

Cornell CHRONICLE

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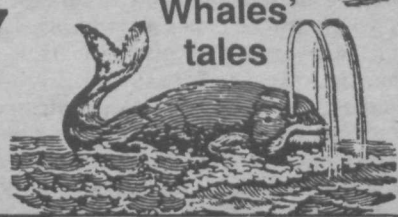
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Commentary



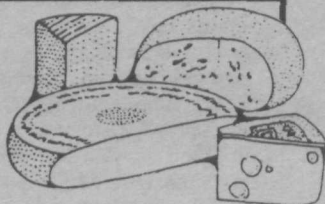
7

Whales' tales



7

Gourmet cheeses



Jill Peltzman

Treating carnivores of another kind in a production of "Little Shop of Horrors" are veterinary students, from left, director Richard Goldstein and actors James Morrissey, Brooke Hines, Ann Crossley, Gary Block, Justine Johnson, and Laurence Volel. The player inside the plant is Tim Miller.

Students studying animals sing about a plant

After hearing the same refrain — "Well, I used to perform" — from other talented students at the College of Veterinary Medicine, third-year doctor-to-be Rich Goldstein asked himself: "Why should we have to give up the theater just because we're in vet school?"

The obvious answer? That the veterinary curriculum is too rigorous for students to sideline as actors and crew. Still, that didn't squelch the hope that, with superlative time management, they

might just be possible to stage a full-scale musical production.

They will know tomorrow night.

The Veterinary Players, a group of some 60 of the college's students, directed by Goldstein, will perform "Little Shop of Horrors," in the James Law Auditorium of Schurman Hall on Feb. 24 and 25 at 8:15 p.m. and on Feb. 26 at 2 p.m.

Until now, talented Veterinary College students have found an outlet only

in amateur in-house skits concocted for special occasions such as the traditional diversion for freshmen before their first exam.

"Little Shop" involves professional lighting, elaborate stage sets and four changes of costumes for Audrey II, the carnivorous plant.

And just working out a rehearsal schedule that accommodated all the people involved proved a challenge.

Continued on page 6

African scholar Mazrui, A.D. White Professor, to lecture on 'Satanic Verses,' other themes

Ali A. Mazrui, one of Africa's best-known scholars and writers, will deliver three public lectures, including one dealing with "Satanic Verses," the book condemned by some Moslems, and meet with students during a two-week visit from Feb. 26 to March 11.

Mazrui is the first scholar specializing on Africa to hold an A.D. White Professorship-at-Large.

In his first public lecture, Mazrui will discuss problems generated by Moslem death threats against author Salman

Rushdie. Entitled "The Novelist's Freedom vs. the Worshippers Dignity: The Moral Dilemma of Salman Rushdie's 'Satanic Verses,'" this lecture will be given at 7:30 p.m. on March 1 in Anabel Taylor Auditorium.

Mazrui will lecture on the theme "Cultural Forces in Global Politics: A Black World Perspective" in the Hollis E. Cornell Auditorium of Goldwin Smith Hall starting at 4:30 p.m. on two dates.

At a March 2 lecture, he will discuss "Cultural Power in North-South Relations,"

and on March 9 he will look at "Cultural Power in East-West Relations."

In connection with Mazrui's visit, the Africana Studies and Research Center will show in nine parts the 1986 television documentary, "The Africans: A Triple Heritage," which Mazrui wrote and narrated for the British Broadcasting Corp. and the Public Broadcasting Service. Mazrui will attend several of the viewing sessions, which will be held from 4:30 to 6:30 p.m. on weekdays, except Thursdays, from Feb. 27

Continued on page 3

Panel finishes investigation of computer virus

No one at Cornell in a position of responsibility had knowledge of the project that created a computer virus sent nationwide last November, Provost Robert Barker said after receiving the recently completed report of the university's internal investigation into the matter.

Barker said he would take about 14 days to finish reviewing with other university officials the confidential document submitted to him by M. Stuart Lynn, vice president for information technologies, who headed the study.

"Until that review is completed, including advice from university counsel about whether the document should be released in whole or in part, I will have no further comment," Barker said.

The provost reiterated Cornell's position that any action that disrupts computers or networks "violates the most fundamental principles of ethical behavior. . . . Those found in violation of university rules and regulations involving such behavior will be subject to appropriate disciplinary actions."

Barker confirmed that Cornell has cooperated fully with federal and state authorities and will continue to do so. He also noted that Cornell graduate student Robert T. Morris Jr., identified in press reports with creation of the virus, had requested and received permission to take a leave of absence from the university.

—Dennis Meredith

Museum to mount retrospective of Joan Mitchell's art

The first major retrospective exhibition of paintings by Joan Mitchell will open at the Johnson Museum on Feb. 26, one year to the day since the show made its debut at the Corcoran Gallery in Washington, D.C.

In between, 50 of Mitchell's canvasses, spanning 38 years of her career, have traveled to San Francisco, Buffalo and La Jolla.

Several museums have mounted exhibitions of Mitchell's work before: the Everson Museum in Syracuse, the Whitney Museum of American Art in New York City, the Musée d'Art Moderne de la Ville de Paris. But the retrospective, organized chronologically and by theme by Judith Bernstein, assistant professor of history of art and a guest curator at the Johnson, will be the first occasion to study Mitchell's complete artistic development.

The painter was born in Chicago in 1926, educated at Smith College and the Art Institute of Chicago and lived for a number of years in New York City, where she fell in with other artists, including Willem de Kooning and Franz Kline, frequented the Cedar Bar, attended meetings of the Eighth Street Artists Club and was exhibited in the Ninth Street Show, organized by Leo Castelli.

In 1959, she moved to France, first to Paris and then, in 1968, to the village of Vetheuil, where the Impressionist Claude Monet made a home. Unlike the first generation of abstract expressionists who re-

Continued on page 6

Notables

Morehouse College, the nation's only predominantly black, all-male college, presented **Henry L. Gates Jr.** with one of its 12 national awards for black leadership at a dinner in Atlanta on Feb. 18.

Gates, the W.E.B. DuBois Professor of Literature, was cited for his contributions to education. The awards honored national black male leaders as role models in athletics, business, education, entertainment, government, law, the military, religion and science and technology.

Others honored included L. Douglas Wilder, lieutenant governor of Virginia; Kurt Schmoke, mayor of Baltimore; Brig. Gen. Fred A. Gorden, commandant of cadets at the U.S. Military Academy at West Point; George R. Lewis, vice president and treasurer of Philip Morris Cos. Inc., and Vincent "Bo" Jackson of the Kansas City Royals professional baseball team and the Los Angeles Raiders professional football team.

Gates, 38, who came to Cornell in 1985 after teaching at Yale University, is the author of articles and books on Afro-American cultural studies and the editor of anthologies of 19th-century black women writers and Afro-American literature from the 18th century to the present.

Yong H. Kim, a science writer for the Cornell News Service, has won a writing award in the annual Northeast Farm Communicators Association competition for the fifth straight year since the inception of the awards in 1984. The awards recognize excellence in agricultural reporting. Kim's story on tiny parasitic mites from Asia that are endangering U.S. honey bees was cited as the Best General Farm Story in 1988. In 1985, Kim received the association's top award as Farm Communicator of the Year. A native of Korea, Kim joined the Cornell news staff in 1965.

Breakfasts offered

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.

Employees may sign up for breakfast or lunch with Senior Vice President James E. Morley Jr. by calling the Office of Human Resources at 255-3621. The meals will be held each month during the academic year. Dates and places include a 7:30 a.m. breakfast on March 27 in the Elmhurst Room of Willard Straight Hall. Also scheduled are a noon lunch on April 21 at Statler Inn and a 7:30 a.m. breakfast on May 17 at Statler Inn. Other dates may be announced.

Cornell Chronicle

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

Cornell sees 7 new members elected to engineering academy

Seven Cornell professors were elected this year to the National Academy of Engineering, a private organization that advises the federal government on questions of science and technology.

No other single organization in the country had more representatives honored with this highest of professional distinctions. Ninety American engineers and seven foreign associates were elected, according to a Feb. 17 announcement by Robert M. White, president of the academy headquartered in Washington, D.C.

Other organizations with multiple elections to the academy were AT&T and Massachusetts Institute of Technology, with six each.

International Business Machines Corp., Johns Hopkins University and Pennsylvania State University, followed with three each elected to the academy.

The addition of seven new members nearly doubles Cornell's membership in the academy, bringing it to 15 members, including one emeritus professor. The total academy membership is now 1,484 U.S. members and 122 foreign associates.

"We're very pleased that these faculty are receiving the national recognition that they deserve," said College of Engineering Dean William Streett. "Election to the academy is evidence of considerable accomplishments in research that their colleagues at Cornell and elsewhere have long appreciated."

The new academy members from Cornell and the reason for their election as stated in the announcement are:

- Keith E. Gubbins, Thomas R. Briggs

Professor of Engineering and director, School of Chemical Engineering; "for pioneering development of computer simulation and perturbation theory for extending statistical mechanical techniques to systems of engineering interest."

- Juris Hartmanis, the Walter R. Read Professor of Engineering; "for fundamental contributions to computational complexity theory and to research and education in computing."

- John E. Hopcroft, the John C. Ford Professor of Computer Science and chairman, department of computer science; "for fundamental contributions to computer algorithms and for authorship of outstanding computer science textbooks."

- Edward J. Kramer, professor of material science and engineering; "for pioneering investigations of the fundamental aspects of fracture and diffusion in polymers."

- Daniel P. Loucks, professor of civil and environmental engineering; "for worldwide leadership in the application of systems analysis to the fields of water resources and environmental engineering."

- Michael L. Shuler, professor of chemical engineering; "for pioneering development of engineering principles for plant cell tissue culture, membrane bioreactors, *E. coli* protein excretion, and cell models."

- Kuo-King Wang, the Sibley College Professor of Mechanical Engineering; "for outstanding interdisciplinary research, teaching, and writing, contributing to a broad spectrum of processing technologies, benefiting the manufacturing industry worldwide."

—Martin B. Stiles

Commentary

Balancing the Science-Funding Equation

By Frank H.T. Rhodes

This appeared on the Op-Ed page of The Wall Street Journal on Dec. 20, 1988.

"Managing research" is a contradiction in terms, even worse in its way than "Postal Service" or "airline cuisine." One might as well talk of managing Mozart's composition or Monet's painting or Milton's writing. A basic scientific discovery is just as much a creative masterpiece — unpredictable and unmanageable — as works by these great artists.

Yet, in view of the political uproar precipitated by the decision to build the superconducting supercollider in Texas and of the multitude of other megaprojects waiting in the wings, there is one limited but vital way in which the U.S. must develop a rational system for choosing among worthwhile projects and determining appropriate levels of funding if the nation is to reap maximum benefit from the \$62 billion the federal government is now spending on science and technology.

Is the superconducting supercollider, at a total cost of \$4.4 billion, as important as a more modest expenditure on research fellowships for graduate students? Is the space station more valuable than an effort to map the human genome? How do you balance the need to upgrade university research facilities, the total cost of which might be as much as \$20 billion, against expanded programs to combat AIDS, which might carry an almost identical price tag? Making choices is never easy; yet, given the wealth of research ideas and the paucity of funds in federal coffers, we can ill afford not to choose.

President-elect Bush acknowledged the priority of science and technology during his campaign. In putting his own stamp on the new administration during the transition period, he has a golden opportunity to bring coherence to the nation's science and technology policy, a coherence that has been lacking for much of the past 20 years. His appointment of MIT-trained engineer-turned-governor John Sununu as chief of staff may help him reach that goal.

As a contribution to what I hope will be a continuing debate in Washington over the next few months, let me suggest a three-pronged approach that could provide a mechanism for choosing among the many worthwhile science and technology projects

now competing for federal funds:

First, President-elect Bush should follow through with his campaign promise to upgrade the president's science adviser to assistant to the president and give that person an active role in economic policy and national-security planning. Such a move would again give science and technology the priority in the White House it once enjoyed.

A strong assistant to the president for science and technology is a necessary component of effective national science policy, but not all that is needed. The second element should be a standing advisory commission on science and technological priorities, whose members would be drawn from the scientific, academic, industrial and defense communities and would be chosen for the breadth of their knowledge and experience in science and science policy. The group could serve as a Presidential Council on Science and Technology, as the president-elect has suggested.

Such a commission would solicit the opinions and insights of all interested groups, devise criteria for selecting among various types of science and technology projects, and recommend priorities.

Finally, Congress should form a House-Senate Joint Coordinating Committee to expedite congressional deliberations on science and technology policy, which now fall within the jurisdictions of some 100 different committees and subcommittees. A Joint Coordinating Committee could work out differences in funding priorities with more objectivity and knowledge than is now the case, and its reports could provide Congress as a whole with concise and informed advice on which to base a national science and technology funding plan.

Such a tripartite system for rational decision-making in science and technology would not diminish the present prerogatives of the executive and legislative branches. The president would still propose, and Congress would still dispose. Public comment could be solicited by the Presidential Council or later in the legislative or executive review process.

But national policy on science and technology would at last be developed from a foundation of thoughtful, informed and impartial advice. Given the growing influence of science and technology on our daily lives and our future prospects, that would be no trivial contribution.

Briefs

■ **She knew Harriet Tubman:** Ithaca resident Eleanor Washington, who as a child knew the Underground Railroad heroine Harriet Tubman (1821-1913), will be interviewed on the 30-minute television show "Freewheeling" on local Cable Channel 13 at 8 p.m. on Feb. 28. Washington, 87, will discuss her life in Ithaca and Auburn, along with Robert Harris Jr., director of Cornell's Africana Studies and Research Center, and the show's host, Ben Curtis.

■ **Bring your father:** A staged reading of Sophocles' "Oedipus Tyrannus" will be given by students and resident professional actors in the Department of Theater Arts at 8 p.m. on Feb. 24 and 25 in the Performing Arts Center Film Forum. The Feb. 25 reading will be followed by a discussion among the actors, director and audience.

■ **Archaeological scholarships:** Hirsch scholarships to cover travel costs will be granted to about 10 students participating in archaeological field schools and research projects in the United States and abroad this summer. Undergraduates majoring or concentrating in archaeology will be preferred candidates, but others with a proven interest in archaeology may apply. The deadline for applications is April 3. For details and application forms, see members of the archaeology faculty or Bev Phillips at 265 McGraw Hall.

■ **Film festival at the museum:** A series of avant-garde and experimental films and videos on such subjects as apartheid, drug users and the Hudson River School of painting will be shown at 2 p.m. on Feb. 26 at the Johnson Museum of Art as part of Cornell Cinema's Expanding Cinema series. The program will be the fourth annual visit to Cornell of The Thomas A. Edison Black Maria Film and Video Festival supported by the state of New Jersey and private foundations.

■ **Arts center tours:** Tours of the Center for Performing Arts are now being given every Saturday at noon. The center, designed by renowned architect James Stirling, features three theaters, including a 456-seat proscenium theater, three dance studios, film editing and production suites, production support facilities, a lighting lab, classrooms and offices. The 45-minute tours explore many of these areas. For reservations and more information, call the center box office at 254-ARTS.

■ **Be careful about drains:** Do not use floor drains or storm sewers on campus to get rid of liquid wastes of any kind at any time, other than normal water runoff. These drains connect directly to Cascadilla and Fall creeks and if used improperly can cause pollution. Caution also should be used with sink drains which are connected to the Ithaca City sanitary sewer system. For information on getting rid of dangerous wastes, particularly laboratory chemicals, contact Cornell's Life Safety Services at 255-3741. For information on the use of campus drains or discharge of any substances into a waterway, contact the Office of Environmental Health at 255-4862.

