

CORNELL Chronicle

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Teaching honor

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In Jessica Waldo's writing seminar, freshmen listen to the songs of Franz Schubert, George Gershwin and the Beatles, and they learn to write about what they hear.

Tracking policy

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When Nancy Saltford completed three years in Washington, she was intrigued by how legislation gets shaped. Compelled to pass on her knowledge, Saltford developed a new course in which students track legislative bills.

Gay housing unit is rejected; Rhodes forms study group

President Frank H.T. Rhodes responded on April 22 to a Student Assembly proposal to establish a Gay/Lesbian/Bisexual Living-Learning Unit in Clara Dickson Hall. The full text of his response to Student Assembly President Pankaj K. Talwar appears below.

The Student Assembly proposal stated the desire "to create a positive self- and community-identity during a student's experience living in Cornell's residence halls through peer support and the implementation of awareness programming. We wish to create a safe environment where ALL students, regardless of sexual orientation, may explore cultural diversity within a Gay, Lesbian and Bisexual framework."

Stating that the living-learning unit would be "a floor where ALL who want to increase respect for and understanding of Gay, Lesbian and Bisexual people can participate," the resolution called for a governing system that would consist of two resident advisers, a resident programming board "and a direct relationship with Dickson's Residence Hall director." A \$30 programming fee from residents, and possible additional funding from the Department of Residence Life, would pay for the Resident Programming Board.

The resolution requested 60 single rooms in one wing of one floor of Dickson but said the Student Assembly would consider a similar alternate site. No student would be placed "randomly or against their will" in the living-learning unit, the resolution said, and it offered the option of canceling the program if recruitment for the floor was a problem for two consecutive years.

The proposal foresaw "members of the Cornell community participating in the successful implementation of the Living-Learning Unit by active participation in programs, interaction with students, and possible participation in a faculty fellows program."

Mr. Pankaj K. Talwar
President, Student Assembly

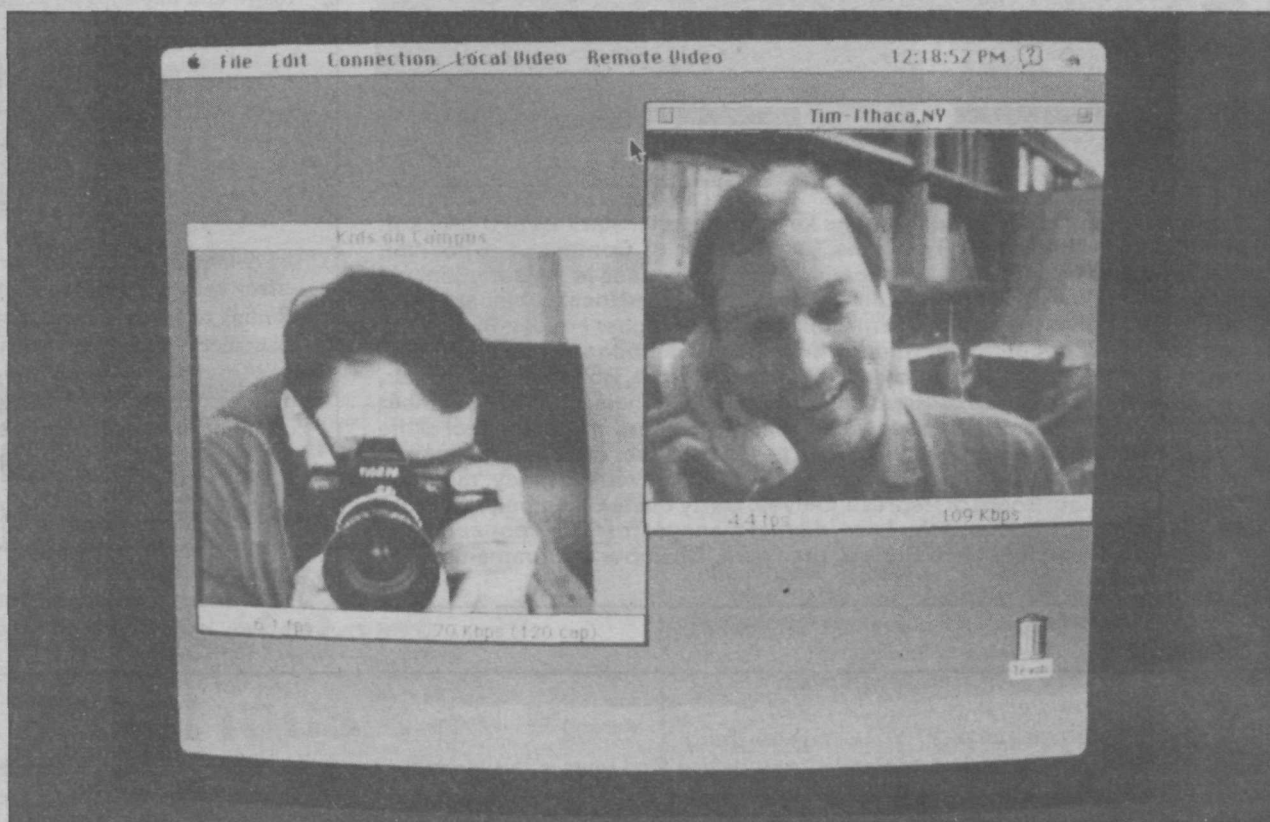
April 22, 1993

Dear Pankaj:

Earlier this month, I replied to portions of your letter of March 17, received by my office on March 23. In those responses, I dealt with the Student Assembly resolution that proposed a method to bring the University's housing policies into compliance with Tompkins County's Local Law C and I replied to concerns expressed by the Student Assembly in reference to our ROTC units. In this letter, I wish to address the Student Assembly resolution proposing the establishment of a Gay/Lesbian/Bisexual Living-Learning Unit.

I want to begin by commending you and the other members of the Student Assembly for the manner in which you have responded to my earlier communication requesting that the Student Assembly reconsider the resolution that had been adopted on this subject in December. You will recall that I posed a number of questions concerning both the wisdom and

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Peter Morenus/University Photography

Tim Dorsey of CIT (right) speaks from his office in the Computing and Communications Center while Peter Morenus takes this picture of a monitor at the Theory Center. Dorsey developed the CU-SeeMe software that enables Internet users to send and receive black-and-white video images on their Macintosh computer screens.

International videoconference uses computer software developed by CIT

By William Holder

An international demonstration project for National Science and Technology Week (April 26 to May 1) relied on software developed at Cornell to carry videoconferences on the Internet, an international computer network.

Sponsored by the National Science Foundation, the "Global Schoolhouse Project" showed students in California, Tennessee, Virginia and London, England, engaged in a four-way videoconference on Wednesday. The students have been participating in a six-week curriculum on environmental issues, particularly ground water contamination.

The videoconference took place over the Internet, using CU-SeeMe software developed by Tim Dorsey of Cornell Information Technologies. The Internet is a network of networks that reaches more than 10 million people in more than 100 countries.

The technology enables Internet users to send and receive black-and-white video images on their Macintosh computer screens. It is intended to provide low-cost videoconferences, according to M. Stuart Lynn, vice president for information technologies.

"When, on his own time and initiative, Tim began develop-

ment of CU-SeeMe in July 1992, the only videoconferencing software for the Internet required expensive hardware," Lynn said. "That limited the number of users. By opening Internet videoconferences cheaply to Macintosh users, we hope to accelerate the adoption and usefulness of this technology."

On campus, Stephen Rutherford, who writes computer software for the College of Veterinary Medicine, is helping faculty develop a laboratory in which an instructor will be able to use a video microscope and CU-SeeMe to multicast microscope images to as many as 40 students at computers.

The Cornell Medical College also has used the software to conduct interviews with three applicants for computer support positions, according to Dorsey. He foresees potential uses of CU-SeeMe ranging from transmitting medical or scientific visual information to monitoring a high-security environment from a remote location to watching the progress of a laboratory experiment from the comfort of home.

Current limitations on image processing and network carrying capacity (or bandwidth) limit the maximum size of the video image to 4.5-by-3 inches, and sound must still be carried via telephone. Improvements to network bandwidth and video compression technology could greatly enhance the technology, Dorsey said.

Students study animal behavior during field research in Panama

By Melissa Jacobs

Exhausted, hungry, sunburnt and out of water, a group of Cornell students spent three hours in Panama's 90-degree heat trying to untangle their motorboat from floating vegetation before finally being rescued by canal workers in an airboat.

"I knew I'd get out eventually, but I may have collapsed from exhaustion first," said Michael Martin, a senior on a trip to study animal behavior in the field over winter break.

Another group was supposed to test a method for bird catching, but the birds eluded them three out of five times.

Students had hoped to get ants to follow a new trail by luring them with oatmeal flakes. Instead, "they were not regimented and were going everywhere," Martin said.

Welcome to Cornell's Field Course in

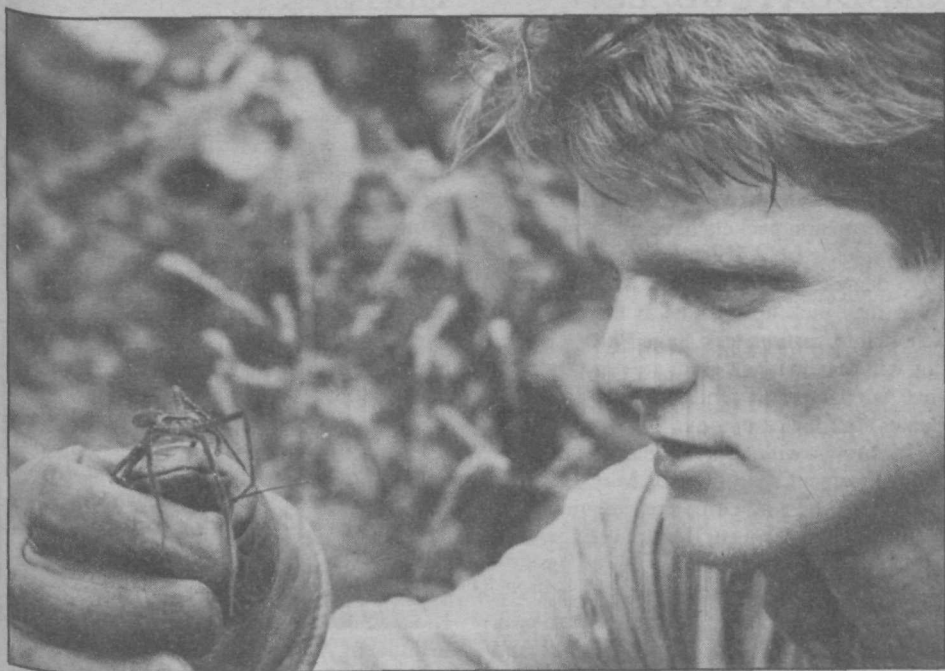
Animal Behavior, where students learn that even the most careful planning can unravel once in the field.

The course provides a way for students interested in research to "experience failure" without dire consequences, such as loss of grant money, said Stephen T. Emlen, professor of neurobiology and behavior. Emlen teaches the class with Paul W. Sherman, professor of neurobiology and behavior.

The students met two hours per week during the fall semester to read original papers about the animals they were going to study and developed hypotheses and ways to test them in the field. Students receive three credits for the class, two for the fall semester and one for the field work over winter break.

Six undergraduates and seven graduate students traveled to Panama over the winter break

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Senior Roland Kays holds a spider found while the group was catching bats.

Hat squad



Chris Hildreth/University Photography

President Frank H.T. Rhodes was the keynote speaker April 23 at the kickoff breakfast for "Showcase Tompkins," a Chamber of Commerce exposition designed to promote the myriad services and businesses in the community's backyard. Following his speech, in which he challenged local businesses and governments and the county's three institutions of higher education to reach new heights of cooperation, Rhodes helped cut the ribbon to the exhibit hall in Ithaca High School's gymnasium. From left to right, Robert Watros, chair, Tompkins County Board of Representatives; Henry Theisen, chair, Chamber of Commerce; Shirley Egan, associate counsel at Cornell and chair-elect of the Chamber of Commerce; Connie Tobias, assistant superintendent of elementary instruction for the Ithaca City School District; Beverly Livesay, member, Tompkins County Board of Representatives; Marty Luster, member, New York State Assembly; Rhodes; John Lass, district manager for GTE, sponsor of the kick-off breakfast; and Herb Brewer, president, Chamber of Commerce.

Panama *continued from page 1*

to study the behavior of tropical forest animals. The students met with the professors weekly during the fall semester to plan observations and experiments, and to become familiar with the fauna and flora of the neotropics.

Each student focused on one of four animals selected for special attention, but rotated observing all four animals in the field. The four were the leaf-cutter ants, a species of social spider, and two birds: golden-collared manakins and jacunas.

Despite months of planning, the students discovered "how fluid research has to be sometimes. You can't be set on ideas because it won't work out sometimes," said Roland Kays, a senior ecology and systematics major.

Although the uncooperative birds sent the students scrambling to revise their experiments, the students' flexibility paid off in studying the leaf-cutter ant. These ants cut off pieces of vegetation and carry them up to a quarter of a mile long to the underground nest, where the ants chew the leaves into an oatmeal-like paste, said David Able, a graduate student. This gooey paste provides a home for a fungus, which pays its rent by providing ants with small, nourishing, fruiting bodies.

Not all ants carry the leaves. Smaller leaf-cutter ants "hitchhike" by riding on top of leaves that other ants carry, like queens riding on couches atop slaves' backs. But the small ants get no regal treatment and have to work like everyone else. After studying the hitchhikers, the students hypothesized that the small

ants defend food sources away from the nest against other leaf-cutter colonies.

The students had not planned to study the hitchhikers, because they thought this behavior was rare. But once the students saw that the phenomenon was common, they set aside other experiments to focus on the hitchhikers.

"The primary goal was not necessarily to try in a very short period of time to make path-breaking discoveries," said Sherman, the professor. But the students may have made some new observations nonetheless, such as the division of labor among the leaf-cutter ants and the colony organization outside the nest. A postdoctoral student from Cornell was so intrigued by the group's findings that he said he would do further research on the topic in Costa Rica.

"I enjoyed learning things instead of learning about things," Martin, a senior neurobiology and behavior major, said about the chance to directly study the leaf-cutter ants. Martin, who is applying to graduate school in animal behavior, said the trip did not change his plans, but it boosted his self-confidence by proving him a capable researcher.

The high point of the trip for Kays was sleeping on a tower that was more than 100 feet above the canopy. At 6 a.m., many howler monkeys were "all over the place, waking you up like an alarm clock," he said.

"Anyone who really wants to work with animal behavior or the environment should go to the tropics," said Marta Oliva, a senior

BRIEFS

• **Tower Road closed:** Tower Road will be closed between Campus and Judd Falls roads beginning Monday morning, May 3, for approximately three weeks for work on a steam line. Traffic entering campus from Route 366 will be detoured along Campus Road and returned to Tower Road via Judd Falls Road. Tower Road east of Judd Falls Road will be open to local traffic only. All buses will be detoured; the Vet Research Tower and BTI stops will be moved to Campus and Tower roads, and the stops on both sides of Tower Road at the Dairy Bar will be served as normal.

• **Transportation correction:** An item in last week's Briefs gave incorrect hours of the

Transportation Office. The office, at 116 Maple Ave., is open from 7:30 a.m. to 5 p.m.

• **Savoyard auditions:** Auditions for Cornell Savoyards summer review company will be held Saturday, May 1, from 10 a.m. to 2 p.m. in fourth floor of Barton Tower. Bring a prepared piece. Accompanist provided. For information, contact Kristen Park at 539-6063.

• **Garden plots:** Cornell Garden Plots will be distributed on Saturday, May 1, beginning at 9:30 a.m. in the first floor auditorium in Martha Van Rensselaer Hall to those who previously applied for them. For more information, contact Glenna Margaris at 257-1281.

New student insurance plan for 1993-94

A new student insurance plan will take effect with the 1993-94 academic year, according to JoAnn Besley, director of student insurance. Among the changes are these:

• **Coverage of pre-existing conditions.** In prior years, anyone who joined the plan with a condition that had been treated within the previous 24 months would not have coverage for that condition.

• **No claim forms to file.** When a participating provider is used, the provider files the claim directly.

• **An identification card that identifies mem-**

bers for service throughout the United States and abroad.

The new plan, from Shared Health Options, will cost students \$551, a 10 percent increase over the current year. However, Besley said, the premium would have increased 14 percent had Cornell stayed with the same student insurance package.

Spouses can be added to the insurance for \$1,091; children, for \$810.

For detailed information on specific benefits, deductibles and how to enroll in the plan, call the student insurance office at 255-6363.

majoring in Spanish literature and neurobiology and behavior. She is interested in graduate studies in chemical ecology, which can be related to the tropics and insects.

A native of Chile, Oliva found "it's useful to know the language" when researching in a foreign country. She acted as a translator when the group talked to a researcher who spoke only Spanish, and has been studying animal behavior in the tropics for more than 20 years.

Sherman and Emlen picked Panama as the research site because of the reasonable price and the availability of the Smithsonian Tropical Research Institute's resources. In addition, Emlen is currently researching the jacuna, a bird whose sex roles are reversed: the females are aggressive, and the males incubate the eggs and rear the chicks.

The institute allowed the students to use their facilities at a reduced cost and contributed services and assistance. The group stayed at an abandoned schoolhouse with conditions that were "spare, but not primitive." There was no hot water for showers, but that was not a problem in the 90-degree humid heat of the tropics.

Trip's costs

The trip cost \$13,000 for air fare, housing and equipment. But with funding from the College of Arts and Sciences, each student paid only \$100 and brought \$60 for meals.

"We don't want to offer an experience like this if students have to shell out a lot of money," Emlen said, to avoid discrimination

on the basis of wealth. The professors picked students who they thought would benefit the most from the trip.

"There was a number more that I wish we could have taken," he said, noting that only half the students expressing interest in the course were able to participate.

The class is offered on an irregular basis, about once every three years. The course cannot be offered every year because "it can't afford to be done every year," Emlen said. Instead of scrambling for funding each time, Sherman wishes there were an endowment for such field classes.

Emlen has done three field courses with Sherman: to the Virgin Islands, the coast of New Hampshire and Panama.

Sherman would like to travel to another type of environment on the next trip.

"We enjoy seeing new habitats for ourselves and in the company of students. That way, we're learning about these things together," he said. Ideas for future trips include the desert, rocky sea coast, boreal forest of African savannah.

