Carpenter's test molecules allowed him to find out whether momentum had anything to do with the outcome of the reaction. The diazabicyclo molecule is a molecule with a ringlike structure of carbon. Part of this ring becomes "floppy" during its reaction, like one swinging door of a saloon.

While the unreacted molecule has the "saloon-door" segment stuck one way — like a saloon door stuck open inward — the transition state has the segment in the closed position. The products can have the segment stuck in either the "opened inward" or "opened outward" position.

What intrigued Carpenter was that the favored product compound — by a factor of five — was the form in the "opened outward" position. It was as if the swinging segment of the molecule conserved its momentum in reacting, its motion carrying it through the swing to the other position.

To further explore this possibility, Carpenter and his colleagues tested how the molecule would react in a liquid solvent, whose molecules might "cushion" the effect of the swing. The previous experiment had been done with the molecule evaporated as a gas and thus unaffected by surrounding molecules.

The chemists ran the reaction in two nearly identical solvents, one of whose molecules were more energy absorbent than



Don Albern

Professor Barry Carpenter and graduate students (from left) Joerg Pfeifer, Tom Peterson and Debbie Bebout talk about the potential errors in current theories of chemical reaction.

the other because of a slight difference in their atoms' arrangement.

"It's like surrounding the reaction with mattresses whose springs absorb energy and disturb the ballistics of the reaction," Carpenter explained.

The result was that both solvents cushioned the reaction, producing a more equal ratio of the two "swinging-door" molecules than five to one. But the more-energy-absorbing solvent made the products' ratios the closest to equality.

"I'm more than 90 percent sure that the statistical theories are wrong; but I'm less than 90 percent sure that our current view correctly explains what's going on," Carpenter said.

"The good news is that many reaction mechanisms in the literature may be simplified, because researchers have had to invoke competitive side reactions to explain the complicated energetics of the reactions," he continued.

"The bad news, however, is that once we abandon the statistical theories, we're in trouble trying to come up with a workable quantitative theory of unimolecular reactions. We will have replaced transition state theory calculations that you could do on the back of an envelope with some that would take all the supercomputers in the world my whole lifetime to do."

Besides developing simplified, valid new theories, chemists also will have to determine where existing theories will remain serviceable. In a great many chemical reactions, such momentum effects may not be important, he said.

The Cornell researchers are continuing their work by synthesizing and experimenting with new versions of the molecules to fine-tune their understanding of the phenomenon.

Carpenter's work is supported by Air Force Office of Scientific Research.

—Dennis Meredith

Scientists work toward 'ultimate photography'

Professor of Chemistry Jean Frechet and his fellow chemists at Cornell and International Business Machines Corp. are working toward improving the chemistry of what might be termed the ultimate photography. Called microlithography, the process is fundamental to producing the electronic chips in computers and electronic devices. The resulting images, produced on silicon chips inside complex chipmaking machines, are precise to millionths of a meter.

Frechet and his colleagues are working with "polymeric imaging systems," which are used to transfer intricate circuit patterns onto silicon chips and are fundamental to the production of all integrated circuits. The scientists aim at improving by 100-fold the speed of the microlithograph imaging process.

Microlithography consists basically of shining ultraviolet light through a photographic mask, or pattern, of the circuit and onto a silicon wafer coated with a chemical called a photoresist, which is an organic polymer. A polymer is a long chain of identical molecular units. Usually the photoresist consists of a mixture of polymer

with another added molecule that is sensitive to light and somehow alters the polymer.

Exposure to light may either change the polymer's solubility or break down its structure. The altered polymer then can be treated with solvents or heat to remove the unwanted material, revealing the precisely etched circuit pattern on the silicon. In a multitude of separate steps, deposition of various metals and other substances on the chip, as well as further etching, is used to build the myriad of transistors and other components that make up an integrated circuit.

Frechet and his colleagues, who are working to improve the intricate chemistry of these photoresists, reported some of their latest work on Sept. 12, at the American Chemical Society meeting in Miami. Other team members include Cornell postdoctoral associates Harald Stover and Stephen Matuszczak, Cornell undergraduates Roger Chin and Kenneth Shimizu, IBM postdoctoral associate Bernd Reck and IBM Manager of Polymer Science and Technology C. Grant Wilson.

In their paper, "Acid-Catalyzed Rearrangement of Aromatic Ethers: Model Studies and Applications to Imaging," they reported studies of a polymeric system in which light exposure created an acid, which breaks down the polymer, allowing it to be evaporated by heating.

In contrast, today's most popular polymeric imaging system uses light to change the solubility of the polymeric system. Although the method of solvent treatment to remove material is adequate for today's microelectronic chips, it may not be precise enough for future, tinier microcircuits.

For example, the solvent can cause the remaining polymer to swell, distorting the pattern on the silicon chip. Also, the systems that use solvent are often not light-sensitive enough to be used in future microchips in which the light reaching the chip will be far less intense, said Frechet.

What's more, as the microchips shrink, chip makers will switch to other forms of radiation such as electron beams and X-rays to expose the photoresist because they can give finer patterns.

—Dennis Meredith

Vegetables *continued from page 1*

was found to be best for the desired enzymatic action. The results, after the vegetables were sterilized and canned, were dramatic:

- Chantenay carrots prepared with the modified technology were nearly twice as firm as those from conventional canning processes, an increase from 219 newtons — the force required to crush the pieces of vegetable in a testing machine — to 437 newtons. That is similar to fresh carrots that are lightly cooked in the kitchen.

- Cauliflower increased in firmness from 65 to 127 newtons, similar to lightly cooked fresh cauliflower.

"That's without adding anything to the vegetables," Bourne said. "Everything is already there in the tissue."

Two additional processes produced even crisper vegetables, Bourne found. It was well known in the vegetable processing industry that lowering the pH by adding an acid such as citric acid permits a more gentle heat treatment during sterilization and results in a firmer-textured product. Also, the addition of small amounts of the essential nutrient calcium gives a firmer texture.

"We found that our modified technology is synergistic with calcium addition and

lowered pH. It's a case of two plus two plus two equalling 10," Bourne said. The modified technology, in combination with added calcium and lowered pH, produced these firmness values:

- Danvers carrots increased in crispness from 214 newtons with the conventional technology to 1,581.

- BBL47 green beans increased from 233 to 4,376 newtons.

- Cauliflower increased from 65 to 1,581 newtons.

"That's almost as firm and crisp as fresh, uncooked produce," Bourne said. "We think the time will come when half the

items in the salad bar or the stir-fry pan in your favorite restaurant will come from tin cans instead of the refrigerator."

The Cornell food scientist said the increased holding time can be easily included in the commercial-food-processing line by dropping the blanched vegetables on a slow-moving conveyor belt on the way to the can-filling machine and sterilizer. But the lower blanching temperatures confront industry with what he called a second-generation problem that does not appear in his smaller-scale laboratory process: Thermophilic, or heat-loving, microorganisms, *Continued on page 7*

REPORTS FROM THE AMERICAN CHEMICAL SOCIETY

Experimental suture uses electricity to kill germs

An experimental surgical suture that uses a small, direct current of electricity to kill germs causes less inflammation in tissues than do commonly used synthetic sutures, a Cornell biomaterials expert has found.

His research provides a novel concept for designing future germicidal sutures and could aid their introduction to surgical practice, Chih-Chang Chu reported today at the American Chemical Society's meeting in Miami.

Nearly all surgery requires a suture, but the presence of a foreign material in the body — including sutures made of silk, catgut and even preferred synthetics such as Dacron and Teflon — causes an immunological reaction, making the surrounding tissues more susceptible to infection.

According to 1982 studies cited by Chu, an average of 8 percent of all surgeries are followed by a wound infection, and hospitalizations after surgery are prolonged by an average of 7.4 days because of such infection. On average, these extended hospital stays caused by wound infections cost \$839 in hospital fees alone, he said.

Because the majority of these infections occur along sutures, an ideal suture not only would close a wound but also be able to curtail potential wound infection.

"It is reasonable to expect that this antimicrobial suture will also be able to improve the healing rate of the wound that it closes because a similar phenomenon has been found in the healing of bones," Chu said in an interview. He is a polymer chemist and associate professor in the Department of Textiles and Apparel.

"It is a known fact that electricity will improve the rate of healing of bone fractures, so we can extrapolate from the healing of hard tissues to the healing of soft tissues and expect this as a byproduct of the new antimicrobial suture," he said.

This potential to enhance wound healing would be especially helpful in cases where wound-healing capability is impaired, such as organ transplants, and wounds resulting from stabbing or automobile accidents, where there is high risk of infection.

Rat gluteal muscle tissue exhibits a milder inflammatory reaction to the new antimicrobial suture than to a common synthetic (Nurodon from Ethicon) for up to 60 days after implantation, Chu reported.

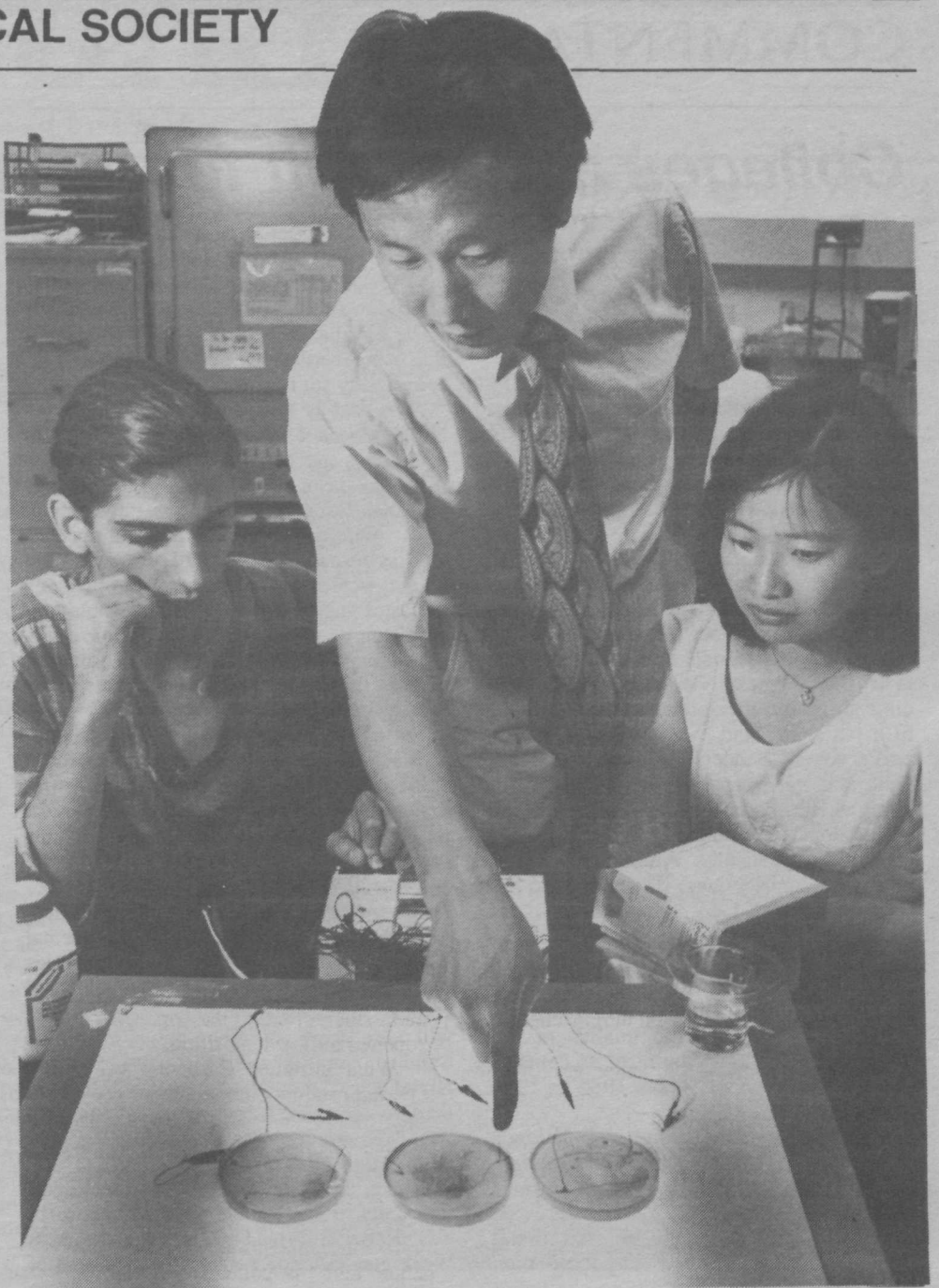
A few years ago, Chu found that the biocidal properties of suture materials could be significantly enhanced if metallic silver was chemically bonded to multifilament nylon and a direct current of a few microamps applied to it while it was on the wound. In tests on cultured bacteria, Chu and his research group found that they were able to enhance significantly the suture's biocidal property against seven types of bacteria.

Chu explained that silver ions released from the antimicrobial nylon suture are responsible for the bactericidal activity observed in the tests. The suture material does exhibit a lesser degree of antimicrobial action without the current, but the electricity clearly enhanced the effect, he added.

Chu is awaiting approval from the National Institutes of Health to begin testing on mice. He plans to implant the new suture under the skin of infected mice for up to 100 days and evaluate its antimicrobial performance and compatibility with the mice tissues.

Chu's collaborators in this research are Dr. Teruo Matsumoto, chairman of the Department of Surgery at Hahnemann University in Philadelphia, and Joseph A. Spadaro, research associate professor in the Department of Orthopedic Surgery at State University of New York Health Science Center at Syracuse.

—Carole Stone



Charles Harrington

Professor C.C. Chu discusses applying electricity to sutures with researcher Peter Chefalo (left) and graduate student Hui Ling Lin.

