



Faculty, staff and students protest Cornell's investments in companies doing business in South Africa during an April 18 rally outside Day Hall.

Cornell community marks '69 Willard Straight takeover

About 120 faculty, staff and students marched from North Campus to Day Hall on April 18 to protest the university's investments in companies that do business in South Africa.

The protest, which grew to more than 200 people during an hour-long, noontime rally of chants, speeches and readings in front of the administration building, was part of a series of activities marking the 20th anniversary of the student takeover of Willard Straight Hall.

In January, Cornell's Board of Trustees voted 23 to 11 to continue its selective-divestment policy concerning companies

doing business in South Africa. That policy restricts investments to those companies whose South Africa operations are working to end apartheid and improve the social, economic and political conditions of the non-white majority population, according to independent monitors. The protesters called for complete divestment from such companies.

Marching behind a banner that said "Day of Outrage and Reaffirmation of Struggle Against Cornell's Ties to Apartheid," the demonstrators shouted "Cornell trustees have you heard, this is not Johannesburg."

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Albany pact brightens picture for state-supported colleges

The state budget approved by the Legislature on Wednesday still would require careful restraint at Cornell's four state-supported colleges but lifts the threat — felt just a few weeks ago — of serious damage to academic programs.

The final budget action was completed at 5:08 a.m., and the legislators recessed until May 1. Gov. Mario Cuomo has 10 days to act on their 1989-90 budget proposal, which amends the budget he offered on Jan. 1.

The most significant improvement for Cornell lies in the Legislature's virtual elimination of a \$47 million cut that the executive budget had asked of the State University of New York (SUNY), according to Nathan Fawcett, director of statutory college affairs at Cornell.

The Legislature also restored some previously rejected top funding priorities, restored cuts in the Bundy Aid that the state gives private universities for each graduate, and approved nearly \$5 million in State Department of Agriculture and Markets contracts from which Cornell expects to benefit, Fawcett added.

After the budget's release in January,

Cornell Provost Robert Barker said the threatened cuts of \$4.2 million to \$6.3 million in a \$112.9 million budget "would clearly impair the ability of the four colleges to carry out their statutory missions."

Reviewing the Legislature's action, Barker said Wednesday "we face strictures that still require tight discipline but that permit us to maintain the quality of academic programs and existing levels of access. We're still lacking some details, but it appears to be a favorable and a fair resolution in light of the state's financial situation."

The executive budget proposed increasing funds for Cornell's state-supported colleges from the \$105.5 million of last year to \$112.9 million for the year that started April 1. However, the \$112.9 million figure was in effect much smaller because the executive budget also asked a \$47 million cut for SUNY as a whole; Cornell's state-supported colleges would have had to absorb at least \$4 million of that cut, reducing their total allocation to \$108.9 million or less.

The legislative agreement reduces that \$47 million SUNY cut to about \$1 million,

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Computer specialist named Johnson School's next dean

Alan G. Merten, dean of the College of Business Administration at the University of Florida in Gainesville, has been selected dean of the Johnson Graduate School of Management, Provost Robert Barker announced on Monday.

Subject to approval by the board of trustees, Merten will take office in July.

Merten, 47, a specialist in computer and information systems, will succeed Curtis W. Tarr, who has been dean of the school since 1984 after a career in education, government and industry. Merten was selected in a nationwide search that started last year when Tarr announced plans to retire.

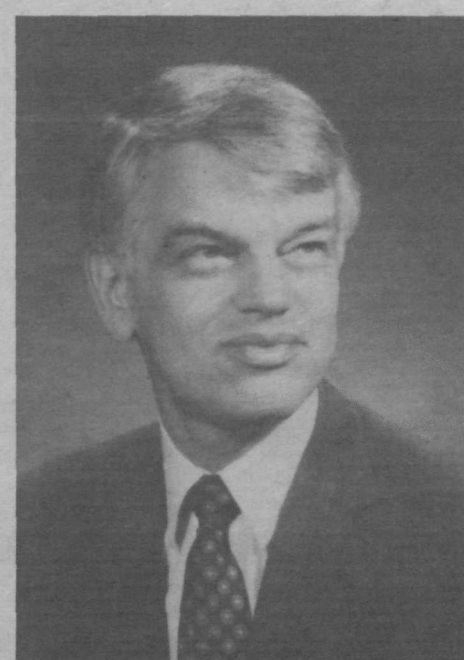
Commenting on the appointment, Provost Barker, who chaired the search committee, said: "Dean Merten comes to Cornell with the strong and enthusiastic support of all the school's many constituencies. He is the ideal person to lead the Johnson School in this time of great challenges for management education and American industry."

"The Johnson School has made substantial progress during Dean Tarr's tenure. An exceptional foundation has been laid for further development. I am confident that Dean Merten will lead the Johnson School with energy and distinction."

In an interview, Merten said, "My main challenge will be to draw on all the strengths of Cornell and make its management school the best in the nation. One of the real attractions of Cornell is the joint masters degree program involving engineering and the management school, because of the contributions that engineering and management can make in improving manufacturing in the United States."

He said the structure for interdisciplinary study is in place in the Johnson School not only in engineering but also in industrial and labor relations and Asian studies.

"We need to improve the quality of these joint programs and publicize them for wider



Alan G. Merten

recognition of what is being accomplished by the exceptional faculty of the Johnson School," Merten said.

Merten has held several faculty positions in computer and information systems, and he sees this experience as a major plus in directing graduate management education.

"Corporate management is moving over to where I am," Merten said, referring to the increasing use of computers by top executives, not just by middle managers.

Merten, who had done consulting work in Europe and Japan, placed emphasis on internationalization of M.B.A. training. "My view is that we should teach in the context of a global environment, and I am a real believer in giving faculty international

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Jill Peltzman

CHEERS — Dignitaries from the Statler Hotel, the School of Hotel Administration and student directors of Hotel Ezra Cornell toast the opening of the new hotel during ribbon-cutting ceremonies last Friday.

Only New Yorkers can improve safety on farms, Call says

Agriculture is the nation's most dangerous industry and federal efforts to promote farm safety are inadequate, so New Yorkers must turn to their own resources to halt the carnage, Dean David L. Call of the College of Agriculture and Life Sciences told the annual meeting of the New York State Rural Health and Safety Council in Syracuse on April 18.

The National Safety Council has ranked agriculture among the most dangerous industries for 30 years, with more than 1,600 fatal accidents and 160,000 disabling injuries in 1987, he said. On New York farms alone, Cornell knows of 94 deaths and estimates that nearly 30,000 injuries occurred between 1985 and 1987, Call said, adding two other grim statistics:

- Although children spend little time in farming activities compared to adults, 14 percent of the state's fatalities involve youngsters under 15 years of age.

- Although tractors comprise only 7 percent of New York state's farm accidents, they cause 55 percent of the fatalities.

Call described the 1987 Rural Health and Safety Council's agreement with Cornell Cooperative Extension to design and deliver preventive farm safety education and cited substantial progress in their first year.

Historian/author to give lecture on status of Cold War

Historian and foreign policy analyst Richard J. Barnet will deliver a lecture titled "Is the Cold War Over?" beginning at 4:30 p.m. on April 27 in the Hollis E. Cornell Auditorium of Goldwin Smith Hall.

Barnet is a founder and former director of the Institute of Policy Studies, where he now is a senior fellow. He has taught or held research appointments at Yale, Harvard and Princeton universities, the University of Paris and National University of Mexico.

His books include "Roots of War," "Global Reach," "Intervention and Revolution," and "The Giants: Russia and America." His writing has appeared in The New Yorker, Foreign Affairs, The New York Times Magazine, The New York Review of Books and The Nation.

During the Kennedy administration, Barnet was an official in the State Department and the Arms Control and Disarmament Agency and a consultant to the Defense Department. He currently is at work on a book on how public opinion affects American foreign policy.

His lecture is co-sponsored by the Peace Studies Program, Center for International Studies, Government Department and University Lecture Series.

Faculty Council hears report, discusses parking proposal

It's well known that, if you get two faculty members together, they're likely to talk about parking. That was helpful when the Faculty Council of Representatives, meeting on April 12, was again unable to raise a quorum. They passed the time talking about campus parking.

Actually, the 50 or so members and spectators got an update on the transportation master plan, presented by William Gurowitz, vice president for campus affairs, and William Wendt, director of transportation services.

Without a quorum, there could be no votes on agenda items that included a slate of committee candidates (it went to the Executive Committee for action), resolutions concerning the FCR's affirmative-action committee, the affirmation of the value of free expression and the grading system in the College of Veterinary Medicine.

When Gurowitz and Wendt addressed the FCR in mid-December about campus parking, they promised future discussions of "more equitable fee structures." Last week, they said a simplified tripartite annual-fee system will be in place next year:

- All central-campus permits will cost \$244.

- All perimeter-zone permits (including the current B Lot) will cost \$164.

- All remote parking, including A Lot and a new lot at East Hill Plaza, will be free.

Short-term parking will be 50 cents an hour; and visitor parking, \$5 a day.

Gurowitz also reported that Cornell soon will install gates "in several lots" that would open only to Cornell identification cards of people authorized to park in those lots, and that a study would begin in the near future on the location of the next parking garage.

The university is planning to add a net of 1,300 spaces to its present 9,500 over five years. The master plan seeks to allow that, while also preserving green space, meeting the concerns of adjacent communities, and improving roads and bus service.

While several speakers talked calmly of the usual difficulties authorized parkers have in not being able to exercise their authorizations, English Professor Charles S. Levy talked at length about the "very modest extra income" of humanities professors, especially, for meeting higher parking costs. He said faculty were in effect bearing the "capital improvement costs" of better parking. He said a "service department," transportation, was getting a 22 percent increase (the annual increase for center-campus permits) from faculty members whose salaries were rising at only a quarter that rate.

—Sam Segal

Commencement help needed

Because Cornell's commencement falls on the Memorial Day weekend this year, the university is making a special appeal to the off-campus community for some of the 350 volunteers who make the elaborate production work.

The volunteers attend one 90-minute training session on May 25 or 26 and work up to six hours on commencement day, May 28, when they oversee the procession, help with seating and crowd control, assist physically impaired visitors and answer every kind of question.

Ordinarily, about 20 non-Cornell people volunteer, according to Vickie Goss, commencement coordinator. But because of the holiday and expected absence of large numbers of Cornell employees, more community volunteers will be needed.

Goss, who has coordinated three other commencements, said most volunteers like "being part of the real business of the university — education —

through colorful pageantry that is important and imposing but still joyful."

At this commencement, Cornell's 121st, there should be roughly 5,000 students, faculty and special guests seated on Schoellkopf Field and another 25,000 to 30,000 watching in the Crescent, stands and surrounding areas.

The stadium opens at 9 a.m., the robed procession begins forming at 9:30 a.m. on the arts quad and the exercises begin in Schoellkopf at 11 a.m. The volunteers, guided by staff who work year-round on the production, make it work smoothly, Goss said.

Cornell employees get compensatory time off for their volunteer service. They and community volunteers also are invited to a reception at the home of President Frank H.T. Rhodes.

Volunteers may call Goss from 8 a.m. to noon on weekdays at 255-9541, or may write to her at B-25 Day Hall, Ithaca, NY, 14853.

Farrakhan to speak on April 21 at invitation of student groups

Louis Farrakhan, the leader of the Nation of Islam, will speak on the topic "Student Activism in Light of the Willard Straight Takeover," beginning at 8 p.m. on April 21 in Bailey Hall.

Farrakhan's appearance is being arranged and sponsored by two registered student organizations — Ujamaa Lectures Series and Films, and the State of Black America — according to Ronald N. Loomis, director of unions and activities.

Tickets are \$3 for students and \$4 for others. All ticket holders will be "subject to a light body search" by student members of sponsoring groups, who have been trained by campus security, Loomis said.

Announcement of Farrakhan's visit led to a protest on April 17 by about 200 people opposed to his appearance here.

The lecture's sponsors were required to follow procedures enumerated in the Reference Manual for Campus Affairs for arranging major events, and Farrakhan's appearance accords with university policy to safeguard free speech even when speakers may be objectionable to members of the Cornell community, Loomis said.

Three years ago, a commission headed by Law Professor John J. Barcelo III investigated problems of free expression and dissent on campus. Their recommendations, approved by the Board of Trustees in 1987, were broadly incorporated into Article V of the Campus Code of Conduct. As noted in Section I.B. of that article:

"Because it is a special kind of commu-

nity, whose purpose is the discovery of truth through the practice of free inquiry, the university has an essential dependence on a commitment to the values of un intimidated speech. To curb speech on the grounds that an invited speaker is noxious, that a cause is evil, or that such ideas will offend some listeners, is therefore inconsistent with a university's purpose."

Any one of Cornell's 492 registered student organizations is entitled to seek funds from the Student Finance Commission (SFC) for sponsoring major public events. Proposals may be rejected if the Department of Public Safety says it cannot guarantee the safety of speakers and audience but not because a speaker is controversial.

A Public Safety officer sits on the Organizations and Activities Review Committee, which must review and approve all proposals for major public events.

OARC is headed by activities director Loomis and includes broad representation from segments of the university most frequently involved in major events. OARC approved the students' proposal for the Farrakhan appearance at its April 13 meeting.

Loomis said that the SFC, whose funds come from the annual student-activities fee of \$39.50, has allocated \$7,900 for the event, which has a budget of about \$14,000, including Farrakhan's \$10,000 fee. It was anticipated that ticket sales would provide the difference between \$7,900 and \$14,000.

—Sam Segal

Briefs

■ **Thomas W. Mackesey Seminar Series:** College of Architecture, Art and Planning alumni will present seven panel discussions examining career options for students with an interest in art, architecture, planning and design from 10 a.m. to 4:30 p.m. on April 21 in Tjaden and Sibley Halls. Topics range from "Getting Started as an Artist: The Politics of the Art World," to be held at 10 a.m. in the Olive Tjaden Gallery, to "The Times Square Redevelopment," a project currently underway that illustrates the tensions between developers, public agencies and architects, scheduled at 4:30 p.m. in 115 Tjaden Auditorium.

■ **Lieutenant David Chrystal Memorial Prize:** A prize of \$250 will be awarded to the senior submitting the best essay or treatise dealing with diplomacy, international relations, or the preservation of peace. Entries must be submitted to Professor Victor Koschmann in McGraw Hall by May 9.

■ **Flora Rose Prize:** Nominations for this year's \$300 Flora Rose Prize in memory of Professor Flora Rose are being accepted for a Cornell junior or senior who, in the words of the donor, "shall demonstrate the greatest promise for contributing to the growth and self-fulfillment of future generations." Letters of nomination may come from any member of the Cornell community. Supporting letters commenting specifically on the nominee's qualifications are also required from two other persons, at least one of whom should be a Cornell faculty or staff member. Send letters to Barbara Morse or Joe Selden, N101 MVR Hall, by April 28.

■ **Parking eliminated:** The service and motorcycle parking area along Vet Drive in front of the west end of Barton Hall will be eliminated permanently as of April 21. The area will be redesigned and paved. Service, S Permit and M Permit parking is available adjacent to the Statler Inn Guest Parking Lot along the south side of Barton Hall.

■ **Bloodmobile:** The Red Cross Bloodmobile will take blood donations at Lynah Rink April 25 and 26 from 10 a.m. to 3 p.m.

■ **PC Fair:** A computer fair aimed at social scientists is scheduled from 9:30 a.m. to 4:30 p.m. on April 21 in the Pennsylvania Room on the first floor of the newly completed Statler Hotel. The PC Fair is sponsored by IBM, SAS and CISER.

■ **Writers to talk:** Pulitzer prize winner Alison Lurie will be among a number of panelists taking part in a one-day writers conference on campus April 30 for authors, journalists, free-lance and academic writers from across upstate New York as well as students. Registration will begin at 9 a.m. in the Ives Hall lobby. Panel discussions begin at 10 a.m. There is a fee. For more details, call 255-6500.

■ **Breakfast with Rhodes:** A limited number of places are available for students to sign up for breakfast with President Frank H.T. Rhodes. His office's telephone number is 255-5201. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhurst Room of Willard Straight Hall at various times during the year. Reservations are made on a first-come, first-served basis.

■ **Meals with Morley:** The final meal this semester for employees to meet with Senior Vice President James E. Morley Jr. will be a 7:30 a.m. breakfast on May 17 at Statler Inn. Employees may call the Office of Human Resources at 255-3621.

■ **Hydrant flushing:** The annual flushing of fire hydrants on campus will take place May 1-12. Drinking water may appear cloudy, but it will be safe to drink, according to Douglas Clark, manager of the Water and Sewer Division of the university's Department of Utilities.

■ **Cleanup day:** The fourth annual Collegetown Good Neighbor Day will take place from 11 a.m. to 3 p.m. on April 29 and will include a number of community service projects including a neighborhood cleanup of sidewalks, streets, telephone poles and open space. The cleanup is being undertaken in conjunction with Cornell Plantations and several student groups. Those interested in taking part should call Michael Black or Pam Zinder at 255-5373.

Cornell Chronicle

EDITOR: Carole Stone
GRAPHICS: Cindy Thiel
CIRCULATION: Joanne Hanavan

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It is the policy of Cornell University to support actively equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.

Contemporary Music Festival will highlight women artists

Compositions and performances by and for prominent women musicians will highlight this year's Festival of Contemporary Music, opening on April 21 in Barnes Hall.

The annual festival, now in its 21st year, offers an opportunity to listen to chamber music, meet composers and become more familiar with new music. Because the five-day event is sponsored by the Music Department, the Council of the Creative and Performing Arts and the "Meet the Composers" Composer Fund, all events are free.

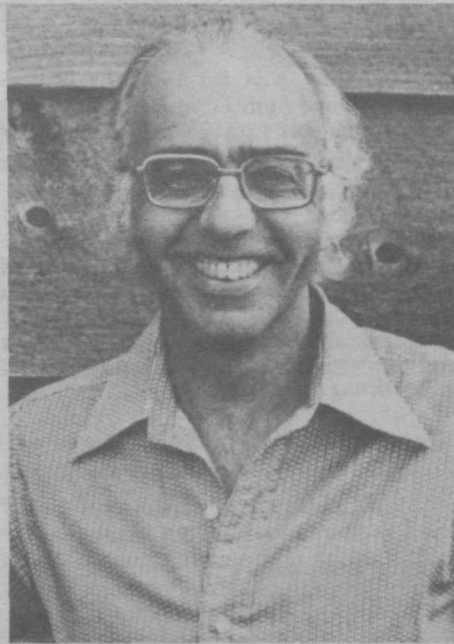
Visiting composer Joan Tower, often called one of this generation's most dynamic and colorful composers, will talk about her work on April 21 at 7:30 p.m., just before an 8:15 p.m. concert that will include her "Platinum Spirals" for solo violin, performed by Professor Sonya Monosoff, and her "Noon Dance," for flute, clarinet, violin, cello, piano, and percussion, played by Cornell's Contemporary Ensemble. Harpsichordist Joyce Lindorff will present a piece by Finnish-born, Paris-based, mostly computer-music composer Kaija Saariaho. Lindorff also will play composer Ellen Taaffe Zwilich's "Fantasy for Harpsichord," a piece exploring the harpsichord's rich and varied sounds.

Music professor Steven Stucky will lead a panel discussion on "Composing in America" with composers Joan Tower and Yehudi Wyner on April 22 at 2 p.m. In



Joan Tower

Sage Chapel at 8:15 p.m., Wyner will introduce his world premiere of "Two Marianne Moore Songs," dedicated to and performed by the Cornell Chorus and its director, Susan Davenney Wyner. He also will per-



Yehudi Wyner

form the first work on the program, a piano composition titled "Toward the Center." The Chorus will also perform works by Carter, Adam de la Halle, Monteverdi and Schumann.

Seven new works by Cornell graduates will be on the program on April 23 at 4 p.m.: Javier de la Torre's Partita for Horn and Piano; David Feurzeig's Woodwind Quintet; Christopher Hopkins' "Echoes in the Narrows;" Christopher Kaufman's "Dialogue of Structures," a large scale fanfare; Christopher Morgan Loy's Trio for Guitar, Viola, and Piano; Stephan Prock's "Doubles" for violin and cello; and Stephen Taylor's sextet "Dusk," for flute, clarinet, strings and percussion.

Cornell composers Stucky and Karel Husa will introduce the internationally-known Colorado String Quartet with guest pianist Jonathan Shames, who will join them for Shostakovich's Piano Quintet, Op. 67., on April 24 at 7:30 p.m. The program also will include Ives' Quartet No. 2 and Bela Bartok's Quartet No. 5. The Colorado String Quartet has won numerous prizes and awards and received special recognition during its tours in Europe, South America, the Far East and performances throughout North America.

The last day of the festival, April 25, will feature a lecture by Elliott Galkin on "History of Conducting" and another by harpist Ruth Inglefield on "New Music for Harp" at 2:30 p.m. Inglefield will perform older works recently transcribed for harp and works written primarily for her by contemporary composers at 8:15 p.m.

Feldshuh wins prize for drama involving medical ethics

David Feldshuh, professor and artistic director of the Department of Theatre Arts, has won a major prize for writing "Miss Evers' Boys," a play based on a 50-year medical study of untreated syphilis.

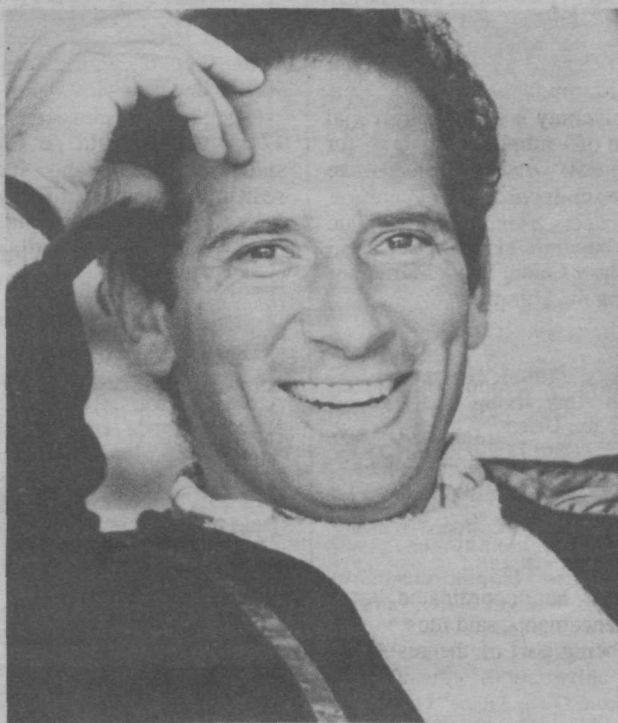
The New Jersey-based Geraldine R. Dodge Foundation Theater Program for Teachers and Playwrights selected Feldshuh's play, along with "Breaking the Tie" by N. Richard Nash, from among more than 1,000 entries for its New American Play Awards.

The playwrights each will receive \$10,000 from the foundation and will participate with a professional resident company in the development of their scripts for public staged readings at Princeton University in August.

Feldshuh also has been informed by Baltimore's Center Stage company that they would like to premiere the play in November, and he expects there will be other professional productions of it.

"Miss Evers' Boys" spans the years from 1932 to 1972 when doctors involved in the "Tuskegee Study of Untreated Syphilis in the Negro Male" first recruited 625 men with the disease for a treatment program. The doctors cared for the patients for six months until their funding ran out, and then proceeded to observe their decline, without fully informing them of how sick they were. Feldshuh's story centers on the relationships between a fictional black nurse (Miss Evers), the doctors conducting the study and four men who were Miss Evers' patients.

It is a theatrical piece, and its central metaphor develops around "gillee dancing," a competitive diversion engaged in



David Feldshuh

by the tenant farmers to escape the oppressiveness of their surroundings. One of the characters is a potentially brilliant dancer who forms a group for music making and gilly dancing.

Feldshuh, who is a medical doctor specializing in emergency medicine as well as a playwright, director and acting teacher, noted that there was an excitement about the kind of medical research done in the Tuskegee study, and that the study raises questions difficult to face.

"Over the course of medical school, residency and practice, there are moments where you have to remind yourself to see the implications of what you are doing.

"You are always faced with medical-ethical decisions, such as what kind of treatment to give and when to terminate treatment. The play's story is about responsibility in the face of scientific advancement, and it's about trust and betrayal of others and oneself," Feldshuh said.

"There was an investment in the Tuskegee study, and to sustain this investment there was an avoidance of pursuing beyond a reasonable doubt the assurance that everyone understood the nature and implications of involvement," the playwright added.

"The play also is about ethical blindness, meaning you may not know what you're not seeing," he said.

Although the Cornell Theatre Arts Department has already chosen its plays for next season, "Miss Evers' Boys" might be given a concert reading, if others members of the department agree, Feldshuh said.

—Carole Stone

Group to consider regulations for genetically engineered plants

The Boyce Thompson Institute for Plant Research is sponsoring a workshop from May 1 through 3 to prepare recommendations for federal agencies on regulating genetically engineered plants.

"Genetically Engineered Plants: Scientific Issues in Their Regulation and Animal Feed and Human Food Uses" will be the first to focus on food and feed issues in genetically engineered plants with expected near-term changes, according to BTI President Ralph W.F. Hardy. Such plants are already being field tested.

Participants will include biologists, experts on digestion, immunologists, neurobi-

ologists, food safety experts and lawyers. They will represent universities, governmental regulatory agencies, industries and public interest groups. A published report of the workshop will be distributed this fall. The workshop is co-sponsored by Cornell.

One aim of the workshop is to reach a consensus on safety and potential risks of using genetically engineered plants as human food and animal feed, Hardy said. Participants also will identify research needed to aid regulatory decision making. The workshop will focus on near-term changes to protect plants against pest insects, viral diseases or chemical herbicides and on im-

proving their protein nutrition.

Genetically engineered alfalfa, canola (raised for oil), potato, rice, soybean and tomato plants, among others, already have been developed for testing and possible commercial use, and more will follow in the near future, Hardy said.

"Although the risks of introducing such plants into the environment have been discussed widely, the risks of using them for food and feed have not, and the upcoming workshop aims to fill this gap," he explained.

The workshop will cover the safety, metabolism and toxicology of genetically engi-

neered plants, as well as current regulations and methods of introducing genes into plants. The scientists also will discuss case histories of plants modified by classical methods.

At a workshop held at BTI in 1987 to address the scientific basis for regulating the release of genetically engineered plants into the environment, participants concluded for the first time that field-testing and commercial use of the the major U.S. crop plants with projected genetic changes pose negligible risks to agriculture or the environment.

—Yong H. Kim

Photography curator John Szarkowski to wrap up term as Professor-at-Large

John Szarkowski, director of the Museum of Modern Art's department of photography, will make his last visit to the campus as an A.D. White Professor-at-Large from April 23 to 29.

Szarkowski currently is working on a major book about the history of photography that will be published by the Museum of Modern Art to accompany a museum exhibition.

Szarkowski will give a lecture titled "Early Photography and Modernism" on

April 27 at 8 p.m. in Schwartz Auditorium, Rockefeller Hall.

He also will hold office hours on April 25 from 10 a.m. to noon, followed by a brown bag lunch, open to all, in Room 100 Tjaden Hall, and office hours again on April 28 from 11 a.m. to noon. Appointments can be made by calling 255-3558.

Szarkowski's visit has been scheduled to coincide with the Third Annual Arthur Penn Symposium on April 29.

Law School roundtable will discuss legal issues facing professional sports

Lawyers and consultants for major league baseball, football and basketball will meet at the Law School on April 28 to discuss "Collective Bargaining Issues in Major League Sports" and possibly other legal issues facing professional sports.

The round-table discussion on sports law will be held from 4 to 5:30 p.m. in Room G90 of Myron Taylor Hall on campus. The session is being organized by Pam Benjamin, a student in the Law School. The participants will be:

- Eugene Orza, associate general counsel of the Major League Baseball Players Association. Prior to representing the play-

ers association, Orza spent 11 years with the National Labor Relations Board in Washington, D.C.

- Gary Bettman, senior vice president and general counsel of the National Basketball Association.

- Jeffrey A. Mishkin of the New York City law firm of Proskauer, Rose, Goetz and Mendelsohn, who helped draft the NBA's anti-drug program.

- W. Buckley Briggs, an arbitration consultant to the National Football League Players Association.

The discussion is open to the public.
—Mark Eyerly

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

On April 23, instruction and requests from 7:30 to 10:30 p.m., North Room, Willard Straight Hall. Beginners are welcome, and so are dancers from outside the Cornell community. For information, Wies van Leuken: 257-3156.

Israeli Folkdancing

Every Thursday, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

Swing & Jitterbug Dancing

Every Wednesday, 8 to 10 p.m., Edwards Room, Anabel Taylor Hall. For information: 273-0126.

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.

"Joan Mitchell," the first major retrospective exhibition of the paintings of this New York School abstract artist, including more than 50 canvasses spanning her career from 1951 to the present, through April 23.

"American Art to 1945," an exhibition of 19th-century landscapes and cityscapes and 20th-century paintings and sculpture, will be on view through the end of May. Most of the works are from the museum's own collection.

A box lunch tour, "The Art of Japanese Painting," with Nan Bylebyl tour leader, and a film "Handmade Japanese Paper." Meet in the lobby at noon today.

Center for Jewish Living Art Gallery

Photographs mounted by Iberia Airlines, "Jewish Roots in Spain," through May 31, 106 West Ave.

Hartell Gallery

Scott Smith, MFA, through April 22; recent work by Jean Locey, associate professor of art, April 22 to 29. The gallery is situated in Sibley Dome, open Monday to Friday, 8 a.m. to 5 p.m.

Olin Library

"The Many Faceted Dr. Fiske: A Belated Recognition," an exhibition of books, documents, letters and photographs showing the many interests and activities of Willard Fiske, Cornell's first librarian, as a student, traveller, journalist, librarian, reformer, teacher, scholar, chess player and book collector, through July 15, Monday through Friday, 9 a.m. to 5 p.m.

Textiles & Apparel Gallery

Designs by fashion designer Mary McFadden will be on exhibit through April 22. Gallery hours are 1 to 7 p.m. Monday through Friday and 1 to 5 p.m. Saturdays. The gallery is situated in Room 317 Martha Van Rensselaer Hall.

Tjaden Gallery

Recent Work: Kris Scheifele and Victoria Reynolds, through April 21; M.F.A. exhibition of work by John Klink, April 23 to 28. The gallery can be found in Tjaden Hall.

Uris Library

An exhibition of books and photographs about Mahatma Gandhi organized by Ved P. Kayastha, South Asia librarian and sponsored by the South Asia Program, Indian Student Association and Cornell India Association, through April 30. In conjunction with the exhibit, films will be shown. (See film listing.)

Willard Straight Hall Art Gallery

Straight Takeover 20th Anniversary exhibit through April 28.

FILMS

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

Thursday, 4/20

"Masks of Eternity," part six of the six-part video series "Joseph Campbell and the Power of Myth," sponsored by the Alternative Library, 4 p.m., Commons Coffeehouse, Anabel Taylor Hall. "The Moghul Room," twelfth part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"My Favorite Story" (1988), directed by Anne-Marie Mieville, co-sponsored by Pentangle, 7:30 p.m., Uris.

"Dirty Rotten Scoundrels" (1988), directed by Frank Oz, with Michael Caine, Steve Martin and Glenne Headly, 9:45 p.m., Uris.*

Friday, 4/21

"Crossing Delancey" (1988), directed by Joan Micklin Silver, with Amy Irving, Reizl Boxyk and Peter Riegert, 7 p.m., Uris.*

"Mahatma Gandhi," (Part I), 7 p.m. to 10 p.m., L-04, Uris Library.