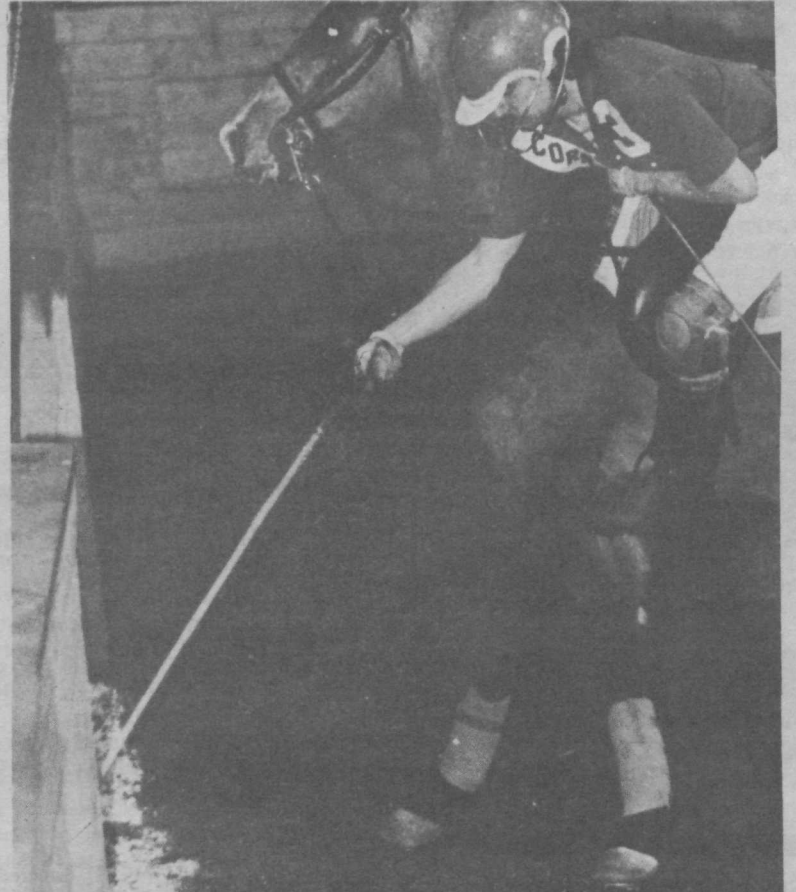
■ **Tax help for foreign students and staff:** Workshops on filing federal and state income tax returns for foreign students and staff are scheduled for March 8 and April 5 in the Anabel Taylor Hall Auditorium. On March 8 there will be a workshop from 8 to 9:45 a.m. for foreign students and a workshop from 10 to 11:45 a.m. for foreign academic staff. On April 5 the student workshop is scheduled from 1 to 2:45 p.m. and the academic staff workshop is set for 3 to 4:45 p.m.

■ **Safety Shoemobile coming Feb. 24:** The Lehigh Safety Shoemobile will be on campus Feb. 24 at the South Parking Lot of Riley Robb Hall from 9 a.m. to 12:30 p.m. and from 1:30 until 3:30 p.m. To receive departmental reimbursement for safety shoes, an L-order using Lehigh Safety Shoe Co. as the vendor with an authorized signature, should be presented. For more information, call Life Safety Services at 255-3741. Also, a Life Safety officer will be on duty at the Shoemobile.

Keep on recycling

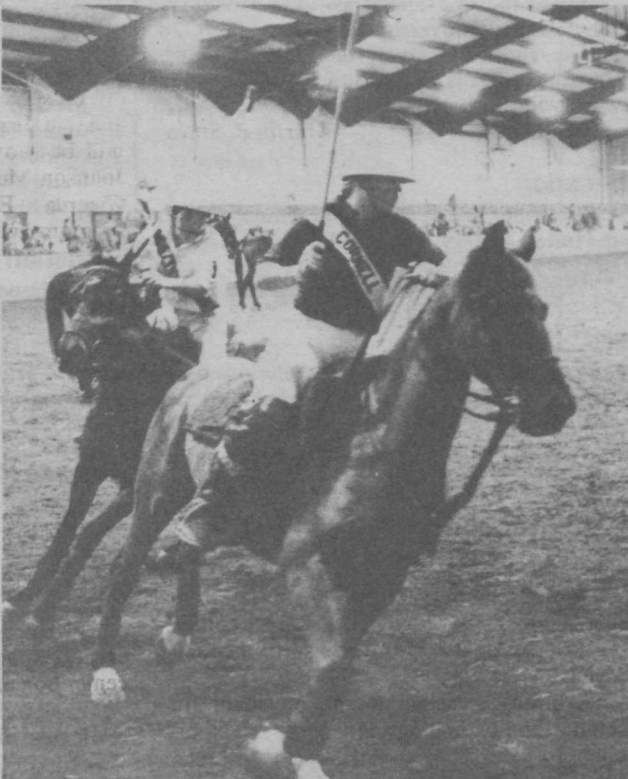


Cornell starters, No. 1 Julia Markusen, No. 2 Patty Johnson and No. 3 Karen Lowe, plot their strategy against Yale before the women's semifinals of the Eastern Regionals Intercollegiate Polo Tournament held last weekend at Cornell.

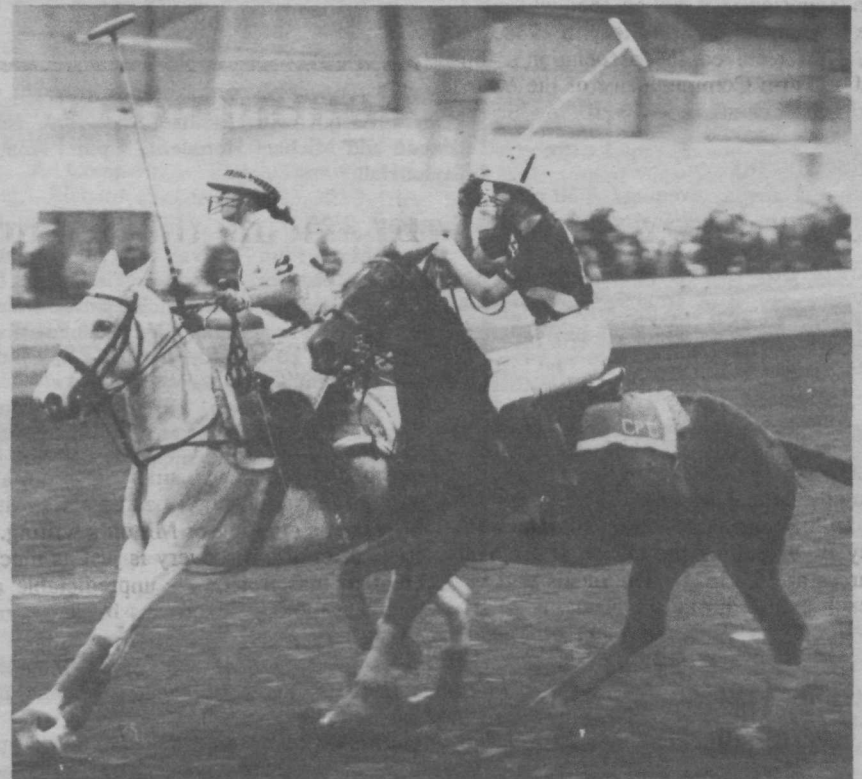


Keenly aware that every point counts, Kurt Schlichting leans out to tap one in during the men's finals against the reigning national champions, University of Virginia's Cavaliers. The Big Red narrowly defeated U. Va., 14-13, to claim the Eastern Regional title. The Cornell squad will travel to Valley Forge, Pa., for the Men's Intercollegiate Nationals the week of March 5.

P O L O



Chased by a Yale Bulldog, Cornell's Stefanie Wheeler takes the ball through the corner for a long shot down the hall in the last quarter of the women's semifinals on Friday. Five teams from the East Coast competed in the fifth annual tournament.



Photos by Jill Peltzman

Cornell senior Julia "Mom" Markusen pushes hard against the Yale defense. The Cornell women were unable to alter Yale's early lead and were defeated 18-12 in the semifinals. The Yale women fell to Skidmore in the women's finals on Sunday. The women's nationals will be held in Texas in April.

Eastern Championships

Mazrui *continued from page 1*

through March 10.

Born in Kenya, Mazrui earned his B.A. with distinction from Manchester University in England, his M.A. from Columbia University and his Ph.D. from Oxford University.

He now is a professor of Afro-American and African studies and a professor of political science at the University of Michigan at Ann Arbor. He has written 21 scholarly books and a novel. Several of his books will be displayed in the lobby of Uris Library during his visit.

Mazrui has been appointed to the recently-formed Council of African Advisers to the World Bank, and he has served on various United Nations projects ranging from human rights to nuclear proliferation.

While on campus, Mazrui will hold daily office hours Monday to Friday from 3 to 4 p.m. in the Africana Studies and Research Center to meet with individuals or groups.

Appointments can be made by telephoning Locksley Edmondson, a professor of African and Caribbean politics in the Africana Center, at 255-5054.

— Albert E. Kaff



All Mazrui, right, talks with a couple of warriors in Tanzania in 1984.

David Harrison/BBC Television

CALENDAR

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

Appalachian Clogging Classes
Meet Sundays in the North Room, Willard Straight Hall. Beginners, 4:30 p.m.; experienced cloggers, 5:30 p.m. For registration and information, call 273-0126.

Cornell International Folkdancers
The Cornell community and general public, including beginners, are welcome to join in folkdancing. Admission is free.
Meet on Feb. 26, North Room, Willard Straight Hall, review of beginners night and requests from 7:30 to 10:30 p.m. For more information, call Wies van Leuken: 257-3156.

Israeli Folkdancing
Folkdancing, Thursday evenings, 8:30 p.m. in the Edwards Room, Anabel Taylor Hall.

Swing & Jitterbug Dancing
Every Wednesday, 8 to 10 p.m., Edwards Room, Anabel Taylor Hall. For more information, call 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 expressionist, including more than 50 canvasses spanning her career from 1951 to the present, opens Feb. 26 and continues 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 children's workshop, "Talking Colors," will be given by museum intern Margaret Egan in conjunction with the Joan Mitchell exhibition on March 4 and again on March 11, from 10 a.m. to noon. Children will visit the galleries to examine the paintings and take part in activities to teach them about the expressive possibilities of color. A fee of \$10 will be charged. Registration is due by Feb. 24.

Hartell Gallery
Work by Portuguese artist Alvaro Siza, through March 4. Gallery situated in Sibley Dome, open Mon. to Fri. 8 a.m. to 5 p.m.

Olin Library
"Washi: Japanese Handmade Paper," beautifully designed and crafted examples of this centuries-old art form, on exhibit Monday-Friday, 8 a.m. to 5 p.m., through March 22.

Textiles and Apparel Gallery
Work by Japanese painter and textile designer Ryozo Morishita, visiting fellow in the Department of Textiles and Apparel, through March 17, Monday to Saturday, 2 to 6 p.m., Room 317, Martha Van Rensselaer Hall.

FILMS

Films sponsored by Cornell Cinema unless otherwise noted. An (*) means an admission charge.

Thursday, 2/23
"The Regimental Silver," fifth part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.
"Umberto D." (1951), directed by Vittorio de Sica, with Carlo Battisti and Marie Pia Casilio, 8 p.m., Uris.

Friday, 2/24
"Debajo Del Mundo" (1988), directed by Beda Docampo Feijoo and Juan Bautista, with Sergio Renan and Barbara Mugica, 7:15 p.m., Uris.*

Saturday, 2/25
"Dragons and Dinosaurs," mixture of animated films, co-sponsored by the Ithaca Youth Bureau and Johnson Museum, 2 p.m., Greater Ithaca Activities Center (318 N. Albany).
"Someone To Love" (1988), directed by Henry Jaglom, with Orson Welles, Henry Jaglom, Sally Kellerman and Andrea Marcovicci, 7:30 p.m., Uris.*
"How I Won The War" (1967), directed by Richard Lester, with Michael Crawford, John Lennon and Michael Horndern, 8 p.m., Anabel Taylor Hall.*

Sunday, 2/26
Black Maria Film Festival, with John Columbus, festival director, including "Landscape for Manon," "Lived in Quotes," "Negative Man," "The Art of Memory" and "Crack Clouds Over Hell's Kitchen," co-sponsored by CCPA, 2 p.m., Johnson Museum.
"Thy Kingdom Come, Thy Will Be Done" (1987), a look at the political and financial aspects of Christian fundamentalism, co-sponsored by Cornell United Religious Work, 4:30 p.m., Uris.
"The Gospel According to St. Matthew" (1964), directed by Pier Paolo Pasolini, with Enrique Irazoqui, Margherita Caruso and Susanna Pasolini, 8 p.m., Uris.*

Monday, 2/27
"Becoming American," sponsored by the Field and International Study Program, 2:30 p.m., N207 Martha Van Rensselaer Hall.
"Anatomy of a Continent" and "The Triple Heritage of Lifestyles," Episodes 1 and 2 in the 9-hour PBS series "The Africans" narrated by Ali A. Mazrui, A.D. White Professor-at-Large, African Center, 4:30 p.m., 310 Triphammer Rd.
"D.O.A." (1949), directed by Rudolf Mate, with Edmund O'Brien, 7:15 p.m., Uris.*

Tuesday, 2/28
"Latah: A Culture-Specific Elaboration of the Startle Reflex," 4:00 p.m., 310 Uris Library Media Center.
"New Gods," Episode 3 in "The Africans," narrated by Ali A. Mazrui, A.D. White Professor-at-Large, with follow-up discussion, 4:00 p.m., Africana Center, 310 Triphammer Rd.

Wednesday, 3/1
"Becoming American," sponsored by the Field and International Study Program, 12:20 p.m., N207 Martha Van Rensselaer Hall.
"New Conflicts" and "A Garden of Eden in Decay?" Episodes 5 and 7 in "The Africans," narrated by Ali A. Mazrui, A.D. White Professor-at-Large, 4:30 p.m., Africana Center, 310 Triphammer Rd.
"Lord of the Flies" (1963), directed by Peter Brook, with James Aubrey and Tom Chapin, 7:15 p.m., Uris.*
"Who Framed Roger Rabbit?" (1988), directed by Robert Zemeckis, with Bob Hoskins, Joanna Cassidy and Alan Tilvern, 9:30 p.m., Uris.*

Thursday, 3/2
"Ordeal by Fire," sponsored by the South Asia Program, 5 p.m., 310 Uris Library.
"Who Framed Roger Rabbit?" 9:30 p.m., Uris.*

LECTURES

A.D. White Professor-at-Large
"Cultural Power in North-South Relations," Ali A. Mazrui, Afro-American and African Studies, and political science, University of Michigan, and A.D. White Professor-at-Large, March 2, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is the first in a two-part series on "Cultural Forces in Global Politics: A Black World Perspective."

Africana Studies & Research Center
"The Novelist's Freedom vs. the Worshipper's Dignity: The Moral Dilemma of Salman Rushdie's 'Satanic Verses'," Ali A. Mazrui, University of Michigan and A.D. White Professor-at-Large, March 1, 7:30 p.m., Anabel Taylor Auditorium.

Arabic and Islamic Studies Committee
"The Plight of the Storyteller: On Modern Arabic Literature," Anton Shammas, visiting fellow, University of Michigan, March 3, 4:30 p.m., Room 200, ILR Conference Center.

Campus Club of Cornell
Premiere talk on Daniel Ridgway Knight and Louis Aston Knight, Pamela Beecher, Ph.D. candidate, history of art, Feb. 23, 10 a.m., Johnson Museum of Art.