Meinwald receives Cope Award

Jerrold Meinwald, the Goldwin Smith Professor of Chemistry, was one of eight scientists to receive the Arthur C. Cope Scholar Award from the American Chemical Society (ACS) at the organization's meeting held in Miami Sept. 11 through 15.

The award was presented on Sept. 12 for "excellence in organic chemistry." It included a \$15,000 unrestricted research grant to be assigned by the recipient to any university or non-profit institution.

A member of the faculty since 1952 and a specialist in chemical ecology of plants and insects, Meinwald was cited by the society for his research on molecular rearrangement mechanisms in highly strained molecules and on the chemistry of natural products.

"His pioneering studies of insect and plant chemistry helped found the discipline of chemical ecology," according to the citation for the Cope Award.

The award is named for the late Massachusetts Institute of Technology professor of chemistry who was president of the ACS in 1961.



Jerrold Meinwald

Meinwald is an elected member of the National Academy of Sciences, the American Academy of Arts and Sciences and the American Philosophical Society. He received the Ernest Guenther Award from the ACS in 1984 and is slated to receive an honorary doctorate from Sweden's Goteborg University on Sept. 21 for his "outstanding contribution to chemical ecology."

—Roger Segelken

Crop management can help cut pesticide use, Pimentel says

Improved crop-management techniques would enable farmers to slash pesticide use by between 35 and 50 percent worldwide without reducing crop yields, a Cornell professor told a national conference of chemists yesterday.

Asserting that "there is room for improvement in the judicious use of pesticides," entomologist David Pimentel advocated such techniques as crop rotations and using natural enemies to kill pests.

At the American Chemical Society meeting, he said that the 5 billion pounds of pesticides applied to crops worldwide each year not only remain on the crops and in the soil but also pollute water, sometimes harming people, animals and beneficial insects. Each year, there are an estimated 500,000 non-lethal human poisonings from pesticides worldwide — either during crop application or consumption of foods — and about 10,000 deaths, Pimentel reported.

He noted that Sweden and Denmark are aiming at a 50 percent reduction in pesticide use as a national policy and the Netherlands is about to follow.

Pimentel, who specializes in the relationship between insect control and the environment, also stressed in an interview before the meeting that, although pesticide use has increased more than 30-fold since 1945, crop losses also are growing, with as much as half the world's potential food supply being lost to pests such as insects, plant diseases and weeds. Farmers now lose 35 percent of their potential harvest to pests, and an additional 20 percent of the remaining harvest is lost to pests during the storage and distribution process before food reaches the table. His analysis is based on figures on world food supplies compiled by the U.S. Department of Agriculture and others.

"It's true, the plant pests are becoming tougher; 450 species of insects have evolved resistance to our insecticides, and weeds and plant pathogens have developed resistance, too," Pimentel said. "But the real reason for the rise in crop losses is the change in agricultural technology that encourages pest outbreaks."

The entomologist cited as one example a change in corn-growing practice in the United States that has turned corn fields into a heaven on Earth for insects. "American farmers used to practice 'corn rotation' by alternating, every other year, with some crop such as soybeans," Pimentel recalled.

At the same time, many U.S. farmers began practicing "no-till" agriculture, rather than completely plowing fields between each crop, Pimentel noted. That was to reduce erosion and save time. The combination of corn year after year in the same fields and undisturbed soils fostered the so-called corn rootworm complex and other pests. Corn rootworms live from one season to the next in the soil, eating plant roots and destroying crops.

"Replacing corn rotations with continuous corn culture and no-till has increased U.S. insecticide use in corn more than a thousand-fold. Corn losses to insects have more than tripled, from 3.5 percent in 1945 to 12 percent today," Pimentel told the chemical society meeting. The insect losses may be going unnoticed because corn crop yields are up, thanks to greater use of fertilizers and water, as well as high-yielding hybrid corn varieties, he noted.

The Cornell entomologist prescribed other choices in addition to crop rotations that are at least as effective as chemical pesticides for the control of some pests:

- Changing planting times. Pesticides need not be used on the Hessian fly, a destructive insect in wheat, for example, if that crop is planted after the fly has emerged and died off naturally.
- Increasing plant density. Planting more crop per acre can reduce consumption of crops by pests and result in a higher net yield.
- Biological control. Parasites, predators and other natural enemies of plant pests can be used to kill them.
- Improving host plant resistance. Greater reliance on new crop varieties that enable the plants to resist insects and plant pathogens can reduce pesticide use.

—Roger Segelken

Vegetables *continued from page 6*

present in small quantities in vegetables before blanching and which thrive in temperatures around 150 degrees Fahrenheit, may reproduce in the huge blanching tanks used in commercial-food-processing plants.

Thermophilic microorganisms can produce gases and sour tastes in canned goods. Bourne explained that thermophilic microorganisms are not a problem in the laboratory, where blanching tanks operate for an hour or so before being emptied. Commercial blanching tanks are continuously operated for 20 to 24 hours at a time with successive loads of vegetables. Boiling temperatures currently used in commercial

blanching tanks destroy the microorganisms but temperatures prescribed for crispier vegetables would not.

"It's a problem for the microbiologists," Bourne said, noting he is "fairly confident" the thermophilic microorganism problem in blanching water can be overcome in two to five years, perhaps by adjusting the pH in the blanching tank or cycling the water through high-temperature sterilizers.

"Consumers are demanding vegetables with a firm, crisp texture," the food scientist said. "For one thing, there's been a revolution in dental health."

—Roger Segelken

COMMENTARY

Colleges are at fault for journalistic rankings' influence

by James W. Schmotter

Excerpts from the Point of View feature of the Aug. 16 edition of the Chronicle of Higher Education.

What a difference a year makes. In October 1987, the Johnson Graduate School of Management at Cornell was rocked by a survey in U.S. News & World Report ranking the nation's business schools. To the consternation of all in Ithaca, the Johnson School did not even make the top 20. Thus began an academic year filled with recrimination and self-doubt, especially on the part of students and alumni. . . .

Then, in November 1988, another ranking of business schools appeared, this time in Business Week. Cornell's ranking was quite different; the Johnson School placed fifth nationally and even made the magazine's cover. Suddenly all was sweetness, light, and self-congratulation at the school. Everywhere, reprints of the Business Week article appeared; student and staff morale increased dramatically. Alumni congratulations (and contributions) flowed in, and applications for fall 1989 enrollment skyrocketed, rising more than 50 percent. . . .

This institutional manic-depressive behavior is a bit curious, for in fact an outside observer would be hard put to find any significant difference in the quality of the school's faculty, curriculum, or students in 1988 versus 1987, or versus 1986 or 1985 for that matter. . . .

The wide credence paid to such rankings reflects more than a lack of institutional self-confidence. Rather it demonstrates that, for some constituents, rankings provide an important certification of educational quality, perhaps the most important one.

Many administrators and faculty members observe correctly that such rankings oversimplify the landscape of American higher education to the detriment of all parties involved. What they are less ready to admit is that they themselves bear considerable responsibility for this development.

The fact is that higher education itself has not been able to develop a means of evaluating and certifying quality that is either relevant or intelligible to those who invest in it through their tuition payments or gifts. Accreditation, an arcane and mysterious system to nearly all students and alumni, screens out only the most obviously deficient institutions. Faculty reputations are made within individual academic disciplines, and people outside these communities are ill suited to make judgments about quality and reputation. . . .

In the vocationally oriented 1980s, educational quality has come to be certified by those who employ our graduates; institutional success is measured by numbers of job offers and starting salaries. What this approach lacks, of course, is any coherent consideration of the real relationship between quality of education and job placement and any attention to the intellectual leadership that colleges and universities claim to exert in our society. Even the most cynical business-school placement officer will admit there is more to our mission than training corporate managers, and most potential employers would agree. All hope that we add more to our students' capabilities than would a corporate-training program.

But in the absence of valid, agreed-upon indicators of quality, surveys like those in U.S. News & World Report and Business Week gain in importance. They, instead of

people in colleges and universities with the most sophisticated and accurate knowledge, become voices of authority. This is hardly surprising, since we on the nation's campuses have essentially abdicated any serious discussion of our enterprise with the outside world. Our efforts at communicating with the public have concentrated not on discussion, but on public-relations puffery.

American higher education may have failed to develop understandable measures of quality, but it has been successful in creating a public-relations machine that would make P.T. Barnum blush. To peruse college catalogues and fund-raising publications today is to expose oneself to truly embarrassing levels of hyperbole. . . .

Reversing this trend toward public-relations hyperbole will be difficult. But for starters, what about a return to some good old-fashioned academic elitism? There are a small handful of institutions secure enough to ignore press rankings; they deserve emulation. While not all of us can copy Harvard, most institutions do have pockets of true excellence of which we can, and should, be proud. Understanding these and sticking with our belief in them, regardless of the judgment of outside experts, seems a much saner approach than continuing to claim we are competitive in specific fields in which we are not. Today all American colleges and universities seem to be emulating the mission Ezra Cornell avowed for his university: an institution where "any person can find instruction in any study." I'm not sure if that mission applies to Cornell today, or even if it did in 1868 when the university opened. But I can safely say it doesn't characterize most institutions of higher education; they should stop trying to convince their various publics that

they do everything equally well.

Policy makers on our campuses are reading the wrong chapters of marketing texts. Instead of focusing on advertising rhetoric, they should pay more attention to the development of proper market niches for their institutions. This takes courage; it may even mean admitting that some areas of study are less than excellent or are even expendable, as Washington University recently decided about its sociology department. Such tightening of institutional missions requires leadership from deans and presidents; more should accept the challenge.

Rather than railing at the ignorance exhibited in public rankings, faculty members might consider some activities to help explain their roles to the public — such as writing an occasional letter to the editor or an opinion article, or chatting with reporters about their research. Faculty members should understand that other audiences besides their academic colleagues can affect the quality of their professional lives. Communicating with more general audiences may be too important to be left totally in the hands of public-relations, development, and student-recruiting specialists. Who are better equipped to explain higher education to its publics than those whose activities are most central to its mission?

Developing clearer institutional goals and employing more honesty and accuracy in presenting them to the public are good ways to begin to reclaim the ground we in higher education have ceded to our colleagues in journalism. Perhaps, in the process, we can all raise our rankings.

James W. Schmotter is associate dean of the Johnson Graduate School of Management.

Plantations offers non-credit courses

Wheat weaving, woodcut carving, rock gardening and botanical illustration are among the topics of non-credit courses in the Cornell Plantations fall education program. All courses are open, for a fee, to members of Cornell Plantations and to the general public. For information on registering, call 255-3020.

- Foraging for wild mushrooms. Dr. Scott Camazine, a physician and graduate student in neurobiology and behavior, will teach the field characteristics of local edible and poisonous fungi on Saturdays, Sept. 16 and 23.

- Botanical illustration. Bente King, botanical illustrator at the Bailey Hortorium, will teach two courses: botanical illustration with mixed color media on Wednesdays, Sept. 20 and 27 and Oct. 4, 11 and 18; and botanical illustration using pen and ink on Tuesdays, Oct. 17, 24 and 31 and Nov. 7 and 14.

- Scandanavian holiday ornaments. Botanical illustrator King will teach a course on Scandinavian holiday ornaments on Wednesday, Dec. 6.

- Forest ecology. Michael DeMunn, forestry consultant with the Cayuga Land and Forest Consulting Co., will lead a course on forest ecology, on Saturdays, Sept. 30 and Oct. 7, 14 and 21.

- Dried-flower arranging. Debbie Malone, a floral designer and owner of

the Everlastings shop, will teach dried-flower arranging on Tuesdays, Oct. 3 and 10.

- Cayuga Lake history. John Chiment, paleontologist and Cornell Plantations editor, will lead an interpretive tour of local history in a course on the history of Cayuga lake, on Saturday, Oct. 14.

- Rock gardens. Beatrice Willard, author of "Land Above the Trees," and other rock garden experts will conduct a daylong course on building and planting rock gardens, on Saturday, Oct. 21.

- Wheat weaving, grapevine wreaths. Denise Jones, co-owner of the shop Nature's Creations, will teach the construction of fall decorations on Mondays, Oct. 23 and 30; Carol Howell, the shop's other co-owner, will teach a course on decorated grapevine wreaths, on Nov. 6, 8 and 9.

- Woodcuts. Olga Pastuchiv, a Berkshire artist, will teach the carving and printing techniques of woodcuts on Wednesdays, Oct. 25 and Nov. 1, and Saturdays, Oct. 28 and Nov. 4.

- Folk toys. Erica Jenkins, toymaker at Jenkins Woodworks, will teach the history and construction of traditional mountain folk toys in a session for adults Saturday, Nov. 11, and a separate session for children age 10 and up on Saturday, Nov. 18.

Family drops student-death lawsuit

The parents of a student killed in a Cornell dormitory almost six years ago dropped their negligence suit against the university on Sept. 12, after reaching a settlement in federal district court in Albany.

As part of a court-approved settlement, Cornell agreed to pay \$200,000 to the family of Erin Nieswand. There was, however, no finding of liability or negligence on Cornell's part.

"Members of the Cornell community continue to share the sorrow and to regret the loss felt by the families of Erin Nieswand and her roommate, Yong H. Suh," said John F. Burness, vice president for university relations. "The court-approved settlement is consistent with the university's position since this tragedy occurred — there are no findings of liability or negligence of

any kind on the part of Cornell. But obviously this is not a case with any winners."

The victims' killer, Su Yong Kim, was captured the night of the murder and subsequently tried and convicted. He is now in jail for a term of 25 years to life.

The federal civil action alleged in effect that Cornell was negligent in allowing Kim to enter Low Rise Seven dormitory on the night of Dec. 17, 1983, and in not preventing his shooting to death of the roommates.

Cornell's position, according to Associate University Counsel Thomas Santoro, has been that its security procedures were sound, that Kim was known to students in the dorm and was well behaved, and that his rifle was not spotted until moments before he brandished it and shot Nieswand and Suh.