A rewarding aspect of the course for Sherman was teaching the students field skills and "immediately seeing what was learned put to practice." Usually in a course, the students depart after the final exam and "you don't get to see them use the tools that you gave them," he said.

"It was an immensely satisfying experience, for all concerned," Sherman said.

CORNELL Chronicle

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

GRADUATE BULLETIN

Degree: All requirements for a May degree must be completed by May 21, including submitting the dissertation/thesis to the Graduate School.

Commencement will be held Sunday, May 30. Information packets have been mailed to all recipients of August 1992 and January 1993 degrees. Candidates for May 1993 degrees may pick up packets at the Graduate School information desk, Sage Hall. A reception will be held for all graduate degree recipients, families and friends in Sage Graduate Center after the ceremony.

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

Ph.D.s: A new ceremony to honor Ph.D. recipients will be held in Barton Hall at 5 p.m. on Saturday, May 29. Family, friends and faculty advisers are invited; reception will follow.

OBITUARY

Donald R. Yennie, 69, professor of physics, died on April 14 following a short illness.

Yennie was an internationally recognized authority on quantum electrodynamics, the fundamental theory of the interaction between matter and light. He is known for a long series of difficult and precise calculations, confirmed by experiment, regarding the structure of hydrogen and other simple atoms. He was the recipient of a Guggenheim Fellowship, a fellow of the American Physical Society, served as a visiting professor at the University of Paris, and held an Alexander von Humboldt Award at the University of Heidelberg at the time of his death.

During World War II he was an undergraduate at Stevens Institute of Technology and served in the Navy. In 1951 he earned his Ph.D. at Columbia University as a student of Hideki Yukawa. He was then a member of the Institute of Advanced Study in Princeton and on the faculties of Stanford University and the University of Minnesota before joining Cornell.

You've got to be kidding!



Peter Morenus/University Photography

Visitors to the annual Open House at the College of Veterinary Medicine on Saturday could touch diseased organs, visit with snakes and look inside a cow's stomach, but the really brave stopped to see the giant cockroaches displayed by veterinary student Steven Kaplan.

Award-winning teaching assistant helps students write about music

Editor's note: Twelve lecturers and teaching assistants in the College of Arts and Sciences were awarded Distinguished Teaching Awards this year. One of them was Jessica Waldoff, a Ph.D. candidate in musicology who designed and taught two semesters of a freshman writing seminar, Music 111: Sound, Sense and Ideas. Two years ago she was a teaching assistant for two lecture courses in music.

By Carole Stone

In Jessica Waldoff's writing seminar, freshmen listen to the songs of Franz Schubert, George Gershwin and the Beatles, the voice of Doc Watson and Mozart's opera *Don Giovanni*, and they learn to write about what they hear.

"Teaching a writing seminar about music is difficult," Waldoff said. "It would be easier to teach writing using Thomas Paine's essays, to ask the students to look at the way he structures an argument."

But studying structured arguments is a part of her class assignments. Waldoff assigns a Langston Hughes short story; an essay about the voice by Roland Barthes; Orpheus from Ovid's *Metamorphoses*; E.T.A. Hoffman's criticism of Beethoven's *Fifth Symphony*; and other works as she focuses on three types of interplay between words and music: literature about music; texted music, such as songs and opera; and programmatic music, such as Berlioz's *Symphonie Fantastique*,

which implies a text.

"This was a beautifully designed course; I would be proud to have called it my own," Music Department Chair Steven Stucky wrote in recommending Waldoff for a teaching award.

Has winning a \$1,200 Clark Teaching Award affected Waldoff's feeling about teaching?

"It hasn't changed the way I feel, because I always loved teaching," Waldoff said. "But it's nice, because you often hear that teaching is just not that important. In the field, too, you hear that you have to be more interested in research than in teaching. They are equally important to me. I find teaching benefits my research, and research benefits my teaching."

Waldoff grew up in Champaign-Urbana, where her father is an English professor at the University of Illinois. When he took a sabbatical in England one year, she fell in love with Gilbert & Sullivan operettas. As an undergraduate at Amherst College, she double-majored in English and music. Her dissertation will be on Mozart's operas and the dramatic representation of discovery, or recognition.

Two years ago, the American Society for 18th-Century Studies selected Waldoff's paper, *The Music of Recognition: Operatic Enlightenment in The Magic Flute*, as the best graduate student paper of the year. This year's Clark Teaching Award is her first award for teaching.

How did she become an award-winning teacher? Observing her college teachers, she said.

"I could always tell if they were not prepared. That's just not me. I won't go into a classroom unprepared," she said. But, "I am willing to be myself in the classroom. I don't work at having a 'classroom' personality that's any different from the way I talk out of class," Waldoff said. "Some teachers make an effort to be authoritative or to be entertaining. . . . The first few weeks I was nervous about just going to class and being myself, but it seems to work."

Waldoff admired teachers who were lively, and for her that means "being willing to take risks in class, being willing to sing even if you squeak on the high notes, or being willing to stamp your feet and clap your hands to show the syncopation of the *Maple Leaf Rag*," she said. She stops every 15 minutes when she delivers a lecture to ask a question to see if the students are with her.

Students praised Waldoff highly in end-of-the-term evaluations, and they singled out her "detailed, kind, constructive criticisms of written work, her caring attitude toward each student and the amount of time and energy she was willing to devote to every student's paper," Stucky said.

The most satisfying reward of teaching, she said, is "when a student's papers improve steadily; when a student who insists he can't earn a B+ does. Best of all is when they come to really like a piece of music or literature they didn't know before. I love to hear that someone wants to read more Hoffman, or purchase a CD of something we studied. One of my students even told me he was going to see an opera in New York because he liked *Don Giovanni*."

Because of the time she spent teaching this year, Waldoff made less progress on her dissertation than she did last year, when she was on a fellowship, but she does not mind, she said.

"I don't believe in the teacher-researcher split," Waldoff said. "If you care about your subject, then the most important thing is to engage other people — professionals, amateurs, everyone. Teaching is an important catalyst to that."

CORNELL Life

Sidelines

King Lear opens at the Center for Theatre Arts tonight, and in the past month its director, David Feldshuh, has been in the hospital four times — doing eight-hour shifts at Tompkins Community Hospital's Convenient Care Center.

A medical doctor as well as a playwright, director and professor, Feldshuh has worked for the past 10 years in both the Theatre Arts Department and the hospital, most of that time doing a weekly 12-hour shift in the emergency room.

Feldshuh has one of the most unusual sidelines of anyone on the faculty. Most of the work other people do outside the university has more to do with their teaching, research and service.

Bed and breakfast

Many members of the faculty do consulting work of one sort or another, but only one that we know of also runs a bed-and-breakfast: Malcolm Noden, a senior lecturer in the School of Hotel Administration, who with his wife, Barbara, owns and operates Malabar House on the shores of Cayuga Lake in Union Springs.

Running a B-and-B is "not the world's most profitable engagement," said Noden, who bought the 1840 Greek Revival as a home and then converted three rooms into guest rooms. He said he has an occupancy rate of about 50 percent.

"But it is fun, and you meet some absolutely wonderful people," Noden said. He also does consulting work in tourism development for Banco Nacional de Mexico, several resort hotels and for New York, among others.

Professors Richard Conway and William Maxwell own and operate CWAY, a company that produces and services software for manufacturers. The two endowed professors — Conway is in the Johnson Graduate School of Management; Maxwell, in the College of Engineering — co-wrote a book 25 years ago that pioneered the field of manufacturing scheduling. They started their business two years ago to actually influence the manufacturing world.

"You can't simply write about how to do this and convince a lot of professors; you have to prove it in practice and get people to do it," said Conway, adding, "What we are doing now is missionary work."

Scheduling, Conway explained, enables manufacturers to reserve production time the way an airline reserves seats on an aircraft.

"We went into business with some reluctance," said Conway, who is 61. "I'm working longer hours than when I was a graduate student. We hope to make some money out of this, eventually, but for the past 10 years [since they started the project that led to the business], we've just been pouring money in."

Jerome Haas, who teaches finance and management policy in the Johnson School and is partners with Professor Emeritus Alfred Kahn in the National Economic Research Association, said his consulting work — giving expert testimony in matters of economic value, such as the worth of a privately held company or of the oil in Alaska's north slope — enhances his teaching and, besides, he enjoys testifying in court.

Human fossils

Paleoanthropologist Kenneth A.R. Kennedy studies prehistoric human fossils unearthed on the Indian subcontinent, but periodically he takes a call from a medical examiner asking him to study the bones of a recently deceased human — usually to determine age at the time of death, ancestry, identity or the cause of death.

One recent case involved an infant buried by its mother, who claimed it had died at birth. Another was a woman whose bones had telltale marks from being struck by a blunt instrument; authorities convicted her boyfriend of murder.

Kennedy is the only certified forensic anthropologist in New York and one of 45 in the country. He has been doing this work for 40 years.

"Most of what we investigate in paleoanthropology are extinct populations, and we are interested in their paleodemography. If we find an ancient cemetery, we look for the proportion of males to females, the number of children, the average stature, and so on," he said.

"Forensic anthropology involves identifying people as individuals. Some cases are the result of a tragedy, like the mother who buried her child in her backyard."

"By paying attention to these cases I feel I am giving voice to individuals who can no longer speak. I am idealistic enough to say that if we have a civilization, we need accountability for those who die, and I believe that science should be applied where it can."

Kennedy uses the fees he earns from consultations to support Cornell's Human Biology Laboratory and graduate students in their travel and research.

— Carole Stone



Charles Harrington/University Photography

Jessica Waldoff

Discipline is the key, Olmos says

By Mark Eyerly

As a young man who fell asleep every time he tried to read, Edward James Olmos taught himself to read while walking. As a result, it takes him five times longer than other actors to learn a script, but he is the self-described "most visible Latino actor in the world."

The key, Olmos told a 300-person audience of mostly Cornell students last week, is discipline.

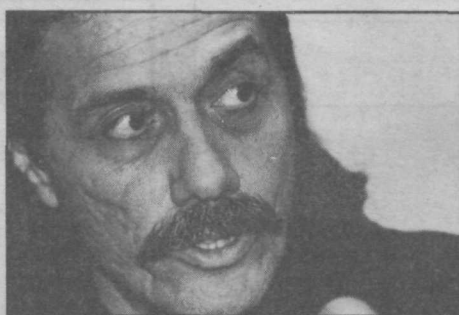
"I'm not talented. I'm not smart," said the actor and activist who has dyslexia but who starred in the television show *Miami Vice* and the movie *Stand and Deliver*. His latest film, *American Me*, which he directed, looks at the life of an Hispanic-American family in East Los Angeles and was shown here in connection with his lecture.

"You must discipline yourself to do the things you don't want to do, so you'll have the discipline to do the things you want to do, when you don't want to do them," Olmos said.

Discipline permeated Olmos' two-hour talk as he wandered the Bailey Hall stage, moving from an actor portraying his mother to a teacher offering history lessons to a preacher calling for empathetic involvement in the inner cities.

An activist for the Hispanic community who spoke out for peace during the Los Angeles riots, Olmos recalled stopping to help a boy who had been shot during the riots when another youth shouted at him: "What are you doing down here, actor boy?! This is real life!"

That riot was stopped, Olmos pointed out, by a person who began sweeping up a main



Peter Morenus/University Photography
Edward James Olmos

Los Angeles intersection at 5:30 a.m. as the rioting moved toward its third day. Others joined him and the group swelled.

"One person, one broom," Olmos said. "So, what are you going to do?"

He answered his own question: "You must go back to your communities," Olmos said, to be an assertive role model for children who, for the first time, are killing other children for no reason at all other than the adrenalin rush.

"Last year, Los Angeles County buried 800 kids," Olmos said. "It's a full-scale war. We need unconditional love for the victims, the one shot by the bullet and the one who shot the bullet. No one comes out of their mother's womb holding a gun; it's learned behavior."

He described Los Angeles as "not a melting pot, but a tossed salad," where the athletes from 104 countries speaking 150 languages who participated in the 1984 Olympics found residents from all those countries speaking all those languages. Americans, he said, "are the most tolerant people in history," and current racial tensions are not a sign of renewed racism, but rather are racism's last gasp.

To sound the death knell for racism, added Olmos — who proudly describes himself as an African, Asian, indigenous Mexican, white — Americans must learn how to deal with success.

"You need to give back more than you receive," Olmos said.

Former Venezuelan leader warns of economic problems

By Albert E. Kaff

Meeting with hundreds of people at Cornell last week, Rafael Caldera, former president of Venezuela and candidate for another term, warned of economic problems that block South America's development.

He said polls show that Venezuelans prefer the democracy that he supports, but the possibility of another military coup still exists.

Arriving in the United States from China and flying to Ithaca from New York City on a small commercial plane during a heavy snow, the former leader of his tropical nation told a university audience that he found the campus beautiful in its late-season storm.

At two public lectures and in private sessions with faculty and students, Caldera, 77, who helped write Venezuela's democratic constitution and its labor laws, outlined problems created in South America by heavy national debts, lack of technology, loss of university graduates to industrialized nations, and the continent's economic depression as a producer of raw materials.

In an interview with the *Cornell Chronicle*, Caldera attributed his energy and good health to daily exercise and "having an interest in life, [having] something important to do."

Trip to China

During his April trip to China, his third, his hosts expressed concern about his desire to visit Lhasa, capital of Tibet, because its high elevation (11,830 feet above sea level) can strain heart and lungs. "But I told them I had been in Bolivia," he said. "During my three days in Lhasa, some of the Chinese who accompanied me suffered headaches in the thin air, but I got along fine."

Caldera, a scholar who teaches political science, sociology and labor law, discussed Venezuela's political scene at a noon lecture on April 22 attended by about 40 students, faculty, staff and visitors. Four hours later, he addressed an audience of about 100 people on Latin America in the global economy.

Over a dinner, breakfast and lunch, the Venezuelan leader met with other students, faculty, several deans and senior Cornell administrators, including President Frank H.T. Rhodes. A television crew and news reporters from Venezuela covered his two-day visit.

Asked about chances for another military coup in Venezuela, Caldera said, "Nobody knows. The answer is very difficult. Our middle class has a difficult time. Buying an apartment or a car is almost impossible. The number of people without sufficient food is increasing."

Caldera, who spoke out in Venezuela's Senate against two unsuccessful military coups last year, said his nation is experiencing an annual inflation rate of between 35 and 40 percent, and the per capita income, \$3,200 a year, is below the poverty level in the United States. He added that "more than 90 percent of our people say they prefer democracy over a military government."

Some of South America's economic problems are caused by the continent's role as a producer of raw materials that do not earn a fair price in international trade, he said. "I must say, frankly, that the industrialized countries are not fair in dealing with the raw materials that we produce for them," he said. "Prices of manufactured goods increase every year, but not the prices we receive for our raw materials."

Trade with the U.S.

He noted that 50 percent of Venezuela's two-way trade is with the United States, and his country's major exports include oil, iron ore and bauxite.

Debts to international banks are another problem plaguing many South America nations, he said.

"We in Venezuela face next year, and again in 1996 and later, the burden of debt that will be so heavy that it is almost entirely impossible to reactivate our economy." Defense spending in the United States pushed up interest rates, and "by 1996 more than one-third of our [national] expenses will have to be used to satisfy interest on debt," he said.

"We want capital and technology, not as gifts, but on a fair and equitable basis. We need capital and technology more and more every day." He commented that foreign oil companies developed Venezuela's petroleum industry while keeping most of the technology to themselves.

Another problem is a brain drain, Caldera said, explaining: "Our educated youth are leaving for the industrial nations, because we do not offer enough opportunities. This problem of brain drainage is a serious concern to us. We are subsidizing the industrial countries with our brains."

Caldera, who founded Venezuela's Christian Democratic Party but is running as an independent candidate in presidential elections scheduled for December, told his listeners that politics in Venezuela are rooted in universities.

"Modern political parties in Venezuela were born in universities," he said. "In universities, political parties came from student movements, and the fight for democracy has been long and difficult. I have been in politics since I was a student in university."

Caldera's visit to Cornell was arranged by the Cornell-Venezuela Initiative, a project in the Latin American Studies Program that arranges academic exchanges and collaborative research between Cornell and several Venezuelan institutions; and Cornell's Latin American Business Association, the Venezuelan Students Association and the Mario Einaudi Center for International Studies.



Rafael Caldera

HIV infection among college students stable

By Roger Segelken

HIV infection among college students seems to be holding at about 0.02 percent, according to a national survey by the federal Centers for Disease Control. But that is no reason to reduce AIDS-prevention efforts among college students, a CDC official told Cornell health educators this week.

Dean Fenley, a prevention specialist with the Division of Adolescent and School Health of the Atlanta-based CDC, met Monday with about 40 students, faculty and staff members. The session was arranged by health educators in the College of Human Ecology and University Health Services.

Fenley reported on seroprevalence studies conducted by CDC, in which blood samples that were drawn for other purposes are tested for signs of the human immunodeficiency virus (HIV), which can eventually cause acquired immunodeficiency disease syndrome (AIDS). "We can't knock on doors and draw

blood to test for HIV, so we 'look over the shoulder' at places where blood samples already exist," Fenley explained.

At 35 university health centers surveyed by CDC, blood samples were taken for a variety of reasons, including treatment of sports injuries. The rate of HIV-positive students is highest among males — 0.47 percent — and the only higher rates found by CDC surveys are in prisons (1.13 percent) and patients at inner city hospitals (0.82 percent). The overall HIV-positive rate for college students — about 1 in 500 — "seems to be stable" in national CDC surveys conducted between 1990 and 1992, Fenley said.

Most HIV-positive students are males age 25 and older, and cases are concentrated in colleges in major metropolitan areas, the CDC official said. When Cornell AIDS educator Sharon Dittman asked why the recently reported higher levels of sexual activity and HIV infection among high school students are not reflected in college HIV levels, Fenley said,

"We don't know why AIDS hasn't broken out like crazy in colleges."

Despite the relatively low level of HIV infection in college students, prevention efforts should be increased, Fenley suggested. "Tell them: 'This is a life-and-death decision; you can get a disease that will kill you in a few years.' Sell HIV prevention in the context of preventing other STDs (sexually transmitted diseases) and make a pitch for abstinence."

Jennifer Tiffany, a Cornell-based educator in the statewide "Talking with Kids about AIDS" program, said: "The abstinence message and the risk-reduction message work together."

Condom sales in vending machines around campus have been brisk, despite unfounded rumors "that the machines are hard on condoms," reported Rosalind Kenworthy, a counselor at the Gannett Health Center's Contraception, Gynecology and Sexuality Service. "We are seeing the pregnancy rate going down, another indication that students are using condoms," she said.