"Romeo and Juliet" (1968), directed by Franco Zeffirelli, with Olivia Hussey, Leonard Whiting, 7:30 p.m., Statler.*

"The Accidental Tourist" (1988), directed by Lawrence Kasdan, with William Hurt, Kathleen Turner and Geena Davis, 9:20 p.m., Uris.*

"Dirty Rotten Scoundrels," 10:30 p.m., Statler.*

"Killer Klowns From Outer Space" (1988), directed by Stephen Chiodo, midnight, Uris.*

Saturday, 4/22

"Children of Paradise" (1945), directed by Marcel Carne, with J.-L. Barrault, 7 p.m., Statler.*

"Mahatma Gandhi," (Part II), 7 p.m. to 10 p.m., L-04, Uris Library.

"Crossing Delancey," 7:30 p.m., Uris.*

"Killer Klowns From Outer Space," 10 p.m., Uris.*

"Dirty Rotten Scoundrels," 10:50 p.m., Statler.*

"Wedding Preparations," and "The Royal Marriage," parts nine and 10 of a series of the video saga "Ramayan," an Indian epic, co-sponsored by University Library, South Asia Program and Southeast Asia Program, 1 p.m., L-04 Uris Library.

Sunday, 4/23

The California Films of George Kuchar, including "A Reason to Live," "Wild Night in El Reno," and "The Nocturnal Immaculation," directed by George Kuchar, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"The Accidental Tourist," 8 p.m., Uris.*

Monday, 4/24

"A Good Place to Live," sponsored by the Field and International Study Program, 2:30 p.m., N207 Martha Van Rensselaer.

"Crimes of Passion" (1983), directed by Ken Russell, with Kathleen Turner, Anthony Perkins and John Laughlin, 7 p.m., Uris.*

"The Accidental Tourist," 9:30 p.m., Uris.*

Tuesday, 4/25

"Double Suicide," Shinju Ten no Amijima (Masahiro Shinoda, 1969), 4:30 p.m., L-04 Uris Library.

"Sounds of Bamboo," sponsored by the South-east Asia Program, 4:30 p.m., 310 Uris Library.

"Grihajuddha" (Crossroads), directed by Budhdhadeb Dasgupta, with Anjan Dutta and Mamata Shanker, Indian Students Association, 4:30 p.m., Uris Hall.

"The Jester" (1987), directed by Jose A. Morais, co-sponsored by Pentangle, 7 p.m., Uris.*

"The Accidental Tourist," 9:45 p.m., Uris.*

Wednesday, 4/26

"A Good Place to Live," sponsored by the Field and International Study Program, 12:20 p.m., N207 Martha Van Rensselaer.

"The Cartoons that Inspired Roger," with Betty Boop, Bugs Bunny and Tweety, co-sponsored by the Class of '90, 7:15 p.m., Uris.*

"The Naked Gun" (1988), directed by David Zucker, with Leslie Nielsen, Priscilla Presley and Ricardo Montalban, 9:30 p.m., Uris.*

Thursday, 4/27

"Pandora's Box," part 13 of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"Divine Horsemen: The Living Gods of Haiti" (1977), a documentary on the Voudon religion of Haiti, sponsored by Pentangle, 7:30 p.m., Uris.

"100 Children Waiting for a Train" (1988), sponsored by CUSLAR, 8 p.m., Anabel Taylor.

"The Naked Gun," 9:30 p.m., Uris.*

LECTURES

Art

"Early Photography and Modernism," John Szarkowski, A.D. White Professor-at-Large, director of photography, Museum of Modern Art, April 27, 8 p.m., Schwartz Auditorium, Rockefeller Hall.

Chemistry — Debye Lecture Series

"An Organic Chemist's View of Some Problems in Biology (Electron Transport in Proteins: Role of Secondary Metabolites)," Jack Baldwin, Oxford University, April 20, 11:15 a.m., 700 Clark Hall.

Chemistry — Mobay Lectures

Dotsevi Sogah, E.I. du Pont de Nemours: "Chemical Approaches to Macromolecular Architecture Control," 4:40 p.m., 119 Baker: "Principles, Methods and Applications," April 24; "Control of Polymer Structures by Utilizing the Secondary and Tertiary Structures of Proteins," April 25; "Preparation of Well-Defined Organic Material Surfaces," April 26.

Cornell Campus Club

"English Great Houses and Gardens," Raymond T. Fox, professor emeritus, floriculture and ornamental horticulture, April 20, 10 a.m., Johnson Museum.

East Asia Program — Mitsui Lectures

"The Japanese Economic System: Will It Change?" Yutaka Kosai, president, Japan Center for Economic Research, April 26, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall; "The Newly-Industrialized Economies of Asia and Implications for Japan-U.S. Economic Relations," April 27, 4:30 p.m., Bache Auditorium, Malott Hall.

English

Gottschalk Memorial Lecture

"Suffocating Mothers: A Feminist Psychoanalytic Reading of 'King Lear'," Janet Adelman, English, University of California at Berkeley and trustee, Shakespeare Association of America, April 27, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

Jewish Studies Program

A workshop on "A Holocaust Survivor as Author," Edgar Hilsenrath of Berlin, April 22, 10 a.m. to 4 p.m., 374 Rockefeller Hall. Co-sponsored by German Studies.

Toni Morison Lecture Series

"Post-Coloniality and The Field of Value," James Becker, April 21, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Critical Interrogation: Talking Race, Resisting Racism," Bell Hooks (Gloria Watkins), English, Oberlin College, April 23, 1 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Music

"New Music for Harp," Ruth Ingelfeld and "History of Conducting," Elliot Galkin, April 25, 2:30 p.m., Barnes Hall.

"'Fra i dimenticati': The Operas of Errico Petrella," Carol Traupman, April 26, 4:15 p.m., Grout Room.

Russian Literature

"Totalitarian Art in Russia, Germany and Italy," Igor Golomstok, Russian Research Center, Harvard University, April 24, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

University Lectures

"Development: A Third World View on the Politics of an Idea," Ashis Nandy, senior fellow and professor, Centre for the Study of Developing Societies, Delhi, Japan, April 24, 4:30 p.m., 117 Ives.

"Is the Cold War Over?" Richard J. Barnett, senior fellow, Institute of Policy Studies, April 27, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

MUSIC

Mostly Beethoven Festival

The Vienna Chamber Ensemble will perform the last concert of the series on May 1 at 8:15 p.m. in the Statler Auditorium. The program will include music by the great masters of 18th-century Vienna. Tickets are on sale Monday through Friday at the Lincoln Hall ticket office 9 a.m. to 1 p.m. Prices for the general public are \$12 and \$15; for students \$10 and \$13.

Department of Music

The department will sponsor its 21st Festival of Contemporary Music on April 21 to 25. Festival events include:

"Meet the Composers," with Joan Tower discussing her own music, April 21, 7:30 p.m., Barnes Hall, followed by the Cornell Contemporary Ensemble, with guest artists Sonya Monosoff violin and Joyce Lindorff, harsichord, at 8:15 p.m. Works by Saariaho, Tower and Zwilich will be performed.

"Composing in America," a panel discussion led by Steven Stucky, with American composers Joan Tower and Yehudi Wyner, April 22 at 2 p.m. in Barnes Hall.

The Cornell Chorus, with Susan Davenny Wyner, director, will perform works by Schumann, Carter, Monteverdi, Adam de la Halle, and the introduction of "Two Marianne Moore Songs," a world premiere of a work by Yehudi Wyner, April 22, 8:15 p.m. in Sage Chapel.

Graduate Composers' Recital with works by Cornell graduates Javier de la Torre, David Feurzeig, Christopher Hopkins, Christopher Kaufman, Christopher Morgan Loy, Stephan Prock and Stephen Taylor, April 23, 4 p.m., Barnes Hall.

Karel Husa and Steven Stucky will introduce the internationally known Colorado String Quartet with guest pianist Jonathan Shames performing Shostakovich's Piano Quintet, Op. 67, April 24 at 7:30 p.m. in Barnes Hall. The program will follow at 8:15 p.m. with Ives' Quartet No. 2 and Bela Bartok's Quartet No. 5.

"New Music for Harp," a talk by Ruth Ingelfeld, and "The History of Conducting," by Elliott Galkin on April 25 at 2:30 p.m. in Barnes Hall, followed that evening by Ingelfeld performing music for harp, at 8:15 p.m. in Barnes Hall.

Bound for Glory

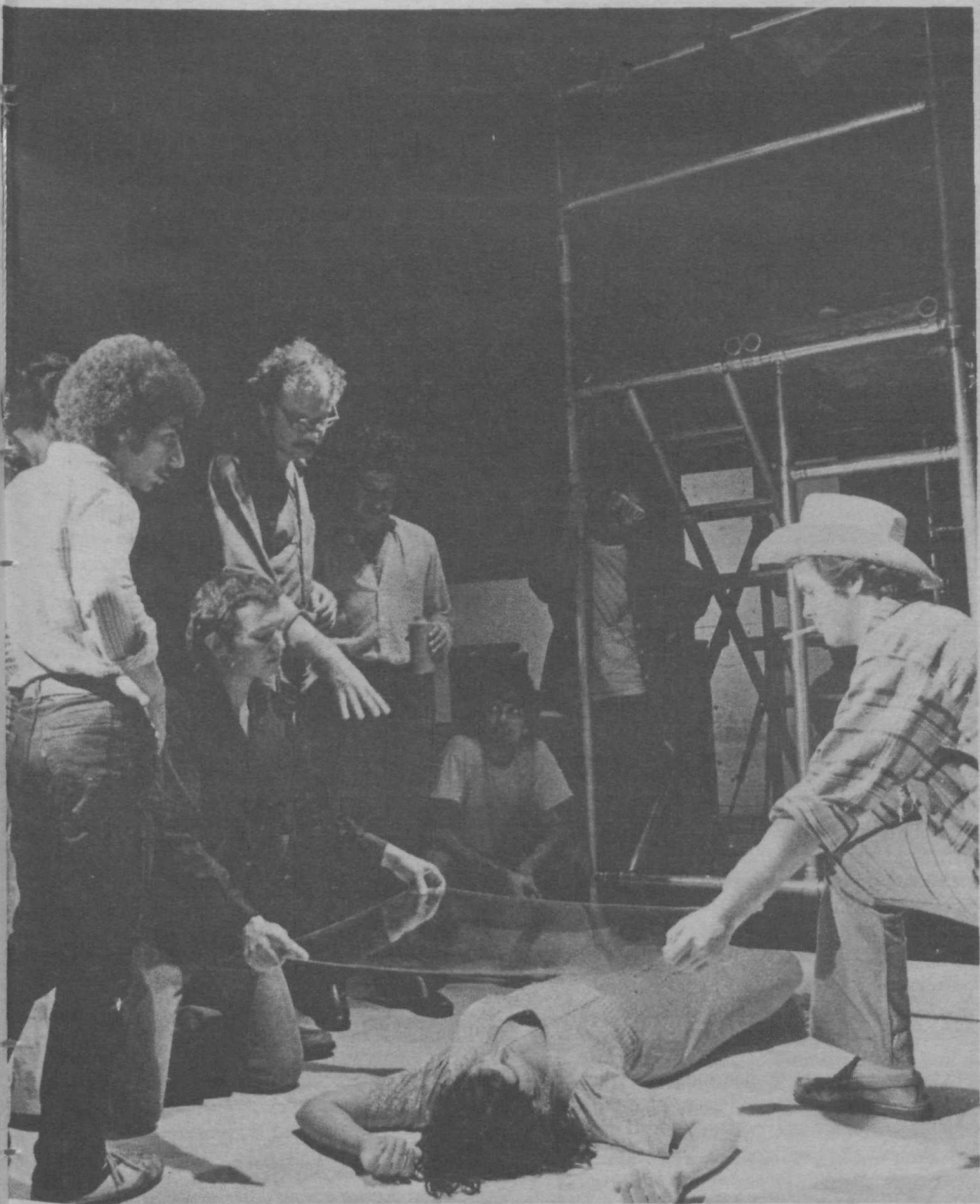
Priscilla Herdman, singing contemporary and traditional folk songs, will perform three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m. on April 23. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

Unions & Activities

"Classics at Noon," with pianist David Streeter, April 26, noon, Memorial Room, Willard Straight Hall.

READINGS

Writers at Cornell: Michael Friedman, Roxanne Hamilton, Elizabeth Lund, Ray Waller, April 24, 4 p.m., Temple of Zeus Coffeehouse, Goldwin Smith Hall.



Film maker George Kuchar, one of the leading underground film makers in the 1960s, at work on the set. Cornell Cinema has made Kuchar the subject of a three-week series and is showing some of his experimental films and video comedy on Sunday afternoons at the Johnson Museum. The series began last week with early New York films, continues this Sunday with more recent California films and will culminate with a visit by the film maker on April 30 to show two of his latest video diaries, "Video Album 4: The Thursday People" and "L.A. Screening Workshop." Show time is 2 p.m.

RELIGION

Sage Chapel

James Breeden, dean, The Tucker Foundation, Dartmouth College, will deliver the sermon on April 23. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

Catholic

Mass: Every Saturday, 5 p.m., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium.

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

Christian Science

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

Episcopal (Anglican)

Every Sunday, 5 p.m., Anabel Taylor Chapel.

Friends (Quakers)

Sunday, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

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

Reform Services: Friday evenings 6 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 6 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings, Young Israel, 106 West Ave. Call 272-5810; Saturday 9:15 a.m., Edwards Room, Anabel Taylor Hall.

First seder, Kosher Dining Hall, April 19, 6:30 and 8:40 p.m. Call Hillel for reservations, 255-4227.

Korean Church

Every Sunday, 1 p.m. Anabel Taylor Chapel.

Muslim

Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall. Friday 1 p.m. Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Bible Study will begin 10 a.m., G-7, Anabel Taylor Hall. Worship every Sunday, 11:00 a.m., Anabel Taylor Chapel.

Baptist Campus Ministry (SBC): Every Saturday, 7 p.m., in the Forum, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation: Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel or the Edwards Room, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Ian Dobson: 347-4303.

SEMINARS

Agricultural Economics

"The Supply Side Politics of Acid Rain: A Mid-Western Perspective," Otto Doering, Purdue University, April 28, 3 p.m., W.I. Myers Seminar Room, 401 Warren Hall.

Agronomy

"Farm Scale Land Evaluation in Guatemala," Bruce Frazier, Washington State University, April 25, 4 p.m., 135 Emerson Hall.

Anatomy

"Unequal Colleagues: The Entrance of Women into the Professions, 1890-1940," Miriam Slater, history, Hampshire College, April 24, 4:15 p.m., D215 Schurman Hall.

Applied Mathematics

"Modeling HIV Transmission: The Rates of Spread for Preferred Mixing and Near-Neighbor Mixing Patterns," John A. Jacquez, physiology, University of Michigan, April 21, 4 p.m., 322 Sage Hall.

Astronomy

"Rotating Protostars and Their Disks," Pat Cassen, NASA, Ames Research Center, April 20, 4:30 p.m., 105 Space Sciences.

"Star Formation and the Structure of Molecular Clouds," Chris McKee, University of California, Berkeley, April 27, 4:30 p.m., 105 Space Sciences.

Atomic & Solid State Physics: Theory Seminar

"Monte Carlo Simulations of Interacting Lattice Fermions: Fate of the Fermi Surface in One Dimension," Andre-Marie Tremblay, Universite de Sherbrooke, April 20, 1:15 p.m., 701-702 Clark Hall.

"Studies of Charge Density Waves by Magnetotransport and Scanning Tunneling Microscopy," R. Coleman, University of Virginia, April 25, 4:30 p.m., 700 Clark Hall.

Biochemistry, Molecular & Cell Biology

"DNA Topoisomerases and Their Roles in DNA Replication and Transcription," Rolf Sternglanz, biochemistry, SUNY, Stony Brook, April 21, 4:30 p.m., Conference Room, Biotechnology Bldg.

"Intracellular Transport of Glycoproteins: Quality Control in the Endoplasmic Reticulum," Ari Helenius, cell biology and biology, Yale University School of Medicine, April 28, 4:30 p.m., Conference Room, Biotechnology Bldg.

Biophysics

"Ion Channels and Ca²⁺ Signaling in Mitogen-Activated T Lymphocytes," Richard Lewis, physiology and biometrics, University of California, Irvine, April 26, 4:30 p.m., 700 Clark Hall.

Chemical Engineering

"The Effect of Surfactants on the Motion of Bubbles and Drops," Eric Herbolzheimer, Exxon Research and Engineering, Annandale, N.J., April 20 4:15 p.m., 145 Olin Hall.

"Rotating Stratified Flow and the Uniformly Accessible Interface," Joe D. Goddard, chemical engineering, University of Southern California, April 25, 4:15 p.m., 145 Olin Hall.

"Characterization of Mammalian Cell Biocatalysts by Nuclear Magnetic Resonance," Erik J. Fernandez, chemical engineering, University of California, Berkeley, April 26, 4:15 p.m., 145 Olin Hall.

Chemistry

"Electrides: Relation of Structure of Structure to Properties," James L. Dye, Michigan State University, April 20, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

"Newer Techniques in Computational Chemistry," Charles Hutchins, April 21, 9 a.m., 458 ST Olin. Chemistry 762 Seminar.

"Design of an Inhibitor Based on Active Site Structure," Scott Dixon, Smith Kline Beckman, April 24, 9 a.m., 458 ST Olin. Chemistry 762 Seminar.

"The Development of Inhibitors for Carbonic Anhydrase," Marck Murcko, Merck Sharp & Dohme, April 26, 9 a.m., Faculty Lounge, Baker.

Communication

"Diffusion of Computers: The First Seven Years of a Longitudinal Study," Eric Abbott and J. Paul Yarbrough, communication, April 28, 2:30 p.m., Room 3, 640 Stewart Avenue.

Cornell Education Society

"The Role of Moral Dilemma Discussion in Education," Dawn E. Schrader, education, April 25, 1:25 p.m., 131 Roberts Hall.

Cornell Information Technologies

"Visualizing Scientific Data at the Cornell National Supercomputer Facility (CNSF)," Bruce Land, manager, Visual Interface Technologies (VIT), April 27, 12:20 p.m., 100 Caldwell Hall.

Ecology and Systematics

"Vertical Migration of Freshwater Zooplankton: Testing Hypotheses on Adaptive Significance," Winifred Lampert, director, Max-Planck Institut fur Limnologie, Plon, West Germany, April 21, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall. Special Seminar.

"Comparative Studies of Food Allocation in Passerines," Anne Clark, biological sciences, SUNY, Binghamton, April 26, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"The VICTOR Message-Passing Multiprocessor," Dennis G. Shea, IBM T.J. Watson Research Center, Yorktown Heights, N.Y., April 25, 4:30 p.m., 219 Phillips Hall.

Entomology

Title to be announced, P. Dunn, Purdue University, April 24, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Environmental Toxicology

"Mercapturate Biosynthesis: A Novel Bioactivation Mechanism for Toxic Xenobiotics," Jim Stevens, West Alton Jones Cell Science Center, Lake Placid, N.Y., April 21, 12:20 p.m., 14 Fernow Hall.

Epidemiology

"Mathematical Models in the Study of HIV/AIDS," Steve Schwager, biometrics unit, April 24, 12:20 p.m., 201 Warren Hall.

Food Science & Technology

"The Evils of Statistical Significance Testing," Harry T. Lawless, food science, April 25, 4:30 p.m., 204 Stocking Hall.

Floriculture & Ornamental Horticulture

"Campus Planning at Chalmers Institute," Roger Trancik, floriculture and ornamental horticulture, April 20, 12:15 p.m., 404 Plant Science.

"How Does Seasonal Application of Road Salt Affect Injury to Street Trees," David Headley, Ph.D. candidate, April 27, 12:15 p.m., 404 Plant Science.

Geological Sciences

"Uplift History of the Northern Appalachian Basin as Elucidated by Fission Track Analysis," Donald S. Miller, Rensselaer Polytechnical Institute, April 25, 4:30 p.m., 1120 Snee Hall.

History & Philosophy of Science & Technology

"How the West Was Won: Silicon Valley and Post-War Stanford," Stewart Leslie, History of Science Program, Johns Hopkins University, April 27, 4:30 p.m., 165 McGraw Hall.

Immunology

"Control of Myelomonocytic Cell Differentiation: Possible Roles of Onchogenes and Anti-Onchogenes," Andrew Yen, pathology, Veterinary Medicine, April 21, 12:15 p.m., G-3 Vet Research Tower.

Institute for African Development

"Palm Oil and Elbow Grease: Developinet an Appropriate Rural Small-Holder Agro-Industry in Ghana," Steven Londner, program officer for Technoserve, April 20, 3:30 pm, 250 Caldwell Hall

International Development & Women

"Women and Work: Double Consciousness and Everyday Resistance," Verena Stolcke, visiting professor, Stanford University, April 20, 4:30 p.m., 102 West Sibley.

International Nutrition

"Productivity Implications of Seasonal Fluctuations in Food Security," Shubh K. Kumar, International Food Policy Research Institute, Washington, D.C., April 20, 12:15 p.m., 200 Savage Hall.

"Community Participation in School Feeding in Sri Lanka," S. Mallika Karunaratne, Hubert Humphrey Fellow, deputy director, Food and Nutrition Policy Planning Division, Ministry of Plan Implementation, Sri Lanka, April 27, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"What China and India Can Learn from Soviet Reforms," Padma Desai, economics, Columbia University, April 21, 12:15 p.m., 115 Tjaden Hall.

Irrigation Studies Group

"Groundwater and Poverty," Gilbert Levine, April 21, 3:30 p.m., 360 Uris Hall.

Materials Science & Engineering

"Time-Resolved Digital Imaging of 2-Dimensional Phases of Colloidal Spheres: Topological Defects and the Implications for Melting," Cherry Murray, AT&T, April 20, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"The Limits of Running Speed: Experiments with a Legged Robot," Jeff Koechling, M.I.T. Artificial Intelligence Laboratory, April 25, 4:30 p.m., 111 Upson Hall.

Microbiology

Title to be announced, Graham Hatfull, biological sciences, University of Pittsburgh, April 20, 4:30 p.m., 124 Stocking Hall.

"Regulation of Retroviral RNA Splicing," Richard Katz, Fox Chase Cancer Center, Philadelphia, Penn., April 24, 12:15 p.m., G-3 Vet Research Tower.

Title to be announced, David Ward, microbiology, Montana State University, Bozeman, April 27, 4:30 p.m., 124 Stocking Hall.

CALENDAR

continued from page 5

Natural Resources

"Nearshore Water Quality Fluctuations in Lake Ontario Near Rochester: An Analysis and Some Potential Industrial Water Use Ramifications," Ralph Rumer, SUNY, Buffalo, April 24, 12:20 p.m., 304 Femow Hall.

Neurobiology & Behavior

"The Circuitry of the Electrosensory Lateral Line Lob: Insights on the Role of Descending Inputs in Sensory Processing," Leonard Maler, anatomy, University of Ottawa, April 20, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"Frequent Reproductive Cycling: Does it Lead to Nutritional Depletion of Guatemalan Mothers," Kathleen Merchant, April 24, 4:30 p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

"Systems Approach to the Future — Automotive Style," Neil A. Schilke, April 20, 4:30 p.m., B-14 Hollister Hall.

Ornithology

"Famous and Forgotten Seaside Sparrows: Subspecies on the Wane," Mary Victoria McDonald, postdoctoral fellow, Conservation and Research Center, National Zoological Park, April 24, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

Peace Studies Program

Title to be announced, Charles Hill, April 27, 12:15 p.m., G-08 Uris Hall.

Physiology

"Atrial Natriuretic Peptide in the Regulation of Fluid Balance," Kerstin Olsson, animal physiology, Swedish University of Agricultural Sciences, April 25, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Structure and Mechanics of the Iris Leaf," Loma Gibson, civil engineering, M.I.T., April 21, 11:15 a.m., 404 Plant Science.

Plant Pathology

"Studies on the Genetic Diversity of *Phytophthora infestans* from the Toluca Valley of Mexico," John Matuszak, plant pathology, April 25, 4:30 p.m., 404 Plant Science.
"Responses of Six Tomato Cultivars to Infection by *Alternaria solani*," Ellen Kodis, April 25, 4:30 p.m., 404 Plant Science.
"Epidemiology and Management of Web Blight of Beans in Colombia," Moises Cardenas, plant pathology, NYSAES, April 26, 3 p.m., A-133 Barton Lab, Geneva.

Poultry Biology

"The Effect of Growth Hormone and Thyroid Hormone Threatment on Immune Function in the Chicken," Ursula Kneissl, April 27, 4:30 p.m., 300 Rice Hall.

Psychology

"Neuroethological Approaches to the Study of Species Recognition in Electric Fish," Carl D. Hopkins, neurobiology and behavior, April 21, 3:30 p.m., 202 Uris Hall.
"Party Animals: Social Intelligence and the Evolution of the Primate Brain," Meredith Small, anthropology, April 28, 3:30 p.m., 202 Uris Hall.

Sociology

"A Theory of Market Transition in State Socialism," Victor Nee, sociology, April 21, 3:30 p.m., 302 Uris Hall.

South Asia Program

Title to be announced, Ashis Nandy, Center for the Study of Developing Societies, New Delhi, India, April 25, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

"The Indigenous Javanese Middle Class," Suzanne Brenner, SEAP grad, anthropology, April 20, 12:20 p.m., 102 West Avenue Ext.
"Dav: Virtuous Woman or Virtueless Woman? Conflicting Images of the Ideal Woman in the Khmer Epic 'Dum Dav'," Judy Ledgerwood, SEAP grad, anthropology, April 27, 12:20 p.m., 102 West Avenue Ext.

Stability, Transition and Turbulence

"Fluid Mixing Between Printed Circuit Boards Resulting from Pulsatile Flow," Kyra

Stephanoff, mechanical and aerospace engineering, and Lehigh University, April 25, 1 p.m., 288 Grumman.

Statistics

"The Multivariate Common Mean Problem," Edward I. George, Graduate School of Business, University of Chicago, April 26, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"Introduction to New Advanced Materials: ARALL[®] Laminates," Felix Wu, ALCOA, Alcoa Center, Pa., April 25, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"The Mechanics of Elastic Dislocations in Strained Epitaxial Layers," Ben Freund, Brown University, April 26, 4:30 p.m., 205 Thurston.

Vegetable Crops

"Observations in Potato and Other Vegetable Production in the Netherlands, Poland and the U.K.," Joseph B. Sieczka, Long Island Hort. Res. Lab., April 20, 4:30 p.m., 404 Plant Science.
"The Response of Beans to Flooding," Benyamin Lakitan, vegetable crops, April 27, 4:30 p.m., 404 Plant Science.

Veterinary Pathology

"Mechanisms of Organ-Specific Tumor Metastasis," Bruce R. Zetter, physiology and surgery, Harvard Medical School, Children's Hospital, Boston, Mass., April 20, 2 p.m., The Hagan Room, Schurman Hall.
"Bovine Spongiform Encephalopathy: A Novel, Scrapie-Like Disease of Cattle in the United Kingdom," Gerald A.H. Wells, head, neuropathology, Central Veterinary Laboratory, Weybridge, Surrey, U.K., April 27, 3 p.m., G-3 Vet Research Tower.

Western Societies Program

"A Culture Confronts Nature: Rustic Grotoes in Italian Renaissance Gardens," Claudia Lazzaro, history of art, April 21, 12:15 pm, 153 Uris Hall.

Women's Studies Program

"Women & Work: Double Consciousness & Everyday Resistance," Verena Stolcke, Stanford University, April 20, 4:30 p.m., 102 W. Sibley.
"Old Order, New Order: The Harlem Renaissance," Gloria T. Hull, author, April 24, 8:30 p.m., Commons, Anabel Taylor Hall.

SPORTS

Friday, 4/21

Men's Jr. Varsity Lacrosse, Cortland 'B', at home, 7 p.m.

Friday, 4/21-Saturday, 4/22

Golf, at Allegheny Invitational

Saturday, 4/22

Women's Crew, at Rutgers w/Pennsylvania
Women's Track, at Pennsylvania, 10 a.m.
Men's Hvy. Crew, Navy and Syracuse, at home 10:30 a.m.
Baseball, Princeton (2), at home, noon
Women's Lacrosse, Harvard, at home, noon
Men's Track, at Pennsylvania, at home, noon
Men's Lacrosse, at Dartmouth, 1 p.m.
Men's Tennis, Princeton, at home, 1 p.m.
Women's Tennis, at Princeton, 1 p.m.
Women's Jr. Varsity Lacrosse, LeMoynes, at home, 2:15 p.m.

Sunday, 4/23

Women's Crew, Harvard and Princeton at New Haven (varsity only)
Baseball, Binghamton (2), at home, noon
Women's Lacrosse, at Bucknell, 1 p.m.
Men's Jr. Varsity Lacrosse, at Hobart 'B', 2 p.m.

Tuesday, 4/25

Baseball, at Canisius (2), noon
Men's Tennis, at Colgate, 3 p.m.

Wednesday, 4/26

Men's Lacrosse, at Hobart, 4 p.m.

Thursday, 4/27-Saturday, 4/29

Men's Track, at Pennsylvania Relays
Women's Track, at Pennsylvania Relays

SYMPOSIA

Society for the Humanities

"Feminisms & Cultural Imperialism: Politics of Difference," April 21 and 23. An introduction by Molly Hite, faculty fellow, 9 a.m., lecture room D. Goldwin Smith Hall. A panel discussion moderated by Ann Adams will be held on April 22, 9:15 a.m. to 12:30 p.m.: "Uses of Feminism in a Non-Western Context," Ann Adams; "Feminism, Utopians and the Desire for Justice," Drucilla Cornell; "Cultural Mutations or Imposition: A Case of Double Yoke for African Women," Folabo Ajayi; "The Power Effect of Culture and Gender in the Field of Literature," Minneka Schip-pur.

Panel discussion from 2 to 5 p.m.: "Politics of Voice: Agency, Identity and the Commodification of Race," Lourdes Beneria, moderator, and speakers Lata Mani, Chandra Mohanty and Bell Hooks. Keynote address "Women in Difference: Mahasweta Devi's 'Daulati,'" 8 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

On April 23, 9 a.m. to noon "Theory and Privilege," a panel discussion with Gertrude Fraser, moderator; Ruth Frankenberg, Maria Lugones and Naomi Scheman. For more information call 255-4725.

Women in Science & Engineering

Conference on Women in Science & Engineering, April 22, sponsored by the offices of vice president for academic programs and research and advanced studies and human relations. All sessions will be in Ives Hall. Keynote Address: "Women Scientists and the Biological Clock: Is There A Dilemma?" Lucille Shapiro, Stanford University School of Medicine, 9:15 a.m. Panel discussions: "Winning Your First Job," Molly Kyle, Miriam E. Le-esser, Jane Mt. Pleasant, Laura Philips and Sara Via; "Grantsmanship," Kathleen M. Rasmussen, Maryanna Henkart, Douglas D. McGregor, Peter W. Nathaniels; "View From the Search Committee," Hollis N. Erb, George J. Conneman, Francis J. DiSalvo, Steven Howell, Donald F. Smith; "The Bosses Speak: How To Meet Our Expectations," Martha P. Haynes, Janice Button-Schaffer, Jon C. Clardy, William Hansel, Rose G. Mage, Roy E. Snoke; Luncheon Address "Unequal Colleagues: Women's Entrance Into The Professions," Miriam Slater, Harold F. Johnson; "Managing Your Private and Professional Life," Barbara A. Baird and Joanne Fortune, Judith A. Appleton, Avis H. Cohen, Clare M.S. Fewtrell, Mary Joe Mumane, Alice Newman, William Newman, Donald H. Schlafer. For more information and registration, call 255-6290.