'Green revolution' leader to lecture here

A world-renowned agricultural scientist who played a key role in bringing about the "Green Revolution" that prevented famine in Asia and in other parts of the world will give a seminar on "Thoughts on the Global Issues of Food, Populations and the Environment" on Wednesday, Sept. 20, at 4 p.m. in Room 135 of Emerson Hall.

Robert F. Chandler Jr., a former Cornell professor, served as the founding director of the International Rice Research Institute in the Philippines from 1959 to 1972. Under his direction, IRRI scientists developed new

high-yielding "miracle" rice varieties that have resulted in a 66 percent boost in rice production in Asia.

Chandler's many awards include the General Foods World Food Prize, which he received in 1988. The award is presented to an individual whose work has affected billions of people around the globe in curtailing hunger, according to Larry W. Zuidema, associate director of Cornell's International Agriculture Program, the seminar sponsor.

Chandler was a member of the faculty from 1935 to 1947.

Indian House *continued from page 1*

Frank Bonamie, one of four chiefs of the Cayuga Indians and one of 50 Iroquois Grand Council chiefs, said, "It's exciting to see that this strong program will get a house."

Bonamie, a business consultant who lives in Ithaca, began pressing Cornell almost 20 years ago to increase its recruitment of American Indians from the region. His efforts led to the committee whose recommendations, in turn, led to the AIP. With the addition of the program house, Cornell will have "even a better foothold for helping educate Indian kids and providing support to the reservations," he said.

The support is part of Cornell's mission

as the state's land-grant institution, LaFrance said. The program has focused on 19 American Indian communities from South Hampton on Long Island to Niagara Falls to the North Country near Plattsburg, and the most difficult challenge is helping these communities with long-range planning and integrating their traditional values with those of mainstream society, LaFrance added.

In seeking to balance integration with preservation of Indian culture, the entire AIP has followed a Board of Trustees policy statement first enunciated in 1975 and endorsed again in 1984. Cornell should prepare its students for an integrated, pluralistic

society where "various ethnic and racial groups preserve their separate identities, while learning, working and playing together," the statement said, adding:

"University policy should facilitate this integration in the campus community, at the same time recognizing the need and right of ethnic and racial minorities to maintain their separate identities."

Besides Language House, the other residential-house programs are Ecology House, the Holland International Living Center, Just About Music, the Living Learning Center, Risley Residential College, the Transfer Center and Ujamaa.

— Sam Segal

Cancer *continued from page 1*

statistically significant. DeCosse also observed that the higher the intake of dietary fat, the more rectal polyps that formed.

Previous epidemiological surveys and worldwide population studies have suggested that dietary fiber intake is associated with reduced colon-cancer risk, but DeCosse's study is the first to demonstrate the connection in such direct terms.

Joining DeCosse in his research were Helen H. Miller of New York-Cornell's Department of Social Work and Dr. Martin L. Lesser, assistant professor of biostatistics in the Department of Public Health at New York-Cornell.

— Jonathan Weil

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 17

Thursday, September 14, 1989

Employee Spotlight on Dale Walter

By Kathleen O'Brien

A radio crackles to life as another problem or emergency arises and needs to be taken care of. A student has found that his room has not been prepared before his arrival. "Tell him to meet me at the front of the building," says our Employee Spotlight. "I'll take care of it."

Starting out as a custodian eleven years ago, then progressing to head custodian, assist supervisor, supervisor, and to his present job as manager of Housekeeping Services has prepared Dale Walter for any crisis, emergency, or problem.

Dale oversees housekeeping services for the entire West Campus area of over 1,800 students of which 70% are freshmen. His staff of 23 cleans the public areas and makes sure equipment is available for students to use to clean their own rooms.

A break comes in the summer when housekeeping turns into the conference service staff with its own set of difficulties. Dale also is responsible for purchasing supplies and furnishing, training of staff, developing procedures to ensure things keep running smoothly, and to provide a clean, healthy, orderly environ-

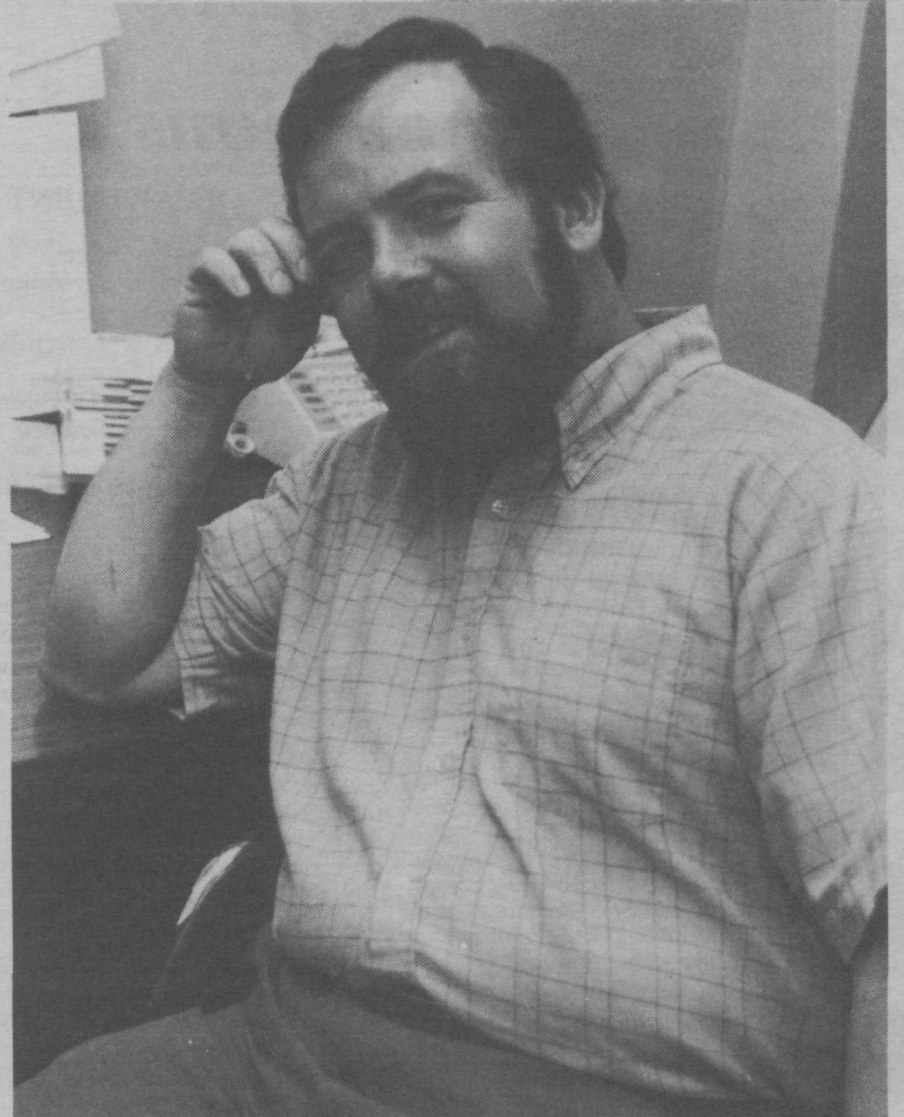
ment for all individuals whether staff or student.

Although Dale has no formal degree, he has "loads" of supervisory experience. Dale has taken all the workshops he could fit into his schedule. "You need organizational skills, a sense of making everything balance at the end, and you must be a people person," Dale explained. "I am taking further coursework, both for use in my job and for personal gain and development."

One last word? "Have determination, don't give up keep enriching yourself for job or personal development. Keep beating on doors. Be yourself!" Since Dale has gone from a custodial position to management, it looks like he has taken his own advice.

Enthusiastic, concerned, determined and caring -- this Cornell is one of your employees!

Note to community: Networking needs your support, if you know of anyone who should be in the Employee Spotlight, please send their name, phone number, and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building. Thank you!



Dale Walter

Photo by Sigrid Peterson

Wellness Update: Alternatives to the Wellness Program



The following letter was sent to all the applicants who were not able to be accepted into the 1989-90 Wellness Program due to limited space. Wellness Director Toni McBride reminds you that there are many facilities and opportunities available to employees who are not in the program to exercise and stay fit.

Dear Wellness Applicant,

We regret to inform you that we were unable to admit you into the Wellness Program for the 1989-90 academic year. As you know we had room for 150 people and as of June 1, 1989 we had close to 500 applicants. We will keep your registration form on file in case of drop-outs or people who cannot be cleared for our program. At the present time we have not decided whether we will draw from this pool of applicants for next year's program or remarket. Look for more information on

this in our bimonthly column in Networking.

Our program is only limited number-wise in the exercise testing area. Therefore, please feel free to take advantage of all of our educational programs we will be offering throughout the year. Some of the topics to be addressed will be our nutritional lectures on cholesterol and hypertension, practical healthy grocery shopping, stress management workshops, low back care and prevention clinics, and our all-important humor workshops. Again, these seminars will be announced in Networking as to place and time.

You also have a few options to pursue if you are still interested in beginning an exercise program. First, purchasing a Teagle—Helen Newman Hall privilege card entitles you to lockerroom use, bas-

Continued on page 4

15th Annual Employee Day Set for October 7



Cornell employees and their families are invited to join in the fun of our 15th annual Employee Day on Saturday, October 7 and enjoy Big Red football and a great chicken barbecue.

Mark your calendars now for this special day and watch for your letter to arrive at your campus address this week which will fill you in on the details. Tickets will be sold at the Grumman Ticket Office from September 25 to October 4. Football tickets will be \$3.00 each and barbecue, \$2.00 each.

The Employee Day Committee hopes that you will make a special effort to join us on October 7 and be part of this fine Cornell tradition. Volunteers are needed to help set up for the dinner. All volunteers receive a complimentary barbecue ticket and a great big thank you; call Janet Beebe at 5-7565 to volunteer.



Recent Transfers and Promotions

EMPLOYEE

Charles Blake
Lisa Bower
Olive Brown
Rachel Brown
Janete Carvalho
Holly Craft
Helene Croft
Melinda Cross
Donna Decker
Terri Denman
Joanne DuBulay
A. Dunford-Blodgett
James Dunston
Debra Dwyer
Debra Ferguson
Kathy Fisher
Gloria Fulton
June Gee
Anne Gockel
Nancy Goody
Constance Gordon
Shirley Grant
Sharon Greene
Colleen Hansel
Terry Hollenbec
Michael hornick
David Horrocks
Gloria Howell
Shu-Hui Huang
Molly Katsoulis
Bryn Kehrli
R. Kenworthy
Rosemary Lacey
Caroline Lampiast
Leone LaMontain
Barbara Lauber
Robert Locke
Constance Mabry
Daniel Malone
Desne Murdoch
Kimberli Muzzy
Donald Myers
Janet Newport
Theresa Norman
Cheryl Pai
Kenneth Pendell
Deborah Reyna
Kay Rice
Kenneth Ridley
Rose Sagan
M. Schimizzi-Cady
Deana Scott
John Sheevers
Mildred Sherwood
Anne Sieverding
Sandra Sill
Robert Skinner
Barbara Skoblick
Elaine Spirawk
Helen Steh
Mary A. Stilwell
Diane Terry
Cheryl Thompson
Carol Uber
Paula Utter
John Ullberg
Edward Vance
Todd Vanorman
Barbara Vasteno
Gaylord Veit
Maureen Viele
David Wakoff
Sharon Wargo
F. Kaye Westfall
Betty Wilen
Gerard Wilmarth
Veronica Zielinski

DEPARTMENT

Bursar's Office
Academic Personnel Office
Health Services
Unions & Activities
General Stores
University Development
Computer Science
LASSP
International Studies
Mathematics
Public Affairs
Engineering
Hotel Administration
Nutritional Sciences
Hotel Administration
Public Affairs Records
Facilities
Health Services
Computer Science
Campus Planning
Dean of Students
Campus Services
Astronomy
Engineering
Academic Personnel
Statler Hotel
Campus Store
Registrar Office
Summer Session
JGSM
Dining Services
Health Services
Health Services
Statler Hotel
Facilities
University Libraries
International Students
Commencement Office
Statler Hotel
University Development
Construction Management
Hotel Administration
Dining Services
CIT
Dining Services
CIT
Residence Life
International Studies
Engineering
Judicial Administrator
Theory Center
Accounting
Facilities
Addressing & Mailing
African Development
CRSR
Statler Hotel
CIT
Education
Transportation
Dining
International Studies
Chemistry
Campus Affairs
Theory Center
Campus Planning
Animal Science
Statler Hotel
Public Affairs Records
Statler Hotel
Theory Center
Controller's Office
Construction Management
University Libraries
Plant Biology
IPA
University Libraries

EAP Advice on Rec Substance Abuse in

Any person, young or old, male or female, can have a problem with abusing substances. These substances can include prescription drugs, cocaine, alcohol, marijuana, or any other drug or combination of drugs which can negatively affect the employee.

When a person abuses a substance, the costs to the employer are very high. Behavior at work may affect the safety, productivity and the attitudes of the worker. In their personal lives, people have lost families, violence increases, legal and financial problems are common. Coworkers are sometimes put in unpleasant or

even dangerous situations.

Behaviors exhibited at work can sometimes signal a substance problem. These include: arriving late or off the job; a decrease in job performance; abrupt change in behavior or personality; and poor hygiene or appearance.

In order to keep your workplace healthy and efficient, it is important to learn as much as possible about substance abuse, to not underestimate there may be a problem, and seek help from professional counselors for alcohol and-or substance

Fathers' Changing R

The father's role in many of today's families has changed dramatically and these changes reflect his increased participation in many aspects of daily family functioning.

Traditional stereotypes of fatherhood are gradually breaking down as contemporary families adjust to the hectic schedules of two working parents, or to the changes associated with living in a step-family or single-parent household. With increasing frequency, men are participating in the daily tasks connected with caring for and nurturing their children.