Good neighbors



Peter Morenus/University Photography
Sophomore Jennifer D'Abbracci (left) and junior Christine McGuinness pick up trash in Collegetown on Saturday during the eighth annual Good Neighbor Day. About 150 students participated in the cleanup.

New course uncovers how policy really gets made

By Susan Lang

When Professor Nancy Saltford recently completed three years in Washington, D.C., first as a consultant in a public policy organization, then as a senior administrator in the U.S. Department of Agriculture, she was intrigued by how legislation *really* gets shaped and massaged into public policy.

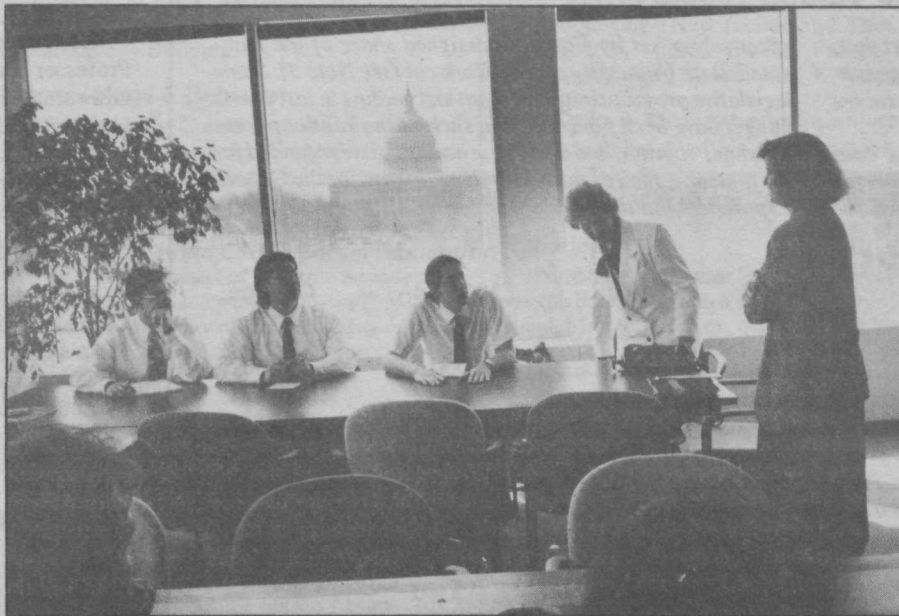
Compelled to pass on her knowledge, Saltford developed a new course in which students actually track legislative bills in their interest areas, critique the politics of public policy and spend an optional week in the halls of Washington, uncovering what they can about policy in the making.

"I realized, for example, that it's not Congressmen who actually make policy," observed Tai Kuo, a policy analysis junior in the College of Human Ecology from San Gabriel, Calif., who spent spring break in Washington. After a long talk with an aide from Syracuse Rep. James T. Walsh's office, Kuo observed, "It is the subcommittees' career lawyers who interpret the hearings and actually write the policy."

"And although there is a large group of 'freshman' Congressmen, an aide explained that things are not going to change all that quickly in Washington," added Joshua Tinkelman, a Human Ecology senior from Manhattan who also spent a week in Washington. "Evidently, there is a huge cadre of career bureaucrats just like him who have done things one way for years and have a lot of inertia to keep doing what they've always done."

The course, Organizations and Policies in the Federal System, offered in the College of Human Ecology (TXA 405), focuses on how Congress, federal agencies, think tanks, private organizations, associations and lobbying groups interact to form policy within the federal system.

"It's one thing to know the mechanics of how legislative bills get made into laws, but it's another to understand the 'dance' of legislation, how all kinds of organizations in



As an optional part of the course Organizations and Policies in the Federal System, students visit Washington to find out more about how legislation gets shaped into public policy. Here (from left): Eli Litt, a textiles and apparel sophomore; Tai Kuo, a policy analysis junior; Dan Lipson, a sociology senior; and Professor Nancy Saltford meet with Joanne Wheeler, the manager of Educational and Marketing Services at C-SPAN.

and out of government have an impact on the policy being shaped – it's not straightforward," says Saltford, a former associate dean of the College of Human Ecology who, following a sabbatical at the Employee Benefit Research Institute, served as deputy administrator for USDA's National Extension Service from 1989-1992. Saltford, who does research on work and family policy issues, continues to consult in Washington, spending about one day a week in the city.

"It became clear to me that students could benefit from hands-on experience, learning the ins and outs of how federal policy is actually formed, from accessing the same databases that policy-makers use to track bills, to examining the interplay among all the various players involved in

public policy formulation," says Saltford.

One of the requirements of the course is to develop a "policy portfolio." First, students analyze their home congressional districts using 1990 Census data. They each profile their district's representative and senator, reporting on his or her staff, committee assignments and sponsored legislation. They also profile a Cabinet member and a congressional "freshman" to track during the semester his or her promised "changes."

Students, who enroll from throughout the university, also follow a legislative bill of their choice, such as in housing, international trade or health care, which allows them to get involved with the policy-making process in their own major. They re-

search the bill's history, salient points, co-sponsors and place in the president's and Congress' priorities. Using C-Span, the Washington Post Weekly, The New York Times, Lexis/Nexis, and Congressional Quarterly's Washington Alert database, among other sources, students also stay abreast of current events related to public policy.

In Washington, the students and Saltford meet with about a dozen officials from a variety of organizations. Last month, during spring break, they sat in on numerous hearings, including one in which Ross Perot was testifying on small businesses; discussed health care with a lobbyist at the American Association of Retired Persons and a policy analyst at the National Academy of Social Insurance; and talked about health insurance, drug policy and breast-feeding promotions at the Department of Health and Human Services.

At the Department of Commerce, they learned about the debate on radio spectrum auctioning (whether the government should begin charging for use of the airwaves) and the electronic superhighway. At C-SPAN, the CEO talked about his goals for public policy programming for the next few years.

"What amazed me was how big a role politics played in setting policy and getting things done. People from one agency had to rub someone's back or know someone from another agency to get anything done, and if you didn't, it wouldn't get done," said Diane Pena, a social work junior in the College of Human Ecology from Woodside-Sunnyside, Queens. "Also, we were told how agencies do not communicate well with each other and, as a result, there's a lot of duplication of effort."

Last spring, the first time the course was offered, 11 students enrolled and three went on the trip to Washington; this spring, 53 students enrolled and nine students went to Washington. Next year, the course will be offered fall and spring to accommodate the growing interest.

Researchers develop new material processing method

By Larry Bernard

Driven by the urge to go farther and faster, new materials are needed for demanding aerospace applications, epitomized by jet turbine engines. High temperatures, high stresses and hot gases frequently occur simultaneously and materials have to withstand the combination.

Cornell materials scientists have developed a new processing technique for advanced materials that may contribute to the next generation of aircraft turbines. The technique allows the *in situ* formation of metals and ceramics on a microscopic scale.

Such an advance opens the door to the development of new materials that weigh much less than current metal alloys and can survive the very demanding environment inside a jet turbine, said Stephen L. Sass, professor of materials science and engineering.

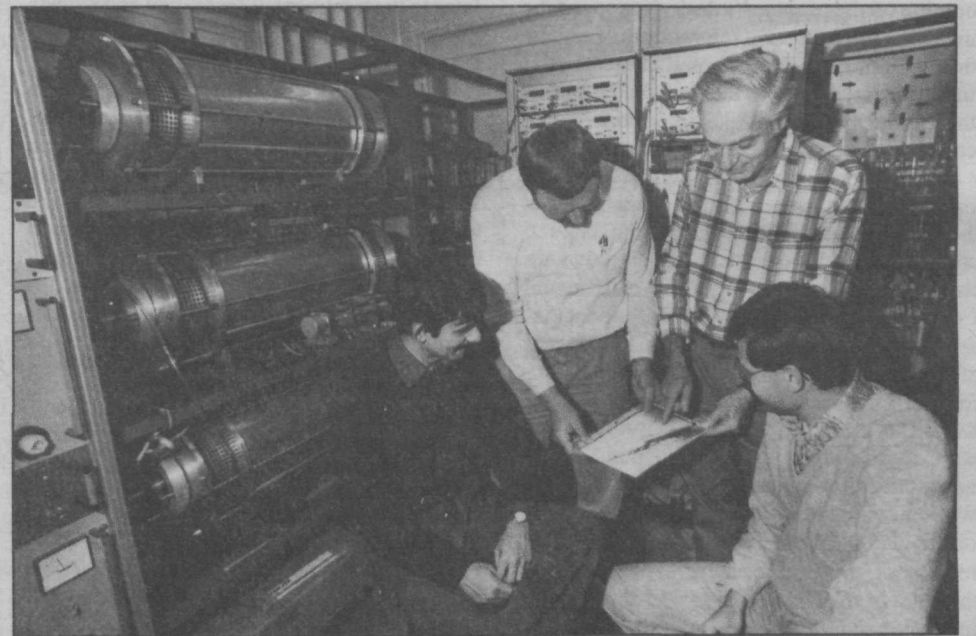
"We may be able to achieve an improvement of nearly a factor of three compared to nickel alloys that are flying today," Sass said. "If you can get a material to withstand the same temperatures at half the weight, that's a tremendous advantage. And, if this technique works as we hope, we will also have a material that is cost-effective to produce."

The technique, which requires knowledge of phase equilibria in metal-ceramic systems, involves the reduction of oxide phases to form mixtures of a ductile metal and a hard ceramic, giving some microstructures which have never before been made.

"In some ways, we are learning from nature," Sass said, "since nature invariably designs its load-bearing members with complex microstructures. Bone is made up of long narrow plates of hard bone salt in a matrix of soft collagen, a polymeric protein. And, in its most simplified form, wood consists of oriented fibers of stiff cellulose in a matrix of easily deformed linear polymers, such as hemicellulose."

The Cornell Research Foundation has filed two patents on the technique. In addition, based on some of the ideas in these patents, an interdisciplinary materials research group at Cornell has been awarded a \$2.36 million, four-year grant from the Air Force Office of Scientific Research to work on the design and synthesis of new high-temperature materials.

The award was made after a competition run by the Air Force's University-Research-Initiative program, where only three out of 60 proposals were funded.



Peter Morenus/University Photography

Team members (from left) Ramesh Subramanian, graduate student; Rüdiger Dieckmann and Stephen Sass of materials science and engineering; and Ersan Ustundag, graduate student, look over an electromicrograph of nickel rods in a ceramic matrix. The horizontal cylinders along the wall are controlled atmosphere furnaces for studying materials under high temperature.

The other researchers are: Rüdiger Dieckmann, Emmanuel P. Giannelis and Carol S. Nichols in materials science and engineering; C.Y. Hui, S. Leigh Phoenix and Alan T.

Zehnder in theoretical and applied mechanics; Paul R. Dawson in mechanical engineering; and James M. Burlitch in chemistry. With the help of the Air Force grant and Cornell, a new Processing Facility for High Temperature Materials is being established in Bard Hall, the home of the Materials Science and Engineering Department.

The researchers have produced ceramic grains containing a very fine distribution of metal particles – essentially, a ceramic that is both very stiff and resistant to catastrophic failure. In this case, they used ductile nickel particles embedded in aluminum oxide, a high melting temperature ceramic. Typically, ceramics crack easily. But a crack that meets a metal particle, which is relatively soft, is blunted and stops. This material is useful to at least 1000 degrees Celsius and may go as high as 1200 degrees Celsius, "if we are really optimistic," Sass said.

'We benefit from undergraduates working in our labs,' researchers say

The project to develop a new processing technique for advanced materials began two years ago when Stephen L. Sass and Rüdiger Dieckmann were kicking around new ideas, Sass said, and they decided to ask a senior in their department, Rich Vaia, to try out something "slightly crazy."

This led to Sass, Dieckmann and Emmanuel P. Giannelis getting a grant last year from the Office of Naval Research, which was quick to recognize some of the

possibilities of these ideas. Sass sometimes includes anecdotes about such state-of-the-art research in his undergraduate class, Engineering 261, Introduction to the Mechanical Properties of Materials.

Ramesh Subramanian and Ersan Ustundag, two graduate students in the department, recently gave talks at the American Ceramic Society meeting in Cincinnati describing their work in this area.

"But, we really benefit from undergradu-

ates working in our labs as well," Sass said. "Another of our seniors, Jennifer Hillman, took us off in an important new direction in her research last summer. Right now I have a freshman and a sophomore working on this research, and Dieckmann has even a larger number of undergraduates involved. We find that undergraduate students enjoy the work, perhaps because it gives them a balance to our lecture courses."

— Larry Bernard

Cornell University Changes in Selected State Appropriation Support 1992-93 Versus 1993-94

On April 5, the state legislature approved a budget that, after four years of reductions, promised modest improvements at the statutory colleges — including the first salary increases in three years.

There is no support for new programs within the core operating budget. Most of the \$5.47 million in "Funding for Cost Increases" goes for salaries; what remains will be

effectively offset by Cornell's assigned share of the mandated State University of New York cut (see Note 3). Some legislative program initiatives that lost funding in last year's budget have been funded again, such as the Youth Apprenticeship Program, and a few new initiatives were funded for the first time, such as the research equipment for the Geneva Experiment Station.

Funding Category	In Thousands		
	1992-93	1993-94	Change
• Statutory College Core Operating Budget			
Permanent Continuing Base Appropriation	\$113,697	\$110,315	(\$3,382)
Funding for Cost Increases	\$2,341	\$5,472	\$3,131
Less Budgetary Reductions	(\$5,635)	(\$???)	\$4,???
Net Operating Budget for Year (See Notes 2 & 3)	\$110,403	\$114,???	\$4,???
• Local Funding for Cooperative Extension Association	\$2,863	\$2,863	\$0
• SUNY-Related Special Legislative Initiatives (4/23/93)			
Labor Studies Program	\$300	\$300	\$0
PEWS	\$0	\$200	\$200
Youth Apprenticeship Program	\$0	\$200	\$200
Geneva Research Equipment	\$0	\$400	\$400
Veterinary Program Support	\$0	\$100	\$100
Total SUNY-Related Initiatives as of 4/23/93	\$300	\$1,200	\$900
• BUNDY Aid for the Endowed Colleges (estimated)	\$1,995	\$1,857	(\$138)
• Theory Center Operating Support	\$800	\$800	\$0

NOTES:

1. State support received through grants and contracts with state agencies other than SUNY is not included in table, including numerous additional legislative initiatives.
2. Most of the statutory college Net Operating Budget increase will fund salary raises.
3. SUNY must allocate a lump sum budgetary reduction that totals \$11.8 million to the campuses, and the statutory college share is not yet known.
4. The table also excludes other state funds supporting Cornell, such as those for capital projects, supercomputer upgrades, fringe benefits and financial aid received by students.

Husa wins prize for composition

Composer and conductor Karel Husa, the Kappa Alpha Professor Emeritus, has been named this year's winner of the Grawemeyer Award for Music Composition presented by the University of Louisville.

The award, which carries a prize of \$150,000 is one of four Grawemeyer Awards given annually in religion, education, political science and musical composition to "help make the world a better place," in the words of philanthropist and awards founder H. Charles Grawemeyer.

In another announcement, the New York Philharmonic Orchestra will give the world premiere of a separate piece, Husa's *Concerto for Violin*, on Thursday, May 27, at 8 p.m. in New York City's Lincoln Center. The piece was commissioned by Zubin Mehta and the New York Philharmonic as part of its 150th anniversary celebration. Glen Dicterow will be the violin soloist; Kurt Masur will be the conductor. Additional performances will be given May 28 and 29.



Karel Husa

Husa received the Grawemeyer Award for his *Concerto for Violincello and Orchestra*, which was premiered in March 1989 by the University of Southern California Symphony with Lynn Harrell as soloist. The work was commissioned by the Frank Kerze Jr. Fund.

The 27-minute piece is composed in four parts, concluding with a cello solo that "soars up to its highest register, perhaps reminiscent of a flight of birds," Husa said.

"The work... serves as a very colorful and inventive vehicle for the solo 'cello,'" said David Harman, executive secretary of the Grawemeyer Award. "It deserves a place in the standard repertoire alongside of concerti by Dvorak, Elgar, Haydn and other masters of the genre."

Concerto for Violincello and Orchestra is one in a long line of award-winning works by the 71-year-old Czechoslovakian-born composer. His *String Quartet No. 3* received the 1969 Pulitzer Prize, and his *Music for Prague 1968* has been performed more than 7,000 times worldwide.

Rhodes letter continued from page 1

the practicality of the proposal, and the Student Assembly has acted responsibly in attempting to address those concerns. The open forum that you conducted on this issue, the telephone survey of undergraduate student opinion on the proposal's desirability, and the inclusion in your recent referendum of a question soliciting student potential interest in living in the facility have all contributed to further understanding of the important policy considerations posed by this proposal.

Over the last several weeks, I have had the opportunity to meet with many members of the campus community to discuss the pros and cons of the resolution. I have met directly with its proponents from the Gay/Lesbian/Bisexual Coalition, representatives of the Student Assembly who opposed the resolution, members of the Board of Trustees, the Executive Committee of the Faculty Council of Representatives, the academic deans, and professional staff of the Department of Campus Life, to name only a few. In addition, I have received written comments from many quarters, both on campus and from the general public. News reports of this proposal have been carried throughout the United States and abroad, and interested individuals, many of them Cornell alumni, have not hesitated to share their views. All of this I have found to be most helpful in reaching my decision.

As I indicated in my letter of January 20 to the Student Assembly, I was and continue to be troubled by the assertion on the part of some of the proponents of this resolution that all too often they feel unsafe and discriminated against within the Cornell community. I reiterated at that time the position of the Board of Trustees that discrimination on the basis of sexual orientation is totally unacceptable, and that instances of harassment and intimidation of any sort need to be brought swiftly to the attention of the appropriate campus authorities.

The conversations that I have had personally with representatives of the Gay/Lesbian/Bisexual Coalition, as well as the several perceptive communications that I have received from concerned faculty and staff, have led me to understand more thoroughly that the "safety" desired by the members of this community is more than the absence of physical and mental assault. Rather, it is, in large measure, a desire for a secure and comfortable environment for individuals who constitute a sexual minority in a society that is generally intolerant of gender nonconformists. As the public hear-

ings now being conducted by the United States Senate in Washington concerning the proposed right of gays and lesbians to serve in the nation's armed forces clearly demonstrate, there are many questions of social policy related to the treatment of these men and women that are societal in scope and transcend those that we are now discussing on our campus.

