

CORNELL Chronicle

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New contract

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Cornell and the United Auto Workers Local 2300 reached an agreement June 30 on a new two-year contract for the union's approximately 1,100 members on campus.

State news

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When the New York State Legislature recessed last week, it left behind a trail of unfinished business and grim news for Cornell and higher education in general.

Eleanor Gibson receives National Medal of Science

By Roger Segelken

Eleanor J. Gibson, the Susan Linn Sage Professor Emeritus of Psychology at Cornell, received the National Medal of Science June 23 at the White House.

One of eight recipients this year of the nation's highest scientific honor bestowed by President Bush, Gibson was cited for her "conceptual insights in developing a theory of perceptual learning, and for achieving a deeper understanding of perceptual development in children and basic processes in reading."

Gibson's research has helped uncover how we detect perceptual information from the world around us to cope with the contingencies of life. Her work has helped scientists understand, for example, how infants "know" not to crawl off edges, how schoolchildren learn to read and how adults distinguish the subtle differences in wines.

Now 81 years of age and retired from regular university teaching, Gibson continues to lecture, write (she is updating her 1969 classic, *Principles of Perceptual Learning and Development*) and consult on research in a field in which, admittedly, she opened more questions than she answered. Her research, conducted occasionally in collaboration with her husband



Professor Emeritus Eleanor J. Gibson receives the National Medal of Science from President Bush and D. Allan Bromley, assistant to the president for science and technology, at the White House on June 23.

and Cornell psychologist, James J. Gibson, until his death in 1979, employed subjects ranging from kittens and rats to human infants and Air Force recruits.

Gibson joined the faculty at Cornell in 1965 after serving as a university research associate since 1949. She earned a Ph.D. in psychology at Yale University in 1938 and B.A. and M.S. degrees at Smith College, where she returned to teach between 1940 and 1949.

Following her retirement from teaching at Cornell, she held research and faculty appointments at several institutions, including the universities of Minnesota, South Carolina, Pennsylvania and Connecticut; Dartmouth College; Emory University; the Salk Institute; and the Institute of Psychology in Beijing, China. Among her honors are election to the National Academy of Sciences (1971) and the American Academy of Arts and Sciences (1977); the Distinguished Contribution Award (1968) and the Gold Medal Award (1986) of the American Psychological Association; the Wilbur Cross Medal from Yale; and honorary degrees from eight colleges and universities.

After 60 years of carefully designed experiments with human and animal subjects, Gibson explains the role of perception as this: "We

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Vaccinating raccoons against rabies begins

By Roger Segelken

Lured into traps by marshmallows, dozens of Ithaca-area raccoons are getting something really good for them — vaccinations against rabies. The urban animals are participating in a Cornell experiment to see if the viral disease can be kept from spreading to other kinds of animals, including humans, by immunizing the most frequent carriers.

Veterinarians, wildlife biologists and students from the College of Veterinary Medicine began in mid-June to set traps in the Cayuga Heights and Forest Home areas. The humane traps, which are baited and set each evening, spring closed when an animal enters. About a dozen raccoons are trapped each night.

Towns such as Ithaca, with a higher population density than is found in the countryside,

are prime raccoon habitat, according to Patrick Martin, a senior wildlife biologist at the state Department of Environmental Conservation. Garbage containers and gardens provide food for the adaptable animals, storm sewers and other manmade structures offer shelter, and hardly anyone shoots or traps raccoons for their fur.

Raccoon-borne rabies has been moving northward at about 25 miles a year since the disease crossed into New York's southern tier from Pennsylvania in 1990, Martin noted. Anyone working or recreating around animals might consider getting a pre-exposure anti-rabies vaccination; if they are bitten by a rabid animal or exposed to their infected saliva, they require only booster shots, said Dr. Donald Lein, director of the Veterinary Diagnostic Laboratory where the raccoon rabies project is based.

Cornell veterinarians staged a demonstration of the trap-vaccinate-release procedure for the news media on June 24 to help educate the public about the disease. Two medium-sized raccoons that habitually raid dumpsters at the Veterinary College were waiting in traps when news crews from five television stations arrived.

Dr. Susan Stehman, the veterinarian running the vaccination program, opened the traps with caution. She wore thick leather gloves over her surgical gloves to protect against bites. The disease could be incubating in animals that don't display outward signs, such as aggressiveness or partial paralysis.

As the traps were opened, the raccoons ran straight into funnel-shaped devices made of wire fencing. Holes in the wire were large enough for the workers to apply the metal ear tags that identify vaccinated raccoons and to insert a hypodermic needle with vaccine, but too small for the animal to reach out and bite someone.

Numerical codes on the ear tags tell where the animal was captured, and will spare it a second shot if it ventures into another trap. Animals that are found dead are tested for rabies to determine the effectiveness of the experiment.

Raccoons suspected of having rabies when they are trapped are euthanized — the veterinary term for humane killing by lethal injection — and their brains are sent to the state rabies laboratory in Albany. Potentially rabid animals that are at large and posing a threat to public safety may be shot and killed. The Cornell veterinarians also collect dead raccoons that are found in Ithaca and have them tested. So far this year, about 50 to 60 percent of raccoons tested in Tompkins County had rabies.

The next stop for the trap-vaccinate-release project, after Cayuga Heights and sections of Belle Sherman and Bryant Park are covered, is the Cornell campus.

The vaccine being used in the experiment is a "killed-virus" type similar to vaccines used on cats and dogs, which are required to have up-to-date rabies shots in counties with wildlife rabies. Eventually, the Cornell veterinarians hope for government approval for a recombinant-DNA oral

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Veterinary student Mary Lawler (left) and Dr. Susan Stehman apply an identifying ear tag to one raccoon, temporarily immobilized in a wire sleeve, before administering an anti-rabies vaccination.

Peter Morenus/University Photography

Medical College, campus plan more sharing

By Larry Bernard

Faculty and administrators from the Medical College in Manhattan and the Ithaca campus are planning to collaborate on research, teaching and administrative issues to enhance opportunities at both campuses.

In wide-ranging discussions here on June 22 and 23, representatives from the two campuses met under the leadership of President Frank H.T. Rhodes to find ways to form closer bonds.

Items on the table include: formal faculty exchange programs; jointly sponsored lectures and symposia; research collaborations; revising undergraduate curricula to better prepare students for medical school; instituting new courses taught by faculty from both campuses; allowing M.D.-Ph.D. students, or so-called physician-scholars, to earn their Ph.D.s in Ithaca as well as at the Graduate School of Medical Science on the Manhattan campus; supporting high school programs to stimulate minority interest in medical careers; and community health care programs.

"The question is, in what ways can the Medical College and Ithaca campus work more closely together?" Rhodes said, introducing the sessions. "They have vacancies and we have certain strengths in those areas. Are there areas in which we can cooperate?"

Medical school administrators are preparing for major changes in medical education to help keep Cornell's institution first-rate. Among them: enriching the basic sciences program at the Medical College by utilizing the wealth of talent and knowledge at Ithaca. Currently, the medical school, affiliated with New York Hospital, also has affiliations with Rockefeller University and Sloan-Kettering Memorial Cancer Institute, both near the Manhattan campus.

"I think there is real opportunity in doing this. The question is how creative we can be," said Kenneth Berns, chair of microbiology at the medical school.

Robert Michels, dean of the Medical College, outlined his college's strengths but noted a fundamental weakness. "What we don't have is you, the broad resources of a major modern university," he said. "We've never had strong programs in social sciences, humanities, public health issues . . . We have no programs in non-

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Hands on



Peter Morenus/University Photography

Teen-agers (from left) Anna Donohue of Union Springs, Tracy St. Cyr of Olcott and Erin La Valley of Belmont make tortilla chips at Stocking Hall as part of two 4-H science and career programs last week. Some 450 youngsters participated. The programs are sponsored by Cooperative Extension, with the support of faculty in the colleges of Agriculture and Life Sciences, Human Ecology, Engineering and Veterinary Medicine.

New wheat variety to be unveiled here

Cornell scientists will announce two new varieties of wheat that resist a serious affliction of New York's crop at the annual Seed Growers Field Day on July 8.

Sponsored by the Department of Plant Breeding and Biometry, the field day provides a forum for seed growers, dealers and others to find out what new varieties of seed crops are coming from Cornell's research laboratories.

"We have active programs in all the state's major crops, and we are striving to develop better varieties for farmers," said William Pardee, a Cooperative Extension leader. "We are doing this using the whole array of modern breeding techniques, including biotechnology."

Mark Sorrells, professor of plant breeding and biometry, will announce the development of two varieties of wheat that resist pre-harvest sprouting. This problem afflicts New York's crop once every three or four years and can greatly reduce the crop's value.

Cornell scientists also will discuss ways they are supporting currently recommended wheat varieties.

Virology Society to meet on campus

The 10th anniversary meeting of the American Society for Virology will be on campus July 11 through 15, bringing more than 2,000 scientists together.

In what will be one of the largest scientific gatherings ever on the Ithaca campus, researchers from around the world will present 740 papers and attend symposia, workshops and social events on the campus where the society's first conference was held in 1982.

The scientists work on basic, not clinical, research in areas such as human immunodeficiency virus, plant viruses and animal hosts and viruses. The American Society for Virology was formed in 1981 to provide a forum for researchers of human, animal, insect, plant, fungal and bacterial viruses, with the purpose of stimulating collaboration among scientists in all aspects of virology.

Lectures on the history of virology on Saturday at 7 p.m. are free and open to the public in Bailey Hall.

Milton Zaitlin, a Cornell professor of plant pathology, is one of the society's founders.

Golf course pro shop employee is charged; students plead not guilty in computer case

Tracey L. Nichol, 28, assistant manager of the pro shop at the Robert Trent Jones Golf Course on campus, has been charged with three counts of petit larceny, a Class A misdemeanor, and three counts of first-degree falsifying business records, a Class E felony, according to the Department of Public Safety.

Nichol allegedly took money from the golf course's receipts between June 9 and 13, Public Safety said. She has been arraigned in Ithaca

Town Court on the misdemeanors; the felony charges are awaiting presentation to a grand jury in Tompkins County Court.

In another matter, three students pleaded not guilty to felony and misdemeanor charges of computer tampering at an arraignment in county court. David S. Blumenthal, Mark A. Pilgrim and Randall Swanson are charged in connection with a virus allegedly launched from a Cornell computer lab in February.

NOTABLES

Three recent graduates of Cornell are among 80 winners of the Mellon Fellowships in the Humanities. They are: **Ben J. Hennelly '92**, classics, of Ballston Spa, N.Y.; **David M. Levine '92**, English, New York; and **Ellen B. McGill '90**, history, Flushing, N.Y. The fellowships are awarded to college seniors and recent graduates of outstanding promise, with the objective of encouraging and assisting them to become a fresh leaven in the humanities faculties of America's colleges and universities.

Four Cornell faculty and staff are among 139 persons who have been cited for excellence in the performance of their duties by the State University of New York. They are: **William Alberta**, coordinator of career development in the College of Agriculture and Life Sciences; **Richard Korf**, professor of mycology and of botany; **Richard McNeil**, associate professor of natural resources; and **Peter Zorn**, associate professor of consumer economics and housing.

Albert E. Kaff, business and international editor of the Cornell News Service, on June 23 was appointed a trustee of the Overseas Press Club of America Foundation. Based in New York City, the OPC Foundation awards scholarships to college students who are interested in becoming foreign correspondents and provides grants to organizations that work throughout the world to protect and defend news persons from government interference in reporting the news. Kaff was a foreign correspondent in Asia for United Press International from 1952 to 1975 and from 1978 to 1984.

David Pimentel, professor of entomology, has been named the 1992 recipient of the Distinguished Service to Rural Life Award of the Rural Sociological Society for his "research and contributions to social and environmental development in rural life." The award will be presented in August at the society's annual meeting at Pennsylvania State University in University Park.

Dave Wohlhueter, director of sports information since 1977, has been named recipient of the College Sports Information Directors of America 1991 Arch Ward Award, given annually to a member of the association who has made an outstanding contribution in the field of college sports information and who, by his prestige, has enhanced the profession. Also, **Dale Strauf**, head athletic equipment manager, has been named equipment manager of the year by the Athletic Equipment Managers Association.

OBITUARIES

Ephim Fogel, professor emeritus of English, an authority on English Renaissance literature and a published poet, died June 13 at Tompkins Community Hospital after a brief illness. He was 71.

Fogel was a member of the Cornell faculty from 1949 until his retirement in 1990. He served as chairman of the Department of English from 1966 to 1970.

He was co-editor with David Erdman of *Evidence for Authorship*, published in 1966 by Cornell University Press, and he was co-author with Mario A. di Chesare of *A Concordance to the Poems of Ben Jonson*, published in 1978, also by Cornell University Press.

Fogel's poem, *Shipment to Madanek*, which appears in numerous anthologies, is one of the earliest literary responses to the Holocaust.

Born in Odessa, Russia, in 1920, he immigrated to the United States from the Soviet Union with his parents at the age of 3. He graduated from the City College of New York in 1941, and after service in the United States Army from 1942 to 1946, he earned master's and doctoral degrees in English literature from New York University and Ohio State University, respectively.

Survivors include his wife, Charlotte, of Ithaca; two sons, Daniel of Baton Rouge, La., and David, of Ithaca; two daughters, Rebecca Fogel Downs of Durham, Conn., and Jessica of Ann Arbor, Mich.; a brother, Robert, of Chicago; and four grandchildren.

Dr. Lloyd T. Barnes, who in addition to his private practice in Manhattan was on the faculty at the Medical College since 1953, died of cancer June 27 at his home in Manhattan. He was 77.

Survivors include his wife, Winifred D. Barnes; three children, Drs. Wyndolyn M. and

BRIEFS

• **Miracle Worker:** Members of the hearing-impaired community will be able to see and "hear" the Hangar Theatre's production of "The Miracle Worker," thanks to Cornell. The Tuesday, July 21, performance of Dale Gibson's moving story of Helen Keller and Annie Sullivan will be signed in American Sign Language. Representatives of the university's Office of Disabled Services will be hosts to hearing-impaired Cornell employees and several guests invited by the Finger Lakes Independence Center. A limited number of additional tickets for the signed performance are being held at the Hangar Theatre box office, compliments of the university.

• **Crew at Henley:** The Cornell lightweight eight crew lost in the quarterfinals of the Thames Cup in the Henley Royal Regatta by two-thirds of a boat length, after taking a slight lead during the first half of the 1.5-mile course. Cornell was defeated by the Upper Thames Rowing Club of Great Britain.

• **Lectureships:** The University Lectures Committee is seeking nominations for the Messenger Lecture Series and the University Lectures. Each semester, a Messenger Lecturer is selected to deliver a series of either three or six lectures; the first opening is spring 1994. The University Lectureship is the most prestigious forum that Cornell can offer to a visitor invited to deliver a single lecture. Approximately 12 University Lecturers are selected each year; the committee is interested in receiving requests for fall 1992 and beyond. For information, call Judy Bower at 255-4843.

• **New parking lot:** The Peterson Lot at the corner of Judd Falls and Tower roads is open for parking. This is a metered lot. Parking costs 50 cents an hour.

• **Reading:** Roald Hoffmann, the John A. Newman Professor of Physical Science, will read from his collection of essays and poetry, *Chemistry Imagined*, on July 19 at 4 p.m. at the Bookery II on the first floor of DeWitt Mall.

• **Safety:** Several incidents in which visually impaired people have walked into open windows that extend over walkways or construction equipment used to block a path serve as a reminder to take extra care on campus this summer. Visually impaired people cannot use their walking canes to detect barriers that are 27 inches or more above ground level. Also, they generally memorize safe routes. Please be considerate.

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

Seminars: Dissertation and thesis seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, from 1 to 2 p.m. on July 29 for master's theses and July 31 for doctoral dissertations.

Two employees mark 45 years of committed service

By Martin B. Stiles

This year it is Toni Anthony and Don Dawson who are officially recognized as the prime examples of the behind-the-scenes labor and commitment that make Cornell a world leader in higher education and research.

Both joined the staff 45 years ago, just after World War II. Anthony (Alice A.), a 1946 graduate of nearby Keuka

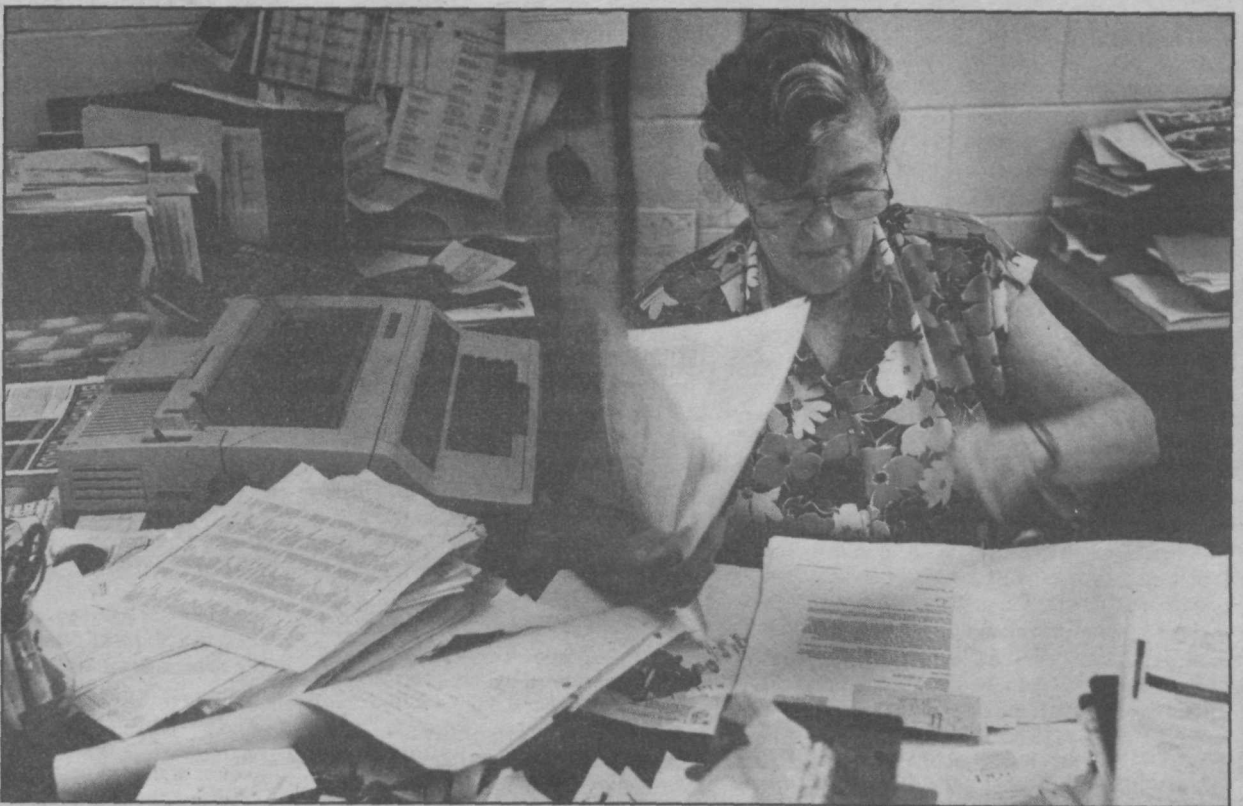


Peter Morenus/University Photography
Donald D. Dawson, a research support specialist in the Nuclear Studies electronics shop, has fabricated units for generations of experimental facilities at Cornell.

College, came to Cornell as secretary to William R. Sears, now recognized as the father of aerospace engineering at Cornell.

Dawson (Donald D.), a specialist in electrical wiring, joined Cornell as a technician in the Department of Nuclear Studies, supporting the experimental needs of a young cadre of scientists who had played key roles in the development of the atomic bomb and radar during the war.

Both Dawson and Anthony were recognized for their 45 years of service to the university at the 37th Annual Service



Peter Morenus/University Photography
Alice A. (Toni) Anthony, whose reputation for peripatetic management and efficiency has reached legendary proportions, at work as an administrative associate of the Sibley School of Mechanical and Aerospace Engineering.

Recognition Banquet in Barton Hall on June 10.

Speaking to the nearly 150 employees being honored for what they have done for Cornell over 25, 30, 35, 40 and 45 years of service, President Frank H. T. Rhodes said: "You not only contribute to the effective functioning of your own units and the university as a whole, but you serve as models and mentors."

Today, reflecting one of the meanings of the poetic insight "in the beginning is the end," both Anthony and Dawson, the only employees honored this year for 45 years of service, are still working where they began.

Anthony, whose reputation for peripatetic management and efficiency has reached legendary proportions, is administrative associate of the Sibley School of Mechanical and Aerospace Engineering.

Now retired, Sears, who returns to campus at least annually to attend the lecture series named in his honor, has often been heard to say, "the smartest thing I ever did was to hire Toni Anthony."

As another emeritus professor who has known Anthony for more than 30 years put it: "I don't know how they will ever replace her, but they'll just have to get along somehow."

Anthony, 65, who plans to retire in the fall, says she then will have the time to do during the day the home chores that she has had to do at night.

Dawson, who at 67 has no immediate plans to retire, says

he loves his work and is "hanging on until they kick me out the door or tear the building down."

Dawson is now a research support specialist in the Nuclear Studies electronics shop that he supervised for years. The shop has fabricated units for generations of experimental facilities at Cornell.

"You provided him with a design and he saw that it was

CORNELL
People

done on time and reliably," said professor emeritus Boyce D. McDaniel, one of the former Los Alamos physicists at Cornell when Dawson arrived in 1947 and who is a former head of Cornell's nuclear studies program. He more recently served on the oversight board for construction of the Superconducting Super Collider.

Cornell, UAW Local 2300 agree on a two-year contract

Cornell and the United Auto Workers Local 2300 reached an agreement June 30 on a new two-year contract for the union's approximately 1,100 members on campus.

The settlement will provide a \$0.35 per hour wage increase to all members of the bargaining unit in each of the next two years, beginning July 1. Step increases will also be provided for the more than 220 employees eligible to receive them in each year. The UAW represents custodial, food service, grounds and maintenance workers at Cornell, as well as bus drivers, animal attendants and field assistants.