Classics
"Still in the Rag and Bone: The Hive," W. Ralph Johnson, University of Chicago, Feb. 28, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is the third of seven Townsend Lectures on "Askesis and Caprice: Freedom in Horace's 'Epistles.'"

Education
"New Roles in Teaching and Learning," Mary Beth Norton, history, Feb. 27, 4 p.m., W.I. Myers Room, 401 Warren Hall. This is the third lecture in the series "Teaching for a Learning Society."

Law
"Perceptions of and Proposed Solutions to the Greenhouse Effect and Other Global Environmental Problems in China," David Hsin-Shih Chang, Institute of Botany, Beijing, Feb. 27, 4 p.m., Room 285, Law School.

University Lectures
"International Economic Policy: If We Had One, How Would It Be Made and What Would It Be," W. Allen Wallis, former undersecretary of state for economic affairs, Feb. 27, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

MUSIC

Mostly Beethoven Festival
The Guameri String Quartet will perform on Feb. 26 at 8:15 p.m. in Statler Auditorium an all-Beethoven program including the Quartet in A Minor, Op. 132 and the Quartet in C Major, Op. 59, No. 3. Members of the quartet are Arnold Steinhardt and John Dalley, violins; Michael Tree, viola; and David Soyer, cello.

Department of Music
A Most Unusual Program of Chamber Music will be presented Feb. 23 at 8:15 p.m., Barnes Hall. Featured artists will be Barbara Rabin, clarinet; Sonya Monosoff, violin; Lynden Cranham, cello; and Jonathan Shames, piano. The concert will include Charles Ives' Second Sonata for violin and piano, Hindemith's Quartet for clarinet, violin, cello and piano, and Schoenberg's "Verklarte Nacht."

A Family Concert performed by the Cornell Symphony and the Ithaca Ballet: "Carnival of the Animals," by Saint-Saens, with Edward Murray conducting, Feb. 25 at 3 p.m. in Bailey Hall. A benefit for the arts in Ithaca.

The Hendricks Chapel choir from Syracuse University will join the Sage Chapel choir for a service on Feb. 26 at 10 a.m. Dr. Katherine Pardee, director of music at Syracuse University, will conduct both choirs in singing Mendelssohn's "He, watching over Israel" from Eligah and Attwood's "Teach me, oh Lord." University organist Donald R.M. Paterson will be soloist and will be assisted by Bill Cowdery with organ accompaniments.

Bound for Glory
Aileen and Elkin Thomas, with stories and harmonies of country-style songs, performing three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m., Feb. 26. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

Cornell Folk Song Club
Country flatpicker Doc Watson and singer/songwriter Tom Paxton will perform in concert March 3, 8 p.m., Statler Auditorium. They will perform separate sets and sing a few songs together. Tickets are available at Borealis Books, Rebop Records and the Commons Coffeehouse and by mail from the Folk Song Club, Box 481, Ithaca, N.Y., 14851. General admission is \$9, with a \$2 discount rebated at the door for senior citizens, children and members of the Folk Song Club.

RELIGION

Sage Chapel
Jeff Diamond, winner of the student-sermon contest last semester, will deliver the sermon at Sage Chapel on Feb. 26. "Primitivism and Introspection" will be his topic. Services begin at 11 a.m. The Hendricks Chapel choir from Syracuse University will join the Sage Chapel choir for this service. Dr. Katherine Pardee, director of music at Syracuse University, will conduct both choirs and Donald R.M. Paterson will be soloist, assisted by Bill Cowdery.

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 5:30 p.m., Anabel Taylor Chapel.
Conservative/Egalitarian Services: Friday 5:30 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.

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

Agronomy
"Agronomic and Physiologic Responses of Maize to Tillage System," William Cox, agronomy, Feb. 28, 4 p.m., 135 Emerson Hall.



Corson Welles, left, and Henry Jaglom appear in Jaglom's 1988 film, "Someone to Love," which Cornell Cinema will show Saturday at 7:30 p.m. in Uris auditorium.

Applied Mathematics

"On a Matrix Factorization," Pierre F. De Mizancourt, computer science, Feb. 24, 4 p.m., 322 Sage Hall.

Astronomy

"Spiral Structure and Star Formation in M31," Stu Vogel, Rensselaer Polytechnic Institute, Feb. 23, 4:30 p.m., 105 Space Sciences.
"Submillisecond Optical Pulsar in Supernova 1987a," Carl Pennypacker, Livermore Berkeley Labs, March 2, 4:30 p.m., 105 Space Sciences.

Biochemistry, Molecular & Cell Biology

"Cytoplasmic Dynein and Other Microtubule Motors," Richard Vallee, Cell Biology Group, Worcester Foundation, Feb. 24, 4:30 p.m., Conference Room, Biotechnology Bldg.
"The Structure of the Cuticular Plate, and its Role in the Cell Network," David DeRosier, Rosenstiel, Basic Medical Sciences, Brandeis University, March 3, 4:30 p.m., Conference Room, Biotechnology Bldg.

Biophysics

"Three Dimensional Structure of the Aspartyl Protease From HIV-1, The Aids Virus," Manuel Navia, Merck Sharp & Dohme, co-sponsored by the Biotechnology Program, March 1, 4:30 p.m., 700 Clark Hall.

Boyer Thompson Institute

"Unusual Properties of a Regulatory Protein that Facilitates Differentiation in a Coordinated Network of Mammalian Cell Types," Steven L. McKnight, embryology, Carnegie Institution of Washington, March 1, 2 p.m., James Law Auditorium, Schurman Hall.

Chemical Engineering

"Integral Equation Theory of Aqueous Solutions," Tony Haymet, chemistry, University of Utah, Feb. 28, 4:15 p.m., 145 Olin Hall.

Chemistry

"Synthesis of Rhenium Oxo and Alkoxide Complexes," David M. Hoffman, Harvard University, Feb. 23, 4:40 p.m., 119 Baker. General Chemistry Colloquium.
"Template-Mediated Oligoselective Polymerizations," Kenneth Feldman, Penn State University, Feb. 27, 4:40 p.m., 119 Baker. Organic Chemistry Colloquium.
"Diffusion in Polymer Alloy Melts," Edward J. Kramer, materials science and engineering, March 2, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

Civil and Environmental Engineering

"Applications of Statistical Linearization Method to Civil Engineering," P.D. Spanos, engineering, Rice University, Houston, TX, Feb. 28, 4:30 p.m., 110 Hollister Hall.

Communication

"How Professionals Use Communication Planning and Strategy: A Descriptive Study of U.S. Private and Public Sector Organizations," Donald F. Schwartz, communication, and Carroll J. Glynn, communication, Feb. 24, 2:30 p.m., Room 3, 640 Stewart Ave.

Computer Science

"What Are We Learning From Soar?" Allen Newell, Carnegie-Mellon University, Feb. 23, 4:30 p.m., B17 Upson Hall.

Cornell Research Club

"Arms Control in Europe," Kurt Gottfried, physics and nuclear studies, March 2, 12:50 p.m., Faculty Commons, Martha Van Rensselaer Hall.

Education Society

"Listening to Students: A Constructivist Teaching Interview on Number Lines and Scientific Notation," Jere Confrey, education, Feb. 28, 1:25 p.m., 131 Roberts Hall.

Electrical Engineering

"Multiprocessor Storage Management," Ron Cytron, IBM, T.J. Watson Research Center, Yorktown Heights, Feb. 28, 4:30 p.m., 219 Phillips Hall.

Entomology

"Behavioral Studies of Soil Insects," M.G. Vilani, entomology, Geneva, NY, Feb. 27, 4 p.m., A106 Corson/Mudd Halls.

Environmental Toxicology

"Pathogenesis of Toxic Shock Syndrome," Fred Quimby, director, Center for Animal Research, veterinary pathology, Feb. 24, 12:20 p.m., 14 Fernow Hall.

Epidemiology

"A Review of Iodine Deficiency and Mental Function," Susan Burger, nutritional sciences, Feb. 27, 12:20 p.m., 201 Warren Hall.

Floriculture & Ornamental Horticulture

"The Cornell Cooperative Extension Homes and Grounds Extension Program," Robert Kozlowski, senior extension associate, Feb. 23, 12:15 p.m., 404 Plant Science.
"Cultural and Chemical Approaches to Controlling Moss on Golf Greens," Norman Hummel, floriculture and ornamental horticulture, March 2, 12:15 p.m., 404 Plant Science.

Food Science & Technology

"Emerging Environmental Issues and Their Impact on the Food Industry," Paul Bruns, Nabisco Brands, Inc., Feb. 28, 4:30 p.m., 204 Stocking Hall.

History & Philosophy of Science & Technology

"Justus Liebig and the Giessen School of Chemistry," Frederic L. Holmes, history of medicine, Yale University School of Medicine, March 2, 4:30 p.m., 165 McGraw Hall.

International Nutrition

"Some Food Policy Experiments Within a Social Accounting Matrix Applied to Indonesia in the Eighties," Erik Thorbecke, H.E. Babcock Professor of Economics and Food Economics, Feb. 23, 12:15 p.m., 200 Savage Hall.
"Sociomedical and Cultural Factors in Ascariasis," Diva Sanjur, nutritional sciences, March 2, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"The Global Restructuring: The Case of the Electronic Industry in Asia," Chris Rodrigo, South Asia program, Feb. 24, 12:15 p.m., 115 Tjaden.
"Archeology and Urban Development Planning in Italy," Roberto Einaudi, architect and director of the Cornell-in-Rome Program, March 3, 12:15 p.m., 115 Tjaden.

Labor Economics

"Malthusian Selection of Preferences," a workshop with Charles Stuart, University of California, Santa Barbara, Feb. 27, 3:50 to 5 p.m., 114 Ives Hall.

Materials Science & Engineering

"Calculation of the Structure and Properties of Interfaces," Mike Baskes, Lawrence Livermore National Laboratories, Feb. 23, 4:30 p.m., 140 Bard Hall.

"Hexagonal Si: A Martensitic Transformation," Pirouz Pirouz, Case Western Reserve University, March 2, 4:30 p.m., 140 Bard Hall.

Microbiology

"A New Look at Aromatic Amidines as Chemotherapeutic Agents for Viral, Parasitic and Bacterial Infections," Richard Tidwell, pathology, School of Medicine, University of North Carolina, Feb. 27, 12:15 p.m., G-3 Vet Research Tower.

Title to be announced, Stanley Maloy, microbiology, University of Illinois, Urbana, March 2, 4:30 p.m., 124 Stocking Hall.

Natural Resources

"The Role of Agroforestry and Community Forestry in Natural Resource Management Design," Fred R. Weber, International Resources Development and Conservation Service, Boise, ID, March 1, 12:20 p.m., 304 Fernow.

Neurobiology & Behavior

"What a Crab's Stomach Can Tell Us About the Nervous System: Modulation of a Motor Pattern by Sensory Input," Paul Katz, neurobiology and behavior, Feb. 23, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.
"Reverse Engineering the Olfactory System: A Computer Modelling Dependent Approach," James Bower, biology, California Institute of Technology, Feb. 24, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"The Use of Path Analysis in Epidemiologic and Social Studies," Dudley L. Poston, rural sociology, Feb. 27, 4:30 p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

"Restoring A Competitive Edge Through Manufacturing," Richard Packer, Feb. 23, 4:30 p.m., B-14 Hollister.

Ornithology

"Tropical Rainforest Ecology and Conservation in Costa Rica," Emile DeVito, Rutgers University, Feb. 27, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

Peace Studies Program

"Fatalities from Superfires Following Nuclear Attacks," Theodore Postel, Stanford University, Feb. 23, 12:15 p.m., G-08A Uris Hall.

"Command Performance: The Neglected Dimension of European Security," Paul Stares, The Brookings Institution, March 2, 12:15 p.m., G-08 Uris Hall.

Pharmacology

"Use of T-84 Cells as a Model System for Secretory Epithelia," Kiertisin Dharmasathaphorn, medicine, University of California at San Diego, Medical Center, Feb. 27, 4:30 p.m., G-3 Vet Research Tower.

Physiology

"Oxytocin in the Primate Ovary," Fryrial Khan-Dawood, ob/gyn, University of Illinois, Chicago, Feb. 28, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Osmotic Effects on Seed Coat Unloading in Higher Plants — An Attempt to Unravel Our Contradictory Understanding," Michael Grusak, U.S.D.A. Plant, Soil and Nutrition Laboratory, Feb. 24, 11:15 a.m., 404 Plant Science.

"Potassium Channels in Samanea Motor Cells: A Patch Clamp Approach," Nava Moran, Weizmann Institute of Science, Rehovot, Israel, March 1, 3:30 p.m., 404 Plant Science.

"The Use of Steady State Labelling to Study the Regulation on Photosynthate Import and Unloading in Developing Phaseolus Fruits," Donald Geiger, University of Dayton, March 3, 11:15 a.m., 404 Plant Science.

Plant Pathology

"The Epiphyte Menace: Investigations into Sources and Pathogenicity of *Epiphytic Pseudomonas syringae* pv. *syringae*," Dan Legard, plant pathology, Feb. 28, 4:30 p.m., 404 Plant Science.

Psychology

Title to be announced, Gary Beauchamp, Monell Chemical Senses Center, Feb. 24, 3:30 p.m., 202 Uris Hall.

"What Has Happened to Intention?" T.A. Ryan, psychology, March 3, 3:30 p.m., 202 Uris Hall.

Rural Sociology

"The Bricolage of Rural Work: A Case Study," Douglas Harper, sociology, SUNY, Potsdam, March 3, 12:15 pm., 32 Warren Hall.

Science, Technology & Society

"Insiders and Sort-of Insiders: British and American Science Journalism," Bruce V. Lewenstein, communications, and history & philosophy of science & technology, Feb. 27, 12:15 p.m., 609 Clark Hall.

South Asia Program

"Spirituality and Eroticism: Indian Classical Dance in the Post-Colonial Context," Roxanne Gupta, South Asia Program, Syracuse University, March 1, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

"Malay Novels and Ideas of Nationhood," David Banks, anthropology, SUNY, Buffalo, Feb. 23, 12:20 p.m., 102 West Ave. Extension.

"The Voice of Ducks: Elementary School Education in Jakarta," Saya Shiraishi, SEAP grad, anthropology, March 2, 12:20 p.m., 102 West Avenue Ext.

Stability, Transition and Turbulence

"Solution of the Navier-Stokes Equations Using Boundary Integral Element Methods," Palghat Ramesh, mechanical and aerospace engineering, Feb. 28, 1 p.m., 288 Grumman.

Textiles & Apparel

"Structure, Organization and Function of Different Types of Collagen," Ronald R. Minor, vet pathology, Feb. 28, 12:20 p.m., 322 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"Theorem Provers as a Tool in Engineering," Robert Constable, computer science, March 1, 4:30 p.m., 205 Thurston.

Vegetable Crops

"Effect of N Fertilizer on Growth and Development of Potato in the Warm Tropics," Frederick Payton, vegetable crops, Feb. 23, 4:30 p.m., 404 Plant Science.

"Objective Measurement of Seedlot Vigor in Lettuce Using Time Lapse Photography, Stress Tests and Collection of Volatiles Released During Imbibition," Tom N. Tomas, vegetable crops, March 2, 4:30 p.m., 404 Plant Science.

Western Societies Program

"The Eagle and Irish Soil: Photo Opportunities and the Reworking of Ideology in Ireland," Michael Leavy, anthropology, March 3, 12:15 p.m., 153 Uris Hall.

SPORTS

Thursday, 2/23 - Saturday, 2/25

Women's Swimming, Easterns at Penn State

Friday, 2/24

Women's Basketball, Princeton, at home, 6:30 p.m.
Men's Basketball, at Princeton, 7:30 p.m.
Men's Hockey, Vermont, at home, 7:30 p.m.
Men's Wrestling, at Syracuse, 7:30 p.m.