My review of the situation here at Cornell leads me to conclude that our own institutional mechanisms have done little to provide a clear affirmation to members of the Gay/Lesbian/Bisexual community that they are today and will continue to be in the future valued Cornellians, whether they be students, faculty or staff. I have been impressed by the range of issues they have identified as matters of concern, and we need to consider these matters in the context of a rapidly changing external world.

Our respect and support for these individuals, whether or not they have publicly made known their sexual orientation, must be widely recognized and understood. In the days ahead, I will ask the Vice President for Academic Programs and Campus Affairs to convene a working group on gay/lesbian/bisexual issues, including, but not limited to, the Vice President for University Relations, the Dean of the Faculty, the Dean of Students, the Associate Vice President for Human Relations, and the Associate Vice President for University Human Resource Services, to provide an ongoing channel of communication and develop appropriate recommendations to accomplish this objective. It is my hope that representatives of the Gay/Lesbian/Bisexual Coalition, as well as interested and concerned faculty and staff, will wish to participate in these discussions.

That having been said, I do not believe that it would be in the best interests of the University to approve the Gay/Lesbian/Bisexual Living-Learning Unit proposed in the Student Assembly resolution now before me. Therefore, pursuant to the terms of the Student Assembly charter, I am required to veto the resolution. I have come to this conclusion because I have the deepest reservation about the increasing tendency within the campus to define ourselves in terms of groups or factions. I would express this same view if presented with requests for similar living units from other racial, religious, ethnic or special interest groups.

Cornell has long been known for its strong tradition of freedom with responsibility. This

concept applies to housing policy in many ways, and we do not require that students live on campus. Indeed, many students live off campus in apartments, sororities, and fraternities immediately after their freshman year. The housing units operated directly by the University should offer substantial opportunities for student choice, but within the framework of a well-grounded educational program. I do not believe that a comprehensive program and philosophy is presently in place for all University operated housing units, and I will ask Vice President Palmer to pursue this question as he considers the report on the freshman experience from Dean Ford and the opportunities for creative programming presented by the reorganized campus community centers.

I recognize it is possible that I cannot fully appreciate the difficulties experienced by gay/lesbian/bisexual students as they attempt to cope with an all too often unfriendly environment. Nonetheless, there should be no question that our campus life programs should contribute to the complementary, if occasionally competing, goals of fostering self-identity on the one hand and facilitating group interaction on the other. Finding the proper balance is the key to an appropriate campus life policy. While not wholly subscribing to the view that approval of the proposed living unit would necessarily result in the isolation of the gay/lesbian/bisexual community from the rest of the campus, I believe it fails to strike the proper balance.

Nor am I persuaded that it is appropriate for the University to endorse a student-led campaign to inform the campus and the general public about any specific political or social cause, including issues related to the gay/lesbian/bisexual culture. First and foremost, the University must remain a place of inquiry rather than one of institutionally-supported political and social advocacy. Students, faculty and staff must have every right to express individually their political and social beliefs, but the University retains its special place in our society only to the extent that it neither serves nor appears to serve the political interests of any one particular group. The proposed agenda of the living unit endorsed by the Student Assembly resolution in my judgment transgresses that boundary.

There will undoubtedly be those who will see in this decision tacit support for their own intolerant attitudes and behavior. They would

be thoroughly wrong to do so. Whether ten percent of our society or a smaller fraction, gays, lesbians and bisexuals are members of our community; they are our children, our students, our colleagues, our friends, and our neighbors. In a free and just society, it is our responsibility to find the most appropriate ways we can live together in harmony and mutual support.

With all good wishes,
Sincerely yours,
Frank H.T. Rhodes

Cornellians rally in D.C. for homosexual rights

When California Rep. Nancy Pelosi stepped onto the outdoor stage in Washington, D.C., last Sunday to read a letter sent by President Clinton to the hundreds of thousands of people who gathered to rally for gay, lesbian and bisexual rights, a chant of "Where's Bill?" started in the back of the crowd.

"It spread over the entire mall, and the mall was packed with people," Daniel Colb Rothman '96, a member of the Cornell Gay, Lesbian and Bisexual Coalition and one of between 100 and 125 Cornell students who marched on Washington, told the *Cornell Daily Sun*. "I had to decide if I wanted to stand up and chant with the others. Finally, I did because, while it was not inexcusable that Clinton was not there, it would have been better if he had sent a videotaped message," as other political leaders did, Rothman told the student newspaper.

"The march was a powerful and empowering experience," added Kate Brody '95. "The march has given the community here at Cornell a sense of a larger community out there, and it helped bring us closer together, too."

Brody has been active in the Cornell coalition's campaign for a Gay and Lesbian Living/Learning Unit.

According to the *Daily Sun*, several Cornell students attended a daylong National Lesbian, Gay and Bisexual Student Networking Conference at George Washington University on Saturday, and Carla Roland '94, and Joseph L. Barrios '93, the Student Assembly's lesbian/gay/bisexual representative, led a session on homosexual housing on campuses.

CALENDAR

continued from page 8

Cooperative Extension Forum

“Video Conference: Enhancing Access to Educational Resources,” Dave Watkins, media services; Jane McGonigal, Cooperative Extension; Jeanne Hogarth, consumer economics & housing; and David Dik, media services, May 3, 9 a.m., 401 Warren Hall.

Ecology & Systematics

“The Effects of Deleterious Mutations on DNA Sequence Variability at Linked Sites,” Brian Charlesworth, University of Chicago, April 30, 11:15 a.m., A106 Corson Hall.

Electrical Engineering

“Sliding-Window Lempel-Ziv Compression Is Optimal,” Aaron Wyner, AT&T Bell Laboratories, May 4, 4:30 p.m., 219 Phillips Hall.

Engineering

“Undergraduate Engineering Experience at Dartmouth: A Road Less Traveled,” Carol Muller and Albert Henning, Dartmouth College, May 3, 4:30 p.m., B-14 Hollister Hall.

Environmental Toxicology

TBA, Merle Potchinsky, graduate student, April 30, 12:20 p.m., 135 Emerson Hall.

Epidemiology

“Use of Two-Stage Least Squares to Model the Impact of Experimental Diets in Guatemalan Children with Acute Diarrhea,” Dirk Schroeder, nutritional sciences, May 3, 12:20 p.m., NG-03 MVR Hall.

“Meta-Analysis of Body Weight and All-Cause Mortality,” Rick Troiano, nutritional sciences, May 3, 4 p.m., 100 Savage.

European Studies

“Aristocracies in the 19th Century: Britain, Germany and Russia,” Dominic Lieven, London School of Economics, Harvard University, May 3, 4:30 p.m., G-08 Uris Hall.

Fruit & Vegetable Science

“History of Vegetable Gardening and Commercial Production in America,” Bob Becker, vegetable crops, Geneva, April 29, 4 p.m., 404 Plant Science.

Geological Sciences

“Global Basins Research Network,” Larry Cathles, geological sciences, April 29, 4:30 p.m., 1120 Snee Hall.

TBA, Peter Zeitler, Lehigh University, May 4, 4:30 p.m., 1120 Snee Hall.

Hotel Administration

“Brand Name Affiliation and Lodging Real Estate Prices,” Jack Corgel, hotel school, May 3, 4 p.m., 165 Statler Hall.

Immunology

“Schistosoma mansoni Egg-Induced T-helper Cell Responses,” Anthony Vella, microbiology, immunology & parasitology, April 30, 12:15 p.m., Boyce Thompson Auditorium.

International Nutrition

“Social Marketing Update 1993,” Marcia Griffiths, Manoff International, April 29, 12:20 p.m., 200 Savage.

International Studies in Planning

“Environmental Activism and Opposition Party Politics in Kenya,” Wangari Muta Maathai, founder and director of Green Belt Movement in Kenya, April 30, 12:15 p.m., 115 Tjaden Hall.

Jugatae

“Caddisfly Community Ecology (intraguild predation, competition, etc.),” Scott Wissinger, Allegheny College, April 29, 4 p.m., A106 Corson.

“Population Genetics of Anopheles gambiae, Principal Vector of Human Malaria in Sub-Saharan Africa,” Greg Lanzaro, Laboratory of Malaria Research, National Institutes of Health, May 6, 4 p.m., A106 Corson Hall.

Latin American Studies

“Development Through Preservation: An Approach for the Study of Mexican Railroad Infrastructure,” Maria Castillo-Chavez, May 4, 12:15 p.m., 153 Uris Hall.

Materials Science & Engineering

TBA, A.S. Bhalla, Penn State, April 29, 4:30 p.m., 140 Bard.

TBA, S.M. Spearing, BP, May 6, 4:30 p.m., 140 Bard.

Mechanical & Aerospace Engineering

“Role of Intellectual Property in Modern Industrial Enterprises,” Stanislaus Aksman, William Brinks Olds Hofer Gilson & Lione, April 29, 4:30 p.m., 155 Olin Hall.

Microbiology

“Old Bugs, New Tricks: Regulation of Anaerobic Respiration in Shewanella putrefaciens,”

Kenneth Neelson, Center for Great Lakes Studies, April 29, 4 p.m., large conference room, Biotechnology Building.

“Molecular Analysis of Isophthalate and Terephthalate Degradation by Comamonas testosteroni YZW-D,” Gerben Zylstra, Rutgers University, May 6, 4 p.m., large conference room, Biotechnology Building.

Neurobiology & Behavior

“Removing the Constraints on Central Neural Regeneration,” Stan Kater, Colorado State University, April 29, 12:30 p.m., A106 Corson Hall.

“A Shot in the Dark: A Male Moth’s Quest for Salt at Mud Puddles,” Scott Smedley, neurobiology, May 5, 12:30 p.m., A106 Corson Hall.

“The Motor Control of Dipteran Aerodynamics, or: Do Flies Flip for Flight Forces?” Michael Dickinson, University of Chicago, May 6, 12:30 p.m., A106 Corson Hall.

Ornithology

“Scandinavian Forest Bird Life,” Carl-Fredrik Lundevall, Swedish Museum of Natural History, May 3, 7:45 p.m., 159 Sapsucker Woods Road.

Peace Studies

“Inside the Debate on Women in the Military: A Report From the Front Lines,” Carolyn Howland Becraft, Women’s Equity Action League, April 29, 12:15 p.m., G-08 Uris Hall.

Physiology

“Reduction in the Transient Outward Potassium Current in Canine X-linked Muscular Dystrophy,” Linda Pacioretty, physiology, May 4, 4:30 p.m., G-3 Veterinary Research Tower.

“Human Intestinal Calcium Transport Proteins,” Julian Walters, Hammersmith Hospital, London, May 5, noon, 828 VRT.

Plant Biology

“Chaotic Noise, Oscillations and Feedback in Plant Growth,” Daniel Cosgrove, Pennsylvania State University, April 29, 12:30 p.m., G10 Biotechnology Building.

Plant Breeding & Biometry

“Hybrid Sterility of Rice and Self-Compatibility in Japanese Pear: Genetics of Gameto-Sporophyte Interactions,” Hiroshi Ikehashi, Chiba University, Matsudo, Japan, May 4, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

“Genetic Mapping in Higher Plants,” S. Tanksley, plant breeding, May 4, 4:30 p.m., 404 Plant Science Building.

Rural Sociology

“Introducing a New Technology: The Case of NORPLANT,” Karen Hardee, Family Health International, April 30, 3:30 p.m., 32 Warren Hall.

Soil, Crop & Atmospheric Sciences

“Agricultural Contributions to Global Climate Change,” John Duxbury, soil, crop & atmospheric sciences, May 4, 3:30 p.m., 135 Emerson Hall.

Statistics

“Modeling Molecular Evolution With Heterogeneous Rates,” Colleen Kelly, University of Rhode Island, May 5, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

“High-Speed Melt Spinning of Polymer Blends,” Anil Saraf, BASF, May 6, 12:20 p.m., 317 MVR Hall.

SYMPOSIUMS

CaRDI

Social Trends and Outlook Conference, “Partnerships in Community Development: Linking Human Services and Economic Development,” May 4 and 5, Sheraton Inn, Ithaca.

Theory Center

The progress of research in computational chemistry at the Cornell Theory Center is the focus of a conference, “Simulation of Polypeptide and Protein Structure,” May 3 and 4.

THEATER

Department of Theatre Arts

• “King Lear” will be performed April 29 and 30, May 1, 5, 6, 7 and 8 at 8 p.m.; May 2 at 2

p.m. in the Proscenium Theatre of the Center for Theatre Arts. Tickets are \$5 and \$7. The production, directed by David Feldshuh, will be set in a contemporary urban wasteland, and all of the roles in the play will be created by women, with the exception of Lear’s daughters and the Fool.

• Black Box Series: “Spectacle of Failure,” an original collaborative work combining dance and theater, will be performed April 30, 4:30 p.m.; May 1 and 2, 7 p.m., Black Box Theatre, \$2.

Africana Studies & Research Center

The Black Drama Workshop will present two plays by Douglas Turner Ward, “Happy Ending” and “Day of Absence,” both satires on the state of race relations in the United States, on May 1 and 3 at 8 p.m. in Anabel Taylor Auditorium. Admission is free.

Willard Straight Hall

The Willard Straight Hall Program Board is co-sponsoring Gateway Theater’s major spring production of “A Little Night Music” by Stephen Sondheim on April 30 and May 1 at 8 p.m. in the Memorial Room. Admission to the show is free. Also, WSHPB is selling tickets for a catered dinner prior to the April 30 show. Dinner is at 6:30 p.m. in the Memorial Room, and tickets are \$9 for Cornell students and \$16 for others.

MISC.

Latin American Studies

Latin American coffee hour will be held on Tuesdays at 5 p.m. in G-08 Uris Hall.

Livestock Show

The 1993 Cornell Student Livestock Show will be held May 1 from 8 a.m. to 5 p.m. at the Livestock Pavilion, corner of Judd Falls and Tower roads. Admission is free and will include livestock, hay rides, petting zoo and more.

Plantations

Spring wildflower walks are scheduled for May 1, 8, 15 and 22 from 9 a.m. to 1 p.m. Call Plantations for complete description, fee and registration information, 255-3020.

SPORTS

Home contests in ALL CAPS

Men’s Varsity Baseball (3-19)

April 30, at Princeton (2), noon
May 2, PRINCETON (2), noon
May 5, BUCKNELL (2), 1 p.m.

Women’s Crew (2-3)

May 1, DARTMOUTH

Men’s Varsity Lacrosse (3-6)

May 1, at Brown, 1 p.m.

Men’s Varsity Tennis (11-6)

April 30, HARVARD, 2 p.m.
May 1, DARTMOUTH, noon

Women’s Varsity Tennis (2-11)

April 30, at Harvard, 2 p.m.
May 1, at Dartmouth, noon

Michael Levine makes the most of his opportunity to play

By Patrick Gillespie

Michael Levine is a player that coaches dream of. While not a naturally gifted athlete, Levine, an attackman with the lacrosse team, worked hard every day and did what he was asked to do. He was a team player.

Now a senior, Levine is being rewarded for those three years of hard work with a chance to play every day.

Levine started the season in the same position he was in the past two years — a member of the riding unit and scout team. Then, he played about half of the Maryland game on March 20 and started the following week against Yale. He hasn’t been out of the lineup since.

“Our offense was struggling early in the season,” says Levine. “We wanted to try something to get things going, and it opened up some opportunities for me.

“Things have worked out great,” says Levine, the Big Red’s fourth-leading scorer with 10 goals and an assist through seven games. “I’d have to attribute my success to Coach [Richie] Moran for never counting me out. He tried to break me into the lineup any way he could.”

“Mike has worked diligently on and off the field to improve his skill level,” says Moran. “He is the perfect example of a gentleman who has worked hard and is now reaping the benefits. He is an excellent student, who has made the dean’s list the last three semesters. It has been a pleasure to coach Mike because of his enthusiasm and determination.”

Levine, who is from Chappaqua, N.Y., got his opportunity to show what he gained from his hard work at Yale on March 27 — his first career start. He responded with two goals in the 11-8 loss. He had the best games of his career



Tim McKinney

Michael Levine in action against the University of Pennsylvania.

in recent wins over Colgate and Dartmouth. On April 13 vs. the Red Raiders, Levine scored a career-high four goals in a 22-12 win. He followed that with a three-goal performance in Cornell’s 13-9 win at Dartmouth.

“It’s the nature of the crease position,” says Levine of his recent scoring outburst. “I’m just glad I’ve been able to finish off the last couple of games. The defense has had to focus on our ball handlers — Anthony Pavone, Chris Danler, Ben Smith and Brian Hannafin. It’s a credit to them that I’ve been able to do what I have.”

Now that he’s no longer the best-kept secret

in the Ivy League, what does he envision?

“In my own mind, I’m still kind of a nobody,” says Levine. “I hate to sound like a cliché, but it keeps me playing within myself. There are a lot of players on this team who have more ability, better stick skills, better shooting ability, better ball handling ability and who have more speed.”

While he may believe he’s still a nobody on the lacrosse field, there are many Cornell lacrosse fans who will remember the kind of season that Michael Levine put together in 1993 — and that he did it with class.

CALENDAR

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

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

Notices should also include the sub-heading of the calendar in which the item should appear.

DANCE

Cornell International Folkdancers

Workshop April 30 through May 2 on Balkan dances with outstanding dance teacher and folklorist Dick Crum.

April 30: Free "meet the teacher" dance party, 8 to 10:30 p.m., Edwards Room, Anabel Taylor.

May 1: Registration, 9:45 a.m.; workshop sessions, 10 a.m. to 12:30 p.m.; 2 to 4:30 p.m.; culture session and party, 7:30 to 11:30 p.m., Montessori School, 120 E. King Road, Ithaca.

May 2: Workshop review, 10:30 a.m. to 1 p.m., Montessori School.

Weekend pass \$25. Workshop sessions \$8; party \$4. All events free to regular Cornell students. Call 277-3638 for information.

Global Dancing, beginning couple dances, meets Tuesdays in Helen Newman Hall dance studio: teaching, 8:30 p.m.; open dancing, 9:45-10:30 p.m.

Israeli Folkdancing

Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

Department of Theatre Arts

Dance Theatre Concert, featuring faculty and student dances, will be held May 6, 7 and 8 at 7:30 p.m. in the Class of '56 Dance Theatre. \$3.

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.