The image of the distant, awkward father is being replaced by one which reflects more active involvement and a greater sense of competence. A growing number of men are experiencing the joys and challenges of parenting young chil-

dren in a direct and daily way. This type of father is a growing trend. This generation has included men who maintained a high level of involvement with their children.

Men are witnessing and participating in many of their children's "firsts," such as the first steps, the first over in the crib or watching the first steps of walking. These involved fathers are experiencing quality interactions with their children during which an intimate relationship who that child is can be established.

Fathers are increasingly becoming more in touch with the daily lives of their children, as well. Dads are participating in pressing work schedules with sick children. Fathers are becoming very familiar with the "st

Balancing Work and

By Theresa Vander Horn

It's a new age, that's for sure. When I get together with my women friends, it's not recipes we're discussing. Day care and politics; motherhood and technology; parents' rights in the workplace; and the "Mommy Track," are among the topics on women's minds today. But more than any other topic, how we manage working full-time and parenting full-time dominates the conversations.

In a recent workshop, I learned of some useful tips to balancing work and family. I have combined them with some of my own, some I've read about, and some I've heard from my friends on the Committee on Children, Work and Family. Not every tip works for everyone and this list is by no means exhaustive; indeed, it is only a start.

Consider spending the first fifteen minutes home from work in quiet, close interaction with the children. Child-care experts call this "transition time," and say it allows a child to make a smooth transition from day care to home. The hustle-bustle of getting in, getting the mail, and starting the meal can be overwhelming for a child and can lead to whining and fussiness all evening. Fifteen minutes of cuddling and quiet conversation spent right at the start can get you hours of peaceful play afterward. The time is typically spent talking about the events of the day, or cuddling, or nursing. Take a deep breath, let everything wait, and relax...

- Stagger the bedtimes of your children. Putting children to bed at different times apart allows you the opportunity for a good-night chat with each child. When he-she drifts off to sleep, you can be especially helpful to clarify anything confusing that occurred during the day, providing a better night's sleep.

- Get up one half hour earlier in the morning to spend time with your child. When you have time to spend with your children, it's hard to find time to spend with each. Getting up a half hour earlier or reading works especially well with a young child who wakes up with a burst of energy. Exchange one night-time chore with your child so you can get to bed a little earlier.

- Consider investing in a dishwasher, financial planning, or other time-savers that can provide time for interaction with your children. Time to pick up used applications is when the students leave.

- Establish a weekend play date with other parents. A play group that meets each week from one parent to the next gives the kids a chance to play with some different toys in a different environment. At-home moms especially appreciate the chance to see their kids appreciate the environment.

- Consider your requirements for child care in relation to your home

Recognizing and Handling the Workplace

Treatment can enable people to stop the abuse before it ruins their lives. It helps people protect their health and safety and makes it possible to restore family relationships.

Assistance for substance abusers and for the people who may be affected by their behavior, can be found through EAP twelve-step programs such as Alcoholics Anonymous, Al Anon, Narcotics Anonymous, or NAR-Anon, the Alcoholism Council, Alpha House or any other treatment professional or facility.

It is sometimes difficult to decide if you or someone close to you has a problem

with substances. Answer these three questions honestly:

- Does the use of any substance abuse interfere with your quality of life?
- Are persons close to you telling you that your behavior related to use of drugs or alcohol is not okay?
- Is using substances more becoming less enjoyable?

If you answered Yes to any of these questions, you need to check it out with a professional person.

If you have any questions about substance abuse, or have any other concerns, please contact the Employee Assistance Program (273-1129).

Role in Today's Society

tration: very few tasks at home are ever completed without interruption, so that only some of the dishes, or some of the laundry, or some of the shopping gets done before a teetering toddler needs to be rescued from a fall, or fed, or changed, or all of the above!

An increasing number of fathers know all too well the feeling that there just are not enough hours in a day to adequately address work and family responsibilities.

Father-child bonds are strengthened when consistent time is spent with each other. Quality of interaction time is not nearly as important as ensuring that a child can expect to see Dad at certain regular times.

Exhausted fathers returning from work or picking children up for scheduled visitation are turning on the television

less and bringing out the board games and camping equipment more. Even brief yet consistent interactions (rituals), such as saying "good-night" to a child or sharing a meal, will sustain a continuity for family closeness.

The male stereotype dictates that increased self-esteem comes from feelings of success in the world of work through the role of achiever or producer and a growing number of men are finding that positive feelings about themselves can emerge from the world of children through the role of actively involved father.

If you have ongoing concerns related to parenting or any other personal or work related issues, the EAP can help. Please call us at 273-1129.

Family: Collected Recipes

ment. If your child is in a day-care program filled with stimulating activities and sprawling grounds, you may not need elaborate space or facilities at home. Likewise, if you have ample space, activities and facilities at home, you may not require the same environment at day care.

Feel free to continue nursing. Some new mothers feel they must stop breastfeeding when they return to work. This is not so. Nursing can be continued for the morning, evening and night feedings as long as you like. Lunchtime nursing can be accommodated in some situations if the baby's care provider is close by and if you can arrange extra time at lunch. Some nursing mothers say that the intense and close contact involved in nursing greatly improves the transition time from day care to home at the end of the day.

- Find time for your spouse. Many people feel that a strong and loving relationship is as important for the children as it is for the marriage (and yet there are ample reports of marital stress during child rearing). Parents provide the children with their first impressions of a couples relationship. A number of people expressed the feeling that a strong marriage is well worth the investment of time and energy. Kind words, understanding, and mutual support, benefit the marriage and the children.

- Choose peace over production. If the

stress or tension of getting something done is creating aggravation and anger, set it aside. What's the point of having a nicely prepared meal, or a spotless house, if everyone is angry? What gets done is sometimes not as important as keeping the peace, the peace that makes a household a home.

- Speak with your supervisor regarding flexible or reduced hours. Nationally and locally women at all levels are calling for more part-time employment opportunities. While the part-time market continues to develop (and we continue to rely on a full-time paycheck), flextime or reduced hours can go a long way in helping to balance work and family demands. Consider the needs of your office and your coworkers, and then make an appointment to speak with your supervisor if you are interested in flextime or reduced hours.

- Free yourself of guilt. The shape of families is changing. Only some 10% of American families fit into the Stay-at-home Mom and One-wage-earner Dad model of the 1950's. For economic or personal reasons, more mothers of young children are working outside the home and more parents are single parents. These changes require some adjustments in how things (or if things) get done in the home. Approaches to meal preparation, housework, errands, etc. have to be looked at in a new light. Consider this an opportunity to redefine a way of parenting that works for you -- even if it's not the way mom did it.

CRC News

Did you know that, for a small additional fee, anyone is eligible to join CRC on our trips? So come on, join us soon for one of our new and exciting trips planned for this fall. You'll be glad that you did. Call the CRC Office at 5-7565.

It's easy to become a member of CRC. Call the office for a membership brochure.

Here's what's happening this fall at CRC:

Mystery Trip: September 23

Have you ever sat up late reading a book because you had to find out what happened? Have you ever taken a risk or accepted a dare -- without knowing all the consequences? Do you always wonder what lies beyond that sign "Do Not Open?" Are you at your happiest when giving or receiving a surprise?

Employee Day: October 7

Anyone wishing to volunteer to help at the Employee Day football game, please contact Janet Beebe at 5-7565. We need many male volunteers to help set up on Saturday morning. Also needed are people to serve and clean up.

Pork Roast: October 14

Delicious roast pork cooked to perfection by the Pendleton Brothers. Who can resist the temptation? For only \$5.00 per person you can enjoy a relaxing day at the CRC Park. \$2.00 for a beer or soda ticket. Ice tea and lemonade will be furnished. Please bring a dish to pass. Call Janet for your tickets.

Buffalo Bills vs New York Jets: October 22

Let's go Buffalo! Or are you, per chance, a Jets' fan? For only \$43.00 you can root for your favorite team. Reserve your space today. Final payment is due on October 13.

Beck's Grove Dinner Theatre: November 4

Join Suzanne Sager and gang for a fun-filled day in the Rome area. First stop will be at the Oneida Silver Factory. After lunch, (on your own) the group will continue on to the Music Museum. This museum has restored antique musical instruments that you may touch -- even give a concert. On to Beck's Grove where the group will enjoy a leisurely dinner and watch the comedy "Who killed Howard Johnson?" The bus will leave at 9:00am, returning to Ithaca around midnight. The price is only \$38.00 per person.

Ice Capades 50th Anniversary: November 12

You won't want to miss this year's special 50th Anniversary celebration of the Ice Capades. Special guests this year are Barbie and Nintendo's Mario Brothers. For only \$18.50 you can be part of this celebration. We will be attending the 1:00pm performance at the War Memorial.

Holiday Dinner Dance: December 9

CRC's annual holiday dinner dance will be held at TC3 on Saturday, December 9, 1989. Enjoy the sounds of "The Singing Machine." Time and price to be announced soon.

Rose Bowl Parade and Hawaii: December 30

Don't miss this once in a lifetime chance to see the Rose Bowl Parade in person. Spend three nights in LA, tour the city, Universal Studios and New Years Eve Banquet. You may choose only to go the Rose Bowl. There are three options for the ever beautiful Hawaii. Prices start at only \$1,095 per person.

Call Janet Beebe for more information on this trip.

Unclassified Ads

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

FOR SALE

1987 25' Sea Ray Sundancer, exc cond, with or without EZloader trailer, can be seen at slip .67. Allan H. Treman State Marina or call 539-6304 eves.

1987 Pontiac Sunbird SE, 27k miles, 2 dr, dark gray, automatic, 4 cyl, fuel inj, AC, PS, PB, PW, AM-FM cassette and more, exc cond, asking \$6,600. Chad 5-5109.

1985 Chevrolet Van (G-30), 8600 GVW, 5.7L (350 ci) V-8, automatic, locking differential, 33 gal fuel tank, 33,9332 miles. Allen Snyder 253-3482.

1984 Toyota Corolla, 4 dr sedan, 5 spd, no rust, exc cond, 83k, \$3,200 OBO: 1973 Pontiac Grand Am, AT, PS, PB, AC, no winters, very good cond, 59k, \$1,800 OBO. 564-7988 leave message.

1989 Kirby vacuum cleaner, brand new, \$675 includes vacuum, all attachments and shampooer. 657-8455 after 2:30.

1982 Plymouth Voyager, seats seven, exc cond, still under warranty, \$9,500, leaving for sabbatic year, must sell. 277-11131 or 5-6430.

1980 Honda Hawk motorcycle (CB 400T), 5k miles, elec start, exc cond, \$600. 5-5908 or 844-4094 eves.

1979 Dodge Omni, runs great, \$450: queen size mattress and box springs, exc cond, \$150 firm: Upland No. 17 airtight wood stove, exc cond, \$175. Dan Reynolds 594-2825.

Four wheel drive, 1977 Jeep CJ7 hardtop, dark blue, very good cond, 6 cyl, standard, five new tires, new battery, new heater, just serviced, low miles, great in mud or snow. \$1,650 firm. Dan Reynolds 607-594-2825.

1975 Ford F100 4x4, 69k, orig owner, 360 V8, PS-PB, AC, auto, radials, 8' box, Winnebago cap, hitch, rusty but runs good, \$1,250. 533-7725.

1972 GMC pick-up rack back 350 V-8, 4 spd, 4 bbl, heavy 1-2 ton, runs strong, \$600 neg. Chris 253-3314.

1972 Chevy C-10 deluxe pickup, 134k miles, 400 hp engine with 4 barrel carb, with camping cap, wood cabinets, closet, trailer hitch, runs great, \$500 OBO. 277-0277.

USA Fender Stratocaster elec guitar, mint cond, very attractive, black and white with maple neck, comes with top-of-the-line red velvet-lined case, \$500 firm. Mark 533-4576 eves.

Lifecycle model 6000, \$800: Singer Touch and Sew II with cabinet, \$150: Yamaha FG-110 guitar, \$50. 257-0115 after 5:30pm.

14 ft. aluminum flat bottom boat with 15 HP motor and tilt bed trailer, \$600 OBO. Craig 5-5174 or 315-364-7585.

Good quality mobile home with many appliances, patio and awning set up in Parkwood Village, low expenses, \$8,400. 257-4391 or 5-7946.

Snow tires, Dunlop, P17580 R13, very good cond, mounted on wheels, \$55 pair.

387-9619 after 6pm.

55 gallon used wood barrels, whole \$9, half \$5 each. 387-9619 after 6pm.

One 7 ft long low-backed brown couch, \$65; one twin-sized mattress, \$35. Kathryn 5-9727 or 277-6331.

Ohio pet dog food, 26% protein, 50lbs, \$13. Mark Fabrizi

5-4262 days or 546-8561 eves after 5pm.

New cubic refrigerator, 1 1-2 ft square with ice cube freezer, good for dorm, office or show, \$80. 257-1757.

Gold stamping Kinsley machine for imprinting on albums, certificates, photos, books, hand operated, portable, automatic foil feed, dozen rolls of gold foil included, used once, best offer. 257-1757.

Dining room set, solid wood, about 30 yrs old, very good cond, includes breakfront, six chairs with upholstered seats, table with extension leafs, \$950. 273-2065.

Items new cond: Bentwood rocker, \$30: rowing machine, \$30: ice cream maker, \$10: items good and sturdy: gold wing-back sofa, \$100: tan leather lounge chair, \$40: space-saver stereo cart on wheels, \$10: pedestal gas grill, \$10: large BBQ grill with cover, \$10: umbrella stroller, \$10. Jackie 5-4547 days or 533-4576 eves.

Tandy computer, 640k, hard and two floppy drives, colored monitor, keyboard, desktop (word processing, spreadsheet, address book, calendar, draw, music, PC link, alarm, game), hardly used. Kathy 5-0785.