Friday, 2/14 - Saturday, 2/25

Women's Hockey, Ivy Tournament at Harvard

Friday, 2/24 - Sunday, 2/26

Men's Track, Heptagonals at home
Women's Track, Heptagonals at home
Men's Squash, ISA Championships at Yale

Saturday, 2/25

Men's Gymnastics, Ivy Champs. at Dartmouth
Men's Swimming, at Princeton, noon
Men's Fencing, at Harvard, 1 p.m.
Women's Fencing, at Harvard, 1 p.m.
Women's Basketball, Pennsylvania, at home, 6:30 p.m.
Men's Basketball, at Pennsylvania, 6:30 p.m.
Men's Hockey, R.P.I., at home, 7:30 p.m.
Men's Polo, Unadilla, at home, 8:15 p.m.

Thursday, 3/2 - Saturday, 3/4

Men's Swimming, Easterns at Harvard

High school students from the region invited to day at Engineering College

The College of Engineering will open its doors and laboratories to students from 18 regional high schools on Feb. 25 in an effort to build interest in engineering careers.

Students in the ninth through 12th grades have been invited for a day of talks, tours, lunch and examination of the kind of hands-on work done by Cornell engineering students — including exhibits on lasers, bio-engineering (why do knees get sore?) and a miniature airplane that flies.

The program, which was planned for National Engineers Week, will include a talk from Dean William B. Streett and workshops on engineering careers for women and minority-group members.

Participants also will receive information on financial aid and have the opportunity to ask other questions about

Cornell as a whole.

"By the turn of the century, the United States could have a shortage of some 250,000 engineers," said program organizer John Corning, an International Business Machines Corp. manager on leave to Cornell's engineering college.

"Cornell is demonstrating outstanding leadership in explaining the field, its challenges and its promise to high school students.

"It makes good sense for the university to direct special effort to its own region."

Schools invited to send students are in Binghamton, the Chenango Valley, Corning, Elmira, Painted Post and Rochester, as well as the Ithaca area.

The program will begin at 9 a.m. in Room 101 of Phillips Hall.

Fossils, flowers, vegetables and baskets subjects for Cornell Plantations courses

Fossil hunting by bicycle, growing gourmet vegetables and weaving splint baskets are among the subjects of non-credit classes that will be offered by Cornell Plantations this spring and summer on weekday evenings and Saturdays.

Classes are taught by Cornell faculty and staff and by artists and gardeners in the Ithaca community. They are open to the public. Information on fees and registration is available at 255-3020.

Bente King of Cornell's Bailey Hortorium will teach an introduction to botanical illustration beginning March 6, as well as flowers in watercolor beginning March 15 and colored pencil techniques beginning April 26.

Local artist Jim Hardesty will teach Chinese painting techniques beginning March 7. Jonathan Kline, a black-ash basket maker, will teach his craft in a weekend workshop that starts March 10.

Among the other courses that will be offered, embroidery artist Julie Webster will

teach classes starting March 16 on samplers of the Balch School, which flourished in Providence, R.I., in the 1800s.

Floral designer Kazuyo Otani is the instructor for classes in ikebana, the Japanese art of flower arrangement, which meet Saturdays starting March 18.

Cornell Cooperative Extension specialist Roger Kline will lead a one-session class on growing gourmet vegetables at 7:30 p.m. March 30.

"Lichens up Close" is the title of a two-session course by Robert Dirig, assistant curator of Bailey Hortorium. "Spring Wildflowers" is a series of Saturday field trips led by William Dress, professor of botany, emeritus. "History of Cayuga Lake" is an interpretive tour of the local history, fossils and geology of the region on Saturday, May 20, with John Chiment, Cornell Plantations editor. Chiment also is the leader of "Cornell's Fossil History: A Bicycle Tour" on Saturday, June 17.

—Roger Segelken

Joan Mitchell continued from page 1

jected European traditions in art, the second generation, including Mitchell, traveled and lived in Europe, exploring what older artists had rejected.

Monet was never a strong influence on her, Mitchell has said in interviews. She was impressed, as a child in Chicago, with the works of Cezanne and van Gogh.

Of her contemporaries, Mitchell was the only American artist to remain in France. She also stands out among her peers for continuing over the years to paint landscapes. Still, because her vast canvases relate to American action painting, she is generally recognized as a painter of the New York School.

Mitchell's titles often suggest landscapes or other natural scenes although the works are abstract and impressionistic.

Earth, trees and water are not easily recognized in the paintings she calls "Closed Territory," "River and Trees" and "Lac Achigon." In fact, Mitchell does not paint directly from nature, but from memories and feelings about it.

"I would rather leave nature to itself," she wrote in 1959. "It is quite beautiful enough as it is. I do not want to improve it. . . . I could certainly never mirror it. I would like more to paint what it leaves me with."

In a monograph that accompanies the exhibit, curator Bernstock wrote: "Her lifelong love of nature and dependence on it are manifest in her felt responses to trees, water, fields and flowers. Close friends and dogs are remembered in the titles of many of Mitchell's most poignant paintings and sometimes in the specific imagery, because they figure prominently in her emotional life at the time."

The exhibition at the Johnson Museum will be on view through April 23.

'Little Shop' continued from page 1

"Soon after we jumped into it, we realized that there was more to it than just getting up there and singing," Goldstein said.

With it all, the project has gotten a nod from the associate dean for academic affairs, Dr. S. Gordon Campbell, who said, "It's good for everybody. It increases the sense of community in the vet school. . . . [And] it teaches the students to balance their lives. It also gives the students a chance to shine as they express their talents outside of the professional curriculum. It's a very nice way for vet students to show what kind of people they are."

Faculty, Veterinary College staff and spouses were a help, too.

Part of the proceeds from the door will be given to the Society for the Prevention of Cruelty to Animals of Tompkins County.

A big show has never been attempted at the Veterinary College before, but one of Goldstein's goals is to make it a permanent part of the curriculum.

He might get his wish. People are already talking about doing a show next year.

Tickets for "Little Shop" are \$5 and are available at the Veterinary Student Affairs office, 253-3719, and at the Willard Straight Hall box office, Ithaca Guitar Works, Rebop Records and Ithaca College student union.



Assistant professor of the history of art Judith Bernstock, left, guest curator for the Johnson Museum's retrospective exhibition "Joan Mitchell," with the artist at the Corcoran Gallery in Washington, D.C., last year when the traveling show opened there. It opens in Ithaca on Feb. 26 and will be on display through April 23.

Martin Kuhn

They also serve who stand and watch . . . feeders

Amateur astronomers may scan the skies for years without seeing a notable celestial event, and weekend rock hounds rarely find a mineral worth reporting. But one hobby — organized bird-feeder-watching — virtually guarantees that amateurs' observations will further the science.

Knowing how many of which birds appear at bird feeders across North America helps ornithologists understand the effects of environment, climate and human intervention on bird populations at feeders.

Last year, more than 4,000 bird fanciers throughout the United States and Canada participated in Project FeederWatch. They recorded sightings of 244 different species.

At the Cornell Laboratory of Ornithology's Bird Population Studies center, data sent into Project FeederWatch is combined with details from other sources — Christmas Bird Counts, the Nest Record Program, Winter Bird Population Studies and the Breeding Bird Census — to give ornithologists a comprehensive picture of where, why and how the birds are.

Last year, the first FeederWatch season (Nov. 14, 1987 to April 1, 1988) raised questions for ornithologists: Why did numbers of house sparrows decline throughout the winter when other species' numbers did

not? Why were pine siskins so abundant? And why weren't there more redpolls?

"After several years of FeederWatch data have been gathered, the information may show changes in bird population levels and in geographic distributions of bird species," said Erica H. Dunn of FeederWatch.

FeederWatch, a cooperative project between Cornell and the Long Point Bird Observatory in Port Rowan, Ontario, was launched in 1987 "with some trepidation," Dunn said. Some experts doubted whether enough bird watchers would contribute the \$9 a year to cover data processing and communications — not to mention the time and effort of systematically recording feeder visits during winter months — to adequately survey the continent.

Thousands did, including seven intrepid birders in Alaska and 137 in sunny Florida. They kept their feeders filled, and they counted the largest number of individuals of each species seen on one or two consecutive days each week for 20 weeks.

To no one's surprise, the most frequent visitor to feeders in North America was the dark-eyed junco, followed by the pine siskin, the house sparrow and the black-capped chickadee.

"Some of the numbers were staggering,"

Dunn said. "One participant in Madisonville, Tenn., was visited by flocks of 600 pine siskins for more than three weeks."

Nineteen of the 244 species sighted were avian predators such as owls and hawks, which apparently were attracted either by suet and meat scraps or by other feeder birds.

"Many participants commented on a scarcity of birds last winter compared with previous winters," Dunn said. "They suggested that mild weather, increased numbers of houses, cats or other bird feeders in their neighborhoods might be the causes. Data from future years should indicate whether the 1988 season's 'quiet' bird feeders were a short-term phenomenon or part of a trend."

Balancing reports of unsympathetic spouses who let cats out during bird counts and the wife who said, "My husband was shocked to learn I had actually paid for this," were others, like this one:

"Looking forward to my two-day count helped get me through the week in snowy Michigan. I've always felt guilty about the hours spent bird watching instead of on household chores. Thanks for making an honest woman of me!"

—Roger Segelken

Rhymes may help whales remember their songs

*The whale that wanders round the Pole
Is not a table fish.
You cannot bake or boil him whole
Nor serve him in a dish.
Hilaire Belloc, The Whale*

The complex, continually changing "songs" of humpback whales contain rhyming sounds that may be mnemonic devices to help them learn and remember their songs, according to Linda N. Guinee of the Long Term Research Institute in Lincoln, Mass., and Katharine B. Payne of the Laboratory of Ornithology's Bioacoustics Program.

Payne, who also studies sound communication among elephants, first reported the progressively changing nature of humpback whales' songs in the early 1970s. She had marveled over how whales remember all their new material. Now she and Guinee believe that whales may accomplish this feat with rhymes.

"Humpback whale songs last five to 15 minutes and sometimes as long as half an hour — longer than a symphonic movement," Payne said in an interview. "One song leads into the next, in which the same sequence of material is again repeated. A whale may continue such a singing session for 21 hours without a pause."

"At any given time, all the adult males in one area as large as the North Pacific Ocean Ocean Basin are singing the same song," Payne explained. "But over the singing season, the whales' song changes in many ways. After a few years the song is so different in form it is hard to recognize. Each singer changes his song in the same ways as do the others; that can only mean they are all listening to, imitating and learning from each other."

The incorporation of new material in whale songs is an example of cultural evolution, in many ways resembling linguistic drift of human language, Payne said.

Researchers do not know why humpbacks sing. The whales' songs are thought to play a role in male breeding success, although scientists have never observed humpbacks in the act of mating.



In the sound spectrograms of humpback whale songs, Katharine Payne, shown here, and Linda Guinee found rhymes that may help whales memorize new songs.

"The effectiveness of the song is probably related to its great length, elaborateness and changeability, because these seem to be among its universal characteristics in all humpback whale populations," Guinee and Payne wrote in the December 1988 issue of the journal *Ethology*.

The biologists noted that "Rhymes are considered to be powerful aids to memory in human oral transmission. Epic poems and other long, memorized forms often employ rhyme. Rhymes appear to function mnemonically even when verses in which they occur have no specific meaning."

Identical phrase endings in highly organized sequences may enable humpbacks to sing longer and more elaborate songs than they could otherwise, the scientists said.

Sponsored by the World Wildlife Fund, Guinee and Payne analyzed more than 500 whale songs recorded over seven years in the eastern North Pacific and over 12 years in the western North Atlantic. They plotted the growls, twitters, grunts and squealing sounds on paper, using a sound spectrograph, which depicts the frequency, duration and "shape" of noises in spectrogram prints. These revealed the harmonic structure, texture and timbre of the whale sounds.

With further analysis, the spectrograms began to resemble scores used by human musicians. The biologists called the shortest whale sounds distinguishable to the human ear "units." They found organized sequences of units, which they called "phrases," as well as "sub-phrases" and similar phrases that seemed to make up "themes."

Rhyme-like sub-phrases occurred in 35.8 percent of the themes in their samples, Guinee and Payne reported in the journal. Significantly, Guinee and Payne reported, the rhyme-like forms appeared in the whale songs with the most material and rarely in the less complex ones.

Discovery of rhyming sounds does not prove that they serve as mnemonic devices, Payne emphasized, but that could very well be their function.

—Roger Segelken

Computer Science installs a Butterfly

The Computer Science Department earlier this month installed a powerful new parallel computer called a Butterfly GP1000, a \$300,000 machine consisting of 32 separate computer processors, each with its own memory linked by a high-speed switch.

The system, built by BBN Advanced Computers Inc. of Cambridge, Mass., uses a version of UNIX called Mach 1000 as its operating system. Each of the processors can access memory on all of the others.

The 32-node system is capable of 80 million instructions per second, compared to about 1 million instructions per second for the popular DEC VAX 11/780 minicomputer. The department plans to upgrade the Butterfly to 48 processors, or nodes, this spring.

The Butterfly is being connected to the Computer Science Department network and through it to the campuswide network. It will be used for a variety of studies in parallel processing — a technique whereby a complex problem can be divided into parts to be run simultaneously on many processors. Scientists see parallel processing as a promising technology to increase computing power as the physical limits of speed for individual processors are reached.

"With the acquisition of the Butterfly GP1000, Cornell researchers will have on campus the full range of high-performance computing technology," said John Hopcroft, chairman of the Department of Computer Science.

Other parallel-processing machines at Cornell include the twin IBM 3090-600E supercomputers of the Theory Center and an Intel Hypercube system.

The varied architectures of the parallel machines complement each other and give Cornell scientists a range of systems with which to experiment, Hopcroft noted.

Purchase of the system was funded by a grant from the Department of Defense, which will be administered by the Office of Naval Research.

—Dennis Meredith



Chris Harrison, a technician with the Computer Science Department, peers into the innards of a powerful new parallel computer, the Butterfly GP1000.

New publication informs corporations of research opportunities at Cornell

"Working with Cornell: University Research and the Corporate Community," a new publication aimed at corporate decision-makers, has just been published to describe the opportunities Cornell has to offer corporations.

The full-color booklet features a directory of Cornell's research centers and programs and detailed descriptions of eight areas of collaborative research — biotechnology, materials science, microelectronics, high-energy physics, supercomputing, agriculture, ceramics and medicine.

It provides a starting point for learning more about funded research, technology transfer or recruiting graduates, said John R. Wiesenfeld, deputy vice president for research and advanced studies. The guide emphasizes Cornell's interdisciplinary approach to research and education.

Cornell has six national research centers, ranks among the top three American universities in total research expenditures and has title to more than 180 patents, the booklet's introduction states.

Throughout the articles, researchers from International Business Machines Corp., General Electric Co. and Eastman Kodak Co., among others, discuss the advantages of their relationships with Cornell.

"One of the big reasons we conduct research at Cornell is that it's cost effective. We can explore the basic understanding of technologies to a degree that we can't afford to do in-house," Paul Totta, an IBM research fellow, wrote.

Cornell's success in supporting joint projects "provides me with a vast and valuable network of contacts," said Eastman Kodak researcher Bob Belly. "Collaboration is what biotechnology is all about."

The 32-page publication also emphasizes the high-caliber potential of the university's graduates. "The fertile minds of Cornell graduates are important resources available to the corporate world," Wiesenfeld said.