Cornell President Frank H. T. Rhodes commended the settlement as fair for all concerned "in these difficult economic times."

"I am most pleased that both sides have come to an agreement on a new, two-year contract," Rhodes said. "Our discussions have been full and frank, but they have been conducted in a spirit of mutual trust and respect. We have dealt in a comprehensive fashion with issues of concern to the members of the bargaining unit, covering not only wages but also important matters related to such issues as parking, health insurance, grievance proce-

dures, layoffs and recalls, and the filling of job vacancies."

Rhodes paid tribute to the leaders of the university's negotiating team. "I want to recognize particularly E. Peter Tufford, the university's director of labor relations, and Stephen Ploscowe, our outside labor counsel, for the tremendous job they have done in bringing these negotiations to a mutually satisfactory and successful conclusion."

"I would like to commend the UAW's leadership as well, particularly Local 2300's president, Al Davidoff, for joining with management at the outset in a joint training session, 'Mutual Gains Bargaining,' conducted by the faculty of the School of Industrial and Labor Relations' Labor Studies Extension Program, and Neil Falcone, the Syracuse regional repre-

sentative of the UAW, for his important assistance throughout the bargaining process," Rhodes said.

"Beginning informally last November, and throughout more than 20 formal sessions since last March, both sides kept in mind the interests of the university as a whole as well as those of the members of the unit," the president said.

The two annual hourly increases, which on average amount to approximately 4 percent of the average wage in the unit, will be paid to all members of the unit whether they work in the

endowed or statutory colleges of the university. A similar salary pool had earlier been made available for the unrepresented members of the faculty and staff in the endowed units, and legislation is now pending in Albany that would provide a salary improvement program for other statutory college faculty and staff over the next three years.

At union headquarters in downtown Ithaca, Davidoff told a news conference that he hopes that the contract will inspire other Ithaca organizations.

"This contract is a decent contract," said Davidoff, a 1980 graduate of Cornell's School of Industrial and Labor Relations. "We accomplished a lot of our goals, considering general economic conditions and the state's situation. We feel good about the contract that was arranged without bitterness or jumping through hoops. Our goal is not to rant and rave, but to give our members more say in their working conditions."

Perry L. Husted, a groundskeeper in Cornell Plantations and a member of the union's negotiating team, sat with Davidoff at the news conference. Husted commented: "As an employee, I feel it is a fair agreement. I was happy to see improvements in the contract language. I have been a union officer for 10 years and this was my third negotiation. There was honesty at the [negotiating] table without question, and I felt that they could trust us and we could trust them."

Asked if the tone of UAW-Cornell relations has improved, Davidoff replied: "You are right. If you have followed our negotiations over the past decade, you will see that this was not the typical tone that we have struck with the university."

"I would say it happened because of a change in university leadership that affects us. We are building a reputation of being creative."

CU to challenge NSF's proposed shift of Nanofabrication Facility to Stanford

University officials have learned that a National Science Foundation review committee has recommended that funding for a National Nanofabrication User Facility be shifted from Cornell to Stanford over the next three years, beginning next year.

The committee makes its recommendation to the NSF engineering director, who will recommend action to the National Science Board for its meeting Aug. 12 to 14. Board members Cornell President Frank H.T. Rhodes and John Hopcroft, associate dean of engineering, will refrain from participation in the discussions.

Harold G. Craighead, NNF director and professor of applied and engineering physics and of electrical engineering, last week informed NNF staff, faculty and users of the facility about the NSF proposal. He said

that Cornell would file a vigorous challenge to the recommendation.

Even if Cornell's challenge is rejected and the recommendation approved, the facility will remain strong and effective for use by Cornell faculty and researchers, Craighead said.

The facility is designed for scientists to build ultrasmall devices for study in physics, biology, chemistry, engineering, future generations of computers and semiconductor fabrication.

Devices are constructed in the nanometer range — more than 2,000 times smaller than the diameter of a human hair — using machines in optical and electron-beam lithography, ion etching and plasma deposition, focused ion beam and silicon processing.

'Our discussions have been full and frank, but they have been conducted in a spirit of mutual trust and respect.'

— President Frank H.T. Rhodes

representative of the UAW, for his important assistance throughout the bargaining process," Rhodes said.

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Vet College, state studying air quality in Schurman Hall

By William Holder

Administrators in the College of Veterinary Medicine are working with state officials to conduct an engineering study of Schurman Hall and are convening an ad hoc group to address the future of that troubled building.

About 80 people gathered on June 24 outside Schurman Hall to express their concern about ventilation and air quality in that building and the Veterinary Research Tower. Protesters staged a 10 a.m. gathering to demonstrate their concern, complaining about continuing effects on their health from what they say is a sick building.

Chief among problems with Schurman Hall is that ventilation systems and the fume hoods in laboratories try to exhaust more air than can be drawn into the building through normal means. Air — and the odors it carries — migrates into and around the building in unpredictable ways, depending upon wind direction and which building systems are operating, according to John Lambert, assistant dean for administration.

The ad hoc group, which will convene by the end of the month, is charged with monitoring progress in resolving ventilation deficiencies and with making recommendations pertaining to future actions. Its members are: Miriam Bridges, research support specialist; Dr. Cornelia Farnum, associate professor and chair of anatomy; Rita Harris, director of personnel in the Vet College; Earl Hartman, project coordinator; Ted Murray, senior environmental hygienist; Larry Russell, project coordinator with University Maintenance Management; James Sheehan, manager of Life Safety Services; Dr. Larry Thompson, director of Veterinary Biosafety; and Dr. Gregory Weiland, associate professor of pharmacology.

The group's discussions will focus on ventilation and health problems in Schurman Hall and the Vet Tower. At issue is whether the health problems some employees are experiencing can be traced to a source in the working environment, what can be done to address complaints and whether the university is moving as quickly as it can.

"The administration does not question that some individuals are not feeling well," Lambert said. "We've tried faithfully to address every-

thing that has been brought to our attention as a possible cause of concern, but to date that work has not gone far enough to eliminate concerns about health. We don't pretend the air quality is everything we'd like it to be, and we're trying to determine whether it's the cause of symptoms that some are experiencing."

Cornell officials first recognized the ventilation problems in the mid-1980s when they asked the State University to fund a project that would provide additional ventilation and improve the exhaust fume hood system. That project has been designed and is scheduled to begin this fall.

In a 1990 study, Cornell's Office of Environmental Health documented other problems with Schurman Hall. Recommendations that could be corrected quickly have been addressed, according to Ted Murray, senior environmental hygienist and acting director of the office. For instance, a major project to improve fresh air flow in applied anatomy laboratories will be completed this month.

A number of employees, particularly those in the C and D wings of Schurman Hall, have been reporting health problems since the fall of 1989. They report symptoms including severe headaches, nausea, fatigue, dizziness, loss of concentration, muscle pain and various inflammations, said organizers of the rally.

Cheryl Bliss, a research support specialist, said during a June 30 cable television show that she recently returned from a three-week vacation in Florida and felt ill by the second day back, with symptoms including swollen eyelids. Since then she has continued to feel fatigued.

Greg Weiland, associate professor of pharmacology and a member of the ad hoc group, said that at least 20 people in his department alone have complained of symptoms that they believe are work-related.

"I left for a year and felt 1,000 percent better," he said. "I returned and everything started again. We're sick and don't know what to do. I would like someone to acknowledge a responsibility for our working conditions."

Marjorie McKinney, an administrative manager in pharmacology who said she has been forced to discontinue wearing contact lenses, complained about another sore point: that Cornell has not moved quickly enough to tho-



Peter Morenus/University Photography

Marjorie McKinney, an administrative manager in pharmacology in the College of Veterinary Medicine, speaks to reporters during a June 24 gathering outside Schurman Hall, at which employees expressed their concern about ventilation and air quality in the building.

roughly evaluate the building's ventilation system.

That evaluation has begun. Starting it earlier would not have had the desired result, Lambert explained, because the effect of ongoing ventilation projects on the overall system could not be assessed before now.

No one disputes that the ventilation system, modified countless times since construction of the 70,000-square-foot facility in 1957, is seriously inadequate.

"Nobody fully understands the ventilation system," Murray said. "It is extremely difficult to identify the status of what appears to be abandoned duct work."

A 1991 investigation by the New York State Division of Environmental Epidemiology and Occupational Health confirmed a high prevalence of reported health problems in Schurman Hall (as well as the nearby Diagnostic Laboratory, which has its own ventilation system). The report cited several problems related to housekeeping and ventilation, but did not establish a link to any one primary cause.

One identified problem is that the building's incinerator vent is near the ventilation intake openings on the roof. A state-funded project to extend the smokestack by perhaps 100 feet or

more, depending upon the outcome of emission dispersion studies, is under way. The project also includes the installation of scrubbers, with the next step being the filing of an environmental impact statement. The cost is expected to exceed \$2 million, and work is scheduled for completion in June 1994.

In an ironic coincidence unrelated to ventilation, chemicals entered the Schurman Hall environment through another route June 26. This time the culprit was a tank of 1 to 2 percent phenol solution (an antiseptic) that leaked on the second floor, where Department of Anatomy workers were preparing specimens, and leaked through the ceiling to Department of Physiology spaces below.

The Office of Environmental Health ordered sections of the building temporarily evacuated while the spill was cleaned up and exhaust fans removed odors from the affected areas. No injuries were reported, according to Thompson, the college's director of biosafety.

Several employees have filed a complaint with the New York State Department of Labor, contending that the entire building is a safety hazard. Although Cornell officials have not yet been officially informed of the complaint by the state, they say they are nonetheless giving high priority to the situation.

State's news for Cornell is mostly grim

By Linda Grace-Kobas

When the New York State Legislature recessed last week, it left behind a trail of unfinished business and grim news for Cornell and higher education in general.

There was, however, some good news for Cornell's statutory college employees enrolled in TIAA/CREF, whose retirement contribution rates have been protected through remedial legislation. An early retirement incentive package was also approved, and both bills awaited signature by the governor as this article went to press.

But capital funding for the Cornell Theory Center was left in limbo. Tuition Assistance Program (TAP) funds for incoming freshmen have not been restored and hoped-for additional funding for the New York State Solid Waste Combustion Institute here was not approved.

"This was not a banner year for higher education," said Stephen Philip Johnson, executive director of government affairs, who noted that the state's problems affected all areas of the budget. "There were no winners in Albany in any category."

This news comes on top of the cuts Cornell suffered when the legislature passed its annual budget in April; those reductions were a \$5.2 million base budget cut for the statutory units, a cut of \$2.5 million in the general purpose budget and the loss of more than \$500,000 in funding for several longstanding programs.

"We consider the continuation of the long-standing state contribution rates for existing employees enrolled in TIAA/CREF to be a major victory in this extraordinarily difficult budget year," said Henrik N. Dullea, vice president for university relations. "From the moment that Provost Malden C. Nesheim was first informed last winter of the State's intention to reduce the employer contribution rate for the members of Tiers II, III and IV, we fought vigorously in support of our Cornell faculty and professional staff."

University finance, human resources staff and legal counsel are examining the payment schedules contained in the new bill, as well as its implications for persons to whom offers of employment were made prior to the passing of this legislation, Dullea added. The new legislation appears to require that persons hired after July 1 of this year will not be eligible to join the state's optional retirement program until new rates for such employees are established after March 31, 1993.

The state Temporary Task Force on Optional Retirement Programs has announced plans to employ an independent actuary to analyze the relative costs of the optional retirement plan and other state retirement systems, Dullea explained.

"We will continue to monitor the work of the task force closely and keep our statutory employees informed of the details

Details of the early retirement incentive program, which may apply only to certain categories of employees, are being reviewed by Cornell officials, also.

Bills to allow the state's Urban Development Corp. to issue bonds in support of university-based high technology projects stalled in the Senate and Assembly, even though appropriation authority for approximately \$23 million in payments to Cornell, Syracuse and Columbia universities had been passed by the legislature and signed by the governor as part of the main budget in April. By the close of the session, legislative proposals for projects at additional institutions had increased the suggested bonding authority level to \$120 million.

Included in both bills was \$12.3 million for the Cornell Theory Center that would allow it to advance to the next generation of supercomputer technology and enable the national supercomputer facility housed at Cornell to remain at the forefront of highly parallel processing technology, said Jay Blaire, executive director of the Theory Center.

The center, which now gets \$800,000 in state money annually to help support the center's operation, would use the capital funds to acquire the latest supercomputers being developed at IBM Corp.'s Kingston, N.Y., laboratories and Kendall Square Research in Massachusetts.

Syracuse University, which also has a supercomputer at its Northeast Parallel Architectures Center, was scheduled to receive a \$6.5 million appropriation under the legislation. The combined \$18.8 million would enhance New York state's high performance computing activities at the two universities, and help keep the state a leader in this technology and research and development, Blaire said.

In the absence of actions by the lawmakers to advance either bill to the governor for action, it is unclear whether the Theory Center can advance to new technology, he said. Federal money could be jeopardized by the state's inaction, Blaire said, further eroding New York's ability to remain competitive in the field.

Funding that would have restored Tuition Assistance Program monies to put this year's freshmen on par with the existing aid schedule for the incoming sophomore class was not approved by the legislature.

Similar inaction by the legislature to reauthorize use of petroleum overcharge proceeds leaves uncertain the future of state funding for the Solid Waste Combustion Institute, Nathan Fawcett, director of statutory college affairs, said. The institute received \$5 million over the last four years from the state, and an additional \$3.8 million from petroleum overcharge proceeds has been requested for the next three years.

At *Chronicle* press time, Gov. Mario M. Cuomo had called together legislative negotiators in Albany to try to develop an

CU labor experts join European session

By Albert E. Kaff

This summer at Cambridge University in England, scholars and business executives from the European Community and labor experts from Cornell will participate in a seminar dealing with employment relations in Europe's single-market economy.

The July 25 to Aug. 1 program, "Going Global: Employment Relations in the New Europe of 1992," will examine the challenges that U.S. firms now face in competing in a unified Europe. The seminar is designed for human resource executives, union officials, labor lawyers, arbitrators and mediators, government officials and academic specialists.

Open to participants from Europe and the United States, the seminar is sponsored by the School of Industrial and Labor Relations and its Institute of Collective Bargaining.

During the weekend before the seminar, ILR and the Johnson Graduate School of Management will conduct another program at Cambridge under the title, "America and the New Europe: A Trans-Atlantic Dialogue."

Participants in the program will include David B. Lipsky, dean of the ILR School; Alan G. Merten, dean of the Johnson School; Simon Deakin, a professor in the Faculty of Law at Cambridge; David Soskice, director of the Institute for Employment and Economic Change, Berlin; and Robert Taylor, Nordic correspondent for *The Financial Times* of London. The program will include a live two-way video broadcast between Cambridge and Cornell. Participating in the broadcast from Ithaca will be Professors Lee Dyer and Harry Katz of the ILR School and Philip Anderson and Jerome Hass of the Johnson School.

Commenting on the seminar, Lipsky said: "The realization of the European Community's single-market plan by the end of 1992 will bring into effect a new system of industrial relations that transcends national boundaries. With the 12 member countries moving toward uniform standards in how workers are managed, trained and paid, innovative forms of collective bargaining and worker participation in management are likely to emerge."

"The Cornell/Cambridge seminar will examine implications of the new system for U.S. firms that may operate in Europe or compete with enterprises based there. The wave of economic change now sweeping through Eastern Europe adds to the necessity of becoming familiar with the European workplace."

In addition to Lipsky, Cornell faculty who will participate include Lowell Turner, assistant professor of industrial and labor relations and author of *Channeled World Markets and the Future*

Life exists inside Earth, and maybe other planets, too: Gold

By Larry Bernard

Microbial life forms are teeming deep within the Earth, sustained by chemical processes in the crust, and similar microorganisms could be living inside other planetary bodies in the solar system, a Cornell astrophysicist and geophysicist says.

Using evidence from deep-rock drilling in Sweden and research from other sources, Thomas Gold says that the Earth contains a "deep, hot biosphere" in which bacteria thrive on the chemical energy sources, such as hydrogen and methane, and others in rock, that percolate up through cracks from the Earth's interior. These bacteria are anaerobic and not dependent on energy from the sun, unlike most of the rest of known life on Earth.



Thomas Gold

If correct, Gold's theory would revolutionize views of geology, the world's energy sources and evolution of life on Earth.

Gold, professor emeritus of astronomy and a member of the National Academy of Sciences as a geophysicist, describes this "biosphere" in the *Proceedings of the National Academy of Sciences* (July

1992) and posits that microbial life likely would be found anywhere on Earth where it could be supported, but possibly also on other planetary bodies such as the moon, Mars, Venus, Titan, Triton or Pluto.

"Once you realize that these bacteria live on energy from inside the Earth, you have to suspect that they would exist in all places that have such a chemical energy source," said Gold, who

is directing a project in Sweden to find oil deep in the Earth's crust.

Gold has found evidence of microbial life there more than 5 kilometers deep in pure granite, and he points to evidence of bacterial remains in oil and coal. These bacteria thrive at high temperatures, and are similar to the life found at sea vents, feeding on hydrogen and methane coming up from the volcanic crust through cracks in the ocean floor — also a seemingly inhospitable locale for living organisms.

Such life, Gold concludes, must be plentiful in other parts of the Earth. "You realize there are many places you can't get to in

CORNELL
Research

the continental crust where cracks are big enough for microbes but not big enough for us to find," he said.

One byproduct of the microbes is magnetite, which comes up from the Swedish drilling hole in a thick paste and is much purer than ordinary forms. Bacteria have access to hydrocarbons, but not to oxygen, so they get their oxygen from the hematite in the rock around them. The hematite becomes reduced and recrystallizes into magnetite, Gold surmises. In Sweden, he has recovered 12 tons of pure magnetite, which could come only from such bacterial activity, he said.

Petroleum, he says, could not come from a biological source like sedimentary fossils, but from deep within the Earth. "The evidence for a biological origin of petroleum has collapsed. The only reason oil is found in sediments is because we drill in

sediments," Gold said. "Hydrocarbons get cooked inside the Earth. They've been percolating up through the crust and accumulate in sediments."

"On Earth," he continued, "there is much more of the chemical processing of the crust that is due to bacteria than we thought. I believe many minerals are laid down by the huge quantity of bacterial life we didn't understand was there."

And once convinced of that, it is just a small step to posit similar circumstances elsewhere in the universe. "As long as you think life is possible only on the surface, then only Earth can support it. But the moment you talk about stuff on the inside, Earth is not unique at all," Gold said. "Every solid planet has similar circumstances, with hot interiors and chemical processes that will always supply an energy source for bacteria."

Gold's conclusion is that energy companies ought to be looking elsewhere for petroleum on Earth, and that NASA should look for evidence of biological forms from samples of other planets.

For example, there are areas on Mars where huge landslides have exposed material that was initially more than 2 kilometers deep. Why not land a robotic vehicle and take a sample? "You may well find a whole slew of biological molecules. Let's see if they're similar to any on Earth," he said. Clearly, surface life forms would not have evolved because the planet's surface is so inhospitable, he added.

Such bacteria also may represent the beginnings of evolution of life on Earth. The chemical sources deep within the Earth were the original supplier of energy, which biochemically is much simpler to use than energy derived from sunlight, Gold said.

He writes: "The surface life on the Earth, based on photosynthesis for its overall energy supply, may be just one strange branch of life, an adaptation specific to a planet that happened to have such favorable circumstances on its surface as would occur only very rarely; a favorable atmosphere, a suitable distance from an illuminating star, and a mix of water and rock surface. The deep, chemically supplied life, however, may be very common in the universe."

Learning how apples grow

By William Holder

Two teams of Cornell researchers have discovered biological agents for controlling the most important fungal disease of apples, and have shown that not all leaves in an apple tree are created equal in their ability to promote fruit growth.

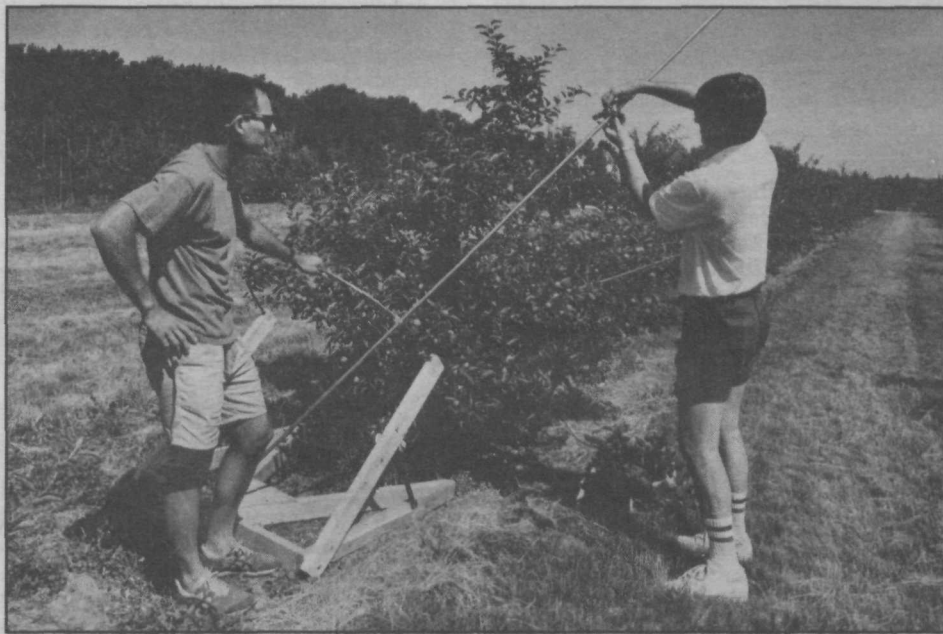
In greenhouse and field tests, one biological fungicide proved to be as effective at controlling apple scab—a problem anywhere apples are grown—as a widely used chemical fungicide, according to Thomas Burr, professor of plant pathology at the New York State Agricultural Experiment Station in Geneva.

"We are hopeful that these biological agents will provide a safe, natural method of controlling a serious fruit disease without the use of chemicals," Burr said.

Apple scab is a fungus that matures in the spring, infecting both fruit and foliage and producing telltale lesions. Controlling it costs about \$16 million annually in New York state alone.

