

Cornell Chronicle

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Provost Says University Must Cut Its Expenditures By 5-6% in Next 3 Years

Cornell must cut its expenditures by 5 to 6 percent over the next three to four years, according to Provost Robert Barker.

"We must adopt a different life style. Going on a diet won't work," Barker wrote in a Feb. 18 letter to the university's faculty. Our overriding goal is to enhance the excellence of Cornell. To do so will require us to choose to do less in some areas."

The cuts are needed "to maintain a balanced set of budgets. ... I intend in future years to make budget adjustments on the basis of careful analysis of our programs," he wrote. Deans, department chairmen, and directors of non-academic programs will be asked to "assist in identifying and assessing options and in targeting cost reductions," the provost said.

As a first step, though, there will be no increases in general operating expenses for 1986-87, Barker said. General operating expenses include items such as office supplies, travel, and communication costs.

Over the past several years, expenditures in various areas have been increasing faster than inflation. They include computing, library acquisitions, maintenance, renovations, operating costs for new facilities, financial aid, and salaries. Improvements in freshman writing and other programs have required increased funding.

"On the revenue side, only tuition has increased at rates above inflation," Barker said. A 9.5 percent tuition increase for the

endowed colleges is planned for 1986-87, compared to an inflation rate of 3.8 to 4.5 percent.

"We cannot continue to increase tuition at rates substantially above inflation ... especially ... when federal financial aid programs are threatened with significant reductions," Barker wrote.

Cornell's endowment has earned 11.4 percent per year during the last decade, but "the 6 percent payout to meet our instructional and research demand probably has been higher than prudent," Barker said. While gifts to Cornell are increasing, most are targeted to specific purposes and donors expect their gifts to "supplement, not replace the university's general operating budget."

Federal funding cuts will compound the budgetary pressures, he added.

"To remain one of the world's truly great universities, we must be willing to make hard choices," Barker said. "We need to find a new balance point. I am confident that we can and that, as a result, Cornell can become an even better university."

As Cornell responds to budgetary pressures, it must examine two major concerns, financial aid and faculty and staff salaries, said Richard E. Schuler, chairman of the Committee on the Professional and Economic Status of the Faculty.

"The overriding budgetary burden is financial aid and extending aid to students

Continued on Page 7

Trade Unions Lose Clout In a Changing America

Trade unions in the United States aren't what they used to be, according to a Cornell specialist in contemporary labor issues.

Caught between poor public perceptions and a sometimes rocky relationship with the administration in Washington, unions have seen their clout diminish, says Ronald L. Seeber in the School of Industrial and Labor Relations.

From a post World War II high of about 22 million in the mid-1970s, labor union membership has declined to about 18 million at the beginning of 1986. That's true in terms of absolute numbers and the percentage of the labor force the unions represent, Seeber says. Less than one worker in six belongs to a union; it was one worker in four in the mid-1950s.

According to Seeber, most of the trends that have caused the decline in union membership began during the 1970s. While the Reagan administration has put distance between itself and the whole labor movement, Seeber says the decline of unions is due to factors other than the Reagan administration.

"I think most young workers coming into the labor force tend to view unions indifferently, if at all. It's probably their most favorable view of unions. In the end, unions are going to have to organize workers in new industries and young workers in order to grow again."

The present administration, he adds, has had little to do with the way in which the younger members of the labor force view trade unions.

Seeber says that union goals have remained the same, but unions have had to gain exposure on the federal level in different ways since President Reagan took office.

"The labor movement through the AFL-CIO has always had a voice in Washington. Under Reagan, that hasn't been the case at all. The labor movement has been isolated from the executive branch of our federal government and it's causing unions to do some things they wouldn't have done in the past," he states.

"The two Solidarity Day demonstrations in Washington in the early 1980s probably wouldn't have happened in the 50s, 60s, or 70s simply because unions still had political access," explains Seeber, an assistant professor at Cornell.