—Marie E. Garlo

Conference aims to help cheesemakers produce gourmet items

New York state cheese makers, aware of increased demand for specialty cheeses imported from Europe — such as Havarti and Jarlsburg — have become interested in making gourmet cheeses themselves, along with mozzarellas and cheddars, according to Andrew Novakovic, associate professor of agricultural economics.

Novakovic has organized a conference

for cheese manufacturers throughout the Northeast on the production and marketing of gourmet cheeses at the Syracuse Marriott Hotel on March 6.

Novakovic will begin the daylong gathering with a brief history of cheese markets in New York and the United States. Richard D. Aplin, professor of agricultural economics, will discuss research on cheese and

whey products.

The morning session will end with a talk by David Barbano, associate professor of food science, on the costs and profitability of cheese and whey product technology.

The afternoon program will feature two concurrent sessions. A session on production will include alternative uses of cheese plants, whey products and the profitability

of alternative production strategies.

The marketing program will focus on marketing strategies for traditional and specialty cheeses, techniques for developing markets for specialty meats and buyers' reactions to cheddar and specialty cheeses.

The New York State Cheese Manufacturers Association is co-sponsoring the day.

—Marie E. Garlo

Gene regulation topic for lecture

How certain genes in plant and animal cells turn on during embryonic development will be discussed in the next Boyce Thompson Institute Distinguished Lecture in the Life Sciences.

The talk, by molecular biologist Steven McKnight from the Carnegie Institution of Washington in Baltimore, will be given on March 1 at 2 p.m. in the James Law Auditorium of the College of Veterinary Medicine.

McKnight will lecture on "Unusual Properties of a Regulatory Protein that Facilitates Differentiation in a Coordinated Network of Mammalian Cell Types."

Known internationally for his studies on the molecular mechanisms of gene regulation, McKnight has recently identified a new set of protein molecules called "transcription factors" in animal cells that are involved in gene regulation, according to Boyce Thompson President Ralph W.F. Hardy. McKnight will discuss how these factors interact with genes and the effect this molecular mechanism has on mammalian cell development.

Graduate Bulletin



Summer assistantships and fellowships: Graduate students who want summer support should look for applications in their graduate field offices.

Course changes: Last day for dropping courses and changing grade options without a petition is March 17. A \$10 late fee is charged for any change after this date. A course dropped after March 17 will appear on transcripts with a "W" (withdrawn) unless the course instructor and committee chairperson recommend that the "W" be deleted (allowed only prior to final exams.)

Research travel grants: Available for summer or fall travel directly related to dissertation research. Priority to Ph.D. students who have or will have passed the "A" exam before initiating travel. Application forms in graduate field offices. Applications due to the Graduate Field Office by Feb. 27.

Alumni share experience in seminar series

Cornell's engineering faculty has discovered a simple way to bring the practical world of engineering into the classroom.

In a partnership rare in academe, the College of Engineering has turned over to its alumni group — the Cornell Society of Engineers — the task of recruiting speakers for its manufacturing engineering seminar.

Students in the two-term seminar learn manufacturing strategies from the engineers who actually develop products, including jet engines, factory automation systems and new packaging.

Until the alumni became involved, the seminar was not quite what the practice-oriented students needed, said Mark Psiaki, an assistant professor who ran the course during the fall term.

"The seminar had been research-oriented, with faculty members inviting their colleagues, but we found many of the talks not too accessible to the students," he said.

The seminar is required for a dean's certificate in manufacturing engineering in addition to a master of engineering degree. It is sponsored by the Sibley School of Me-

chanical and Aerospace Engineering and the School of Operations Research and Industrial Engineering, in collaboration with the Cornell Manufacturing Engineering and Productivity Program (COMEPP).

It brings to students an up-to-the-minute look at engineering practice by entrepreneurs, heads of up-and-coming small companies and engineers from some of the country's leading corporations.

Among the major corporations represented were American Telephone & Telegraph Co., Exxon Corp., Grumman Corp., NCR Corp., Hewlett Packard Co., Eastman Kodak Co., General Electric Co. and General Motors Corp.

The idea for the seminar was sparked by a suggestion of Herb Voelcker, director of COMEPP, in a conversation with Tom Foulkes, '52, the incoming CSE president.

"I remarked that there seemed to be this huge pool of alumni talent out there just looking for ways to become involved with Cornell," Voelcker recalled. "I wondered whether there might be a way to tap their expertise, other than by just asking them to

open their checkbooks."

Foulkes was enthusiastic, and so was Art Tenner, '68, a technical education adviser with Exxon, who took on the task of working with COMEPP to recruit speakers for the program. They decided on topics including trade and industrial policy, manufacturing management, new manufacturing technologies and employee effectiveness.

"The response was terrific. We just put out the word to CSE members and sat back and watched the offers roll in!" Tenner said.

The result was a fall series of 14 lectures that proved popular. Ninety percent of the seminar's 60-student roster was filled by August. In a survey, the students rated the seminar very highly, Psiaki said, adding, "Several students said it was one of the best courses at Cornell, and many said they really appreciated hearing from people who were out there doing engineering."

The new faculty coordinator for the spring semester is Joseph Mitchell, assistant professor of operations research and industrial engineering.

—Dennis Meredith

Unusual chamber music to be played

"A Most Unusual Program of Chamber Music" will be presented on Feb. 23 at 8:15 p.m. in Barnes Hall featuring works by Charles Ives, Paul Hindemith and Arnold Schoenberg.

Ives' Second Sonata for violin and piano contains, among other unusual features, a part for page turner, a barn dance and the sounds of New England churchbells.

Hindemith's Quartet for clarinet, violin, cello and piano has a striking melodic simplicity that contrasts with other typically complex works of the composer.

The climax of the concert will be the performance of Edward Steuermann's rarely-heard transcription of Schoenberg's "Verklarte Nacht."

The piece is a musical evocation of

Richard Dehmel's famous poem of the same name, which is translated as "Transfigured Night." It is the only tone poem in the chamber music repertoire.

The text, which will be available at the concert, tells of the loneliness of a pregnant woman in the face of her lover's betrayal and a seemingly impossible union with another man.

Steuermann's transcription from the original sextet version was a tribute to his teacher, Arnold Schoenberg.

The performers will be guest artist Barbara Rabin, clarinet, from the Syracuse Symphony Orchestra; Sonya Monosoff, violin; Lynden Cranham, cello; and Jonathan Shames, piano.

For more information about the concert call 255-4760.

Barton Blotter:

11 thefts reported

A computer and printer worth \$3,000 were reported stolen from Stocking Hall sometime on Feb. 13 or 14, according to the morning reports of the Department of Public Safety for Feb. 13 through 19.

The theft was among 11 reported during the week, with total losses in cash and valuables set at \$5,090. Other thefts included a \$300 bicycle stolen from University Hall No. 2, clothing worth \$365 taken from University Hall 2 and a \$100 parking permit taken from a car in a dormitory parking lot.

A wall hanging worth \$500 was stolen from the office area in Teagle Hall, and light fixtures worth \$250 were taken from the Statler Hotel construction site.

One person was referred to the judicial administrator for trespass. One false fire alarm was reported.

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

CALENDAR

continued from page 5

SYMPOSIA

Program on Science, Technology & Society

A symposium to celebrate 20 years of science, technology and society at Cornell, March 3 to 5. Participants include William D. Carey, former executive officer of the American Association for the Advancement of Science; Harvey Brooks, The Benjamin Peirce Professor of Technology and Public Policy and professor emeritus of applied physics, Harvard University; Thomas Gieryn, associate professor of sociology, Indiana University; Loren Graham, professor of the history of science, M.I.T.; Dorothy Nelkin, professor sociology, Cornell; and, Daryl Chubin, senior analyst, U.S. Office of Technology Assessment. For more information call Jennifer Moore at 255-3801.

THEATER

Department of Theater Arts

Staged readings of Sophocles' "Oedipus Tyrannus" by undergraduates in the Department of Theater Arts and resident professional actors, Feb. 24 and 25, 8 p.m., Film Forum,

Center for Performing Arts, 430 College Ave. A post-performance discussion between the actors, director and audience will be held Feb. 25. Part of the 12-day seminar entitled "The Oedipus Project," directed by Sandor Goodhart.

Willard Straight Program Board/Third World Students

The four-member Boston Arts Group, directed by Bart McCarthy, will perform "Harlem Renaissance," a theatrical musical about Harlem in the '20s through the music, poetry and drama of such people as Duke Ellington, Bessie Smith, Langston Hughes, Zora Neale Hurston, on Feb. 25 at 8 p.m. in Kaufmann auditorium, Goldwin Smith Hall. Tickets are available at the Willard Straight Hall ticket office for \$2 and at the door for \$3. For more information, call Flora Che, 253-0116.

Veterinary Players

"Little Shop of Horrors," performed by the Veterinary Players, Feb. 24 and 25 at 8:15 p.m. and Feb. 26 at 2 p.m., in the James Law Auditorium, Schurman Hall. Tickets \$5, on sale at the Vet Student Affairs office, or by calling 253-3719. Part of the proceeds will benefit the SPCA.

MISC.

Cornell Plantations

A brochure of the spring/summer education program at Cornell Plantations is now available. Classes offered include botanical illustration, Chinese painting, splint basket workshop, watercolor and many others. For a free brochure and more information call 255-3020.

Cornell Toastmasters

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

Cornell World Tae Kwon Do Association

New members are being accepted for the spring semester. Practices are held Sundays, 7 p.m., southwest corner, Barton Hall; Mondays, Tuesdays and Thursdays, 6 p.m., auditorium, Martha Van Rensselaer Hall. For more information call Trish, 272-9227 or Sandy, 255-1808.

CRESP

The Center for Religion, Ethics and Social Policy (CRESP) is offering a Sunday brunch followed by a movie, "Just One Step: The Great Peace March," Feb. 26, brunch at 10 a.m. and the movie at 11:15 a.m., at Cafe des Amis and Fall Creek Pictures, 202 Falls Street. Tickets are sliding scale, \$10-\$15, or \$4 for the meal alone and are available by calling 255-5027 or at Fall Creek Pictures. Proceeds will benefit CRESP.

Waste Watchers

Waste Watchers is an advocacy group of Cornell faculty, staff and students concerned about the unnecessary solid waste generated universitywide. The next meeting will be held Feb. 28 at 5:15 p.m. in the Forum in Anabel Taylor Hall. For more information contact Lucy Gagliardo at 539-6313 after 6 p.m.

Hebrew Speaking Club

Hebrew Speaking Club meets Thursdays, 11:45 a.m. to 12:45 p.m., in the Near Eastern Studies Lounge, 374 Rockefeller Hall.

Hillel

Topics in Jewish Tradition, taught by Rabbi Larry Edwards, "Shabbat," Feb. 27, 8:15 p.m., 314 Anabel Taylor Hall.

Chug Ivri, Hebrew conversation, Thursdays, 11:45 a.m. to 12:45 p.m., 374 Rockefeller Hall.

Beginning Yiddish class, Thursdays, 7:15 p.m., G-34 Anabel Taylor Hall.

Student Struggle for Oppressed Jewry meets Mondays, 5 p.m., in G-34 Anabel Taylor Hall.

A phonathon for Cornell Jewish Student Appeal, March 1 and 2, evenings, at Malott Hall. Call Hillel 255-4227 for more information.

Intramural Badminton (men, women, co-ed)

Deadline on entries (doubles) is March 1, 4 p.m., in the intramural office, Helen Newman Hall. Entry fee of \$2 per team, due with your entry before deadline. Two to enter; doubles tournament; single elimination. No choice of days.

University Libraries

Seminars on the effective use of the Online Catalog will be offered to anyone in the campus community who would like to learn more about the Online Catalog and how to use it. The seminars will be held: Feb. 23, 3:30 p.m., Room 703, Olin Library; March 1, 2 p.m., Instruction Room, Uris Library.

Personal Growth Workshops

Topics include Assertiveness, Building Self-Esteem, Building Satisfying Relationships, Stress Management, Women, Food and Self-Esteem, Lesbian/Bisexual; Womens' support group; Gay/Bisexual, a Men's Support Group; Spirituality for the Unreligious, Dream Interpretation, Black/Hispanic Womens' Support Group, Black Male/Female Relationships Group, International Students Support Group and a Graduate Student Support Group. All groups are free and confidential. Open to all members of the Cornell Community. For more information or to sign up, call 255-3608 or stop by 103 Barnes Hall.

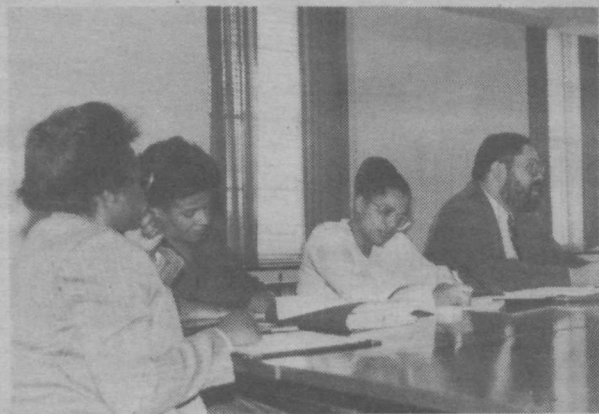
CORNELL EMPLOYMENT NEWS

February 23, 1989

Including Job Opportunities

Volume 1, Number 6

Advisory Committee on the Status of Minorities at Work



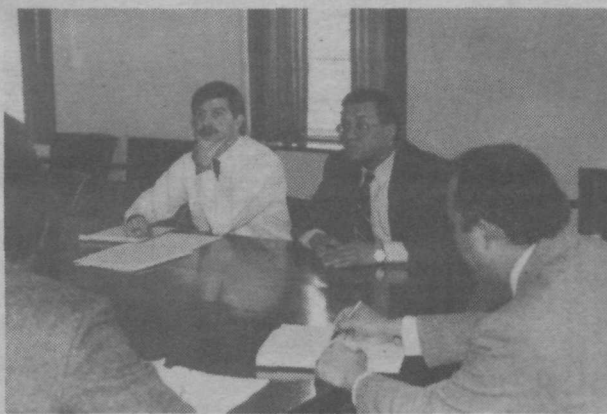
Left to right, Shenetta Selden, Vashti Peagler, Lillie McLaughlin, and Charles Blake.

The Advisory Committee on the Status of Minorities is appointed by President Rhodes to advise the administration on issues and policies affecting university minority faculty, staff and students. The committee reviews information on the status of minorities and offers strategies for addressing minority concerns to the associate vice president for human relations and the director of the Office of Equal Opportunity.

The committee was organized in 1986 and consists of representatives from the university's American Indian, Asian, Pacific Islander, Black, and Hispanic faculty and staff. Members serve two-year terms.

This year the committee is focusing on such issues as developing training support mechanisms, recruitment, retention, mentoring, and interfacing with the minority community and the high school.

Persons interested in serving on the Advisory Committee on the Status of Minorities should contact a committee member or the Office of Equal Opportunity.



Left to right: Roy Alvarez, William Collins, and Thak Chaloemtiarana.

Committee members: Roy Alvarez, Charles Blake, Thak Chaloemtiarana, William Collins, Mary DeSouza, Jennie Graham, Joycelyn Hart, Brenda Irvin-Bryant, Pamela Jenkins, Ron LaFrance, Vernon Lisbon, Kenneth McClane, Lillie McLaughlin, Kathryn Lomax, Gregory Medina, Vashti Peagler, Sandra Rourke, Shenetta Seiden, William Thompson, Dennis Williams, David Yeh.

Mary DeSouza, coordinator of Services for Minorities and Vietnam-era Veterans.