Burr noticed that scab, although present at a high level, was held in check in some years at an abandoned orchard. Reasoning that the natural microflora of the orchard might be suppressing disease, he and his colleagues collected more than 1,000 types of bacteria and 400 fungi from leaves and from the orchard floor, isolating 14 potential biological control agents. Having biological agents for scab readily available, however, will require additional field testing.

Other researchers, headed by Alan Lakso, professor of horticultural science at the Geneva station, have used laser light as a simulated sun to show that apple growers may significantly



Peter Morenus/University Photography

Jens Wunsche (left), a visiting scientist from the University of Bonn, and Professor Alan Lakso set up a laser light that simulates sunlight to show that apple growers may significantly increase productivity by pruning trees to use sunlight with maximum efficiency.

increase productivity by pruning trees to use sunlight with maximum efficiency.

"The concept we're trying to get across is that there are certain leaves that are more critical than others early in the season, which is an important time for yield and fruit development. We're also trying to put pruning on a firmer scientific basis, rather than trial-and-error," he said.

To study the way sunlight affects leaves, the researchers mount a battery-powered laser atop a cherry picker. They simulate the angle of the sun at given times of the year and day, taking note of which leaves are struck by laserlight and

which are not. Trees where so-called spur leaves—small clusters of leaves—capture sunlight early in the season bear the most fruit, they found. In contrast, the other kind of leaf found on apple trees—extension shoot leaves spaced at least an inch apart—contribute more to shoot growth than to fruit development.

The researchers demonstrated the efficacy of spur leaves by growing apple trees, like grapes, on small "Y"-shaped trellises. Yields increased markedly—from 850-892 bushels per acre for conventional trees to 1,253 bushels, which could not be attributed solely to increased sunlight capture.

Improving semiconductors

By Larry Bernard

An important part of the production of microelectronics in semiconductor crystals like silicon or gallium arsenide is the etching of patterns into the semiconductors by using an etch mask.

This thin film, generally a different material than the semiconductor, is patterned on top of the semiconductor and acts like a stencil—protecting certain areas and opening others.

But typical problems with etching semiconductors are that the etch mask edges are not smooth enough, the etch mask is not robust enough to withstand the high temperature or chemistry of the etching environment, and the etch mask cannot be removed after the etching is finished.

Cornell researchers, however, working at the National Nanofabrication Facility on campus, have discovered a way to use a particular form of carbon—semimetallic amorphous carbon—that has ultrasoft etched facets, can withstand the most intense etching environments and can be stripped away completely after etching is completed.

"In making photonic devices, it is absolutely essential to etch very smooth facets," said Gyorgy A. Porkolab, an electrical engineering doctoral candidate who is doing the work with Edward D. Wolf, an electrical engineering professor. "We are making three-dimensional features in the surface of gallium arsenide and aluminum gallium arsenide to produce surface emitting laser arrays, and the etched laser facets and the etched reflectors must be as smooth as possible."

It appears to be the first time that the process, called electron beam sublimation deposited semimetallic amorphous carbon, has been used as an etch mask with chemically assisted ion beam etching in microfabrication, the researchers said.

"The semimetallic amorphous carbon thin film may be broadly applicable to a wide range of semiconductor processing applications," Wolf said. "It is readily deposited and removed in a vacuum processing chamber and eventually may be used for in-situ processing. It appears to work well as an etch mask on silicon also. We are now studying the etch mask performance at submicron dimensions, which is critical to current industrial needs."

This carbon material not only has very smooth edges because it is amorphous, but it conducts electricity as well because it is semimetallic. "Many other forms of carbon films are insulating," Porkolab said. "This is a conducting film and that is very desirable for an etch mask in directed ion beam/reactive gas etching environments. The electrical conductivity prevents the surface from charging during ion bombardment. The carbon is very safe and clean from an environmental point of view."

Poor families pay the most for goods, services

By Susan Lang

Poor families often pay the most for goods and services, a Cornell study has found.

That irony occurs because low-income families often are geographically limited, have to rent rather than buy furniture and appliances, are unable to take advantage of sales, must buy low-quality goods that frequently need replacement, and often do not have the credit ratings or skills to take advantage of credit.

"Unfortunately, the families that can least afford to pay more are often forced to because of institutional constraints and other factors that limit their ability to stretch their resources," said Jeanne Hogarth, an associate professor in consumer economics and housing in the College of Human Ecology.

Hogarth and Josephine Swanson, a senior extension associate in Cornell Cooperative Extension, interviewed more than 100 people

from limited resource families in 14 groups in Albany, Chemung, Orange, Tompkins and Westchester counties to identify the constraints low-income families face. With that, they are developing materials to train volunteers through Extension to conduct workshops on using credit and managing money.

The education project, "Building An Understanding of Credit Services," or BUCS, is unique because it is designed to prevent credit problems before they occur and is administered by trained volunteers. Through its sponsors, AT&T and the National Coalition for Consumer Education, the program will be used as a national model.

"This preventive volunteer peer education program not only helps young, low-income families practice skills in deciding when and how to use credit, but also builds the self-esteem of the trained volunteers," Hogarth said.

Hogarth and Swanson designed the materi-

als based on 400 single-spaced pages of transcripts of interviews with families discussing their financial problems. Among the findings: Low-income families often must shop in small, high-priced neighborhood stores because they don't have the transportation to go to the larger discount stores.

"Because many can't afford to buy outright, they spend two to four times more on furniture or appliances," Hogarth said. "Another common problem was that many don't understand the minimum payment on their credit cards—that if they paid just \$10 more a month than the minimum, they'd reap a huge annual savings in interest over the year."

"Some of these families can't even open a bank account—they either don't have the appropriate identification or documentation, or they can't maintain the minimum balance required to waive service fees they can't afford," the Cornell consumer economist said.

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urban settings.

"There might be opportunities for joint research, for teaching and experiments in collaborative curricula. We are a natural lab for someone studying economics of medical care; you're a natural lab to compare rural and urban health delivery systems," Michels said.

At individual committee sessions, participants agreed that collaboration between the campuses is very limited, a function not just of geography but of cultural differences between the campuses. Faculty have difficulty finding the right person to talk to at each campus and getting notices of lectures and seminars. Find-

ing affordable and convenient transportation between Manhattan and Ithaca, at least on a regular basis, is daunting.

"It's not just geography," said Cutberto Garza, chairman of the Division of Nutritional Sciences in Ithaca. "We have collaborations in Guatemala and China. But there's a perception we don't share the same needs."

Only one faculty member has a joint appointment — Sander L. Gilman, professor of psychiatry at the Medical College and of German studies on the Ithaca campus.

Fred Plum, chair of neurology at the medical school, said that Ithaca's strength in computational science, mathematics and statistics make it attractive. Structural chemistry, cell and molecular biology, crystallography, immunology, virology, rational drug design, genetics — the list of disciplines in which cross-fertilization would be possible went on and on.

"Cornell University will not realize its full potential in medical research unless we team up with what the university has to offer in the hard biosciences," Plum said. "You better think of us as *your* medical school, and the medical school better think of you as *our* university. The medical school cannot survive unless we consider it a university medical school. We have to be intellectually and financially linked."

"What you really want is access to medical cases, which we have. What we really want is access to basic sciences, which you have," said Ralph Nachman, chair of the Department of Medicine in Manhattan.

Several people said that a program to bring medical students to Ithaca would be beneficial. "We admit one-quarter of our students from here," said Daniel Alonso, senior associate dean of academic affairs at the medical school. "A program for senior medical students to spend time here would help."

Bonnie Howell, president of Tompkins Community Hospital, and members of the Tompkins hospital medical staff met with Medical College leaders to discuss a number of opportunities for further cooperation, including the possibility of a formal affiliation.

In a session on undergraduate education, participants agreed that change was needed. Donald Fischman, chair of cell biology and

anatomy at the medical school, said future medical students need more training in the humanities. "The most important skill they can get here at Cornell University is the ability to communicate, to think clearly, to listen. Students don't need more molecular biology; they're going to get biochemistry in medical school."

Peter Bruns, chair of the Division of Biological Sciences in Ithaca, emphasized that there is no undergraduate "premed" major, and students believe that they need a heavy dose of science courses to get admitted to medical school.

Gilman, who holds a faculty appointment on both campuses, said that was a problem. "I would like to make the pitch for education of the other things you need to become a doctor. There are other ways of getting into medical school," he said.

Among the recommendations: bringing medical school admissions officers to campus to talk to freshmen, having fourth-year medical students talk to undergraduates, or interviewing prospective applicants a year earlier.

Talk also focused on ways to help a nationwide effort to stimulate minority interest. An Association of American Medical Colleges program called 3000 by 2000 aims to double the number of minority medical students in this country through high school outreach programs. Ithaca's Division of Nutritional Sciences already has programs in high schools in New York and Cleveland, and administrators will look at ways of involving the Medical College.

In discussing joint teaching proposals, some faculty agreed that a course in neuroscience should be team-taught with faculty from both campuses to undergraduates in Ithaca during the January intersession.

"For us, students have a tremendous interest in these types of courses," said Kraig Adler, chair of the Section of Neurobiology and Behavior in Ithaca. "We could have faculty up for three days at a time," which also could lead to some collaborations.

In summarizing the meetings, Rhodes said that the university has "lived through the golden age, and we face the question of how to sustain excellence. We've got to mobilize the forces... and I believe we can do that. I hope it's the beginning of a new kind of partnership."



Peter Morenus/University Photography

President Frank H.T. Rhodes (left) and Dr. Robert Michels, dean of the Medical College, pause in the lobby of the Herbert F. Johnson Museum of Art during discussions between faculty and administrators from the Ithaca campus and the Medical College.

Gibson *continued from page 1*

perceive to learn, as well as learn to perceive."

Perceptual learning is the increase in the ability to extract information from the environment, as a result of experience and practice with stimulation coming from it, according to Gibson. Learning by acquiring information from the environment permits us to act adaptively in our environment and upon it, explains Elizabeth Spelke, a Cornell professor of psychology who heads a developmental psychology laboratory named for Gibson.

Gibson's "extraordinary eye for phenomena" allowed her to recognize "in a common observation (for example, that newborn goats don't fall off stools) the germ of experiments of major consequence," Spelke wrote in the foreword to a 1991 book by Gibson, *An Odyssey in Learning and Perception*. Those early experiments involved the so-called "visual cliff."

Visual cliffs were multilevel laboratory devices with sudden drop-offs that were covered — for the safety of subjects that ventured over the "edge" — by transparent covers. Eleanor Gibson demonstrated that the perception of depth at an edge is "primitive," that some animal species have the ability at birth while others with a longer maturation time, such as cats and human infants, "discriminate depth at an edge as soon as locomotion is possible."

A similar process of perceiving the environment, followed by learning and feedback for enhanced perception, occurs in nearly all tasks involving the senses, Gibson claimed. As long as the environment offers the perceiver some "affordance," (a word James Gibson invented to mean something furnished "for good or ill"), humans and other animals will learn from perception and become better at perceiving.

The process even works in the poorly understood task of learning to read, which Eleanor Gibson turned to in the 1960s, to develop her theory of word perception. She observed the frustration of young children with tracing tools that left no trace and older children trying to comprehend meaningless scribbles and unpronounceable "words." Word perception, she maintained, "like other kinds of perception, is active; searching for relevant information in stimulation." The studies resulted in the 1975 book, *The Psychology of Reading*, by Gibson and Harry Levin, who is now the Alexander Professor Emeritus of Psychology at Cornell.

The Eleanor Gibson laboratory in the Department of Psychology didn't always have an engraved sign on it, or even a penciled one.

Gibson waited — and worked in research laboratories of other psychologists — for 27 years after earning her Ph.D. before attaining a faculty appointment here, recalls Edward Reed, a professor of psychology at Franklin and Marshall College and author of a book on James Gibson.

A laboratory of her own took even longer.

One reason was a nepotism rule that prohibited the appointment of relatives in the same department of the university. Eleanor Gibson had left a teaching job at Smith College to follow her husband to Cornell in 1949. When the nepotism edict was lifted in 1965, the Gibsons were the first married couple in a department's faculty at Cornell, and in 1972, she became the first woman appointed to an endowed professorship in the university's history.

That same year, with the opening of Uris Hall, she finally had a laboratory designed specifically for perception and development studies. Elizabeth Spelke recalls some of the research roadblocks: Because of her sex, graduate student Gibson was rejected from the only laboratory of comparative psychology at Yale. As a technical assistant in a different laboratory, Spelke recounts, Gibson was charged with incompetence "after making a discovery that the

director of the laboratory later published as his own; as a mature scientist, but without an academic appointment, her attempts to conduct research at her university's laboratory [were] thwarted by the sudden removal of the animals she had been rearing and observing in an extended longitudinal project."

Gibson, who published her first scientific paper in 1932, says she seldom regrets the years without a teaching position. "I was able to concentrate on research and work with a lot of talented graduate students. They [the university administration] liked my research, because it brought in overhead," she said, referring to the indirect costs that are paid by research sponsors.

"Eleanor Gibson's career has not greatly suffered from these reverses, thanks to her indomitable spirit," Spelke commented, "but science has. Professional status and material resources do not make a scientist, however necessary they may be to a scientist's work."

From her home in Middlebury, Vt., where the faculty appointment of a former student affords her access to psychology laboratories at Middlebury College, Gibson ponders the deeper questions her findings have raised. Exactly where and when do organisms learn to perceive? Is the

ability essentially innate and genetically determined, as proponents of the neo-rationalistic view maintain? Or have we underestimated our species' talent for very early perception and learning from the environment, including the environment within the womb?

Eleanor Gibson favors the naturalistic view, which James Gibson called the ecological approach, and lately she wonders about results of interactions in the internal environment. "There are interactions with the environment, for example through the maternal bloodstream. The fetus develops sensitivities earlier than anyone believed not long ago," she notes.

"I'm just sorry I'm not younger so I could jump in and work on these questions. How would you like a thesis topic?"

Other recipients of the Medal of Science were Maxine F. Singer of the Carnegie Institute of Washington; Howard M. Temin, McArdle Laboratory for Cancer Research, University of Wisconsin at Madison; Howard E. Simmons, Jr., E.I. du Pont de Nemours & Co.; Calvin F. Quate, Stanford University; John R. Winery, University of California at Berkeley; Allen Newell, Carnegie Mellon University; and Eugene M. Shoemaker, U.S. Geological Survey.

Vaccine *continued from page 1*

vaccine that would be enclosed in bait and scattered by hand or from airplanes in rural areas.

Until then, the labor-intensive trapping project is expected to take all summer to reach several hundred Ithaca raccoons.

"Some homeowners ask us or even beg us: 'Once you have the raccoons in traps, why don't you take them out of town and release them in the country?'" Stehman said.

That would not only spoil the experiment, but it wouldn't help the homeowner, she explained.

"If you take away these raccoons, others will move in. But these vaccinated animals will hold their territory against incursion of non-vaccinated animals."

Videotaped and vaccinated, the released raccoons didn't linger to grant interviews. They vanished instantly into the underbrush behind the veterinary college.

"They'll be back," Lein predicted. "Some, we get the next night. They can't resist those marshmallows."



Peter Morenus/University Photography

Getting its 15 minutes of fame, a raccoon faces television cameras at a media demonstration of the trap-vaccinate-release project. The animal is one of hundreds in the Ithaca area that Cornell veterinarians hope can be protected against rabies.

Abolish mortgage tax break to rebuild cities: Goldsmith

By Carole Stone

Abolishing the federal income tax deduction for interest paid on home mortgages would generate \$50 billion that could be used to rebuild America's cities, says a Cornell urban planner.

"This is more money, in one year, than the federal government spent on public housing in all the years since 1945," said William W. Goldsmith, the author of a new book, *Separate Societies: Poverty and Inequality in U.S. Cities* (Temple University Press), that examines the failure of American cities and recommends a strategy for reviving them.

"Most people don't think of this as an urban policy, but it is: it is an anti-urban program," Goldsmith said of the mortgage deduction.

"The 1990 Census shows that income discrepancy is getting worse," Goldsmith said. "Everyone always cites the figures that show

While the recent riots in Los Angeles will be met with a repressive, anti-cities agenda by President Bush, who will exploit the threat of violence to reinforce law and order, Goldsmith predicted, another lesson can be drawn from them, he said.

The riots should make the nation aware that "we are already warehousing problems in the cities. Many of the people who are on welfare in Los Angeles and Chicago moved there from farms in the South, or from Appalachia, or Mexico; so why should they be L.A.'s or Chicago's problem? They are a national responsibility," Goldsmith said.

Goldsmith traces inner-city poverty to the years immediately following World War II, when the federal government passed the Federal Highway Defense Act, "the single largest public works project in history," and established the Federal Housing Administration. Those two acts together created the suburbs that have since drained cities of their middle-income tax base, he said. Goldsmith is a professor of city and regional planning and director of Cornell's Program on International Studies in Planning.

In his book, co-written by Edward Blakely, professor of city and regional planning at the University of California at Berkeley, Goldsmith recommends three anti-poverty efforts: an industrial policy that will lead to more and better paid jobs; a family support policy that will improve schools and health care; and aggressive enforcement of anti-discrimination laws.

The mayors and their supporters who marched on Washington May 16 to demand more federal money for cities should keep renewing their demands, because cities alone cannot save themselves, Goldsmith said.

"The mayors should be in Washington every month, getting noisier, too, because they cannot exist without money coming in," he said.

Goldsmith and Blakely advocate that urban politicians, small businesses and neighborhood organizations, union locals and branch plants, civil rights associations, school reform groups

and others form a national coalition to press for a reallocation of federal resources in favor of domestic needs and redirection of the national economy in favor of workers.

"Basically, the federal government does not care. And the cities cannot do it alone. What we're saying in the book is this: figure out ways to support mayors in forming a coalition that can challenge the federal government." In the 1970s, when the United States lost its preeminent position in the world economy in the face of competition from Japan, Germany and the

newly industrialized countries of Asia, the federal government responded by cutting back domestic programs to reduce deficits while still maintaining a bloated defense establishment, Goldsmith said.

Globalized markets and production arrangements reduced opportunities for workers in most American cities, and the federal response to this threat compounded the problem, Goldsmith said. President Carter began this federal retreat in 1978 and the process has grown steadily worse since then, he said.

'Many of the people on welfare in Los Angeles and Chicago moved there from farms in the South, or from Appalachia, or Mexico. They are a national responsibility.'

that the top fifth of households receive 47 percent of the income and the bottom fifth get 4 percent. What was really surprising, and daunting, was to discover the much greater differences in wealth according to race and marital status.

"Median household wealth—in cars, houses, clothes, bank accounts and everything else people own—is \$62,000 for white couples and it is \$737 for households headed by black females. These women have nothing to fall back on, and the chances are they have no relatives or friends with any money, either. I knew before we wrote the book, that the situation was bad, but I did not know it was this bad," Goldsmith said.

Town to review statement on possible campus projects

University officials have presented the town of Ithaca Planning Board with a Draft Generic Environmental Impact Statement (DGEIS) on the long-range potential development of the southeast area of its campus to help the town evaluate potential environmental impacts of possible projects, even in the absence of specific timetables or building plans.

The town of Ithaca's Planning Board will discuss the "completeness" of the DGEIS at its meeting July 21.

The DGEIS study area designated by the town includes Cornell's 271-acre Planning Precinct 7, bounded by Route 366, Game Farm Road and Cascadilla Creek. The precinct includes agricultural research, farm service, groundskeeping, library, life safety and storage facilities. The study area includes another 555 acres south of Cascadilla Creek and bounded by Judd Falls, Pine Tree and Snyder Hill roads. Potential uses for Precinct 7 include a mix of office, research, conference, continuing education, library service, support and utility functions.

Cornell and the town are drawing on the State Environmental Quality Review (SEQR) Act of 1976, which encourages the use of a

generic environmental impact statement to take a long-term view of a series of possible actions and their cumulative effects in order to balance protection and enhancement of the environment on the one hand with social and economic considerations on the other.

But why would town officials put "what ifs" under the DGEIS magnifying glass if a campus expansion program does not exist at the current time?

The answer is "good, long-term planning," according to Shirley Raffensperger, supervisor of the town of Ithaca, which requested the DGEIS.

"Precinct 7, away from residential neighborhoods, is the most likely place for new construction activities," said Paul M. Griffen, associate vice president for facilities planning and construction.

Copies of the Draft Generic Environmental Impact Statement are available for review in the following locations:

Campus Planning Office, 102 Humphreys Service Building on Dryden Road; Ithaca Town Hall, 126 E. Seneca St.; and the reference desks of the Tompkins County Public Library, 312 N. Cayuga St., and Olin Library on campus.

ing to about 4 percent of the year's fee.

Wendt said that the parking fee will not be deducted from one paycheck—that of July 9 for exempt employees and July 16 for non-exempt employees.

For those employees who pay yearly parking fees in advance, an equivalent rebate will be provided.

By the one-time action, the university will forgo about \$43,000 that would have gone into the general-purpose budget.

"The university's senior administration considered a number of options that would be responsive to the special financial difficulties of its employees this year," Wendt said, "and determined that forgoing a portion of the planned fee increase would be appropriate."

CU forgoes most of parking fee hike

About 4,000 university employees who pay for campus parking will not have to pay most of the 6 percent fee increase scheduled for this year, according to William E. Wendt, Cornell's director of Transportation Services.

The action, Wendt said, reflects particular consideration for the statutory college employees who, because of the protracted state fiscal crisis, are entering a second consecutive year without pay increases.

Under the five-year parking and transportation plan, fees were to increase by 6 percent as of July 1, the start of Cornell's fiscal year. For the vast majority of the 4,000 employees, parking fees are paid through deductions from bi-weekly paychecks, with each deduction thus amount-

Learning to teach



Peter Morenus/University Photography

Heather Ramirez (left), a student at Stanford University, and Katrine Boden of Grambling State University, discuss teaching styles during a Cornell workshop in June that brought minority students from 15 colleges and universities here to explore teaching as a career. The program was funded by The Andrew W. Mellon Foundation.