Seeber says the view held by many companies toward their unions has changed over the last five to 10 years. As a result, workers and negotiators have lower expectations during bargaining sessions.

"We've seen more and more companies push for concessions in their collective bargaining talks with their unions, whether they needed it or not. Often times in the early part of this decade there were a lot of financially

Continued on Page 5

Eight Cornell Faculty Members Get Fulbright Awards This School Year

Eight members of the Cornell faculty are conducting research or are lecturing at institutions the world over during the current academic year under awards from the Fulbright Scholar Program.

In addition, 18 foreign scholars have chosen to use their Fulbright awards for study at Cornell during 1985-86.

With eight faculty receiving fellowships this year, Cornell again was among the top 10 institutions in numbers of fellowships received.

They are among 870 scholars nationwide who have received support this year through the 40-year-old program funded by the United States Information Agency. Last year, about 770 people received Fulbright awards.

The program is administered by the Council for International Exchange of Scholars, an affiliate of the American Council on Education.



Foote



Kirsch



Roberts



Stycos



VanDemark

Five of the eight. The other three are out of the country.

The Cornell recipients and the countries they are studying in are:

- Joe S. Foote, communication arts, Bangladesh;
- Anthony T. Kirsch, anthropology, Thai-

land;

- Fred H. Kulhawy, civil and environmental engineering, United Kingdom;
- Donald W. Roberts, insect pathology, Australia;



Wee Stinky Creek winds its way through the snow-covered shrubbery south of Willard Straight Hall. Barnes Hall rises in the background.

Med College Research: Herpes, Atherosclerosis May Be Linked

By SPENCER VIBBERT

Cornell University Medical College researchers say that herpesvirus infections may represent a previously unidentified risk factor in the development of atherosclerosis in humans.

David P. Hajjar, associate professor of biochemistry and pathology, has demonstrated changes in fat metabolism in chickens that were infected with Marek's disease herpesvirus. He has shown that the presence of the virus results in the accumulation of lipids (specifically cholesterol and cholesteryl ester) in the major cells of arteries, namely the smooth muscle cells.

Catherine G. Fabricant, senior research associate in the Department of Microbiology at the College of Veterinary Medicine, first demonstrated herpes as a causative agent for atherosclerosis in cats and chickens.

For the past 10 years, she and Julius Fabricant, professor emeritus of avian and

aquatic medicine in the vet college, and Hajjar have been studying virus-induced atherosclerosis in pathogen-free chickens.

Hajjar has been conducting research designed to determine the precise time at which chickens infected with the virus show changes in lipid metabolism.

Experiments are now under way to determine if herpesviruses have similar effects on lipid metabolism in the cells of the human arterial wall. Preliminary studies in Hajjar's lab are aimed at investigating the effects of the herpes simplex virus 1 on lipid accumulation in human arterial cells grown in culture.

Scientists generally agree that known risk factors account for only approximately 50 percent of the recent increase in arteriosclerosis in the continental United States. Hajjar's experiments have been designed to test the hypothesis that arteriosclerotic plaques may be derived from the proliferation of sin-

Continued on Page 5

- J. Mayone Stycos, sociology, Costa Rica.
- Sidney G. Tarrow, political science, several European countries; and
- Susan R. Tarrow, Romance studies, Italy;
- Paul J. VanDemark, microbiology, Ireland;

Sidney and Susan Tarrow represent a relatively rare occurrence of a husband and wife team receiving concurrent fellowships, said M. Carlota Bacha, director of academic and university liaison for the Council for International Exchange of Scholars.

"Many try but few are chosen," she said. Although the council encourages such applications, no special allowances are made, Bacha said.

In 1984-85, Cornell led all other institutions in the number of its faculty (14) to receive Fulbright awards.