Mary DeSouza

Mary DeSouza began her work in the Office of Equal Opportunity as a secretary in 1980. In 1981 she was promoted to coordinator of minority services and in 1987 she assumed the additional responsibility of coordinating services for Vietnam-era veterans. Her community activities include participating in Leadership Tompkins, the United Way and Displaced Homemakers.



Disability Notebook

Civil Rights Bill for Employees with Disabilities

Sections 503 and 504 of the Rehabilitation Act of 1973 are considered the civil rights bill for employees with disabilities. Today's column covers some of the basic questions which are often asked about these laws.

Section 503 - Every employer doing business with the federal government under a contract for more than \$2,500 must take affirmative action to hire handicapped people. Contracts must be for the procurement of supplies or services, or for the use of real or personal property.

Affirmative action covers more than hiring. It also covers job assignments, promotions, training, transfers, working conditions, terminations and so forth. Half of all businesses in America—some 3,000,000—are covered.

Section 504 - Every institution in the United States getting federal financial assistance must take steps to assure that handicapped people are not discriminated against in employment. Included are schools, colleges, hospitals, nursing homes, and social service agencies.

Section 504 is slightly different from 503 in that it calls for nondiscrimination instead of affirmative action. In practicality, there's little difference in how they affect you in employment. The bottom line is that the emphasis in employment has shifted from the disability to the ability.

Who is eligible for protection under 503/504?

Not every handicapped person is eligible. The crucial word is "qualified." A person must be capable of performing a particular job—with reasonable accommodation to the handicapping condition—if needed.

What is meant by "reasonable accommodation?"

It means making necessary adaptations to enable a qualified handicapped person to work. It may include:

- (1) Making facilities used by all employees accessible to handicapped people (for example, ramps, restroom adaptation, and wider aisles).

Continued on page 4

Partnerships to Improve Minority Participation

Changing American Labor Force

Recent census bureau demographic statistics indicate that the American labor force is increasingly changing from mostly white to mostly non-white. Data also indicate that the labor market is rapidly shrinking from one characterized as being young to one described as being older. This data is a major influence on the current business and postsecondary educational institution concern about who will staff the thousands of positions which will surely be created as space-age technology is transferred to the market place.

Suddenly, minorities are not merely wanted to do tasks in cheap labor jobs, they are *necessary* to keep the capitalist machine running.

Public School Systems Inadequate Training Grounds?

It is not clear, however, whether significant numbers of minorities will be in a position to take advantage of the developing boom in the employment and educational sectors. Private sector employers complain, for example, that the nation's public school systems are inadequate training grounds for future employees. They point out that 30% of high school students fail to earn a diploma and that among minorities, the drop-out rate could be as high as 60%.

Even where figures indicate that comparatively more minorities are graduating from high school, the data show

that a relatively small number of this group is entering college.

Partnerships to Close Performance Gap

One of the increasingly more popular solutions to the problem of poor educational preparation of minority and disadvantaged youth is the "partnership to improve minority education." Desperate to find ways to close the performance gap between minority and majority, business and higher education are joining with school systems in collaborative schemes to enrich the quality of the delivery of educational programs at the K-12 level. The following is a profile of some of these partnerships:

In 1982 a group of Boston companies guaranteed that they would hire 1,000 graduates a year from the city's public schools if the schools promised to raise standards, reduce absenteeism and reduce the system's 36% dropout rate. This was the beginning of the Boston Compact. Three years later, 1985, the partnership had produced a new curriculum and had sharply increased attendance. However, the system continued to be plagued by a huge dropout rate of 43%.

To attack this problem, the Compact created Compact Ventures—providing remedial education, mentors, and field trips to 9th and 10th graders. This collaboration involves every significant interest group in the Boston area - the school system, religious groups, banking and business community, and the variety of universities and colleges. Time will tell if this approach works.

In Cincinnati, Louisville, Albuquerque, and San Diego, the National Alliance of Business provides seed money to community compacts in support of interactions at all levels of the school system (more programs for preschool children, smaller classes for elementary school children, mentors for middle school children, and job guarantees for high school graduates). Procter and Gamble is a major source of funds in this area.

In Wisconsin a partnership that seeks to increase the number of minority teachers is in its final stages of planning. When implemented, University of Wisconsin at Milwaukee education professor, Martin Haberman said it will be a three-tier partnership involving four-year, two-year and secondary education systems. Under this partnership, which Haberman said he hopes to start up this fall, Wisconsin students who complete a general studies program at a junior college will be guaranteed admission to a teacher education program at a four-year institution in the state. Eventually the partnership hopes to expand the program into secondary schools.

Citing a need to address the problems faced by minority students who graduate from public schools in urban areas, the University of Missouri at St. Louis has created a Partnership for Progress. Broken into three components, the partnership first seeks to increase the pool of college-age students, specifically those interested in math and science. Two thousand city and county students have benefited from this area of the partnership in the last two years. A second feature of the partnership is to identify the region's need for academic programs that fit its changing economy. Community, scientific and academic partnerships were created to plan ways to meet regional needs. The third facet of the

Continued on page 4

Job Opportunities

February 23, 1989

Volume 1, Number 6

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.

Personnel Administrator (PA5605) HRII
College of Engineering-Dean's Office-Endowed
Develop and administer personnel-related policies and procedures for the college. Administer the compensation and benefits program. Manage the appointment process for academic and non-academic personnel. Develop programs which address the personal and work-related growth of college employees.
Requirements: MILR, MBA or other advanced degree or equivalent combination of education and experience. Extensive experience in the management of compensation and staffing programs. Outstanding human relations skills, including excellent communications skills. Well-developed microcomputer skills. Send cover letter and resume to Cynthia Smithbower by March 3.

Marketing Specialist (PA5601) HRII
Theory Center-Endowed
Provide a high level of overall support to the Corporate Research Institute (CRI) including in-depth industrial research and analysis, defining marketing strategies, and representing CRI at regional and national conferences. CRI matches the needs of corporations with resources of the Theory Center and the Cornell Research community.
Requirements: BA in communications, marketing, public relations, or equivalent experience. Minimum 4 years demonstrated experience working with corporate markets; must be able to communicate complex technical and/or scientific concepts; technical/scientific background helpful; experience with Macintosh desirable. Send cover letter and resume to Search Committee: Marketing Specialist by March 10.

Applications Programmer/Analyst III (PT5502) Level 34
Mechanical & Aerospace Engineering-Endowed
Responsible for development of a large program for use by a Cornell research group. Project will involve interactive computer graphics, data base concepts, distributed processing and use of the Cornell supercomputer. Facilities include Iris and Sun Workstations and micro-vaxes.
Requirements: Bachelor's in relevant field. Minimum 3-5 years related experience. Experience required includes C and Fortran languages, UNIX and color graphics. Experience with data structures, LISP, and expert systems would be useful. Send cover letter and resume to Judi Baker by March 10.

Applications Programmer/Analyst I (PT5606) Level 32
Chemistry-Endowed
Assist Business Manager in the development, maintenance and improvement of new and existing automated accounting and information systems. Provide analytical & processing support to maintain proper account balances.
Requirements: Bachelor's or equivalent experience. Accounting and Computer Science/Programming necessary. Minimum 1-2 years related experience. In-depth knowledge of Lotus, dBase required with experience in programming and documentation; Cornell accounting experience preferred; analytical and interpersonal skills required. Send cover letter and resume to Judi Baker by March 3.

Systems Programmer/Analyst II (PT5605) Level 33
Chemistry-Endowed
Assist Director of Chemistry Computing Facility in the operation of the hardware and software aspects of the facility. Operate Hewlett Packard 850 and develop software systems to be used on HP. Assist users of HP.
Requirements: Bachelor's in computer science desirable. Minimum 2-3 years experience with minicomputer/microcomputers. Send cover letter and resume to Judi Baker by March 3.

Applications Programmer/Analyst II (PT5602) Level 33
Information Technologies-Endowed
Under direct supervision, design, develop, modify and document straight forward applications software in support of a major administrative system.
Requirements: Bachelor's or equivalent with computer related courses. 2-3 years experience. Knowledge of at least two languages-NATURAL, PL/1, COBOL; knowledge of applications, interactive and batch administrative systems, data base management systems, machine architecture, utility programs, VM/CMS. Send cover letter and resume to Judi Baker by March 10.

Systems Analyst II (PT5610) HRI
Law-Endowed
Provide the main computer hardware support in the Law School. Responsible for the maintenance and operation of IBM-Compatible Microcomputers and internal local area

computer network. Must be available for contact/troubleshooting evenings and weekends.
Requirements: Bachelor's or equivalent required. Minimum 2-3 years related experience. Knowledge of maintenance, trouble shooting, configuration and repair techniques for IBM-Compatible microcomputers. Knowledge of local area networks. Computer programming experience. Excellent interpersonal skills required. Send cover letter and resume to Judi Baker by March 9.

Pastry Chef (PC5606) HRI
Statler Hotel-Endowed
Supply hotel banquets, restaurants and food outlets, including gift shop with assortment of contemporary pastries, breads and dessert menu items.
Requirements: Associate's in culinary arts; must be versed in contemporary French and American cuisine and strong working knowledge of all aspects of the art of pastry making. 3 years experience in bakery or Hotel Patisserie. Send cover letter and resume to Esther Smith.

Athletic Trainer (PA5604) HRI
Athletics-Endowed
Coordinate and carry out the physical rehabilitation of athletes as prescribed; study, evaluate and recommend new techniques and equipment in physical training and therapy; use computer to compile and maintain medical and statistical records; assist in daily management and operation of training room; provide sports coverage as assigned; supervision of student trainers.
Requirements: Certification, Master's preferred. Send cover letter & resume to Search Committee: Athletic Trainer.

Professional Part-Time

Applications Programmer II (PT5103) HRI
Section of Ecology and Systematics-Statutory
Responsible for design and coding of applications for natural history database. 20 hours per week. Flexible.
Requirements: Bachelor's or equivalent with computer related courses. Must have 2-3 years "C" programming experience with microcomputers. Prior experience with PC database software required. Knowledge of PC-based LANs helpful. Send cover letter and resume to Judi Baker.

Professional Temporary

Program Coordinator (PA5603)
City and Regional Planning-Endowed
Provide administrative support to the Summer Urban Affairs Program for minority high school students. Coordinate recruitment and application process. Assist with scholarship fund raising. 20-25 hours per week.
Requirements: Bachelor's in student affairs or related field. Some related experience (e.g., program planning). Strong organizational, interpersonal and communication skills. Experience working with young adults helpful. Send cover letter & resume to Cynthia Smithbower by March 3.

Research Support Specialist II (PT5609)
Nutritional Sciences/CFNPP-Statutory
Descriptive analysis of large data set, including programming and documentation preparation. Until 7/1/89. 15-20 hours per week.
Requirements: Bachelor's or equivalent. SAS programming experience required. Send cover letter and resume to Judi Baker as soon as possible.

Residence Program Director (PA5308)
Summer Session-Endowed
Live in residential program director for Summer College program. Involved in staff selections and training, administration of program including administrative records, supervision of staff, and discipline of program participants. 6/1/89-8/15/89.
Requirements: Master's preferred, Bachelor's required in student affairs or related area. Residential experience preferred, experience working with adolescents required. Computer knowledge helpful-DBase and Macintosh. Send cover letter & resume to Cynthia Smithbower by March 10.

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 preferred. Research and computer experience preferred for data analysis or interest in acquiring skills. Send cover letter and resume to Judi Baker by March 3.

Animal Technician, GR18 (T5519, T5520)
Lab Animal Services-Statutory
Minimum Biweekly Salary: \$487.50
Provide daily care of animals, i.e., feed, water, exercise; maintain cages, pens and environments; maintain animal records; follow procedures for animal care and effective sanitation of equipment and facilities. Includes weekends.
Requirements: Associate's in animal science preferred or equivalent experience required. 1-2 years animal experience desirable. Assistant animal certificate helpful. Must be in good physical condition; able to lift 50 pounds. Pre-employment physical and all required immunizations.

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. Schedule includes some nights and weekends.
Requirements: Bachelor's or equivalent in biopsychology, biology or related field. Minimum 2 years experience preferred in one or more of the following: histology, electrophysiology, photography, figure drafting and statistical analysis. Apply as soon as possible.

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 in biochemistry or genetics or molecular biology. Minimum 3 yrs related lab experience. Biochemical analysis, DNA techniques. Apply by March 3.

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 in medical technology required; Bachelor's ASCP certification preferred. 3 years related lab experience. Apply as soon as possible.

Computer Programmer, GR22 (T5608)
University Council Office-Endowed
Minimum Biweekly Salary: \$581.09
Maintain and upgrade existing database programs within University Council Office. Develop new applications as necessary. Maintain computer equipment and correct software problems as they occur. Assist with data entry and word processing.
Requirements: Associate's in computer science or equivalent. Minimum 3 years related experience. Knowledge of IBM and IBM compatible equipment, Fox Base, Wordperfect, dBase II, LOTUS; strong organization and interpersonal skills, good oral and written communication. Send cover letter and resume to Judi Baker by March 3.

Technical Off-Campus

Technician, GR18 (T5505)
Entomology-Geneva-Statutory
Minimum Biweekly Salary: \$487.50
Assist in conducting lab and field studies on mite pest susceptibility to petroleum oils and other pesticides. Rear mites in lab; related lab work. 1 year, renewable contingent on funding.
Requirements: Bachelor's in biology, pest management, or related field. Minimum 1 year lab experience. Requires good lab technique, ability to organize serial procedures. Apply as soon as possible.

Technician, GR18 (T2314)
Equine Drug Testing-Statutory
Minimum Biweekly Salary: \$487.50
Perform routine analysis of horse blood and urine in field lab at Vernon Downs, Vernon, NY. Assist lab director as required. Sat, Sun & holidays included. 1:30 pm-10 pm.
Requirements: Associate's or equivalent lab experience with experience in thin layer chromatography and general lab procedures. Apply as soon as possible.

Technician, GR18 (T5503)
Equine Drug Testing-Canandaigua, NY-Statutory

Minimum Biweekly Salary: \$487.50
Perform analysis of blood and urine in field drug testing lab at Finger Lakes Race Track. Routine record keeping and laboratory maintenance. Hours include Saturdays, Sundays and Holidays.
Requirements: Associate lab tech degree or equivalent preferred. Minimum 1 year related experience with thin layer chromatography. Familiar with HPLC. Apply as soon as possible.

Field Assistant, GR20 (T5518)
Agronomy-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. Associate's 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. Apply as soon as possible.

Technician, GR24 (T5501)
Equine Drug Testing-Statutory
Minimum Biweekly Salary: \$639.59
Assist Lab Manager of field drug testing laboratory at Finger Lakes Race Track. Provide analysis of blood and urine samples using thin layer chromatography and gas chromatograph/mass spectrometer. Assist in supervising 3 technicians. Weekends and holiday work required during racing season.
Requirements: Associate's in chemistry with experience in HPLC. Bachelor's preferred. Minimum 4 years related experience with isolation, purification and identification of drugs, thin layer chromatography and operation of gas chromatograph. Apply as soon as possible.

Technical Temporary

Installer Technician (T5607)
Human Ecology Administration-Statutory
Assist technical staff to provide consulting support and user problems on IBM-PC and compatibles. Executive software installation on new machines. Monday-Friday; 15 hours per week, until August, 1989.
Requirements: Associate's or equivalent experience. 1-2 years experience. Must have working knowledge of IBM PC, Word Perfect, and DOS required. Familiarity with applications software such as Kermit, DBIII+, Lotus desirable. Must enjoy solving problems and working with users. Fast paced environment. Send cover letter and resume to Judi Baker as soon as possible.