THEATER

The Cornell Savoyards

The Cornell Savoyards will present Gilbert and Sullivan's operette "Utopia, Ltd." on April 21, 22, 28 and 29 at 8 p.m., and April 23 and 29 at 2 p.m. in the James Law Auditorium, Schurman Hall of the Cornell Veterinary School. Tickets can be purchased at Willard Straight Box Office; reservations can be made through Center Ithaca Box Office by calling 273-4497.

MISC.

Architecture, Art & Planning
Thomas W. Mackesey
Seminar Series

Alumni from the College of Architecture, Art and Planning will discuss career options for students with an interest in art, architecture, planning and design on April 21. The following topics will be discussed by panel members: "Getting Started As An Artist: The Politics of the Art World," 10 a.m. to noon, Olive Tjaden Gallery; "The Agonies and Ecstasies of Being Your Own Boss," brown bag lunch, 12:30 to 1:30 p.m., 157 Sibley; "What

You Don't Learn In Studio: Alternatives to Architectural Design," 1:30 to 2:30 p.m., 101 W. Sibley; "Innovative Applications of Design," 2:30 to 3:30 p.m., 102 W. Sibley; "Creating Affordable Housing," 2:30 to 3:30 p.m., 101 W. Sibley; "Breaking Down the Gender Barrier," 3:30 to 4:30 p.m., 157 Sibley; "The Times Square Redevelopment Project Example," 4:30 to 5:30 p.m., 115 Tjaden Hall. A Green Dragon Party for students, faculty and advisory council members will be held 5:30 to 7 p.m., Green Dragon.

Cornell Camel Breeders

A Tropical Tunes Dance will be held April 23 at 8 p.m. at The Haunt, 114 West Green Street to celebrate the organization's 10th anniversary with Merengue, Reggae, Cumbias, Salsa and Music Zaire provided. Proceeds go to the Red Cross program for the homeless in Ithaca. Call 255-2284 for further information.

4-H Clubs

"Recreating and Reaffirming the 4-H Club in New York State," a conference sponsored by the New York State Association of Cooperative Extension 4-H agents, April 27 and 28, Holiday Inn, Ithaca. For a schedule of speakers and other events, call Timothy W. Olsen, 315-788-8450.

Fuertes Observatory

Fuertes Observatory, situated on the hill behind Helen Newman Hall, will be open to the public every clear Friday night from 8 p.m. or dark until midnight. Call 255-3557 for information.

Hillel

"Jewish Roots in Spain," Jeff Diamond, April 21, after dinner talk at Kosher Dining Hall.
Chug Ivri, Hebrew conversation, Thursdays, 11:45 a.m. to 12:45 p.m., 374 Rockefeller Hall.
Beginning Yiddish class, Thursday, 7:15 p.m., G-34 Anabel Taylor Hall.
Am Echad dinner and discussion at Kosher Dining Hall, April 24, 6 p.m.

Intramural Fencing (men, women)

Deadline on entries is April 26 at 4 p.m. in the intramural office, Helen Newman Hall. Tournament will be held in Helen Newman gym on April 29 from 10 a.m. to 2 p.m. \$3.00 per team to enter before deadline. One person constitutes a team; each person must have at least one semester of training to enter.

Cornell Garden Plots

Garden plots are available for rental. Single plots are \$6 and doubles are \$10. Plots are situated at Cornell Quarters off Mitchell Street and Warren Farm on Bluegrass Lane off Hanshaw Road. Send stamped, self-addressed envelope, with phone number and desired location to Garden Plot, Box 871, Ithaca, NY 14851. Do not send money. Priority numbers will be assigned for distribution day, May 13. For more information, call 257-1281.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meet on the first Thursday of each month, 3:30 p.m., in 100 Caldwell and on the second Wednesday of each month, 7 to 9 p.m. in various locations. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

Cornell Toastmasters

Cornell Toastmasters Public Speaking Club meets Thursdays at 7 p.m. Call 277-4452 for more information.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday-Thursday, 3:30-5:30 p.m. and 7-10 p.m. and Sunday 2-8 p.m., 178 Rockefeller Hall; Sunday-Thursday, 10 p.m.-midnight, 340 Goldwin Smith; Sunday-Thursday, 8-11 p.m., Noyes Center, Browsing Library; and Sunday-Thursday, 8-11 p.m., Clara Dickson Hall, Computer Room.

Alcoholics Anonymous

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

Gay Men's Association

The Gay Men's Association holds a discussion meeting each Wednesday from 7:15 to approx. 9:30 p.m. in Loft II, Willard Straight Hall. Discussion topics include: coming out to parents and people on the job, friendships with heterosexual men, gay parenting, long-term relationships, safe sex, and being gay and religious. For further information, call the Gay, Lesbian and Bisexual Coalition office at 255-6482.

Chamber Ensemble of Vienna to close Beethoven Festival

The Vienna Chamber Ensemble will perform the last concert of the Statler Hall Mostly Beethoven Festival on May 1 at 8:15 p.m.

The program will include music by the great masters of 18th-century Vienna. Haydn's Divertimento for Strings and Horns in D-Major; Mozart's Quintet for Clarinet and Strings in A Major, a piece the composer wrote in 1789 for his close friend, clarinetist Anton Stadler; and Beethoven's Septet for Strings and Winds in E-flat Major are on the program.

The Vienna Chamber Ensemble, founded in 1970 by its director and first violinist, Gerhart Hetzel, is comprised of nine members of the Vienna Philharmonic. Hetzel is also concertmaster of the Vienna Philharmonic.

The ensemble enjoys a world-wide reputation. The members recently completed their sixth tour of Japan and currently are making their fifth journey in North America.

When the Philharmonic is in residence at the Staatsoper as the orchestra for the Vienna State Opera, the smaller numbers needed for most operas gives the octet a chance to tour as an ensemble. And they regularly take part in the international music festivals in Vienna and in Salzburg.

Tickets for the concert are on sale Monday through Friday at the Lincoln Hall ticket office, 255-5144, open 9 a.m. to 1 p.m. Prices for the general public are \$12 and \$15, for students \$10 and \$13. For information on next year's concert series, call the ticket office during business hours or the concert manager's office at 255-4363.



The Vienna Chamber Ensemble will close the Mostly Beethoven Festival on May 1 at 8:15 p.m. in Statler Hall.

High school students to visit during science, technology week

Research topics from how pigeons navigate to how supercomputers draw pictures will be explored by more than 150 area high school science students as they visit Cornell on April 25.

The 11th grade students from Candor, Dryden, Ithaca, Lansing, Newfield, South Seneca and Trumansburg will tour Cornell laboratories and field sites as part of the university's observance of National Science and Technology Week.

The students will even take part in their own special experiment, carrying a homing pigeon back to their schools for release. The pigeons, theoretically, will return to Cornell and their times of flight determined and plotted.

National Science and Technology Week, coordinated by the National Science Foundation, aims at highlighting the importance of science and technology to the economy and to the nation's quality of life. It also

aims at encouraging young people to consider careers in science and engineering.

The students will begin their visit at 9 a.m. in Martha Van Rensselaer Hall with a welcome by Francille Firebaugh, dean of the College of Human Ecology. They also will hear talks by civil engineering Professor Thomas O'Rourke on earthquakes and by Laboratory of Ornithology Director Charles Walcott on pigeon navigation.

After witnessing a release of homing pi-

geons, the assembled students will separate into groups to visit a range of Cornell research facilities. Among the areas included on their itineraries are Cornell's supercomputer graphics laboratory, textile studies, earthquake engineering facilities, geological science, food science, plant research, and the Spacecraft Planetary Imaging Facility.

Following their tours, the students will have lunch in the Biotechnology Building.

—Dennis Meredith

Cornell Savoyards return to the stage with 'Utopia, Ltd.'

After a semester off, the Cornell Savoyards will open their 35th season on April 21 with a musical journey to Utopia, a remote tropical island. "Utopia, Ltd." is a story appropriate for a comeback, because Gilbert and Sullivan produced it after nearly four years' separation.

Under the dramatic direction of Rob Press and the musical direction of Lynne Abraham-Yadlin, "Utopia, Ltd." will be presented on April 21, 22, 28 and 29 at 8 p.m. and on April 23 and 29 at 2 p.m. at James Law Auditorium, Schurman Hall, which is part of the College of Veterinary Medicine.

In the story, the South Pacific island of Utopia has had no contact with Western civilization until an Englishman's ship is wrecked off its shores. Horrified at the primitiveness of the native culture, he admonishes the Utopians to emulate the English. King Paramount sends his eldest daughter, Zara, to be educated at Girton, a Cambridge women's college, and sees that his two youngest, Nekaya and Kalyba, are educated at home by Lady Sophy, a proper English governess.

Zara returns from Girton, escorted by Captain Fitzbattleaxe and the Flowers of Progress, professionals who propose to remodel Utopia after England. King Paramount, discontent with his two wise men for advisers, resigns himself to the Flowers of Progress' plan to make Utopia a corporation. Each Utopian will declare himself a company with the minimum amount of capital, run up debts, declare bankruptcy and then start a new company. The king thinks the plan sounds dishonest, but agrees to it because it is English and must be right.

Meanwhile, the two wise men fall in love with Zara, who asks Captain Fitzbattleaxe to extricate her from the situation. Fitzbattleaxe takes Zara under his custody, which is fine with her, because she is in love with him, too. The two wise men in-



Darren Longo, Arts '89, left, and David Wyatt, chairman of the History Department, in a rehearsal for 'Utopia, Ltd.'

cite a rebellion among the people of Utopia by persuading them that they are not really happy, and the people see the light.

Zara realizes what she has missed: She introduces government by party, which will cause enough problems to keep everyone satisfied. Utopia thus exchanges a monarchy limited for a limited monarchy. King Paramount has his two advisers taken into custody and all Utopia sings the praises of Great Britain and the Anglicized Utopia, with guarded optimism.

The cast list includes: King Paramount, Tony Yadzinski; Captain Fitzbattleaxe, Scott A. Miller; Phantis, David Wyatt; Scaphio, Darren Longo; tarara, Brian Housh; Captain Corcoran, Gary Kravitz; Princess Zara, Ingrid Olsen; Princess Nekaya, Donna Deininger; Princess Kalyba, Brigetta Abel; Lady Sophy, Jennifer Meyers; Sir Bailey Barre, Andy Beck; Mr. Goldbury, Ian P. Kline.

Macromolecular architecture to be topic of Bayer/Mobay lecturer from Dupont

Polymer chemist Dotsevi Y. Sogah will deliver the 1989 Bayer/Mobay Lectures April 24-26 on the topic, "Chemical Approaches to Macromolecular Architecture Control."

Sogah is a research supervisor at the Central Research and Development Department of the Advanced Materials Science Division of E.I. du Pont de Nemours and Co., Inc.

He specializes in the design of new polymers and the development of new methods to prepare them.

He is a co-inventor of group-transfer polymerization, a process being commercialized by Du Pont for a wide variety of applications in the coatings and plastics industry.

Among Sogah's current research interests are applications of polymers in biology and medicine such as drug-delivery systems and synthetic analogs of enzymes. He has developed methodologies for carbon-carbon

bond formation and has studied catalysts for organic transformations and polymerizations, as well as the control of polymer architecture through the secondary structures of polypeptides.

His lectures on macromolecular architecture, each of which is scheduled for 4:40 p.m. in 119 Baker Laboratory, will be:

- "Principles, Methods and Applications," Monday, April 24;
- "Control of Polymer Structures by Utilizing the Secondary and Tertiary Structures of Proteins," Tuesday, April 25; and
- "Preparation of Well-Defined Organic Material Surfaces," Wednesday, April 26.

The annual lecture series in the Department of Chemistry is supported by the Mobay Corp., a Pittsburgh-based manufacturer of polyurethane materials, and by Bayer AG, the West German chemical and pharmaceutical concern.

—Roger Segelken

Leading Japanese research economist to visit as Mitsui Fellow-in-Residence

Yutaka Kosai, one of Japan's leading research economists, will deliver two lectures dealing with Asian economies when he visits from April 25 through 28 as the annual Mitsui Fellow-in-Residence.

Kosai, president of the Japan Center for Economic Research, is a former professor of economics and a former economic official in the Japanese government. His lecture schedule:

- "The Japanese Economic System: Will It Change?" on April 26 at 4:30 p.m. in the Hollis E. Cornell Auditorium of Goldwin Smith Hall.
- "The Newly Industrialized Economies of Asia and Implications for Japan-U.S. Economic Relations" on April 27 at 4:30 p.m. in the Bache Auditorium of Malott Hall.

Respondents to Kosai's April 27 address will be Yoon Je Cho, a Korean economist with the World Bank in Washington, and Takashi Shiraishi, assistant professor of history and Asian studies.

The forum will be moderated by Robert

J. Smith, the Goldwin Smith Professor of Anthropology and immediate past president of the Association for Asian Studies, an international organization of scholars and government and business executives. Smith specializes in Japanese studies.

Kosai, 56, earned a master's degree in economics at Stanford University in 1967, after studying on a Ford Foundation Scholarship, and a bachelor's degree in economics from the University of Tokyo in 1953.

Kosai held a number of posts in the Japanese government's Economic Planning Agency and the Ministry of International Trade and Industry before serving as a professor at the Tokyo Institute of Technology from 1981 to 1987, when he became president of the Japan Center for Economic Research.

Mitsui & Co. (USA) Inc., the American branch of one of Japan's giant business conglomerates, funds the Mitsui Fellow-in-Residence, which is administered by the East Asia Program.

—Albert E. Kaff

Graduate Bulletin



Degree deadline: May 19 is the deadline for all requirements for a May degree, including submitting the dissertation/thesis. Professional master's candidates should check with their field regarding the deadline, as it may be earlier.

Summer registration: Students may submit Summer Graduate Registration forms beginning May 15 at the Graduate School information desk. Students must register if they are 1) receiving financial aid during the summer such as summer assistantships or fellowships; 2) wish to use campus facilities during the summer; or 3) are off campus but require credit for summer study. Registration must be done in person at Sage Hall. ID required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for noncredit summer registration. Tuition must be paid for summer courses.

Alternatives offered for marking Secretary's Day on April 26

This year at Cornell, the options for celebrating Secretary's Day on April 26 range from the traditional to the innovative:

- Employers can order flowers such as roses, carnations and geraniums from the Horticulture 411 Club.

- They can purchase tickets for them — or at least give them time off — to attend a luncheon and fashion show featuring Cornell students, employees and their families as models.

- Alternatively, they can offer their secretaries the opportunity attend ILR Extension's two-hour symposium for Cornell's office professionals. In a panel discussion, eight secretaries or former secretaries will present their individual perspectives on office professionalism at universities.

Speakers will discuss possibilities for job enrichment, continuing education, and upward mobility for secretaries; change in career ladders and classifications that secretaries elsewhere are trying to bring about by working together; and the emerging professionalism of the occupation.

"Many secretaries are beginning to think of their work a new way," said Jennie Farley, associate professor in the School of In-

dustrial and Labor Relations, who is one of four planners of the event. "They have no jobs, but careers. We hope their supervisors will encourage them to take advantage of this opportunity to take part in the symposium. We think it will be interesting, provocative and a credit to Cornell."

The symposium will be held on April 26 from 11:30 a.m. to 1:30 p.m. in Room 105 of the ILR Conference Center. The Central District of ILR Extension will provide free box lunches for pre-registered office assistants, secretaries, administrative aides and those in related positions. To pre-register, interested parties should call Cathy Mooney at 255-4423 by April 21.

The fashion show is being presented by the Statler Hotel and the J.W. Rhodes Department Store. Cocktails and a buffet luncheon will be served at 11:30 a.m. in the Statler's Carrier Grand Ballroom, and at 12:15 p.m. the show will begin. The cost of attending is \$12 per person, and reservations can be made by calling 254-2522.

The Horticulture 411 Club is based in Room 20 Plant Science. For more information about ordering any of a variety of flower arrangements, call 255-3090.

Annual conference planned on women in science, engineering

What do the first five years after graduation hold for women in the sciences and engineering?

The answer will be explored at Cornell's second annual Conference on Women in Science and Engineering, beginning at 9 a.m. on April 22 in Ives Hall.

The conference will include panel discussions on topics such as "Winning Your First Job," "Grantsmanship," "The Bosses Speak: How to Meet Our Expectations" and "Managing Your Private and Professional Life."

Lucille Shapiro, the Joseph D. Grant Professor of Developmental Biology at the Stanford University School of Medicine, is the keynote speaker. Shapiro will discuss "Women Scientists and the Biological Clock: Is There a Dilemma?" at 9:15 a.m.

Miriam Slater, the Harold F. Johnson Professor of History at Hampshire College, will host a luncheon address at 1:45 p.m. on "Unequal Colleagues: Women's Entrance into the Professions."

There is a \$10 registration fee. For additional registration information, call Conference Services at 255-6290.

Budget *continued from page 1*

Fawcett said yesterday. First, it permits a \$200 SUNY tuition increase, which would restore up to \$26 million. It also restores at least \$16 million or \$17 million from tax funds and \$2 million to \$3 million from other one-time revenues, he said.

Cornell's share of the remaining cut, though it must be worked out with SUNY, is likely to be less than \$100,000, Fawcett said. He noted, however, that the colleges still must adjust to the permanent base-budget reduction of \$700,000 that resulted in the elimination of 43 positions in the last budget year and that they still face a \$500,000 shortfall in funding for utilities.

As for the impact of the SUNY tuition increase, Fawcett said Cornell likely will be expected to pay SUNY \$67 per statutory student. But, he added, the effect on Cor-

nell's tuition is under discussion between the administration and deans of the Colleges of Agriculture and Life Sciences, Human Ecology, Veterinary Medicine and the School of Industrial and Labor Relations.

The SUNY budget agreement also provides an addition of \$500,000 to Cuomo's \$3.32 million for minority graduate fellowships, of which Cornell will get a share.

Wednesday's pact included funding for two top Cornell priorities that were not funded in the executive budget.

One, funds for automating the three libraries at the state-supported colleges was included in a legislative lump sum of \$485,000 for library automation and new-building openings. The executive budget proposed no funds for either category, although Cornell had asked \$359,900 for

automation and \$244,000 for building openings. The apportionment of the \$485,000 will be decided by Cornell, Fawcett said.

Another addition by the legislature was \$300,000 for a labor-studies program, the top priority of Industrial and Labor Relations.

The restoration, statewide, of \$5.5 million cut from Bundy Aid to private universities will mean \$387,200 to Cornell, he said.

Of the nearly \$5 million approved in Agriculture and Markets contracts involving Cornell, about \$1.4 million represents funds not included in Cuomo's executive budget.

"In a time when so many worthy requests are competing for such limited state funds, Cornell is deeply grateful for the wonderful support we have had from Assemblyman Martin Luster and Senator

James Seward," said Stephen Philip Johnson, Cornell's executive director of government affairs.

"Besides our home representatives," he added, "we are thankful to Higher Education Committee Chairs Ken LaValle of the Senate and Edward Sullivan of the Assembly, to Assembly Majority Leader Jim Talton, to Assemblymen William Parment and Michael Bragman and to Senator Randy Kuhl for their attention to our agriculture and veterinary priorities and, in the area of Industrial and Labor Relations, for the efforts of Assemblyman Frank Barbaro and Senator Jim Lack. We're very grateful, too, for the overall support of Assembly Speaker Mel Miller and Senate Majority Leader Ralph Marino."

— Sam Segal

March *continued from page 1*

"Hey-hey, ho-ho, there's blood on your portfolio" and other chants during their 30-minute walk from the Africana Studies and Research Center to Day Hall.

Some carried flags of the banned African National Congress and signs that said "20 years is too long, divest now," "Cornell out of South Africa" and other slogans.

In another of the activities marking the anniversary of the takeover, a discussion on April 17 in the Straight Memorial Room, an audience of up to 100 — most of them white and middle-aged — heard six panelists reminisce about 1969 and evaluate race relations at Cornell today.

Two undergraduates on the panel — one black, one white — agreed that racial groups feel separate and to some extent hostile.

"What I'd like to see at Cornell is generally more cohesiveness," said Janine Wilks, who said her decision to join a predominantly white sorority had offended many blacks. She said groups based on racial identity would be fine if they could overcome their mutual mistrust and "allow more people to be comfortable making their own personal decisions."

Jason Saul, who is in an integrated fraternity, said he thought race-centered organizations, such as a white pre-law society

(which he heads) and a black pre-law society, add psychological barriers to the de facto physical barriers that generally keep blacks on the North Campus and whites on the West Campus. He suggested that the administration should step in to require racial integration of residence facilities and added:

"Everyone's going to have to feel a little uncomfortable for a time if we're going to get along."

A black law student, Sam Tarvar, said strong racially separate groupings were not a problem "if there is fundamental respect for each other's differences."

Panelist Robert Miller, who was dean of the faculty during the Straight takeover, said, "Cornell practiced affirmative action before the term was invented," and he noted the active recruitment of black undergraduates for four years before the incident.

But Dennis Williams, a Cornell writing teacher and associate dean of admissions who came here as a freshman in 1969, said that, despite the good intentions of the 1960s, for blacks at Cornell "the sense of being a visitor is not entirely over yet."

During the April 18 rally in front of Day Hall, Associate Professor of History Margaret W. Creel told the protesters, "Today is dedicated to South Africa; today is a day of

outrage." Columbia and Colgate universities and the University of California system have divested from companies in South Africa, so "Why can't Cornell?" she asked.

Associate Professor of English Kenneth A. McClane called it a "vicious mockery" for the university to verbally condemn apartheid while maintaining its current investment policy, a policy that he claimed is "an act of war against me and those I value."

"We see divestment as a non-debatable act," McClane said, calling on the protesters to "make this institution worthy of us."

Nutritional Sciences Professor Michael C. Latham suggested that the pro-divestment cause move its focus from the board of trustees to the university administration, and specifically to President Frank H.T. Rhodes, whom Latham said was "wedded to" the Rev. Leon Sullivan until Sullivan called for divestment from South Africa, at which point there was "a rapid divorce." Sullivan was the architect of the Sullivan Principles that for years guided and evaluated American corporate actions in South Africa.

"There is no evidence that he [Rhodes] is interested in ending racism on this campus or in South Africa," Latham said. "We can give up on the board of trustees and work hard on reading the riot act to Day Hall." Rhodes is a voting member of the board.

Graduate student Kirk Harris, former president of the Black Graduate and Professional Students Association, said, "Cornell is among those actors who support racism in South Africa," adding that racial relations on campus cannot be improved until Cornell divests.

The protesters also heard readings from the writings of Steve Biko, Nelson Mandela, Langston Hughes, Martin Luther King Jr. and others. The rally concluded with the singing of the African-American national anthem, "Lift Every Voice and Sing," and the national liberation anthem of Azania (South Africa), after which the demonstrators marched through Day Hall and to Willard Straight Hall, where teach-ins were held during the afternoon.

Also on April 18, Black Panther co-founder Bobby Seale "called for greater cooperation between minority and activist groups to solve the injustices in our society," during an evening talk before 150 people in Willard Straight Hall, according to the Cornell Daily Sun.

"Blacks, Hispanics, Asians and whites should stop being reclusive and start working together," the Sun quoted Seale as saying. "Ultimate liberation is about liberation of [all] humans."

— Mark Eyerly and Sam Segal

New dean *continued from page 1*

experience," he said.

Merten has been dean at Florida's College of Business Administration, which grants undergraduate and graduate degrees, since 1986. From 1970 to 1986, he was on the faculty at the University of Michigan where he taught industrial and operations engineering, and computer and information systems. During his last three years at Michigan, he served as associate dean of the School of Business Administration.

Merten received a Ph.D. in computer science from the University of Wisconsin in 1970, an M.S. in computer science from

Stanford University in 1964 and a B.S. in mathematics from the University of Wisconsin in 1963.

While serving as a U.S. Air Force captain in the computer center at the Pentagon from 1964 to 1967, he was detached on a secondary assignment for one year to the White House as one of 15 military social aides to President Johnson.

Merten and his wife, Sally, are parents of two children: Eric, 19, a sophomore in political science at the University of Michigan; and Melissa, 16, a high school junior.

— Albert E. Kaff

Barton Blotter:

Fifteen thefts reported from April 10 to 16

Fifteen thefts with losses set at \$4,289 took place on campus from April 10 to 16, according to the morning reports of the Department of Public Safety.

The thefts included a radar detector and two stereo speakers worth \$800 taken from a car in the Campus Road Lot, a \$600 camera stolen from Tjaden Hall, a \$365 leather jacket also taken from a room in Tjaden Hall.

Other thefts included a \$586 VCR stolen from Roberts Hall and a camera and computer printer worth \$928 taken from an of-

fice in Martha Van Rensselaer Hall.

One person was referred to the judicial administrator on charges of forging a parking permit.

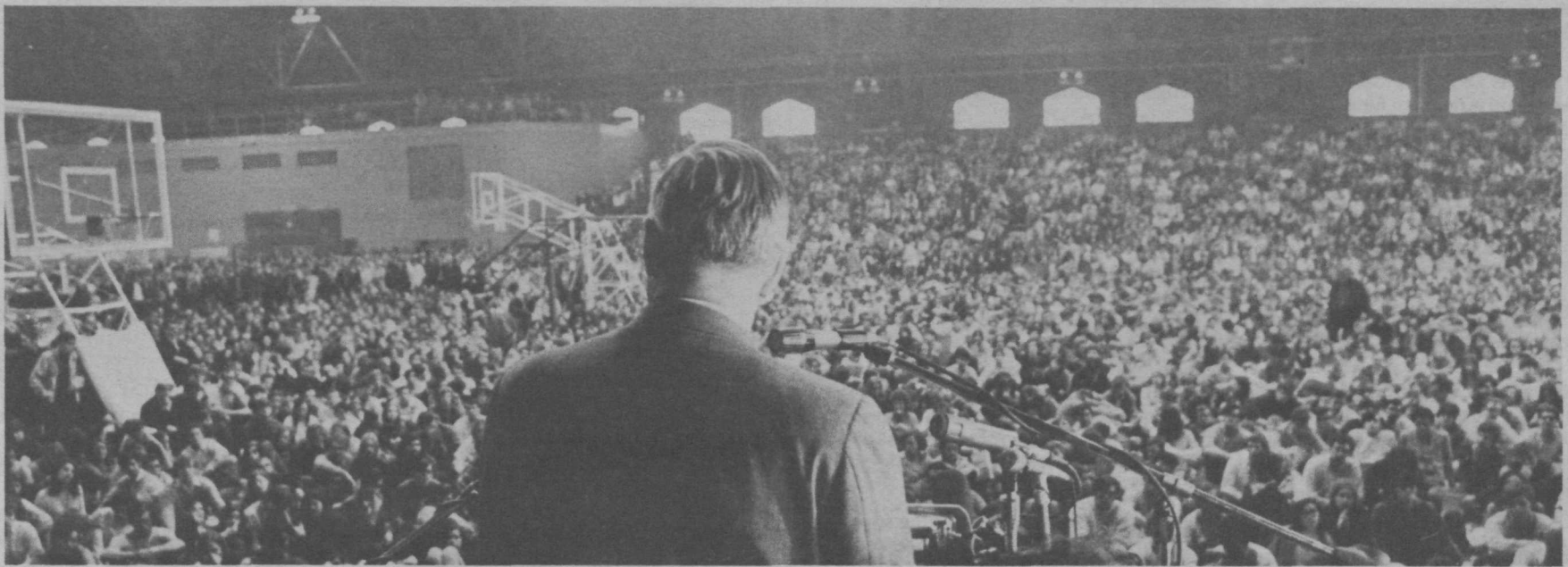
Two false fire alarms were set off within 20 minutes on Dec. 16 at Delta Upsilon Fraternity, 6 South Avenue.

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

CUINFO terminals are located in the main lobbies of Day Hall, Gannett Clinic, and the Olin, Mann and ILR libraries.

The Crisis of 1969

Key participants reflect on the Willard Straight takeover



Cornell News Service

President James A. Perkins addresses assemblage in Barton Hall after the faculty voted to nullify judicial procedures against five black students.

The events that bred an era's atmosphere

By Frank H.T. Rhodes
President, Cornell University

I am pleased that the Cornell Daily Sun and the Cornell Chronicle will print special supplements on the 20th anniversary of the takeover of Willard Straight Hall. These supplements and the various events of the week give us an opportunity to reflect on the significance of April 1969. I am also

**WE STILL HAVE
A LONG WAY TO GO
AT THE DEEPER LEVEL
WHERE PEOPLE MEET
EMOTIONALLY,
SOCIALY AND
INTELLECTUALLY**

glad of the opportunity to comment on this event in Cornell's history. In saying that, let me note two points:

First, I was not at Cornell when the incident occurred, and the perceptions I have of it reflect what I read in the press at the time and what I have since heard from participants, alumni and others, some of whom were involved and many of whom had — and in some cases still have — strong views on the subject.

Second, I am convinced that recalling the Straight takeover in order to reenact old battles and revive old hostility is fruitless. But recollection that encourages understanding of the issues involved and that helps guide us toward a more humane Cornell community is both justified and constructive.

We cannot understand the events of 20 years ago unless we recall the context in which the Straight incident occurred. For more than a decade, the courts and federal officers had helped integrate schools and colleges; courageous citizens, black and white, confronted the conscience of the nation and secured integration of public facilities and new federal laws to ensure equal opportunity for all Americans. It was a time of renewal of black racial pride.

Great progress was made in that complex and volatile era, although on many college campuses there was frustration and anger when the pace and pattern of change seemed inadequate. The nation was racked with anguish over the war in Vietnam. President Johnson was forced to give up a second run for the presidency. The 1968 Democratic convention had ended with bloodshed in the streets of Chicago.

University campuses were especially volatile and vulnerable, ill-equipped to deal with broad-scale disruption. The student-power movement was in ascendancy. From Berkeley four years earlier, the movement had spread nationwide, demanding with increased hostility that students replace faculty in determining the curriculum and in university governance.

In April 1969, these three forces, civil rights, anger at the Vietnam War and the movement for student power, produced a campus atmosphere that made civil discourse difficult and confrontation increasingly frequent.

Demonstrations on college campuses were the order of the day. At the University of Michigan, where I was at the time, confrontations were commonplace. At Columbia the year before, the central campus became a siege site. At Harvard, only days before the Straight takeover, the university closed down after outside police were used to break up a building occupation. In subsequent years, the police actions at Kent State and Jackson State and a fatal explosion at a University of Wisconsin building were front-page news.

In such an atmosphere, the Straight takeover conceivably would have attracted little attention on the national scene, except for the widely circulated photograph of black students leaving the building carrying guns. These guns, it was rarely reported, were brought in to them only after they thought their occupying group was going to be attacked by armed groups assembling on and off the campus. That Pulitzer Prize-winning photograph captured the tension of the moment, but it also imprinted indelibly in the minds of many a portrait of a campus divided by strife and deep hostility.

The Vietnam War and its rancor are behind us. Student power has been transmuted into a constructive force through the measured increase of student participation

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The Kent State campus after National Guardsmen fired at demonstrators in 1970.

A chance to offer perspective

April 19, 1969, marks the 20th anniversary of the occupation of Willard Straight Hall, a major event in the history of Cornell. As one of the university's distinguished scholars noted at the time, the Straight takeover "dramatizes the painful divisiveness that rends a campus when local issues become symbolic surrogates for political passions that profoundly disturb the larger society." The very foundation of the university and academic freedom were shaken as students, black and white, challenged the institution's power structure and painted a portrait of an institution under siege.