Nation's Heritage and Its Business Often at Odds These Days

By MARK EYERLY

The restoration of the Statue of Liberty is the latest example of a troubling relationship between American business and the nation's heritage, according to Cornell historian Michael Kammen.

"Commercialism is more rampant and patriotism is less heartfelt than 50 or 100 years ago," Kammen said during a lecture Monday night. "Miss Liberty has her own beer, wine, soft drink, airline, even her own baloney."

A century ago national holidays, including George Washington's birthday, were days of closed businesses and family picnics. Today the birthday of America's founding father is always celebrated on a Monday with sales offering "two tires for the price of one" or special prices on "20 yards of tufted turquoise carpeting."

"If American enterprise and American business are pleased to be told that they're a part of the American tradition, they have to accept responsibilities," Kammen told his audience during a lecture sponsored by the Johnson Graduate School of Management.

"There is on the part of corporate America a strong interest in the arts. If they can become patrons of the arts,

perhaps they can become patrons of our past" by providing more support for programs to educate Americans about their heritage and by paying less attention to the marketability of their involvement in America's past.

Kammen, editor or author of more than 15 books and

'If they can become patrons of the arts, maybe they can become patrons of our past.'

—Michael Kammen

winner of a Pulitzer Prize, is the Newton C. Farr Professor of America History and Culture. His talk, titled "Business Leadership and the American Heritage: Exploitation or Education?" was part of the Johnson Distinguished Lecture Series.

Initial estimates for the restoration of the Statue of Liberty and Ellis Island were about \$50 million, Kammen said. Why did the project escalate into a \$230 million effort? Because Lee Iacocca, chairman of the Chrysler Corp. and

head of a federal advisory commission on the restoration, thought that raising \$50 million was not as challenging as raising one dollar for every American citizen.

"How," he asked, "did Chrysler get its special tie-in" as the one auto maker authorized to use the Statue of Liberty in its advertisements? And why, less than five months from Miss Liberty's centennial, is there still no master plan for the restoration of Ellis Island?

As for last week's firing of Iacocca as head of the federal advisory panel on the restoration, "No one will come out smelling like a rose," Kammen predicted. "Not Iacocca, not (Interior Secretary Donald P.) Hodel, not the National Park Service, and not the corporations."

"My hero," Kammen said, "is Ralph Budd." Sixty years ago, as president of the Great Northern Railway, Budd organized two historical expeditions to the Northwest. Budd worked with state governments and historical societies, declined a suggestion to sell souvenirs, and took other steps to prevent crass commercialism from hindering the educational mission of the trips.

"Are there Ralph Budds in our future?" Kammen asked. "The answer, at least in part, is in your hands."

Update on the Assemblies

Students: 10 File

For Trustee Seats

Ten students have filed to run for one of two student seats on the Cornell University Board of Trustees. Names of the student trustee candidates will be announced at 4:30 p.m. Feb. 24 in the third floor conference room of Day Hall.

Twenty-five undergraduates and five professional student have filed petitions in the Student Assembly elections to fill the 23 assembly seats up for election annually.

However, no one filed to represent two constituencies — the Graduate School and the School of Hotel Administration. Elections will be held again in the fall to fill these vacancies.

Names of the student assembly candidates will be announced Feb. 27 at the Student Assembly meeting scheduled for 5:25 p.m. in the Forum of Anabel Taylor Hall.

The student trustee and assembly elections are scheduled for March 18 and 19 at polling places throughout the campus.

Petitions for five community referenda will be considered for inclusion on the ballot by the Student Assembly when it meets today (Thursday, Feb. 20) at 5:25 p.m. in Ives 217.

The proposed referenda concern:
— changes in the University Assembly membership.

— Elimination of the Office of the Assistant Dean of Students for Fraternities and Sororities.

— Public release of all Department of Public Safety reports on incidents on campus.

— Implementation of the proposed Asian American and Hispanic Studies programs and strengthening of the existing Africana Studies and Research Center and the Native American Studies Program.