Workshop shows teachers how to make math relevant

By Lisa Bennett

If you are like most survivors of high school mathematics, you memorized formulas, passed the required tests, then forgot the formulas. Now Cornell educators are working to change that experience by showing that middle school and high school students can develop and retain mathematical ideas more effectively by being presented with problems that require the use of math to solve them. Computers are then used to investigate and model mathematical situations.

"Traditionally, math textbooks give word problems at the end of a chapter filled with formulas with which the students have struggled. Unfortunately many of these problems seem unrelated to students' experiences," said Jere Confrey, associate professor of education and director of the research team.

"This is an effort to reverse this process and to provide relevant problems that allow students to incorporate their problem-solving activities into the other experiences of their lives. People learn better and more enthusiastically when they learn something useful," she added.

Confrey and her team presented a workshop on this approach for 15 Ithaca-area secondary and middle school mathematics teachers from June 29 to July 3 on campus. As they worked on these new approaches to teaching, they used "Function Probe," a problem-solving software tool for students that was developed by Cornell for use in 6th to 12th grade mathematics courses.

This workshop was one aspect of a larger project that could alter the way mathematics is taught in middle and high schools nationwide. It was directed by Confrey with support from Apple Computers Inc. and the National Science Foundation.

The need for revision of the nation's mathematics curriculum was called for in 1989, when the National Council on Teachers and Mathematics issued a report stating that mathematics needs to be changed so that there is less emphasis on symbol-manipulation exercises and more on activities that help people think quantitatively. Since then, national efforts to reform elementary curriculum have begun to take hold.

But the Cornell project is unusual in that it is targeted to high school students and based in research on interviews with students that document their underutilized potential to do inven-

tive mathematics. These findings were applied in the design of software tools such as "Function Probe."

"A major goal of our work is to make mathematics accessible to all students, particularly those groups who have traditionally not done well in conventional mathematics instruction," said Confrey. "We believe that computers can play a significant role in these changes."

The use of the computer allows students to

'A major goal of our work is to make mathematics accessible to all students, particularly those groups who have traditionally not done well in conventional mathematics instruction.'

build data tables, graphs and a calculator, then transfer the data from one format to another. It creates the opportunity for students to see the mathematics from a variety of perspectives.

Computer technology alone cannot reform instruction, however, Confrey observed. She argues that changes to the whole instructional system are needed and that teachers be partners in creating these changes.

Participants in the summer program included teachers from the Alternative Community School, Boynton Middle School and DeWitt Middle School in Ithaca. They also included teachers from outside Ithaca, including Chenango Forks Schools, Scarsdale Alternative School, Thomas Edison High School in Elmira, and Watkins Glen High School. Many of these teachers participated in a similar workshop offered last summer.

Confrey's team will continue to investigate effective uses of the problem-solving method of learning using computers in partnership with the Alternative Community School in Ithaca. The Alternative School is one of 14 vanguard schools selected to participate in experimental education over the next five years through the New York State Education Department's Partnership Schools Program. Cornell helped the school acquire eight Apple computers.

CALENDAR

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

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

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 539-7335 or 277-3638.

Planning meeting, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m., July 10, North Room, Willard Straight Hall. Advanced Balkan teaching with Ed Abelson, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m., July 17, North Room, Willard Straight Hall.

Global Dancing, will be held on July 15 (cha cha) and July 22 (tango), 7:15 p.m. to 10:30 p.m. in the North Room, Willard Straight Hall. For more information contact Dick at 273-0707 or Marie at 844-8783.

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.

"Articipation-on-the-Commons" will be held July 9, 10 and 11, from 11 a.m. to 3 p.m. Area resident and internationally renowned basket maker John McQueen will give basket making demonstrations from 12 to 1 p.m. each day. Participants are invited to create baskets from a variety of materials. For both programs children must be accompanied by an adult, and groups interested in attending call the Education Department.

"North American Baskets" a selection from the Department of Anthropology, will be on exhibition through Aug. 9. A number of the pieces are from the Professor and Mrs. Eugene Andrews Collection, acquired by the Anthropology Department in 1959. Many baskets are historical pieces, representing the Tlingit people in Alaska, the Nootka in Vancouver Island, British Columbia, and the Klikitat in Washington state.

An exhibition of prints made at the Art Department's new Olive Press, on view through July 28.

"Nature's Changing Legacy: The Photographs of Robert Ketchum" featuring approximately 75 photographs from the years 1970 to 1991, on exhibit through Aug. 2.

"Preserving the Landscape? A History of American Photographers and the Environment," an exhibition examining landscape photographers who inspired Robert Ketchum, through Aug. 7.

Summer Noontime Tours: Exhibit tours of "Nature in Photography and Painting" at the Johnson Museum will be held on Wednesdays, through July 29. Tours begin at noon in the front lobby of the museum. "Nature's Changing Legacy: The Photographs of Robert Glenn Ketchum" and "Preserving the Landscape? A History of American Photographers and the Environment," July 15 and 29; and "Native American Baskets: A Selection from the Department of Anthropology at Cornell," July 22.

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; Sunday Mat-

nees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 7/9

"Thelma and Louise" (1991), directed by Ridley Scott, with Geena Davis, Susan Sarandon and Harvey Keitel, 7:20 p.m.

"The Fisher King" (1991), directed by Terry Gilliam, with Robin Williams and Jeff Bridges, 10 p.m.

Friday, 7/10

"Beauty and the Beast," 7:30 p.m.

"The Fisher King," 9:40 p.m.

Saturday, 7/11

"Strangers in Good Company" (1991), directed by Cynthia Scott, with Mary Meigs, 7:10 p.m.

"Caravaggio" (1986), directed by Derek Jarman, with Nigel Terry, Sean Bean and Tilda Swinton, 9:30 p.m.

Sunday, 7/12

"Thelma and Louise," 9:40 p.m.

Monday, 7/13

"Frida Kahlo: A Ribbon Around a Bomb" (1991), directed by Ken Mandel, with Frida Kahlo, shown with "What The Belly Contains" (1989), directed by Margaret Hussey, 7:30 p.m.

"Strangers in Good Company," 9:20 p.m.

Tuesday, 7/14

"Frida Kahlo: A Ribbon Around a Bomb," shown with "What The Belly Contains," 7:30 p.m.

"The Fisher King," 9:20 p.m.

Wednesday, 7/15

"The 39 Steps" (1935), directed by Alfred Hitchcock, with Robert Donat, Madeleine Carroll and Godfrey Tearle, 7:15 p.m.

"Cinema Paradiso" (1989), directed by Giuseppe Tornatore, with Philippe Noiret, Salvatore Cascio and Mario Leonardi, 9:30 p.m.

Thursday, 7/16

"My Own Private Idaho" (1991), directed by Gus Van Sant, 7:30 p.m.

"Misery" (1990), directed by Rob Reiner, with Kathy Bates, James Caan and Richard Farnsworth, 9:55 p.m.

Friday, 7/17

"Cinema Paradiso," 7:15 p.m.

"Misery," 10 p.m.

Saturday, 7/18

"Othello" (1966), directed by Stuart Burge, with Laurence Olivier, Frank Finlay, Maggie Smith and Derek Jacobi, 7 p.m.

"Die Hard 2" (1990), directed by Renny Harlin, with Bruce Willis, Bonnie Bedelia and William Atherton, 10:25 p.m.

Sunday, 7/19

"My Own Private Idaho," 9:25 p.m.

Monday, 7/20

"Othello," 6:35 p.m.

"Die Hard 2," 10 p.m.

Tuesday, 7/21

"Life Classes" (1987), directed by William McGivillray, with Jacinta Cormier, 7:20 p.m.

"Misery," 10 p.m.

Wednesday, 7/22

"Europa, Europa" (1991), directed by Agnieszka Holland, with Marco Hofschneider and Julie Delpy, 7:30 p.m.

"Die Hard 2," 10 p.m.

Thursday, 7/23

"Dances with Wolves" (1990), directed by Kevin Costner, with Kevin Costner, Mary McDonnell and Graham Greene, 7 p.m.

"Boyz n the Hood" (1991), directed by John Singleton, with Larry Fishburne, Cuba Gooding Jr., Morris Chestnut and Ice Cube, 10:50 p.m.

LECTURES

Agricultural Development

A brown bag video series: "Alternative Agriculture - Growing Concerns," July 9; "IPM for Veg and Small Fruit," July 16; "The Organic Alternative" and "Center for Rural Affairs FarmLink Program," July 23. Showings begin at noon in Room 32 Warren Hall. Sponsored by the CALS Sustainable Agriculture Coordinator; Farming Alternatives Program and the Department of Rural Sociology.

Summer Session Lecture Series

"Saving Biodiversity: Natural History and the Search for Medicinals," Thomas Eisner, profes-

sor, neurobiology and behavior, July 15, 7:30 p.m., Statler Auditorium; "Does Capitalism Cause Pollution?" Thomas J. DiLorenzo, professor, economics, Slinger School of Business and Management, Loyola College, July 22, 7:30 p.m., Alumni Auditorium, Kennedy Hall; "The Home Planet," Diane Ackerman, author and naturalist, 7:30 p.m., Alumni Auditorium, Kennedy Hall.

MUSIC

Johnson Museum

The String Orchestra and Faculty Quintet from the Chamber Music Institute at Ithaca College will perform in Gallery 7 (the floor below the lobby) of the Johnson Museum on July 11 at 2 p.m.

Department of Music

Soprano Judith Kellock and pianist Jonathan Shames will perform works of Lili Boulanger, Olivier Messiaen, Gioacchino Rossini, Claude Debussy and Enrique Granados on July 19 at 8:15 p.m. in Barnes Hall.

Summer Session Concerts

Musique Sacree, Les Petits Chanteurs de Lyon, French boys choir, July 13, 8:15 p.m., Sage Chapel; Christopher Weitach Trio, July 17, 8:15 p.m., Barnes Hall auditorium; Apollo Ensemble, conducted by John Hsu, professor, music, July 18, 8:15 p.m., Statler Auditorium; organ and voice music with George Edward Damp, visiting associate professor, music, with the Sage Chapel Summer Session Choir, July 20, 8:15 p.m., Sage Chapel; David Burgess, classical Spanish guitar, July 24, 8:15 p.m., auditorium, Barnes Hall; Robert Albrecht and Margaret Kampmeier, cello and piano, July 27, 8:15 p.m., Barnes Hall auditorium; Taurus Youth Orchestra, July 28, 8:15 p.m., Sage Chapel.

Outdoor Concert Series

Performances will be held on the Arts Quad with rain location in Alumni Auditorium, Kennedy Hall, unless noted otherwise.

Martin Simpson Band, acoustic folk and blues, 7 p.m., July 9; Band X, rock and roll, 7 p.m., July 14, rain location, Memorial Room, Willard Straight Hall; Annie Burns and The Rain, folk rock and blues, 7 p.m., July 16; Adrienne Nims and Tom Bergeron, jazz, July 21; Akwesasne Mohawk Singers and Dancers, native American music and dance, with audience participation, Ag Quad, rain location, Memorial Room, Willard Straight Hall, July 23; Rising Sun, Caribbean and Latin dance music, July 30.

Bound for Glory

David Roth, singer and guitarist, will perform in three sets on at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall on July 12; Diane Diachishin, July 19. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Robert L. Johnson, director, Cornell United Religious Work, will deliver the sermon on Sunday, July 12 at 11 a.m.; Roger A. Badham, assistant director, Cornell United Religious Work, July 19. Music will be provided by the Sage Chapel summer choir, directed by George Damp, organist.

Baptist Campus Ministry

Christian music concert to be presented by the Youth Choir of Broadway Baptist Church, Fort Worth, Texas, on Thursday, July 23 at 7 p.m. in the Anabel Taylor Hall Chapel.

Catholic

Summer Mass schedule through Aug. 16: Saturdays, 5 p.m.; Sundays, 10 a.m. Daily masses will be announced on a weekly basis. Call 255-4214 for further information.

Christian Science

Testimony meetings in the summer will be held every Thursday, beginning June 25 through Aug. 6, at 7:30 p.m. in Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays, 10 a.m.: rides from Anabel Taylor Hall to the Hector Meeting House, Jacksonville.

Jewish

Shabbat and Conservative, Fridays, 7:30 p.m., Founders Room, Anabel Taylor Hall. Shabbat and Orthodox, Saturdays, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

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

Muslim

Friday prayers, 1 p.m., Founders Room; 1:20 p.m. Edwards Rooms, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation every Tuesday at 6:45 p.m. and Thursday at 4:30 p.m.

SEMINARS

Ecology & Systematics

"Why is the Fringed Gentian a Rare Plant?" Heather J. Robertson, ecology and systematics and English Nature, Peterborough, United Kingdom, July 20, 2:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Microbiology

"Molecular Pathogenesis of Bovine Leukemia Virus Infection," Ludwig Haas, DVM, Institut fur Virologie, Hannover, Germany, July 13, noon, G-3 Veterinary Research Tower.

"Molecular Mechanisms For Coxsackieviral Inflammatory Heart Disease," Steve M. Tracy, Ph.D., Pathology and Microbiology, University of Nebraska Medical Center, July 10, noon, D215 Schurman Hall.

Summer Session Midday Seminars

Seminars will be held at noon in 104 Rockefeller Hall. "The Natural History of the Finger Lakes Region," Ron Shassberger, Dire Wolf Nature Tours, July 9; "The Scientific Artist Throughout History," Bente Starcke King, curatorial associate, L.H. Bailey Hortorium, July 16, noon; "Poetry in Performance," Peter Fortunato, July 23; "Livable Landscape Design: Principles, Process, and Environmental Priorities in Residential Landscape Design," Marvin I. Adleman, professor, landscape architecture, July 30.

MISC.

Christian Science Monitor

The Christian Science monitor resource files will be in the Willard Straight Lobby on July 15 and 16, from 10 a.m. to 4 p.m. The files contain free up-to-the minute newspaper articles on over 150 topics to assist in research and studies. Free copies of the Monitor will be available.

Architectural Tours

Walking tours of the architecture of Cornell, beginning at 6:30 p.m. at the statue of Ezra Cornell, near Morrill Hall on the Arts Quad, will be given on Mondays, through July 27.

Beebe Lake Tour

A tour of Beebe Lake, led by staff from Cornell Plantations, will be held on Friday, July 24, at noon. Meet at the Plantations gift shop.

Greenhouse Tours

A tour of the L.H. Bailey Conservatory Greenhouse be given on Friday, at noon on July 17 and July 31. The group will meet at Miss Minn's Garden on Tower Road. Tours of the research greenhouses will be held at 8 a.m. on July 22 and July 29. Tours meet at Ken Post Lab, across from Morrison Hall.

Laboratory of Ornithology Tours

Tours of the Laboratory of Ornithology will be held Tuesdays through July 28 at 8 a.m. Meet at the laboratory, at 159 Sapsucker Woods Road.

Mundy Wildflower Garden Tour

A tour of the wildflower garden, Cornell Plantations, will be held on July 10 at noon. Meet at the Plantations gift shop.

Sage Chapel Summer Session Choir

Concert for organ and voice lead by George Edward Damp, visiting associate professor of music, July 20, 8:15 p.m., Sage Chapel.

Summer Session Nature's Stories

"Learning to Listen to the Trees Sing: Stories of the Haudenosaunee," Stephen C. Fadden, lecturer, communications, July 14, noon, A.D. White House garden; rain location 104 Rockefeller Hall; "Familiar and Unfamiliar Tales," Barbara Anger, Mischief Mime Theatre Co., July 21, noon, A.D. White House garden.

Summer Session Arts Performance

"Voice over Matter," vocal jazz and swing dance performance, B-Side and the Extravagancers, July 10, 8:15 p.m., Barnes Hall auditorium; Jeff Sterling, the Court Jester of Magic, July 31, 7 p.m., Barnes Hall auditorium.

Adrienne Nims and Tom Bergeron will play contemporary jazz, July 21, 7 p.m., Arts Quad; rain location is Kaufmann Auditorium in Goldwin Smith Hall.

CORNELL Employment News

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JOB OPPORTUNITIES

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

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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

Marketing Manager (PA2602) University Press-Endowed Posting Date: 7/2/92

Direct marketing program of Cornell University Press including domestic and international sales to wholesale and retail accounts, advertising, direct mail, and promotion programs. Manage a staff of 9 professionals and participate in Press management group.

Requirements: Bachelors degree or equivalent required. Minimum 5yrs. experience in publishing marketing and/or sales. Managerial experience required. Send cover letter and resume to Cynthia Smithbower.

Computer Operations Manager III (PT2308) Level 37 Library Technology Department/Cornell University Library-Endowed Posting Date: 6/11/92

Under the general direction of the director of library technology, manage the online operations unit of the library technology department. Supervise 3 regular staff and several student assistants. Administer the library's NOTIS system. (NOTIS is an integrated library management system which includes a database of more than 25 million bibliographic records and related indexes; and manages acquisitions, cataloging, fund accounting, circulation and online public catalog operations.)

Requirements: Bachelors degree or equivalent in computer, information or library science. Advanced degree desirable. 5-7yrs. of overall experience including 2yrs. of managerial work. Experience in a library or information center desirable. Excellent interpersonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

Technical Specialist (PT2607,PT2608) Level 36 Theory Center-Endowed Posting Date: 7/2/92

Provide top-level internal technical support and guidance to other technical staff for high-performance UNIX. Provide technical leadership in specifying designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems at the Theory Center.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems and maintenance support, programming languages, high-performance computing techniques and procedures. Significant experience with UNIX operating systems and computer systems. Knowledge of C programs language, UNIX utilities and system calls is essential. Knowledge of UNIX kernel internals highly desirable. Familiarity with other large-scale operating systems and computer environment useful. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Specialist I (PT2606) Level 36 Theory Center-Endowed Posting Date: 7/2/92

Provide top-level internal technical support and guidance to Theory Center technical staff for the

VM operating system. Provide technical leadership in specifying, designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and UNIX utilities is desirable. Familiarity with other large-scale operating systems and computer environments useful. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam weeks.

Senior Systems Programmer (PT2604,PT2605) Level 35 Theory Center-Endowed Posting Date: 7/2/92

Provide technical support for various Theory Center high-performance computing systems and their operating systems and major sub-systems (e.g. high-speed connectivity and networking sub-systems, etc). Specify, design, implement, document and maintain necessary functional enhancements to these systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and high-performance computing techniques and procedures. Significant experience with UNIX utilities and system calls essential. Familiarity with other operating systems and computing environments, including supercomputing, mainframes, and high-performance workstations highly desirable. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT2303) Level 35 Theory Center-Endowed Posting Date: 6/11/92

Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or related field. 3-5yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

Systems Programmer (PT2602) Level 34 Theory Center-Endowed Posting Date: 7/2/92

Provide full range of technical support in the development, installation, maintenance and evaluation of highly specialized and complex scientific applications software on parallel and other architectures.

Requirements: BS in computer science or a scientific discipline; advanced degree desirable. Parallel processing experience highly desirable. 3-5yrs. FORTAN and C programming experience in a scientific computing environment. Familiarity with UNIX operating system fundamentals. Knowledge of systems control languages. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Consultant III (PT2402) Level 34 CIT/Network Resources-Endowed Posting Date: 6/18/92

Perform activities that support the network environment technologies. Analyze requirements, perform technology evaluations, assist in defining service and technology products. Advise departmental clients on implementation of Local Area Networks.

Perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

Requirements: BS or equivalent with some computer science courses. 2-5yrs. of experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced communication skills with the ability to communicate ideas and plans effectively. Send cover letter and resume to Sam Weeks.

Head Volleyball Coach (PA2604) HRII Athletics-Endowed

Posting Date: 7/2/92

Responsible for the planning and execution of the womens intercollegiate volleyball program. Coaching, recruiting, administration, instruction of physical education classes. Other duties as assigned by Associate Director.

Requirements: Bachelors degree, advanced degree work preferred. Proven success in coaching, recruiting and working with student-athletes. Send cover letter and resume to Cynthia Smithbower.

Director of Records (PC2310) HRII Graduate School-Endowed

Posting Date: 6/11/92

Responsible for all aspects of management of the Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Development Assistant (PA2704) HRI School of Hotel Administration-Endowed Posting Date: 7/9/92

Responsible for coordinating research of current and potential alumni, foundations, and corporate supports to encourage progressive growth for the School of Hotel Administration fundraising endeavors.

Requirements: Bachelors degree or equivalent required. 2-3yrs. related experience. Extensive knowledge of research procedures and library referencing methods. excellent written communication skills. Ability to analyze research material into concise practical written reports. Experience with micro/mainframe databases, Macintosh computers and modems required. Exceptionally high degree of maturity and confidentiality. Send cover letter and resume to Cynthia Smithbower.

Applications Programmer II (PT2707) HRI Plant Breeding and Biometry-Statutory Posting Date: 7/9/92

Design and develop a data acquisition system for inputting data from autoradiographs, gels, digital tablets, and lab notebooks. Develop a database

system for management of materials and data within labs.

Requirements: Bachelors degree or equivalent required. 2-3yrs. programming experience. Send cover letter and resume to Sam Weeks.

Administrative Supervisor II (PA2601) HRI CIT/Network Resources-Endowed Posting Date: 7/2/92

Perform, supervise and direct work related to the business and administrative operations of the communications enterprise. Related activities include: billing and accounts payable, inventory management, procurement of parts and supplies for communications services, enterprise accounting, rate and customer pricing development, and staff supervision.

Requirements: Bachelors degree or equivalent required. Minimum 2-3yrs. administrative/accounting supervisory responsibility in a technical environment. Excellent verbal and written communication skills, fund accounting/budget experience required. Knowledge of Cornell accounting system preferred. Send cover letter and resume to Cynthia Smithbower.

Accounting Supervisor (PC2606) HRI Administrative Operations/CUL-Endowed Posting Date: 7/2/92

Serve as an accounting supervisor in the central accounting office of the library system. Supervise 2 GR20 accounts assistants and 1 GR19 accounts assistant. Responsible for operations of the office including: analysis of accounting data, maintenance of all designated, general purpose and restricted accounts, and daily office procedures and processes. Provide analytical support for budgeting and planning under direction of the accounting manager.