Technician (T5604)
Chemistry-Endowed
Perform general lab operations such as dismantling old apparatus; assembling revised apparatus; learning to operate equipment; recording data. 4-6 months from date of hire.
Requirements: High School diploma or equivalent. Basic knowledge of electrical circuits; manipulating tools; care in maintaining records. Elementary computer operation skills helpful but not required. Start mid to late April. Apply as soon as possible.

Technician (T5603)
Plant Pathology-Statutory
Carry out field, greenhouse, and physiological or biochemical experiments with plant parasitic nematodes. Perform chemical and biochemical separations and analyses of plant and nematode metabolites; routine plant tissue and microbial cultures. General laboratory organization; computer data entry and analysis. Up to 6 months.
Requirements: Bachelor's in plant pathology, horticulture, microbiology, biochemistry or related fields. 2 years related experience desired. Familiarity with biochemical, tissue culture, horticultural and plant pathological techniques. Apply by March 10.

Research Assistant
Boyce Thompson Institute
Minimum Annual Salary: \$12,275 (\$6,137 half-time)
Temporary-1 year, half-time. Assist in the isolation and quantification of growth substances in plants. Other duties include solution preparation, culture of plants and general laboratory maintenance. Experience with HPLC and Elisa techniques is desirable.
Requirements: Bachelor's in plant physiology, biology, biochemistry or related field and laboratory skills. Contact Dr. David L. Sirois, c/o Personnel Department, Boyce Thompson Institute. (607) 254-1225.

Office Professionals

Approximately half of all university openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, tech-

nical 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.

Circulation/Reserve Assistant, GR16 (C5107)
Uris Library-Endowed
Minimum Biweekly Salary: \$448.50
Under direction of circulation supervisor, work at public service desks. Responsible for variety of clerical duties in support of circulation/reserve activities. Tuesday-Saturday, daytime and evening hours. 30 hours per week.
Requirements: High School diploma or equivalent. Ability to work well with variety of people in public service setting. Strong organizational & communication skills. Light typing.

Senior Department Assistant, GR18 (C3023)
Public Service/Law Library-Endowed
Minimum Biweekly Salary: \$487.50
Under general supervision, responsible for operation of A-V Center. Maintain microfilm collection; aid patrons in locating, reading or copying desired materials. Assist patrons using PC's and other equipment; control open reserve materials. Familiar with A-V Media. Mechanical aptitude helpful.
Requirements: Associate's or equivalent. Knowledge of PC's. Familiarity with word processing software, especially Wordperfect. Good organizational skills. Able to work with a variety of people in a public service setting.

Senior Records Assistant, GR18 (C5114, C5115)
Catalog Management-CUL-Endowed
Minimum Biweekly Salary: \$487.50
Responsible for retrospective conversion of catalog copy including searching, deriving, and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf list cards. 12 month term appointment.

Requirements: High School diploma or equivalent. 2 years of college or equivalent preferred. Minimum 1 year related experience. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC format for bibliographic data desirable. Medium typing.

Searcher, GR18 (C5105, C5106)
Acquisitions, CUL-Endowed
Minimum Biweekly Salary: \$487.50
Search monograph orders and books for library system. Input records for orders and books into NOTIS database. Evenings as required.
Requirements: High School diploma or equivalent. Minimum 1-3 years of progressively responsible technical services experience; additional education may be substituted for experience. Knowledge of one or more Western European languages. Knowledge of Hebrew preferred for 1 of the 2 positions. Light typing.

Office Assistant, GR18 (C4111)
Summer Session-Endowed
Minimum Biweekly Salary: \$487.50
Use Mac with PageMaker to produce brochures, fliers, ads, forms and other printed materials; assist Division media manager in accomplishing wide range of marketing and publicity projects.

Requirements: High School diploma or equivalent. Associate's desirable. Minimum 1-2 years experience in media related field preferred. Experience with Apple Mac necessary. Knowledge of advertising, marketing, printing and graphic design. Send cover letter and resume to Esther Smith.

Secretary, GR18 (C5611)
CUL-Access Services-Endowed
Minimum Biweekly Salary: \$487.50

Under the direction of the Assistant Access Services Librarian, provide secretarial support for all areas of the department. Type correspondence, reports; assist staff with special projects; act as department receptionist; order, maintain supplies, call in repair requests and maintain statistical records. Monday-Thurs, 8-4:30; Friday, 8-3:30.

Requirements: High School diploma or equivalent with some college background preferred. Strong organizational, interpersonal and communication skills. Minimum 1-2 years secretarial experience, knowledge of word processing & microcomputers highly desirable. Medium typing.

Shipping and Receiving Clerk, GR18 (C5613)
CUL-Administrative Operations-Endowed
Minimum Biweekly Salary: \$487.50

Process all incoming and outgoing library materials; sort, open and mail materials in accordance with U.S. Postal Service, United Parcel Post, and freight agencies regulations; perform internal delivery and pick up service for Olin and Uris Libraries; act as back up to library truck driver as needed; move furniture and equipment as needed.

Requirements: High School diploma or equivalent. Minimum one year related experience with postage metering, electronic scale, and hydraulic pallet lift helpful. NYS driver's license required. Knowledge of U.S. Postal Service and United Parcel Service regulations.

Accounts Assistant/Cashier, GR18 (C5608)
University Health Services-Endowed
Minimum Biweekly Salary: \$487.50

Provide billing services for UHS; receive payments from patients for services rendered at UHS, daily deposits and balancing, process Charge Cards/Empire Cards/Rxcards for proper reimbursement, complete insurance forms and compensation reports; Bursar communications and charging. Monday-Friday, 8:30-5.

Requirements: High School diploma or equivalent. Minimum 1-2 years experience in accounting and medical terminology desirable. Working knowledge of accounting/business procedures, and medical terminology; strong interpersonal skills. Light typing.

Information Assistant, GR18 (C5609)
Uris Library Reference-Endowed
Minimum Biweekly Salary: \$487.50

Hire, train, and supervise assistants; provide information service at reference desk; assume computer related tasks. Responsible for all clerical duties in the department.
Requirements: High School diploma or equivalent. Minimum 1 year related library experience. Good knowledge of

computer applications and word processing. Able to lift heavy volumes; strong communication (written and oral) skills. Light typing.

Special Collections Assistant, GR18 (C5612)
Manuscripts and University Archives-Endowed
Minimum Biweekly Salary: \$487.50

Retrieve and reshelv collections; preliminary listing and reboxing new collections; maintain stack areas and university biographical file; photocopy; receive and record serials and university publications; supervise students; occasionally works with dusty or dirty material and may have to handle boxes weighing up to 50 pounds. One year appointment subject to renewal.

Requirements: High School diploma or equivalent. Minimum 1 year related office experience. Ability to do detailed work with high level of accuracy, good organizational skills, some knowledge of word processing. Light typing.

Editorial Assistant, GR18 (C5603)
C.U. Press-Endowed
Minimum Biweekly Salary: \$487.50

Act as assistant to editor responsible for acquiring scholarly books in the humanities. Type; file; follow-up; some contact with authors and Press advisers.

Requirements: Associate's or equivalent. Minimum 1 year related experience. Strong communication (written and verbal) skills. Prior experience in publishing helpful. Heavy typing. Send cover letter & resume to Esther Smith.

Secretary, GR18 (C5604)
Theory Center/CNSF-Endowed
Minimum Biweekly Salary: \$487.50

Act as receptionist for the Cornell National Supercomputer Facility (CNSF). Under general supervision, provide secretarial support to the CNSF.

Requirements: High School diploma or equivalent. Secretarial school desirable. Minimum 2 years related office experience. Word processing experience desirable. Familiarity with computers helpful. Strong interpersonal and communication skills. Medium typing.

Secretary, GR19 (C5405)
Hotel Administration-Endowed
Minimum Biweekly Salary: \$510.90

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

Requirements: High School diploma required. Associate's in secretarial science or equivalent strongly desired. Minimum 2 years experience. Knowledge of word processing. Experience with IBM PC (Wordperfect). Familiarity with culinary, chemical, and biological terms, symbols and abbreviations. Excellent organizational, interpersonal and communications skills. High level of confidentiality required. Heavy typing.

Administrative Aide, GR19 (C5508)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$510.90

Provide computer and administrative support to the Office of Alumni Affairs and Development and the Office of Corporate & Foundation Relations. Mon-Thur 8-5; Fri, 8-4.

Requirements: Associate's or equivalent experience. Minimum 2 years related experience. Strong computer skills; considerable experience with microcomputers (IBM PC or compatible); Wordperfect and database experience required. Ability to use dictaphone and calculator; short-hand desirable but not essential. Ability to work independently; good organizational skills; good communication (oral/written) skills. Medium typing.

Security Officer, GR19 (C5605)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$510.90

Responsible for all security/protection aspects of the hotel's daily operations. Some nights and weekends.

Requirements: High School diploma or equivalent. Criminal justice degree preferred. Minimum 2 years in a similar position. Excellent communication (written and oral) skills. CPR, first aid helpful.

Administrative Aide, GR20 (C5617)
Government-Endowed
Minimum Biweekly Salary: \$534.30

Provide secretarial/administrative support for Director of Graduate Studies and Placement Director. Establish, monitor, and maintain grad records/placement records/dossiers. Responsible for administering Teaching Assistant budget.

Requirements: Associate's or equivalent. Minimum 2-3 years related experience. Strong organizational skills. Ability to prioritize and work independently. Job necessitates a willingness to work with many interruptions. Demonstrated interpersonal and communication (oral/written) skills essential. Knowledge of IBM Wordperfect and DBXL Database. Experience in academic environment helpful. Medium typing.

Stewarding Coordinator, GR20 (C5616)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$534.30

Oversee all stewarding functions for the kitchens, including banquets and special events. Some nights and weekends.
Requirements: High School diploma or equivalent. Associate's desired. Proven supervisory skills. Minimum 3 years experience in stewarding or related food and beverage operation. Strong interpersonal skills.

LC Cataloger, GR20 (C5132)
NYSSILR-M.P. Catherwood Library-Statutory
Minimum Biweekly Salary: \$534.30

Catalog serials with Cornell, Library of Congress (LC), or member copy using NOTIS/RLIN; maintain shelf list, NOTIS/RLIN databases, and card catalog; assist in training and supervision of processing assistant(s).

Requirements: Associate's preferred or equivalent experience or training with two or more years of relevant technical services experience. Knowledge of AACR2, LC classification and subject headings, and MARC II communications format. Experience with computer searching and inputting, cataloging procedures and familiarity with NOTIS/RLIN. Absolute accuracy. Ability to handle details with discretion and judgment. Social sciences background helpful. Medium typing.

Senior Searcher, GR20 (C3314)

Mann Library-Statutory
Minimum Biweekly Salary: \$534.30
Coordinate monographic searching for Collection Development Division. Responsible for gift processing. Sort and refer mail, maintain publisher catalogs and write letters of inquiry. Supervise student assistants and collection evaluation projects staff. Assist with projects as assigned. Monday-Thursday, 8-5; Friday, 8-4.
Requirements: BA or equivalent. Experience with bibliographic searching highly desirable; RLIN experience desirable. Able to plan and direct several activities at the same time. Microcomputers word processing highly desirable. Effective written/oral communication skills essential. Medium typing.

Administrative Aide, GR20 (C5504)
University Development-Endowed
Minimum Biweekly Salary: \$534.30

Provide secretarial and administrative assistance to the Associate Director in the Office of Major Gifts. Coordinate flow and oversee completion of work within office; assist in making arrangements for visitors to the campus; conduct research for special projects; type, edit and proofread correspondence, reports, etc.; make appointments and coordinate travel arrangements.

Requirements: Associate's or equivalent. Minimum 2 years related experience. Significant experience working in a busy office with considerable public contact. Ability to work with a wide range of individuals. Excellent communication (written and oral) skills. Discretion in dealing with confidential matters. Medium typing.

Accounts Assistant, GR20 (C5510)
Chemistry-Endowed
Minimum Biweekly Salary: \$534.30

Create, analyze, present monthly account reports to faculty members/Business Manager. Prepare grant budgets and reports. Assist in ad hoc/overview report preparation. Confirm research related appointments with departmental personnel office.

Requirements: Associate's or equivalent in accounting, bookkeeping and algebra. Minimum 2-3 years related experience. Experience in office setting with significant people contact. Cornell accounting experience helpful. Basic micro-computer knowledge with database/spreadsheet experience. Accuracy with calculations and attention to detail essential. Light typing.

Secretary, GR20 (C5607)
Textiles and Apparel-Statutory
Minimum Biweekly Salary: \$534.30

Provide administrative/secretarial support to Department Chair and Graduate Faculty Representative. Responsibilities include keeping appointment calendar, travel, taking minutes, draft correspondence, prepare academic/non-academic exempt personnel action forms, compile and coordinate annual reports.

Requirements: Associate's or equivalent. Minimum 2-3 years support work in a University setting. Wordprocessing experience essential, knowledge of Wordperfect and DB3 desirable. Able to work independently and set priorities. A high level of confidentiality is required. Heavy typing.

Administrative Aide, GR21 (C5402)
Johnson Museum-Endowed
Minimum Biweekly Salary: \$557.70

Provide administrative support to the museum registrar and assist in overseeing the safety and maintenance of permanent collection, loan collection and loans to the museum collections. Assist in organization, maintenance and retrieval of all records pertinent to the registrar's office.

Requirements: Associate's required in art history/fine arts or museum registrarial experience. Minimum 2-3 years related experience. Excellent proofreading, typing and writing skills with attention to fine detail and accuracy necessary. Must be able to work independently with little supervision and carry projects through to completion. Careful observation skills necessary; cataloguing and library skills helpful. Medium typing. Send cover letter and resume to Esther Smith.

Personnel Assistant, GR21 (C4316)
Finance and Business Services-Statutory
Minimum Biweekly Salary: \$557.70

Perform counseling, accounting and clerical functions in Optional Retirement Plan (ORP) and Tax-Deferred Plans.
Requirements: Associate's or equivalent; minimum 2 years employee benefit experience, preferably at Cornell. Good organizational, interpersonal and communication skills. Math aptitude. Familiarity with computers and accounting procedures desirable. Excellent communication (oral/written), phone and public relations skills. Light typing.

Administrative Aide, GR22 (C5406)
Chemistry-Endowed
Minimum Biweekly Salary: \$581.09

Provide material support to department Chairperson in matters of faculty, undergraduates and graduate students. Prepare department office budget; act as liaison with Arts College and University administrative offices.

Requirements: Associate's or equivalent. Bachelor's or equivalent desirable. Minimum 3-4 years administrative support work in a university including 2 years experience using word processing, spreadsheet and database software; experience making critical judgments from available data. Ability to meet deadlines and work under pressure. Heavy typing.

Accounts Coordinator, GR24 (C5610)
Controller's/Accounting-Endowed
Minimum Biweekly Salary: \$639.59

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

Requirements: Associate's in accounting or equivalent. Bachelor's desired. Minimum 4 years related university experience, knowledge of Lotus 1-2-3. Excellent written and verbal communication skills are essential. Send cover letter and resume to Esther Smith.

Office Professionals Off-Campus

Secretary, GR20 (C5614)

Public Affairs Regional Offices North Central Region-Cleveland, OH-Endowed

Minimum Biweekly Salary: \$534.30
Type correspondence, forms, vouchers and other materials. Keep records, provide file maintenance and receptionist support. Assist with event and meeting planning and make travel arrangements for Director. Interaction by phone and in person with alumni.

Requirements: Associate's or equivalent required. Minimum 2-3 years secretarial experience. Excellent organizational, interpersonal and communication skills. Computer knowledge essential. Ability to work independently. Medium typing.