Employee: 3 Statutory

Petitions; 16 Endowed

Only three petitions for five statutory seats open in the Employee Assembly elections this spring had been requested as of Feb. 19.

However, sixteen petitions had been picked up by persons wishing to run for the three seats representing endowed employees. Two completed petitions have been filed with the Office of Assemblies in 165 Day Hall. One is for a seat representing employees at the Geneva Experiment Station and the other to represent non-exempt employees on campus.

Deadline for submitting petitions for the nine seats open in the election is 4 p.m. Friday, Feb. 28, at the assemblies office.

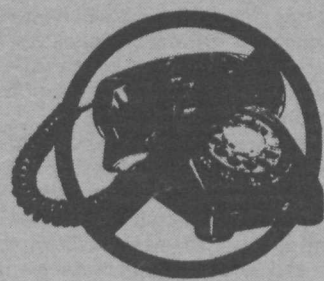
Telephone Sets Are in Place

By PAT PAUL

With only a few exceptions, System 85 telephone set placement is complete. AT&T has requested that everyone check to be sure that each new telephone has a dial tone. If the System 85 telephone in your office does not have a dial tone, disconnect the modular clip from the beige jack and reinsert it in the second opening in the jack. If you still do not have a tone, move the clip to its original opening and turn in a trouble report at our Centrex number (6-5500). Please do not call with other problems at this time. Our top priority is to ensure that everyone has a working telephone.

Staff telephone directories were delivered in the past week, and several errors have already been brought to our attention. For example, the system speed number list is not included and there are problems with off-campus numbers outside the 607 area code and with some home telephone numbers for personnel at the College of Veterinary Medicine. We are planning to print a supplement as soon as possible to correct these problems.

If you find your number is listed improperly, please send a note to the Department of Telecommunications, 200 Computing and Communications Center, giving us your correct information. Be sure to include your So-



cial Security number or Cornell ID.

Account and authorization codes will be mailed just prior to cutover; distribution of templates will occur next week. People with personal and group speed calling should get their numbers programmed into their telephones prior to cutover, even though they cannot be tested until long distance circuits are available. Please consult your department telecom coordinator for details. Video tapes and slides are available for the coordinators to use in the training of their staff members; call us to reserve a copy.

(Pat Paul is director of Telecommunications. This is another in a series of articles describing the telephone equipment switch-over.)

Women in Development Series Planned

Women in underdeveloped nations and in the rural United States are often vital to agricultural production and the wage economy, yet their roles have been frequently neglected by scholars and policy makers until recently.

The departments of rural sociology and of city and regional planning, and the Women in Development group, all at Cornell, will sponsor a series of guest lectures and discussions this spring on "Women in International Development: Only a Third World Issue?" The sessions will probe more deeply into the similarities and differences among women around the world and their roles in international development.

Speakers will address issues ranging from women and the global economy and the globalization and feminization of wage labor to underground economies and the impact of development policies on women in socialist countries.

The lecture series is offered as a one credit,

S/U course — Rural Sociology 497/City and Regional Planning 779. For more information, contact Shelley Feldman, assistant professor of rural sociology, 32 Warren Hall, at 256-3298.

Open to the public, all lectures will be at 7 p.m. on Thursdays in 32 Warren Hall on campus, unless otherwise noted. Speakers, topics, and dates are as follows:

Feb. 20, "Women Left Behind: Reflections of Women of Sugao Village, Deccan Maharashtra, India." Hemalata Dandekar, Urban Planning Program, University of Michigan.

March 6, "The Globalization and Feminization of Wage Labor." Saskia Sassen-Koob, Columbia University.

April 10, "The Impact of Development Policies on Women in Socialist Countries: China and Nicaragua." Carol Smith, anthropology department, Duke University.