Requirements: Associates degree in accounting, 3-5yrs. accounting related experience, 2-3yrs. supervisory experience. Bachelors degree with 2-3yrs. related experience preferred. Knowledge of Cornell's accounting system preferred. Excellent organizational, communication (oral and written), and interpersonal skills. Ability to handle confidential, sensitive information and situations. Familiarity with IBM/PC applications such as Lotus 1-2-3, FoxBase and wordprocessing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Executive Staff Assistant (PC2614) HRI Controller-Endowed Posting Date: 7/2/92

Provide with minimal supervision, administrative support for the controller. Requires working independently with a high level of confidentiality. Also requires ongoing coordination with staff of accounting, both endowed and statutory; bursar's, cost analysis, and payroll department. Supervision of 2 controller's office support staff.

Requirements: B.A. or equivalent experience required. Minimum of 2-3yrs. administrative and/or executive secretarial experience required. Managerial, organizational and communication (written and oral) skills essential. Knowledge of Macintosh computer and programs for word data processing/spreadsheets required. Knowledge of Cornell university preferred. Bookkeeping/budgeting experience helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Pipe Shop Trades Supervisor (PG2402) HRI Maintenance and Service Operations-Endowed Posting Date: 6/18/92

Supervise the Maintenance and service operations pipe shop which includes welders, steamfitters, and plumbers who perform work on water, sewer and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the City of Ithaca and must maintain a valid NYS

driver's license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Publications Coordinator (PC2408) HRI
Division of Nutritional Sciences/CFNPP-Statutory**

Posting Date: 6/18/92

Assume responsibility for overseeing and implementing CFNPP publications effort in conjunction with program director and program administrator. Responsible for editing, publication,, and dissemination of research monographs, working papers, reprints, program brochure, program annual report, and assorted marketing materials. 1yr. term. Appointment continuation contingent upon funding. **Requirements:** BA or equivalent in journalism, english, art design or related subject necessary. MA preferred. Familiarity with IBM compatible systems necessary. Experience in desktop publishing, editing, and management required. Experience in marketing and information dissemination helpful. Understanding of issues faced by developing countries, particularly in the areas of household living standards, food and nutrition, government policy, and/or international economics extremely helpful. Ability to master complex scholarly material pertaining to these subjects essential. Strong organizational and communication skills, a keen eye for detail, ability to take initiative, work independently, juggle conflicting priorities, work well under pressure, adhere to rigid deadlines and work as a team player required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Professional Off-Campus

**Assistant Regional Director (PA2603) HRII
Public Affairs Western Regional Office/Solano Beach, CA-Endowed**

Posting Date: 7/2/92

Works under the direction and supervision of the director of the western regional office to assure the implementation in the region of the university's development, alumni affairs, and admissions programs. The admissions component of this position is to direct recruitment efforts in the seven-state western region and to perform other admissions duties as assigned.

Requirements: Bachelors degree or equivalent required, preferably from Cornell University. 1-2yrs. experience at Cornell University in public affairs, development, or alumni affairs highly preferred. Excellent communication skills and an understanding and commitment to volunteerism. Send cover letter and resume to Cynthia Smithbower.

Professional Part-Time

**Research Support Specialist I (PT2405) HRI
Division of Nutritional Sciences-Statutory**

Posting Date: 6/18/92

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data and the preparing of the final report.

Requirements: BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Professional Temporary

Temporary Research Support Specialist (PT2504)

Design and Environmental Analysis

Posting Date: 6/25/92

Coordinate a project involving up to 5 separate research studies investigating how US, European and Japanese companies manage their space efficiently. Supervise research assistants. Act as liaison with research consortium members. Coordinate production of reports and newsletter. Assist in the development of research instruments and in data collection and analysis. Assist in preparation of final reports and presentations. Chance of full-time employment.

Requirements: MS or equivalent in facility planning and management. Strong background in behavioral and social sciences. Supervisory experience. Experience with MAC systems and software including word processing, Excel, StatView, MacDraw, and MacPaint. Experience with social science and environmental design research methods; survey design and analysis; data coding and entry; behavioral mapping techniques; and architectural plan analysis. Must have drivers license and be willing to travel. Must have people, writing and communication skills. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Temporary Programmer/Analyst (PT2201)
Materials Science Center**

Posting Date: 6/4/92

Maintain and develop graphics and analysis tools in support to the IBM/Cornell Physics Joint Study. **Requirements:** BS or equivalent in physics, computer science, etc. Unix, C, and X11 experience. C++, Motif, Physics background, AIX 3, IBM RS6000 and SGI GL Helpful. Send cover letter and resume to Sam Weeks.

Temporary Lab Information Systems Manager (PT2208)

Diagnostic Laboratory-Statutory

Posting Date: 6/4/92

Direct lab data management activities for the vet diagnostic lab and its branch labs. Implement a rewrite of DL's Lab Informations Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

Technical

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Technician GR18 (T2701)

Natural Resources-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 7/9/92

Provide technical assistance to all phases of a protein electrophoresis lab. Perform dissections, extractions, and gel runs. Provide word processing and data analysis on a microcomputer. Supervise students. Maintain reprint collection and perform library searches.

Requirements: AAS degree or equivalent in biological or chemical science. 1yr. lab experience desired. Experience or knowledge of protein chemistry, computers, supervising, and library searches helpful. Willingness to learn new techniques, as training will be provided. Send cover letter and resume to Sam Weeks.

Animal Technician GR18 (T2705)

Physiology-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 7/9/92

Assist the farm manager in general management duties related to a flock of pregnant and non-pregnant sheep. Assist with breeding program. Feed sheep. Clean pens and barns: Monitor health of sheep. Administer medications. Collect blood samples. Keep records.

Requirements: High School diploma or equivalent required. AAS strongly preferred. Accurate record keeping and six months to 1yr. experience with sheep management. Able to lift 80lbs. Pre-employment physical. Send cover letter and resume to Sam Weeks.

Technician GR18 (T2404)

Food Science-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 6/18/92

Conduct analytical tests on dairy products to provide support for research projects. Test procedures include: Kjeldahl nitrogen, total solids, salt, fat, and others. Assist in cheese making, enter data in computer, clean glassware, and help with other laboratory related activities.

Requirements: Associates degree or equivalent in dairy technology or food science. Course and laboratory class training in routine dairy product analyses (Kjeldahl, Mojonnier, Babcock.) Minimum 1yr. related experience. Send cover letter and resume to Sam Weeks.

Technician GR19 (T2703)

Division of Nutritional Sciences-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 7/9/92

Provide technical support in areas of chemical analyses of diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/93.

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

Research Assistant GR19 (T2603)

Veterinary Microbiology/JABIAH-Statutory

Posting Date: 7/2/92

Provide technical services to a molecular biology lab investigating normal function and disease states in animals and humans. Participate in gene cloning and recombinant DNA procedures. Provide lab maintenance. Maintain tissue culture stocks.

Requirements: AAS degree or equivalent. 1-2yrs. related lab experience. Must be versatile and willing to learn a variety of techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2706)

Biochemistry, Molecular and Cell Biology-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 7/9/92

Provide technical support to molecular and cell biology research lab working on the effect of oncogenes on cultured cells. Perform basic techniques in recombinant DNA, cell culture, micro-

scopic examination of stained cells, and enzyme and protein assays. Maintain cell culture facility. Keep accurate records of experiments and write reports.

Requirements: BS degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2yrs. experience in lab recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2306)

Veterinary Pathology-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 6/11/92

Provide technical assistance to faculty and research team involved in field of cutaneous immunopathology and cell biology; also responsible for purchase of supplies and maintenance of inventory and maintenance of laboratory equipment. Perform biochemical, cell culture, immunohistochemical and molecular biological techniques. Assist in planning, carrying out experiments and data analysis.

Requirements: BS degree or equivalent required. Knowledge of molecular biology techniques and protein chemistry. 1yr. experience in research laboratory and/or laboratory management. Cell culture and immunohistochemical work helpful. Send cover letter and resume to Sam Weeks.

Computer Batch Operator GR20 (T2307)

Lab of Nuclear Studies-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 6/11/92

Operate computer batch stream at a large research center's computer facility. Control batch stream from computer console, manage backup library, and mount and dismount magnetic tapes. Perform related tasks as needed for the facility, including limited corrective action, checking trouble logs, etc. Implement cleaning and minor maintenance for tape drives and printers, computer terminals and other peripheral equipment. Update computer documentation. 3rd shift.

Requirements: AAS degree or equivalent in computer related field. At least 6 months experience with computer batch operations. Knowledge of VMS and/or UNIX batch operations and command language. Knowledge of FORTRAN and/or other programming languages. Send cover letter and resume to Sam Weeks.

Technician GR21 (T2704)

Center for Advanced Imaging Technology-Statutory

Minimum Biweekly Salary: 7/9/92

Posting Date: 7/9/92

Provide technical assistance in the daily operation and maintenance of the center for advanced imaging technology (CAIT) at the NYSCVM. Train and assist as needed, faculty, staff, students, and visitors involved in research, teaching, and diagnostic activities in techniques of scanning and transmission electron microscopy.

Requirements: BS in biological or physical sciences; technical/vocational school degree in electron microscopy. 1-2yrs. related and relevant experience. Demonstrated knowledge of and ability to use electron microscopes, and high quality photographic experience. Effective communication skills, excellent hand/eye coordination. Send cover letter and resume to Sam Weeks.

Technician GR21 (T2503)

Diagnostic Laboratory-Statutory

Minimum Biweekly Salary: \$615.42

Posting Date: 6/25/92

Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Maintain standard cell cultures. Includes Saturday and evening hours on a rotational basis.

Requirements: BS or equivalent with an emphasis in bacteriology required. 1-3yrs. experience in a clinical setting desirable. Send cover letter and resume to Sam Weeks.

Technician GR22 (T2507)

Psychology-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 6/25/92

Assume operation and supervision of the infant research center. Plan and conduct research with human infants and analyze resulting data. Explain research experiments to parents and provide them with written summaries of experimental findings. Supervise 10+ undergrads conducting research. Participate in research seminar. Order and maintain supplies and equipment.

Requirements: BS or equivalent with strong interest in psychology. 2-4 yrs. related experience. Good supervisory, organizational and interpersonal skills. Must like working with infants. Experience with research is desirable. Send cover letter and resume to Sam Weeks.

**Environmental Safety Technician GR23 (T2601)
Environmental Health-Endowed**

Minimum Biweekly Salary: \$669.23

Posting Date: 7/2/92

Provide technical assistance in lab safety programs for the control of physical, chemical and biological hazards. Evaluate labs for OSHA compliance. Monitor fume hoods and maintain fume hood database. Assist chemical hygiene officer. Provide education resource materials. Maintain lab inspection equipment. Provide consulting and review on new fume hood purchases.

Requirements: AAS in engineering or science; BS preferred. 1-2yrs. lab experience. Familiarity with hazardous material control devices. Computer database experience. Excellent oral and written skills. NY driver's license. Send cover letter and resume to Sam Weeks.

Technical Part-Time

Part-Time Technician GR18 (T2403)

Genetics & Development-Statutory

Minimum Full-Time Equivalent: \$542.89

Posting Date: 6/18/92

Assist laboratory coordinator for the Biological Sci-

ence 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.

Requirements: Associates degree or equivalent. 1yr previous laboratory experience helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

CISER Tape Manager GR21 (T2206)

CISER-Statutory

Minimum Full-Time Equivalent: \$615.42

Posting Date: 6/4/92

Implement, modify, maintain and use automated system to capture and provide information on the contents of magnetic tape files. Perform a number of computer operations related to data file management and distribution.

Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, programing languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to communicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary

Animal Technician GR18 (T2305)

Laboratory Animal Services-Statutory

Hiring Rate: \$6.00

Posting Date: 6/11/92

Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist Vets in treating and vaccinating animals. Weekends and holiday coverage required.

Requirements: High School diploma or equivalent. Associates degree in Animal Science desired. Assistant certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Driver's license required. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Circulation/Reserve Assistant GR17 (C2707)

Circulation/Uriss Library-Endowed

Minimum Biweekly Salary: \$530.38

Posting Date: 7/9/92

Perform a variety of circulation and reserve tasks. Work at the circulation, information and security desks assisting patrons.

Requirements: High School diploma or equivalent required. Some college coursework preferred. Some knowledge of IBM-PC or comparable word processing equipment. Ability to work well with a variety of people in a public service setting. Good organizational skills and exceptional dependability. Ability to lift, shelve, and carry books (10-20lbs.) and push loaded book carts (Approx. 50lbs.) Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C2708)

Circulation/Uriss Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 7/9/92

Responsible for preparing and sending overdue notices, book replacement bills and fine bills. Work at the circulation desk and assist in a variety of circulation activities. Perform a range of clerical, secretarial, and administrative tasks.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience with a detailed record keeping system. Ability to work effectively with a variety of people in a public service setting. Excellent interpersonal, organizational, and communication skills. Ability to lift/carry loads of books, 10-20lbs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**AV/Technical Services Specialist GR18 (C2706)
Veterinary Library-Statutory**

Minimum Biweekly Salary: \$542.89

Posting Date: 7/9/92

Order, process, catalog, organize, and maintain the audiovisual software collection. Maintain AV equipment including resolving operational problems, performing preventive maintenance and installing new/replacement hardware. Perform technical processing of monographs including some catalog maintenance. Provide circulation, information/directional and other reference help to patrons from the public service desk as well as specialized

AV-related assistance. Other duties as assigned.
Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience (or demonstrated aptitude) with AV materials and equipment preferred. Excellent organizational, communications and interpersonal skills. Strong service commitment. Able to work with different people in a public setting. Able to work independently. Accuracy in detailed work. Knowledge of NOTIS or word processing helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work.
Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Assistant GR18 (C2607)
Arts College Registrars Office-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Information coordinator for the arts college registrar's office. Provide support to the college registrar and associate college registrar. Responsible for internal transfers and dual degree process and assist with advanced placement credit. Update and maintain student schedules and student records. Do accounting for the office.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. of office experience. Excellent word processing, organizational, communication (written and oral) skills. Able to set priorities and work in a complex, active environment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application

Office Assistant GR18 (C2612)
Agricultural Economics-Statutory
Minimum Biweekly Salary: 7/2/92
Posting Date: 7/2/92

Acts as communication person and receptionist for the program. Responsible for answering and directing all incoming calls and queries for some 18,000 annual enrollees from up to 1500 food industry firms. Full knowledge of program activities and procedures with ability to respond independently. Handle some student records and issues certificates of completion. Also handle special accounts.
Requirements: High School diploma or equivalent. Some college coursework desirable. Must have excellent writing and speaking skills and must have outstanding telephone technique. Should have better-than-average typing skills and ability to handle Macintosh computer equipment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2611)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial/administrative support to the associate director and assistant director of club programs. Assist with speaker program, club membership assistance program and other service orientated programs; regional workshops, federation weekend and other aspects of club programs relative to communications with alumni.
Requirements: High school diploma or equivalent. Some college coursework preferred. 1yr. related experience. Excellent interpersonal and communication skills. Must be well organized and have ability to work independently. Prefer computer experience in Pagemaker, Microsoft Word, Filemaker or equivalent. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Illustrator GR18 (C2608)
Media Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Design and construction of exhibits, displays and signage using a variety of tools, materials and technologies.
Requirements: High School diploma or equivalent required. Associates in graphic design, fine arts of related field or equivalent preferred. 1-2yrs. related experience in design, layout, and typography and graphic arts required. Good knowledge of black and white photography and its process. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Records Assistant GR18 (C2604)
Serials library (CTS)-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Responsible for recording the receipt of periodicals, serials, and newspapers for and assigned group of serials using the order/pay/receipt record in the NOTIS Online Catalog. Place claims for overdue and missing issues.
Requirements: High School diploma or equivalent required. Additional academic or business training desirable. 1-2yrs. related experience required. Good organizational, interpersonal, and communication skills. Ability to perform detailed work accurately. Reading knowledge of at least one foreign language desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Searcher GR18 (C2512)
Serials Department/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/25/92

Perform pre-order searching for all new serial requests. Check the online record or serials catalog for holdings and verify holdings in the stacks if necessary. Perform pre-catalog searching for new titles received in response to orders and changes of titles.

Requirements: High School Diploma or equivalent. Some college coursework preferred. 1-2yrs related experience. Good communications (oral and written) skills and interpersonal skills. Previous library experience helpful. Reading knowledge of one or more foreign languages. Micro-computer experience preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Accounts Assistant GR18 (C2509)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/25/92

Provide clerical support to properties management faculty and staff. Bookkeeping duties and computer entry (macintosh) associated with preparing weekly deposit. Enter payment information into computerized billing system using IBM AT. Provide receptionist/clerical support to three quarterly sales personnel. Medium typing.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs related experience. Working knowledge of Mac and IBM computers desirable. Ability to set priorities, work independently, and attention to detail required. General bookkeeping knowledge. This position requires working at two different locations. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

Secretary GR18 (C2410)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92

Provide secretarial support for faculty in the Biometrics Unit. Type technical manuscripts, course materials, and correspondence. Answer telephones; handle mail; photocopy; process orders for publications.

Requirements: High School diploma or equivalent. AAS degree or equivalent desirable. Minimum 1-2yrs related office experience. Familiarity with word processing, preferably on IBM PCs or Macs. Technical typing desirable (on-the-job training will be provided if necessary). Good interpersonal and organizational skills. Medium typing, accuracy important. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Secretary GR19 (C2705)
ILR/Labor Econ-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/9/92

Provide secretarial and administrative support to 4 full-time faculty members. Organize and prioritize assignments in areas of teaching, research and public service for faculty members. Provide administrative and clerical support to Chair, Dept of international and comparative labor relations including course scheduling, etc. Type, format and proofread correspondence, class handouts, manuscripts containing mathematics equations, tables and graphs, spreadsheets, etc. Other duties as assigned.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Ability to use software including Microsoft Word, Microsoft Excel, Wordperfect and various graphics and math packages on IBM PC and Macintosh computers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Office Assistant GR19 (C2704)
CU. Press-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 7/9/92

Enter customer orders into CUP services shipping/billing computer systems. Receive orders/inquiries and solve problems from customers over the phone.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 2yrs. experience with computers/order entry in a service environment preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C2613)
Quality Milk Promotion Services-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/2/92

Provide secretarial/clerical support for the quality milk promotion services/NYS mastitis control program of the NYS CVM. Answering telephone; screen calls; make appointments and travel arrangements; type complex materials; sample processing; billing, accounts receivable, deposits and monthly reports.

Requirements: High School diploma or equivalent required. Some college coursework in secretarial science or equivalent experience preferred. Knowledge of computers, WordPerfect, Lotus 1-2-3. Minimum 2yrs. of secretarial experience, plus a strong background in accounting. Able to handle confidential materials. Heavy typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Assistant GR19 (C2513)
University Accounting
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Provide clerical and administrative support to accounts receivable department. Responsible for the establishment of receivable accounts, processing

receivable invoices, and responding to customer inquiries. Involves working with billings from other Cornell departments. Accuracy and confidentiality key requirements.

Requirements: High School diploma or equivalent. Some college coursework in business preferred. Experience with standard business machines, calculator, computer terminals. 1-2 years accounts receivable experience preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Secretary GR19 (C2508)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Provide administrative and secretarial support for four faculty members. High level of confidentiality essential, requiring independent judgement and decision making. Medium typing.

Requirements: High School diploma or equivalent required. Some college coursework in secretarial or business science preferred. 1-2 yrs related experience. knowledge of IBM software including Word Perfect 5.1, Lotus123 and Harvard Graphics. Good interpersonal skills necessary. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

Collection Representative GR19 (C2503)
Bursar-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Perform duties involved in collection of delinquent student accounts receivable and student loan. Involves telephone contact and written communication with former students to arrange for debt repayment. Regular, full-time, Monday 12:30pm to 9:00pm. Tues.-Fri 8:00am to 4:30pm.

Requirements: High School diploma or equivalent. Some college course work preferred. Ability to deal with sensitive issues in a professional manner. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR19 (C2502)
Slavic and East European Studies Program-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Responsible for daily operations of the Slavic and East European studies program. Coordinate and arrange program events, visitors, meetings, and conference; serve as contact person for information source/referral; special projects and assigned. Medium typing.

Requirements: High School diploma or equivalent. Some college coursework preferred. Related office experience (1-2 years). IBM computer skills (Word Perfect 5.1, Q&A data base). Some accounting skills and working knowledge of Cornell endowed accounting system helpful. Excellent interpersonal and organizational skill needed. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR19 (C2505)
Graduate School-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Provide receptionist support; coordinate outside fellowship information; type correspondence; general office duties.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Excellent typing skills. Thoroughness and attention to details essential. Strong organizational, interpersonal and communication skills. Ability to work under pressure and independently. Knowledge of Microsoft Word and Excel on the Mac required. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Administrative Aide GR20 (C2715)
Office of Human Resources-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Under general supervision, provide administrative and secretarial support to the associate vice president and executive staff assistant in the Office of Human Resources. Handle research and project assignments from broad outlines. Assist in overall support and organization of work flow for AVP office; coordinate meetings, conferences, travel for AVP and visitors; develop, organize and maintain document tracking systems/filing systems; draft complex correspondence.

Requirements: Associates degree in secretarial science or equivalent combination of education and experience. Personnel experience. Minimum 3 yrs. related experience preferred. Excellent organizational, interpersonal skills; demonstrated oral and written communication skills and initiative necessary; familiar with Cornell organization, personnel policies and procedures preferred. Ability to set priorities. Confidentiality essential. Cornell employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2712)
Engineering Placement-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Assist with the overall administration and operation of the engineering placement office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organizations nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative advisory and public relations responsibilities.

Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Excellent communication skills. Strong organizational skills and ability to relate with diverse publics especially

students. Prefer some exposure to CU accounting procedures. Strong business skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Service Representative GR20 (C2601)
Network Resources/Telecommunications-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/2/92

Under general supervision, provide administrative and secretarial support to director, senior engineer and project coordinator. Train users of telecom system; process complex telephone orders, maintain databases and documentation.