- "Art Nouveau Posters" is on display through June 13.
- "Chemistry Imagined," through June 13.
- "Up Close: Contemporary Art From the Mallin Collection," through June 13.
- "Photogenics," through June 27.
- Box Lunch Tours: Today, April 29, Leslie Schwartz explores Modernism, as expressed in the collection. On May 6, the special exhibition "Chemistry Imagined" will be toured.

Martha Van Rensselaer Hall

An exhibit of historic batik textiles from Indonesia is now on display in the Cornell Costume Collection Showcase outside room G19A in MVR Hall, through May. Included are early 20th century flat batiks and hand-carved wooden puppets adorned with batik fabrics.

Willard Straight Hall Gallery

Smithsonian Institute poster exhibit, "Diversity Endangered," through May 1.

FILMS

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

Thursday, 4/29

"My New Gun" (1992), directed by Stacy Cochran, with Diane Lane, Stephen Collins and James LeGros, 7:15 p.m.

"A Few Good Men" (1992), directed by Rob Reiner, with Tom Cruise, Demi Moore and Jack Nicholson, 10 p.m.

Friday, 4/30

"Electra," by Michael Cacoyannis, based on play by Euripides, with Irene Pappas, sponsored by classics, 4:30 p.m.

"Daddy and the Muscle Academy" (1992), directed by Ippo Pohjola, shown with Danny Leiner's "Time Expired," 7:30 p.m.

"Reservoir Dogs" (1992), directed by Quentin Tarantino, with Harvey Keitel, Tim Roth and Steve Buscemi, 7:30 p.m., Uris.

"Gas Food Lodging" (1992), directed by Allison Anders, with Brooke Adams, Ione Skye and Fairuza Balk, 9:35 p.m.

"Fast Times at Ridgemont High" (1982), directed by Amy Heckerling, with Phoebe Cates, Sean Penn, Jennifer Jason Leigh and Judge Reinhold, 9:50 p.m., Uris.

"A Few Good Men," midnight, Uris.

Saturday, 5/1

"Unbidden Voices" and "Exile and Displacement?" films by Prajna Parashar, Northwestern Univ., sponsored by South Asia Program, 4 p.m.

"Reservoir Dogs," 6:40 p.m., Uris.

"Gas Food Lodging," 7:15 p.m.

"A Few Good Men," 9 p.m., Uris.

"Once Upon a Time in China" (1992), directed by Tsui Hark, with Jet Li, Yuen Biao and Rosamund Kwan, 9:35 p.m.

"Fast Times at Ridgemont High," midnight, Uris.

Sunday, 5/2

"Blow Job" and "Vinyl," directed by Andy Warhol, 2 p.m., Johnson Museum, free.

"A Few Good Men," 4 and 10 p.m.

"Cane Toads," directed by Mark Lewis, presented by Pentangle, 7:30 p.m., Uris, free.

Monday, 5/3

"The Cook, the Thief, His Wife and Her Lover" (1989), directed by Peter Greenaway, with Richard Bohringer, Helen Mirren and Michael Gambon, 6:55 p.m.

"Once Upon a Time in China," 9:30 p.m.

Tuesday, 5/4

"From the Barrel of a Gun," Southeast Asia Film Series, 4:30 p.m., Kahin Center, 640 Stewart Ave., free.

"Funny Face" (1957), directed by Stanley Donen, with Audrey Hepburn and Fred Astaire, 7:35 p.m.

"The Cook, the Thief, His Wife and Her Lover," 10 p.m.

Wednesday, 5/5

"Women on the Verge of a Nervous Breakdown" (1988), directed by Pedro Almodovar, with Antonio Banderas, Carmen Maura and Julieta Serrano, 7:50 p.m.

"The Crying Game" (1992), directed by Neil Jordan, with Stephen Rea, Jaye Davidson and Miranda Richardson, 10 p.m.

Thursday, 5/6

"Intervista" (1987), directed by Federico Fellini, with Sergio Rubini, Marcello Mastroianni and Anita Ekberg, 7:35 p.m.

"The Crying Game," 10 p.m.

LECTURES

AAUP

The American Association of University Professors presents "Cornell Finances Past and Future," Peter Stein, dean-elect of the university faculty, April 29, 4:30 p.m., faculty lounge, 217 Myron Taylor Hall.

Center for the Environment

Race, Equity & Environment lecture series: "Beyond the Green: Redefining and Diversifying the Environmental Movement," Paul Deare, The Environmental Careers Organization, Boston, May 4, 4 p.m., Alumni Auditorium, Kennedy Hall.

East Asia Program

"Text and Discourse in Buddhist Translations," Joseph Wilson, University of North Carolina, Wilmington, April 29, 4 p.m., 374 Rockefeller Hall.

"The Status of Chinese Investment Law: Current Problems and Future Prospects," Zhang Xiaotao, visiting fellow, (in Chinese, without translation), May 3, 4:30 p.m., G-08 Uris Hall.

Chemistry

Debye Lectures: "Chemical Reactivity at Surfaces," John Yates Jr., University of Pittsburgh, April 29, 4:40 p.m., 119 Baker.

Human Factors Society

"New Households, New Housing," Sherry Ahrentzen, University of Wisconsin, April 30, 1:30 p.m., N-207 MVR Hall.

Renaissance Colloquium

"Classical Imitation in Spenser: Vergil, Statius and *Faerie Queene* I.i," Lars-Hakan Svensson, University of Lund, Sweden, May 3, 5 p.m., 160 Goldwin Smith Hall.

Theater Arts

Seth Willenson, Cornell graduate and IRS Media producer, will talk about IRS and his work as a film producer, and screen clips from IRS films, April 29, 4:45 p.m., Center for Theatre Arts Film Forum.

MUSIC

Department of Music

Pianist Sabine Vinck will give a solo recital of works by Clementi, Schubert, Debussy, Schumann and Brahms on April 29 at 8:15 p.m. in Barnes.

Dan Stowe will conduct the Cornell Chorale in 20th-century music on April 30 at 8:15 p.m. Featured compositions will be Stravinsky's *Pater Noster*, *Ave Maria* and *Anthem*; Hindemith's *Erfassung der Six Chansons*; Francis Poulenc's *Salve Maria* and *Sept chansons*; and Durufle's *Ubi caritas* and *Tantum ergo*.

An all-Tchaikovsky program, in commemoration of the centenary of the composer's death, will be featured by the Cornell Symphony Orchestra under the baton of John Hsu on May 1 at 8:15 p.m. in Bailey Hall. The 96-member orchestra will perform the "Elegy in G Major for String Orchestra," "Suite No. 4," "March Slave" and "Symphony No. 4." Further information is available at 255-4760.

Mark Scatterday will conduct the Cornell Symphonic Band in works by Sousa, Chance, Prokofiev, Reed, Leemans, Mahr and Rimsky-Korsakov on May 2 at 2 p.m. in Bailey Hall.

Students of soprano Judith Kellock will give a voice recital of works by Haydn, Mozart, Faure, Schumann, Wolf and Poulenc on May 2 at 4 p.m. in Barnes Hall.

Apiano recital by students of Jonathan Shames will be presented May 4 at 8:15 p.m. in Barnes.

The University of Michigan's Glee Club will perform May 4 at 8:15 p.m. in Sage Chapel.

A program of piano trios can be enjoyed May 5 at 8:15 p.m. in Barnes Hall. Hyesoo Low, piano; Winchee Lin, violin; and Jean Hee Park, cello, perform Beethoven's "Trio in C Minor, op. 1 no. 3." Ithacan Robert Evett's "Fables on a theme by Handel" will be played by pianist Susan Kassouf, violinist Katherine Gottschalk and cellist Elisa Evett. After intermission Ku Chiang, Minna Kim and Christine Woods (piano, violin and cello) will finish this free concert with Beethoven's "Trio in D Major, op. 70 no. 1."

Cornell Jazz Ensembles

Joe Henderson, last year's Grammy nominee as jazz tenor sax of the year, and the Cornell Jazz Ensembles will be performing "Jazz, Jazz and More Jazz" on April 30 at 8:15 p.m. in Statler Auditorium. Tickets are available at the Lincoln Hall and Willard Straight Hall ticket offices, Rebop Records, Hickey's Music Center and the Ithaca Guitar Works; \$10 in advance, \$12 at the door.

Great Soloist Series

Itzhak Perlman will perform works by Bach, Faure, Bolcom and others announced from the stage on May 3 at 8:15 p.m. in Bailey Hall.

Plantations

Cornell Plantations will serve as host to the free Class of 1940 Concert Series on April 30 at noon at '66 Beebe Beach, below Helen Newman Hall. Outdoor seating under a tent. Jazz: from bebop to contemporary performed by Three Flights Up. The band members are Julianne Puente (drums), Dan Janis (bass), surprise guest (horn) and Robert Cowie (piano).

Bound for Glory

May 2: Armor and Sturtevant will perform. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory is free and open to the public and can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

A student preacher will give the sermon May 2 at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist. Sage is a non-sectarian chapel that fosters dialogue among major faith traditions.

African-American

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

Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor

Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

Christian Science

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

Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m., Anabel Taylor Chapel.

Friends (Quakers)

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

Jewish

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

Reform: Fridays 6 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 6 p.m., Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Friday, call 272-5810 for time, and Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

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

Sri Satya Sai Baba

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

Zen Buddhist

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

SEMINARS

Agricultural Economics

"The Dairy Industry in Transition: Adapting to Regional Changes in Supply and Demand," Mark Stephenson, University of Wisconsin, River Falls, April 29, 9 a.m., 401 Warren Hall.

"Why a Major Change in Farm Policy Now?" Otto Doering III, Purdue University, April 29, 3:30 p.m., 45 Warren.

"Politico-Economic Structure of Japanese Rice Market," Yuichi Kishimoto, St. Andrews University, Osaka, Japan, May 4, 3:30 p.m., 4 Warren.

Applied Mathematics

"Convergence of Infeasible Interior-Point Methods for the Horizontal Linear Complementarity Problem," Yin Zhang, University of Maryland, April 30, 4 p.m., 456 Theory Center.

"Type I Intermittency for the Henon Map Family," Harvey Kaplan, Syracuse University, May 5, 12:20 p.m., 708 Theory Center.

Astronomy

"Chemical Composition of Galactic HII Regions," Manuel Peimbert, Instituto de Astronomia, UNAM, April 29, 4:30 p.m., 105 Space Sciences.

"Rio Cuarto Impact Craters, Argentina: Evidence and Implications," Peter Schultz, Brown University, April 30, 4:30 p.m., 105 Space Sciences.

"Dense Molecular Gas in Galaxies," Jim Jackson, Boston University, May 6, 4:30 p.m., 105 Space Sciences.

Biochemistry, Molecular & Cell Biology

"Yeast Mitosis, *In Vivo* and *In Vitro*," Douglas Koshland, Carnegie Institute of Washington, April 30, 4 p.m., seminar room, Biotechnology Building.

Biophysics

"Structure and Function of a Multienzyme Complex: Fatty Acid Synthase," Gordon Hammes, Duke University Medical Center, May 5, 4:30 p.m., 700 Clark Hall.

Chemical Engineering

"Process Changes in the Biotechnology Industry," John Jost, Genentech Inc., May 4, 3:30 p.m., 165 Olin Hall.

Chemistry

"Mechanism of Reactions Leading to Polar Ozone Depletion," Mitchio Okumura, CalTech, May 6, 4:40 p.m., 119 Baker.

CISER

"Tropospheric Ozone in Urban Areas," G. Dorris, agricultural economics, May 3, noon, 401 Warren.

Cognitive Studies

"Learnability Issues in the Study of Anaphora," C. Lee Baker, University of Texas, April 30, 3:30 p.m., 202 Uris Hall.

Continued on page 7

WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

For Your Benefit

Editor's Note: Last year at this time University Human Resource Services (then the Office of Human Resources) produced the third issue of its benefits newsletter, For Your Benefit. The newsletter was designed to inform staff and faculty about the trends in health care costs at a national level and about any developments made in the benefits Cornell offers its staff and faculty.

Since then, University Human Resource Services suspended publication of the newsletter as a cost-savings measure. The commitment to keep the Cornell community informed of benefits and health care issues has not lessened, however. Articles on specific benefits-related issues have been published periodically in The Cornell Workplace as they have arisen. Until now, however, we have not devoted the same kind of attention to

benefits issues this past year as we have to other areas in which new programmatic directions were being initiated, such as in Work and Family, for instance.

Partly as a result of Beth I. Warren becoming the associate vice president for human resources in April of 1992 and partly as the result of the continued escalation in healthcare costs, University Human Resource Services has been involved over the past year in a comprehensive assessment and review of Cornell's benefits programs. This review has focused on continuous improvement, cost containment, greater flexibility, and increased opportunity for faculty and staff choice. The Employee Benefits Advisory Committee joined in this review of staff and faculty benefits, providing its input and recommendations on those issues it deemed to be most critical. A

more systemic approach to health-related issues was also begun through the joint partnership of University Human Resource Services, Facilities and Business Operations, and the Gannett Health Center to develop an integrated Faculty/Staff Health Program.

This week's issue of The Cornell Workplace summarizes the work of the Employee Benefits Advisory Committee over the past year and introduces some of the developments that are on the horizon. One of the new programs about to be launched includes a wide range of investment options endowed faculty and staff may choose between through Fidelity Investments. To introduce some of its investment options, offered for the first time as part of the Cornell University Retirement Program for Endowed Employees, Fidelity Investments will hold an

Open House in the Alice-Statler Auditorium on May 10-12, 1993 in conjunction with University Human Resource Services. Information on the Fidelity investments is also being sent to all endowed faculty and staff home addresses. This mailing is being funded by Fidelity.

I encourage you to read the benefits articles in this week's paper, and especially to attend the Open House—even if retirement still seems light years away. Next week The Cornell Workplace will publish the third article in the series on Cornell volunteers, but our attention will shift thereafter to a number of benefits initiatives and Classification Review Study efforts that are gaining momentum during these last months of the academic year.

—Nancy Doolittle

The Employee Benefits Advisory Committee Focusing on Benefits Issues

Given the attention that the national press has devoted to what has been called the crisis in United States health care, it is hardly news to say that the costs of health care have not stopped rising; and it is equally self-evident to note that any changes at the national level inevitably have an effect at the college and university level.

Over the past year, it has been the task of the Employee Benefits Advisory Committee to review and anticipate national changes in benefits regulations and trends in healthcare issues; to aid in the review of Cornell's current benefits; and to offer recommendations to help position the university and its staff and faculty members for the years that lie ahead. On April 16, 1993, the Employee Benefits Advisory Committee met to review its progress on the priorities it had set forth a year ago, and to begin to decide which issues should be future priorities. Because a number of initiatives are currently in process, the committee decided not to form any new task forces at this time, but to bring some of its earlier concerns to resolution.

Retiree Healthcare Program for Endowed Staff and Faculty

One of these initiatives, a review of the retiree healthcare program for

endowed faculty and staff, became a top priority because of a recent change in federal regulation. This regulation, the FAS 106, now mandates how institutions and organizations are to report post-retirement health and welfare benefits.

Another national development that helped prompt this review is the uncapping, at the national level, of the mandatory retirement age for faculty. And, for retirees as well as current employees, healthcare costs continue to escalate, especially in regards to prescription medications. These three factors—FAS 106, the uncapping of mandatory retirement for faculty, and the skyrocketing costs of prescription medications—have financial implications for the institutions and organizations they affect.

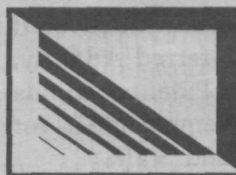
As a result, the Employee Benefits Advisory Committee, the Employee Benefits Cost Team, and University Human Resource Services joined together to review of the current endowed retiree healthcare program. Cornell retirees were notified in 1992 and reminded in January of 1993 that this comprehensive review was underway. As a result of this review, a joint recommendation addressing these and other retiree healthcare program issues is being developed.

Managed Care

Nationally, the concepts of managed care and managed competition are also eliciting a great deal of discussion. In preparation for any possible

changes in this area on the national level, a subcommittee of the Employee Benefits Advisory Committee is researching the feasibility of offer-

(continued on p. 2)



REFLECTIONS

On The Horizon

A Message from Beth Warren on the New Retirement Investment Options

Dear Colleagues:

On March 19, 1993, the Cornell University Board of Trustees approved the addition of Fidelity Investments to the Cornell University Retirement Program for Endowed Employees. Our goal in adding Fidelity is to offer a broad range of investment options, along with the information faculty and staff will need to make informed choices about retirement planning. In addition to continuing to make Fidelity Mutual Funds available to endowed employees through the Tax Deferred Annuity, we are excited to be offering the options available through Fidelity in the basic Retirement Plan. This change, effective July 1, 1993,

allows you the opportunity to allocate your retirement contributions, as well as the university's contributions, to Fidelity's mutual funds.

Monday, May 10 through Wednesday, May 12, 1993, Fidelity, in conjunction with University Human Resource Services, will sponsor an Open House in the Alice-Statler Auditorium. During this three-day event, endowed faculty and staff will have the opportunity to meet Fidelity representatives and to attend investor information sessions. I believe that Fidelity is committed to providing the faculty and staff of Cornell University with the education and information needed to make

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Benefits Issues

(continued from p. 1)

ing managed care to the Cornell community in addition to the current healthcare plans Cornell offers.

Enhanced Life Insurance

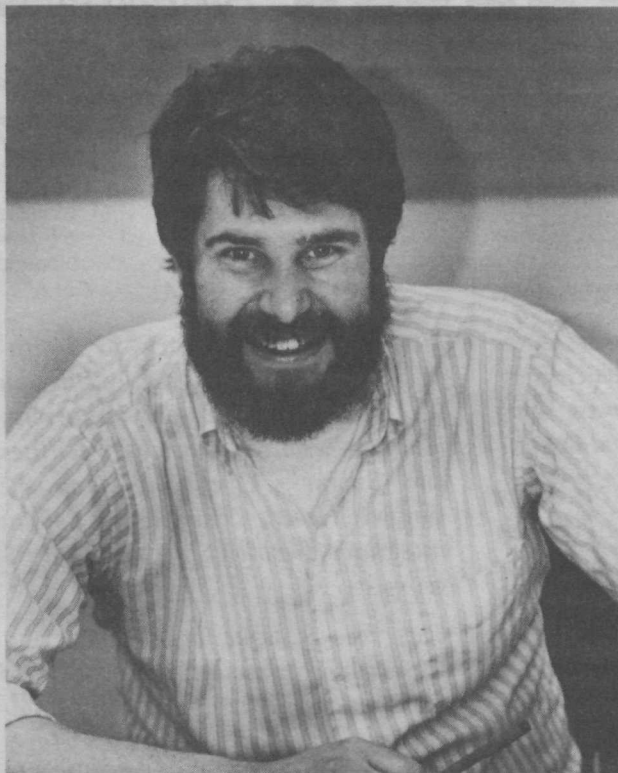
The Employee Benefits Advisory Committee has also been examining the possibilities for offering staff and faculty retirees and future retirees opportunities to purchase an enhanced life insurance policy. Because of the slow but steady pace of inflation over the past two decades, the life insurance funds currently received by beneficiaries of deceased retirees are inadequate to meet today's costs. Cornell is considering making it possible for employees to purchase a larger amount of life insurance upon retirement. Moreover, the institution is also looking at enhancing the current spousal life benefit for all employees. In addition, new provisions for those who are terminally ill are also under consideration.