OBITUARIES

Cornelis W. de Kiewit

Cornelis W. de Kiewit, 83, who was acting president of Cornell from 1949 to 1951 and president of the University of Rochester from 1951 to 1961, died Saturday, Feb. 15, at Northern Virginia Doctors Hospital in Arlington.

Born in Rotterdam, the Netherlands, de

Kiewit came to the United States in 1929 to teach history at the University of Iowa. He joined the Cornell faculty in 1941 as a professor of modern European history.

At the University of Rochester, soon after he took office as president, he established a single curriculum for male and female undergraduates.

Among his survivors is his wife, Lucea, of Falls Church, Va.

Paul J. Zwerman

A memorial service for Paul J. Zwerman, professor of emeritus in agronomy, will be held at 2 p.m. today in Anabel Taylor Chapel. He died Dec. 24, 1985, in Owego.

Zwerman was a professor in soil conservation at Cornell from 1950 to 1976 when he retired.

Raymond F. Howes

Raymond F. Howes '24 died Jan. 28, 1986, in Riverside, CA., at age 82.

As an undergraduate in Arts at Cornell he was on the staff of the Cornell Era and managing editor of the Literary Review of Cornell.

While earning an MA at Pittsburgh he taught there, and later at Washington University in St. Louis, before returning to Cornell in 1936 to serve the old Cornellian Council, then successively as an aide in Engineering, with the provost, as acting director of public information, with the vice president for development, and as secretary of the university until 1951.

He was a long-time contributor to the Cornell Alumni News, including a column, "Footnotes," which he wrote from 1969 until well into the 1980s.

Leo C. Norris

Leo C. Norris, a nationally known poultry nutrition expert and professor emeritus of poultry husbandry and nutrition here, died Feb. 3, 1986, in Lawrence, KS, while visiting friends there. He was 94.

Norris served on the Cornell faculty from 1924 until his retirement in 1959. Widely recognized for his pioneering research in poultry nutrition, he was the author of more than 200 technical papers on the subject. He discovered the role of manganese in preventing a crippling leg disorder that plagued commercially grown chickens, and the importance of vitamins in poultry nutrition. He is also known for his discovery that whey, a by-product of cheese-making, is an excellent source of riboflavin for poultry.

Norris received many awards, including the 1938 Borden Award and the 1957 Poultry Science Teaching Award, both from the Poultry Science Association.

A scholarship fund in Norris' memory has been created by his colleagues in the Department of Poultry and Avian Sciences. Memorials to the fund can be made out to Cornell University c/o the Leo Norris Memorial Fund, Rice Hall, Cornell University, Ithaca, NY 14853-5601.

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

A 'Dry' Bourbon Street Comes to Student Union

By JAMES A. MAZZA

In true New Orleans spirit — Bourbon Street jazz (without the bourbon), Caribbean steel drums (without the rum), speakeasy casinos, clowns, and lots of food and non-alcoholic drink — Mardi Gras came to Robert Purcell Union Saturday night.

Organized by the University Unions Program Board, the event transformed the north campus student union into the traditional Fat Tuesday festival. In New Orleans, Fat Tuesday is the last day of more than two weeks of non-stop celebration that occurs before the 40-day Lenten period preceding Easter.

In the style of previous years, bright colored balloons, streamers, and lights decorated the building. Only one thing was different this year — celebrants were not allowed to purchase alcohol. This change, according to RPU Director Mick Ellis, had "a real impact" on the number of people attending the event.

In the past, the annual Mardi Gras organizers have sold out the available 1,800 tickets, said production coordinator Jackie Juantorena. This year, only an estimated 1,000 tickets were sold, she said.

UUPB and numerous co-sponsors, who have been planning the event since September, created Mardi Gras 1986 with the help of more than 150 volunteers and many other paid employees, according to Juantorena.

Each of the eight major areas featured at the event were coordinated by room captains and decorated by the volunteers, said Juantorena. With names like Pat O'Brien's Plantation, Another Night in the Tropics, and Let Us Entertain You, the Mardi Gras workers created an atmosphere of uninhibited fun.