Requirements: Associates degree or equivalent required. 2-3yrs. telecom or related experience. Excellent interpersonal, written, verbal and organizational skills essential. Experience with personal computer and word processing required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C2602)
Payroll Office-Statutory
Minimum Biweekly Salary: 7/2/92
Posting Date: 7/2/92

Provide assistance in executing the support to the overall payroll function with specific emphasis on service to the university and its employees. Primary duties include statutory appointment form processing and keying of the temporary data. Audit and process payroll vouchers and the control of the hold check processing. Sorting and mailing of the statutory paychecks and vouchers.

Requirements: High School diploma or equivalent required. 2-4yrs. college coursework preferred. High degree of confidentiality. 1-2yrs. related experience. Experience with PC's. Ability to work well with people. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2605)
Theory Center-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/2/92

Under limited supervision, provide administrative support to the director of corporate and external relations and the conference/workshop coordinator of the theory center. Coordinate administrative details of training workshops, conferences, and symposia. Requires exceptional organizational skills, independent judgement, and the ability to work independently.

Requirements: A.A.S. degree or equivalent in education and experience. 2-3yrs. related administrative office experience. Extensive experience with Macintosh software, including word processing, database, and spreadsheet packages. Ability to work under deadline pressure and handle many activities at once. Strong organizational, interpersonal, communication and planning skills. Ability to use independent judgement, set priorities, and take initiative. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Circulation/Reserve Supervisor GR21 (C2711)
Management Library-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92

Manage public service operations in unit library: Circulation, reserve, and security. Responsible for collection management and supervision of all employees in this area, includes hiring, training, and evaluation. Participate in library planning and establish patron-based policies. 39hrs/week Tues.-Sat.

Requirements: B.A. or the equivalent preferred. Associates degree or equivalent required. 2yrs. library experience. Experience with automated circulation desirable. Demonstrated supervisory skills and communication skills. Public service orientation. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

CIP Coordinator GR21 (C2709)
Bursar-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92

Manage and coordinate all activities related to the Cornell Installment Plan including establishing and adjusting plan budgets with parents and students. Reconcile CIP subsystem to general ledger. Processing of applications, system input, payments and automatic debits.

Requirements: Associates degree or equivalent. 2-3yrs. related experience. Ability to work independently and to work in a tactful and patient manner with parents and students in a fast paced environment. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C2406)
Veterinary Administration-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/18/92

Responsible to the assistant dean for administration for office management (including reception, scheduling, and general clerical and secretarial assistance) and special projects. Manage annual operating budgets and discretionary funds for the deans office. Provide expertise in implementation and use of networked systems and software. Work closely with, and provide necessary backup for, two other administrative aides reporting respectively to the dean and associate dean. General direction is received; independent decision making is required.

Requirements: Associate degree or equivalent. 2-3yrs related experience. Strong communication (oral & written). Proficiency in using IBM compatible personal computers for word-processing, data base management and spreadsheet analyses. Ability to establish and accomplish priorities. Send

cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employee should include employee transfer application.

Draper/Cutter GR22 (C2514)
Theatre Arts-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92

Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (Seasonal mid-August to mid-May)

Requirements: BA in theatre or costume technology or equivalent required. 2-4yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR23 (C2716)
Ethics and Public Life-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/9/92

Provide overall management of university-wide programs administrative affairs including finance, budgeting and accounting; cross-college faculty recruitment; proposal preparation; coordination of academic program for students; and coordination of diverse programs for faculty from all college of the university. 3/4 time, hours to be arranged.

Requirements: Associates degree/BA or equal preferred in accounting, business, or equivalent. 2-3yrs. experience in budgeting, forecasting, and/or cost accounting techniques. Must be able to use a computer, must have good working knowledge of PC's and wordprocessing software and spreadsheet packages. Cornell experience essential. Ability to deal effectively with a variety of people. Regular CU employees only. Send cover letter, resume, and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Accounts Coordinator GR24 (C2510)
University Accounting
Minimum Biweekly Salary: \$701.22
Posting Date: 6/25/92

Monitoring and reporting the financial activity on sponsored grants and contracts in compliance with agencies guidelines. Advise and assist university departments in the financial administration of sponsored agreements. Establish accounts, monitor expenditures and prepare monthly, quarterly and annual reports as required.

Requirements: Associate degree in accounting or equivalent education and experience required. Bachelor degree desired. 5yrs. university experience desirable, knowledge of LOTUS 123. Excellent communication (written and verbal) skills are essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time

Office Assistant GR17 (C1916)
East Asia Program-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 5/14/92

Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.

Requirements: High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR17 (C2504)
Campus Services/Materials Management-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 6/25/92

Serve as back up for all office assistant GR17 and GR18 functions within Campus mail Services. Provide a full range of US International and Campus Mail Services, process UPS shipments, sort US and campus mail and maintain a microfiche billing and distribution system.

Requirements: High School diploma or equivalent. 6 months-1yr related experience. Customer service experience and excellent communication skills are required. Knowledge of US Postal rules and regulations and other domestic and international mail preferred. Ability to operate mailing and computer equipment desired. Knowledge of Cornell campus. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work. Monday-Friday, 20hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

FarmNet Operator GR18 (C2506)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 6/25/92

Provide farm families with support using the 800# information, referral, consulting system. Support in areas of emotional, legal financial and family issues. Until 3/31/93, contingent upon continued funding. Days and hours negotiable.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Strong listening and interpersonal skills. Familiarity with farming and farm families necessary. Familiarity with Cornell Cooperative Extension very desirable. Computer WP 5.1 experience a must. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Secretary GR20 (C2714)
Computer Science-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/9/92

Provide administrative and secretarial support to several faculty. Responsibilities include: coordinating faculty editorial duties, workshops and conferences. Prepare correspondence and other materials using advanced workstations and UNIX operating systems. Monday-Friday 9:00-1:30.

Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. administrative/secretarial experience, preferably in a university environment. Excellent interpersonal, organizational and communication skills. Ability to work independently, set priorities, write and edit own material. Handle confidential material. Ability to use complex computer systems in a highly technical environment. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C2603)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/2/92

Responsible for library operation during evening and Saturday hours. Daily activities including circulation and reserve operations; manage video collection manage MPS monograph services, perform routine circulation functions, supervise student assistants. 25hrs/week, flexible.

Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Previous library, public service and/or supervisory experience are highly desirable. Medium data entry/typing is required. Experience with word-processing program is required. Strong interpersonal and communication skills required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Professionals Temporary

Administrative Aide (S2605)
Presidents Council of Cornell Women
Posting Date: 7/9/92

Provide secretarial/administrative support to the director of the Presidents Council of Cornell Women. Maintain a database of membership. Production of the membership directory. Assist with the planning of the semi-annual membership meeting and monthly committee meetings. Prepare statements and maintain monthly accounting files.

Requirements: Excellent grammar, spelling and punctuation skills. Ability to work with university constituencies in a professional manner. Confidentiality is a must. Computer proficiency in word processing and data base (MAC required. Excellent organizational skills required. Position effective July 23, 1992-January 23, 1993. Please send cover letter and resume to Karen **, Staffing Services, East Hill Plaza #2.

Distribution Assistant (S2402)
Agric. & Bio Eng.-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing, Assist in marketing and other of-

fice duties. Answer phone. Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6 month position. **Requirements:** Familiarity with Mac computer. Able to lift 40 pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

Cashier/Data Entry (S1107)
Ornithology
Casual Appointment
Posting Date: 6/18/92 Repost

The Crows Nest Birding shop is seeking an individual to perform data entry and cashiering duties. Answer phones. Must be very customer service oriented. Please send cover letter and resume to Karen Raponi, Staffing Services, EHP #2. Hours are Saturday and Sunday 10am-4pm. Monday 7pm-9pm. Other weekday hours as needed.

General Service

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

Food Service Worker SO01 (G2704)
Dining-Endowed, Regular Full-time, 40hrs. weekly

Hiring Rate: \$6.28

Posting Date: 7/9/92

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service Part-Time

Food Service Worker, SO01 (G2703)
Dining-Endowed, Regular Part-time, 20hrs. weekly

Hiring Rate: \$6.28

Posting Date: 7/9/92

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Food Service Worker, SO01 (G2701,G2702)
Dining-Endowed, Regular part-time, 30hrs. weekly

Hiring Rate: \$6.28

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service Temporary

Temp Laboratory Assistant
Plant Breeding (S2001)

Ordering for a large laboratory which requires filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, gel electrophoresis. 20hrs/week.

Requirements: Science background preferred, lab experience desirable. Good organizational ability, math skills, and strong interpersonal skills are required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

General Service

Send application materials for the following positions to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Groundswoker GR18 (B2601)
Field Research Unit/Geneva-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Assist in preparation of land for planting research materials and related duties to bring plantings to maturity. Operate all types of equipment such as: bulldozer, backhoe, snow removal equipment, other tractors and trucks.

Requirements: Associated degree in agricultural technology or equivalent in education and experience. Valid Class A Drivers license with truck trailer certificate. Prior agricultural experience preferred. Send cover letter and resume to Charene Hibbard, Jordan Hall, Cornell Agricultural Experiment Station, Geneva, NY 14456

Academic

Extension Associate III CA05
Risk Assessment Implementation Specialist
Family Life Development Center
Posting Date: 7/9/92

Primary responsibilities will be to develop an ongoing region-wide needs assessment and training plan, and provide training and technical assistance to local districts, state Personnel, voluntary agency staff and trainers, and legal personnel on the new risk assessment services planning model for the Child Protective Services Training Institute. Send resume and three written letters of reference by July 15, 1992 to Judy Virgilio, Family Life Development Center, G21 MVR Hall, Cornell University, Ithaca, NY 14853. Call 255-7794 for more information or a position announcement.

Extension Associate III CA05
Residential Child Care Field Instructor
Posting Date: 7/2/92

Cornell University will employ a Extension Associate III CA05 whose primary responsibilities will be to develop training curriculae and materials and provide training and technical assistance to local districts, state personnel and voluntary residential child care supervisors and trainers on a variety of residential child care issues for the Child Protective Services Training Institute. Send resume and three written letters of reference to Judy Virgilio, Family Life Development Center, G21 MVR Hall, Cornell University, Ithaca, New York 14853. Call (607) 255-7794 for more information or a position announcement.

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland
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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--801 (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.

CORNELL Employment News

Special Edition: Service Recognition

Volume 4 Number 28 July 16, 1992

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37th Annual Service Recognition Banquet

Bringing together years of memories with friends and family at Cornell

By Sandy Lee, student intern

ON WEDNESDAY JUNE 10 at Barton Hall, the 37th Annual Service Recognition Banquet took place in honor of dedicated Cornell employees who have given continuous long-term service to the university. As is customary, those employees who have been with Cornell for 25, 30, 35, 40, and 45 years were awarded. Their years of commitment to their jobs have brought the university much to be appreciated.

Each year, the banquet has something unique and surprising to offer. Last year, there was a 50-year awardee, Paul Jones. This year, although there were no 50-year awardees, there were two 45-year awardees, Alice (Toni) A. Anthony, an administrative associate from Mechanical and Aerospace Engineering, and Donald D. Dawson, a research support specialist from Nuclear Studies. A few family members also celebrated each other's service recognition awards. June Franklin, a 40-year awardee from the Office of Human Resources, and her sister, Irene Grant, a 35-year awardee from the School of Industrial and Labor Relations, both came to dinner with their families to celebrate their years of service. In addition, a married couple, Roberta Reniff, from Agricultural and Biological Engineering, and David R. Reniff, from Plant Pathology, both celebrated their 25 years at Cornell.

Another surprise at the banquet this year was the overall number of attendees. Last year's record number of 588 has been topped by a new record number of 630. Of the 630 attendees, there were a total of 132 awardees. There were seven 40-year awardees, eleven 35-year awardees, thirty-three 30-year awardees, and seventy-nine 25-year awardees. Together, all of these awardees, the special guests who celebrated "in-between" years (i.e., 26-29, 31-34, 36-39, 41-44 years), and their guests are the ones who made the 37th Annual Service Recognition Banquet a success.

The following comments were made by those who were awarded at this year's Service Recognition Banquet:

What are some of your memories of what was happening at Cornell when you began working?

"Strict dress codes—no slacks for women, no sandals or open-toed shoes."



Thirty-year awardee Roscoe E. ("Pat") Krauss, assistant to the director, Communication Services, and his wife, Millie.

"Parking behind Morrison Hall was free."

"The 44-hour work week was changed to a 40-hour work week."

"I started at \$1.77 an hour and we had more help. Now we make more money and have less help."

What do you enjoy most about your work?

"Interacting with different people from all walks of life, from many different cultures."

45 Year Awardees



Donald Dawson and Alice Anthony

Alice A. Anthony
Administrative Associate
Mechanical & Aerospace Engineering

When Alice Anthony came to Cornell, World War II was ending and Cornell delayed opening for fall semester until late October. She remembers when the personnel department, as it was called then, consisted of two people. One of those people, Faith Lawrence, was a graduate of Anthony's alma mater, Keuka College, and recruited Anthony to work at the university. She also remembers the campus being blanketed with trees, most students being on the G.I. Bill, and the housing shortage.

Anthony is most proud of the days when she was the entire support staff for the "Old Aero School," and played a key role in the merging of the Aero School and Sibley School in 1972 into what is now the Mechanical & Aerospace Engineering School. She continues to enjoy the association with faculty, staff, and students and the opportunity to meet and work with large numbers of people from other countries.

Donald D. Dawson
Research Support Specialist
Nuclear Studies

Donald Dawson works as a research support specialist in the Department of Nuclear Studies. Before he came to Cornell, he had been in the Army and had taken courses at Cornell on the G.I. Bill. Dawson had intended to reenlist in the Army, but when Cornell called his home with a job offer, Dawson's father answered and accepted the job for him. The Army's loss was Cornell's gain.

Dawson's first year of employment, 1947, coincided with the invention of the transistor, and his original duty—electrical wiring—was gradually replaced by work with electronics. Before being employed by Cornell, Dawson had built electrical equipment for his own use, and what began as a hobby developed into a lifetime career—independent assembly, testing and repair of electronic equipment.

"I get a great deal of satisfaction helping fellow employees, students and faculty resolve problems they are having within the Cornell community."

"When I leave my job at the end of a day, I know I have put in a good day's work and have helped, to the best of my ability, a diversified group of people."

"There is a variety of jobs to be done, keeping things from becoming monotonous."

What work-related accomplishment/contribution are you most proud of?

"I am proud of the contributions I have made that have helped our office to develop into one of the most highly respected in its field within the educational community."

"Contributing to the health, welfare, and safety of 23 graduating classes of students and countless employees."

"Developing a 'Pouch Mail' system that has saved a quarter of a million dollars yearly since it was implemented."

In what ways has Cornell changed over the years?

"Cornell has grown—more buildings, more administration, more research. Now they have computers."

"The accounting records have changed from pen and ink records to computerized records."

"The university has become more people-oriented; initiating employee degree programs, workshops, and seminars to enable individuals to increase their knowledge and skill to meet career goals. The establishment of the employee assembly and seats on various university committees has provided a mechanism for employees to be heard and to feel a part of the university."

40 Year Awardees



First row (left to right): James Bishop, M. June Franklin, Richard Inman; second row: Melvin VanGorder, Kenneth Abbey, Henry Cornwell

Kenneth R. Abbey
Leadman
Maintenance & Service Operations

Kenneth Abbey is a dedicated worker and a great story teller. He says he once carried a pack mule and all of his gear up from the bottom of a canyon after the mule had fallen on the trail. He likes working with people who care about their jobs and he takes pride in seeing a job well done. In his leisure time, Abbey enjoys bowling, working with wood, and fixing cars.

James R. Bishop
Electrician
Maintenance & Service Operations

Now retired, James Bishop did outstanding work as an electrician all across campus. His mother started the family's tradition of loyalty to Cornell by working here for 20 years. Bishop enjoys traveling and training horses for long distance rides.

Henry R. Cornwell
Grounds Vehicle Mechanic
Grounds Department

Henry Cornwell's love of gardening and landscaping are not only a part of his work at Cornell, but his hobby too. He has always tried to do his best—whether it was mowing the lawns or plowing snow—and he did both with a sense of humor. Cornwell especially liked to maneuvering lawn mowers on Cornell's steep banks and "kidding around" with his coworkers.

M. June Franklin
Assistant Manager, Employee Benefits
Office of Human Resources

When June Franklin began working at Cornell 40 years ago, many buildings did not yet exist—Space Sciences, Clark Hall, Uris Hall, and Uris Library, for instance. Franklin says that the staff, faculty and student population has greatly increased. As assistant manager of employee benefits, she administers Workers' Compensation, Short Term Disability, and Long Term Disability. Outside of work, Franklin owns and operates a yarn shop and makes handmade sweaters, mittens, and blankets.

Richard F. Inman
Plumber
Maintenance & Service Operations

Before he retired in April 1992, Richard Inman worked as a plumber in Maintenance & Service Operations, constructing and repairing Cornell's plumbing and heating sys-

tems. During the course of his excavation work in the Cornell trenches Inman has in all likelihood spent more of his time below ground than most people have above.

Donald R. Lacey
Tinner
Maintenance & Service Operations

Working as a tinner, Donald Lacey's specialty is repairing roofs on campus. When it came to repairing slate roofs, Lacey would climb anywhere. Although Lacey is on leave now, he stays in close touch with family members and friends working in his department.

Melvin W. VanGorder
Auditor
Endowed Accounting

Through his years in the accounting department, Melvin VanGorder can remember when the accounting records were all done manually on paper. Fortunately, all of the records are now computerized. VanGorder supervises the daily operations of the voucher audit section and says one of the things he enjoys most about his work is the contact with individuals throughout the campus. VanGorder also enjoys gardening, hunting, and fishing and is a member of the Cornell University Wellness Program.

35 Year Awardees

Harold Antrum, Jr.
Custodian
Health Services

Harold Antrum works as a custodian in Health Services. He enjoys the interaction he gets on the job with such a wide variety of people from many different cultures and walks of life. Antrum comes from a long line of Cornellians—his wife Ollie worked at Cornell for 29 years, his father for 25, and his brother for 27 years. Antrum has three children—his son, Harold, graduated from Brockport and is working at the *Ithaca Journal*; his son, Harley, a Cornell graduate, works for an oil company; his daughter, Melissa, is a student in New York City at Parsons Institute of Design.

Jared E. Brown
Dairy Plant Manager
Food Science

Jared Brown enjoys the people he has worked with over the years at Cornell and has enjoyed seeing how their, as well as his own, families have grown. He can remember 35 years ago working with the "older" men and how they shared their knowledge. He is proud of "trying to do my best work each day, and contributing to the operation of this great university." When not at Cornell, Brown stays busy traveling, bowling, tinkering with cars, or having fun with his grandchildren.

Irene F. Grant
Industrial and Labor Relations

As conference center coordinator, Irene Grant has been in contact with thousands of Cornell administrators, faculty members, staff personnel, students, and program participants. She vividly remembers the Quonsets that housed ILR when she first came to Cornell, but Grant is looking forward to retiring and spending time with her grandchildren. This year Grant celebrates her 35th year of service with her sister June Franklin, who is also an awardee this year, celebrating her 40th year of service.

Frederick J. Keib
Manager
Photographic Services

As manager of Photographic Services, Frederick Keib manages general photography, microfiche and microfilm production operations for Cornell departments. He enjoys helping others to develop photographic and microfilm projects. For many years, he provided Cornell ID cards to students, faculty, and staff, coordinating this activity for the fall and spring semester registration. His wife, Beverly, has worked at Cornell for 28 years. After hours, Keib enjoys camping,



First row (left to right): Elizabeth Porteus, Irene Grant, Marjorie Laughlin, Alyce Sherwood; second row: Morris Peck, Fred Keib, Jared Brown, Harold Antrum, Jr.

hunting, motorcycle touring and other traveling.

Marjorie J. Laughlin
Administrative Aide
Veterinary Administration

When Marjorie Laughlin began working at the Veterinary College 35 years ago, the present facilities were under construction and everyone was looking forward to moving into new quarters. She feels Cornell has become more people-oriented over the years by initiating employee degree programs and other staff development opportunities to help individuals to increase their knowledge and skills to meet their career goals. The university has also provided a mechanism for employees to serve in campus governance through the Employee Assembly and other committees. Laughlin feels especially fortunate to have had the opportunity to work with three deans and one interim dean, which has made her job interesting, stimulating and always challenging.

Morris W. Peck
Senior Photographer
Photographic Services

Morris Peck is employed as a senior photographer and works with both general and portrait photography. He specializes in publicity portraits for faculty and staff and is responsible for portraits of the football teams for the Sports Information programs. He has

always been interested in Cornell. Peck enjoys woodworking in his non-work hours.

Elizabeth E. Porteus
Senior Collections Assistant
University Library

Elizabeth Porteus serves as a senior collections assistant in the government documents section of University Library, where she manages the reference and bibliographic collection of 22,000 volumes, 100,000 microfiches, and selected U.S., U.N., and British government documents. When Porteus arrived at Cornell 35 years ago Uris Library was the only Cornell library and over 50% of its books were housed in three off-campus storage locations. Today, Uris, Olin and the Annex are filled to capacity. Outside work, Porteus enjoys singing in her church choir and painting ceramics.

Charles H. Rote, Jr.
Circulation/Reserve Supervisor
University Library

Charles Rote, Jr., recalls preparations for the construction of Olin Library when he arrived on campus 35 years ago. In addition, he was planning for the move from the engineering library in Sibley Hall to the new library in Carpenter Hall. As library annex supervisor, Rote is most proud of his part in the development of a location system for manuscript

and archival material that made it possible to move into the Annex Library with less than 1% error. His coworkers attest to his responsibility, judgment, and his strong commitment to public service.

Zelaway R. Sawyer
Cook
Cornell Dining

Zelaway Sawyer is always calm, cool, and collected, even under the most stressful circumstances in his job as cook at Willard Straight Dining. He prepares luncheon meals for Okenshields and the Ivy Room in his day-to-day activities.

Alyce K. Sherwood
Invoice Processing Supervisor
Purchasing

In her role as invoice processing supervisor, Alyce Sherwood most enjoys helping people—if she doesn't know the answer to a problem, she certainly knows where to refer the question. Her coworkers refer to Sherwood as the office counselor, advisor and mother—she is always ready to help anyone with any problem. They also say that she has a wonderful sense of humor and can always be counted on for a little "ad lib" entertainment.