Twenty years later, the Cornell Chronicle feels it is important to reflect on the circumstances of that era and what we have learned that will enable Cornell and the broader society to address the challenges of the future. The purpose of this special supplement is to help educate and inform the Cornell community about the event. But more importantly, it is designed to focus attention on how far we have come, and

where we need to go to improve understanding among people of different races and ethnicities, at Cornell and in American society.

The intervening years provide — or at least should provide — those who were involved directly or indirectly with a sense of perspective. Our goal is to shed light and to educate — that being, after all, what a great university is about. We have asked a number of the principal participants from the student body, the faculty, the administration and the trustees in 1969 to give us their perspective on these issues. Each chose to interpret this charge in a different way, and each provides personal insight as to what happened and what didn't happen in Ithaca, N.Y., during one week of April 1969 and after.

We hope that this retrospective look will permit us to dispel some of the "myths" that have arisen around the Straight occupation and to learn from this significant event in the university's history.

WALTER LaFEVER:

Takeover offers us 3 lessons

Walter LaFeber, the Marie Underhill Noll Professor of American History at Cornell, resigned the chairmanship of the History Department in 1969 in protest over the administration's response to events leading up to the Straight incident.

Several months ago, a person planning a television series on American universities in the 1960s asked permission to use Cornell's oral history interviews of 1969-1970 that provided perspectives on the 1969 crisis. I read my interview for the first time in 18 years and was so depressed after reliving those events that I refused permission for mine to be used. Moreover, the perspective is somewhat different now, partly because time has revealed the great strengths of Cornell as much as the 1969 events revealed the university's weaknesses and vulnerability.

Given its tradition, commitments, faculty and student body, Cornell had no alternative but to become involved in the civil rights and anti-war struggles of the time. The question then was how. The question now is what can be learned from that involvement.

Three lessons stand out. The first is that one of the most critical educational missions of our time, an ever-increasing and systematic involvement of minorities in higher education, cannot be realized without the full participation of those minorities. They must be involved fully as a matter of course, not as a matter of *noblisse oblige*, and must be understood to be representing values that are not merely to be tolerated but are inte-

TIME HAS REVEALED THE GREAT STRENGTHS OF CORNELL AS MUCH AS THE 1969 EVENTS REVEALED THE UNIVERSITY'S WEAKNESSES

gral parts of the society.

Conversely, both sides (in 1969 these were initially the administration-faculty and the minority programs) must deal with good faith and understand the need for compromise. Novelist Peter DeVries ascerbicly notes that the danger of treating other people as equals is that they might start doing the same to you. Not enough people on either side at first understood that possibility in 1969, and when they did, political polarization took over and made productive discussion impossible.

In that kind of political crisis, it is tragically easy for those who care more about their personal power than the community's welfare to drive the debate to extremes where extremists are in control. We learned then that a fundamental difference exists be-



President James A. Perkins, seated on right, waits to address Barton Hall assemblage after nullification vote. Also seated, from left, are philosophy Professor Max Black and law Professor E.F. Roberts, acting dean of faculty. At upper left, AAS leaders Tom Jones, wearing dark glasses, and Edward Whitfield confer.

tween absolute values that must be tested in the classroom and the good-faith, give-and-take political process needed to govern a great university. Without such a process, classrooms cannot be properly protected for that give-and-take.

A second lesson, then, is that the university's purpose ultimately rests on reason and discussion. This makes it terribly vulnerable to those willing to use direct forms of coercion, especially force. Once such coercion is used, the university, by definition, is open to destruction.

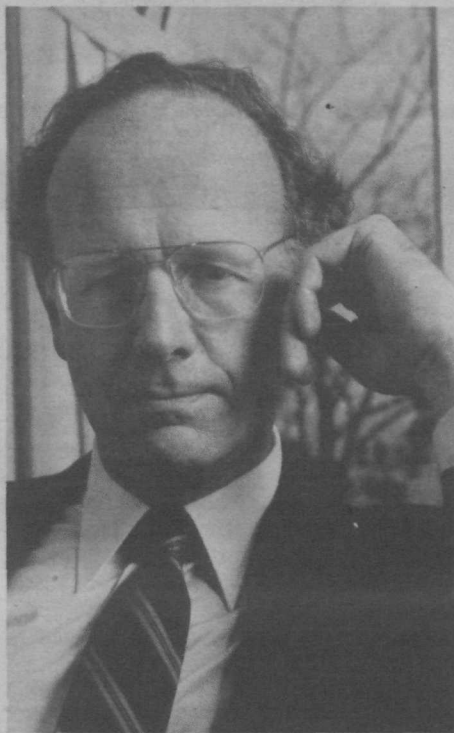
Key faculty members opposed the use of force in 1968-1969 not because it threatened their presumed lifestyle in the so-called ivy tower, but because they realized it threatened the very core of the university's purpose that had taken 1,000 years to form.

Oddly, after a person is threatened with violence, has classrooms disrupted, fears that years of research materials and centuries of library holdings might be destroyed, and watches as some of the finest teachers leave in protest, that person thinks little about lifestyle but a great deal about where the society will find a place for reasoned discussion and the presentation of all points-of-view once the university is destroyed.

The good that emerged from the 1969 events, under better-designed processes, should have emerged without those events. The bad that emerged continues to wound Cornell — the loss of distinguished teachers and scholars, the changed role of the faculty, the irreparably torn personal and intellectual relationships.

A final lesson has been Cornell's strength, not only in those who rebuilt the teaching and research missions, but, especially, the alumni who were severely shaken by the 1969 events and nevertheless remained committed to protecting the university's purpose.

A number of distinguished (and busy) alumni suddenly appeared on campus to learn first-hand what was happening. Oth-



Walter LaFeber

Jonathan D. Levine

ers invited faculty and students to New York City and Washington to assure us that they understood what was at stake, and that they were determined that the university would emerge even stronger than before.

Many of us learned that Cornell is fortunate not only in the usual three dimensions (students, faculty, administrators), but in having a unique fourth dimension (alumni leaders) who kept in view the purpose of the university as the necessary center for reasoned discourse and testing of values in a society that puts too little stock in such testing. Cornell's graduates did so moreover, when some of us on campus had temporarily forgotten that purpose.

IRENE JENNIE SMALLS: I had gone too far to fall back

Irene Jennie Smalls, a freelance writer, has served as director of public information for the mayor of Boston. She was a founder of Wari House, a cooperative established in September 1968 for sophomores, junior and senior women whose admission to Cornell was sponsored by COSEP, Cornell's Committee on Special Projects.

On this day 20 years ago, I was willing to die for what I believed in, on this spot that is Cornell. "Cry Havoc and let slip the dogs of war." Thinking back, I remember the intensity and the righteousness that I felt. And, 20 years later, I know that I was right. Several years ago, a Cornell alumnus, Tom Jones, apologized to the Cornell Community for the Straight takeover and some of the events of 20 years ago. No one can apologize for what I started, and I am not apologetic.

To give you some background on all of this, I must take you back to Harlem, N.Y., in the Fifties with a young black girl growing up. Harlem was a place where you never had to lock your doors and there were a million people who looked just like me. I applied to colleges, and I was accepted at Cornell under a program, COSEP, that was for culturally and educationally disadvantaged students. At that time, I had 1300 SATs and ranked in the top 10 percent of the country on standardized tests. But, I

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CHRONOLOGY

This chronology of events surrounding the Willard Straight takeover on April 19, 1969, was compiled from contemporary newspapers and magazines. Unless otherwise noted, the source is the Cornell Daily Sun, which provided the most comprehensive coverage. Cornell News Service therefore cannot assume responsibility for the accuracy of this chronology. The dates that begin the items are the publication dates of the newspaper or magazine in which the source story appeared, not the date of the events described.

Sept. 1965: Thirty-seven black students entered Cornell as freshman students under the newly established COSEP scholarship program spearheaded by President James A. Perkins and designed to "provide educational opportunity at Cornell for Negro students in particular." (University records)

Jan. 19, 1966: A young ex-Klansman told a House committee yesterday that he helped bomb the homes of three black civil rights workers in McComb, Miss.

May 17, 1966: The University Committee on Discrimination reported that "an outstanding Negro freshman was in-

formed by the rush chairman of fraternity X that it would be impossible for the house to take any Negroes this year."

May 25, 1966: The university faculty passed anti-discrimination regulations concerning fraternities and sororities.

Sept. 1966: Forty-nine freshman COSEP students enrolled at Cornell.

Oct. 21, 1966: Four-page supplement published by the Cornell Daily Sun titled "Black Power and Its Implications" stated that "aside from the debacle in Viet Nam, Black Power is probably the hottest issue in the United States today."

Nov. 28, 1966: Interfraternity Council Judicial Committee found Phi Delta Phi fraternity guilty of discrimination.

Dec. 19, 1966: "The Interfraternity Council and the Afro-American Students Society, a Negro organization [apparently first reference to AAS in the Sun], will co-sponsor a series of exhibitions and lectures on black culture in America."

Jan. 13, 1967: A group of about 35 black freshmen and upperclassmen voted "in the interest of racial harmony" last night "to cooperate with the the interfraternity council to improve the racial environment" after narrowly defeating a motion to abstain from rushing Cornell fraternities.

Feb. 27, 1967: Assistant Dean of Students Gloria Joseph [a black administrator of COSEP] announced plans for an Afro-

American Center provided by the university but run by AAS.

March 1, 1967: Speaking in Bailey Hall, Stokely Carmichael said, "Black Power, not integration, is the answer to the Negroes' plight."

April 27, 1967: Perkins announced a \$250,000 Rockefeller Foundation grant for the COSEP program.

May 18, 1967: A rookie policeman died of a gunshot wound between the eyes and three other persons were wounded in a battle between officers and student snipers at Texas Southern University, the state's largest black school, in Houston. Some 488 students were arrested. Authorities said indications were that the gunfire was sparked by a watermelon incident.

Sept. 1967: Sixty-seven freshman COSEP students enrolled at Cornell.

Oct. 3, 1967: Thurgood Marshall became the first black associate justice of the U.S. Supreme Court.

Jan. 12, 1968: About 40 members of the Afro-American Society protested the dismissal of a black female student and the recommendation for a medical leave after an examination by a Cornell psychiatrist.

Feb. 15, 1968: The black coed who charged last month she was given a compulsory medical leave from Cornell because of

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AAS leaders Eric Evans, left, and Edward Whitfield carry rifles as they lead group out of Willard Straight Hall, ending takeover.

Associated Press Wide World Photos

ROBERT MILLER: Unhappy legacy of the affair

Professor Emeritus Robert Miller was dean of the faculty in 1969. He responded to the Chronicle's invitation by providing the text of remarks he made on the occasion of the 10th anniversary of the Straight takeover; he also referred to these remarks in an April 16, 1969, panel discussion commemorating the 20th anniversary of the takeover. The following is an abridged version of these remarks as approved by Miller.

In 1967, I was an obscure and insecure professor from the Ag campus who, through improbable circumstances, found himself as dean of the Cornell faculty at a time when everything seemed to be coming apart.

Disillusionment with the Vietnam War was increasing the estrangement between students old enough to be drafted, but too young to vote, and those past 30 who were old enough to vote, but too old to be drafted. Berkeley already reeked of tear gas. Within months, chaos would reign at Columbia; serious confrontations were soon to take shape at Cornell.

Cornell was late into big-time campus protest, but it was a pioneer in protests pitting black students against a white establishment. For years, Cornell had been leading

THE FACULTY SUFFERED A RUDE AWAKENING: A UNIVERSITY WHICH CONSCIENTIOUSLY RENOUNCED RACIAL DISCRIMINATION COULD BE CHARGED WITH INSTITUTIONAL RACISM

the way among its peer institutions in enrolling an increasingly significant population of black students. I would like to be able to claim that faculty initiative led to active recruiting of black students — but I can't. The impetus came from President James Perkins. This is not to say that some faculty members were not heavily involved; they were. But it was an administrative program, with progress reports to monthly faculty meetings. But, I never doubted that the faculty was gratified to know that Cornell was engaged in affirmative action — before that phrase had been invented.

It was not 1969, but the spring of '68, that the faculty suffered a rude awakening. They learned that a university which conscientiously renounced racial discrimination could be charged with institutional racism: a visiting faculty member was accused of rac-

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IRENE JENNIE SMALLS

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was viewed by Cornell as being disadvantaged.

I remember when I got to Cornell that I was overwhelmed by its bigness and its whiteness. I had come from a basically small, black, Southern community. I remember walking around campus and, of course, I wanted to go shopping and see the stores. I went downtown and, as I was walking on State Street, my companion remarked, "See that hole in the ground? That's where the Alphas, one of the first black fraternities, got started in the 1900s."

I was surprised that Cornell had such a number of black students back then that they could start a fraternity. There was no sign, no plaque, that the Alphas had ever been there. There was nothing on Cornell's campus to indicate that blacks had ever been there. I had thought that I was one of the very first. There was one black professor. No black dorm personnel. No courses on black history, etc. Just a slight remembrance that that hole once was Alpha House.

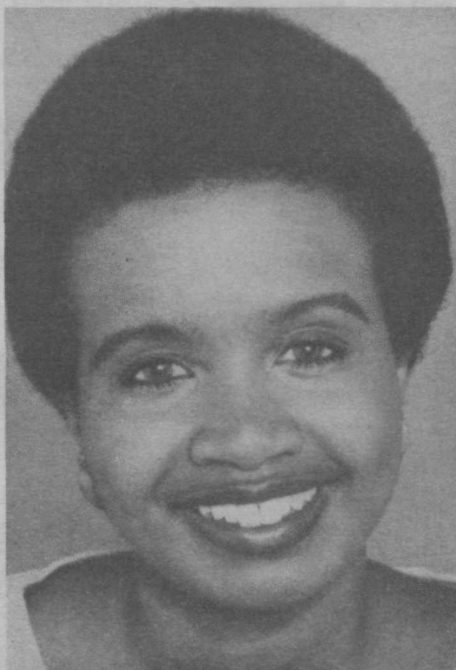
I was 16 years old when I first came to Cornell. After about a week, I called home and said, "Mama, I want to come home. These people aren't treating me right. They have cows up here, Mama, and the streets close down at 10. I want to come home."

And my mother would listen and respond, "Girl, you gone too far to fall back."

But, I'd say, "Mama, you don't understand. These people are funny. They look different, they act different, and, Mama, they're trying to feed me cottage cheese."

But no matter what I said, she would always say, "Girl, you gone too far to fall back."

After a while, I would finally say, "Mama, O.K. I'll try again." I was the first person in my family to graduate from high school, not to mention college. I knew that I had gone too far to fall back. Moreover, I



Irene Jennie Smalls

WHEN I GOT TO CORNELL, DR. KING WASN'T THERE. SO I HAD TO FEND FOR MYSELF

had come from a strong community that had sustained my endeavors and was there to push and prod me on.

The Sixties was a turbulent time, and I knew that the reason that Cornell and so many other colleges had opened up the doors to black students was because of the

efforts of Dr. Martin Luther King. But when I got to Cornell, Dr. King wasn't there. So I had to fend for myself.

The catalyst for the entire black student movement was that the university wanted to expel a black female from the dorm. She was labeled as disruptive. I asked myself: Was this fair, was she being judged by her peers, and, if not, who was speaking in her behalf?

I had recently read as part of my freshman English course taught by Professor James McConkey an essay by a radical psychologist, Paul Szasz, who felt that sociology, psychology and education were basically reactionary in that it was their function in a society to justify the status quo. Anyone who was different or wanted changes was a threat to society. Therefore, that person had to be labeled and disposed of.

I think that it is important to note that I did not isolate the problem of one black student from myself. There was a problem involving her and, therefore, I was involved because she was of my community. And, so I organized the first sit-ins, the precursor of the Straight, at Balch Dormitory. And from that I developed Wari House, the first black student house on Cornell's campus. And the rest is history.

Looking back, I know I was right. People from diverse cultures and backgrounds are not deficient in cognitive concepts and processes. The university did not recognize that in African-Americans. I come from very simple, very basic, hard working people. They were maids, not mistresses, porters, not presidents, but they were a great people.

Maya Angelou has a poem that says that it was the hope and dreams of the slaves that someday there would come a generation of black children who would remember them and recognize how much they endured for their children and the future. I have always thought that I was one of those black children who remembered.

CHRONOLOGY

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racial discrimination was put on disciplinary probation this term for disorderly conduct in dormitories and stays in school.

Feb. 16, 1968: The Afro-American Society is seeking establishment of a cooperative residence for black coeds "because of the intolerably hostile atmosphere in dorms."

April 5, 1968: Some 60 members of the AAS occupied the office of the Department of Economics at Cornell six and one-half hours yesterday in "a tense and at times violent confrontation," demanding that Visiting Professor Michael McPhelin, S.J., be dismissed for racist comments he made in a lecture and "for incompetence," that he be publicly reprimanded by the university and that he apologize "to the class and the intellectual community." The demonstration began after McPhelin dismissed his class when three black students tried to read a statement in his class charging him with making racist statements. Two university security officers were thrown to the ground by demonstrators when five demonstrators were told they were not allowed to enter the office already occupied by fellow demonstrators. Later, "After two more students pushed past [safety

officers], the policy was reconsidered and anyone who desired was allowed to enter."

April 5, 1968: Martin Luther King Jr. was killed last night.

April 25, 1968: Some 300 black students remained behind chained doors at Boston University, insisting they will remain until the school accepts their demands for black scholarships, courses in black history and more black faculty members.

May 1, 1968: New York City police stormed five student-occupied buildings at Columbia University, making 628 arrests and ending weeklong SDS and black student demonstrations. Some 100 youths and 15 police were injured, none seriously.

Sept. 1968: Ninety-four freshman COSEP students enrolled at Cornell.

Sept. 12, 1968: "The university announced yesterday establishment of an Afro-American Studies Program."

Sept. 12, 1968: The "so-called black co-op" [later to be known as Wari House] will be located at 208 Dearborn Place and accommodate 12 women when renovations are completed.

Oct. 7, 1968: Cornell's remodeled legal system, designed "to remove the university from complicity in government prosecution of draft resistance and of drug use," is ready to begin.

Oct. 14, 1968: Robert Purcell, Class of 1932, chairman of

the Cornell Board of Trustees, gives the university a \$1 million endowment to support COSEP and the Afro-American Studies Program.

Oct. 25, 1968: "Massed policemen ripped aside barricades yesterday, arrested 76 persons and cleared a University of California, Berkeley, building seized by demonstrators supporting" Black Panther lecturer Eldridge Cleaver.

Nov. 5, 1968: "About 300 white and Negro students seized the administration building at San Valley State College (Calif.) for about four hours yesterday. Several youths with knives held about 30 administrators — including the college president — prisoner." The students "dispersed when they heard the police were coming."

Dec. 4, 1968: "Student strikers [both white and black] enraged at the reopening of San Francisco State College stoned police yesterday and in return were bloodied by swinging clubs in a wild afternoon of intermittent clashes."

Dec. 4, 1968: "WASHINGTON, D.C. — President James Perkins yesterday issued a call for the establishment of a major national commission on higher education for the Negro."

Dec. 9, 1968: "The takeover by Black Students of a university-owned building at 320 Wait Ave. was threatened Friday

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ROBERT MILLER

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ist remarks in class. This hit the campus like a lightning bolt. The thunderclap followed that very night when Dr. Martin Luther King Jr., the courageous leader of non-violent protest, was assassinated in Memphis. The campus, the nation, the world shook at this news.

Charges of institutional racism at Cornell hurt; the more one thought about it, the more plausible the charge became. The faculty was confronted with a deeply disturbing fact: The cherished principle of academic freedom was self-defeating if an important sector of opinion was silenced, not by a denial of the right to speak with impunity, but by the absence of peers able to speak for that viewpoint.

It is a popular myth that the Africana Studies and Research Center was created in response to the Straight affair. This is not so. The center's plan had been hammered out, approved by the Board of Trustees, and the first director, James Turner, had been recruited *before* the Straight occupation, but that episode was not unrelated. It was a delayed-action bomb. Months earlier, disagreements were sharp as to what form the center's plan should take. Incidents led to citations of a few students for various infractions.

The judicial system was in bad repair, partly because of difficulties with citations arising from Vietnam protests and partly because it was a vestige of a student government that was in an advanced state of disintegration. Some members of the judicial board, including a black student, had resigned. After months of hassling, the board issued reprimands to three students who had refused to appear before it and who had been supported in their refusal by members of the Afro-American Society and others.

So it was that — while heavy and frightening undertones permeated the Straight occupation — the technical issue upon which it turned was a question of three petty reprimands, which, by definition, would not be entered on the records of the three students.

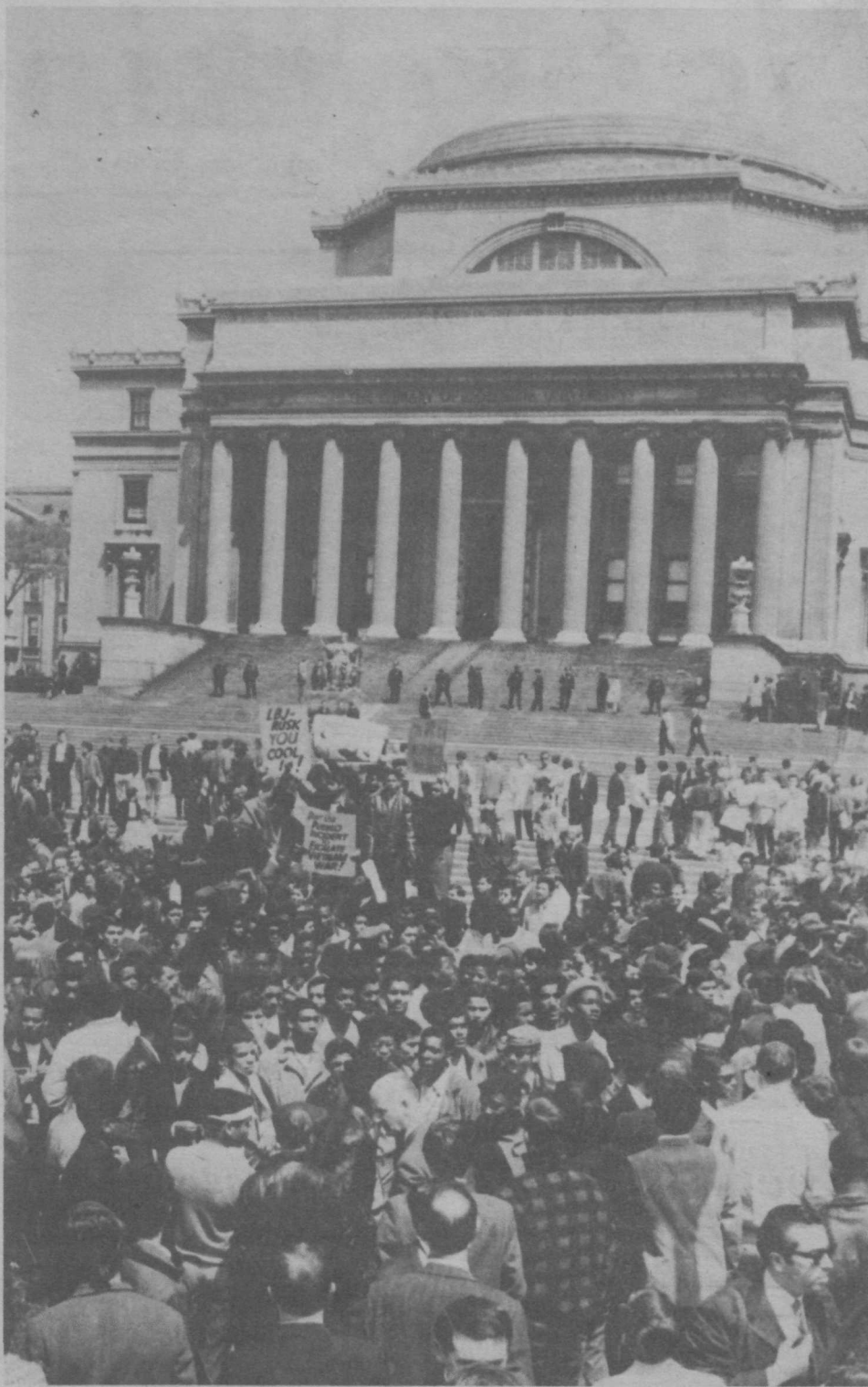
Had it not been for those pervading fears, reinforced by a cross-burning incident, students who had occupied the Straight might not have taken seriously a false rumor that they were about to experience an attack by armed vigilantes. But they did find the rumor credible and armed themselves with guns.

The guns, the subsequent threatening rhetoric and the mass meetings of thousands in Barton Hall combined to escalate fears and uncertainty.

The media spoke of "Riots at Cornell!" There were no stone-throwing mobs; no administrators were held captive; no police clubs were swung; no tear gas was released — none of these ugly features of campus protests elsewhere occurred here that spring. What *did* happen was that *every* member of the community became emotionally involved — and the guns did it. Some of the scars remain today, including vacant chairs of a few professors who felt that the university had abandoned its principles.

Soon after, Perkins found his office untenable and asked that a search begin for his successor. Ironically, it was I, as dean of the faculty, not the president, who proposed and executed the tactic that broke the armed impasse in the Straight. But most of those who opposed the tactic instinctively blamed Perkins.

The legacy of that affair is not a happy one. If some take satisfaction in it, they



Above, students and demonstrators fill plaza in front of Columbia University's Low Memorial Library during sit-in in April 1968.

At right, Robert Miller

take too narrow a view. I can imagine that some might claim that, whatever else it did, the Straight affair established the black presence on this campus as a presence to be reckoned with. It did, no doubt, awaken some to that fact. Unfortunately, the Straight caused the importance of that presence to be overprinted with an indelible image of students marching across campus carrying guns and draped with bandoleers of ammunition.

Thus, to the extent that anniversary events revive visions of guns and rekindle memories of fear of violence, I regret that they are arranged. To the extent that a commemoration allows us, at last, to consign those days to bygone history, to finally exorcise memories of hostility and confrontation, they are constructive, and I am glad to take part.



Associated Press Wirephoto

DENNIS A. WILLIAMS:

Lessons still largely unlearned

Dennis A. Williams, '73, is acting associate dean of admissions and financial aid at Cornell and a lecturer in Cornell's Writing Workshop and Learning Skills Center. As a Newsweek magazine education writer in 1978, he co-authored a 10-year-anniversary story about the Willard Straight takeover.

On the morning of April 19, 1969, I was a high school senior in Syracuse, N.Y., with no need to check the mailbox. I had been admitted to Cornell four months before as an early-decision candidate.

Yet though I had spent my entire life a scant 50 miles away, I had never set foot on the campus until I drove down with a friend one Sunday afternoon — the weekend before the Straight Takeover. We did not stay long and did not talk to anybody, stopping just long enough for lunch in the Ivy Room. I wanted only an image of the place in my mind, secure in the knowledge that it would be here, unchanged, when I came back.

But when I saw the misty photos a week later of evil-looking colored people coming out of that building with rifles, under the "WELCOME PARENTS" banner, I knew, with a fearful certainty, that the place I came back to would not be the same.

I did not know, could not imagine, how much that weekend would change the way I was to see and be seen by both white and black people at Cornell. I didn't know that it would change the way I saw myself.

The white freshmen in whose company I lived the next year had even less understanding of what had happened than I had. And though they were less preoccupied with "the spring crisis" than those who had been here, I felt their suspicion.

(Later, I felt the same thing among alumni, and even among some students, who knew something had happened and wondered if I had been part of it. I became forever one of the blacks who had been around, more or less, then.)

At the time, though, among my classmates, the suspicion was more anticipatory. Would something else happen? Would I pick up a gun? Some, clearly, were appalled by the possibility, others perversely thrilled. Either way, the situation established a set of expectations that had little, I thought, to do with *me*. Partly as a result, though I made new white friends, they were neither as numerous nor as close as they might have been.

Still, that was the easy part. Like most people, I formed preconceptions about black students at Cornell based on The Photograph. By the fall of 1969, it seemed that everyone was intent on playing out the roles dictated by the Straight. So complete was the illusion that it was some time before I fully realized how diverse the black Cornell population was — and had been.

The key, of course, was that I was now one of them; none of us were quite what we appeared to be. We were, by choice, college students, with an appreciation for learning and plans for productive lives. We were also, by breeding, African American

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(Dec. 6), and a Cornell Daily Sun reporter was assaulted by a black student while observing the building on Saturday. According to official university sources, six black students entered the building, which has been used for meetings of the Afro-American Studies Program, around lunchtime Friday and told two female employees and a professor that they had "three minutes to leave." The three, all white, left. The six black students left shortly, after posting a note proclaiming that as of noon Saturday, the building was to be restricted to members of the "Afro-American Institute." . . . the reporter was struck in the face and knocked down twice by an assailant who seized film from his camera and a page from his notebook. . . . A second Sun photographer's camera was taken and the film removed.

Dec. 10, 1968: "Afro-American Society demands [for an autonomous Afro-American Program] were presented to the university yesterday, and 45 top administrators and faculty members, many of whom were visibly distraught, huddled for over two hours yesterday to consider them."

Dec. 13, 1968: "Seven black students armed with toy guns

went on a spree for 45 minutes yesterday afternoon. A sand-filled wastebasket in Day Hall and two candy machines in Goldwin Smith Hall were casualties. . . . disciplinary action was being considered by the Dean of Students Office."

Dec. 16, 1968: "Members of Cornell's Afro-American Society took part this weekend in a series of non-violent but disruptive-and-musical-demonstrations to dramatize demands that include establishment of an autonomous College of Afro-American Studies. . . . During lunchtime in the Ivy Room about 30 of 75 black students participating danced on tables. . . . White bystanders helped clean up . . . after the blacks left."

Feb. 2, 1969: "While black student demands have escalated into building occupations and disruptions at Brandeis, Swarthmore and a dozen other campuses, Cornell now appears to be on the way to resolving demands made by black students last month for an autonomous College of Afro-American Studies. Day Hall and AAS have focused on securing James Turner, a 29-year-old Northwestern University graduate, as director of a program of Afro-American Studies. AAS designated Turner their choice two weeks ago. . . . the Board of Trustees designated \$175,000 for the program this month."

Feb. 12, 1969: "If a simple majority of black people in this country felt like Stokely Carmichael, Rap Brown or myself, this

country could not stand," Harry Edwards, M.A. '66, told the 230 jammed into Goldwin Smith D. yesterday. "Either some changes would be made or we would burn it to the ground."

Feb. 13, 1969: Gov. Warren P. Knowles called out the Wisconsin National Guard yesterday to put down student disruptions on the strike-troubled University of Wisconsin campus.

March 3, 1969: "Cornell President James A. Perkins was grabbed and pulled from the podium by a black student Friday night (Feb. 28) as he attempted to explain indirect university investments in South Africa. As Perkins's collar was seized from behind by Gary S. Patton, '71, and former student Larry Dickson, '70, stood by with a wooden plank, a group of black students among the 800-member Statler Hall Auditorium audience began to beat bongo drums and other spectators recoiled in shock and disbelief. Perkins, visibly shocked, immediately left . . . The AAS quickly repudiated the assault . . ."

March 13, 1969: The university faculty yesterday, in a marathon three-hour session, voted to affirm the legitimacy of the existing Cornell judiciary system [challenged by black students as not relevant to their political actions].