Office Professionals Part-Time

Special Collections Assistant, GR18 (C3207)
Veterinary Library-Statutory
Minimum full-time equivalent: \$487.50

Maintain daily operation of AV Learning Resource Center. Answer questions, assist students and other users in locating programs, operating equipment, facility use. Hire, train and supervise student assistants, catalogue organization and maintain media collection; resolve equipment problems.

Requirements: Associate's or equivalent preferred. Minimum 1 year experience (or demonstrated aptitude) with AV media. Public service commitment essential. Work well with variety of people. Excellent interpersonal & communication skills. Able to organize & perform detailed work. Experience with micros desirable. Light typing.

Night Supervisor, GR18 (C5305)
Engineering Library-Endowed
Minimum full-time equivalent: \$487.50

Oversee all circulation/reserve functions during evening and weekend hours including providing reference assistance and being responsible for building security. Specific duties include supervising student staff; charging/discharging library material; interpreting policies to users; resolving file & usage disputes & other circulation/reserve activities. 20 hours per week; 25 hours per week through May 1989.

Requirements: High School diploma or equivalent. 2 years college coursework desired. Minimum 1 year related public-service experience. Strong interpersonal and communication skills; effective in dealing with public. Experience overseeing students. Light typing.

Senior Department Assistant, GR18 (C4118)
Olin Library-Endowed
Minimum full-time equivalent: \$487.50

Under general supervision of department head and 6 reference librarians, provide wide range of secretarial and office management services in support of reference and instructional functions. Type and format bibliographies, instructional materials, reports, etc. Distribute mail; order supplies; manage office files; answer phone, calculate statistics. 20 hours per week.

Requirements: Associate's or equivalent preferred. Minimum 1 year related experience. Excellent word processing and typing skills. Able to manage variable workload and work well under pressure. Strong interpersonal skills. Medium typing.

Senior Records Assistant, GR18 (C5116)
Catalog Management-CUL-Endowed
Minimum full-time equivalent: \$487.50

Responsible for retrospective conversion of catalog copy including searching, deriving and tagging machine-readable records in various on-line databases; revise and update machine-readable records and shelf lists cards. 20 hours per week. Until September 30, 1991.

Requirements: High School diploma. 2 yrs of college or equivalent preferred. Minimum 1 year related experience. Ability to do detailed work accurately; working knowledge of NOTIS & RLIN cataloging systems & the US MARC format for Bibliographic Data desirable. Medium typing.

Senior Records Assistant, GR18 (C5101)
Olin Library-Endowed
Minimum full-time equivalent: \$487.50

Responsible for verifying and validating name, subject and series authority headings, correcting machine-readable bibliographic and authority records, pre-input searching & inputting. 20 hrs per week. 12 month term appointment.

Requirements: Associate's degree or equivalent preferred. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC bibliographic and authorities formats desirable. Medium typing.

Night Supervisor, GR18 (C5108)
Fine Arts Library-Endowed
Minimum full-time equivalent: \$487.50

Supervise all circulation/reserve activities during evening hours; during summer assist with various circulation/reserve activities. Sunday-Thursday, 7 p.m.-11 p.m.; vacation/summer, Monday-Friday, 1-5.

Requirements: High School diploma. Associate's degree or equivalent preferred. Minimum 1 year related experience. Strong interpersonal, organizational and communication skills. Experience supervising students. Library experience highly desirable. Light typing.

Secretary, GR18 (C5615)
Arts & Sciences Dean's Office-Academic Advising-Endowed
Minimum full-time equivalent: \$487.50

Provide secretarial support for Educational Policy Committee and Undergraduate Research Program. Type, file, arrange meetings. 20 hours per week.

Requirements: High School diploma or equivalent. Minimum 1-2 years related office experience. Strong verbal, communication and interpersonal skills. Dictation desirable. Heavy typing.

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

Jobs *Continued from page 3*

are in particular demand. Call Laurie Worsell at (607) 255-2192 or 255-7422 for more information.

Records Assistant (S5601, S5602) **A.R. Mann Library-Statutory**

Input serials data into NOTIS database. Formulate holdings information from serials catalog and rotary check-in cards. Other duties as assigned. Monday-Friday, 7:30-5. **Requirements:** High School diploma or equivalent. Ability to perform highly detailed tasks accurately and efficiently. Light typing. Call Michele Draiss at 255-9560.

Project Searcher/Typist (S5603) **Mann Library-Statutory**

Perform a variety of clerical duties and bibliographic searching, word processing to compile and manipulate lists of books and journals; type project correspondence, compile statistics, etc.; search NOTIS and RLIN database. 4 hours per day. **Requirements:** Associate's or equivalent. Sophisticated word processing (Word Perfect) skills sorting, merging and working with multiple files are essential. Accuracy and ability to handle detail. Previous library experience, knowledge of bibliographic entry and some familiarity with database managers desirable. Heavy typing. Call Michele Draiss at 255-9560.

Secretary (S5211)

Human Development and Family Studies

Assist faculty and staff of a research and intervention project. Answer phone, prepare daily correspondence, manuscripts, program materials, prepare mailings, file, arrange appointments. Other duties as assigned. **Requirements:** High School diploma or equivalent. Minimum 1 year office experience. Medium typing (45-60 wpm). IBM PC or Macintosh experience desirable. Knowledge of Wordperfect and Microsoft Word desirable. Good organizational skills. Temporary, part-time for 1 year. Call Laurie Worsell at 255-2192.

Secretary (S5101)

Ag. and Biological Engineering

General secretarial support for Energy Advisory Service to Industry Program. Type correspondence; handle mail; file; answer phones; copy. 20 hours per week, flexible. 4-6 months. **Requirements:** High School diploma or equivalent. Minimum 1 year secretarial experience. Computer/word processing skills desirable, preferably with Wordperfect. Medium typing. Send cover letter and resume to Laurie Worsell.

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.

Custodian, SO02 (G5605) **Dining-Endowed**

Minimum hourly rate: \$5.75

Provide general custodial care in assigned area. Shift subject to change.

Requirements: High School diploma or equivalent. Able to operate a variety of cleaning equipment. Able to lift 75 pounds and climb an 8 foot ladder. Basic reading and writing skills.

Dish Machine Operator, SO02 (G5604) **Dining-Endowed**

Minimum hourly rate: \$5.75

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.

Requirements: High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

Custodian, SO02 (G5606, G5607) **Statler Hotel-Endowed**

Minimum hourly rate: \$5.75

Clean public guest areas of the hotel; stock guestroom floor closets for room attendants; inventory linen; serve as linen room attendant as necessary. Some nights and weekends.

Requirements: High School diploma or equivalent. Hotel housekeeping experience helpful. Able to lift 50 pounds and climb an 8 foot ladder.

Custodian, SO02 (G5601)

School of Hotel Administration-Endowed

Minimum hourly rate: \$5.75

Maintain Statler Hall assigned area in a high state of sanitation and cleanliness. Provide other support services as directed by Housekeeping Supervisor. Shifts may vary.

Requirements: High School diploma or equivalent. Housekeeping experience in commercial or industrial environment desired. Must be service-oriented. Able to lift 50 pounds and climb an 8 foot ladder.

Material Handler, SO04 (G5609) **Dining-Endowed**

Minimum hourly rate: \$6.25

Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. Shift subject to change.

Requirements: High School diploma or equivalent. Basic reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/receiving food. Able to lift 75 pounds on continuous basis. NYS driver's license required.

Material Handler, SO04 (G5610) **Athletics-Endowed**

Minimum hourly rate: \$6.25

Receive and store incoming equipment; maintain inventory records. Issue equipment and secure its return. Repair and recondition equipment. Maintain all laundry and equipment repair. Collect fees and fines. Monday-Friday, 8-4:30

Requirements: High School diploma or equivalent. Minimum 1 year related experience. Must be skilled in fitting and reconditioning protective equipment. Excellent interpersonal skills. Some travel. Able to read and write and lift 50 pounds.

Maintenance Mechanic, SO09 (G5602, G5603, G5612, G5613, G5614)

School of Hotel Administration-Endowed

Minimum hourly rate: \$7.84

Monitor electrical, plumbing, ventilation, air conditioning and refrigeration. System operation in and about Statler Hall. Provide technical assistance for auditorium and building operations. Maintain systems in support of building operations. Shifts may vary.

Requirements: High School diploma or equivalent required. Prefer military or trade school training. Knowledge of electrical and mechanical test equipment required plus a minimum of 5 years experience in building construction plumbing, ventilation.

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 Laurie Worsell at (607) 255-2192 or 255-7422 for more information.

Gardener, SO04 (T5513, T5514, T5517)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist gardening staff in the installation of new gardens and in the maintenance of existing gardens. Duties include garden cleanup, planting, fertilizing, mulching, watering, raking, and such related tasks as plant labels, plant records, greenhouse care, and nursery maintenance. Until 10/30. Monday-Thursday 7-3:30; Friday 7-2:30.

Requirements: High School diploma required and valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Groundsworker, SO04 (T5506-T5511)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist grounds maintenance staff in landscape maintenance and construction, including planting, mowing, weeding, mulching, watering, fertilizing, pruning, policing of grounds, maintenance of equipment, and maintenance of walls, steps and fences. Until 10/27. Monday-Thursday, 7:30-4; Friday, 7:30-3.

Requirements: High School diploma required and valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture and landscape construction required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Gardener, SO04 (T5512)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist grounds maintenance staff in landscape maintenance and construction, including planting, mowing, weeding, mulching, watering, fertilizing, pruning, policing of grounds, maintenance of equipment, and maintenance of walls, steps and fences. Until 11/22. Monday-Thursday, 7:30-4; Friday, 7:30-3.

Requirements: High School diploma required and valid driver's license required. 2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture and landscape construction required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Gardener, SO04 (T5515, T5516)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist gardening staff in the installation of new gardens and in the maintenance of existing gardens. Duties include garden cleanup, planting, fertilizing, mulching, watering, raking, and such related tasks as plant labels, plant records, greenhouse care, and nursery maintenance. Until 11/29. 20 hours per week; times to be arranged.

Requirements: High School diploma required and valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Academic

Senior Extension Associate II, Rochester

NYSSILR, Extension and Public Service

Send letter of application and resume by March 13 to Dr. Craig McAllister, NYSSILR, Cornell University, Box 1000, Ithaca, NY 14851-0952.

Director of Cornell Plantations

Cornell Plantations

Send a resume, list of publications, transcripts of undergraduate and graduate programs, and names, addresses and telephone numbers of 5 references to: Dr. Kenneth E. Wing, Chair, Search Committee for Director of Plantations, 102 Roberts Hall, Cornell University, Ithaca, NY 14853. (607) 255-7720.

Circulation Manager

Cornell Alumni News Magazine

Send resume and cover letter to Carol Garlock, Business Manager, 626 Thurston Avenue, Ithaca, NY 14853. NOT A CORNELL DEPARTMENT.

Full and Part-Time Lecturer and Teaching Associate

Modern Languages and Linguistics

Send letter and resume to Sally McConnell-Ginet, Chair, Department of Modern Languages and Linguistics, 209 Morrill Hall.

Disability *Continued from page 1*

- (2) Making modifications in jobs, work schedules, equipment or work area (for example, simplifying a job so a retarded person can perform it; changing working hours so a paraplegic person doesn't have to fight traffic; teaching sign language to a supervisor of a deaf worker; and providing a reader for a blind person).

Should employees identify themselves as being disabled?

Some handicapping conditions are obvious. However, others are hidden—a person with epilepsy whose seizures are under control, a person who has been treated for mental illness, a person with diabetes, and someone with a heart condition. If you want the protections and opportunities of Sections 503 and 504, you need to be identified as eligible. This was the purpose of the recent Disabled Employee Self-Identification Survey Contact that was sent to all Cornell employees by the Office of Equal Opportunity.

There is one circumstance where identification may be required under Section 504. That's when employers are voluntarily undertaking to increase the number of handicapped persons they employ. If information about a handicap is given, confidentiality will be respected, with these necessary exceptions.

- (1) Supervisors and managers may be informed about any work restrictions or accommodations needed by the person.
- (2) First aid people may be informed, where appropriate, if the condition might require emergency treatment.

When are pre-employment exams used and what is their purpose?

Under Section 504, the employer does not have the right to give a pre-employment medical exam or to ask whether a person has a handicap. (Note: Cornell University's personnel policy #111 states: A preemployment medical examination may be required by the hiring department *only if it is relevant to the job duties and is required for all applicants in a given job.*)

The employer does have the right to ask whether the person can perform tasks related to the job. Example: John Doe who has epilepsy cannot be asked about his condition, but if driving is a part of the job, he may be asked if he holds a driver's license.

A medical exam may be given under Section 504 after an offer of employment is made. The exam should be used to see if the person can perform the tasks required for the job (for example, lift 50

pounds or climb a ladder). The results of such medical examinations may not be used to discriminate against qualified handicapped persons. No offer of employment can be withdrawn on the basis of medical conditions that are not job related. However, a medical exam could reveal a condition that brings into question whether an applicant for employment is "qualified." In order to be qualified, an applicant must be able to perform essential job functions effectively and safely. For example, if a medical exam reveals that an applicant for a position requiring delicate handling of dangerous materials has impaired manual skills that would limit effective performance, refusal to hire the person would not be discriminating.

Employers must look over any physical or mental job requirements to see if they happen to screen out handicapped people on the basis of their disabilities. If they do, these requirements have to be eliminated or modified unless they are clearly job-related and consistent with business necessity and safe performance.

What if I, as an employee, feel I've been discriminated against by my employer—whether it be in not getting a promotion or job assignment or for a personnel action such as a written warning?

The best place to begin is by making an appointment with me, Joan Fisher. At the initial meeting we can talk about the situation and explore whether discrimination has taken place. Usually the issue can be resolved informally through meeting with all parties involved. However, there are additional channels for filing a formal grievance if the employee is not satisfied with the suggested solution.

For those of you who would like more complete information on Section 503/504, a brochure entitled "Affirmative Action for Disabled People—A Pocket Guide" is available from the Office of Equal Opportunity, 234 Day Hall (255-3976).

Joan B. Fisher, coordinator of Disability Services

EQUAL
Opportunity at Cornell

Partnerships *Continued from page 1*

partnership is designed to meet regional employment and research needs; currently there are four special interest research centers operating in the St. Louis area. (*Black Issues In Higher Education.*)

Key Community People Focus on Improvement

This type of intervention, although not entirely new, is an important trend in American education, because it brings together key community people to focus on improving the delivery of educational services.

School/college partnerships are not always successful. The main complaint seems to be that these collaborations do not attack tough problems; for example, how to provide long-term funding for interesting programs. In addition, it isn't always easy to move beyond the traditional *town/gown* issues.

Principles of School/College Collaborations

Ernest L. Boyer, President of the American Association of Community and Junior Colleges, offers the following as basic principles of school/college collaborations:

- First, to achieve effective school/college cooperation, educators at both levels must agree that they indeed have problems.
- Second, in order to achieve effective collaboration, the traditional academic "pecking order" must be overcome.
- Third, if school/college collaboration is to succeed, cooperative projects must be sharply focused.
- Fourth, it seems quite clear that if school/college cooperation is to be successful, those who participate must get recognition.
- Fifth, for school/college cooperation to work, it must focus on action—not machinery.

If the predictions are accurate, the urgency about the quality of the future labor pool is appropriate. The class of the year 2001 is presently in kindergarten. Current sixth graders should be entering the workforce in about 1994 or 1995. This group could also be entering freshmen at about this time. Will the school systems as we know them adequately prepare these youngsters for the future? Are more innovative partnerships needed? What role should Cornell or the other "elite" Ivys play in developing these partnerships?

William M. Thompson, director, OEO