"This is incredible. I'm having a great time!" said Larry Davis, a senior in the College of Agriculture and Life Sciences. "This is my first time here, and it's great."

Music by The Henrie Brothers, Cabo Frio, Metro Steel, and Cornell's Nothing But Treble and Cayuga's Waiters — among many others — filled all three floors of the union with jazz, calypso, and reggae music.



And as Peggy Haine and the Low Down Alligator Jass Band seduced the audience with the last strains of "One Hour Mama" on the third floor, money-hungry gamblers downstairs were testing their luck at Black Jack, Roulette, Chuck-a-Luck, and the Wheel of Fortune in the mock "Back Room" casino.

"Not being able to serve alcohol this year forces us to be more creative," Juantorena said. "This year, 'Mocktails' such as Pina



Singer Peggy Haine (left) sings "One Hour Mama" while in another room gamblers (above) seek Lady Luck's company in pain-free games of chance. The gambling chips were free of charge. Barry Duel, a student and Victoria Seley (top) share a laugh.

Coladas, Strawberry Daiquiris, and Passion Punch were available. We also added 'Lindas' Ice Cream Parlor' for some variety."

Food was a major part of the event. Fried shrimp, garlic bread, hot pretzels, chicken wings, corn dogs, eclairs, and chocolate bananas were among the many delectables that could be purchased.

For some, like student Alex Padilla, the evening wasn't as much fun as last year because of the change in the alcohol policy.

There were other complaints because food and drink had to be purchased in addition to the \$8 admission fee. Several people could be overheard saying, "I didn't know it was going to cost this much!"

Despite the cost and the absence of alcohol, most people enjoyed the evening.

James A. Mazza is a Communication Arts student in the College of Agriculture and Life Sciences.

Federal Plan Could Cost Cornell \$5 Million Annually

A sharp cut in the federal reimbursement rate for universities to administer research programs could cost Cornell University as much as \$5 million a year. Cornell officials are urging Congress to lift the administrative expense ceiling imposed by the federal Office of Management and Budget.

The new policy, set to go into effect April 1 for all federal agencies that fund university research, would limit to 26 percent the amount universities can recover for administrative overhead. On April 1, 1987, that ceiling would drop to 20 percent.

Untouched by the OMB directive are reimbursement rates for other kinds of research overhead — also known as indirect costs — such as plant operation and maintenance, library operation, and depreciation of equipment, building-use allowances, research computing, and services to graduate students.

"Indirect costs, including the administrative component, are real costs of doing research," Cornell President Frank Rhodes said in Feb. 4 letter to OMB Director James C. Miller III. "If the federal government places artificial limits on the recovery of these legitimate costs, then the government is demanding that its research be subsidized, to an even greater extent than is done now, by the institutions performing it."

Joseph M. Ballantyne, vice president for research and advanced studies at Cornell, commented, "Society is already getting a bargain in research conducted at universities. The cost of doing research is generally much higher in private industry, government laboratories, or non-profit laboratories."

Any loss in federal reimbursement for university research expenses would place more of that burden on other sources, such as private donors, student tuition, and the money needed for increases in faculty salaries, Ballantyne said.

Reimbursement for overhead currently covers only 85 percent of the overhead costs the government allows the university to re-

cover, said Thomas R. Rogers, director of Cornell's Office of Sponsored Programs. Furthermore, the government does not allow realistic recovery costs for research buildings and major equipment. The university — where more than \$200 million in research was sponsored by government, industry, and other sources last year — in effect absorbs much of the cost of providing resources for research, he said.

With more than \$132.8 million in federal obligations in fiscal 1984 (the last year for which comparisons are available), Cornell was the sixth largest university recipient of federal funds.