Long-term Care

The issue of long-term care for the elderly has also concerned the Employee Benefits Advisory Committee. New York State has developed a proposal for long-term care, but it may be possible for Cornell to custom-tailor a long-term care program that meets the specific needs of its faculty and staff. However, we are not yet sure of faculty and staff need for or desire for long-term care options, or of the financial feasibility of such a program. An assessment survey has gone out to faculty asking for an indication of their interest in long-term care programs; that survey is reprinted here today (see page 3), and we would ask that staff (and faculty who were unable to return their earlier survey) complete today's survey and return it to Mary Slaght, B-22 Mann Library.

Participating in the Employee Benefits Advisory Committee

The Employee Benefits Advisory Committee is comprised of a cross-section of staff, faculty, Cornell



Dwight Widger

benefits administrators, and retirees. Currently serving on the committee are: Chris Abbuhl, University Relations; Marilee Bell, director of Work and Family Services, University Human Resource Services; Rick Guardiola, University Accounting; Professor Martha Haynes, Department of Astronomy; Professor Olivia Mitchell, Industrial and Labor Relations; Professor Anil Nerode, Department of Mathematics; Les Niles, Utilities; Lenny Nissenson, Gannett Health Center; George Peter, Employee-elected Trustee Emeritus; Jean Samuelson, co-chair of the committee and director of Benefit Services, University Human Resource Services; Mary

Slaght, Statutory Benefits Manager; Professor Emeritus Julian Smith, Department of Chemical Engineering; Diane Tolen, Residence Life; Judy VanDermark, Employee-elected Trustee; Dwight Widger, Employee Assembly representative and co-chair of the committee.

In speaking of his work on the Employee Benefits Advisory Committee, Dwight Widger says that he finds it very exciting to be able to participate in the focus groups and subcommittees working on specific benefits issues. "My former work as Employee-elected Trustee has given me a network and perspectives I can bring to bear in my consideration

of both the university's and the employees' needs," he explains. "At first I was skeptical about what we could really accomplish. But we have developed priorities, including those of healthcare and long-term care, and have been able to help implement new programs, such as the TIAA-CREF loan options and the new Fidelity investment options. Our focus has been not on what we can cut, but on what we can save, improve upon, and expand,

giving greater flexibility to staff and faculty while at the same time keeping healthcare costs contained within some very real financial parameters."

Notes Diane Tolen, "I've learned a great deal from being on the Employee Benefits Advisory Committee. Certainly, the university does have an obligation to deal with the rising costs of healthcare, and to strive to contain those costs. But there are a lot of options out there, and a lot of them can be implemented without increasing costs. Some of these actually allow for savings while also increasing options for individuals and their families. I find it very challenging to work with others to improve Cornell's benefits programs, and I look forward to continuing to work on these issues and serving as a voice for the Cornell employee."



Diane Tolen

Reflections

(continued from p. 1)

well-informed retirement investment decisions.

In addition, endowed faculty and staff will have the opportunity to enroll in the new plan. All applications for enrollment or transfer of assets initiated during the Open House will be processed after July 1, 1993.

I would ask you to seriously consider fitting some of the sessions offered through the Open House around your other commitments, as I am sure these sessions will be very informative. The sessions are designed not only to be of value to those who are nearing retirement age, but also to those who desire to plan for their retirement at an earlier age, and who wish to become acquainted with the options available.

Once again, we are excited to be expanding Cornell's relationship with Fidelity Investments to not only

make Fidelity Mutual Funds available to endowed faculty and staff through the Tax-Deferred Annuity, but also to include Fidelity's funds in our basic Retirement Plan for Endowed Faculty and Staff.

A schedule of events follows. Endowed faculty and staff will also be receiving an invitation to the Open House and a copy of this schedule at their home addresses (Postage will be paid by Fidelity). Please take a moment to read the schedule. I hope you will have the opportunity to attend the Open House and learn more about the "New Choice" investments Fidelity is offering.

Sincerely,

— Beth I. Warren

Associate Vice President
for Human Resources

Fidelity Open House

Spouses are welcome to attend, and refreshments will be served throughout the event.

Investing for Retirement

Monday, May 10–Wednesday, May 12
8:00–9:00 a.m., Alice-Statler Auditorium
9:00–10:00 a.m., Alice-Statler Auditorium
11:00 a.m.–12:00 noon, Classroom 165
12:00 noon–1:00 p.m., Classroom 165
1:30–2:30 p.m., Classroom 165
3:00–4:00 p.m., Alice-Statler Auditorium
6:30–7:00 p.m., Alice-Statler Auditorium

Learn more about Fidelity's investment options, performance results and services designed to enable you to make informed investment decisions for your retirement. The seminar examines investments such as stocks, bonds and treasury bills—not only what they are, but also how experts select them and use them to stabilize a portfolio. The seminar will also explore mutual funds and how they can help you achieve a diversified portfolio.

Asset Allocation

Getting the Most out of Your Investments: A Workshop on Asset Allocation
Monday, May 10–Wednesday, May 12
11:30 a.m.–1:30 p.m., Alice-Statler Auditorium
4:30–6:00 p.m., Classroom 165

Develop an understanding of the risk and return characteristics of different investment vehicles, understand the benefits of diversification across asset vehicles, recognize the power of long-term investing and develop a personalized profile to meet your current needs.

Investment Review

Monday, May 10
7:00–8:00 p.m., Alice-Statler Auditorium
This session features Fred Reynolds who will discuss the challenges and opportunities currently facing investment professionals, as well as the strategies Fidelity portfolio managers are using to capture income and growth in today's market.

(continued on p. 3)

Open House

(continued from p. 2)

Retirement Plan Options

Global and International Perspectives

Tuesday, May 11

7:00-8:00 p.m., Alice-Statler Auditorium

Thom Bieniek will host a session on "Retirement Plan Options." This session will focus on such topics as real investment choice; cumulative asset class returns; advantages of mutual funds; evaluating an investment manager and the importance of maximizing return.

Exhibits

An exhibit area will be open throughout the Open House. This area is designed to acquaint you with the many services Fidelity has to offer. Fidelity representatives will be on hand to answer your specific questions regarding transfer inquiries, enrollment procedures, distribution options, Fidelity mutual funds, asset allocation and any other questions you may have.

Speakers

Thomas T. Bieniek — Thom Bieniek is a senior vice president of Fidelity Investments Tax-Exempt Services Company.

Thom has made numerous presentations at national and regional NACUBO and CUPA meetings, as well as before other groups representing higher education, retirement plans and investments. He has also authored articles on retirement plans for Pension World and Broker World.

Richard G. Malconian — Rich Malconian is president of the Fidelity Tax-Exempt Services Company, a subsidiary of Fidelity Investments. Prior to joining Fidelity in 1991, Rich was managing director of Salomon Brothers Inc., where he had worked since 1976.

Frederick L. Reynolds — Fred Reynolds is a senior vice president of Fidelity Investments Institutional Group and is responsible for investment marketing services. His previous positions at Fidelity include vice president of Fidelity Management Trust Company, where he was a member of the Institutional Investment Management Policy Committee; and vice president of FMR Investment Management Service, where he was a portfolio manager and member of the Investment Policy Group.

Prior to joining Fidelity in 1971, Fred was employed by the National Shawmut Bank of Boston for 16 years as a trust officer, security analyst and portfolio manager.

Summer Day Camp Still Has Openings

The response by staff and faculty members to the University Summer Day Camp has been overwhelming, and indicates that there is a very real need for this kind of program. The day camp will run from June 28, 1993 through August 13, 1993, 7:30 a.m. -5:30 p.m., Monday-Friday, and can be enrolled in on a weekly basis. Its centralized activities will take place in the main dining room and adjacent lounges in Risley Hall. Developmentally appropriate activities are planned throughout the Cornell campus, taking advantage of Cornell's resources to make this experience a true learning laboratory for these children.

All children of Cornell staff and faculty entering kindergarten in Fall 1993, through all children entering the 8th grade in Fall 1993, are eligible for the 1993 summer vacation day camp. Sign-up has been on a first-come, first-served basis, and weekly fees for the summer vacation day camp were set on a sliding fee scale, based on family income.

There are still some openings available for those who have not yet registered their children and would like to do so, however. These open-

ings exist in the \$65/week and \$85/week categories. If you would like to enroll your child or children in the openings available at one of these levels, please call Work and Family Services at 255-3649.

As expected, the openings in the \$50/week, \$35/week and special arrangement categories were filled very quickly. Those who have signed up at these levels will be contacted within the next two weeks regarding whether their children are "in" the day camp or on the "waiting list," so that they can therefore plan their summer activities accordingly.

Applications are still welcomed from children entering 9th grade in Fall 1993, through those who are less than 16 years old who wish to be counsellors-in-training and from teens 16 through 18 years of age who wish to be employed as junior counsellors. We have also received word from several adult volunteers in the Cornell community who have offered to work with the children in a variety of areas and activities, making the day camp a truly Cornell experience. If you are interested in any of these areas, please call Work and Family Services at 255-3649.

Long Term Care Insurance Survey

University Human Resource Services, with the assistance of the Employee Benefits Advisory Committee, has recently completed a review of several long-term care policies offered by large reputable insurance companies. This review was undertaken in response to ongoing requests for protection against the cost of nursing home care or other custodial care that is not normally reimbursable under health insurance programs or Medicare.

Long Term Care policies provide a fixed dollar benefit for custodial care provided in the home or in a nursing home. Coverage levels and premiums vary depending on the level of benefits elected.

Please take a minute to complete the following survey on Long Term Care insurance. Your feedback is important to us for future benefit program enhancements. Thank you for your participation. Please return to Mary Slaght, B-22 Mann Library.

1. Sex M () F ()

2. Age _____

3. Marital Status

Single ()

Married ()

Divorced ()

Widowed ()

4. Family Status

Have children ()

Do not have children ()

Have one or more living parents/in-laws ()

5. If your parents/in-laws are living, do you or anyone else provide them with ongoing care or assistance? Yes () No ()

6. Are you familiar with long term care insurance coverage? Yes () No ()

7. Would you be interested in purchasing long term care insurance

for yourself? Yes () No ()

for your spouse? Yes () No ()

your parents/in-laws? Yes () No ()


8. Additional Comments:

*9. (Optional) I am willing to participate in a focus group to review, discuss and finalize various coverage design features available as part of long term care policies.

Name: _____

Campus Address: _____

Campus Phone: _____



THE Bulletin Board

Attention

University Human Resource Services has recently received a number of inquiries about retirement materials recently circulated on campus by REAP. Information has been requested from this organization, but has not yet been received. The university in no way endorses this solicitation.

• In last week's issue of *The Cornell Workplace*, we mentioned that April 18-24 was National Volunteers Week and also National Week of the Young Child. We did not mention that this same week is celebrated nationally as National Secretaries Week. We would like to do that now, as we did not intend for this to seem to be a deliberate omission. However, we would also like to point out that all of us should be expressing our appreciation year-round to our colleagues at Cornell for the work they do—not only in appreciation for the work done by secretaries and office professionals, but by people at every level and every job, regardless of title. In a service organization such as this, we are all interconnected, and we all serve as "support staff" to each other.

Parents Support Network

The first meeting of the new Parents Support Network is Thursday, May 6 from 12:00 noon-1:00 p.m. in 163 Day Hall. This is a great support mechanism for parents and a good place to share your perspective and benefit from hearing others. This informal group will be facilitated by Marilee Bell, director of Work and Family Services. This is an excellent opportunity for all parents. Future and previous participants of Marilee's workshops on parenting will benefit by having an ongoing forum to discuss parenting issues. Come join us . . . bring lunch; hot beverages provided.

CIT Computer Workshops

If you are interested in sharpening your computer skills or enhancing your understanding of technologies on campus, a CIT Computer Training Workshop is just the thing for you. CIT is offering the following computer training workshops:

Administration Using AppleShare

Introduction to Excel (6d) – May 3, 5, 7, & 10, 1:00-4:00 p.m., G25 Stimson

Advanced Microsoft Word 5.0 (22c) – May 4, 6, & 11, 9:00 a.m.-12:00 p.m., G25 Stimson

The above courses are being offered for a fee. If you want more information, please contact Sharon Sledge at 255-3781 (ss22@cornell.edu) or call the Service HelpDesk at 255-8000.

Layoff Support Group

UHRS Employment Services is sponsoring a support group for university staff who are on layoff status or who have been informed of impending layoff. Activities will be determined based upon the participants needs, and may include guest speakers on assessing personal and professional options, developing networks inside and outside of Cornell, and other topics relating to re-employment strategies.

Please call Esther Smith (4-8367) or Wendy Manzanares (4-8372) for more information.

Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

July – Beck's Grove Dinner Theatre, "The Odd Couple"

July 20-21 – Tanglewood and the Boston Symphony; Normal Rockwell Museum

September – Toronto: Phantom of the Opera

October – Philadelphia: Franklin Mills; Buffalo: Buffalo Bills; Cancun, Mexico

November – Buffalo: Buffalo Bills; New York: Macy's Thanksgiving Parade; Miss Saigon

December – Niagara Falls: Festival of Lights; Holiday Dinner Dance (Ithaca)

Select Benefits Claims Schedule 1993

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

5/07	7/16	9/10	11/5
5/21*	7/30	9/24	11/18*
6/04	8/13	10/8	12/3
6/18	8/27*	10/22	12/16*
7/01*			

* Early deadlines due to Memorial Day, July 4th, Labor Day, Thanksgiving and winter holiday.

CAREER Opportunities

Employment Services, 20 Thornwood Drive, Cornell University, Ithaca, NY 14850-1265

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

Professional

University Counsel and Secretary of the Corporation (PA6604) University Counsel-Endowed Posting Date: 4/29/93

The University Counsel is the chief legal officer of the University and reports directly to the President and the Board of Trustees. The Counsel is an executive officer and participates in the consideration and resolution of policy matters. The Counsel heads a staff of seven lawyers and appoints and directs all outside counsel retained on behalf of the institution.

Legal matters under the supervision of the University counsel include: litigation, labor law, real property and land use, health care, insurance, construction, intellectual property, capital finance, trusts, legislation and a wide variety of corporate issues and transactions.

Applicants should be admitted to the New

York State bar, or be qualified and prepared to apply for admission, and have extensive experience (10 yrs. or more) regarding matters of substantial legal importance. Significant management experience and policy responsibility are essential as are and appreciation for the distinctive characteristics of a university and the public policy issues that influence its activities. Prior experience with educational institutions is desirable but not essential. The search process will begin immediately and conclude when the position is filled. To apply, send a cover letter, resume, and names of three references to: Search Committee, suite 106, 20 Thornwood Drive, Ithaca, NY 14850-1265.

Director, Organizational Development Services/Senior Consultant (PA6606) HRIII

University Human Resource Services-Endowed
Posting Date: 4/29/93
Reporting to the Associate Vice President

for Human Resources, serve as a member of the senior management team and as a senior leader in the overall functioning of the university-wide office of human resources. Organizational Development Services is integrally involved with the Cornell faculty/staff health program with a particular focus on work groups, department, organizational health including facilitating improvement of both inter- and intra-unit relationships and helping groups effectively initiate and manage change. Regular emphasis will be on prevention, early intervention, conflict resolution, group communications, group assessment, and action planning as well as providing consultation around strategic change management strategies in concert with strategic priorities of UHRS, the client, and of the university as a whole.

As a member of the University Human Resources Senior Management Team, participates in the overall programmatic and administrative planning, trends analysis, assessment of client need,

and evaluation of human resource initiatives undertaken by this comprehensive, dynamic, evolving, integrated, strategically collaborative human resource function in a large, complex multinational university of high rank.

Requirements: Master's degree in a relevant field and at least 7 years of relevant experience. Strong capacity to understand the breadth of human resources management practices and the complexities of this university; excellent skills in coaching, data reduction, feedback, group process, model building, negotiation, mediation, observing, presentation, questioning, relationship building, and visioning. Strong self-knowledge and intellectual versatility. Sound change agent, consultation, planning, leadership, quantitative, and qualitative skills. Proven ability to work in a team context, in ambiguity and to be proactive. Excellent systems thinking skills and the ability to sustain an ethical workplace practice.

Preferred qualifications include a terminal degree in a relevant field with at least 7 years of relevant experience. Experience in working with health care issues, experience in a university setting and O.D. practice as an employee in a workplace.

For consideration, send a letter of application and resume, postmarked no later than May 21, 1993 to Beth I. Warren, SPHR, Associate Vice President for Human Resources, University of Human Resource Services, 130 Day Hall, Cornell University, Ithaca, NY 14853-2801.

Technical Consultant II (PT6404) Level 33

CIT/Network Resources-Endowed

Posting Date: 4/15/93

Under general supervision, act as primary technical resources for NR service teams with regard to higher-level software issues; facilitate the work of service teams, backline development and engineering staff members in the context of project planning, problem resolution, and development of data networking specifications and standards for voice and video applications.

Requirements: BS or equivalent with some computer sciences courses. 2-3yrs. experience in computer networking and computing, with some experience in LAN administration or design and implementation. Advanced communication skills with ability to communicate ideas and plans effectively, both verbally and in writing. Send cover letter and resume to Sam Weeks.

Application Programmer/Analyst II (PT6403) Level 33

University Registrar-Endowed

Posting Date: 4/15/93

Under general supervision, provide computer applications programming containing information and analytical support and programming for special projects necessary for the effective operation of the office of the University Registrar. Assist in maintaining complex applications software in support of a major administrative system.

Requirements: Bachelor's degree or equivalent with computer related courses required. 2-3yrs. related experience preferably in higher education setting. Knowledge of applications for interactive administrative systems, database management systems, machine architecture and system utility programs. Working knowledge of SAS, ADABAS Natural, VM/CMS, MVS, UNIX/AIX and Macintosh networks. Strong written and verbal communication skills. Send cover letter and resume to Sam Weeks.