Carl A. Valentino
Research Support Specialist
Nuclear Studies

Thirty-five years ago, Carl Valentino's uncle Louie Festa helped him with his job at Cornell, which is currently a research support specialist in the Laboratory of Nuclear Studies' vacuum lab. Valentino is most proud of working on all the accelerators at the university (except the first one), and remembers when Cornell's work week was 44 hours instead of 40. Besides his grandchildren, fishing is his greatest love. He doesn't need to brag about the one that got away because he usually gets it in the boat.

CORNELL Employment News

Volume 4 Number 28 July 16, 1992

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Human Resources

JOB OPPORTUNITIES

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

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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

Director Employment Services/Senior Consultant (PA2805) HRIII
Office of Human Resources-Endowed
Posting Date: 7/16/92

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. Directs the Employment Services unit which is responsible for assuring effective, responsive and ethical practice in the employment processes of attracting and screening both potential and current staff in the university. Includes policy and procedural development and the provision of excellent consultation services throughout the screening process for hiring, transfer and promotion, as well as in organizational career design and movement, wage and salary administration, and organizational redesign/restructuring. Supervise a staff of 16.

Requirements: Master's degree in a relevant field and a minimum of 10 yrs. of related experience with increasing responsibility including sound human resources experience in a higher education setting. Strong understanding of human resource management, organizational behavior and organizational development within a university climate. Proven skills in team development and being a team member. Excellent management, planning, communication and interpersonal skills. Good understanding of the interface of human resource information systems with employment functions and sound experience in both staffing services and wage and salary administration. Send cover letter and resume by August 7, 1992 to Beth I. Warren, Associate Vice President for Human Resources, 130 Day Hall.

Director Human Resource Relations and Development/Senior Consultant (PA2806) HRIII
Office of Human Resources-Endowed
Posting Date: 7/16/92

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. Directs the Human Resource Relations and Development unit which is responsible for the diversity of educational programs which strategically address individual and organizational effectiveness, the development of human resource policy, procedures and guidelines, and performance management systems. Participate in integrated, interdisciplinary state-of-the-art human resource interventions. Supervise a staff of 8.

Requirements: Master's degree in a relevant field and a minimum of 10 yrs. of related experience with increasing responsibility including sound human resources experience in a higher education setting. Strong understanding of human resource management, organizational behavior and organizational development within a university climate. Proven skills in team development and being a team member. Excellent management, planning, communication and interpersonal skills. Proven excellence in the design and delivery of HRD and employee relations programs and interventions. Sound understanding of human resource management and its relation to quality and a good understanding of the interrelationship between human resources and total quality management are essential. Send cover letter and resume by August 7, 1992 to Beth I. Warren, Associate Vice President for Human Resources, 130 Day Hall.

Computer Operations Manager III (PT2308) Level 37

Library Technology Department/Cornell University Library-Endowed

Posting Date: 6/11/92

Under the general direction of the director of library technology, manage the online operations unit of the library technology department. Supervise 3 regular staff and several student assistants. Administer the library's NOTIS system. (NOTIS is an integrated library management system which includes a database of more than 25 million bibliographic records and related indexes; and manages acquisitions, cataloging, fund accounting, circulation and online public catalog operations.)

Requirements: Bachelors degree or equivalent in computer, information or library science. Advanced degree desirable. 5-7yrs. of overall experience including 2yrs. of managerial work. Experience in a library or information center desirable. Excellent interpersonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

Technical Specialist (PT2607,PT2608) Level 36
Theory Center-Endowed

Posting Date: 7/2/92

Provide top-level internal technical support and guidance to other technical staff for high-performance UNIX. Provide technical leadership in specifying designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems at the Theory Center.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems and maintenance support, programming languages, high-performance computing techniques and procedures. Significant experience with UNIX operating systems and computer systems. Knowledge of C programs language, UNIX utilities and system calls is essential. Knowledge of UNIX kernel internals highly desirable. Familiarity with other large-scale operating systems and computer environment useful. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Specialist I (PT2606) Level 36
Theory Center-Endowed

Posting Date: 7/2/92

Provide top-level internal technical support and guidance to Theory Center technical staff for the VM operating system. Provide technical leadership in specifying, designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and UNIX utilities is desirable. Familiarity with other large-scale operating systems and computer environments useful. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam weeks.

Senior Systems Programmer (PT2604,PT2605) Level 35

Theory Center-Endowed

Posting Date: 7/2/92

Provide technical support for various Theory Center high-performance computing systems and their operating systems and major sub-systems (e.g. high-speed connectivity and networking sub-systems, etc). Specify, design, implement, document and maintain necessary functional enhancements to these systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and high-performance computing techniques and procedures. Significant experience with UNIX utilities and system calls essential. Familiarity with other operating systems and computing environments, including supercomputing, mainframes, and high-performance workstations highly desirable. Strong communication, interpersonal

and organizational skills. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT2303) Level 35
Theory Center-Endowed

Posting Date: 6/11/92

Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or related field. 3-5yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

Systems Programmer (PT2602) Level 34
Theory Center-Endowed

Posting Date: 7/2/92

Provide full range of technical support in the development, installation, maintenance and evaluation of highly specialized and complex scientific applications software on parallel and other architectures.

Requirements: BS in computer science or a scientific discipline; advanced degree desirable. Parallel processing experience highly desirable. 3-5yrs. FORTRAN and C programming experience in a scientific computing environment. Familiarity with UNIX operating system fundamentals. Knowledge of systems control languages. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Consultant III (PT2402) Level 34
CIT/Network Resources-Endowed

Posting Date: 6/18/92

Perform activities that support the network environment technologies. Analyze requirements, perform technology evaluations, assist in defining service and technology products. Advise departmental clients on implementation of Local Area Networks. Perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

Requirements: BS or equivalent with some computer science courses. 2-5yrs. of experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced communication skills with the ability to communicate ideas and plans effectively. Send cover letter and resume to Sam Weeks.

Administrative Associate (PA2801) HRII
Mechanical and Aerospace Engineering-Endowed
Posting Date: 7/16/92

Responsible for the administrative management of a large school; specific responsibilities include financial, personnel and facilities management; supervise and train non-academic staff; assume key role in director's absence; represent the school to outside parties.

Requirements: Bachelor's degree or equivalent required. 8-10yrs. experience in educational administration; excellent accounting and budgeting skills required; facility with spreadsheet essential; good communications and interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

JOB SEARCH Information Night

Tuesday, August 25, 1992

7:00 p.m. to 9:00 p.m.

2-H Pleasant Grove Apartments

Attention graduate student partners and spouses!

Are you a newcomer to the community and interested in finding employment in the area?

You are invited to attend the Job Search Information Night.

This special evening has been set aside for you to meet with Cornell and Department of Labor Representatives and find out about the opportunities and the resources available to those seeking area jobs.

Sponsored by: Department of Residence Life, Office of Human Resources, Graduate Student Affairs, and the New York State Department of Labor.

Prior registration is not required. For further information call 255-5226, Staffing Services.

**Director of Records (PC2310) HRI
Graduate School-Endowed****Posting Date: 6/11/92**

Responsible for all aspects of management of the Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Support Specialist I (PT0706) HRI
Veterinary Pathology-Statutory****Posting Date: 7/16/92 Repost**

Provide technical support and investigative assistance in studies on leukemia, oncogenes and tumor suppresser genes in cancer biology. Plan and execute experiments. Supervise staff. Provide data analysis.

Requirements: BS degree in the biological sciences; MS preferred. Knowledge of techniques related to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

**Extension Support Specialist II (PT2804) HRI
Rural Sociology-Statutory****Posting Date: 7/16/92**

Responsible for developing improved information resources on alternative enterprise opportunities for New York farmers, including: collecting information through primary and secondary research; developing a computer-based information management system, and producing extension publication derived from this information.

Requirements: Bachelor's degree in agriculture, rural sociology or related field; master's preferred. 2-3yrs. experience in social science or economic research or farm/business management issues. Experience in developing information management systems. Excellent writing and organizational skills. Ability to work independently, as well as in a team situation. Send cover letter and resume to Sam Weeks.

**Development Assistant (PA2704) HRI
School of Hotel Administration-Endowed****Posting Date: 7/9/92**

Responsible for coordinating research of current and potential alumni, foundations, and corporate supports to encourage progressive growth for the School of Hotel Administration fundraising endeavors.

Requirements: Bachelors degree or equivalent required. 2-3yrs. related experience. Extensive knowledge of research procedures and library referencing methods. excellent written communication skills. Ability to analyze research material into concise practical written reports. Experience with micro/mainframe databases, Macintosh computers and modems required. Exceptionally high degree of maturity and confidentiality. Send cover letter and resume to Cynthia Smithbower.

**Applications Programmer II (PT2707) HRI
Plant Breeding and Biometry-Statutory****Posting Date: 7/9/92**

Design and develop a data acquisition system for inputting data from autoradiographs, gels, digital tablets, and lab notebooks. Develop a database system for management of materials and data within labs.

Requirements: Bachelors degree or equivalent required. 2-3yrs. programming experience. Send cover letter and resume to Sam Weeks.

**Administrative Supervisor II (PA2601) HRI
CIT/Network Resources-Endowed****Posting Date: 7/2/92**

Perform, supervise and direct work related to the business and administrative operations of the communications enterprise. Related activities include: billing and accounts payable, inventory management, procurement of parts and supplies for communications services, enterprise accounting, rate and customer pricing development, and staff supervision.

Requirements: Bachelors degree or equivalent required. Minimum 2-3yrs. administrative/accounting supervisory responsibility in a technical environment. Excellent verbal and written communication skills, fund accounting/budget experience required. Knowledge of Cornell accounting system preferred. Send cover letter and resume to Cynthia Smithbower.

**Accounting Supervisor (PC2606) HRI
Administrative Operations/CUL-Endowed****Posting Date: 7/2/92**

Serve as an accounting supervisor in the central accounting office of the library system. Supervise 2 GR20 accounts assistants and 1 GR19 accounts assistant. Responsible for operations of the office including: analysis of accounting data, maintenance of all designated, general purpose and restricted accounts, and daily office procedures and processes. Provide analytical support for budgeting and planning under direction of the accounting manager.

Requirements: Associates degree in accounting, 3-5yrs. accounting related experience, 2-3yrs. supervisory experience. Bachelors degree with 2-3yrs. related experience preferred. Knowledge of Cornell's accounting system preferred. Excellent organizational, communication (oral and written), and interpersonal skills. Ability to handle confidential, sensitive information and situations. Familiar-

ity with IBM/PC applications such as Lotus 1-2-3, FoxBase and wordprocessing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Executive Staff Assistant (PC2614) HRI
Controller-Endowed****Posting Date: 7/2/92**

Provide with minimal supervision, administrative support for the controller. Requires working independently with a high level of confidentiality. Also requires ongoing coordination with staff of accounting, both endowed and statutory; bursar's, cost analysis, and payroll department. Supervision of 2 controller's office support staff.

Requirements: B.A. or equivalent experience required. Minimum of 2-3yrs. administrative and/or executive secretarial experience required. Managerial, organizational and communication (written and oral) skills essential. Knowledge of Macintosh computer and programs for word data processing/spreadsheets required. Knowledge of Cornell university preferred. Bookkeeping/budgeting experience helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

**Pipe Shop Trades Supervisor (PG2402) HRI
Maintenance and Service Operations-Endowed****Posting Date: 6/18/92**

Supervise the Maintenance and service operations pipe shop which includes welders, steamfitters, and plumbers who perform work on water, sewer and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the City of Ithaca and must maintain a valid NYS driver's license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Publications Coordinator (PC2408) HRI
Division of Nutritional Sciences/CFNPP-Statutory****Posting Date: 6/18/92**

Assume responsibility for overseeing and implementing CFNPP publications effort in conjunction with program director and program administrator. Responsible for editing, publication, and dissemination of research monographs, working papers, reprints, program brochure, program annual report, and assorted marketing materials. 1yr. term. Appointment continuation contingent upon funding.

Requirements: BA or equivalent in journalism, english, art design or related subject necessary. MA preferred. Familiarity with IBM compatible systems necessary. Experience in desktop publishing, editing, and management required. Experience in marketing and information dissemination helpful. Understanding of issues faced by developing countries, particularly in the areas of household living standards, food and nutrition, government policy, and/or international economics extremely helpful. Ability to master complex scholarly material pertaining to these subjects essential. Strong organizational and communication skills, a keen eye for detail, ability to take initiative, work independently, juggle conflicting priorities, work well under pressure, adhere to rigid deadlines and work as a team player required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Professional Off-Campus**Assistant Regional Director (PA2603) HRI
Public Affairs Western Regional Office/Solano Beach, CA-Endowed****Posting Date: 7/2/92**

Works under the direction and supervision of the director of the western regional office to assure the implementation in the region of the university's development, alumni affairs, and admissions programs. The admissions component of this position is to direct recruitment efforts in the seven-state western region and to perform other admissions duties as assigned.

Requirements: Bachelors degree or equivalent required, preferably from Cornell University. 1-2yrs. experience at Cornell University in public affairs, development, or alumni affairs highly preferred. Excellent communication skills and an understanding and commitment to volunteerism. Send cover letter and resume to Cynthia Smithbower.

Professional Part-Time**Teaching Support Specialist (PA2804) HRI
Human Service Studies-Statutory****Posting Date: 7/15/92**

Provide support services to faculty in the execution of their teaching responsibilities in the courses, Racism in American Society, and Human Sexuality. 9 month, academic year. 30hrs./week-negotiable. 3yr. appointment.

Requirements: Bachelor's degree in a related subject area or the equivalent. 2-3yrs. related experience. Some prior teaching experience is desirable. Understanding of and sensitivity to issues related to racism and human sexuality. Send cover letter and resume to Cynthia Smithbower.

**Workshop Specialist (PA2803)
Learning Skills Center-Endowed****Posting Date: 7/16/92**

Conduct study skills workshops and provide individual consultations to students in need of academic skills development. 9 months, Monday-Friday 1-5pm, some evenings.

Requirements: Minimum of bachelor's degree or equivalent in education or social sciences. MS preferred. Several years working with college students. Send cover letter and resume to Cynthia Smithbower.

Lab Monitor (PA2802) HRI**Learning Skills Center-Endowed****Posting Date: 7/16/92**

Organize instruction; order and maintain lab materials, maintain student records, score tests, provide individual assistance to students. Monday-Friday, 12-4, 9 months.

Requirements: Bachelor's degree or equivalent in education or related field. Master's preferred. Several years working with college students. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist I (PT2405) HRI
Division of Nutritional Sciences-Statutory****Posting Date: 6/18/92**

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data and the preparing of the final report.

Requirements: BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Professional Temporary**Temporary Research Support Specialist (PT2504)****Design and Environmental Analysis****Posting Date: 6/25/92**

Coordinate a project involving up to 5 separate research studies investigating how US, European and Japanese companies manage their space efficiently. Supervise research assistants. Act as liaison with research consortium members. Coordinate production of reports and newsletter. Assist in the development of research instruments and in data collection and analysis. Assist in preparation of final reports and presentations. Chance of full-time employment.

Requirements: MS or equivalent in facility planning and management. Strong background in behavioral and social sciences. Supervisory experience. Experience with MAC systems and software including word processing, Excel, StatView, MacDraw, and MacPaint. Experience with social science and environmental design research methods; survey design and analysis; data coding and entry; behavioral mapping techniques; and architectural plan analysis. Must have drivers license and be willing to travel. Must have people, writing and communication skills. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Temporary Programmer/Analyst (PT2201)
Materials Science Center****Posting Date: 6/4/92**

Maintain and develop graphics and analysis tools in support to the IBM/Cornell Physics Joint Study. **Requirements:** BS or equivalent in physics, computer science, etc. Unix, C, and X11 experience. C++, Motif, Physics background, AIX 3, IBM RS6000 and SGI GL Helpful. Send cover letter and resume to Sam Weeks.

Temporary Lab Information Systems Manager (PT2208)**Diagnostic Laboratory-Statutory****Posting Date: 6/4/92**

Direct lab data management activities for the vet diagnostic lab and its branch labs. Implement a rewrite of DL's Lab Informations Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

BOYCE THOMPSON INSTITUTE**Part Time Greenhouse Assistant
Boyce Thompson Institute for Plant research/
Greenhouse Dept.****Minimum of \$6.70 Per Hour****Posting Date: 7/16/92**

Implement the requests made by greenhouse manager for growing and maintaining plant materials including plantings, watering, soil mixture and preparation, fertilization, insect and disease control, and temperature settings. Lifting is necessary. Weekend work required.

Requirements: AAS in horticulture or equivalent experience and NYS driver's license required. A working knowledge of greenhouse operations would be helpful. Must be able to lift 50lbs. Contact Anne Zientek, Boyce Thompson Institute, 254-1239.

Technical

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Technician GR18 (T2801)**Physiology-Statutory****Minimum Biweekly Salary: \$542.89****Posting Date: 7/16/92**

Assist in a laboratory doing studies on the physiological controls of food and water in young pigs.

The varied duties include lab maintenance, animal care, surgery preparation and assistance, blood analysis, and routine injections.

Requirements: Minimum 2yrs. coursework in biological sciences. Associates degree or equivalent. A general background in the biological studies including some chemistry is required. Experience with animals, light typing, and courses in physiology desired. Willingness to learn and to take on a variety of tasks. Send cover letter and resume to Sam Weeks.

Technician GR18 (T2701)**Natural Resources-Statutory****Minimum Biweekly Salary: \$542.89****Posting Date: 7/9/92**

Provide technical assistance to all phases of a protein electrophoresis lab. Perform dissections, extractions, and gel runs. Provide word processing and data analysis on a microcomputer. Supervise students. Maintain reprint collection and perform library searches.

Requirements: AAS degree or equivalent in biological or chemical science. 1yr. lab experience desired. Experience or knowledge of protein chemistry, computers, supervising, and library searches helpful. Willingness to learn new techniques, as training will be provided. Send cover letter and resume to Sam Weeks.

Animal Technician GR18 (T2705)**Physiology-Statutory****Minimum Biweekly Salary: \$542.89****Posting Date: 7/9/92**

Assist the farm manager in general management duties related to a flock of pregnant and non-pregnant sheep. Assist with breeding program. Feed sheep. Clean pens and barns: Monitor health of sheep. Administer medications. Collect blood samples. Keep records.

Requirements: High School diploma or equivalent required. AAS strongly preferred. Accurate record keeping and six months to 1yr. experience with sheep management. Able to lift 80lbs. Pre-employment physical. Send cover letter and resume to Sam Weeks.

Technician GR18 (T2404)**Food Science-Statutory****Minimum Biweekly Salary: \$542.89****Posting Date: 6/18/92**

Conduct analytical tests on dairy products to provide support for research projects. Test procedures include: Kjeldahl nitrogen, total solids, salt, fat, and others. Assist in cheese making, enter data in computer, clean glassware, and help with other laboratory related activities.

Requirements: Associates degree or equivalent in dairy technology or food science. Course and laboratory class training in routine dairy product analyses (Kjeldahl, Mojonnier, Babcock.) Minimum 1yr. related experience. Send cover letter and resume to Sam Weeks.

Technician GR19 (T0801)**Veterinary Pathology-Endowed****Minimum Biweekly Salary: \$566.28****Posting Date: 7/16/92 Repost**

Provide technical support for activities in a cancer biology lab involving flow cytometry, molecular biology, cell cultures, and protein and nucleic acid analysis. Perform experiments on the effect of oncogenes and chromosomal alterations on cell differentiation. Order supplies, maintain lab order, keep records and perform library searches.

Requirements: AAS in a biological or physical science or equivalent. Minimum 1yr. related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

Technician GR19 (T2703)**Division of Nutritional Sciences-Statutory****Minimum Biweekly Salary: \$566.28****Posting Date: 7/9/92**

Provide technical support in areas of chemical analyses of diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/93.

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

Research Assistant GR19 (T2603)**Veterinary Microbiology/JABIAH-Statutory****Posting Date: 7/2/92**

Provide technical services to a molecular biology lab investigating normal function and disease states in animals and humans. Participate in gene cloning and recombinant DNA procedures. Provide lab maintenance. Maintain tissue culture stocks.

Requirements: AAS degree or equivalent. 1-2yrs. related lab experience. Must be versatile and willing to learn a variety of techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2706)**Biochemistry, Molecular and Cell Biology-Statutory****Minimum Biweekly Salary: \$590.45****Posting Date: 7/9/92**

Provide technical support to molecular and cell biology research lab working on the effect of oncogenes on cultured cells. Perform basic techniques in recombinant DNA, cell culture, microscopic examination of stained cells, and enzyme and protein assays. Maintain cell culture facility. Keep accurate records of experiments and write reports.

Requirements: BS degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2yrs. experience in lab recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2306)**Veterinary Pathology-Statutory****Minimum Biweekly Salary: \$590.45****Posting Date: 6/11/92**

Provide technical assistance to faculty and research team involved in field of cutaneous immunopathology and cell biology; also responsible for purchase of supplies and maintenance of inventory and maintenance of laboratory equipment. Perform biochemical, cell culture, immunohistochemical and molecular biological techniques. Assist in planning, carrying out experiments and data analysis.

Requirements: BS degree or equivalent required. Knowledge of molecular biology techniques and protein chemistry. 1yr. experience in research laboratory and/or laboratory management. Cell culture and immunohistochemical work helpful. Send cover letter and resume to Sam Weeks.

Computer Batch Operator GR20 (T2307)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Operate computer batch stream at a large research center's computer facility. Control batch stream from computer console, manage backup library, and mount and dismount magnetic tapes. Perform related tasks as needed for the facility, including limited corrective action, checking trouble logs, etc. Implement cleaning and minor maintenance for tape drives and printers, computer terminals and other peripheral equipment. Update computer documentation, 3rd shift.

Requirements: AAS degree or equivalent in computer related field. At least 6 months experience with computer batch operations. Knowledge of VMS and/or UNIX batch operations and command language. Knowledge of FORTRAN and/or other programming languages. Send cover letter and resume to Sam Weeks.