March 14, 1969: "An explosive situation was avoided last night as the Student-Faculty Board on Student Conduct met

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DENNIS A. WILLIAMS

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men and women with a hunger for equality and keen awareness of the struggles taking place beyond the campus. We had to learn to reconcile those identities, allowing for the individual differences among us that paralleled those among other students. More than anything, the Straight forced us into that resolution.

It has done the same, though less dramatically, for succeeding generations of black Cornellians. Whether they know it or not, the Straight is always there, a war memorial challenging them to continue the fight. Administrators and faculty sometimes see them as heirs to a tradition of trouble and treat them with a fear, even respect, won by their forebears.

At times students play their parts, as we often did, clumsily, and many sense only dimly that they have been so cast. But history remains destiny, and the ghosts of the Straight call upon them, too, to exercise leadership and commitment within the context of academic excellence.

And yet, for all the changes, I remain unconvinced of perhaps the most important, unpersuaded that Cornell has fundamentally changed the way it sees *itself*. James Perkins, with his COSEP experiment, moved the university early onto a progressive course that was in keeping with the institution's traditions. And in virtually every aspect of university activity, from undergraduate recruiting to campus life to alumni involve-

ment, Cornell is still working out the implications of that original initiative. But we're stuck, coasting with the same 20-year momentum.

The issue of South African divestment is only one sign of stagnation. Though the university has made adjustments, it has resisted taking the kind of bold action that would be transforming, with a minimal risk that a majority of the campus community is willing to accept.

Just as troubling is the slow growth in the presence of students and faculty of color. In the last 10 years, the university has managed no significant rise in the number of enrolling African-, Hispanic- and Native-American students, despite their increase in the high-school-graduate population. Most of the "minority" students Cornell has added are Asian Americans so well

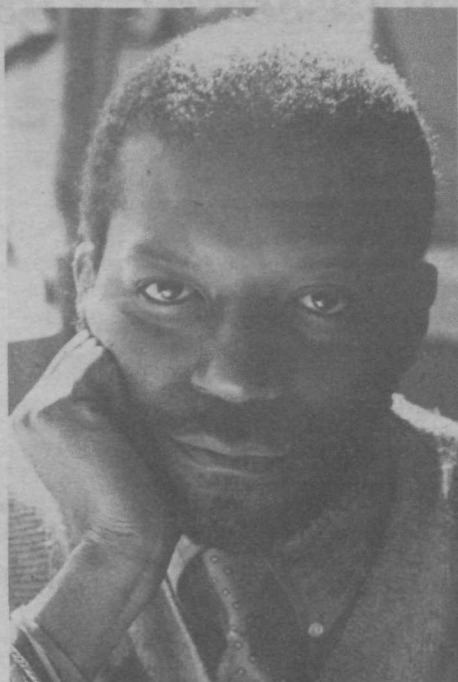
BY THE FALL OF 1969, IT SEEMED THAT EVERYONE WAS INTENT ON PLAYING OUT THE ROLES DICTATED BY THE WILLARD STRAIGHT TAKEOVER

qualified under traditional criteria that they represent nothing new in the way of outreach.

"Minority" recruitment of students and faculty remains a limp priority. As an institution, Cornell has grown content to linger with the pack, comparing its incremental gains with those of peer institutions and measuring its progress by national norms. Had that been the university's policy in the mid-1960s, there would have been no Straight takeover because there would not have been more than 100 black Cornellians on campus.

Yet for all the trauma, all the deep, unhealing wounds suffered during that time, this would be a lesser place if it had not then gone *beyond* what was "enough." So what if students and faculty who are not white are a scarce resource? How many supercomputer facilities are there? Cornell has one because great universities go to great lengths to accomplish those things that make them exceptional.

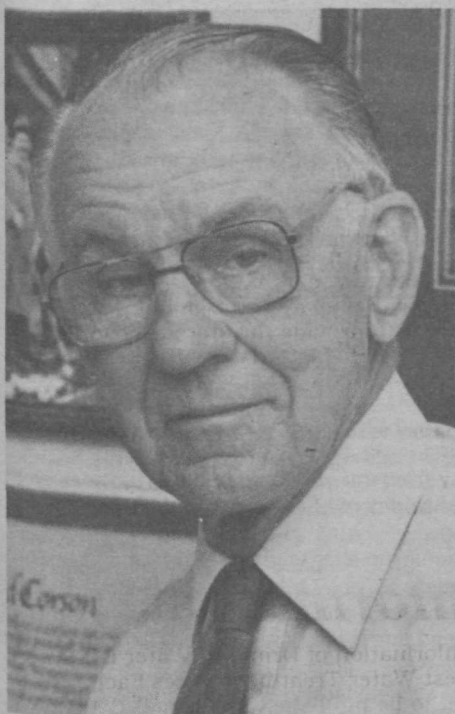
Cornell cannot move on to the next level — and cannot hope for true understanding among people of different races and ethnicities — until it comes to believe that pluralism is a necessity, not an act of goodwill. It provides not only access to opportunity for an increasingly colored citizenry, but, for the university, access to a broader spectrum of human perspectives. Such pluralism is, simply, an educational imperative no less than a social and political one. The Straight tells us that, if we listen, just as it reminds us that understanding comes only with re-



Dennis A. Williams

spect, with an acknowledgment of mutual need.

Those lessons remain largely unlearned. And so, 20 years later, everything has changed except Cornell, a nice place that seeks diversity without risk — an institutional hippie, dreaming of a better world but not making it happen.



Dale R. Corson

DALE R. CORSON:

Clarifying takeover's two myths

Dale R. Corson is president emeritus of Cornell University. He served as the university's provost in 1969 and succeeded James Perkins as president five months after the Straight takeover. He served in that role until 1977.

I want to comment on two myths about the Willard Straight takeover and to comment on some other aspects of the affair.

Myth 1. Creation of the Africana Studies Center resulted from the Straight takeover. This is false. The commitment had been made months before.

On Sept. 5, 1968, the organization of the Afro-American Studies Program (as it was called then) was discussed in a meeting with black students, administrative officers and faculty members in President James Perkins' office. On Oct. 18, 1968, I discussed the budget for the proposed program with Budget Director Paul McKeegan.

On Dec. 6, 1968, black students took over the house at 320 Wait Ave. for an Africana Program headquarters. James Turner, later the longtime director of the center, was on the campus that day as a candidate for the directorship (he had nothing to do with the building takeover). It is ironic that, four days earlier, I had committed myself to make space for the center in that house.

On Dec. 30, 1968, there was a long dis-

cussion among Perkins' executive staff about the organization of the program. Perkins stated his objectives: "1) to give black students a chance for a quality education to fill gaps in the black professional world; 2) to provide opportunities to learn about the 'black experience' and black culture neglected by white programs." I quote from the notes I took at the meeting.

On Jan. 2, 1969, I met with McKeegan and Vice Provost Keith Kennedy (who had been assigned by Perkins to oversee the evolution of the Afro-American Studies Program) to develop the budget for the Studies Program. The chairman of the Board of Trustees, Robert Purcell, had given the university a \$1 million endowment and had asked that the income be used in support of black programs. I committed the university to a total of \$200,000 of new money for the program in 1969-70.

On March 6, 1969, I met with Tom Jones, one of the black student leaders, to discuss the Afro-American Studies Center. I assured him that the center was a high-priority program. I also committed support for an urban component of the center, a component already endorsed by Perkins.

The program was in place and a director had been recruited months before the Straight takeover. I know of no aspect of the program that grew out of the Straight incident. All the takeover did was make it difficult for us to deal with our various university constituencies.

Myth 2. The students took over the Straight at gunpoint. They did not. The guns did not enter the scene until Saturday evening, April 19, some 15 hours or more after the occupation. I and other senior administrative officials were meeting with Perkins at his home when a call came from Ed Whitfield, one of the student leaders in the Straight, reporting the alleged approach

of armed whites to the campus. We said we would check with the Safety Division and call him back. Safety could find no confirming evidence, but we were unable to reach Whitfield to report this fact to him. A short time later, the Safety Division reported that black students were taking guns into the building.

We knew that the students had been buying guns and ammunition. That had been reported to us by dealers throughout Ithaca and the surrounding area. We had consulted the state police, and they told us not to be concerned. Arms were being purchased all over the North and were being shipped south, they said.

Another common belief, relating to the "capitulation" of the university administration, needs clarifying.

The university administration was widely criticized at the time — and has been since — for capitulating to black student demands. In thinking about this issue, it is important to distinguish two different actions: 1) that of the administration in negotiating the withdrawal of the black students from the Straight, and 2) the subsequent action of the faculty regarding disciplinary action against five black students for a rampage that had occurred four months earlier, on December 12, 1968.

On Sunday, April 20, 1969, a seven-point agreement was negotiated, by Vice President Steven Muller and Vice Provost Kennedy, with the black students while they were still in the building. Of the seven points, two involve "capitulation": 1) the agreement stated that Dean of Faculty Robert D. Miller would recommend to the university faculty on Monday, April 21, that it nullify the conviction of five black students for the December 12, 1968, episode, and 2) the university would press no civil or

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with 150 members of the Afro-American Society and decided not to impose the pending suspension against six black students involved in the . . . toy-gun demonstration. . . the AAS argued that 'the actions for which our brothers are charged were political in nature, and they were in effect acting as agents of the entire body, therefore for the university to single them out . . . is improper and smacks of selective reprisal.' "

March 17, 1969: Three white students were beaten on campus over the weekend; one, who is in critical condition with head injuries, was attacked on the Arts Quad. Two others said they were attacked near Triphammer Bridge by assailants who they identified as black. None was robbed.

March 26, 1969: The Faculty Committee on Student Affairs backed the judicial system yesterday, saying it has the power to judge the cases against six black students "but mandated that the 'context of political action' surrounding code violations be taken into consideration in the judicial process."

April 11, 1969: "More than 400 riot policemen wielding clubs, shields and mace threw out several hundred students

who had been occupying Harvard's main administration building in protest over on-campus military training."

April 14, 1969: Trustees okay \$240,000 for Afro-American Studies Center for 1969-70 academic year, agreeing "to the bulk of earlier black demands for an autonomous program of black studies," according to the June Alumni News.

April 16, 1969: "The Afro-American Society issued a statement late yesterday denouncing last month's extensive Faculty Committee on Student Affairs report on the judiciary system."

April 18, 1969: "The Student Faculty Board of Student Conduct decided early this morning [2 a.m.] to give reprimands to three black students charged with student code violations [toy-gun incident] and no penalties to two other students. The board's rationale said, 'The cases involving seven black students have been surrounded by much confusion, engendered by an unclear procedural clause and subsequent misunderstanding. . . . The board made an exception for requiring students' appearance but emphasized it is an exception.' "

April 18-20, 1969: The following chronology appeared in the April 21 Ithaca Journal.

• **3 a.m. Friday, April 18:** A flaming cross constructed of

two-by-fours and wrapped in cloth was kicked off the front porch of Wari House by Ithaca Police after receiving a report of a fire at the black women's co-op.

• **6:03 a.m. Saturday, April 19:** An announcement was made over radio station WVBR, the Cornell student station whose studios were in the basement of Willard Straight Hall, that the building had been taken over by black students. The announcement, by Edward Whitfield, chairman of the AAS, said that the action was being taken because of the racism of the university and the lack of substantial progress on a black studies program. Black students apparently entered Willard Straight between 5 and 6 a.m. Saturday and ordered about 40 employees of the student union and about 30 parents being housed there for Parents' Weekend to leave immediately. Members of Students for a Democratic Society set up a picket line outside the building in support of the blacks.

• **9:30 a.m. Saturday:** A Cornell official demanded that the students leave the building immediately.

• **10 a.m. Saturday:** Zachary W. Carter, vice chairman of the AAS, leaned out a front window of Willard Straight and told a crowd which had gathered that some "white crackers" had broken in and had assaulted and injured an "innocent"

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DALE R. CORSON

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criminal charges concerning the Straight takeover and would assume responsibility for damages to the building resulting from the takeover.

The first point represents "capitulation," if it is that, by the faculty and its dean. It was included in the agreement on Dean Robert Miller's initiative. The second "capitulation" is the responsibility of the administration.

Miller, incidentally, refused to recommend nullification prior to withdrawal.

The university faculty was guilty of taking an action and then reversing itself. On Monday, April 21, the faculty rejected Miller's recommendation to nullify the earlier penalties, and the dean resigned. On Wednesday, April 23, the faculty reversed itself and agreed to nullify the earlier penalties.

Now, 20 years after the event, one can ask with some degree of objectivity, perhaps, exactly where the administration made mistakes. I see two places where different action could have changed the outcome — perhaps for the better, perhaps for the worse. Both have to do with the guns.

When we learned that guns were being taken into the Straight on Saturday night, there was the obvious question of what to do about it. Should we try to stop it right there? Kennedy and I left Perkins' home and went to Safety Division headquarters in Barton Hall. We discussed the possibilities. Did we have enough campus force to blockade Willard Straight? We did not — there were too many windows at ground level and we had too few people on duty or available for duty on short notice. If we were to move, we would have to do it with outside force — city police, the sheriff and his deputies, or the state police. We did not know how fast we could organize a blockade. We had little time because it required little time to carry guns into the building.

There was a larger issue, however. From the beginning of campus disorders in 1965, we had resolutely refused to bring outside forces to the campus. I was determined to continue the policy, and I rejected the use of outside force. Perkins held exactly the same view. So we did not try to surround the

building with armed police. At best, it appeared that bringing the outside police forces to the campus would be asking for trouble. At worst, it might provoke armed confrontation. It still appears that way to me. The determining consideration was the protection of human life.

The second place where we may have erred was letting the guns come out of the Straight. I think we made a mistake at this point. Had we been able to keep the guns in the building and avoided the photographs that had such devastating effect, the Willard Straight takeover would have been just another campus demonstration and the national press would have let it go unnoticed.

The determining factor was again concern for human life. During Sunday afternoon, April 20, Vice President Steven Muller and Kennedy were in the Straight negotiating with the black students. Neal Stamp, the university counsel, was downtown in the mayor's office serving as liaison with public officials, including the district attorney. Stamp called me to say that the public officials were concerned about the possibility of the guns coming out in the hands of the students. After discussing the situation with him, I called the Straight and talked to Kennedy about the problem that would be created by withdrawal with the guns. Kennedy and Muller discussed the matter and reported that there was no way to get the students out that day without letting them take the guns with them. They did get an agreement that the guns would be unloaded and the breeches open.

Kennedy and Muller believed strongly that the most important thing was to get the students out of the building. I believed the same thing. I had fear that, if we went through another night, someone would be killed. Rumors were rampant, among others that outside forces were about to storm the building. We knew that the sheriff had mobilized the sheriff's mutual aid operation and that armed sheriff's deputies from surrounding counties were downtown, presumably eager to take action. If they wished to move on the Straight, we had no way to stop them.

I had seen the near violence the previous February when Perkins had been pulled from the microphone in Statler Auditorium. Then the only weapons were pieces of lumber. I knew that it would take only one trigger-happy student and one armed deputy sheriff to produce tragedy. I told Muller and Kennedy to proceed with the arrangements for the withdrawal. Perkins agreed.

All I can say today is that no one died. It was an era when there were fatalities at major universities around the country: South Carolina State, Santa Barbara, UCLA, Kansas, Wisconsin, Jackson State. There are people alive today who might not be if we had acted differently. We might have avoided the devastating photographs in the newspapers only to have had other, still more damaging, pictures. No one will ever know. We had no Kent State here, however.

Now, with the benefit of hindsight, I think we made a mistake in letting the withdrawal proceed with the guns in the hands of the students. If I were doing it over, I would require continued negotiation to seek some way to keep the guns inside the building when the students withdrew.

Shortly before I retired from the presidency in 1977, Tom Jones ("Cornell has three hours to live") came to visit me and thanked me for my role in avoiding violence. "We could have had a tragedy," he said.

EDWARD L. WHITFIELD:

Our tactics reflected the times

Edward L. Whitfield, '70, is an electronics technician at Lorillard Corp. in Greensboro, N.C. At the time of the Straight takeover, he was chairman of the Afro-American Society at Cornell. In that capacity, he signed the agreement between AAS and Cornell to discontinue the occupation of Willard Straight Hall.

I am glad to have been given the opportunity to share my reflections on the events of 20 years ago surrounding the Willard Straight Hall occupation. Hopefully we can use the fact that 20 years fade small details as a means of seeing in sharper focus the essence of what happened, rather than as an excuse for revising history to suit the present.

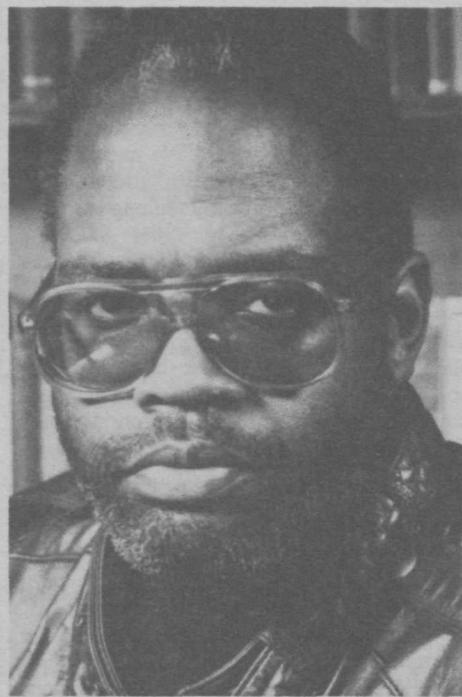
The fact that so many of Cornell's black students from so many diverse backgrounds took part in the activities of the spring of 1969 is evidence that many of them felt very strongly that the university was not satisfying some of their needs. That young people tend to be impetuous, idealistic and even adventurous certainly played a role in what took place, but cannot explain it. We could have been swallowing goldfish or packing Volkswagens or drinking beer. Instead, we chose to put a lot on the line: personal safety, academic careers and personal friendships were jeopardized or abandoned. What was viewed as so important to be worth that risk?

During the first meeting of the Afro-American Society that I attended as a freshman shortly after I arrived, John Garner, the vice president of the AAS, gave a welcoming speech where he said that none of us should forget that the only reason we were at Cornell was because our great-grandparents and their parents before them had been

HOPEFULLY WE CAN USE THE FACT THAT 20 YEARS FADE SMALL DETAILS AS A MEANS OF SEEING IN SHARPER FOCUS THE ESSENCE OF WHAT HAPPENED

held as slaves.

Put in this light, being at Cornell was not simply a great privilege, but also a great responsibility. Could we use the opportunities, experiences and knowledge that could be gained to serve the needs of our communities and correct some of the existing social injustices that were the result of that slavery? That question for many of us became the central focus of our efforts, and was the point at which we connected to the massive struggles for justice and equality that we had left at home. Our tactics merely reflected our determination and the climate of



Robert C. Cavin

Edward L. Whitfield

the times.

Space does not permit, nor is there a need to catalog, all the incidents of insensitivity that took place during that period of time. The extent of the involvement of the black student population in protest is testament to their existence. The core of the struggle was for the development of a black studies program to an extent, in a direction and at a pace that we felt the university was unwilling to go. We viewed this as necessary for it to be truly effective.

We lived in a world and in a time where we felt a need to correct some of the inequity we saw around us. We looked at and questioned the role of the university. Was it an institution for the maintenance of the status quo, or could it become an instrument for social change by helping to strengthen the moral commitment of its students to be socially responsible as well as providing them with the analytical tools required to develop creative solutions to the very real problems around us.

In the years that I have spent as a community activist and advocate and as a labor activist, there are a few things that I have learned that I feel are extremely important. First is the critical importance of the active involvement of people in the definitions and development of solutions to their own problems. Nothing else will do. Nothing that people are simply given will ever ultimately satisfy them. Only things that they do for themselves really can. The failure to understand this is the basic fault of liberalism and the welfare state.

The fundamental answer to the question "What do you people want?" is "We want to do for ourselves." In that light, I learned the second thing: that the art of good leadership is helping people to do for themselves by understanding their aspirations and hopes and dreams, of synthesizing them into a program of action, then inspiring people with the strength of their own convictions to move that program of action toward attainment.

To go from where we are to where we ought to be will require three things. Those of us who want to be involved can find our own niche since so much has to be done. The three broad areas are 1) public policy, 2) private and collective development, and 3) individual and collective initiative.

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Commemorative Events

Scheduled as this went to press:

- The closing of Willard Straight Hall to all business on April 19.
- An address by Eleanor Holmes Norton at 2 p.m. on April 22 in Alice Statler Auditorium.
- A panel discussion titled "Willard Straight Hall Takeover: the Contest, the Events, the Results" on April 17 in Willard Straight Memorial Room.
- A march through campus organized by the Africana Studies Center on April 18 and a noon-hour rally outside Day Hall.
- A teach-in in the Memorial Room on April 18 followed by a talk by Bobby Seale.
- A panel discussion and a series of musical and cultural events on April 19.
- A documentary photographic exhibit of the events around and including the takeover through April 28 in the Willard Straight Hall Art Gallery.

CHRONOLOGY

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black student. He said anyone who attempted to enter the building would be killed and promised "a reign of terror like you've never seen," a statement that brought jeers from students in the crowd.

• **10:45 a.m. Saturday:** A group of white students, largely fraternity members, met on the third floor of Noyes Center to consider courses of action, voted to request that the faculty ask for an injunction against the black students occupying the Straight. The principal alternative considered was asking for direct police action. Harry Kisker, assistant dean of students, told the group that one of the university's contingency plans called for use of a state police tactical squad of about 250 men which, he said, could be mobilized in between two and four hours. Public Affairs Vice President Steven Muller said that direct communications had been established by the university administration with members of the AAS occupying Willard Straight. He said no time limit had been set for vacating the union.

• **11 a.m. Saturday:** Perkins, members of the executive

staff, the University Faculty Council, junior faculty members and students began deliberating on the occupation.

• **Noon Saturday:** SDS circulated a statement which it said came from the AAS and which demanded that judicial action against the three black students brought before the Student Conduct Board be nullified, that the "university shall reopen housing negotiations so that black students can discuss ways to make it beneficial to black people," and that a full investigation of the cross-burning should be made. [To this date there has been no official determination as to who started the fire.]

• **2 p.m. Saturday:** The Interfraternity Council condemned the use of injunctions or the intervention of civil authorities.

• **4 p.m. Saturday:** The administration and Faculty Council resumed deliberations without reaching any conclusions.

• **7 p.m. Saturday:** The administration and Faculty Council adjourned without decision and agreed to reconvene Sunday.

• **8:30 p.m. Saturday:** A teach-in sponsored by the IFC and SDS began at Bailey Hall. Approximately 300 SDS members and sympathizers remained at Anabel Taylor Hall overnight, picketing the Straight in rotation.

• **10:35 p.m. Saturday:** A rifle with a telescopic sight, several gun cases and hatchets were brought into Willard Straight.

• **11 a.m. Sunday:** Members of the administration and Fac-

ulty Council resumed deliberations at Myron Taylor Law School as SDS began a rally outside. At the same time, Steven Muller, vice president for public affairs, and Vice Provost Keith Kennedy made direct personal contact with AAS members in Willard Straight and began the negotiations which led eventually to the evacuation of the building.

• **1:30 p.m. Sunday:** Two more guns were reported brought into Willard Straight through a rear door as Cornell Safety Division patrolmen watched. They were reportedly under orders to allow any black students through any police lines.

• **4:10 p.m. Sunday:** The front doors of Willard Straight swung open and 120 black students exited, some armed with weapons at the ready, through the waiting crowd and marched across campus.

• **4:40 p.m. Sunday:** Muller and Kennedy for the university and Whitfield and Carter for the AAS signed a seven-point agreement on the front steps of 320 Wait Ave. The agreement called for the dean of faculty to recommend that the full faculty nullify judicial procedures against the five black students in incidents in December and January; for the university to secure legal assistance for civil actions against AAS and its members arising out of the occupation; for the university to press no civil

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WILLIAM ROBERTSON:

A complex experiment that failed

Trustee Emeritus William R. Robertson, '34, chaired the "Trustee Special Committee on Campus Unrest at Cornell" that investigated the seizure of Willard Straight Hall and made "positive recommendations designed to preserve the academic freedom and integrity of all members of the Cornell University Community . . . to enable the university to resolve the issues raised in a peaceful manner." He lives in Marlborough, N.H.

When Cornell, back in 1964, decided to enroll increased numbers of less privileged black students, it was an idea of President James A. Perkins, which he asked his administrators to implement. This was a big and complex undertaking. Unfortunately, it was done without consultation in detail with the faculty. This enterprise was a social, as well as an educational, experiment. The nation and its colleges and universities were moving rapidly toward integration at all levels. Cornell, like other institutions, unfortunately moved toward an important social and educational objective without putting in place the needed systems to deliver on its promises. Cornell proved to be better at locating blacks of both sexes — often from urban settings — to enroll in a cosmopolitan but rural university than at the responsibility of looking after them once they were on campus as undergraduates. Despite its laudable objectives, I am afraid the forethought was not done in a thorough manner at Cornell.

Over the years leading up to the spring of 1969, black students had come to Cornell in increasing numbers. They found much to complain about — questions of financing (all had substantial needs), counseling, living quarters, study programs and more. Some of these problems grew large in their minds and created unrest. This led to demands and protests.

Also, black students began to question the validity of the campus judicial system and later repudiated it. Malaise set in, and tensions grew. This was the background for the takeover of Willard Straight Hall early in the morning of Saturday, April 19, 1969.

I chaired the committee of eight trustees appointed by Board Chairman Robert W. Purcell shortly after the takeover of the building to investigate and report with recommendations to the Board of Trustees. Purcell's commitment to the aforementioned social and educational experiment was without question. He had donated \$1 million in the mid-Sixties for the sole purpose of helping finance Cornell's merging minority programs. The committee members, from various parts of the country, spent virtually the entire summer of 1969 interviewing, investigating, listening and reading as well as preparing and writing the report. As chairman of the so-called Robertson Committee, I made 11 round-trip flights between Boston and Ithaca. We held eight full committee meetings in Ithaca each from early Friday morning until late Saturday afternoon, as well as two other such meetings, one in New York City and one in

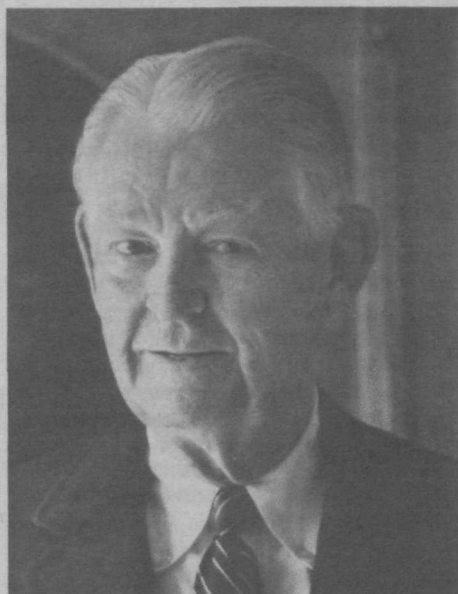
New England.

The committee felt that our presence and visibility on campus interviewing many people helped to stabilize the atmosphere and morale in Ithaca. Also our active schedule left a strong impression that the university cared and was trying to get the answers. It also gave assurance that Cornell would be well prepared to open for fall classes.

There are three observations that I will comment on, based largely on my experiences that summer of 1969 and the score of years since. These are my *personal* views, but the first is consistent with the committee's final report.

First — during the Straight takeover, which spanned about 36 hours, the presence of top university leadership was noticeably lacking. If the top administration in Ithaca that Saturday had exerted reasonable but firm pressure on the building occupants to leave, right from the beginning, before any guns were introduced, I believe the occupation might have been over by Saturday afternoon, without having to yield to the students' final demands.

Second — Recently I was asked by a reporter for the Cornell Daily Sun if I felt that the status of the minorities at the university was now better or worse than in 1969. My answer is that I feel the circumstances for minorities are far superior to 1969. I am aware that there are still pockets of bigotry on the campus (which is abhorrent), but this is a national scourge and not unique to Ithaca. I realize that there are very strong feelings currently over divestment, about which there is much disagreement on both sides. However, two trustee committees' studies on the status of the minorities, one in the mid-Seventies and the other in the mid-Eighties, made recommendations for change, and the current administration has worked hard with the faculty and students to improve the environment for Cornell's minority educational programs. I feel also that Cornell has now put together an organizational structure to work effectively to advance minorities. Headed by an associate vice president for human relations, the number and quality of the personnel working with minority education has increased and is much more professional. There is today a fine opportunity for qualified students of all backgrounds and cultures to come to Cornell, to participate wholesomely in college



William R. Robertson

Michael Moore

CORNELL MOVED TOWARD AN IMPORTANT OBJECTIVE WITHOUT THE NEEDED SYSTEMS TO DELIVER ON ITS PROMISES

and campus life and to benefit fully from a Cornell educational experience.

Third — While we were working back in summer 1969 on our investigation and report — a rather sad task at times — we noted among almost all the people that we interviewed — faculty, students, employees, administrators and alumni — a deep affection for our alma mater. Some were enraged, some stunned and others disappointed, but they had a sincere belief in Cornell and took the time to come before us out of admiration and affection for the institution. Certainly these 20 years since, with Cornell greater and stronger than ever, have shown that our university withstood the adversity of 1969 and has rebounded a better institution.

An attitude must be fostered that achievement is possible and necessary, not just desirable. We have to break through the cycle of hopelessness that has continued to exist even alongside the progress that has been made on some fronts.

The question of how well Cornell has done since then in preparing people to deal in these areas is best left to those who remained and studied there. And in the final analysis, it will be their deeds as well as their words on the matter which must be scrutinized.

I myself chose to leave Cornell and pursue the same interests among other activists in an independent setting. It is a choice that I have not regretted, although I do not find fault with those who chose to do otherwise. There will be many paths that lead toward social responsibility and creative leadership. This is true because of the many different starting points from which we approach the problem and also because so much remains to be done.

DAVID BURAK:

Switching our anger to campus

David Burak, '67, is an instructor in English at Santa Monica College (California). In 1969, he was co-chair of the Cornell chapter of Students for a Democratic Society.

This is a question-and-answer session I conducted with myself to try to get at the core of some of the problems relevant to an understanding of what took place at Cornell in the spring of 1969.

Q: What are some of the most important aspects of the situation, as you recall it, in 1969?

A: Those were the times that tried nearly everybody's soul. The impact of the civil rights movement was reverberating, though the manifestation was more in the tone of the Black Power and Black Panther movements. The last few summers saw widespread rioting in a number of cities such as Newark, Detroit, L.A. and Rochester.

On another front, the peace movement had become increasingly militant in its protestations against the war in Vietnam. At Cornell, Students for a Democratic Society had become a significant force, with about 250 members and regular meetings which went on for hours, debating how we might most effectively help bring a halt to the war in Vietnam, combat racism at home and abroad, and help low-income families in the community get better housing.

Q: How did this give rise to the seizure of Willard Straight Hall, the introduction of guns during the occupation, and the following meetings in Barton Hall, which sometimes had between 8,000 and 10,000 people?

A: It was a period when most of us wanted to be considered on the right side of history. Very few people at Cornell were willing to risk being called a racist, in part because that allegation had enough force to put you in the same boat as Klansmen and Alabama deputies who beat peaceful marchers with no provocation.

Thus, when Afro-American students declared that the decision-making process for the development of the Africana Studies Center was racist because the committee designated by the trustees, etc., was all white, it was not very difficult to find people, especially students, who would agree with that assessment. Once that ball of allegations got rolling, it was very difficult to step away from the tumult and make a considered judgment about such things as the possibility of advocating the establishment of a committee that was half white and half black, a committee which could draw on the sensibility of minority leaders in the larger community, both geographically and academically.