Technical Consultant (PT6603) Level 32

CIT/Network Resources-Endowed

Posting Date: 4/29/93

Provide and facilitate a variety of information, installation and trouble related services for a broad array of voice/video/data products. Maintain information systems which support service provision by teams; act as primary communications interface for NR service teams and customers on day-to-day basis.

Requirements: Bachelor's degree or equivalent required. 1-2yrs. telecommunications or related experience. Supervisory experience, as well as excellent interpersonal, written, verbal, and organizational skills are essential. Send cover letter and resume to Sam Weeks.

System Programmer/Analyst I (PT6101) Level 32

Law-Endowed

Posting Date: 3/25/93

Perform system administration, data preparation, and data maintenance activities for the legal information institute, and electronic-publishing operation conducted under the auspices of the Cornell Law school. Prepare and distribute disk-based hypertext materials. Prepare, test and document computer programs. Provide front-line support for institute-developed and operated databases. Assist users.

Requirements: Bachelor's degree in computer sciences or equivalent combination of education and experience required. Knowledge of IBM PC's and Sun workstations. System administration experience under SunOS preferred. Programming experience in the Perl language strongly preferred. General knowledge of Internet-based applications, including Gopher and World-Wide Web. Experience with PC-based hypertext

packages, especially Folio Views. Send cover letter and resume to Sam Weeks.

Assistant Director (PA6602) HRII

Learning Skills Center-Endowed

Posting Date: 4/29/93

Assist director in providing professional leadership for program development and evaluating in the LSC; coordinate and supervise tutorial and scholarship programs; analyze data and prepare reports; supervise professional staff; liaison with other offices as appropriate.

Requirements: Master's degree or equivalent in psychology, student counseling/personnel administration, higher education administration or related field required. 3yrs. experience counseling college students or administering programs for college students; good oral communication and writing skills; experience in data analysis and standardized test administration; knowledge of microcomputers and statistical package software highly desirable. Send cover letter and resume to Cynthia Smithbower by 5/14/93.

Education Arts Editor (PC6502) HRII

University Relations/News Service-Endowed

Posting Date: 4/22/93

Serve as education/arts editor for the Cornell news service. Publicize in the national and international print and broadcast media the university's undergraduate education and international programs, performing arts and other designated units. Also responsible for internal communications in assigned areas. Aid in development and supervision of student writing program. Monday-Friday, occasional nights and weekends.

Requirements: Bachelors degree or equivalent required; graduate degree or study desirable. Minimum of 5yrs. experience in journalism/communications; experience in university news office desirable. Demonstrated excellence in writing and demonstrated success in placements of news articles in the print and broadcast media. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Manager of Human Resources (PA6605) HRI

CIT- Management and Budget Office-Endowed

Posting Date: 4/29/93

Administer personnel-related policies and procedures for a large technical organization. Oversee the department's non-academic appointment processes, compensation, and benefits programs. Assist in development of Human Resource Programs. Coordinate with the manager of budget on issues having to do with payroll.

Requirements: B.A. degree or equivalent combination of education and experience required. 5-7yrs. human resources experience preferably at Cornell. Extensive experience in management of compensation and staffing programs. Knowledge of human resources budgeting and accounting required. Outstanding human relations skills. Send cover letter and resume to Cynthia Smithbower.

Financial Analyst (PA6503) HRI

Financial Management Services-Endowed

Posting Date: 4/22/93

Provide analytical support to the Director of Financial Management Services, the Vice President for Finance and Treasurer and a number of diverse university departments.

Requirements: Bachelor's degree or equivalent required. 2-3yrs. experience in financial analysis and planning. Experience with micro applications (spreadsheet, word processing, and database) and mainframe interfaces required. Proven ability to write macros and simple programs. Knowledge of FISC, IRIS and other university systems highly desirable. Send cover letter and resume to Cynthia Smithbower.

Warehouse Manager (PA6501) HRI

C.U. Press-Endowed

Posting Date: 4/22/93

Manage all aspects of the CUP services warehouse/distribution center activities including the supervision of the UAW crew.

Requirements: B.A. degree or equivalent combination of education/experience required. Ability to effectively manage unionized staff. Good verbal and written communication skills. Significant

experience in managing the operations of a dynamic pick and pack distribution center, preferably in the publishing industry. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT6503) HRI

Agricultural and Biological Engineering-Statutory

Posting Date: 4/22/93

Determine criteria and methods for delineating hydrologically critical areas as part of the NYC/Cornell Whole Farm Planning Process. Develop models to establish criteria for hydrologically critical areas. Work closely with county projects teams, farmers and other Cornell team members.

Requirements: Bachelor's degree in earth science or engineering. 1-2yrs. of related experience. Send cover letter and resume to Sam Weeks.

Research Support Aide (PC6503) HRI

Chemistry-Endowed

Posting Date: 4/22/93

Complete administrative responsibility for content of the international journal "Accounts of Chemical Research", including coordination of the solicitation and peer review of manuscripts and special marketing efforts. Also prepare other correspondence and scientific papers.

Requirements: Bachelor's degree or equivalent in chemistry; Master's degree desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Familiarity with scientific computing and French/German helpful. 1-2yrs. experience desirable. External applicants send cover letter, resume and 3 references to Esther Smith. Employees should include employee transfer application.

Research Support Specialist I (PT5701) HRI

Anatomy-Statutory

Posting Date: 4/22/93 Repost

Perform a wide variety of morphologically-based techniques in support of an anatomically-based research program. Design experiments, analyze data and developing computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.

Requirements: Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records.

Send cover letter and resume to Sam Weeks.

Resident Caretakers

Architecture, Art and Planning/Miller-Heller House

Posting Date: 4/22/93

Manage historic house museum in colleegetown: oversee facilities maintenance in compliance with university and city fire and housing codes, schedule reservations for meeting and guest rooms, oversee and clean up after events; reside in small one-bedroom apartment with utilities, laundry and parking in exchange for approximately 17 hours per week duties. Must be on-call 24 hours a day. Total of 3 weeks vacation per year. Ideal for a couple. Must be

mature, diplomatic, flexible, must possess demonstrated hospitality and promotional skills, and must enjoy working with the public. Experience in property management required, preferably with some historic preservation background. Smoke-free property. Must provide solid references. From August 15 for minimum of 2yrs., with longer commitment potential preferred. Send completed Cornell Application to Cynthia Prescott, 129 Sibley Dome, Campus.

Research Support Specialist I (PT6306) HRI

Food Science-Statutory

Posting Date: 4/8/93

Provide technical support to an extensive research project in the area of high pressure and/or extrusion processing of food and other related biomaterials.

Requirements: M.S. in food science/engineering or equivalent. Minimum 2yrs. of related experience. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT6301) HRI

Ecology and Systematics-Statutory

Posting Date: 4/08/93

Provide technological support for ecological research. Collect and process field collections of insects and plants. Oversee operations of a lab devoted to the study of insect-plant interactions. Maintain long-term field experiments. Perform data analysis. Organize written information and assist in the preparation of publications and grants.

Requirements: Bachelor's degree or equivalent, preferably in biological sciences or a related field required. Experience in entomological or botanical research and in data manipulation preferred. Ability to organize schedules and diverse bits of information essential. Driver's license required. Work may entail limited use of insecticides. Send cover letter and resume to Sam Weeks.

Research Specialist II (PT6102) HRI

Fruit and Vegetable Science-Statutory

Posting Date: 3/25/93

Supervise, execute and coordinate field, greenhouse, and some laboratory operations involving research on breeding vegetable crops, (largely cucumbers and melons). Responsible for field and greenhouse layouts, planting and transplanting, weed and pest control; pollination, seed harvest, processing, and cataloging seeds. Assist in selection, planning and distributing germplasm.

Requirements: Master's degree or equivalent in horticultural science, with 3-5yrs. experience in field and greenhouse work. Experience with pollination and handling g germplasm. Supervisory experience helpful. Demonstrated ability to coordinate information and work with other programs desired. Pesticide Applicator's license. Send cover letter and resume to Sam Weeks.

Application Programmer/Analyst (PT5905) HRI

Campus Store-Endowed

Posting Date: 3/11/93

Assist computer operations manager in planning, organizing, and implementing computer projects for the Campus Store. Analyze user requirements; design, develop and maintain software. Program and modify existing PICK systems and PC based

The Cornell Workplace

Mission of University Human Resource Services: "to advance the practice of human resource management in the Cornell workplace."

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

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

systems. Diagnose system hardware and software problems; effect emergency repairs; and provide long term resolution. **Requirements:** Bachelor's degree or equivalent required. 2-3yrs. computer programming experience, including applications programming, procedures, techniques, and systems utility programs. Knowledge of PICK, BASIC, UNIX, and PC's preferred. Send cover letter and resume to Sam Weeks.

Teaching Support Specialist (PT5804) HRI
Genetics and Development-Statutory
Posting Date: 3/4/93

Take full responsibility for lab sections of Biological Sciences 281. This is a basic genetics course required for all biology majors (enrollment of 200/semester, taught in 8 sections). Instruct 8 teaching assistants, supervise 2 staff, and teach a lab section. Serve as advisor to students, being available 20 hours/week and teach a problem solving section for those students needing additional help. Grade students lab materials. Prepare instructional materials and revise lab manual.

Requirements: BS degree or equivalent with some formal training in genetics. Minimum of 3yrs. experience in genetics teaching or research. Send cover letter and resume to Sam Weeks.

Professionals Part-Time

Program Coordinator (PA6504) HRI
Agricultural Economics-Statutory
Posting Date: 4/22/93

Coordinate and supervise personnel, communication and reporting FarmNet information/referral help line for NYS farm families. Supervise staff, plan meetings, implement program activities, coordinate with Cornell Cooperative Extension, department and university offices. Appointment until 3/31/94.

Requirements: Bachelor's degree in appropriate field or equivalent combination of education and experience. Must have strong interpersonal, organizational, oral and written skills; knowledge of counseling and stress management. 3-4yrs. administrative experience desirable. PC skills, familiarity with farm families, Cooperative Extension. Send cover letter and resume to Cynthia Smithbower.

Nursery School Teacher (PC6310)
University Cooperative Nursery School-Endowed
Posting Date: 4/8/93

In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds. 12-5pm, Monday-Friday, August-June.

Requirements: Bachelor's degree, experience required. Previous coursework in early childhood education desirable. Experience teaching 3-5yr. olds required. Send cover letter and resume to Sally Reimer, University Cooperative Nursery School, Robert Purcell Union, Box 18.

Professionals Temporary

Instructional/Curriculum Development Specialist and Editor (\$6501)
Program on Employment and Disability
Posting Date: 4/22/93

The ILR Program on Employment and Disability seeks an individual to serve as editor and curriculum development specialist for materials on the Employment Provisions of Americans with Disabilities Act of 1990. The position will be part-time and will be an appointment of less than six months. Salary will be consistent with credentials and experience of the individual. Please submit a letter of interest and samples of writing and editorship to Susanne M. Bruyère, 106 ILR Extension. Questions, please call 255-2891.

Research Support Specialist (PT6303)
Nutritional Sciences/CFNPP
Posting Date: 4/8/93

Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectorial choice, earning and labor supply.

Requirements: Bachelor's degree or equivalent. Experience may be substituted

for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or Ithaca.

Summer Day Camp Positions

Counselor-in-Training
Work and Family Services
University Human Resource Services
Posting Date: 4/1/93

Assist the junior and senior counselors in executing the summer day camp program so that it is an educational and safe environment for all participants. Provide assistance in making arrangements for field trips. Involvement with program planning, daily activities, and working with small groups of children (20-30). Counselors-in-training will provide information to senior counselors so that parents can be informed of their child's participation in the program and respond to any concerns that are raised. Assist in organizing and leading group activities. Enforce limits of behavior. Prepare and set-up for activities.

Requirements: First Aid knowledge. Must be 13-14 years or older. Must be punctual and reliable. Express thoughts and ideas clearly in an oral and written manner. Exhibit patience. Be resourceful. Facilitate group activities. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Counselors-in-training will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Junior Counselor
Work and Family Services
University Human Resource Services
Posting Date: 4/1/93

Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Junior counselors will have the main responsibility for the safety and care of the children. Act as primary liaison to the senior counselors so that parents can be informed of their child's participation in the camp and respond to any concerns that are raised. Assist in the organization and leading of group activities. Establish and enforce limits of behavior. Prepare and set-up for activities. Participate in the supervision of the counselors-in-training and participants of the program.

Requirements: Certification in First Aid preferred. Must be 16-17 years or older. Past camp experience as a counselor or counselor-in-training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Junior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Senior Counselor
Work and Family Services
University Human Resource Services
Posting Date: 4/1/93

Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Supervise junior staff and participants of the program. Senior counselors will be the main conduit for giving parents information about their child's participation in the program and responding to any concerns that are raised after discussion with the camp director. Prepare and arrange daily schedules for campus visits. Organize and lead group activities. Establish and enforce limits of behavior. Room set-up for activities. Purchase of snacks and supplies. Act as main resource for first aid treatment.

Requirements: Certification in First Aid, CPR, and life saving preferred. Must be 18 years of age. Previous related experience

as a counselor or counselor in training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30 am to 5:30 pm. Senior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Boyce Thompson Institute

Mechanical Assistant
Plant Research-Mechanical Department
Part-time, 20 hours/week
Salary: \$10.25-\$13/hour, commensurate with experience.
Posting Date: 4/29/93

Help maintain the mechanical systems of a plant research facility. Knowledge of air conditioning, heating, refrigeration, plumbing, electrical and electronic systems and carpentry needed.

Requirements: Strong mechanical background, the ability to work independently in a conscientious, responsible manner. Contact: Anne Zientek, 254-1239.

Research Assistant
Plant Research
Full-time for 6 months or part-time for full year
Salary: \$7.35/hour
Posting Date: 4/29/93

Rearing insect colonies, propagating and purifying baculovirus stocks, maintaining virus repository records and assisting with insect bioassays and other routine lab duties.

Requirements: Bachelor's degree in biology/chemistry or related field. Laboratory experience required. Contact: Anne Zientek, 254-1239.

Technical

Technician GR18 (T6105)
Physiology-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/25/93

Participate in long-term animal experiments with pregnant animals. All aspects of general maintenance of animals and records related to the experiments. Blood sampling and preparation of infusions, under supervision of professional personnel.

Requirements: Bachelor's degree in biological sciences or equivalent preferred. Previous experience with sheep useful. Pre-employment physical required. Must be able to lift 50lbs. Send cover letter and resume to Sam Weeks.

Technician GR19 (T6501)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/22/93

Provide technical assistance in carrying out various experiments using molecular, biochemical and cell biological methods. Assist with routine lab operations and maintenance. Perform tissue cultures; prepare media and solutions; and maintain cell stocks. Assist in maintaining lab supplies.

Requirements: AAS in biology, biochemistry, chemistry or related field. Lab experience desired. On-the-job training provided. Send cover letter and resume to Sam Weeks.

Technician GR19 (T6003)
Veterinary Microbiology/JABIAH-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/18/93

Provide technical support to a virology/molecular biology lab investigating viral diseases in animals and humans. Prepare and maintain cell, virus and bacteria cultures. Conduct routine operations of a virus production facility producing large amounts of virus and tissue culture cells.

Requirements: Associates degree or equivalent required. Less than 6 months training. Will train. Send cover letter and resume to Sam Weeks.

Technician (T5908) GR19
Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/11/93

Provide technical support in the areas of chemical analysis or diverse plant materials.

Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/94.

Requirements: Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS required. Some lab experience helpful. Interest and ability in learning new procedures, training will be provided. Send cover letter and resume to Sam Weeks.

Technician GR20 (T6307)
Entomology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93

Provide research support for field crop entomological studies including lab and field work on leafhoppers, cutworms and snout beetles. Assist in experimental design. Coordinate rearing of insects and entomopathological nematodes. Collect and summarize data. Assist in supervising temporary staff.

Requirements: BS degree in one of the following: biology, entomology, horticulture, agronomy, or plant science. Experience in insect rearing, experimental field plot techniques, crop production practices, statistics, and computer literacy. Some training and experience in one or more of the above listed fields and knowledge and experience in microbiology helpful. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Technician GR20 (T6006)
L.H. Bailey Hortorium-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 3/18/93

Provide technical, research and lab management support. Perform scanning electron microscopy including TEM. Perform fossil preparation and identification. Maintain database and lab organization. Perform photography and darkroom operations.

Requirements: BS degree or equivalent in biology or related field. Fossil preparation and identification experience. Good hand and eye coordination for scope work. Proficiency in the use of scanning electron microscopy and darkroom skills desirable. Send cover letter and resume to Sam Weeks.

Animal Health Technician (T5612) GR20
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 2/18/93

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.

Requirements: A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

Technician GR21 (T4807)
Microbiology, Immunology, and Parasitology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/22/93 Repost

Provide technical support for an immunology lab. Conduct nutritional and cellular immunology experiments using rat and chicken animal models and *in vitro* cellular systems. Evaluate cellular immunity, flow cytometry and other related assays. Maintain rats. Perform routine lab duties including data analysis, lab maintenance, record keeping and preparation of supplies and reagents, etc.

Requirements: BS degree or equivalent, in biology, biochemistry or related field. 2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

Technician GR21 (T5902)
Microbiology (CALS)-Statutory
Minimum Biweekly Salary: 615.42
Posting Date: 3/11/93

Provide technical assistance in cloning, sequencing and expression of bacterial genes. Screen chromosomal libraries and construct bacterial strains for expression of mutant proteins. Familiarity with PCR and southern hybridization procedures desirable. Assist in lab maintenance and organization.

Requirements: B.S. or equivalent in microbiology, biochemistry or related field

required. 1-2yrs. experience in above techniques. Send cover letter and resume to Sam Weeks.

Technician GR21 (T5504)
Diagnostic Laboratory/VET-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 3/4/93 Repost
 Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and Xeroxing.
Requirements: BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP, D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

Electronics Technician GR22 (T6602)
Vet Physiology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 4/29/93
 Provide general support in the areas of electronics and computing. Fabricate, calibrate, maintain and repair electronic and electro-mechanical physiological measuring equipment. Assist in setting up equipment and recording experimental data. Enter data and maintain computerized data bases. Assist in the maintenance and trouble shooting of PC's and LAN. Participate in computer programming and configuring hardware for data acquisition and real-time monitoring and control of experimental systems.
Requirements: BS degree or equivalent with some course work in computers and electronics. Several years related experience. Knowledge of LAN's and PC repair. Electro-mechanical skills. Knowledge of physiology helpful. Send cover letter and resume to Sam Weeks.