Brass headboard, twin, \$25: twin mattresses, like new, \$100: lawn mower, reel type, \$10: full-length suede coat, fur collar, size 10, worn twice, \$50. Jane 5-7398 days or 272-5184 eves.

Four yr General Elec upright freezer, good cond, works great, \$200. Dawn 253-3062 eves or 589-6827 after 5pm.

Kenmore heavy duty automatic washer, exc cond, 24" x 26", asking \$150. 273-7968 anytime.

Digital PRO350 computer with two 400k disk drives, 10 MB hard disk, monitor and printer with all programs (DBase, word processing, RS1, etc), \$1,000 OBO. Joe Navaie 5-2063.

Ladies' sz 7 1-2 Nike Air Pegasus running shoes, men's size 7 Reebok hi-top basketball shoes, both hardly used, exc cond, selling because too small. Felicity 347-4580 eves or 5-4004 days.

Must sell a telex 6120 tape duplicating system, includes Salve unit (make few copies at time), cassette master (make three copies and has one master slot), reel to reel master (6120m). System in good cond. Also included are technical manual and operating manuals. Dominga Batista, 5-0704.

36" therma-tru insulated exterior door, pre-hung, new cond, \$150: used clapboard, painted white, various lengths. 347-4858 eves.

Hide-a-bed (sofa bed), earth tones-natural colors, exc cond, like new, modern style. Must sell 257-6910 eves.

Milking goats, very reasonable. Tom 659-5009.

3 bdrm, 0.6 acre fenced yard, big eat-in kitchen-DR, family room, living room, storage rooms (lots of storage), 1 1-2 car garage (fits 2 cars) with attic, shed, \$54k. 5-5908 or 844-4094 eves.

FOCUS on the Employee Assembly

By William Herman

At the past several meetings of the Employee Assembly, the idea of a Task Force to define what an employee newspaper is and to review existing policies, editorial procedures, and board membership has been discussed.

Also discussed was the need to identify staffing needs (both volunteer and professional), as well as the legal obligations of a university-funded newspaper. Lastly, we decided to recommend changes to existing policies and procedures that will respond to the needs of the community.

We are now seeking the cooperation and assistance of the community served by the present employee newspaper (Networking) in volunteering to serve on such a task force. Please, do not shy away because you feel you have no experience or expertise in this area.

While it is true that some of the staff serving the present employee newspaper do have such experience, much of the work is done by volunteers

who have little or no such experience. This is your chance to have an important voice in the direction our employee newspaper will take as we move into the '90s.

As your elected representatives, the Employee Assembly want you to know and understand that while we as a body are not being critical of the way "Networking" is currently being produced, we recognize that from time to time it can be beneficial to review policies and procedures and, if necessary, recommend con-

structive changes.

Anyone wishing to serve on this task force is urged to submit your name, campus address and telephone in writing to the Office of Assemblies at 165 Day Hall not later than September 18, 1989.

To make this venture successful, it is imperative that we have the cooperation and assistance from ALL the Cornell community. We want to ensure that everyone has a chance to get involved, so please give careful consideration to volunteering and let us hear from you.

Report from Your Employee Elected Trustee

By Dwight Widger

There are numerous events of interest that have happened since the past issue of Networking.

The Office of Human Resources has mailed out information to individuals regarding the classification review study. This two-page summary outlining the details of the procedure and process has been mailed to staff members' home address. I encourage everyone to work with the Office of Human Resources and the consultants.

The Employee Assembly has approved the charge for a task force for the employee newspaper. The purpose to review existing policies, editorial procedures and board membership. The Task Force will recommend changes and prepare a final report within the next year. If you are interested in serving as an At-large member of the Task Force, please contact the Office of the Assemblies at 255-3715.

The Task Force for Working Families

has prepared a report which was outlined at the last Employee Assembly meeting. There are over 40 recommendations that will be reviewed and considered for implementation. A Brown Bag Luncheon will be held on Tuesday, September 26 in Statler Hall, Room 190, starting at 12:10pm. This will allow all employees the opportunity to respond to the draft final report. Copies of the draft report are available in the Office of Human Resources for you to review prior to the luncheon. This Brown Bag Luncheon will allow you to respond to and comment upon the draft final report of the Task Force for Working Families.

The Brown Bag Luncheons will resume on September 26. The days will be changed to Tuesdays so that we will not compete with the South Asia Program Seminar Series. Luncheons to look for include Campus Planning on October 3, Employee Assistance Program (EAP) on October 17, Transportation on November 14, Extramural Education on January 1990.

If you have any questions, concerns or comments that your Employee Elected Trustee should be aware of, please do not hesitate to contact me. Mail should be directed to Dwight Widger, Nuclear Studies, Wilson Lab, campus or send computer mail to DWWO, CRNLNS.

Employee Day will be on October 7, 1989 when the Cornell Big Red football team will take on Lafayette. A delicious chicken barbecue will be served after the game to all employees who purchase the presale tickets. Employee Day has become an annual event that is enjoyed by everyone. Watch for the details on where tickets will be available. I hope to see you there!

WANTED

One Statutory Exempt Employee To fill seat on Employee Assembly

If you are interested in your coworkers' concerns and the Cornell community contact the Office of the Assemblies 255-3715

For an application for the Employee Assembly or

For more information on the campus governance system

Blood Pressure Clinics for September

- Open Blood Pressure Clinics for September
- September 14 - Bard Lounge, 9:00am-12 noon
- September 14 - Rice-Bruckner, Room 205 - 1:30-3:30pm
- September 19 - Clark, Room E18 - 8:30am-12 noon & 1-3pm
- September 22 - Day Hall, Board Room - 9am-4pm
- September 28 - A.D. White House Library - 1:30-3:30pm

Program

Continued from page 1

ket and lock, pool privileges in both buildings, fitness room in HNH (includes Universal weight lifting machines, air-dyne bicycles, Concept II rowing machines), Universal weight lifting machines in Teagle and the Barton Hall running track.

Also, you have the option of taking any P.E. class per semester for free. The fee for the academic year is \$78.00, \$50.00 for one semester and \$35.00 for the summer only. Just stop by either the Teagle or HNH issue room for further information.

Second, if you are interested in early morning swimming there is a Master's swim club in Teagle which offers lap swimming Monday through Friday 6-8:45am. Fees are \$35.00 per semester and \$20.00 over the summer. The contact person for this activity is Maureen Carter 5-3093.

Finally, the YMCA of Ithaca, located on North Triphammer Road, offers to its members exercise testing and health risk appraisals for a nominal fee. The testing and health risk appraisals for a nominal fee. The testing involves body-fat analysis, blood-pressure screening, cardiovascular assessment, flexibility and muscle

strength and endurance testing. The YMCA also offers swimming, aerobics, weight lifting, racquetball and other recreational activities. Their fees range anywhere from \$25.00 to \$315.00 depending upon what type of membership you desire. The YMCA also has scholarship programs for anyone needing financial assistance, so money should not be a concern. If you are interested in this community service contact Joanie Groome, program director, at 257-0101.

We will also be offering throughout the upcoming year cholesterol and blood pressure screening clinics, so you will have the opportunity to involve yourself in this part of the program as well.

Again, thank you for your interest in our program and we will try to accommodate everyone as soon as possible. I hope you will be able to take advantage of some of these other programs and start your commitment to yourself and your family in the pursuit of health and well being. It doesn't matter where you do it, just take that first step and go with it!

Good luck and I hope to be meeting and working with you in the future.
Best Regards,
Toni McBride
Director of Wellness

Employee Calendar

Thursday, September 14. Blood pressure screening, Bard Lounge, 9:00am-12 noon

Thursday, September 14. Blood pressure screening, Rice-Bruckner, Room 205 - 1:30-3:30pm

Tuesday, September 19. Blood pressure screening, Clark, Room E18 - 8:30am-12 noon & 1-3pm

Friday, September 22. Blood pressure screening, Day Hall, Board Room - 9am-4pm

Saturday, September 23. CRC Mystery Trip, call the CRC Office, 5-7565, for information.

Thursday, September 28. Blood pressure screening, A.D. White House Library - 1:30-3:30pm

Saturday, October 7. Employee Day, anyone wishing to volunteer please contact Janet Beebe at 5-7565.

Saturday, October 14. Pork Roast at CRC Park, only \$5 per person: \$2 for a beer or soda ticket. Ice tea and lemonade will be furnished. Please bring a dish to pass. Call Janet, 5-7565, for your tickets.

Sunday, October 22. Buffalo Bills vs. New York Jets, \$43 reserves your space today. Final payment is due to CRC Office on October 13.

Saturday, November 4. Beck's Grove Dinner Theatre, bus leaves at 9am, returning to Ithaca around midnight, \$38 per person. Call CRC Office for more information.

Sunday, November 12. Ice Capades 50th Anniversary with special guests Barbie and Nintendo's Mario Brothers, \$18.50 at the War Memorial. Contact Janet at the CRC Office.

Saturday, December 9. CRC's annual holiday dinner dance at TCC. Time and price to be announced soon.

Saturday, December 30. rade and Hawaii. There are and prices start at \$1,095 per person. Janet Beebe for more information on this trip.

Please submit listings to appear in the calendar to Employee Calendar, 130 Day Hall.

CORNELL EMPLOYMENT NEWS

September 14, 1989

Including Job Opportunities

Volume 1, Number 36

Writing a Letter to a Person Who Has Harassed or Offended You

by Mary P. Rowe, special assistant to the president of MIT and adjunct professor at MIT's Sloan School of Management, used with permission

First, Collect Your Thoughts on Paper

If someone has offended you, you may wish to go back directly to that person. You will find it easier to go back to the offender, in person or on paper, if you first write a draft of how you see this matter. Then you can decide whether to send the letter, go back in person, or choose some other option to deal with the situation now that you have collected your thoughts on paper.

Writing this draft or this letter may take a little time. If you have been hurt, if you feel very angry, if you are at all afraid, you may find you need to write several drafts. Do not be worried if your first draft is a messy stream-of-consciousness, and do not worry about the tone of your early drafts. In fact, the more upset you are, the more worthwhile it is actually to write a letter. It will help to "get the anger outside yourself" and help in the process of deciding what option to choose in dealing with the situation. And your last draft will be more effective if early drafts have helped you deal with your feelings.

Will a Direct Approach Cause Retaliation?

Sometimes a person who has been offended will worry whether a direct approach to the offender will cause that person to retaliate. This is an important question to consider, but in North American society a well-prepared, direct approach to an offender may actually be the option least likely to result in retaliation. Remember that most people in this culture would rather hear about a problem directly and not from a third party. Also you should keep a copy of the letter you send; this is likely to help in dealing with the problem if there should be retaliation or if the offense recurs.

Letters are Useful When Backgrounds are Different

A letter can be used by anyone who feels unreasonably offended, intimidated or harassed. It is particularly useful where people's backgrounds are different. For example, energetic managers may offend older people, with allusions to age, without really understanding the offense. Ethnic slurs, anti-Semitism, anti-gay jokes, poking fun at the handicapped, racist behavior and sexual harassment are all problems where a letter may help. Letters have been effectively

used by non-technical people who feel that "the computniks are sneering at them" and vice versa; so also with smokers versus non-smokers. A letter may help with the garage that messed up your car.

Help Available at Cornell

Writing a letter to a person who has harassed or offended you can be a first step in dealing with harassment. Staff in the offices listed below are available to discuss the incident, to consider ways for you to deal with it personally, and to talk about the letter you've written. In addition, they can talk with you about other options for dealing with the harassment, such as through an informal complaint or through the formal grievance procedures. Help is available in the following offices:

Office of Equal Opportunity, 234 Day Hall, 255-3976
Office of the University Ombudsman, 116 Stimson Hall, 5-4321
Employee Relations, 130 Day Hall, 5-7206
Judicial Administrator, 223 Day Hall, 5-4680

Counseling and support for employees who have experienced harassment is offered through the Employee Assistance Program, 273-1129.

Content of Letter Should Fit the Particular Situation

I do not recommend a "form" letter. Sometimes a brief note is better among friends. Whatever the case, the letter should fit the particular situation exactly. I do recommend three parts to a note or letter. The first is an objective statement of "the facts as I perceive them." No feelings, judgments or opinions belong in this section. In serious cases it may help for this section to be quite long and very detailed. It must be scrupulously accurate to be effective and fair. The first section should not use euphemisms. It should be very matter of fact. If you are not sure whether a statement is factual, then say "I believe (this happened) ...; I think (this was the case) ..."

The second section is for opinions and feelings. "This is how the facts as I know them make me feel." This is the appropriate place for a statement of damages if any, "I feel I can no longer work with you;" "I was not able to work effectively for the following two weeks..."; "I felt terrible about what you did..."

Continued on page 4

Business Opportunities For Veterans

What: Seminar for men and women veterans exploring options and opportunities in starting their own business.

Where: Onondaga Community College - Student Lounge
Onondaga Road, Syracuse, New York

When: Saturday, September 16, 1989

Time: 9:00 a.m.-4:00 p.m.

Cost: \$10.00

Sponsored By: Small Business Administration, Service Corps of Retired Executives, Small Business Development Center, New York State Department of Economic Development

Contact: David LaVeck, (315) 423-5356 (for handicapped accessibility arrangements)
Onondaga Community College, (315) 475-0083 (for general information)

Employee Benefits Staff Plans Retreat This Friday

The Employee Benefits section of the Office of Human Resources will be participating in a one-day staff development retreat on Friday, September 15 and will be unavailable for routine customer service. Phone coverage will be provided and questions and concerns will be taken at 5-3936.

Survey Results Prompt Electronics Course Offering

Basic DC Electronics will be offered this fall due to employee interest indicated from a survey printed in CEN last spring. Employees who work with or have a strong interest in electronics will learn the fundamentals of basic electronics theory and DC currents and how to solve basic electronics problems involving current, voltage, resistance, and power. Schematics and basic components to construct DC currents will also be covered.