Q: How did things escalate to such a volatile point?

A: A form of group psychology that was highly operative at the time can be summed up with the phrase "an injury to one is an injury to all." Therefore, it was relatively easy to transpose our anger from policy-makers responsible for raining napalm on

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EDWARD L. WHITFIELD

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The history of injustice has created a situation where public policy is required to "level the playing field," so to speak, so as to create equitable conditions for development. But once that is done, it is still necessary that public and private institutions and organized production be developed to meet the needs of people.

Our capacity as a people to be productive rather than simply entertaining is as great as any one else in the world. This underutilized potential is an immense resource, yet to be fully tapped. In order for that to ever take place and in order to ensure the success and growth of such development, individual and collective responsibility and initiative brought about and strengthened by a whole range of institutions is still necessary. The family, the church, neighborhood organizations and the educational system all play a part.

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or criminal charges or take action to punish AAS for the occupation and take responsibility for damages to WSH; for the university to provide 24-hour protection for 208 Dearborn Place (Wari House); for the university to investigate police activities related to the cross-burning and attack on Willard Straight by unknown individuals (the invasion of the building by a fraternity); for the AAS to discontinue the occupation of Willard Straight Hall; and for the AAS to cooperate in devising a new judiciary system at Cornell.

9:15 a.m., Monday, April 21: In a radio broadcast, Perkins declared a state of emergency until further notice and said students with firearms outside their own rooms face automatic suspension, that non-students with firearms on campus will be arrested and that students occupying buildings would be automatically suspended and non-students arrested. (News Service)

3:30 p.m. Monday: Perkins addressed some 12,000 members of the university community in Barton Hall, calling upon them to approach the complicated tasks of the days ahead as "humane men." He made no specific mention of the takeover

of Willard Straight in his 22 minute talk. (Alumni News)

4 p.m. Monday: The university faculty convened in Bailey Hall and four hours later emerged after approving by a 726-to-281 vote a seven-point resolution which included condemnation of the Willard Straight Hall seizure, the carrying and use of weapons and refusal at that meeting to dismiss the penalties imposed on the three (black) students but said it would review the political issue behind the AAS complaints under "secure and non-persuaded circumstances." The faculty directed the Faculty Council to meet with representatives of the AAS at 4 p.m. April 22. (News Service)

8 p.m.-plus Monday: SDS and a crowd of 2,000 or so moved into Bailey Hall where AAS leaders Eric Evans and Tom Jones, '69, said the faculty voted for a showdown and that the AAS would respond. The SDS voted to act until the black demands were met. (News Service)

4 p.m. Tuesday: Perkins announced regulations covering the state of emergency and the replacement of classes for the rest of the week by "discussions of the current issues facing the university." He also pointed out that the damage to Willard Straight "now appears substantial." (News Service)

4 p.m. Tuesday: AAS representatives did not meet with the Faculty Council as asked by the faculty. (News Service)

7:35 p.m. Tuesday: The Faculty Council said it passed this resolution: "Recognizing a growing inclination on the part of the university faculty to reconsider its action at its meeting yesterday, the Faculty Council is calling a meeting of the university faculty for noon Wednesday the 23rd and recommends that the university faculty declare null and void all judiciary procedures concerning the five black students." (News Service)

8:03 p.m. Tuesday: Speaking to a crowd of 6,000 students and some professors in a meeting called by SDS in Barton Hall, AAS leader Tom Jones, who had earlier urged the faculty to meet at 9 p.m. to nullify charges against the five blacks, announced: "Now, the pigs are going to die, too. When people like J.P. (Perkins) . . . are going to be dealt with . . . We are moving tonight. Cornell has until 9 to live. It is now 3 minutes after 8." (Alumni News)

9 p.m.-plus Tuesday: SDS leaders said they were occupying Barton Hall and there was no need to take over other campus buildings as proposed by AAS and some professors. Some 2,000 people stayed in Barton Hall through the night.

9:30 a.m., Wednesday, April 23: SDS released a statement that the occupation was a "seizure, not a sit-in or a teach-in. All concerned students are welcome to join us in this sei-

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DAVID BURAK

Continued from page 7

civilians in Vietnam, or from psychopaths who bombed churches in Birmingham, killing little black girls as they prayed. While we couldn't immediately change the practices of those people, we could change the procedures of our own university's decision makers.

Q: Was there anything going on at Cornell that was comparable to the actions you've just mentioned?

A: Not as far as I can ascertain. However, keep in mind that these were irrational times. Many of us were deeply disturbed by what was going on in Vietnam and in terms of race relations in our country. A significant number of us suffered from a form of what could be called cultural schizophrenia. Charges of mistreatment at the hands of the institution were often blown way out of proportion. Thus statements that the adjudicatory system could not be fair to black students because there were no black students on it were readily supported, despite the fact that the one Afro-American student leader on the judicial board quit rather than attempt to work within that structure.

This is not to say that the presence of one minority student makes for an integrated board of any sort. But in this case, that one student was a particularly charismatic and persuasive leader who could probably have influenced the board's decisions.

At this juncture, let me also note that those decisions were by no means draconian. In fact, they were some of the mildest penalties which could be given out — reprimands, notes home and/or to the respective deans, that sort of thing. They represented a minimal statement from one sector of the leadership of the university that acts like turning over candy bar machines, even as a form of political protest, were not particularly appreciated.

Q: Do you think the university handled the events leading up to and during the crisis period (roughly mid-March through late May '69) poorly?

A: Surely some mistakes were made, or, at least, let me say that a number of things would be done differently today. One thing that would have helped — a stronger effort to gain and develop the support of Afro-Americans in downtown Ithaca.

However, keep in mind that, despite the large potential for extreme violence — especially given 300 armed deputies in an agitated state encamped downtown — we made it through with very few injuries. In good part, that result is due to the fact that there was a healthy interaction among the faculty, the administration, the trustees and the majority of the student body. For example, the faculty did not reverse its vote and accept the agreement between the administration and the Black Liberation Front (regarding nullification of penalties, etc.) because of fear. Rather, it was from a deeper understanding of the issues, combined with a perception of their students as needing the compassion of their elders, rather than the iron fist. This proved to be correct, and the university soon regained a viable form of stability.

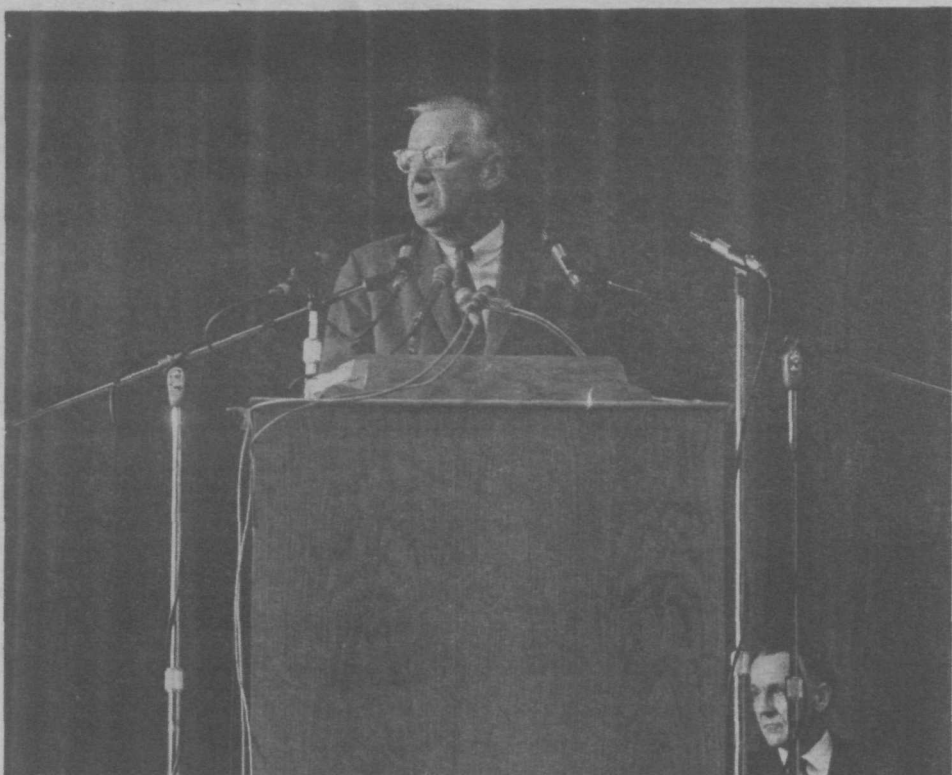
Q: You've gone on record as saying that reliable sources from various backgrounds gave you reason to believe, 20 years after the fact, that the cross-burnings at Wari House were not done by outsiders or reactionaries in the student body.

A: Yes, I have been presented with a series of statements and assessments from several friends and associates which suggest strongly that the cross-burnings were an inside job, done to galvanize middle-of-the-road elements in the Afro-American Society into action of a militant sort. I do not intend to publicly identify my sources, except to say that one of them is black and was well-acquainted with AAS activists at Cornell.

However, I also would like to say that I do not want this issue to be blown out of proportion. Many of us were functioning out of a well of frustration and anger that was so severe that rational judgments became the exception rather than the rule. The war zone that existed in Vietnam was transposed to our own local environment, via live television newscasts and a whole potpourri of media-fostered perceptions.

I have no doubt that a significant number of Afro-American students at Cornell genuinely thought they were in an environment which was somehow equivalent to that of the deep South of Klan marauders. That this was a misperception can most effectively be understood by asking oneself why, for example, Robert Purcell, chairman of the trustees, would donate \$1 million toward the development of the Africana Studies and Research Center.

However, many of us did not ask rational questions at that time. Cornell was like a huge laboratory where President James Perkins' experiments in large-scale integration had begun to blow up in his face. The psychic chemicals were dangerous, and some people got hurt as smoke and flames billowed and spurted throughout the lab. Through intelligence and perseverance, the situation was rectified. Today the experiment continues under far better conditions.



President James A. Perkins addresses the faculty in Bailey Hall. At lower right is Provost Dale R. Corson.

FRANK H.T. RHODES

Continued from page 1

in all levels of university governance. What is still with us, however, and what recollection must now focus on, is the unfinished task of building racial harmony and understanding.

Cornell, it should be remembered, was a pioneer in that effort. To his considerable credit, six years before the Straight takeover, when Cornell had fewer than 20 black students, President James Perkins began efforts that would dramatically open the doors of opportunity to black students — leading to the admission of 354 black students between 1965 and 1969. In examining the takeover a few months afterwards, a trustee committee noted that the tragedy was that such a worthy effort was not buttressed by academic advisory and support programs to assist those students on the campus.

In so charged a national atmosphere, the results of Cornell's well-intended recruiting efforts were sometimes resented and misunderstood; any number of incidents contributed to a sense of tension and suspicion. The political passions that disturbed the larger society found expression in local issues at Cornell.

Twenty years after the Straight, the commitment to diversity at Cornell is now institutionalized. It is a part of all we do. Interracial relations, though far from perfect, are generally open and supportive. Our minority recruitment efforts and programs have steadily expanded, and we have been successful in attracting minority scholars and alumni who serve as important role models for young black students. We have three black members of the Board of Trustees. Academic and cultural support programs for minority students and others are widespread and well developed. This past fall the faculty in our colleges recruited 14 new black faculty members to the campus, to my knowledge the most successful such effort in the country. The Africana Studies and Research Center is academically strong, and

scholarship in and about Africa is impressive.

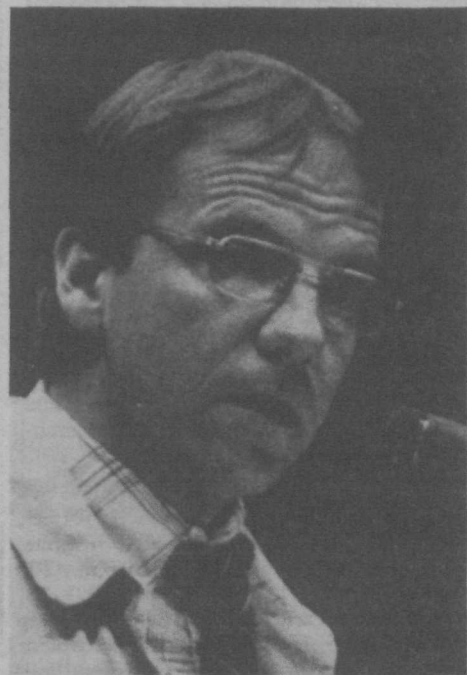
While we can take pride in these efforts, we should not be too sanguine about such measures of progress; we have still not come far enough. Though the opening of higher education's doors to underrepresented minorities has enriched our campus immeasurably, it is also clear that we still have a long way to go at the deeper level where people meet emotionally, socially and intellectually.

Interactions across racial and ethnic lines often remain all too superficial and rare at Cornell and in the larger society. Twenty years later, we have still not found the balance between a proud sense of racial and ethnic identity on the one hand, and the sense of natural community that transcends differences of background or culture and strives for common goals on the other. A sense of separateness, I am afraid, still often outweighs a sense of community. It is time to address that.

While we must still continue our efforts to recruit and support a growing number of black and other underrepresented faculty and students, I believe we must also now commit ourselves to move to a higher level in our relations among races and ethnic groups. That is why I have begun to seek support for a series of colloquia where Cornellians of all viewpoints can talk candidly about race and cultural heritage in an atmosphere of good faith — hearing each others' concerns and hopes, pledging each other a commitment to strive for greater understanding and harmony.

Without such commitment from all members of the campus, the idea cannot work; but with it, Cornell can again become a pioneer. We can become a model community, a multiracial campus characterized not just by shared academic interests but by a sense of openness and trust, respect and good will.

Such a community, enriched by its efforts, will also enrich the nation by its example.



David Burak

THE SPRING OF 1969 WAS A PERIOD WHEN MOST OF US ON THE CORNELL CAMPUS WANTED TO BE CONSIDERED ON THE RIGHT SIDE OF HISTORY

CHRONOLOGY

Continued from page 7

zure and engage in the relevant and meaningful discussions that are resulting. Barton Hall now belongs to the students — so should the university. Please join us."

Wednesday: A Committee of Concerned Faculty statement said, "Last night 55 members of the faculty at Cornell University joined with several thousand students in occupying Barton Hall in support of demands that unjust charges and penalties against the black students be nullified. They also called for the immediate commencement of a meaningful restructuring of the judicial system to meet the need of black students."

Noon Wednesday: Perkins spoke to the faculty in Bailey Hall.

1:30 p.m. Wednesday: The faculty voted to nullify judicial procedures against five black students and to work for the development of a judicial system "that all our students will consider fair and to begin to study the university's future courses of actions regarding governance." (News Service)

2 p.m.-plus Wednesday: Perkins repeated his earlier talk to the faculty and concluded by saying that "the challenge be-

fore us now is to survive together as men of reason."

Thursday, April 24: The Student-Faculty Board on Student Conduct said faculty action had discredited the judicial system. (Board records)

2:30 p.m. Friday, April 25: Regular class instruction to resume April 28.

5 p.m. Friday: The Committee of Concerned Faculty (about 75) issued a statement saying they believed that "the introduction of weapons into Willard Straight Hall" was "an act of self-defense"; that "clearly events such as the cross-burning, the continued harassment of black women, and other assaults against black students demonstrate the need for adequate protection"; and that they supported "the voluntary turning-in of weapons," but that "any attempt to confiscate them will only increase the possibility of violence."

Saturday, April 26: Provost Dale R. Corson urged students in the assemblage in Barton Hall to return to classes while still pursuing the restructuring of campus governance.

Sunday, April 27: Perkins announced the "situation of emergency" would terminate at 6 p.m. that day. (News Service)

Monday, April 28: The Faculty Council passed a resolution recommending establishment of a Provisional Assembly to recommend changes in university governance. (News Service)

May 2, 1969: Faculty approved a remodeled legal system for the university. (News Service)

June 5, 1969: Perkins submitted his resignation to the Board of Trustees.

Sept. 5, 1969: The Board of Trustees voted to give highest priority to the recommendations in the 61-page report from the Special Trustee Committee on Campus Unrest appointed in May to investigate all aspects of the Straight seizure. The committee was charged with making specific recommendations "designed to preserve the academic freedom and integrity of all members of the Cornell University community, and to enable the university to resolve the issues raised in a peaceful and orderly manner." The so-called Robertson Committee report concluded that it "has the strong feeling that, had discipline at Cornell been enforced over the last two or three years, simply by fair but firm adherence to the code and judicial system in force, a tragic event of the dimensions of the Willard Straight incident might well have been avoided." Its 16 recommendations dealt with developing a judicial system, regulations and a code of conduct and their integration with the Regulations for Public Order, as required by New York State. (Cornell Reports)

Sept. 1969: One-hundred seven freshman COSEP students enter Cornell.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 17

Thursday, April 20, 1989

Employee Spotlight: Jane Belansoff



Photos by Sigrid Peterson

By Kathleen O'Brien

For ten years, Jane Belansoff has given her time and talents to Cornell University. For the past three years, Jane has been doing anything and everything in her current position as administrative supervisor in the Department of Music.

Jane and another secretary in the department keep the wheels turning and the Music Department making music. In addition to supporting the chair and faculty of the Music Department, Jane's duties include coordinating the building, scheduling classrooms, serving as graduate field secretary, preparing budgets, and processing payroll (along with other duties assigned).

Jane used her managerial and administrative experience in combination with computer skills to obtain her present position. Although she had IBM computer know-how, she needed to acquire skills with the department's Macintosh (which she learned on the job).

Her primary reason for seeking another position was the need for more challenge, and the Music Department offered

that challenge.

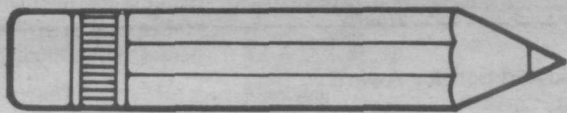
Jane said her enjoyment of the position relates directly to the interaction between staff, faculty, and students. "No two days are alike," she stated. "I like being on campus because I can go for a walk or have lunch with the students." Jane stated that she has gained friends as well as contacts in her job.

Although she enjoys what she does, she does not forget family and friends at home. For four years, Jane has bowled in the Women's Bowling League at Helen Newman Hall. When possible, she also attends the numerous concerts the Music Department offers to the community.

Job enjoyment, a challenging position, and a commitment to quality -- this, Cornell, is one of your employees!

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

Editors' Group Meets Monthly



Are you an editor and you don't even know it? Are you responsible for producing a Newsletter or brochures in your department? Have you been struggling with the rapid technological advances of Desktop Publishing? Do you wonder how to create a reader survey? You're not alone!

Once a month, Cornell editors, writers and editorial assistants meet to discuss those and other topics related to their work. Although the organization is informally known as the "Editors' Group," the list of members also includes administrative aides, managers of external relations, directors of communications and publications assistants.

The group meets for lunch on the first Thursday of each month at various locations on campus. Programs sometimes feature invited speakers, as when Sandra Fish, Ithaca College communication professor, spoke on discriminatory language, or highlight the expertise of members themselves. During the past year there have been discussions on the redesign of the Alumni News magazine, job reclassifications at Cornell, and resources to help with desktop publishing.

If you're interested in attending a meeting, contact Trudie Calvert at Media Services, 1150 Comstock Hall.

Employee Education: Of Cornerstones and Building Blocks

By Jan Thomas (for the Employee Assembly Education Committee)

Friends, I would like to introduce to you a special group of people at Cornell.

Meet Pat Curran from Food Science, John Dean from Library Administration, Jim Dunston from Hotel Administration, Barb Gates from Applied Physics, Vicki Goss from the Commencement Office, Joan Heffernan from Theoretical and Applied Mechanics, Jeanette Knapp from Development, Marge McKinney from the Vet School, Diane Sheridan from Summer Session, Jan Thomas from Development, and Dwight Widger from Nuclear Studies. These eleven people from a variety of positions across campus are united in the common goal of improving educational experiences for Cornell staff.

Members of this group, the Education Committee of the Employee Assembly, meet twice a month to identify problems facing employees wishing to expand their educational experiences, and to suggest ways of improving the situation. In certain cases, it may simply be the sharing of information such as the Brown Bag Lunch, sponsored by the committee in December, on taking advantage of educational opportunities offered through Cornell. It may be the drafting of suggestions for senior administration officers to change parts of the Personnel Manual relating to education. It might also include creating and gathering support for an em-

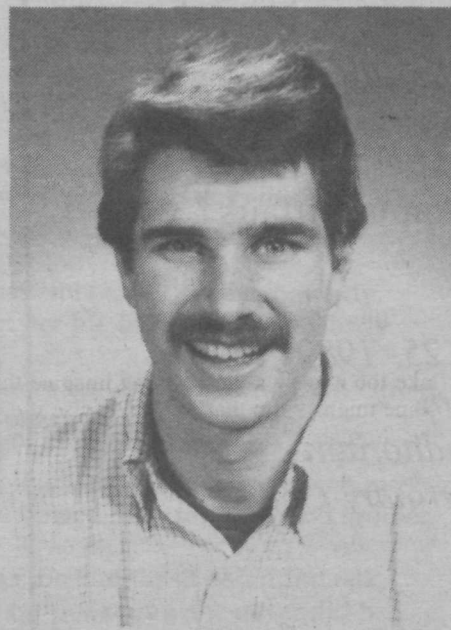
ployee petition to Congress on educational tax legislation.

The Education Committee wants to help you. You should feel free to contact any of the above individuals with your questions and concerns regarding employee educational opportunities at Cornell and other institutions. Committee members, as well as Judy Atcheson in Training and Development, are also able to supply names of individuals who have participated in the different education programs, both on and off campus. They can share their experiences and help guide newcomers through the process.

In the next several issues of Networking, we would like to provide you with information concerning types of educational opportunities available to you through Cornell and to give you a chance to hear from employees who have participated in these programs. Their first-hand experiences may surprise you or, then again, may provide the catalyst to motivate you to try employee education for yourself.

If you feel there are particular topics we should be addressing, we would welcome your thoughts and suggestions. Mail can be sent to the Committee via the Office of Assemblies in Day Hall, or to the individuals at their departments.

A Message from the Trustee



By Dwight Widger

Question: Is the proposed 1989-90 transportation plan final?

Answer: No, the transportation plan outlined in the April 6 'Cornell Chronicle' is not yet final. If you would like to offer comments and recommendations for changes, please write to Bill Gurowitz, vice president for Campus Affairs, 313 Day Hall, campus. He sent a letter to all faculty and staff members in November 1988 requesting comments and suggestions for Cornell's transportation services. Your participation is necessary to formulate transportation plans.

Gurowitz will present the transportation plan on Tuesday, April 25, in the James Law Auditorium of Schurman Hall. Schurman Hall is on Tower Road at the veterinary school. Starting time is 12:15. Everyone is welcome to attend.

Brown-bag luncheons: Thirty-five people shared many experiences at a brown-bag luncheon with the Task Force for Working Families April 12. The final report of the task force is not due until June, therefore I encourage you to relay any pertinent information to Marilyn Paluba, associate director, Human Resources, 130 Day Hall, campus.

I continue to invite you to direct mail to the following computer address: DWWOORNLS, or to Dwight Widger, Nuclear Studies, Wilson Lab, campus.



New Day Care Center Opens

By Theresa Vander Horn

Week of the Young Child 1989 (April 1-7) was an important week for the new Ithaca Community Childcare Center (IC3). After more than two years of planning and construction it is now operating from its new, permanent center. The new IC3 center is the result of the merging of the Ithaca Childcare Center and the Cornell Community Infant Center, and provides care for 160 children, ages 8 weeks to 5 years. The new center is located on Warren Road, next to BOCES and up the street from Northeast Elementary School.

IC3 will provide care for 24 infants (8 weeks to 18 months), 27 toddlers (18 months to 3 years) and 60 preschoolers (3-5 years old). There are 40 children cared for in the afterschool program, housed at Northeast Elementary School. Fees range from \$85-122 per week for infants and toddlers and from \$57-97 for 3 years and up. The Center's administration is impressive: Kathy Loehr-Balada, director of Ithaca Childcare Center for 6 years, studied child development at Cornell University and has been involved in day care for 8 years.

The infant-toddler program director, Lynda Potter, is a registered pediatric nurse with extensive administrative experience. And the preschool-afterschool program coordinator was the education coordinator in a large Head Start program in Cayuga County and is completing a master's degree in early childhood development. The caregiver staff is equally impressive: 50% of IC3's 21 caregivers hold a bachelor's degree in early childhood education far above the state's requirement that only one teacher have such credentials. The caregiver-child ratio is at or below the state requirement throughout the center. The average length of stay for teachers at IC3 is more than twice the national average. This contributes to center stability and a strong child-caregiver relationship.

Perhaps equally important, the center

Continued on page 4

CRC News: Flea Market Auction, Vernon Downs, Annual Picnic Upcoming

Flea Market-Auction: May 13
Antiques, crafts, food, baked goods and an auction! Join the fun at Cornell's Lynah Rink on Saturday, May 13, 1989. Dealers and crafters are encouraged to rent a space at the Flea Market. A 10' by 10' space, including a table, is \$15; a 5' by 6' space is \$5.
The Cornell Recreation Club (CRC) is accepting donations of usable items for the auction, as well as items for consignment.
Call Janet at the CRC Office at 5-7565 to rent a space or donate items.
Vernon Downs: June 3
CRC is off to another exciting night at the races. Join Frank Sutfin and friends for the "Miracle Mile Buffet" and an evening at the racetrack. Everything is included for only \$28 per member. Final payment is due on May 20.
Annual June Picnic: June 17
Bring your family and friends to CRC's

Annual June Picnic on June 17, 1989, at CRC's own park on Monkey Run Road. Tickets will be available the end of April. Members of CRC may attend at no charge, but must have a ticket.
Yankee Baseball: July
A trip to Yankee Stadium is being planned for July. More information will be in the next issue of Networking.
Toronto: August 17-20
There are still some spaces available for the trip to Toronto. Included in your price of only \$225 per member are tickets to the CNE and the Ontario Science Center, a nighttime city tour and a dinner and musical, "Singing in the Rain." You'll stay at Toronto's Westbury Hotel. Sign up now while there is still space.
Las Vegas and San Francisco: September 29 - October 6
You won't want to miss this exciting trip next fall. Your trip begins in Las Vegas where you'll stay for two days at the

Rivera Hotel. Then it is on to San Francisco for five days at the Handerly Union Square. Many extras are included in this trip. The cost is \$850 per member. Sign up soon.
Hawaii: January 1990

CRC is starting off the 1990s with a winner! Join CRC on this sensational trip to the Islands, with the option of a side trip to the Rose Bowl Parade and four days in Los Angeles. More details and itinerary will be available soon.

Membership Drive

The Cornell Recreation Club (CRC) is currently running a new membership campaign. For those out there who do not know what we are all about, read on.... Are you looking for a good club to join, one that will offer you a variety of activities? If so, CRC is the club to be a member of.
We offer single memberships at \$15.00 per year or family memberships at \$25.00 per year. As a member you will have the opportunity to attend the annual picnics, pigroasts, a number of different dinner dances, trips to ball games (football, baseball, etc.), fishing trips, euchre tournaments, cruises, trips to

NYC, Las Vegas, Disneyworld, etc. You will also have the opportunity to mingle with the rest of the Cornell Community, make many new and interesting friends, have lots of fun, and really feel a part of Cornell.
CRC also has its own park and pavilion which is near completion and is located off Warren Road. This facility will offer many hours of family fun for all members.
If you are interested in becoming a member of this great club, why not give Janet Beebe, 5-7565, a call today. She will gladly send you a membership form.

Dedicated Service Award Nomination Procedures

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description.
Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? Networking is looking for special

people you feel should be recognized for their special contribution. The Dedicated Service Award is open to any Cornell employee, regardless of rank.
Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award

I NOMINATE

Employee's Name: _____

Phone: _____ Department: _____

Working Address-Phone: _____

Person Submitting Nomination: _____

Dept.-Address: _____


Phone: _____

Tips and Hints - Fruits

By Kathleen O'Brien

Spring is just around the corner and it is time to start planning to revitalize those tree and small fruits, if you haven't already started.
Prune your fruit trees, vines and bushes now. Although it is late, they still need the benefits of light interception and air circulation that are provided by pruning.
Check the condition of both small and tree-fruit plantings. Dig out your Cornell Cooperative Extension bulletins to determine the requirements for each individual fruit crop. What is good for a blueberry plant is not necessarily good for an apple tree.
If you need new plants to replace those damaged during the winter, go to a reputable garden store, mail-order company or nursery. If you buy the cheapest plant, expect a cheap product. Know what you want before you go to the nursery. Take a map of your plantings and don't buy too much for the space you have available. Know your cultivar before you buy it. Will any particular plant take up too much space in your garden? If your aim is to reduce chemical usage, purchase a cultivar that resists diseases and insects.
Once the cultivars are in the orchard or garden, keep up with general maintenance. Don't let the plants get overcrowded and weed ridden. If you do not weed and water throughout the growing season, you cannot expect to have as abundant a yield as you might expect. It won't be the plant's fault, nor the fault of

the nursery or garden store that sold you the tree or plant.
Once the growing season is over, refer again to the bulletin or growing manual you use. There should be instructions for renovating the planting and caring for the plants you want around for next year. Clear out old garden refuse, old leaves, etc. Keep an eye on your planting the entire year -- not just when you start expecting fruit to appear.
Wild creatures can't tell the difference between cultivated and wild raspberries. It all looks the same to them! The apple trees that look beautiful in the summer, as well as small fruits such as blueberry plants, can be a real temptation to the four-legged critters short on food. Make sure you protect your plantings during the winter as well as when the fruit is on the limb or twig or plant. One inexpensive way to do this is to use cheesecloth bags of either human hair (unwashed and smelly) or strong floral soap on the plants to repel unwanted animals.
We hope these reminders have gardeners with established plantings thinking about this year's growing season. If you have questions about new plantings, contact your local plant nursery, garden center, seed catalog, bookstore or Cornell Cooperative Extension agent, or just send for Information Bulletin 156, The Home Fruit Planting, from the Distribution Center, Research Park for \$4.95.
Have a great summer.



brown bag luncheon

Especially for Employees

PLEASE POST

TRANSPORTATION PLAN FOR 1989-90

presented by:

William Gurowitz
Vice President, Campus Affairs

Tuesday, April 25, 1989
12:15 p.m.
James Law Auditorium
Schurman Hall, Veterinary College

Brown Bag Lunches are held on various Wednesdays throughout the semester and are sponsored by the employee-elected Trustee and the Employee Assembly. All employees are welcome to attend.