Computer Operator GR22 (T6502)
Law-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 4/22/93
 Serve as night supervisor/lab manager and consultant for networked public computing facility. Maintain and administer activities on multivendor, multi-server LAN connecting 200 workstations with 4 Gb. on-line storage. Establish and maintain user accounts. Perform security audits. Manage mass storage devices and perform system-wide backups. Provide user support. Maintain and repair hardware PC's, printers, modems, and CD-ROM players. Maintain the network. Provide software support. 2:30-11pm, Sunday-Thursday (flexible).
Requirements: BS degree in computer related field or equivalent combination of education and experience. Knowledge of IBM and Mac PC's. Experience and ability in providing software support for non-technical users. Familiarity with Novell network and administrative tools highly desirable. Strong interpersonal and writing skills. Send cover letter and resume to Sam Weeks.

Electronics Technician GR24 (T6604)
Biomedical Electronics Service-Statutory
Minimum Biweekly Salary: \$701.22
Posting Date: 4/29/93
 Provide technological support for the research, teaching and clinical programs at the College of Veterinary Medicine with emphasis on component level repair of sophisticated electrical and electronic instrumentation. Some computer workstation and peripheral equipment repair. Some network installation and support.
Requirements: Education and experience equivalent to a certified biomedical electronics technician required. Strong computer science background preferred. Experience troubleshooting sophisticated medical and analytical electronic instrumentation to the component level. Some experience troubleshooting and repairing micro-computers and peripherals. Ability to interact with lay users and translate technical jargon into terms they can understand. Send cover letter and resume to Sam Weeks.

Technical Part-Time

Electronics Technician GR24 (T6504)
Modern Languages and Linguistics-Endowed
Minimum Biweekly Salary: \$701.22
Posting Date: 4/22/93
 Install and maintain computers, multimedia, and other electronic hardware and software in the language lab and staff offices. Perform routine upgrading, maintenance and documentation of DOS and Windows-based computers on a Novell network. Write user manuals. Hire, train and supervise student technicians.
Requirements: AAS degree in electronics/computers, BS desirable. At least 1yr. of computer/electronic experience. Must be able to install and maintain hardware and software and have a thorough knowledge of electronic circuitry. Supervisor experience desirable. Send cover letter and resume to Sam Weeks.

Technical Temporary

Research Technician (T6401)
Clinical Sciences-Statutory
Hiring Rate: \$7.80
Posting Date: 4/15/93
 Manage a research laboratory including ordering supplies, maintaining inventories, preparation and assistance with research surgeries, media preparation and tissue/cell culture. Monday-Friday/8:00-5:00, less than 6 months
Requirements: B.S. in animal or biological sciences. Experience with in vitro fertilization or mammalian cell culture as well as electron microscopy. Send cover letter, three references and resume to Sam Weeks.

Laboratory Technician (T6004)
Entomology-Statutory
Hourly Rate: \$6.50
Posting Date: 3/18/93
 Perform lab bioassays of fungi and nematodes against ticks. Cut histological sections of tricks embedded in plastic. Perform fluorescent and sterile technique.
Requirements: High school diploma or equivalent. Experience using microtome, histological stains, and laboratory bioassays. Send cover letter and resume to Sam Weeks.

Office Professionals

Temporary Office Professional Positions
 The temporary service at Cornell University is presently recruiting for the following areas: Receptionist, Office Assistant, Data Entry Clerk, Secretary, and Administrative Aide. Individuals will need to be proficient in the use of the Macintosh or IBM computers. Programs that are in great demand would be Microsoft Word, Filemaker, Pagemaker, Excel, WordPerfect and Lotus. A typing speed of 45-60 wpm is preferred. Minimum of one year office experience is necessary. If you are not presently employed and would consider temporary opportunities, please send a cover letter stating your interest in temporary opportunities and a resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Office Assistant GR18 (C6602)
Continuing Education and Summer Sessions-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/29/93
 Serve as receptionist; process mail and requests for information; order supplies; general typing; provide clerical support to registrar and assistant registrar.
Requirements: High school diploma or equivalent. 1-2yrs. related experience required. Some college course work preferred. Able to work with diverse public. Excellent interpersonal and communication skills required. Experience with WordPerfect desirable. Able to set priorities and work independently under heavy pressure. Some familiarity with Cornell desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Secretary GR18 (C6404)
University Health Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/15/93
 Provide secretarial support to the director and 10 psychotherapists. Maintain patient flow and client records; answer telephone; schedule appointments on computer; typing, filing and computer use. Provide back-up support for other secretary. Full time 9 month position, August-May.
Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience required. Accurate typing. Ability to work under pressure and deal with a variety of people in crisis. Knowledge of Macintosh computer and word processing. Ability to use dictating machine. Must be able to maintain strict confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Public Services Assistant GR19 (C6608)
Bailey Hortorium-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/29.93
 Provide library and administrative support for a small collection. Clerical support for the department for special projects and routine clerical jobs.
Requirements: High School diploma or equivalent. Some college coursework of 1-2yrs. or AAS degree preferred. Minimum 2yrs. related experience required. Familiarity with Library system helpful. Good organizational skills. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Aide GR19 (C5703)
ILR Extension and Public Service-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/15/93 Repost
 Serve as registrar for office of management and executive education public programs. Manage computerized registration system to track participants; respond written and telephone inquiries about programs, compose and send confirmation letters. Provide program support for OMEE executive programs. Manage marketing visit schedules for director and senior program faculty, participate in development and implementation of marketing strategies, make all travel arrangements and meeting rooms, meals, etc. Responsible for postcourse follow up.
Requirements: High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Ability to use computer spreadsheet programs, file management packages and word processing software (IBM). Good interpersonal skills a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR19 (C6604)
Chemistry-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/29/93
 Act as administrative aide to the executive director. Responsible for supporting operational and academic matters. Do word processing and arrange meetings for the executive director. Help prepare all reports produced by the department office. Assist in clerical work pertaining to faculty, undergraduate and graduate matters as directed. Maintain departmental calendar and statistical lists.
Requirements: High school diploma or equivalent. Some college course work preferred. 2-3yrs. experience using Macintosh computer and software for word processing. Minimum 1yr. previous experience as secretary in administrative office. Demonstrated ability to meet deadlines and work under pressure. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Administrative Aide GR20 (C6606)
Physiology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/29/93
 Provide administrative support to professor. Supervise the financial, personnel and administrative aspects of the research group. Assist in budget preparation, oversee accounts, process purchase orders and

travel requisitions.
Requirements: Associate's degree or equivalent. Minimum 2-3yrs. administrative/secretarial experience. Knowledge of word processors/personal computers. Experience with grant preparation. Accounting/bookkeeping experience necessary. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6607)
Synthesis Engineering Education Coalition-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/29/93
Cornell Employees Only
 Provide administrative/clerical support to staff of the Synthesis Coalition national headquarters office.
Requirements: Associate's degree or equivalent. 2-3yrs. related experience required. Knowledge of Macintosh computers and word processing, spreadsheet and database applications. Strong office and organizational skills. Good interpersonal skills. Good interpersonal communications skills. Experience in academic environment. Medium typing. Submit cover letter, resume and employee transfer applications to Esther Smith.

Administrative Aide GR20 (C6406)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/15/93
 Responsible for accessing the public affairs data base and generate reports using IRIS. Responsible for inputting alumni membership information into the public affairs database. Deposit incoming gifts to the college. Prepare gift acknowledge correspondence, drafting personalized responses when necessary. Provide support for Sloan Alumni Foundation fund raising activities. Maintain internal donor base.
Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. related work experience. Ability to work independently. Good organizational skills are essential. Computer experience is a MUST—Microsoft Word, Excel, Filemaker Pro, as well as mainframe experience. Communications (written and oral) skills are essential. Must maintain diplomacy and confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Microcomputer Center Assistant GR20 (C6309)
Mann Library-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93
 Provide information and consulting assistance to users of public access microcomputers, and supervise student assistants who provide user support. Responsible for hiring, scheduling, training and evaluating student assistants. Coordinate, organize and supervise the daily operation of the Stone Microcomputer Center in Mann Library, under the direction of the Coordinator of Centers for Public Access to the Electronic Library. Manage the software reserve operation. Perform duties without supervisory assistance during a substantial portion of the work week. Exercise considerable judgment and initiative in making decisions, communicating with supervisor, facilitating appropriate referrals and determining follow-up action.
Requirements: Bachelor's degree or equivalent. Knowledge/experience requirements include supervisory experience; and 2yrs. experience with microcomputers, including DOS and Macintosh equipment and a variety of programs and software packages. Also required: excellent written and oral communication skills; excellent interpersonal skills; experience with providing assistance and information to people; ability to work in a complex, busy environment. Experience with providing user support services in a library setting, retrieving data from bibliographic, numeric, and full text databases and experience with Internet resources desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Assistant to Program Director GR20 (C6308)**Nutritional Sciences/CFNPP-Statutory Minimum Biweekly Salary: \$590.45****Posting Date: 4/8/93**

Serve as assistant to the program director of Cornell food and nutrition policy program. Assume responsibility for all administrative tasks relating to director's activities in a program which conducts research and training activities in Africa, Asia, and Latin America.

Requirements: AAS degree or equivalent. 2-3yrs. of progressively responsible office experience. Excellent word processing skills (80+wpm). Experience with technical manuscripts required. Software expertise with particular knowledge of WP 5.1, Lotus, Quattro Pro, Notebook required. Working knowledge of IBM PC compatible equipment and DOS 3.1+ necessary. Proven ability to work independently, prioritize, take initiative, work under pressure, and work creatively under tight deadlines vital. Ability to work as team player, organizational and people skills a must. Experience with research office, international work, and fluency in a foreign language (French preferred) useful. Strong communication (written and verbal) a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6201) Science and Technology Studies-Endowed**Minimum Biweekly Salary: \$590.45****Posting Date: 4/1/93**

Manage administrative support functions for S&TS graduate program. Process applications, maintain student database. Clerical support for faculty. Oversee student progress. Develop and edit materials for publications.

Requirements: Associates degree or equivalent combination of education and experience. Minimum 2yrs. experience. Knowledge of educational institution desired. Knowledge of Macintosh required, Microsoft Word and Filemaker. Excellent communication skills. Strong organizational abilities. Must be able to work independently with minimal supervision. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR22 (C6603)**Astronomy-Endowed****Minimum Biweekly Salary: \$641.92****Posting Date: 4/29/93**

Assists professor in directing the Pew Science Education Program and administering a grant by the Pew Foundation which finances the program. There are 7 colleges and universities involved in the program and the job also consists in coordinating and overseeing the involvement of these and other institutions. Organizing meetings and symposia; drafting all correspondence; interviewing students and handling finances.

Requirements: Associates degree or equivalent. 3-4yr. administrative secretarial experience beyond formal training. Word processing and writing skills very important. Excellent organizational & interpersonal skills. Ability to work under pressure. Prior experience at Cornell preferable but not required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Accounts Assistant GR22 (C6501)**Sponsored Funds Accounting-Statutory Minimum Biweekly Salary: \$641.92****Posting Date: 4/22/93**

Prepare and maintain various computer generated reports. Assign and establish sponsored programs accounts. Review budget categories and prepare preliminary analysis for financial reports. Follow up on overdrawn accounts and outstanding accounts receivables.

Requirements: Associates degree in accounting or business or equivalent. 2-3yrs. job related experience. Grant and contract experience desirable. Experience with personal computers and business software (including mainframe spreadsheets and databases). Excellent organizational skills and service orientation are necessary. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Professionals Part-Time**Secretary GR18 (C6601)****CISER-Endowed****Minimum Biweekly Salary: \$542.89****Posting Date: 4/29/93***Cornell Employees Only.*

Provide clerical and administrative support to the CISER staff and members. M-F, 12pm -4pm.

Requirements: High school diploma or equivalent required. Formal training of 1-2yrs., college course work preferred. Position requires exemplary communication and interpersonal skills. Familiarity with C.U. accounting system. Computing experience to include extensive use of IBM PC, WordPerfect, and familiarity with mainframe basics is essential. Dbase III+ and basic knowledge of the Mac desirable. Medium typing. Send cover letter, resume, and transfer application to Esther Smith.

Administrative Aide GR19 (C6605)**Center for Advanced Imaging Technology-Statutory****Minimum Biweekly Salary: \$566.28****Posting Date: 4/29/93***Cornell Employees Only*

Assist director in the performance of administrative duties required for the smooth operation of the Center, including budgeting, accounting, payroll, and secretarial support. M-F, 25-30 hours/week, hours to be arranged.

Requirements: High school diploma equivalent in business and office administration preferred. Some college course work. Knowledge of Statutory Accounting System. 2yrs. previous office experience. Working knowledge of IBM PC, Microsoft Word, and Excel. Data base management skills very desirable. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

Secretary GR20 (C6405)**Chemistry-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 4/15/93**

Provide clerical support to one professor and his research group. Type correspondence, manuscripts, grant applications; answer telephone; file; fax; process incoming and outgoing mail (US and campus); photocopy and occasional library research. Monday-Friday 8-12.

Requirements: AAS degree or equivalent. Minimum 2yrs. experience with scientific word processing using IBM WordPerfect. Must be able to handle confidential materials properly. Excellent communication skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Office Professional Casual**Casual Cashier (S6301)****Ornithology****Hourly Rate: \$5.25****Posting Date: 4/29/93**

The Crow's Nest Birding Shop is seeking an individual to perform cashiering duties. Respond to general nature questions. Answer phone. Knowledge of birds is helpful but not essential. Must be very customer oriented. Hours: Saturday and Sunday 10am-4pm. Other weekday hours as needed, especially in the summer. Please send a cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Office Professional Temporary**Curriculum Writer (S6205)****Education-Statutory****Hiring Rate: \$8.00****Posting Date: 4/1/93**

Responsible for the development and editing of environmental education curriculum materials for elementary students. Assist and report to the Director and Curriculum Specialist of the instructional materials service in the department of education.

Requirements: B.S. in natural resources, education or communications. Excellent Macintosh computer skills. Teaching

experience preferred. Ability to work independently and with others. Able to meet deadlines. Send cover letter and resume and an example of your writing to Andrew Fagan, IMS Curriculum Specialist, Department of Education.

Office Professional Casual Temporary**Casual Secretary (S6105)****Office of The VP for Research and Advanced Studies****Posting Date: 3/25/93**

Assist in the production of various newsletters using Microsoft Word 5.0 and Pagemaker 4.2. Proofread and type correspondence, answer phones, and other general office duties as assigned.

Requirements: Proficiency in the use of Macintosh computer using Microsoft Word 5.0 and Pagemaker 4.2. Ability to work independently. Dependability and accuracy essential. 8-10 hours per week between 8:00a.m. and 1:00p.m. Send cover letter and resume to Karen Raponi.

General Service**Temporary General Service Positions**

The temporary service at Cornell University is presently recruiting individuals who will consider temporary opportunities in the following areas: custodial, food service, grounds, material handling, delivery, and couriers. Hours and days for such positions vary and the individuals need to be flexible. If you are not presently employed and would consider temporary opportunities please contact Karen Raponi, Employment Services, at 254-8368.

General Service Temporary**Field Assistant (S6401)****Plant Breeding****Hourly rate: \$6.50****4/15/93**

Assist in planting, cultivating, transplanting and harvesting alfalfa. Perform various tasks in the greenhouse as needed. ie: pollinating and tying plants.

Requirements: High school diploma or equivalent. Must have valid NYS drivers license. Experience in operating tractors, cultivators, and harvest equipment is essential. Dependable. Position is from May 1 - Nov 1, 1993. Hours are Monday - Thursday, 8:00 am - 4:00pm, and on Friday 8:00 -3:30. Please send application materials to Karen Raponi, Employment Services, 20 Thornwood Drive.

Temporary Field Assistant (S6201)**Entomology****Posting Date: 04/01/93**

Assist the farm manager in providing services necessary to operation of the departmental research farm including tillage, planting, maintenance, and harvest of field plots for research on vegetables and field crops. Assist the farm manager in repair/maintenance of farm machinery and facilities.

Requirements: Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. NYS Class 3 Operators License and Pesticide Applicator Certification

(Commercial Category) desirable, but not essential. Six-month position, 20-40 hours per week. Submit resume to James Finnerty, Department of Entomology, Insectary Building, Tower Road, Ithaca, NY 14853-0999.

General Service Casual**Golf Course Rangers****Robert Trent Jones Golf Course****Posting Date: 4/22/93**

Oversee golf course activity. Knowledge of golf rules and regulations essential. Active playing experience required. Excellent interpersonal and public relation skills is a must. Casual appointment will begin upon course opening and will continue until the end of the season. Schedule will be Friday, Saturday, Sunday and special events until the end of May. Saturday, Sunday and special events for the remainder of the appointment. Interested applicants may call Dick Costello at 257-3661, Monday-Wednesday.

Academic**Faculty Position****Veterinary Nutrition****Posting Date: 4/29/93**

DVM and PhD required. Clinical experience desirable. Contact Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine.

Faculty Position**Comparative Orthopedic Surgery****Posting Date: 4/29/93**

DVM and postgraduate clinical and research training/experience required. PhD and board certification desirable. Contact: Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine.

Postdoctoral Associate**Veterinary Microbiology****Posting Date: 4/29/93**

To work on a project "The regulation of lysosomal enzymes and their role in glycosaminoglycan degradative pathway in retinal pigment epithelium". Candidate will carry out tissue culture, molecular biological and biochemical work.

Requirements: Ph.D. degree in biological science. Molecular biology and biochemistry. Tissue culture experience will be helpful, but not absolutely necessary.

Postdoctoral Associate**JA Baker Institute****Posting Date: 4/1/93 Repost**

Carry out studies examining cellular and molecular mechanisms of photoreceptor cell differentiation and disease in the mammalian retina. Utilize different molecular and cytochemical (lectin-, immuno- and in situ hybridization histochemistry) methods to examine in the retina the expression of genes that are specific to the photoreceptor cells, or are involved in programmed cell death.

Requirements: MD, DVM, or PhD. Experience in microscopic anatomy and/or pathology preferred. Individuals interested should send their curriculum vitae and a list of 3 references to: Mrs. Susan Hamlin, Baker Institute for Animal Health, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853. Telephone 607-277-3044.