Basic DC Electronics will be offered on Tuesdays and Thursdays beginning September 19 through December 21 from 8:00am - 9:30 am. You may register by calling Training and Development at 5-7170.

The Performance Appraisal Process: A "How-to" Series Begins Today

This week begins a series of articles on the process of performance appraisal prepared by Senior Training Associate Sandra Carrington based on information taken from a training seminar. Topics to be covered during the next few weeks include causes of poor performance, anticipating/dealing with and avoiding defensive behavior; the five most common problems to avoid in rating employee performance; and coaching and counseling. We begin today with a discussion of how to avoid personal reluctance to giving performance appraisals and the importance of having clear job descriptions as the basis upon which to build a successful performance appraisal session between the supervisor and staff member.

How to Reduce Personal Reluctance to Giving Performance Appraisals

by Sandra Carrington, senior training associate, Office of Human Resources

Do you enjoy the idea of sitting down with a staff member and reviewing her performance? Do you have any time in your day to even think about performance appraisals? Is it a waste of time to regularly review with your staff members your evaluation of their work? Do you have employees who are difficult enough to deal with let alone review their performance?

The above are very real questions that managers have to face when considering how to comply with university policy to perform regular performance appraisals for all employees.

I read somewhere that nonprofit organizations are supposed to have more than their share of managers

and supervisors who are reluctant to judge people and tell them where they stand.

I don't know if this statement is true but this series of articles will perhaps offer guidance and reassurance to those - both supervisors and nonsupervisory staff - who dread the thought of going through the annual performance appraisal process.

Personnel Manual policy #505 states that "Each staff member's performance is to be formally evaluated by the immediate supervisor at least once every calendar year using an approved university performance appraisal form."

This formal appraisal is conducted IN ADDITION to ongoing discussion between a supervisor and employee concerning job performance routinely and regularly throughout the year. What is discussed in the formal performance appraisal - either positive or negative - should come as no surprise to an employee - ongoing communication with his supervisor should have prepared him for the content of his annual review.

The performance appraisal is meant to be a positive step toward providing an opportunity for an exchange of views regarding job results and performance planning. The process is designed to promote communication between supervisors and staff, improve job understanding, promote more effective job performance and on-the-job employee development.

Understanding the value of combining a formal appraisal process with ongoing communication focusing on job performance is of immense value to both supervisor and employee. Taking the time to coach, counsel or whatever it takes to strengthen a work relationship is of utmost importance. Working with employees regularly over time will make the appraisal process seem far less threatening. Once the appraisal process is viewed as just another segment of your working relationship, reluctance to conduct the annual review will fade.

In addition to giving your assessment of the employee's performance in the job, the annual appraisal provides an opportunity to review the

accuracy of the job description and take an assessment of job responsibilities. Is the employee doing the same job she was hired to do? Have the work responsibilities changed? Is it time to take another look at the accuracy of the job description? Establishing clear job descriptions is one of the first steps toward promoting a positive performance appraisal experience.

Establishing Clear Job Descriptions

A job description gives an item-by-item list of the job's main duties, responsibilities and accountability. Breaking the job description into four parts helps to make it more clear and effective:

1. Descriptive working title for that job
2. Summary statement of main function
3. List of specific job duties and/or responsibilities (main components, not details), in priority order (to enhance clarity), to indicate the approximate percentage of time required for each duty
4. Reasonable/appropriate educational/skill requirements based on job content. This section should reflect minimum qualifications an employee needs to do the job.
5. (optional) supervisor's title/name

Here's a checklist to use when putting a job description together, to make sure it's as clear as possible.

Checklist for Job Description Clarity

1. Is the description clear enough to be understood by someone who is unfamiliar with the job?
2. Does each sentence open with an active verb?
3. Is the description in short, clear sentences, rather than long, involved ones?
4. Is the description given in precise language that leaves no room for misinterpretation of what is actually done?
5. Does the description include the quantity factor when possible?

Continued on page 4



Sandra Carrington
Sr. Training Associate

JOB OPPORTUNITIES

September 14, 1989

Volume 1, Number 36

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

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

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

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care. Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

Director, Corporate Development (PA8501) HRII University Development-Endowed

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

Executive Director (PA8506) HRIII Theory Center-Endowed

Direct and administer the business and related fiscal and administrative activities of the Theory Center, including managing financial resources and equipment of more than \$50 million. **Requirements:** Bachelor's or equivalent, MBA preferred. 6-10 years business management experience. Direct involvement with and understanding of research programs, preferably in computing or related fields, such as electrical engineering. Supervisory/managerial skills essential. Budgeting and financial reporting. Extensive experience with spreadsheet development for long term financial planning. Understanding of research and related business contracts. Excellent interpersonal and communication skills. Send cover letter and resume to Search Committee: Executive Director.

Director of Admissions (PC8520) HRII Graduate School-Admissions-Endowed

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

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

Executive Assistant, President's Council of Women Leaders (PA8405) HRII University Council Office-Endowed

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

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

Research Support Specialist III (PT7602) HRII Agronomy-Statutory

Assist the Cornell University Agricultural Experiment Station Soil Survey Leader in conducting the soil survey program, including field operations, laboratory operations, research studies, and extension activities as part of the National Cooperative Soil Survey. Until January 14, 1993.

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

Environmental Hygienist II (PT8102) HRII Environmental Health-Endowed

With general guidance from the Director, manage industrial hygiene programs and identify, evaluate and control chemical, physical, and biological hazards that may arise in the classroom, research laboratory, physical plant or other university workplaces and living units. **Requirements:** Bachelor's or equivalent in a physical or biological science, or engineering field required. Master's in occupational/environmental health preferred. Experience in comprehensive environmental health program required. Excellent verbal and written communication skills required. Valid NYS motor vehicle license required. Send cover letter and resume to Bill Webster.

Technical Specialist I (PT8110) Level 37 CIT/Network Resources-Endowed

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

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

Technical Specialist I (PT8109) Level 36 CIT/Network Resources-Endowed

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

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

Project Leader I (PT8501) Level 35 CIT/IR-Endowed

Oversee Office Support Area. Work with the Assistant Director for Office Support Systems in defining, marketing and delivering Office Support Services. This position will have a high degree of visibility to both the University community and to other CIT divisions. The person filling this position will be required to work effectively with both

technical and non-technical people.

Requirements: Bachelor's or equivalent combination of education and experience. 3-5 years computer and systems experience including considerable experience in the design of major systems. Design and implementation experience in micro based systems. Experience in the following areas will be extremely helpful: supervision, project management, use of micro based office support system, marketing, budgeting. A technical knowledge of Cornell computing and network environment. Experience with both IBM and Macintosh micro computers. Experience with a broad range of micro based hardware and software. 4th Dimension and dBase (FoxBase) are minimum requirements. A knowledge of ADABAS, NATURAL, and Cornell operating systems. Send cover ltr & resume to Bill Webster.

Senior Systems Programmer/Analyst (PT8314) Level 35 CIT-Research and Analysis Systems-Endowed

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

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

Systems Programmer/Analyst III (PA8401) Level 34 Theory Center-Endowed

Provide UNIX systems support, including coordination of systems administration activities, for various workstation systems in the Cornell National Supercomputer Facility (CNSF).

Requirements: Bachelor's in computer science or equivalent combination of education and experience. 3-5 years experience with an understanding of UNIX and UNIX-based tools; experience with multiple machine architecture; familiarity with networking and workstation-based user interfaces helpful; strong communication skills. Send cover letter and resume to Cynthia Smithbower.

Systems Programmer/Analyst III (PT8303) Level 34 Lab of Nuclear Studies-Endowed

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

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

Systems Analyst III (PT8308) Level 34 HRII Mann Library-Statutory

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

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

Applications Programmer/Analyst I (PT8411) Level 32 Dean's Office, College of Arts and Sciences-Endowed

Maintain and develop application software to support college administrative functions. Work with administrative computer users and technical staff to support use of new and existing systems.

Requirements: Bachelor's or equivalent experience. Minimum 1-2 years experience. Strong interpersonal and communication skills. Familiarity with database concepts, DOS, Basic and Network applications. Send cover letter and resume to Bill Webster.

Applications Programmer I (PT7717) Level 32 Animal Science-Statutory

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

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

Systems Analyst I (PT7518) Level 32 CISER-Endowed

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

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

Research Support Specialist I (Laboratory Manager) (PT8502) HRI - Physiology-Statutory

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

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

Staff Writer I (PC8511) HRI Athletics-Endowed

Under the direction of the Sports Information Director, prepare releases for media outlets; write features on Cornell athletes and coaches; compile and maintain statistical and historical data; report results of competition; write and edit press guides, brochures and programs; supervise the press box; set up photo sessions for teams and edit the Big Red Report newsletter. Edit coaches newsletter; supervise student employees as assigned; assist with hotline.

Requirements: Bachelor's or equivalent in communications or journalism, some business courses desirable. 1-3 years public relations experience desirable. Proven writing and editing skills necessary. Send cover letter, resume and writing sample to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Residence Hall Director (PA8505) HRI Residence Life-Endowed

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

Requirements: Bachelor's or equivalent required. Master's or equivalent strongly preferred. Preferable degree in student person-

nel administration, counseling or closely related field. Minimum 2-3 years experience in student housing administration, programming staff training and supervision highly desirable. Send cover letter and resume to Cynthia Smithbower.

Counselor (PA8403) HRI State Programs Office-Endowed

Assist the Director of State Programs and the Assistant Director in providing academic, personal, and financial counseling to H/EOP students. Assist with recruitment and provide information about program guidelines and institutional policies and procedures to students, parents, & the Cornell community & guidance counselors.

Requirements: Bachelor's required. Minimum 2-3 years experience. Strong interpersonal skills. Ability to work effectively with a diversified minority and non-minority population. Ability to communicate effectively with various publics. Send cover letter and resume to Cynthia Smithbower by September 22.

Graphics Designer (PA8402) HRI Facilities Engineering-Endowed

Generate graphics and visual aids for written and oral reports. Provide drafting and technical support in the preparation of drawings and other construction documents. Prepare rendered perspectives. Provide design services and coordination of signage to University clients.

Requirements: Bachelor's in design or fine arts or equivalent. Must have and maintain a valid driver's license. Knowledge and experience involving graphics and photography is essential. Experience in architectural or engineering drawings or equivalent is necessary. CADD experience desired. Excellent oral and interpersonal communication skills required. Send cover letter and resume to Cynthia Smithbower by September 22.

Registrar (PA8404) HRI Summer Session-Endowed

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

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

Senior Accountant (PC8402) HRI Statutory Finance and Business Services-Statutory

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

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

Manager of Systems (PT8305) HRI Engineering Admissions/Undergraduate Programs-Endowed

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

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

Research Support Specialist (PT8106) HRI Equine Drug Testing-Statutory

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

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

Research Support Specialist I (PT6904) HRI Veterinary Pathology-Statutory

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

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

Research Support Aide (PT7516) HRI CISER-Statutory

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

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

Professional Off-Campus

Executive Staff Assistant (PC8517) HRI Division of Nutritional Sci.CFNPP-Washington, DC-Statutory

Provide administrative assistance to the Administrative Supervisor of Washington, DC office (approximately 30 persons) in the areas of office procedure and operations, personnel and hiring, travel and expenditures, project implementation, and facilities management.

Requirements: Bachelor's preferred and/or 3 years previous office experience. Proven ability to work independently, take initiative and handle many assignments simultaneously. Experience using micro-computers required, preferably Wordperfect. Excellent grammatical skills. Familiar with international work and a basic understanding of African geography preferred; fluency in a foreign language useful.

Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Assistant Regional Director (PA8503) HRI Public Affairs Regional Office-Metro NY-Endowed

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

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

Executive Staff Assistant (PC8409) HRI Division of Nutritional Sci.CFNPP-Washington, DC-Statutory

Provide administrative assistance to the Deputy Director for Economic Policy and associated researchers. Oversee administrative operations of 8-country projects based in Washington, DC and implemented in Africa.

Requirements: Bachelor's preferred and/or 3 years previous office experience. Proven ability to work independently, take initiative and handle many assignments simultaneously. Experience using micro-computers, preferably Wordperfect. Excellent grammatical skills. Familiarity with international work and a basic understanding of African geography preferred. Fluency in a foreign language preferred. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Professional Part-time

Area Supervisor II (PT8413) Level 34 Government/History-Endowed

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

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

Research Support Specialist II (PT8505) HRI Human Service Studies-Statutory

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

Requirements: Bachelor's or equivalent required. Master's strongly preferred. Minimum 3 years previous research experience directly related to the subject is desirable, statistical analysis and computer skills are necessary, as well as familiarity with SAS. Send cover letter, resume and 3 references to Bill Webster.

Program Coordinator I (PA8502) HRI Plantations-Statutory

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

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

Lab Monitor (PA8504) HRI Learning Skills Center-Endowed

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

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

Technical

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

Submit a resume and cover letter for each position, specifying the job title, department and job number, to Bill Webster, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or lab related positions.

Technician, GR18 (T4527) Food Science-Statutory

Minimum Biweekly Salary: \$513.94

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

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

Technician, GR19 (T8503) Biochemistry, Molecular and Cell Biology-Endowed

Minimum Biweekly Salary: \$535.78

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

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

Technician, GR19 (T8403) Genetics and Development-Statutory

Minimum Biweekly Salary: \$535.78

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

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

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

Provide technical services to a virology/molecular biology laboratory investigating viral diseases of animal and/or humans. Prepare and maintain cell cultures, viruses, bacteria and plasmids. Conduct a variety of virological, immunological, molecular biologic and bacteriological procedures and assist in maintenance of the laboratory. **Requirements:** Associate's or equivalent in biological sciences. 1 year experience in biology lab. Able to conduct routine lab procedures from protocols; experience with molecular biological techniques useful.