Vegetable Hints

By Kathleen O'Brien

Spring is coming! Robins and geese have returned. Everyone has thumbed the seed and nursery catalogs to death. No? With some hints from Roger Kline, Department of Vegetable Crops, and your own research, we may get your thinking about this year's vegetable salad.
Before you sit down and order those new seeds, test old seeds for viability and germination. When ordering seeds, plants and roots, look at a list of cultivars that will tolerate the growing conditions for this region of New York State.
For cool-weather crops, set transplants out about May 1. Remember to set them on a bright window still three weeks before placing them in the garden. For warm-weather crops, set the transplants out at the end of May. Transplant trays with separate cells for individual plants are recommended.
Remember, you need a garden plan before you order the seeds, plants and roots. Make sure the tall plants do not block out the small plants. Rotate your crops in a large garden to keep next year's plants healthy. Keep in mind that some spring crops may need trellising, raised beds, hot caps and tunnels to get them going through all types of growing require-

ments and weather conditions.
It is very important to get the soil tested before you plant anything. Some vegetables and plants need an acidic soil - others do not. Organic amendments may need time to decay into the soil and that means having your garden prepared the year before you actually plant it. If you use a synthetic fertilizer this factor may not be as important.
If you intend to mulch your planting to keep it weed-free and conserve moisture, remember to apply them after the soil has warmed. Keep the garden hose ready, as a plant that is not watered (whether naturally or with human help) will not produce. If you want to combine mulching with good old-fashioned cultivation and hoeing, sharpen those hoes and rototillers. To do the best job, equipment must be kept in tip-top shape.
A vegetable garden is good for not only the produce that goes in your salads or stir-fries, but for the exercise, family sharing and fresh air that comes with working and enjoying an activity together.
For further information on specific crops or growing methods, contact your Cornell Cooperative Extension Office.

Breakfast with Senior Vice President James E. Morley Jr.

By Kathleen O'Brien

On March 27 Senior Vice President James E. Morley, Director of Human Resources Lee Snyder, and other concerned Cornell employees met for breakfast as Willard Straight Hall.

Senior Vice President Morley communicated his appreciation to the employees for sharing their thoughts and concerns. He expressed interest in topics raised at other sessions, including traffic, transportation, day-care problems and late-night parking for women.

One topic of discussion was the concern that Cornell does not have a temporary work force available and departments that needed that service must go off-campus to get temporary positions filled. The employee suggested using individuals seeking full-time employment for the temporary positions, thereby al-

lowing the Cornell community to get to know a prospective full-time employee.

Snyder answered that he hopes a temporary service will be in place this fall. The purpose would be to use this temporary work force as a feeder for full-time positions at the university. It would allow interested individuals to give Cornell a look at their skills and allow the university to assess their competence. Snyder said there is definitely a need, one administrator has been working on, but there is a lot of paperwork involved in establishing the service.

The next question asked for Morley concerns something on the mind of every Cornell employee -- budget cuts. This question was introduced by someone involved with the health clinic. With medical staff feeling overworked and underpaid, employees are concerned about

what might happen if positions remained unfilled and staff members leave for more lucrative positions. Morley stated that such situations are being assessed. Final decisions have not been made regarding specific department's budgets, and the transfer of funds and reductions are still under review. In some departments the resources can't be shared because that particular department or service usually stands on its own feet.

Morley stressed the need for all departments to use cost-saving and efficiency measures. He mentioned three measures taken by two departments on campus. The Athletic Department coordinates travel plans for its various sports saving \$174,000 in 1988. They instituted a 'soap' card for those who use the shower facility after a workout. The card is expected to save the department \$9,000 an-

nually. The metal shop in another department recycles metal scraps and plans to save more than \$28,000 annually.

The possibility of expanded parking space was again addressed and Morley said it is being investigated. He also answered an inquiry about the Vet School using part of B Lot for their construction. He said it may be needed as a staging area for future Vet College construction. Morley mentioned that B Lot might become a "charge" lot in the future and that additional free parking spaces are being sought near East Hill Plaza. The approximately hour-long discussion was ended with Senior Vice President Morley thanking everyone for their views and concerns. He hopes to meet with more concerned employees in future breakfasts and lunches.



Poets Corner

Sisters.....

As different as night and day, summer and winter as I know them,
as similar as two flowers of the same stem.
The older... petite in stature, the younger less so.
The older... darker complected... quiet, shy, inward,
the younger - fair haired, outgoing, aggressive.
The older sister is reflective... trying, stressful situations
linger within her, weighing heavily on her mind,
lasting much too long a time.
The younger deals with it head on, does what is necessary then
lets it go.

If the younger a rose, the older a forget-me-not,
If the younger a peacock, the older a hummingbird
If one a gust of wind, the other a gentle breeze... both important,
both necessary.

But their hearts are formed from the same mold
Peaceful as the morning dove.
The instinctive defensiveness of a mother for her offspring.
Kind, concerned, compassionate... selfishness seems nonexistent.
The energetic freedom of two pups,
Both branches from the same tree... if on supports the child's swing
the other bears fruit for the wild birds.
The warmth emanating from the same flickering flame,
the tears falling from the same cloud.

One cannot love the forest without loving the trees,
One cannot love the wind without loving the breeze,
One cannot love sailing without loving the seas.
I fell in love with the older,
grateful to befriend the younger.

--Marty Brucato

Schoellkopf Field on a Winter Night

by Joseph Carsello

The sight cried out for words
To be heard
That the beauty could be shared
With those who will never be there
To view in the lonely night
The sight
Of softly falling snow
Blanketing Schoellkopf Field
For quite a show.
The crystals rested easily on the stadium's seats
There was no opponent to best
On the playing area
No loud clamor from fans' hysteria.
The stillness and beauty of the scene
Appeared as a dream
One might encounter at night
When all is right.
Order and beauty were there
Not marred by discord or fear
Too short I viewed this scene
Whose beauty was clear and clean.

Garden Fair

Friendship plucks the fragrant flowers
from off the bush in garden fair, and ties
them with ribboned bow, to show the heart is
nestling there.

It speaks its love in sweetest tones, nor
e'er doth seek recompense.

For friendship is the essence true of
happiness the whole world through.

--Thomas R. Nicholas

My Eulogy to a Fine Lady:
Nellie Harris Dates

I struggle for words as pain tears my heart,
For the time has arrive for you to depart.

I'll always remember that tall buxom lady,
With spice in her life but nothing too shady.

She always wore braids that resembled a crown,
And her gift of gab was quite renown.

Her place in this family was like a queen mother,
And her love flowed deep for sister and brother.

She was never too busy to sit down and talk,
When asked for donations, she never did balk.

She'd bake for hours for her church or her lodge,
But her duties as mother she never did dodge.

Her cluttered house was always clean,
And a million papers could always be seen.

Her Bible was a great solace and friend,
She'd seek its help when she couldn't comprehend.

The injustice in life, the strife and pain,
never just once, but over again.

She took her hard knocks and put them to use,
To buckle under she would always refuse.

Then the time came when her body grew weak,
And help from her Lord she did seek.

The Bible tells us "His Way is not our way."
So we gather together on this very sad day.

On a very high hill, I'll stand up and yell,
I loved you so much, and I'll miss you Aunt Nell.

--Alice Humerez

Happy houses
Twinkle bright
On winter meadows
Through the still...
Distant reflections
Of little hamlets
Light the darkness
With eerie glows...
Through this night
I drive alone
Looking, thinking
Dreaming...
Past shadows
Weave and spin
Ashen caverns
Of my mind...
Was it always
This lonely
Empty and
Sadly gray...
Wasn't there
Light laughter
Somewhere
Deeply buried...
Was the tunnel
Always so dark
And haunted
With nothingness...
My golden chalice
Was your voice
Echoing softly
Forsaken windmills...
Our gentle time
Was so short
Only seconds
Of eternity...

Could you come
My way again
With your peace
My soul mend...

--Ottillie D. White



Unclassified Ads

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the May 4 issue is April 24.
7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
8. Please submit an ad for each issue that the ad should appear in.

For Sale

1986 Chevy Cavalier RS, no rust, AM-FM stereo, 5 spd, tilt wheel, power locks, 48k miles, \$5,500. Teresa 257-1081.
1983 Ford Escort L, 60k miles, AM-FM cassette, sunroof, 5-spd trans, runs and looks good, \$2,300 OBO. Bill 272-

2292 days or 272-4803 eves.
1984 Chevy Chevette, good cond, new tires, 58k miles, \$2,000. Jackie 5-3621 days or 273-6960 eves and weekends.
1981 Volvo station wagon. Lou 5-5623 or 844-9344.
1980 GS550L Suzuki, \$650 neg. Dave 277-0200 leave message.
1980 GS 750 motorcycle, new crank and bearings, built to fly, \$1,300 OBO: 1988 RM 125 motorcycle ready to race, dyno ported, \$1,800. 659-7119 after 5pm.
1979 Audi 5000 S, sunroof, AM-FM, cruise, new rubber, no rust, sharp, \$2,995. 535-4007 eves.
1979 12 ft aluminum boat, exc cond. 539-7629 after 5pm.
1975 Starcraft fold-down camper, sleeps eight, awning and poles, elec heater, porta potty, good cond, \$2,500. Sally 5-3594 days or 387-6805 eves and weekends.
Minolta XG-7, 35mm camera, 3 lenses, flash, case and gadget bag, new cond. 564-7924.
Two white garage doors with windows, has all tracks, springs, and rollers (1-9' wide by 6'4' and 1-9' wide by 6'5"), \$75 each. Cheryl 4606 8-4 or 315-497-1850 after 5:30pm.
Sofa, full size light green \$35; oriental rug, 8x11 dark blue \$30. 277-0277.

Jotul woodstove with pipe, gas stove, refrigerator, Singer industrial sewing machine, portable elec dryer. Lou 5-5623 or 844-9344.
Manual treadmill, brand new, \$125, Sue 5-6377 or 315-364-7315 after 5pm.
Typewriter stand \$20, hardwood man's dresser \$75, small maple rocker with cane seat and back \$40. 273-7515.
Kenmore dishwasher, portable sewing machine, elec (Frigidaire) clothes dryer. 5-3214 days or 272-6086 eves.
Barrels for landscaping and raised container gardening. 55 gal, cut in half, \$5. 387-9619 after 5pm.
GE mixer \$8, long women's coat (mauve color) \$25, microfilm reader in exc cond \$25. 257-4034 eves.
Two pr gold drapes (125x80) and 75x45), gold living room run (9x15), Lowrey cord organ, 1986 Corsair Sunbird 18' w-120 HP Cobra 1.0. & trailer. 273-7968.
1973 3-bdrm mobile home, new carpets, washer, \$7,000 neg. Ellen 277-1310 eves.
Free to good home, 2 yr golden lab dog, loves children, attention and out of doors. Days 5-3806 (N-564-7186)

Wanted

To rent for summer, private, quiet, furnished country house by responsible older couple, references avail. 387-

6270 eves.
Used Macintosh Plus computer and hard drive (separately or together. Ellen 277-1310 eves.
English family visiting Ithaca in June wishes to swap houses, theirs is 4 bdrms, 2 baths in London, they need 3-4 bdrms, yard. 5-7646 days or 277-3615 eves.

For Rent

Two bdrm apt, East Hill, nice view, no pets, furnished, parking, utilities, on bus line. 5-3214 days or 272-6086 eves.
Avail summer in Cornell Heights, beautiful restored house (duplex), 3 bdrms, fireplace, walnut panelling, new kitchen, bath, \$850. 257-7877 pm.
Quiet 1.5 bdrm apt, grad students, staff or faculty, 10 min walk to CU, cats okay, \$360 includes heat, May 15 or June 1. 253-3405 or 273-7587.
Home, July and August, 1 acre, spectacular views, living, dining, kitchen, utility room (washer, dryer) two bdrm, 2.5 baths, sun porch, veranda, quiet one-block street, West Hill in city, bus, 10 min to CU, \$600 month plus, Marilyn Williams, 5-5004.
Three bdrm apt, avail June 1, pets okay, \$450 plus utils (woodstove avail to cut utility costs). Joan 5-4005 days or 257-0205 (leave message on machine).

Open Blood Pressure Clinics
Scheduled for April, May and June

Open Blood Pressure Clinics Scheduled for April, May and June
April 21 - Comstock, Room 2123 - 8:30am-11:30am
April 25 - Morrison, Room 134 - 8:30am-2pm
April 27 - Residence Life, Class of 28 Residence Hall Lounge - 9am-12 noon
April 27 - Humphreys Service Building - 1pm-3:30pm
April 28 - Humphreys Service Building - 8:30am-11am
May 1 - Unions and Activities, Willard Straight, Loft . 2 - 10am-12 noon
May 1 Unions and Activities, Roberty Purcell Conference Room . 2 - 10:30am-12:30pm

May 2 - Goldwin Smith - 8:30am-12:30pm
May 5 - CU Press, Rothchild House Conference Room - 8:45am-10:45am
May 5 - CU Press, Warehouse - 11:15am-12:30pm
May 12 - Admissions, Lunch Room - 9am-11am
May 16 - Barnes Hall Conference Room - 9am-11:30am
May 22 - Baker Institute-Levine Lab Conference Room - 9am-12 noon
June 6 - Johnson Art Study Gallery - 9am-11am
June 22 - Plant Scinece, Room 336 - 8:30am-12 noon
BREAK

Continued from page 1

parents play vital and active roles in forming policy, programs and philosophy. The Board of Directors is composed of parents and center staff. The door is always open for parental involvement at IC3.

The new building itself is a triumph for the dedicated and determined parents and center staff who believed, in the face of daunting evidence, that a large purpose-built center was possible. With initial help from Cornell University of land, start-up funds and assistance with mortgage financing, the parents and director have raised over \$138,000 from local foundations, state agencies, and parent gifts.

The 1.4 million dollar building was designed by Downing Hascup Associates Architecture with input from parents and staff to have a home-like atmosphere. As a purpose-built center, it boasts many features that will make it a special place for children to learn and grow: windows low to the ground for small children to see out; electrical sockets high on the walls

out of harm's way; a heating system which radiates warmth through the floors; nearly twice the recommended square footage per child. Careroms are clustered in wings according to age group. Four infant rooms (with six infants and two caregivers each) have access to a special infant porch. The infant wing is situated closest to the toddler wing, just across an open indoor play area lit by skylight. One exceptional feature in the preschool wing is a huge skylit indoor "playground" of 2,000 square feet for large motor activity. These indoor play arenas, which are in addition to large carerom space, are a particularly unique feature, as most centers have only limited carerom space to offer.

Work is underway to develop the outdoor play areas, porches and landscaping. Fundraising continues, focusing now on the local corporate community. Anyone interested in learning more about the center, or visiting, should contact the director, Kathy Loehr-Balada at 257-0200.

Home Fire Safety
Requires a Plan

by Jeanne Mackin
In you have installed a smoke detector in your home, as New York State law now requires, don't be lulled into a false sense of security. More than an appliance is needed to protect your home and family from the hazards of unexpected and dangerous fires.

"Consider total safety. Don't stop at installing a smoke detector," says Howard Longhouse, home safety specialist with Cornell Cooperative Extension. "You need a safety plan, one that includes escape routes and home fire drills."

The safety plan should reflect the fact that most home fires start between midnight and 6 a.m., when the family is asleep and least prepared. Smoke detectors may rouse people from sleep, but will people know what to do?

"First, make two escape routes," Longhouse says, Draw a diagram of the house and map out two escape paths from every room in the house. Consider posting the diagrams on the back of bedroom doors in case people forget the routes.

If escape windows are high, equip them with fire escape ladders or sturdy trellises.

Decide who will help young children and elderly or infirm members of the household. Then decide where the family will meet outside so that all members can be safely accounted for.

After all members of the household are in a safe place, call the fire department from a location safely away from the fire.

For an extra measure of safety, organize fire drills for your home. Let everyone know that it is a drill, and then yell "smoke!" The members of the family, in whatever room they are in, should grab a pillow, towel or other thick fabric that could be used as a mask to prevent inhaling smoke. Remind children never to use a plastic bag.

Then, keeping low to the ground because smoke rises, each family member should use the escape route for the room he or she was in. If a fire escape ladder must be used, or if the plan requires waiting on a balcony for help, they must do that. It is important that they behave exactly as they would in a real fire.

Meet in the designated place once everyone is out of the house, and discuss any problems they might have had. Did all the escape routes work? Did the older children help the younger ones? Work on the plan and refine it until you could bet your life on it.

For information on how to prevent fires from occurring in the home in the first place, check with your local Cornell Cooperative Extension office. Young family members might want to participate in a 4-H Fire Safety Program, offered by 4-H through schools and clubs in your community.

Add Home Space Without
Major Remodeling

by Jeanne Mackin
Clutter that won't fit into closets takes up floor space in the bedroom. The dining room table doubles as a desk because there's no room for a home office. Grown-ups trying to talk share the living room with the television and the kids because there's nowhere else to sit.

If this sounds like your house, you probably spend a good deal of time dreaming about the rooms you's like to add to your home. But before you make plans for an expensive, large-scale remodeling project, consider some of the less expensive, less dramatic solutions that might solve your problem.

"One of the primary reasons for remodeling a home is to add more space," says James McCarty, home design specialist with Cornell Cooperative Extension. "But there are ways to enhance and enlarge existing space without taking on a full-fledged remodeling project."

"Sometimes people don't really need more space. They just need to make better use of the space they have," McCarty says.

For instance, making a home feel more spacious can get rid of the claustrophobic feeling of a small house or room. Adding more windows will make a room feel more spacious by creating "passive space." You don't really have more space to use, but increasing light and outdoor views makes the room seem larger.

Taking out a low ceiling and revealing a higher one can also make a room feel larger.

"When people think of space, they tend to think of horizontal space," McCarty says. "But adding vertical space by raising a ceiling makes a room feel larger, without expensive remodeling."

Older homes may have a series of small rooms that are too small to be comfortably functional. Removing walls and making one large room out of two small rooms may make that space more pleasant and functional. Again, actual space isn't really created; but the feeling spaciousness makes the room seem larger and more functional.

Or try this professional design trick: put a partition in a room, perhaps an attractive and portable folding screen, so that you can't see the entire room at once when you first enter. This makes the room seem larger and more interesting.

"Or add a focal point, a picture window, a fireplace, that reveals more detail the closer you get to it," McCarty says. "That makes a space seem larger."

To actually increase space, consider using differently space that is already in existence. A porch that is used only a few months a year could be enclosed and insulated for year-round use. And traditional home-improvement projects-renovating attics and basements for more living or sleeping space-are other good ways to make better use of existing space.

"The advantage of projects like those

is that they are usually less expensive than the cost of actually adding a new room," McCarty says, "Renovating a partially built space such as a porch or walkway between home and garage costs less than major remodeling and enlarging of homes."

Or consider a "bump-out," a three-sided, roofed and floored projection put over a hole cut in an exterior wall. Most bump-outs are closet-size or smaller and do not require a foundation to be built under them, so they are less expensive than adding a full-size room. But a bump-out may offer just the space you need for a small home office or conversation corner. Designing a bump-out is a job for an engineer or architect, however.

Bay windows, like bump-outs, are added to the exterior of the house so they add space without taking up interior floor space.

Are your closets well organized and used to their best advantage to control home storage needs?

"Sometimes just making the most of existing closet space, by organizing it efficiently, can provide the storage space a family needs," McCarty says.

If these solutions still don't give you the space you need, it's time to talk to a professional architect and engineer about home remodeling. And check at your local Cornell Cooperative Extension office for helpful fact sheets.

Chlorination

Chlorination of Drinking Water is the newest Water Treatment Notes Fact Sheet to be published by Cornell Cooperative Extension.

Although several methods eliminate disease-causing microorganisms in water, chlorination is the most commonly used. This fact sheet discusses the requirements of a disinfection system, how to test the biological quality of drinking water, how to calculate the amount of chlorine needed in a particular situation, chlorination equipment, by-products of disinfection and alternative disinfection methods.

This is the fifth fact sheet in the series by Linda Wagenet and Ann Lemley of the Department of Textiles and Apparel of the College of Human Ecology.

Copies of "Chlorination of Drinking Water" (329FS5 . . \$.70) are available from the Cornell University Distribution Center, 7 Research Park, Ithaca, NY 14850. The first four Water Treatment Notes Fact Sheets are: "Questions to Ask When Purchasing Water Treatment Equipment," "Lead in Drinking Water," "Activated Carbon Treatment of Drinking Water" and "Reverse Osmosis Treatment of Drinking Water." A price list is available from the Distribution Center.

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CORNELL EMPLOYMENT NEWS

April 20, 1989

Including Job Opportunities

Volume 1, Number 15

New Wellness Program Begins this Fall – Employees to Receive Info in May Mailing



Co-coordinator of wellness program Toni McBride performs a cardiovascular assessment on wellness participant Barbara Littlefair.

The Cornell University Wellness Program begins operation this coming fall and all employees will receive information about the program in a mailing to their campus address in early May. Highlighted here is some information and questions that have been asked about the upcoming program. More details will be covered in the May mailing.

What is a wellness program?

Wellness is the personal pursuit of optimal functioning in all dimensions of one's life. To pursue wellness, one must first choose to do so and then be open to learning. A lifestyle change based on information and clarification of values, attitudes and self-concept follows.

The goals of wellness are balance, self-actualization, stress management, improved quality of life, and healthy longevity. The ideal approach to wellness is proactive and preventive. The pursuit of wellness is life long.

Continued on page 4

Count Down USA: Walk-in Service to Wellness

On Thursday, April 27 from 7:00am - 6:00pm Tompkins Community Hospital will sponsor *Count Down USA*, a one day walk-in wellness service where you can have your blood pressure, total cholesterol count (blood is drawn), and body fat level checked for only \$5.00. No appointment is necessary. Use the hospital wellness entrance next to the emergency entrance.

Kiwanis Sponsors Blood Screening Program Plus

On Saturday, April 29 from 6:30am - 9:30am the Kiwanis Club of Ithaca will sponsor a blood screening program that includes 34 blood tests for heart, liver, kidney diseases, diabetes and anemia. Cost is \$21.00 and scheduling is by appointment only and physician approval must be obtained before testing begins. Call 1-800-234-8888 for appointment and other important information.

"There is nothing more stressful than having to worry about your children while you are at work. The new childcare center alleviates these tensions. Not only are the children cared for, but they are also taught and encouraged." Olivia Mitchell, assoc. prof., ILR



The new Ithaca Community Childcare Center

Ithaca Community Childcare Center Opens New Building

The Ithaca Community Childcare Center (ICCC) opened its doors to 160 children - infants, toddlers, preschoolers and school-age - on April 4. Situated on Warren Road just north of BOCES, the 16,300 square foot building is the largest nonprofit childcare center designed specifically for young children and their needs in New York State.



Paul Kintner and his son, Douglas, enjoy a quiet moment together at ICCC. Paul Kintner, associate professor in electrical engineering, is president of the ICCC Board of Directors.

The facilities include three infant rooms, three toddler rooms, and four prekindergarten rooms. Each classroom has 65 square feet per child, even though state licensing requires only 35 square feet. Two large indoor skylighted play areas provide additional play space on snowy or rainy days. Windows begin at 18" off of the ground so children of all sizes can see out. The furniture, sinks, and toilets are all the right height for a young child.

Continued on page 4

Parents Appreciate New Center

Tove Hammer, associate professor, Industrial and Labor Relations: "I've been working with the ICCC for four years, and I'm very impressed with the wonderful new facility. The new center brings together the whole program that was spread out in three locations.

Knowing that the children are in a safe, convenient, and friendly environment gives parents peace of mind. I notice the parents walk in and out of the center with smiles on their faces. My son, Thomas (age 3), is thrilled with the new center. He can see out of the windows, and he especially likes the large, open play areas."

* * *

Philip McPherson, assistant director, Residence Life: "I'm delighted that the center is now open. As treasurer of the ICCC Board of Directors, I've been involved in helping design the center which has given me an inside view of all that went into making this center a reality. The building is a tribute to the ability of the staff and Board to envision a creative, flexible

Continued on page 4



Paul Kintner and Arbo Doughty, teacher in Kiwi Room (Ages 3-4), watch the children playing in one of the large indoor play areas at ICCC.

Temp Work Available

Now that spring is here, the university will have several temporary job opportunities available for grounds, gardening and field staff. This is the time of year to begin crop and flower planting, grass mowing and grounds clean up and repair activities.

Individuals with landscape maintenance, construction, heavy equipment, planting and harvesting skills are encouraged to apply. Requirements may include a NYS class I or III drivers and/or pesticide applicators license plus some related experience.

Call Staffing Services, 255-5226, to request employment materials or stop by Cornell's East Hill Plaza employment office. Complete and return a Cornell employment application and skills assessment form to Staffing Services, Office of Human Resources, 160 Day Hall, Ithaca, NY 14853.

ILR Extension Presents Secretary's Day Symposium; Register by April 21

"Office Professionals at Universities: A Secretary's Day Symposium" will be presented on Wednesday, April 26 from 11:30am - 1:30pm in Room 205 of the ILR Conference Center.

The two-hour public service program for office professionals will feature speakers and a panel discussion focusing on the outlook on career development for office professionals, the nature of clerical work at other universities, and the experience of secretaries at other universities.

Preregistration is required to attend the seminar; call 5-4423 by April 21 for your reservation. A box lunch will be provided. Supervisors are encouraged to support staff who may want to attend this program in honor of office professionals.

JOB OPPORTUNITIES

April 20, 1989

Volume 1, Number 15

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801

Day Hall: (607) 255-5226

East Hill Plaza: (607) 255-7422

- Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.

- Cornell University is an Affirmative Action/Equal Opportunity Employer.

- Job Opportunities can be found on CUINFO

Professional

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

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

Assistant to the Director for Finance and Business Services for Statutory Audits (P5101) HRII
Statutory Finance and Business Services-Statutory
Assume responsibility for the management and coordination of Cooperative Extension and oversee the statutory college internal audit function which conducts financial, operational and compliance audits of its four partially State-supported colleges. Reporting to the Director of Finance and Business Services, the incumbent works with Cooperative Extension administrative and Association personnel, statutory financial administration, and the Office of the University Auditor.

Requirements: Bachelor's in accounting, business administration or related area, and a minimum of four years of significant and responsible experience in public, industrial, government or higher education accounting or auditing. CPA certification or active pursuit of certification is required. Excellent oral and written communications skills with a demonstrated ability to work effectively within a highly complex and challenging environment is essential. Knowledge of State University of New York accounting/financial procedures and practices or college/university research experience is desirable. Knowledge of mainframe and personal computer system applications is required. Overnight travel of at least 25% in New York State. Send cover letter, resume, salary history and a list of three professional references to Cynthia Smithbower as soon as possible.

Research Support Specialist III (PT4109) HRII
Veterinary Pathology-Statutory
Manage flow cytometry lab. Supervise staff and activities; design, execute and coordinate research protocols; provide technical assistance; determine equipment and supply purchases; assist with grant proposals writing and co-authoring manuscripts.

Requirements: Master's in biology or physical science or equivalent. Minimum 5 years related lab experience strongly preferred. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst III (PT6303) Level 34
Theory Center/CNSF-Endowed
Provide UNIX systems support, including coordination of systems administration activities, for various workstation systems in the Cornell National Supercomputer Facility (CNSF).

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

Systems Programmer/Analyst II (PT6004) Level 33
Cornell Information Technologies/Systems-Endowed
Design, implement, install, document and maintain systems software or significant subsystems in IBM VM systems, primarily VM/XA.

Requirements: Bachelor's or equivalent with related computer courses. 2-3 years experience with VM operating systems and significant subsystems. Knowledge of hardware concepts as they relate to software issues. Knowledge of IBM/370 assembler language. Send cover letter and resume to Bill Webster.

Assistant Director of Alumni Programs (PA6403) HRI
Alumni Affairs-Endowed

Assist the Director and the Associate Director in planning overall policies, procedures and goals for Cornell Clubs nationally. Supervise Club activities in assigned regions. Assist in planning, development and execution of leadership workshops.

Requirements: Bachelor's or equivalent; Cornell degree preferred. Demonstrated ability to work with and organize volunteers; strong interpersonal communication and writing skills; minimum 2-3 years experience with volunteer organizations preferred. Some travel. Send cover letter and resume to Cynthia Smithbower by May 5.

Public Affairs Assistant (PA6402) HRI
Johnson Graduate School of Management-Endowed
Plan, develop and implement a nationwide alumni relations plan for the Johnson Graduate School of Management; work with alumni in developing clubs in the USA and abroad; coordinate the Dean's Alumni Executive Council, the School's Alumni Association and its committees; oversee alumni programs, including international events, as well as a carefully constructed communications plan.

Requirements: Bachelor's or equivalent. Minimum 1-2 years experience in public affairs/relations environment; experience in alumni relations required. Strong communication and organizational skills essential; excellent interpersonal skills, diplomacy and confidentiality. Must be able to work productively with others, balancing conflicting priorities and demands. Database experience. Some travel. Send cover letter and resume to Cynthia Smithbower by April 28.

Technical Consultant II (PT6301) Level 33/HRI
HDFS/Family Life Development Center-Statutory
Provide technical support, training and orientation to a staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment. Until 3/31/90. Continuation contingent upon funding.

Requirements: Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers; Macintosh experience required, IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C, or BASIC desired. Send cover letter and resume to Bill Webster.

Project Coordinator (PA6301) HRI
Administrative Operations-CUL-Endowed
Support Operations Manager in renovation and construction projects throughout endowed units of CUL. Coordinates all building maintenance and care for Uris and Olin Libraries.

Requirements: Associate's or equivalent. 3-4 years experience in building maintenance and construction essential. Able to interpret architectural, electrical and mechanical drawings. Strong interpersonal, communication and organizational skills. Knowledge of MacDraft (Macintosh) helpful. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist II (PT6205) HRI
Lab of Nuclear Studies-Endowed
Provide technical support to particle accelerator facility. Responsible for systems design, development, installation, and operation.

Requirements: Bachelor's in physics or engineering or equivalent. Strong organizational skills; capable of working with limited general supervision. Send cover letter and resume to Bill Webster.

Technical Writer II (PC6215) Level 33
Information Technologies-Endowed
Plan and produce a comprehensive set of publications describing CIT offerings in these areas in conjunction with Directors, Assistant Directors, and staff in CIT Network Resources and Computer Resources divisions.

Requirements: Bachelor's or equivalent with 2-3 years experience in technical writing. Very strong written and verbal communications skills. Excellent teaching, interpersonal and problem solving skills. Knowledge in the following technical areas: UNIX, VM/CMS, use of computer networks. Experience in the use of computer-based publishing systems, especially Microsoft Word, and Page-Maker for the Macintosh. Send cover letter, resume and writing sample to Esther Smith.

Assistant Director, Systems (PT5117) Level 33
Undergraduate Admissions-Endowed
Administer mainframe system and batch production; support and develop PC network interfaced with the mainframe; train and consult.

Requirements: Bachelor's or equivalent. 2-3 years related computer systems experience. Strong written and oral communication skills required; some programming familiarity (SAS, micro, or mainframe) preferred. Experience in teaching and training beneficial. Send cover letter and resume to Bill Webster.

Staff Writer II (PC5705) HRI
University Development-Endowed
Persuasive, skillful, creative writer to join Development Communications staff. Responsible for articles, letters, proposals, brochures designed to increase support for Cornell. Primarily original writing; some ghost-writing and editing.

Requirements: Bachelor's. Minimum 3 years related experience in fund raising, marketing, p.r. or higher education helpful. Send cover letter, resume and 3 writing samples to Gil Ott, 726 University Avenue.

Professional Off-Campus

Research Support Specialist I (PT6402) HRI
Natural Resources-Cornell Biological Field Station-Bridgeport, NY-Statutory
Conduct research on bass (*Micropterus* sp.) in the Hudson River. Plan sampling procedures; sample fish and Hudson River habitats; perform data analysis; report and publish results. Until 3/31/91.

Requirements: Master's or equivalent in fishery science or closely related field required. Minimum 1 year experience sampling fish populations. Experience with the operation of small boats in a large river. Familiarity with statistical procedures in analyzing fish populations and the operation of personal computers. Must be able to swim. Send cover letter and resume to Bill Webster.

Executive Staff Assistant I (PC6410) HRI
NYC Cooperative Extension-Statutory
Provide administrative support to the Director of the NYC programs. Primarily responsible for liaison activities between NYC legislative bodies, community boards and appropriate Cooperative Extension staff.