Technician GR21 (T2704)
Center for Advanced Imaging Technology-Statutory
Minimum Biweekly Salary: 7/9/92
Posting Date: 7/9/92

Provide technical assistance in the daily operation and maintenance of the center for advanced imaging technology (CAIT) at the NYSCVM. Train and assist as needed, faculty, staff, students, and visitors involved in research, teaching, and diagnostic activities in techniques of scanning and transmission electron microscopy.

Requirements: BS in biological or physical sciences; technical/vocational school degree in electron microscopy. 1-2yrs. related and relevant experience. Demonstrated knowledge of and ability to use electron microscopes, and high quality photographic experience. Effective communication skills, excellent hand/eye coordination. Send cover letter and resume to Sam Weeks.

Technician GR21 (T2503)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/25/92

Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Maintain standard cell cultures. Includes Saturday and evening hours on a rotational basis.

Requirements: BS or equivalent with an emphasis in bacteriology required. 1-3yrs. experience in a clinical setting desirable. Send cover letter and resume to Sam Weeks.

Technician GR22 (T2507)
Psychology-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92

Assume operation and supervision of the infant research center. Plan and conduct research with human infants and analyze resulting data. Explain research experiments to parents and provide them with written summaries of experimental findings. Supervise 10+ undergrads conducting research. Participate in research seminar. Order and maintain supplies and equipment.

Requirements: BS or equivalent with strong interest in psychology. 2-4 yrs. related experience. Good supervisory, organizational and interpersonal skills. Must like working with infants. Experience with research is desirable. Send cover letter and resume to Sam Weeks.

Environmental Safety Technician GR23 (T2601)
Environmental Health-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/2/92

Provide technical assistance in lab safety programs for the control of physical, chemical and biological hazards. Evaluate labs for OSHA compliance. Monitor fume hoods and maintain fume hood database. Assist chemical hygiene officer. Provide education resource materials. Maintain lab inspection equipment. Provide consulting and review on new fume hood purchases.

Requirements: AAS in engineering or science; BS preferred. 1-2yrs. lab experience. Familiarity with hazardous material control devices. Computer database experience. Excellent oral and written skills. NY driver's license. Send cover letter and resume to Sam Weeks.

Technical Part-Time

Part-Time Technician GR18 (T2403)
Genetics & Development-Statutory
Minimum Full-Time Equivalent: \$542.89
Posting Date: 6/18/92

Assist laboratory coordinator for the Biological Science 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.

Requirements: Associates degree or equivalent. 1yr. previous laboratory experience helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

CISER Tape Manager GR21 (T2206)
CISER-Statutory
Minimum Full-Time Equivalent: \$615.42
Posting Date: 6/4/92

Implement, modify, maintain and use automated system to capture and provide information on the contents of magnetic tape files. Perform a number of computer operations related to data file management and distribution.

Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, programing languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to communicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary

Asbestos Air Sampling Technician
Environmental Health
Posting Date: 7/16/92

Under general supervision, perform all air monitoring requirements as well as associated miscellaneous duties as part of the asbestos monitoring program. Air monitoring is a program which observes, measures, analyzes, and evaluates the air quality around and/or in an asbestos abatement project.

Requirements: AAS degree in engineering or science; BS preferred. Valid NYS driver's license. Will require successful completion of a two-day New York State approved asbestos safety training program leading to certification as a Restricted Handler II-Air Sampling Technician. Excellent oral and written skills. May require the use of personal protective equipment, working in or around asbestos abatement sites, handling air sampling equipment and pumps as needed.

Animal Technician GR18 (T2305)
Laboratory Animal Services-Statutory
Hiring Rate: \$6.00
Posting Date: 6/11/92

Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist Vets in treating and vaccinating animals. Weekends and holiday coverage required.

Requirements: High School diploma or equivalent. Associates degree in Animal Science desired. Assistant certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Driver's license required. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Cashier GR15 (C2803)
Dining Services-Endowed
Minimum Biweekly Salary: \$499.20
Posting Date: 7/16/92

Under general supervision, transact cash and credit sales; promote good customer relations.

Requirements: High School diploma or equivalent. 1-2yrs. related experience. Basic reading and computation skills. Good interpersonal and communication skills required.

Circulation/Reserve Assistant GR17 (C2707)
Circulation/Uris Library-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 7/9/92

Perform a variety of circulation and reserve tasks. Work at the circulation, information and security desks assisting patrons.

Requirements: High School diploma or equivalent required. Some college coursework preferred. Some knowledge of IBM-PC or comparable word processing equipment. Ability to work well with a variety of people in a public service setting. Good organizational skills and exceptional dependability. Ability to lift, shelve, and carry books (10-20lbs.) and push loaded book carts (Approx. 50lbs.) Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2806)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92

Provide clerical/administrative support to 3 faculty members in teaching, research, and extension areas.

Requirements: High School graduate or equivalent. Some college coursework preferred. 1-2yrs. related experience required. Good interpersonal, organizational, and communications skills essential. Able to use word processing software mostly on a Macintosh. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C2708)
Circulation/Uris Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92
Responsible for preparing and sending overdue

notices, book replacement bills and fine bills. Work at the circulation desk and assist in a variety of circulation activities. Perform a range of clerical, secretarial, and administrative tasks.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience with a detailed record keeping system. Ability to work effectively with a variety of people in a public service setting. Excellent interpersonal, organizational, and communication skills. Ability to lift/carry loads of books, 10-20lbs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

AV/Technical Services Specialist GR18 (C2706)
Veterinary Library-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92

Order, process, catalog, organize, and maintain the audiovisual software collection. Maintain AV equipment including resolving operational problems, performing preventive maintenance and installing new/replacement hardware. Perform technical processing of monographs including some catalog maintenance. Provide circulation, information/directional and other reference help to patrons from the public service desk as well as specialized AV-related assistance. Other duties as assigned.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience (or demonstrated aptitude) with AV materials and equipment preferred. Excellent organizational, communications and interpersonal skills. Strong service commitment. Able to work with different people in a public setting. Able to work independently. Accuracy in detailed work. Knowledge of NOTIS or word processing helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2611)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial/administrative support to the associate director and assistant director of club programs. Assist with speaker program, club membership assistance program and other service orientated programs; regional workshops, federation weekend and other aspects of club programs relative to communications with alumni.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1yr. related experience. Excellent interpersonal and communication skills. Must be well organized and have ability to work independently. Prefer computer experience in Pagemaker, Microsoft Word, Filemaker or equivalent. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Illustrator GR18 (C2608)
Media Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Design and construction of exhibits, displays and signage using a variety of tools, materials and technologies.

Requirements: High School diploma or equivalent required. Associates in graphic design, fine arts of related field or equivalent preferred. 1-2yrs. related experience in design, layout, and typograph and graphic arts required. Good knowledge of black and white photography and its process. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Core Literature Project Assistant (C2807)
Albert R. Mann Library-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/16/92

Under the direction of the Core Literature Project Director, assist in the compilation of subject bibliographies of the most significant publishing of that subject. Duties include bibliographic searching, use of database management software, editing and verifying of bibliographic information. Some administrative support.

Requirements: High School diploma or equivalent. Associate's degree or equivalent education preferred. Computer experience including wordprocessing ability. 1-2yrs. experience searching bibliographic databases, including RLIN and NOTIS highly desirable. Experience with database management. Software (particularly procite) desirable. Ability to be self-directed and to meet deadlines and attention to detail is essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C2705)
ILR/Labor Econ-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/9/92

Provide secretarial and administrative support to 4 full-time faculty members. Organize and prioritize assignments in areas of teaching, research and public service for faculty members. Provide administrative and clerical support to Chair, Dept of international and comparative labor relations including course scheduling, etc. Type, format and proofread correspondence, class handouts, manuscripts containing mathematics equations, tables and graphs, spreadsheets, etc. Other duties as assigned.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Ability to use software including Microsoft Word, Microsoft Excel, Wordperfect and various graphics and math packages on IBM PC and Macintosh computers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Office Assistant GR19 (C2704)
CU. Press-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 7/9/92

Enter customer orders into CUP services shipping/billing computer systems. Receive orders/inquiries and solve problems from customers over the phone.

Requirements: High School diploma or equivalent required. Some college coursework preferred.

2yrs. experience with computers/order entry in a service environment preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2808)
Office of Human Resources-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide administrative and clerical support to the coordinator for work and family programs, and accounting support to the executive staff assistant, in the associate vice president's office, human resources. Keep abreast of issues and projects relating to working families. Assist coordinator in project development and coordination. Provide accounting assistance: identify resources, process a/p vouchers, deposits; maintain accounting database.

Requirements: Associate's degree or equivalent combination of education and experience. Minimum 3yrs. administrative/accounting experience (Cornell preferred). Knowledge of Cornell organization, policies, procedures (both human resource and accounting) essential. Knowledge of word processors (IBM, MAC) and spreadsheet software (Excel). Excellent public relations, organizational, and interpersonal skills. Confidentiality, tact and flexibility essential. Attention to detail, ability to set priorities preferred. Ability to work in a team environment. Medium typing. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2802)
Electrical Engineering-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide secretarial and administrative support to the associate director of the school of electrical engineering whose responsibility covers all aspects of the undergraduate degree program.

Requirements: Associate's degree or equivalent required. 2-3yrs. of administrative experience. Notary public license desirable. Must be proficient on Macintosh computer using Microsoft Word, Excel, WriteNow, e-mail, and Filemaker Pro programs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2715)
Office of Human Resources-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Under general supervision, provide administrative and secretarial support to the associate vice president and executive staff assistant in the office of human resources. Handle research and project assignments from broad outlines. Assist in overall support and organization of work flow for AVP office; coordinate meetings, conferences, travel for AVP and visitors; develop, organize and maintain document tracking systems/filing systems; draft complex correspondence.

Requirements: Associates degree in secretarial science or equivalent combination of education and experience. Personnel experience. Minimum 3yrs. related experience preferred. Excellent organizational, interpersonal skills; demonstrated oral and written communication skills and initiative necessary; familiar with Cornell organization, personnel policies and procedures preferred. Ability to set priorities. Confidentiality essential. Cornell employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2712)
Engineering Placement-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Assist with the overall administration and operation of the engineering placement office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organizations nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative advisory and public relations responsibilities.

Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Excellent communication skills. Strong organizational skills and ability to relate with diverse publics especially students. Prefer some exposure to CU accounting procedures. Strong business skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C2602)
Payroll Office-Statutory
Minimum Biweekly Salary: 7/2/92
Posting Date: 7/2/92

Provide assistance in executing the support to the overall payroll function with specific emphasis on service to the university and its employees. Primary duties include statutory appointment form processing and keying of the temporary data. Audit and process payroll vouchers and the control of the hold check processing. Sorting and mailing of the statutory paychecks and vouchers.

Requirements: High School diploma or equivalent required. 2-4yrs. college coursework preferred. High degree of confidentiality. 1-2yrs. related experience. Experience with PC's. Ability to work well with people. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2605)
Theory Center-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/2/92

Under limited supervision, provide administrative support to the director of corporate and external relations and the conference/workshop coordinator of the theory center. Coordinate administrative details of training workshops, conferences, and symposia. Requires exceptional organizational skills, independent judgement, and the ability to work independently.

Requirements: A.A.S. degree or equivalent in education and experience. 2-3yrs. related administrative office experience. Extensive experience with Macintosh software, including word processing, database, and spreadsheet packages. Ability to work under deadline pressure and handle many

activities at once. Strong organizational, interpersonal, communication and planning skills. Ability to use independent judgement, set priorities, and take initiative. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Circulation/Reserve Supervisor GR21 (C2711)
Management Library-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92**

Manage public service operations in unit library: Circulation, reserve, and security. Responsible for collection management and supervision of all employees in this area, includes hiring, training, and evaluation. Participate in library planning and establish patron-based policies. 39hrs/week Tues.-Sat.

Requirements: B.A. or the equivalent preferred. Associates degree or equivalent required. 2yrs. library experience. Experience with automated circulation desirable. Demonstrated supervisory skills and communication skills. Public service orientation. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**CIP Coordinator GR21 (C2709)
Bursar-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92**

Manage and coordinate all activities related to the Cornell Installment Plan including establishing and adjusting plan budgets with parents and students. Reconcile CIP subsystem to general ledger. Processing of applications, system input, payments and automatic debits.

Requirements: Associates degree or equivalent. 2-3yrs. related experience. Ability to work independently and to work in a tactful and patient manner with parents and students in a fast paced environment. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Draper/Cutter GR22 (C2514)
Theatre Arts-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92**

Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (Seasonal mid-August to mid-May)

Requirements: BA in theatre or costume technology or equivalent required. 2-4yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR23 (C2716)
Ethics and Public Life-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/9/92**

Provide overall management of university-wide programs administrative affairs including finance, budgeting and accounting; cross-college faculty recruitment; proposal preparation; coordination of academic program for students; and coordination of diverse programs for faculty from all college of the university. 3/4 time, hours to be arranged.

Requirements: Associates degree/BA or equal preferred in accounting, business, or equivalent. 2-3yrs. experience in budgeting, forecasting, and/or cost accounting techniques. Must be able to use a computer, must have good working knowledge of PC's and wordprocessing software and spreadsheet packages. Cornell experience essential. Ability to deal effectively with a variety of people. Regular CU employees only. Send cover letter, resume, and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professionals Part-time

**Office Assistant GR17 (C1916)
East Asia Program-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 5/14/92**

Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.

Requirements: High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Office Assistant GR17 (C2504)
Campus Services/Materials Management-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 6/25/92**

Serve as back up for all office assistant GR17 and

GR18 functions within Campus mail Services. Provide a full range of US International and Campus Mail Services, process UPS shipments, sort US and campus mail and maintain a microfiche billing and distribution system.

Requirements: High School diploma or equivalent. 6 months-1yr related experience. Customer service experience and excellent communication skills are required. Knowledge of US Postal rules and regulations and other domestic and international mail preferred. Ability to operate mailing and computer equipment desired. Knowledge of Cornell campus. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Collections Assistant GR18 (C2805)
Reference Department/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92**

Assist with the processing and management of a map collection consisting of 200,000 maps and atlases. Provide basic information service on cartographic materials to library patrons. Assist with the processing of the reference collection. Search local and national databases. 20hrs./week.

Requirements: High School diploma or equivalent required. Associates or equivalent preferred. Excellent interpersonal, organizational and communication skills. 1-2yrs. previous library experience desirable. Familiarity with microcomputers and word processing desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/2/92**

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work. Monday-Friday, 20hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR19 (C2713)
Office of Public Affairs/ College of Agriculture and Life Sciences-Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 7/16/92**

Provide clerical assistance to the associate director of alumni affairs. Respond to incoming calls for college public affairs and respond to alumni and alumni leaders (district directors, district team members, or state ALS alumni coordinators) requests for information or materials. Provide leadership for the coordination of certain ALS alumni events in cooperation with other salaried and volunteer staff leaders. 28hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 2yrs. secretarial experience. Word processing, preferable wordperfect 5.1; familiarity with database management systems. Exceptional telephone skills. Accurate data entry and organizational skills. Ability to work with minimal supervision and to handle confidential information. Familiarity with the college of agriculture and life sciences helpful. Ability to deal effectively with alumni and friends. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Secretary GR20 (C2714)
Computer Science-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/9/92**

Provide administrative and secretarial support to several faculty. Responsibilities include: coordinating faculty editorial duties, workshops and conferences. Prepare correspondence and other materials using advanced workstations and UNIX operating systems. Monday-Friday 9:00-1:30.

Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. administrative/secretarial experience, preferably in a university environment. Excellent interpersonal, organizational and communication skills. Ability to work independently, set priorities, write and edit own material. Handle confidential material. Ability to use complex computer systems in a highly technical environment. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Temporary

**Administrative Aide (S2605)
Presidents Council of Cornell Women
Posting Date: 7/9/92**

Provide secretarial/administrative support to the director of the Presidents Council of Cornell Women. Maintain a database of membership. Production of the membership directory. Assist with the planning of the semi-annual membership meeting and monthly committee meetings. Prepare statements and maintain monthly accounting

files.

Requirements: Excellent grammar, spelling and punctuation skills. Ability to work with university constituencies in a professional manner. Confidentiality is a must. Computer proficiency in word processing and data base (MAC required. Excellent organizational skills required. Position effective July 23, 1992-January 23, 1993. Please send cover letter and resume to Karen /'', Staffing Services, East Hill Plaza #2.

**Distribution Assistant (S2402)
Agric. & Bio Eng.-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92**

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing, Assist in marketing and other office duties. Answer phone. Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6-month position.

Requirements: Familiarity with Mac computer. Ability to lift 40-pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

General Service

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

**Food Service Worker, SO01 (G2801-G2811)
Dining-Endowed, Regular Full-time, 40hrs weekly
Hiring Rate: \$6.28
Posting Date: 7/16/92**

Setup, display and serve food and/or beverage. Check co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Custodian SO02 (G2303)
Buildings Care-Endowed, full-time
Hiring Rate: \$6.55
Posting Date: 7/16/92**

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area.

Requirements: Basic reading and writing skills. Ability to operate a variety of heavy power equipment, lift 50 pounds and climb a 6-foot ladder. Hours: Monday-Thursday 6:00am-2:30pm, Friday 6:00am-1:30pm. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service Off-Campus

**Custodian GR16 (G2812)
Buildings and Properties/Geneva, NY-Statutory
Hiring Rate: \$6.55
Posting Date: 7/16/92**

Maintain assigned areas of buildings. Duties include trash removal, sweeping, dust mopping, wet mopping, vacuuming and general cleaning.

Requirements: High school diploma or equivalent required. Basic reading and writing skills. 3 months job related experience with cleaning equipment operation and use of cleaning supplies. Ability to climb 8-foot ladder and lift 50 pounds. Send application materials to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

General Service Temporary

**Temp Laboratory Assistant
Plant Breeding (S2001)**

Order for a large laboratory, filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, and gel electrophoresis. 20hrs/week.

Requirements: Good organizational ability, math skills, and strong interpersonal skills. Science background preferred, lab experience desirable. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Academic

**Senior Research Associate
Physiology/College of Veterinary Medicine
Salary Range: \$28,000-\$47,000
Posting Date: 7/16/92**

Available from July 1, 1992 in the Lab for Pregnancy and Newborn Research. The successful applicant will either hold a MD, DVM, or PhD degree. Dual clinical and scientific doctorates would be particularly useful. Experience with chronically instrumented pregnant sheep and pregnant monkey preparations is essential. The successful applicant will lead members of the research group in ongoing studies on biorythms in pregnancy. Experience with computerized data acquisition systems to analyze myometrial activity, and other biophysical variables, is essential. A commitment to research and a significant record of published scholarly work is required. Send curriculum vitae and names of three references to Dr. Peter W. Nathanielsz, Director, Laboratory for Pregnancy and Newborn Research, Department of Physiology, 815 Veterinary Research Tower, Cornell University, Ithaca, NY 14853-6401.

**Tenure-track faculty position in the area of Food and Beverage Management, School of Hotel Administration, Cornell University
Posting Date: 7/16/92**

Teaching core courses in both the undergraduate and graduate curricula, in addition to developing and teaching elective courses in the area. Research and publishing, monitoring graduate research, performing proportionate share of administrative and advising functions in addition to serving on school committees.

Requirements: PhD degree in hotel and restaurant administration, or a related field, is preferred upon entry into the position; established teaching record at the college or university level. Related industry experience. Applicant with MS degree would be required to obtain a PhD degree at Cornell University or other institution prior to the granting of tenure. Start August 1993. Professional rank on tenure track; rank and salary negotiable. Nine-month term affords the opportunity to conduct research and seminars and to consult. Cornell's employee degree program provides a tuition waiver for the applicant who must acquire a PhD degree prior to the granting of tenure. Send letter of application, resume and names and addresses of three references to: Dr. Michael H. Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853-6902.

**Instructor-Introductory Statistics Course(s)
City and Regional Planning, Cornell University
Posting Date: 7/16/92**

Will teach introductory course(s) in statistical applications in planning at the undergraduate and/or graduate level(s) during the fall 1992 semester. Primary objective of the course is to familiarize students with fundamental statistical concepts and skills as utilized in the social sciences.

Requirements: PhD in appropriate area or master's degree in appropriate area plus relevant experience. Salary to be negotiated. Contact: Richard S. Booth, Chair, City and Regional Planning Department, Cornell University, 105 West Sibley Hall, Ithaca, NY 14853. (607) 255-4332.

**Extension Associate III CA05
Risk Assessment Implementation Specialist
Family Life Development Center
Posting Date: 7/9/92**

Primary responsibilities will be to develop an ongoing region-wide needs assessment and training plan, and provide training and technical assistance to local districts, state Personnel, voluntary agency staff and trainers, and legal personnel on the new risk assessment services planning model for the Child Protective Services Training Institute. Send resume and three written letters of reference by July 15, 1992 to Judy Virgilio, Family Life Development Center, G21 MVR Hall, Cornell University, Ithaca, NY 14853. Call 255-7794 for more information or a position announcement

30 Year Awardees



First row (left to right): Grant Hamilton, James Diles, Helen Swank, Nancy Dean, Norma Nemecek, Duane Burcume, second row: Wilmont Parker, William Williammee, C. Ralph Hayes, J. Kenneth Devine, V. Gary Davenport; third row: Harry Cooper, Danny Argetsinger, William Dougherty, Stephen Brown, Donald Campbell

Danny L. Argetsinger
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Richard A. Brown
Grounds Department

Stephen G. Brown
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Duane V. Burcume
Veterinary Quality Milk Promotion Services

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Stanley H. Comstock
Food Science - Geneva

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Public Safety

V. Gary Davenport
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University Library

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A. Roberta Reniff
Agricultural & Biological Engineering

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Service Awards . . .



Special guest A. Anne Butler and guest Paul Butler



President Frank H.T. Rhodes and his wife, Rosa, with Service Awards co-chair Nancy Doolittle, committee member Susan Boedicker, and co-chair Cheryl Seland

Geneva Awardees and Guests



President Frank H.T. Rhodes, along with Employee-Elected Trustee Judy VanDermark, Employee-Elected Trustee Emeritus Dwight Widger, and Provost Malden Nesheim, congratulate 45 year awardee Donald Dawson.

CORNELL Employment News

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