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

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

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

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

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

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

Computer Operator, GR21-24 (T8205) CIT-Endowed Minimum Biweekly Salary: \$607.04

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Provide technological support for research in the molecular pathogenesis of neuromuscular disease, in particular X-linked muscular dystrophy (Duchenne-type). Primarily responsible for molecular and biochemical aspects of research and for conduct of experimental procedures. Participate in organization & maintenance of laboratory. **Requirements:** Bachelor's or equivalent in biological science. 1 year minimum documentable experience in laboratory procedures, preferably involving molecular techniques and/or cell culture. Working knowledge of appropriate laboratory equipment. Familiarity with handling radioactive compounds. Animal handling experience desired.

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

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

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

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

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

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

Technical Off-Campus

Technician, GR20 (T8504) Entomology-Geneva-Statutory Minimum Biweekly Salary: \$558.78

Assist in performing research in molecular biology/genetics including radioisotopic and fluorescent labeling of nucleic acids; electrophoresis of nucleic acids, especially sequencing of DNA using manual and automated procedures; other recombinant DNA methods including DNA and RNA purifications, preparation of cDNA and genomic libraries, screening and isolation of recombinant phages and plasmids, various enzymatic procedures; and routine lab chores.

Requirements: Bachelor's or equivalent. 1-2 years experience in a molecular biology lab. Previous experience handling radioisotopes and sequencing DNA is essential. Ability to learn new techniques and to work with a minimum of supervision. Mature person with good organizational skills, attention to details, and a commitment to excellence.

Technical Part-time

Computer Consultants (T8212) CIT-Workstation Resources-Endowed

A variety of part-time, temporary positions (with flexible scheduling) are available in customer support and consultation. Excellent learning opportunity. Schedules available 15-30 hours per week. Monday-Saturday.

Requirements: Experience with a broad range of technologies (micro- and mainframe) with general knowledge of major application software (wordprocessing, DBMS, operating systems, etc.). Excellent communication skills and positive customer service orientation are essential. Knowledge of the Cornell computing environment preferred. Send cover letter and resume to Carol Lambert, CIT Resource Services, Cornell University, Computing and Communications Center, Ithaca, NY 14853.

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

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

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

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

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

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

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

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

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

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

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

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

Technical Temporary

Field Assistant (T8415) Plant Breeding and Biometry

Harvest tomato samples for research in molecular genetics. Some lab work possible. Full-time; September-October.

Requirements: Able to lift 50 pounds.

Research Support Specialist (PT8304) Center for International Studies/Carpenter Chair-Endowed

Conduct supervised library research projects on a variety of international topics involving American, European and Asian politics (economic, security and cultural affairs). Organize and manage research files. 15-20 hours per week. Up to 12 months.

Requirements: Master's or equivalent research experience in the social sciences (political science/history preferred). PhD or equivalent preferred. Research experience; some foreign language skills; word processing.

Computer Programmer (T8204) Agricultural Economics-Statutory

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

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

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

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

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

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

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

Requirements: High School diploma or equivalent required. Associate's in animal science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required.

1 year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required.

Office Professionals

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

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

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

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

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

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

Provide caller related assistance when University is open. Operate Telex when required; answer approximately 500-600 calls per day. Fall, Winter, Spring, Mon-Fri, 9:30-6:00; Summer, Mon-Fri, 8:30-5. **Requirements:** High School diploma or equivalent. Able to work independently. Good communications and interpersonal skills. CRT and keyboard skills preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Keypunch Operator, GR18 (C8302) Finance and Business Services-Statutory Minimum Biweekly Salary: \$513.94

Operate data entry and online display terminals in the process of creating or updating records for input to various computerized systems. Other office duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework in computer science and/or secretarial science or equivalent. Minimum 1-2 years data entry, office assistant, and/or accounts clerk experience. Medium typing.

Secretary, GR18 (C8510) Government-Endowed Minimum Biweekly Salary: \$513.94

Provide secretarial support for faculty in preparation of course syllabi, reserve lists, textbook ordering, share responsibility for typing manuscripts, correspondence, etc. from secretarial pool workbook; inventory and process supply orders; light bookkeeping; post, sort and distribute U.S. and campus mail; as initial phone contact person, provide general information to public. Other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related office experience required, preferably in an academic environment. Word processing/computer experience. Strong interpersonal, communication and organizational skills. Job necessitates a willingness to work with many interruptions. Medium typing.

Secretary, GR18 (C8512) Food Science-Statutory Minimum Biweekly Salary: \$513.94

Provide secretarial support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals and related teaching and extension needs; handle travel arrangements; maintain files. Other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 2 years related office experience. Word processing experience preferred. Strong organizational, interpersonal and communication (written and oral) skills. Medium typing with speed and accuracy.

Secretary, GR18 (C8504) University Development-Endowed Minimum Biweekly Salary: \$513.94

Type correspondence and annual reports as they relate to scholarships, fellowships and professorships; collect and record data to be programmed into computer; assist in preparations of special recognition events; create and update files; perform research; schedule appointments; answer telephone.

Requirements: High School diploma or equivalent. Minimum 1-2 years experience. Knowledge of word processing (Olivetti) equipment. Good telephone techniques. Strong interpersonal and organizational skills. Able to work under pressure and handle confidential information. Good judgment and attention to detail. Medium typing.

Secretary, GR18 (C8507) JGSM-Endowed Minimum Biweekly Salary: \$513.94

Provide clerical and secretarial support to the Dean's Office. Answer telephones; assist in the preparation of reports and projects; receive visitors; file. Other duties as assigned.

Requirements: High School diploma or equivalent. 1-2 years related office experience required, preferably in a higher education and/or business setting. Heavy typing.

Accounts Assistant, GR18 (C8518) Unions and Activities-Cornell Cinema-Endowed Minimum Biweekly Salary: \$513.94

Process all billings and maintain financial records for Cinema. Data entry; order materials; prepare mailings; type; file; provide reception support; make arrangements for visiting filmmakers, and oversee shipping of films.

Requirements: High School diploma or equivalent. Some college coursework desired. 1-2 years experience with Cornell accounting procedures preferred. Word processing and general office skills required. Experience with dBase III Plus desirable. Medium typing.

Searcher, GR18 (C8408) Serials/Central Technical Services-CUL-Endowed Minimum Biweekly Salary: \$513.94

Under supervision of Documents Librarian, responsible for searching government document, monograph and serial materials received in Documents Section.

Requirements: High School diploma or equivalent. Some college coursework desirable. Minimum 1-2 years related work experience. Attention to detail and ability to perform complex tasks. Strong organization skills essential. Light typing.

Accounts Assistant, GR18 (C8404) Unions and Activities-Noyes Center-Endowed Minimum Biweekly Salary: \$513.94

Responsible for all cash handling, petty cash, and Cornellcards. Act as Week Day Manager for and give supervision to retail areas. 10 month position.

Requirements: High School diploma or equivalent. Some college coursework desired. Minimum 1-2 years of previous experience in cash handling and accounting procedures. Accuracy and timeliness are essential. Must be able to use standard office business machines. Knowledge of computers (IBM-PC-XT) preferred. Light typing.

Secretary, GR19 (C8514) Cooperative Extension Administration-4H Office-Statutory Minimum Biweekly Salary: \$535.78

Coordinate and expedite the statewide work of the New York State 4-H Foundation executive director/program coordinator and the administrative assistant by providing secretarial services. Receive and process all monetary contributions, ensuring confidentiality at all times. Function as a team member in the 4-H unit to facilitate the Cornell Cooperative Extension 4-H Youth Development Program.

Requirements: High School diploma or equivalent. 1-2 years experience. Some college coursework preferred. Computer knowledge, spreadsheets, database, communications packages. Strong knowledge of office procedures. Able to work independently. Some travel involved. Must be able to relate to and communicate with others effectively. Heavy typing.

Administrative Aide, GR19 (C8508) Asian American Studies-Endowed Minimum Biweekly Salary: \$535.78

Provide a broad range of administrative/clerical support to director and faculty associated with the program. Accounting; preparing correspondence; make travel arrangements; supervise work study students. Other projects as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience with some administrative responsibility. Strong written and editing skills. Knowledge of Cornell necessary. Familiarity with Mac. Med. typing.

Administrative Aide, GR19 (C8509) Hotel Administration-Endowed Minimum Biweekly Salary: \$535.78

Provide administrative and secretarial support to three faculty members. Act as liaison between faculty and students. Compile, type, proofread and edit complex course materials, exams, correspondence, research proposals, etc.; answer telephones; schedule meetings and appointments; handle mail.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Wordprocessing skills required. Work independently. Excellent interpersonal and organizational skills. High level of confidentiality essential. Requires independent judgment and decision-making. Medium typing.

Secretary/Receptionist, GR19 (C8407) Economics-Endowed Minimum Biweekly Salary: \$535.78

Provide secretarial and receptionist support to several faculty; assist the department Executive Officer in the monitoring of department expenses; maintain accurate files; handle all typing of correspondence, research and coursework. Answer inquiries (telephone and in person). Make travel arrangements; some accounting. Other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework desirable. Experience in technical typing, word processing, IBM (Wordperfect 4.2/5.0). Able to deal with a variety of people. Medium typing.

Secretary, GR19 (C8411) Hotel Administration-Endowed Minimum Biweekly Salary: \$535.78

Provide secretarial support for faculty in the area of teaching and research in food science. Using IBM PC (Wordperfect) respond to correspondence, type exams, class handouts and reports; respond to telephone inquiries; travel and guest lecturer arrangements; heavy student contact.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 2 years experience. Knowledge of wordprocessing. Experience with IBM PC (Wordperfect). Familiar with culinary, chemicals, and biological terms, symbols and abbreviations. Excellent organization, interpersonal and communication skills. Heavy typing.

Administrative Aide, GR20 (C8516) Public Affairs-Law School-Endowed Minimum Biweekly Salary: \$558.78

Provide secretarial and administrative support to the Assistant Dean for Development and Public Affairs, and to the Dean of the Law School. Handle correspondence; assist in arranging meetings and events; mail; make travel arrangements. Other projects as assigned.

Requirements: Associate's or equivalent. 2-3 years related experience. Excellent interpersonal, organizational and communication skills. Word processing and computer (wordperfect) preferred. Heavy typing.

Administrative Aide, GR20 (C8414) Council of the Creative and Performing Arts-Endowed Minimum Biweekly Salary: \$558.78

Provide administrative and secretarial assistance primarily to the Program Director and Council members. Work with humanities and fine arts departments to expedite arts programs; handle inquiries; schedule meetings; assist with gathering information for proposals and for publication of events in the humanities and the arts; provide secretarial assistance to the Campus Activities Center. This position will be shared by two departments.

Requirements: Associate's or equivalent. Minimum 2-3 years office and secretarial experience. Strong organizational and typing skills with ability to operate word processor for correspondence, mailings, reports, programs, notices, etc. Knowledge of Microsoft Word, Excel, Pagemaker needed or ability to learn. Familiarity with Cornell accounting. Medium typing.

Secretary, GR20 (C8410) Division of Nutritional Sciences/CNPP-Statutory Minimum Biweekly Salary: \$558.78

Provide secretarial support to administrative staff of Cornell Food and Nutrition Policy Program. Draft and type correspondence, manuscripts, proposals, etc. using Wordperfect; maintain calendars; arrange travel advances and reimbursements. Other duties as assigned.

Requirements: Associate's or equivalent. Minimum 2-3 years progressively responsible experience, proven ability to work independently. Able to work under pressure and handle multi-assignments. Microcomputer experience. Familiar with international work, knowledge of foreign language helpful. Heavy typing.

Secretary, GR20 (C6702) Unions and Activities-Robert Purcell Union-Endowed Minimum Biweekly Salary: \$558.78

Provide secretarial assistance for the Director, 2 Assistant Directors, student volunteers and employees. Duties include typing; administrative, reservationist, receptionist and operational responsibilities; extensive contact with students.

Requirements: Associate's or equivalent. Minimum 2 years secretarial experience essential. Shorthand preferred. Good communication (written and oral) skills essential. An ability to work in a dynamic atmosphere. Related word processing or IBM PC-XT experience preferred. Heavy typing.

Conference Coordinator, GR20 (C8304) Conference Services-Endowed Minimum Biweekly Salary: \$558.78

Provide administrative assistance in planning and programming various programs hosted by the university, including but not limited to conferences, workshops, special programs and special university visitors. Maintain minimum level of services; insure adequate and open communication between Cornell University Conference Services and those department participating in providing services.

Requirements: Associate's or equivalent in a hospitality area; excellent organizational and communication (oral and written) skills. Ability to work under pressure. Prior experience planning for varied public. Experience with IBM PC XT and word processing software essential. General knowledge of Cornell. Public speaking experience. Please note due to heavy summer conference schedule summer vacation is not permitted. Medium typing.

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

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

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

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

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

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

Office Professionals Part-Time

Office Assistant, GR16 (C8207) Athletics-Endowed

Minimum full-time equivalent: \$477.46
Under direct supervision, provide secretarial and clerical assistance in the operation of the Football Office. Serve as receptionist to visitors; handle inquiries (in person and telephone). Process all mail requests for information, input data; type; file. Other duties as assigned.

Letter Continued from page 1

Finally the writer should state clearly what she or he thinks should happen next, and, if appropriate, ask for a specific remedy. "I ask that our relationship be on a purely professional basis from now on." "I want a chance to go over my work with you again and to reconsider my evaluation (grade)." "Since I was unable to go on this sales trip because of your behavior, I want immediate assignment to the next trip..."

When To Send a Letter

Many people ask if a letter really should be the first or the only attempt to deal with offensive behavior, and of course the answer is, "This depends on the people and the problem." Criminal acts may better be brought to the attention of supervisors or the courts, although occasionally a letter may be the right choice. At the other end of the spectrum one may wish to write a letter, and then not send it; consider forgetting the incident in the spirit of tolerance of diversity. Also, many people prefer to try talking with an offender before sending a letter, and there are many ways to do this effectively.