Requirements: Bachelor's or equivalent in relevant areas. Minimum 2-3 years administrative experience. Knowledge and experience in utilizing electronic technology and word processing and spreadsheet applications.

Professional Temporary

Sportscasters
Media Services

Professional, charismatic radio announcer(s) needed as play-by-play "voice" of major college football, hockey, basketball, and lacrosse. 2 years play-by-play experience required. Production, marketing, promotional skills a plus.

Broad Cast Analysts
Media Services

Articulate, authoritative color commentator(s) needed for football, hockey, basketball and lacrosse. Thorough knowledge of sport(s), ability to communicate strategy, professional sounding voice essential.

Travel required for all positions. Send background and tape by May 1 to Michael Velez, Media Services, NB-13 MVR Hall, Cornell University, Ithaca, NY 14853-4401.

Technical

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

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

Technician, GR18 (T5611)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$487.50
Conduct animal behavioral research, analyze data using Cornell's mainframe computer, and aid in the training and supervision of undergraduate students in research.

Requirements: Bachelor's or equivalent preferred. Research and computer experience preferred for data analysis (or interest in acquiring skills).

Technician, GR18 (T5307)
Genetics and Development-Endowed
Minimum Biweekly Salary: \$487.50
Carry out biochemical and molecular biology experiments including DNA isolation, blotting and sequencing. Perform animal tissue culture as well as large scale bacterial culture. Responsible for lab organization and ordering of supplies.

Requirements: Bachelor's or equivalent in biology, chemistry or biochemistry. One year experience in a biology or biochemistry laboratory. Additional experience highly desirable.

Technician, GR19 (T6203)
Natural Resources-Statutory
Minimum Biweekly Salary: \$510.90
Collect field data on vegetation and detritus, water samples, and routine analysis of pH. Process and store water, soil, and plant tissue samples and assist in chemical analysis of plant tissue samples. Assist in storage and summarization of field data.

Requirements: Bachelor's or equivalent in natural resources, any biological science or related field. 1-2 years experience in field studies of ecology and natural resources.

Technician, GR19 (T5310)
Psychology-Endowed
Minimum Biweekly Salary: \$510.90

Prepare electrophysiology experiments; perform small animal surgery, drafting, photography. Prepare statistics and other information for paper presentation. Maintain laboratory. Until 6/30/90, continuation contingent upon funding. Schedule includes some nights and weekends.

Requirements: Bachelor's or equivalent in biopsychology, biology or related field. Minimum 2 years experience in one or more of the following: histology, electrophysiology, photography, figure drafting and/or statistical analysis.

Animal Health Technician, GR20 (T6404)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$534.30

Work as an Anesthesia Technician. Maintain well stocked clean environment. Monitor animals during anesthesia period. Work with veterinary students, assisting with the teaching of various anesthesia used in veterinary medicine.

Requirements: Associate's in animal health technology. NYS licensure or eligible for licensure. 2 years experience as an Animal Health Technician preferred.

Animal Health Technician, GR20 (T6406)
Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$534.30
Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Some weekends and holidays. 3 p.m.-11 p.m. and 11 p.m.-7 a.m. rotating.

Requirements: Associate's in animal health technology. NYS licensure or eligible for licensure. 2 years experience working with small animals. Interest in teaching critical care techniques.

Technician, GR21 (T4707)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$557.70

Perform diagnostic tests in hematology, cytology, coprology, urinalysis, chemistry and immunology. Operate and maintain equipment. Participate in "on-call" for off-hours and holidays. Use computer for specimen accession, data entry and information retrieval. Tuesday-Saturday.

Requirements: Associate's or equivalent in Medical Technology required. Bachelor's ASCP certificate preferred. 3 years related laboratory experience.

Technician, GR21 (T5612)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$557.70

Perform procedures involving molecular biology; mRNA, DNA, DNA sequencing and use of computer to enter sequences. Protein purification. Use of chromatography columns and gel electrophoresis system. Perform experiments with cells in culture with isotopes.

Requirements: Bachelor's or equivalent in biochemistry or genetics or molecular biology. Minimum 3 years related lab experience. Biochemical analysis, DNA techniques.

Technician, GR21 (T5708)
Microbiology-Statutory
Minimum Biweekly Salary: \$557.70

Design, develop and perform experiments in bacterial genetics and physiology. Maintain and catalog bacterial culture collections. Inventory, order and maintain supplies and reagents. Oversee and assist in preparation and maintenance of media, stock solutions and glassware; maintenance of facilities and equipment.

Requirements: Bachelor's or equivalent in microbiology or related area. Familiarity with bacteriology, microbial physiology, and/or biochemistry. Knowledge of basic recombinant DNA techniques is desirable.

Technician, GR21 (T6403)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70

Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, complement fixation, and hemagglutination inhibition. Perform virus isolation and fluorescent antibody procedures on clinical specimens. Prepare buffers, media and other reagents.

Requirements: Bachelor's or equivalent in microbiology, biology or related field required. 2-3 years work or course experience in virology and tissue culture desired.

Technician, GR22 (T6106)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$581.09

Conduct independent research studying the splicing of an intron found in the rDNA of *Physarum*. Design and execute experiments with minimal guidance. Maintain laboratory, order supplies, perform record and bookkeeping, and survey radioisotopes.

Requirements: Bachelor's or equivalent in chemistry, biochemistry, or related field required. 3-4 years experience, including 1-2 years working with molecular biological tools required. Experience working with RNA and a practical knowledge of modern acid biochemistry (recombinant DNA technology including in vitro mutagenesis, DNA sequencing, southern and northern hybridizations, etc.) required.

Research Technician, GR22 (T4416)
Agricultural and Biological Engineering-Statutory
Minimum Biweekly Salary: \$581.09

Set up and conduct experiments with Nutrient Film Technique and anaerobic digestion of biomass. Lab analyses, maintain time schedules, input data into computers and assist in writing technical programs.

Requirements: Bachelor's or equivalent in agricultural engineering or equivalent. 3-4 years experience in microbiology and wet chemistry analyses essential. Major physical exercise required, operate large tractors and lift equipment.

Technician, GR23 (T6206)
Biochemistry, Molecular and Cell Biology-Endowed
Minimum Biweekly Salary: \$604.49

Participate in studies on the biochemistry of cancer; perform assays of protein kinases and their effect on function (e.g. transcription).

Requirements: Bachelor's or equivalent. 5 years relevant experience. Experience in general laboratory methods.

CHES Operator (T6405)
CHES-Endowed
Minimum Biweekly Salary: \$639.59

Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHES system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.

Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred.

Technical Off-Campus

Field Assistant, GR20 (T5518)

Agronomy-Miner Institute, Chazy, NY-Statutory
Minimum Biweekly Salary: \$534.30

Provide technological support, through many phases of experimental techniques, for field research and demonstration programs in crops and soils. (Clinton, Essex, and Franklin Counties).

Requirements: High School diploma or equivalent; Associate's or equivalent in agriculture with emphasis in agronomy or plant science desirable. 2-3 years of research farm experience. Experience in the operation and maintenance of farm and research farm equipment.

Technical Part-time

Technical Assistant, GR16 (T6401)

Biochemistry, Molecular and Cell Biology-Statutory
Minimum full-time equivalent: \$448.50

Sort and store clean glassware; wash, dry and sort pipettes. Prepare media and sterile supplies; work with acids silicating solution and organic solvents. Perform general record keeping, photocopying and assorted errands. Mornings, Monday-Friday, 20 hours per week.

Requirements: High School diploma or equivalent required. Associate's or equivalent desired. Some laboratory experience essential. Willing to work near radioactive materials.

Technical Temporary

Technician (T6302)

Entomology

Assist with biochemical and toxicological assays and the rearing of insect colonies. Perform general lab maintenance. Full-time through the summer.

Requirements: Bachelor's or equivalent in biology, chemistry or biochemistry preferred. Experience with enzyme assays and insecticide bioassays desired. Submit application materials to Bill Webster, 160 Day Hall.

Research Equipment Technician (T3509)

Agricultural Engineering

Assist in the construction and operation of a highly innovative sewage treatment system. Perform glass work, pipe bending, pipe threading, plumbing, carpentry, welding, metal cutting, space lighting and heating installations.

Requirements: High School diploma or equivalent. Knowledge of power equipment operation, plumbing, welding and acetylene torch metal cutting. Experience with water and sludge pump operation and repair preferred. Ability to drive trucks and operate heavy equipment preferred. Valid NYS driver's license required. Submit application materials to Bill Webster, 160 Day Hall.

Casual Technician/Lab Assistant (T6101)

Clinical Sciences-Statutory

Provide technical completion of biochemical assays used as clinical diagnostic tests in veterinary patients. Catalogue samples and report test results (computer data entry); assist in projects which may include handling of dogs and cats. Flexible schedule, 12-15 hours per week.

Requirements: College level coursework in biochemistry and/or quantitative analysis preferred. Understanding of basic laboratory techniques including quantitative pipetting, centrifugation, reagent preparation and operation of a spectrophotometer desired. Pre-employment physical required. Submit application materials to 160 Day Hall.

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.

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

Accounts Assistant, GR17 (C6405)

Dining-Endowed

Minimum Biweekly Salary: \$467.98

Maintain financial and operational records for vending operation. Prepare daily cash sheets and bank deposits; answer telephone; assist with financial reports, petty cash reconciliation and inventory extensions. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum 1 year related experience. Good computation skills required. Good communication skills required. Light typing.

Office Assistant, GR17 (C6407)

Public Affairs Records-Endowed

Minimum Biweekly Salary: \$467.98

Trace for biographic information, address update and information on Cornell Alumni. Make biographic additions, changes and deletions to records of Cornell alumni and friends using an IBM 3270 terminal for an on-line system.

Requirements: High School diploma or equivalent. Some data entry and CRT experience helpful. Good organizational, interpersonal and communication skills. Good telephone related techniques and attention to details. Office experience. Light typing.

CRT Operator, GR18 (C5103)

Section of Ecology and Systematics-Statutory

Minimum Biweekly Salary: \$487.50

Responsible for accurate data entry of biological and geographic data into PC database. Also responsible for interpretation of complex data. 9 month-1 year appointment.

Requirements: High School diploma with college course work in biology, science, or natural history. 1 year prior experience in data entry using IBM-compatible personal computer. Medium typing.

Senior Circulation/Reserve Assistant, GR18 (C6409)
Mathematics Library-Endowed

Minimum Biweekly Salary: \$487.50

Under the supervision of the Mathematics Library Supervisor, is responsible for the entire circulation/reserve and serials operation of that library as well as the microform operation in the Engineering Library. Interviews, hires, trains, supervises required student staff in all operations. Utilizes RLIN/IBM/PC/Macintosh for public/technical services and records maintenance.

Requirements: Associate's or equivalent. Previous library or related experience desirable. Excellent organizational abilities, attention to detail, and strong interpersonal skills. Knowledge of RLIN/Macintosh/PC desirable. Light typing.

Secretary, GR18 (C6403)

Human Service Studies-Statutory

Minimum Biweekly Salary: \$487.50

Provide secretarial support for the Cornell Empowerment Group funded by the Ford Foundation for a program of research, program development and dissemination carried out by the Manager/Editor and five faculty members in the College of Human Ecology. Until 6/30/90.

Requirements: High School diploma or equivalent. Associate's desirable. Minimum 1 year related office experience. Experience with IBM PC's or Macintosh, Wordperfect, LOTUS/Excel preferred. Knowledge of Cornell statutory accounting system helpful. Excellent typing skills. Ability and desire to work as a team member with people of diverse backgrounds. Medium typing.

Office Assistant, GR18 (C6302)

Statler Hotel-Endowed

Minimum Biweekly Salary: \$487.50

Responsible for all secretarial duties within the Accounting Department; assist in completion and distribution of accounting reports; provide relief as needed to income controller, accounts payable and accounts receivable clerks.

Requirements: High School diploma or equivalent. Minimum 1-2 years related experience. Word processing experience. Strong organizational and interpersonal skills. Medium typing.

Preservation Assistant, GR18 (C6306)

Conservation-CUL-Endowed

Minimum Biweekly Salary: \$487.50

Assist Project Coordinator of Great Collections Microfilming Project in pre- and post-filming procedures and implement brittle book replacement program under direction of Conservation Librarian. 3 year term appointment.

Requirements: Associate's or equivalent preferred. Excellent organizational/work flow management skills. Attention to detail. Ability to work independently. Minimum 1-2 years library experience especially searching and acquisition procedures. Knowledge of microfilming techniques/equipment and computer skills (IBM PC), Wordperfect and P.C. File highly desirable. Strong communication and interpersonal skills.

Personnel Assistant/Receptionist, GR18 (C6304)

Office of Human Resources-Endowed

Minimum Biweekly Salary: \$487.50

To provide a wide range of support services to Employee Benefits section of OHR with emphasis on maintaining effective public relations and accurate dissemination of information relative to employee benefits.

Requirements: High School diploma or equivalent. Some college preferred. Minimum 1-2 years of related experience. Good organizational, interpersonal and communication skills. Math aptitude. Familiarity with office protocol and multi-line telephone board helpful. Medium typing.

Administrative Aide, GR19 (C6411)

Institute for Comparative and Environmental Toxicology-Statutory

Minimum Biweekly Salary: \$510.90

Provide administrative, secretarial and organizational support to Director, Assistant Director and Graduate Field Representative of Environmental Toxicology. Act as Graduate Field Secretary. Facilitate flow of information between Director, faculty, students, research and extension personnel.

Requirements: Associate's in secretarial science or business or equivalent. Minimum 2 years in an educational setting. Graduate field secretarial experience desirable. IBM PC, Wordperfect 5.0. Medium typing.

Administrative Aide, GR20 (C6402)

Hotel Administration-Endowed

Minimum Biweekly Salary: \$534.30

As the personal aide to the Assistant Dean for Business and Administration, act as liaison between the Office of Assistant Dean and other departments within the School of Hotel Administration, involving independent decision-making; work closely with the ADBA on matters of confidentiality and sensitive nature.

Requirements: Associate's in business or equivalent experience. Minimum 2-3 years related experience. PC word processing skills necessary. Familiarity with Cornell accounting and budget systems preferred. Experience with budget procedures, ability to do accounting analysis, and knowledge of Lotus 1-2-3 preferred. Excellent interpersonal and communication skills. Medium typing.

Accounts Coordinator, GR20 (C6310)

Finance and Business Services-Statutory

Minimum Biweekly Salary: \$534.30

Perform all duties related to Diners Club Corporate Credit Card Program for Statutory employees - additions, deletions, questions, etc.; monitor accounts receivable customer accounts, including personal contact by phone and various charges and accounts receivable adjustments.

Requirements: Associate's or equivalent. Minimum 2-3 years related experience. Experience in university accounting preferred. Accounts receivable and personal computer experience desirable. Strong communication and interpersonal skills necessary. Light typing.

Accounts Assistant, GR21 (C6406)

Controller's/Endowed Accounting-Endowed

Minimum Biweekly Salary: \$557.70

Provide accounting support for University Departments. Review journal vouchers, set up accounts, and answer questions regarding accounting policies. Prepare monthly, quarterly, and annual financial reports. Prepare special reports as assigned.

Requirements: Associate's in accounting or equivalent education and experience required. Minimum 2-3 years accounting/bookkeeping experience preferred. Working knowledge of personal computers. Must demonstrate strong organizational and communication skills and be able to work independently. Experience with endowed accounting system desirable.

Research Aide, GR22 (C6408)

Academic Personnel Office-Endowed

Minimum Biweekly Salary: \$581.09

Primarily responsible for maintenance and update of academic personnel database; generate related internal academic personnel office reports. Assist with implementation, maintenance and interpretation of academic personnel policies and procedures. Process academic appointment forms.

Requirements: Associate's or equivalent combination of education/experience in business/human resources administration. Minimum 3 years related experience. Considerable knowledge and experience with personal computers (Macintosh SE and related programs preferable). Familiarity with Cornell's administrative operation preferred. Strong interpersonal, organizational and communication skills. Medium typing.

Office Professionals Part-Time

Office Assistant, GR18 (C6404)

Statler Hotel-Endowed

Minimum full-time equivalent: \$487.50

Perform daily duties of the front office. Operate the computer and telephone switchboard; check guests in and out of the hotel; post guest and club account charges and payments; help with reservations for guest rooms. Saturday, 7-3:30; Sunday, 3-11:30 p.m.; Monday, 3-11:30 p.m. **Requirements:** High School diploma or equivalent. Minimum 1 year front office experience. Some accounting, switchboard and computer experience.

Secretary, GR18 (C6307)

University Press-Endowed

Minimum full-time equivalent: \$487.50

Provide office support for managing editor and four editors. Prepare schedules; type letters; maintain records; copy; prepare manuscripts; answer phones; read indexes. Monday-Friday (mornings) 5 hours per day.

Requirements: High School diploma or equivalent, some college desirable. Minimum 1 year previous office experience. Excellent organizational skills. Attention to detail necessary. Familiarity with PCs. Heavy typing.

Office Assistant, GR18 (C4525)

Nuclear Studies-Endowed

Minimum full-time equivalent: \$487.50

Assist in maintaining accounting records; provide secretarial assistance to staff and faculty; provide general office assistance. Monday-Friday, 9 a.m.-2 p.m.

Requirements: High School diploma or equivalent. Minimum 1 year secretarial/accounting experience including word processing. Technical typing experience preferred. Medium typing.

Editorial Proofreader, GR19 (C6202)

University Press-Endowed

Minimum full-time equivalent: \$510.90

Assist five editors in Editing Department; check all stages of proof; help with manuscript, index, paperback, and reprint preparation. Supervise 1/2 time assistant. Monday-Friday, 30-35 hours per week.

Requirements: Associate's or equivalent. Knowledge of Chicago Manual of Style desirable. Minimum 2 years related experience. Proofreading skills. Excellent concentration and eye for detail. Ability to organize flow of work and meet schedules for over 125 books per year. Light typing. Send cover letter and resume to Esther Smith.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Administrative Aide (S6402)

Hispanic American Studies Program

Prepare a variety of correspondence using Macintosh SE; coordinate photocopying and distributing of all out-going materials; open and prioritize all in-coming and out-going mail; file program materials; prepare purchase orders, vouchers and maintain financial records; supervise CWS student as needed; answer telephone requests for information and direct student inquiries appropriately. Full-time until May 26.

Requirements: High School diploma or equivalent. Associate's or equivalent preferred; 1-2 years experience. Bilingual in Spanish/English preferred. Knowledge of university essential. Experience with Macintosh computer preferred. Medium typing. Send cover letter and resume to Karen Raponi.

Office Assistant (S6301)

Natural Resources

Provide secretarial support for Natural Resources Extension staff. Answer phones, photocopy, run campus errands, process mail, handle public requests, wordprocessing, type forms, file, receive office visitors. Monday-Thursday 2-5 p.m. Friday 8-5 p.m.

Requirements: High School diploma or equivalent; coursework in secretarial/science; proficient in IBM-PC and Wordperfect. Must have excellent telephone technique; ability to prioritize assignments; work in complex active environment. Must be able to work independently. Send resume and cover letter to Karen Raponi.

Sales Assistant (S6107)

Cornell Plantations

General sales duties at Cornell Plantations Garden Gift Shop. Open, close, and oversee Headquarters, register sales, answer phones, water plants, answer basic plant questions. Occasional nights during tours, and weekday coverage for vacations. Alternating weekends and holidays. Saturday, 10:00-5:30 p.m. Sunday, 11:00-5:30 p.m. April 15-December 24.

Requirements: High School diploma or equivalent. Previous sales experience required. Knowledge of plants helpful. Good interpersonal skills. Enjoy dealing with people. Send cover letter and resume to Karen Raponi.

Sales Assistant (S6001)

Laboratory of Ornithology

General sales duties at Crow's Nest Bookshop during weekends and holidays. Open, close, and oversee Laboratory, register sales, answer phones, feed birds, answer basic bird questions, secure Lab when closing. Occasional Monday nights (3 hours) during seminars. Alternating weekends and holidays. Must be able to commit weekends on a regular basis. Saturday, Sunday, 11:30-5:30 p.m. **Requirements:** High School diploma or equivalent. Previous sales experience required. Knowledge of birds helpful. Good interpersonal skills. Enjoy dealing with people. Light typing. Send cover letter and resume to Karen Raponi.

General Service

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

Head Waitperson, SO02 (G6407-G6409)

Statler Hotel-Endowed

Hiring Rate: \$5.75

Under general supervision, serve meals to guests in the fine dining room according to established rules of etiquette and service. Helps in set up and cleaning of dining room. Some nights and weekends.

Requirements: High School diploma or equivalent. Ability to read and write English. Minimum 1-2 years waitstaff experience.

Custodian, SO02 (G6402, G6403)

Statler Hotel-Endowed

Hiring Rate: \$5.75

Cleans the public areas of the hotel; stocks the guestroom floor closets for the room attendants. Some nights and weekends.

Requirements: Some hotel housekeeping experience preferred.

Custodian, SO02 (G6404)

Residence Life-Endowed

Hiring Rate: \$5.75

Provide general custodial care of buildings and grounds in assigned area. Monday-Thursday, 7:30 a.m.-4 p.m.; Friday 7:30 a.m.-3 p.m.

Requirements: Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills. Daily contact with students.

Custodian, SO02 (G6401)

Buildings Care-Endowed

Hiring Rate: \$5.75

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m.

Requirements: Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills.

Bell Captain, SO03 (G6406)

Statler Hotel-Endowed

Hiring Rate: \$6.00

Assists concierge to rotate assignments for bell staff. Receives calls for delivery or service and instructs bell staff accordingly. Provides pick up and delivery service. Works closely with the sales staff during group reservations and conferences. Sunday-Thursday, 11 p.m.-7:30 a.m.

Requirements: High School diploma or equivalent. Good reading and writing skills. Valid driver's license. Minimum 1-2 years hotel related experience.

Animal Attendant, SO04 (B6401)

Clinical Sciences-Statutory

Hiring Rate: \$6.25

Milk cows, clean and maintain milking equipment, feed and care for large animals, wash and disinfect stalls, and walls, unload trucks, haul hay/straw/wood shavings and supplies. Transport animals. Wednesday-Saturday 4 a.m.-12:30 p.m., Sunday, 9 a.m.-5 p.m. Some holidays, supervisor may reschedule hours.

Requirements: Basic reading and writing skills. NYS driver's license. Minimum 1 year experience working around and handling large animals is essential. Milking experience is required. Apply to Staffing Services, 160 Day Hall by April 27.

Cook, SO09 (G6405)

Statler Hotel-Endowed

Hiring Rate: \$7.84

Responsible for the production of hot foods for the hotel's food outlets and banquets. Hours flexible, includes weekends.

Requirements: Associate's culinary degree preferred. Minimum 2-4 years in quantity food preparation in high volume setting.

General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Field Assistant (B6403)

Vegetable Crops

Hourly Rate: \$5.00

Perform general field plot maintenance. Some greenhouse work. April 24-November 1.

Requirements: High School diploma or equivalent. Previous farm experience. Ability to drive a tractor essential. A commercial pesticide applicator's license preferred but not required. Some carpentry skill helpful. Send application materials to Staffing Services, 160 Day Hall by April 27.

Farmworkers (2-3 positions) (B6402)

Farm Services

Hourly Rate: \$5.00

Perform a variety of duties: stack hay bails, operate farm tractor, some grounds maintenance; routine equipment maintenance. May 1-October 1.

Requirements: High School diploma or equivalent. Some related experience preferred. Must be able to lift 75 pounds. Send application materials to Staffing Services, 160 Day Hall by 4/27.

ICCC *Continued from page 1*

The Cornell Community Infant Center and ICCC merged their programs and moved 126 children from facilities at 125 E. Court St., 507 W. Green St., and 406 Triphammer Road into the new center. The ICCC after-school program, which accommodates 40 children, will continue in the Northeast Elementary School.

Kathy Balada, director of the center, said that a one-stop facility will be more convenient for parents with children of different ages and that parents appreciate having comprehensive childcare available at one location. "Once your child is accepted into the program, you know your child can stay there from infancy up through age 10," she said.

"The financial partnership that created this center is as exciting as the design of the building," said Joycelyn Hart, associate vice president for human relations. Cornell has played a major role with the donation of land for the site, a grant of \$120,000 for start-up expenses, and operating support for the initial years. Other significant sources of support were parents, who gave over \$70,000; New York State, which awarded a start-up grant of \$40,000; corporations; and local foundations.

The center will accommodate at least 120 children of Cornell faculty, staff, and students, according to Hart. The new center will charge tuition on a sliding-fee scale and will offer tuition assistance. "The center is committed to maintaining a good socioeconomic mix ensuring the participation of faculty, staff, students, and other community members," said Hart.

Balada said that the center will be full when it opens, but they will be taking a waiting list. For more information about ICCC, call 257-0200.

Carolyn McPherson, coordinator of Women's Svcs.

Parents *Continued from page 1*

design uniquely suited to the needs of young children. The parents seem impressed with the building, and the children are excited about the open, airy rooms.

During the construction period, my daughter, Alicia (age 4), went with me to see the building many times before it opened. It was neat for her to see the cycle of the construction of a building, and she was always eager to share what she had seen with the other children."

* * *

Theresa Vander Horn, administrative aide, Chemical Engineering: "I feel it is a privilege to be able to put a child in a center like this. The center provides an ideal environment for children and the large indoor play space is more than you could hope for. Knowing that your child can start at the center as an infant and then stay there for years makes Cornell and Ithaca much more attractive."

The fact that Oliver (age 16 months) can stay in one center for the next few years will influence our plans for the future. When my husband's PhD is completed, we are thinking about staying at Cornell for him to do postdoctoral work. One of the main reasons for staying in Ithaca is Oliver's daycare because we know it will be difficult or impossible to find this ideal childcare environment elsewhere."

* * *

Olivia Mitchell, associate professor, Industrial and Labor Relations: "The new center is a wonderful place designed with children in mind. It is a miracle to see this place finally open and it feels like Christmas and New Year's put together. We were fortunate to get support for the center from Cornell, parents, corporations and the state."

My older daughter was one of the first babies in the Infant Center, and Hilary, my nine-month-old, will be in one of the infant rooms at the new center.

One of the reasons for building the center was the tremendous shortage of high quality day care in the county. The Ithaca Childcare Center had a huge waiting list of 150. I put my baby on the waiting list at the Infant Center two years before she was conceived. I advised my friends of child-bearing age to reserve a place at the Infant Center if they were even thinking about having a child."

Reviewing the Hiring Process: Steps to Take When a Vacancy Occurs in Your Dept.

Getting Started

When a vacancy is anticipated or occurs in your department, several processes should be set in motion. If one or more employees in your department are qualified for and interested in the open position, you may want to consider waiving the posting (advertisement of the position). Or, you may want to actively recruit for the vacancy. In any event, a current and accurate job description should be developed. As a supervisor and manager, you also may want to consider altering the roles of other positions within your organization to assume various responsibilities of the vacancy.

Reviewing the Job Description

Reviewing the job description is a key step in the hiring process. It helps foster a better understanding of what qualifications are required for the position. You can share this written description of the responsibilities and duties with the candidates and other persons who may be involved in the search process. An up-to-date job description starts the hiring process by also serving as a basis for completing an employee requisition form.

The Employee Requisition

In addition to a brief job description, the requisition form also requires administrative information such as budget line, department, work schedule and title code. It also includes a search plan: where and when you propose to advertise and whether there are affirmative action goals for the position. The requisition must be reviewed and signed by the executive officer, Personnel Support Group representative and affirmative action representative of your unit.

Employee requisition forms are available from Staffing Services, along with instructional materials and professional assistance, if requested. **The deadline for requisitions is 12 noon Thursday, the week prior to posting.** A complete job description should be attached to the requisition, giving Staffing Services the comprehensive knowledge of the position necessary for selecting candidates for referral.

Planning the Process

The search process may involve one or several people and require numerous and timely communication with applicants and interviewers. It may take anywhere from one week to several months. Project when you would need or like to have the new employee

on board, and work backward to establish a timeline for:

- a cut-off date for application,
- target date for review of credentials,
- target date for selection of qualified candidates, and
- target date for communication to applicants to prescreen or arrange interviews.

Criteria for candidate selection should be based on the nature and scope of the position as defined in the job description. Participants in the search process should share and understand the same selection criteria for determining candidates' appropriate qualifications for the job.

Interviewing

Employment interviewing is not an exact science. Basically, participants in the search process try to predict successful on-the-job performance by developing and testing assumptions about skills, abilities, motivation, and experience. Careful preparation of the position description and selection criteria, and careful review of the application or resume will help you ask relevant questions related to the job. For more information interviewing skills, feel free to call Staffing Services at 5-5226.

New Wellness Program *Continued from page 1*

What are the benefits of participating in a wellness program?

Research has shown that increases in physical fitness levels as well as increases in knowledge of health-related topics improves an individual's work performance, self esteem, energy level and lowers absenteeism and anxiety.

When does Cornell's wellness program begin?

The program begins this coming fall and runs for a full academic year with the opportunity to renew participation for as long as the employee desires.

What will Cornell's wellness program involve?

The wellness program is a very comprehensive appraisal of one's health and fitness level along with an educational component to teach the necessary steps to achieve positive healthy lifestyle changes.

The testing will include a coronary blood profile, resting cardiogram, complete physical examination, health risk and lifestyle appraisal profile, cardiovascular and lung capacity assessments, body fat analysis, muscular strength and endurance tests, and a flexibility assessment.

Following the completion of the testing phase, a one-hour consultation session will be given to

explain all the results and discuss the individual's health and lifestyle status. An exercise prescription is then given and goals are established for the coming year.

What is involved in the educational component of Cornell's wellness program?

A full educational program will address a variety of health-related topics in the form of nutritional counseling, stress management workshops and low-back care and prevention to name a few. All staff and faculty are welcome to attend the educational programs.

Am I entitled to use university facilities to carry out the exercise prescription?

Yes. All participants of the wellness program will be given a Helen Newman Hall (HNH) privilege card which entitles them to a workout uniform, towel, soap, basket and locker room use (includes sauna), pool and fitness room privileges as well as use of Barton Hall and Teagle Hall for one year.

The program activities will include supervised exercise sessions in the HNH fitness room which is equipped with airdyne bicycles, rowing machines, a life cycle, stepping machines, a treadmill, a Nordic skier and two full universal lifting machines with complimenting separate leg machines.

Other activities available include aerobics, swimming, group exercise sessions, seasonal activities such as cross-country skiing in the winter.

Is there a charge for participating in the Cornell's wellness program?

Yes. A sliding scale fee based on an individual's confidentially assessed salary level will be used to determine each participant's program cost. The program fee will range from \$175 - \$250 per year. The university administration has endorsed this program and will add its support by contributing the difference to cover the costs.

How much would I have to pay for the same medical testing services, consultations, health education seminars and facility and exercise privileges if I were not enrolled in the Cornell wellness program?

Other programs offered in this area which are not inclusive of all the services provided in the Cornell University Wellness Program run anywhere from \$500 to \$1000 per year. Purchased privately, the testing phase alone would cost between \$350 - \$700.

How many employees will be enrolled in the program?

Registration in the wellness program will be limited to 150 participants during this first year and will be accepted on a first-come, first-served basis. Here is the program many of you have been waiting for. The opportunity is here, the facilities are available and the choice is yours. Watch for the early May mailing for more details on the wellness program.

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

Telephone: Human Resources (607) 255-3541
Office of Equal Opportunity (607) 255-3976

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