"Can you imagine the government asking Lockheed or Boeing to accept less than full

reimbursement on research costs?" said John S. Ostrom, the university controller. "Mark-ups" or profit margins are built into government research contracts with private industry, but are not permitted in government research conducted at universities, Ostrom noted.

In the past, research universities such as Cornell have negotiated their overhead recovery rates with the federal government, a year or two at a time. Those indirect costs are charged by the universities for all sponsored research, including research funded by foundations and corporations. The OMB directive allows universities to continue to negotiate reimbursement rates for expenses other than administrative overhead.

The current indirect cost recovery rate for research conducted at Cornell's endowed units is 63.6 percent of an amount called the modified total direct cost. In the statutory units, the rate is 69.5 percent.

The amount actually needed by the researcher to conduct the studies is modified by subtracting items to which indirect the cost recovery rate does not apply, such as major equipment purchases and large subcontracts.

Almost always, the indirect cost recovery falls short of the nominal rate. For example, a researcher proposing a study with \$126,000 in direct costs might incur an additional \$54,000 in indirect costs. Thus, the research-

Continued on Page 5

Stone Hall's Future to Be Decided in Court

Local preservationists and the City of Ithaca will submit their arguments against the State University Construction Fund to a Supreme Court justice in Albany Friday in an attempt to block further demolition of Stone Hall.

The court will hear arguments from lawyers representing the city, Historic Ithaca, and the SUNY Construction Fund regarding whether the local laws concerning the historic status of the building affect its demolition to make way for Academic I.

Demolition of the 81-year-old Stone Hall was halted late morning Feb. 10 when Supreme Court justices in Ithaca and Albany issued temporary restraining orders.

Originally, legal proceedings were scheduled separately in Ithaca and Albany, but the cases are being argued together, with the concurrence of attorneys for all three parties involved.

Stone Hall was scheduled for demolition so that construction of Academic I could begin this spring. The new four-story complex, which will run north and south along the west end of the quad, will be home to

three academic programs and administrative units of the College of Agriculture and Life Sciences.

Ithaca officials say that structural changes to historic landmarks must be approved by the city. Historic Ithaca claims that state environmental impact procedures have not been followed.

State officials argue that local landmark regulations are not binding in this situation.

Cornell's vice president for university relations, John F. Burness, says that although the university acknowledges that many buildings on campus, including Stone, may have varying degrees of historic significance, "we concurred strongly with the Construction Fund on the importance of the new construction."

"We are convinced that the academic programs of the College of Agriculture and Life Sciences and the needs of Cornell University are served better by the proposed replacement structure than by an attempt to renovate the existing building."

Proponents of preservation have questioned the intentions of the construction

fund regarding demolition of Stone Hall.

Burness said, "It's my understanding that the contractor and the fund acted in accordance with normal SUNY Construction Fund policy. Although Cornell has no responsibility for the matter and plays no role in the decision, the contractor was following normal operating procedures, thus we saw no reason to object to his proceeding with the demolition."

Burness said he expected the city and Historic Ithaca would have gone to court much earlier than they did.

"Press reports in January indicated that those opposed to the Stone Hall project intended to file legal papers to enjoin its demolition prior to the awarding of the contract. They did not do so. During the week prior to the demolition, the press reported that an official of Historic Ithaca had said that the necessary legal papers would be filed by the end of that week. Had those papers been filed, as had been suggested over quite a long period of time, the Construction Fund and the contractor would not, and could not, have proceeded."

Calendar

All items for publication in the Calendar sections, except for Seminar notices, must be submitted (typewritten, double spaced) by mail or in person to Fran Apgar, Central Reservations, 531 Willard Straight Hall at least 10 days prior to publication. Seminar notices should go to the Chronicle office, 110 Day Hall. Items should include the name and telephone number of a person who can be called if there are questions, and also the subheading of the calendar in which it should appear (lectures, colloquia, etc.) ALL DEADLINES WILL BE STRICTLY ENFORCED.

*—Admission charged.

Announcements

E.A.R.S.