Jobs Continued from page 3

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

Office Assistant, GR17 (C7711)
Agricultural and Biological Engineering-Statutory
Minimum full-time equivalent: \$495.36
Assist Cornell Local Roads Program (CLRP) staff by registering workshop applicants, distribute publications, respond to telephone inquiries, type letters and reports. May involve travel to workshops in NYS 3-6 times per year. Monday-Friday, 20-24 hours per week.
Requirements: High School diploma or equivalent is required. Some college desirable. A valid NYS driver's license. Minimum 1 year office or related experience. Proficiency in Wordperfect required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Secretary, GR18 (C8513)
Agronomy-Statutory
Minimum full-time equivalent: \$513.94
Type manuscripts and grant proposals with high degree of technical difficulty; type and distribute departmental newsletter; backup for department secretaries and department chair's secretary; other duties as assigned. Mon-Fri, 4 hours per day, morning or afternoon.
Requirements: High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Good communication skills. Able to prioritize. Experience with Wordperfect 5.0 on an IBM compatible computer. Knowledge of DBase III desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Accounts Assistant, GR18 (C8413)
Academic Programs-Statutory
Minimum full-time equivalent: \$513.94
Assist in the operation and maintenance of the fiscal, inventory, and student employee areas of the department. Process fiscal forms, student appointments and payrolls, travel forms, and new equipment forms; perform physical inventory; order supplies; maintain records. Monday-Friday, 8 a.m.-12 noon.
Requirements: High School diploma or equivalent. Some college coursework desired. At least 1 year experience in a fiscally-oriented setting. Typing accuracy essential. Computer experience helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Senior Department Assistant, GR18 (C8403)
Acquisitions/CTS-Endowed
Minimum full-time equivalent: \$513.94
Perform secretarial, clerical duties. Search/input monograph orders and books for library system using NOTIS system. 20 hrs per week.
Requirements: High School diploma or equivalent. Minimum 3 years of progressively responsible technical service experience. Knowledge of 1 or more Western European languages desirable. Strong organizational, interpersonal and communication skills. Office experience desirable. Light typing.

Office Assistant, GR18 (C7912)
Center for Environmental Research-Endowed
Minimum full-time equivalent: \$513.94
Responsibilities include word processing; file; handle mail; schedule meetings and maintain staff calendars. Mon-Fri, 1-5 p.m. preferred.
Requirements: High School diploma or equivalent. Associate's or equivalent preferred. Minimum 1-3 years experience in a large office. Macintosh experience is essential. Good organizational, interpersonal and communication (written and oral) skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Senior Night Supervisor, GR20 (C8503)
Circulation-Engineering Library-CUL-Endowed
Minimum full-time equivalent: \$558.78
Under the general direction of the Administrative Supervisor for Circulation/Reserve, oversee evening and/or weekend circulation and reserve functions. Responsible for building security at these times; supervise student staff and assist in their training. Wednesday-Saturday, weekend and evening hours.
Requirements: 2 years college coursework. Some supervisory experience, good judgment, strong organizational skills. Previous library experience strongly preferred. Strong communication and interpersonal skills. Must be comfortable working with non native English speakers. Light typing.

Senior Night Supervisor, GR20 (C8214)
Public Services-Physical Science Library-CUL-Endowed
Minimum full-time equivalent: \$558.78
Oversee the operation of the Circulation and Reserve desk during evening hours. Responsible for library security; supervision of student staff; provision of information services; other clerical and collection management duties as assigned. 20 hours per week. Evenings and weekends TBA.
Requirements: Associate's or equiv. At least 2 yrs work experience. Supervisory & public service experience preferred. Strong communication, interpersonal & organizational skills. Lt typing.

Secretary, GR20 (C8515)
Chemistry-Endowed
Minimum full-time equivalent: \$558.78
Word processing, database entry and computer-aided technical drawing for Professor; phone; mail; file; travel and appointment management; library searching. Mon-Fri, 4 hours per day, flexible.
Requirements: Associate's or equivalent. 2-3 years experience with word processing and graphics. Excellent organizational and interpersonal/communication skills. Heavy typing. Send cover letter & resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Editorial Assistant, GR22 (C8521)
CRSR-Endowed
Minimum full-time equivalent: \$607.04
Prepare monthly project report; maintain library of current project documents; prepare presentation documents and graphics for governmental reviews; heavy emphasis on word processing. Weekdays; hours flexible.
Requirements: Associate's or equivalent in a physical science. Bachelor's or equivalent preferred. Editing experience required. Experience with both IBM and Macintosh operating environments; Wordperfect experience required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many non-posted areas, including secretarial, word processing,

A letter may be an especially effective choice when verbal remonstrance has been ignored. It is particularly useful with sexual harassment, with offenders who believe that "no" means "maybe" or "yes." A letter may work well in situations where an offender seems to have no idea of the pain being caused. Writing a letter may be particularly helpful when an offended person fears to come forward because she or he lacks conclusive proof of the offense, or where the offended person wishes to avoid the situation of "his word against mine." Letters are useful beyond the hope of stopping offensive behavior; they provide good evidence for management or a court to take action if necessary.

Letters are especially effective in dealing with very powerful people where a junior person otherwise has little leverage or fears retaliation. Writing a letter usually provides hope of ending harassment when the offended person wishes to avoid public exposure. Finally, writing a letter years after an offense may be an effective way of dealing with one's feelings long after an event, even after the "statute of limitations" has run out.

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

Sales Assistant (S8407)
Cornell Plantations-Statutory
General sales duties at Cornell Plantations Garden Gift Shop during weekends and Holidays. Open, close, and oversee Headquarters, register sales, answer phones, water plants, answer basic plant questions, secure Headquarters building when closing. Occasional nights during tours, and weekday coverage for vacations. Alternating weekends and holidays. Must be able to commit weekends on a regular basis. Satur 10:00 am-5:30 p.m. and Sun 11:00 am-5:30 p.m.
Requirements: High School diploma or equivalent. Previous sales experience required. Knowledge of plants helpful. Good interpersonal skills. Enjoy dealing with people. Please contact Karen Raponi at 255-2192, Staffing Services, East Hill Plaza.

Research Support Specialist (S8401)
Human Development and Family Studies/Family Life Development Center-Statutory
Provide program evaluation support to training programs. Develop and revise evaluation instruments for the Child Protective Services Training Institute, other grants and contracts; review and interpret the results of evaluation; write/edit evaluation quarterly reports; assist project staff in preparing grant proposals.
Requirements: Bachelor's in social sciences, with emphasis on program evaluation. 2-3 years experience in program planning and evaluation design. Expertise in statistical and software packages, Macintosh or IBM. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Nurse's Aide (S8302)
University Health Services-Endowed
Assist clinicians and nurses. Prepare patients for medical exams. Clean and stock examining rooms; prepare solutions and provide routine bed care in the overnight unit. Casual, 2 eves-11:30pm-8am.
Requirements: High School diploma or equivalent. Nurse Aide certification preferred. Recent health related services experience. Strong interpersonal and communication skills. Able to work independently. Please contact Karen Raponi at 255-2192, Staffing Services, East Hill Plaza.

Part-time Secretary, GR17 (S8201)
Education-Statutory
Provide secretarial support for Apple grant; coordinate staff activities (i.e., calendars, meetings); type interim and final reports; transcribe research-based interview tapes; attend advisory committee and staff meetings; prepare minutes. 20 hours per week. Until 8/30/90.
Requirements: High School diploma or equivalent. Business or secretarial school preferred. 1-2 years secretarial experience. Solid word processing, typing, transcription skills required. Good organizational skills, and interpersonal skills required. Medium typing. Contact Karen Raponi at 255-2192.

Office Assistant (S8103)
Facilities and Business Operations Administration
Process all work orders for maintenance, repairs, and construction projects. Facilitate the purchasing and delivery of building materials for maintenance, repairs, and/or construction projects. Monday-Friday, 7:30 a.m.-4 p.m. for 6 months.
Requirements: High School diploma, Associate's preferred. Experience with the mainframe; Macintosh experience preferred. Knowledge of Excel software a plus. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Part-time Research Aide (S8006)
Laboratory of Ornithology
Research bird-related questions in Library for fact-checking and respond to technical bird-related inquiries. 20 hours per week flexible until 12/24.
Requirements: Bachelor's or equivalent, biology or sciences background preferred, some course work in ornithology preferred. Some research experience and familiarity with ornithological literature. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

General Service

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

Dish Machine Operator, SO02 (G8504)
Dining-Endowed
Hiring Rate: \$6.00
Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.
Requirements: Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

Custodian, SO03 (G8503)
Residence Life-Endowed
Hiring Rate: \$6.28
Responsible for routine cleaning of assigned campus buildings; oversee work of other custodians assigned to area. Coordinate and assign all project work. Keep inventory records and issue supplies. Monday-Friday, 39 hours/week.
Requirements: High School diploma or equivalent. Minimum 1 year experience in custodial maintenance, supervisory experience helpful. Excellent organizational, interpersonal and record keeping skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb 8 foot ladder.

General Service Part-time

Food Service Worker, SO01 (G8501)
Dining-Endowed
Hiring Rate: \$5.75
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. 30 hours per week.
Requirements: Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computation skills required.

Dish Machine Operator, SO02 (G8502)
Dining-Endowed
Hiring Rate: \$6.99
Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. 30 hours per week.
Requirements: Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

Letters are especially useful where a school or corporation has well drafted policies against all forms of harassment. They work best where there are responsible grievance counsellors to help in sorting out alternatives and in drafting letters. They may be a good choice when an offended person particularly wishes to be scrupulously fair (because no third party need necessarily see the letter). And letters often work well in union situations, for example, worker with co-worker.

Writing a Letter Does Not Commit You to Sent It

Once the letter is written, actually sending the letter to an offender should be carefully weighed against other alternatives. Should a letter instead go to a supervisor? Should you now go talk with a trusted colleague or counsellor? Or with a women's group or a spouse? Writing a letter does not commit you to send it. It may be, however, a good way to deal with feelings and organize your thoughts in the process of deciding your best option. And be sure to keep the letter; it may make you feel good about yourself for years.

General Service Temporary

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

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

Temporary Field Assistant (B8402)
Vegetable Crops-Statutory
Hiring Rate: \$5.00-6.00
General field maintenance; plot clean-up. Drive tractor; minor routine maintenance.
Requirements: High School diploma or equivalent. Some related agricultural experience including driving a farm tractor. Send application materials to Staffing Serv., 160 Day Hall as soon as possible.

Academic

Performance Appraisal

Continued from page 1

- Does the description include the operational relationships involved in meeting the responsibility?

Ask yourself these questions about the over-all list of steps:

- Is every essential step included in the description?
- Are the steps described in the logical sequence in which they should be taken?

Even though you don't want to go into too much detail, you also don't want the job description to be too general; because this won't allow you to determine the measurable expectations/standards you will need for appraisal.

Each responsibility should be defined by the expected results and standards. For example, instead of writing "to handle customer complaints," use "all complaints from the public will be investigated and answered within 5 days of their receipt." This makes measuring performance so much easier.

Establishing Measurable Expectations and Standards Based on Job Descriptions

Let's look at some of the characteristics of performance standards:

- differentiates between acceptable and unacceptable results;
- provides a challenge to the employee;
- is realistic; i.e., attainable by any qualified, competent and fully trained employee who has the necessary resources and authority;
- should relate to or express a time frame for accomplishment;
- is observable; i.e., must be a way of measuring actual performance against requirements of standards; and

Research Associate II, CA04

Food Science
Conduct research to elucidate the relationship between the structure and functional properties of native and modified food proteins; examine the nature of forces involved in film formation and stabilization of emulsions and foams; determine the effects of modification of proteins on their physical properties, conformation and functional behavior.
Qualifications: PhD in food/protein chemistry. Research experience in protein separation/purification; structure determination and testing of functional properties (emulsions, foams, gels). Experience in scientific writing and knowledge of computers required. Send cover letter and resume to Professor John E. Kinsella, Department of Food Science, 106 Stocking Hall, Cornell University, Ithaca, NY 14853 by November 20, 1989.

Research Associate

Natural Resources
1 year appointment with possibility of continuation.
Requirements: PhD required with strong preparation in social sciences and/or environmental education, social research methods and statistics, and natural resource management. Social science/wildlife management research experience required. Excellent oral and written communication skills. Experience with SPSS and SAS desirable. Supervisory experience preferred. Salary commensurate with qualifications. Send transcripts, resume, and names and addresses of three references to Tommy L. Brown, Senior Research Associate, Department of Natural Resources, Fernow Hall, Cornell University, Ithaca, NY 14853 by October 1, 1989.

- assists in measuring a job responsibility when it is performed acceptably, and expressed in terms of: quantity, quality, time, cost effect obtained, manner of performance, or manner of doing (method).

This last item really addresses the problem of making sure you are keeping your standards in line with your job description. The process is fairly easy to follow, once you have your responsibility statements (#3. above) written as clearly as possible and defined by the expected standards. The trick to really making this work when it comes time for performance appraisal is to never start your planning stage without the job description as a foundation.

Here is a fairly simple, five-step program for you and your employee to follow once the job description is written so that it is really the tool for performance appraisal that it is meant to be:

Job descriptions and Performance Standards:

Five-step program

- step #1: Your employee discusses her job description with you and you agree on the content of the job and the relative importance of the major duties — the things the employee is paid to do and is accountable for.
- step #2: Your employee establishes performance goals for each of his responsibilities for the upcoming period. This is done during the time you are both planning for the appraisal meeting.
- step #3: The two of you meet to discuss his goals, compare them with your expectations, and set your actual goals together.
- step #4: Checkpoints are established for the evaluation of her progress; ways of measuring progress are selected, preferably together.
- step #5: When you meet again for the next appraisal session, you discuss the results of your employee's efforts to meet the performance goals that were established last period.