Empathy, Assistance and Referral Service, known as E.A.R.S., has expanded its hours. Friday hours have been extended from 7-11 p.m. to 5-11 p.m. Regular hours Sunday through Thursday, 3-11 p.m. and Saturday, 7-11 p.m. continue unchanged. E.A.R.S. provides short-term peer counseling on a walk-in as well as telephone basis; it is located in Willard Straight Hall, room 211, and the phone number is 256-EARS. All services are free and completely confidential.

Mann Photocopy System Change

In response to numerous complaints, Mann Library has chosen another vendor for its photocopiers. Cole Copy Systems of Syracuse was selected. Under this new system, Mann Library will not be charging any fee for the VendaCard copies and 10 cents for coin copies. As of March 14, Mann Library will be using the new machines. This change will mean that the VendaCards now in use for copying at Mann Library will not work after this date. Patrons with credits on these cards should use them before March 14, although the cards can continue to be used in the ILR Library photocopiers after that date.

Black Biomedical and Technical Association

The subject of "Legal, Medical and Veterinary Professionals: Their Impact on the Minority Community," will be addressed in a day-long session Feb. 22 in Kaufmann Auditorium of Goldwin Smith Hall. The event, from 8:30 a.m. to 5 p.m., is sponsored by the Black Biomedical and Technical Association.

Summer Research in Europe

Funding is available for a small number of juniors from all colleges who are interested in pursuing field work in Western Europe this coming summer. Projects should generally relate to problems in agriculture, but need not be technical.

Application forms are available in the Western Societies Office, 117 Stimson Hall. For further information contact Kitty Mattes, 256-7592. Application deadline is March 3, 1986.

Presentation on Tibet

Peter Gold will give a slide-illustrated lecture on "Art, Life and Spirit in Tibet" at 8:15 p.m. Thursday, Feb. 27, in the Founder's Room of Anabel Taylor Hall. He is an anthropologist, ethnomusicologist, artist and author.

Alcoholics Anonymous

Faced with a drinking problem? Perhaps Alcoholics Anonymous can help. Open AA meeting—Monday through Thursday 12 noon in Anabel Taylor Hall. Mon., Tues., Thurs.—Forum; Wed.—Room 314.

Christian Science Monitor

The Christian Science Monitor resource files will be available in the Straight Lobby on March 4 & 5, 10 a.m.-4 p.m., and in Mann Library on March 11 & 12 from 10 a.m.-4 p.m. The files contain newspaper articles covering topics of major importance: national and world politics; social, scientific and economic development; world relations, peace, etc. — all free.

Emotions Anonymous

Every Tuesday, 109 Oak Avenue, (the Lutheran Church), colleegetown. Emotions Anonymous is a self-help group for people with living or emotional problems. Everyone is welcome.

Intramural Softball (Men, Women, Co-ed)

Deadline for entries is Thursday, February 27 by 4:00 p.m. in the Intramural Office in Helen Newman Hall. Minimum of 12 to enter...Co-ed: Equal number of men and women. Play starts Monday, March 31 on Jessup Field. Please specify your preferred day of play (1st, 2nd, 3rd choice). You do not have a choice of times. Play will be Monday thru Friday starting at 4:30 p.m. Forfeit fee of \$10 is due with your roster to enter. Checks only, made payable to 'Dept. of P.E. & Ath. Intra. Div.' Post date the checks for May 9, 1986.

Dance

Cornell Jitterbug Club

The Cornell Jitterbug Club meets every Wednesday, 7:30-9:30 p.m. in Anabel Taylor Edwards Room. Instruction given.

Israeli Folk Dancing

Dancing will be held on Thursday evenings at 8 p.m. in the One World Room of Anabel Taylor Hall. Beginners and experienced dancers welcome.

Jazz Exercise

Adult Jazz Exercise Dance Class. Tuesdays and or Thursdays, 7-8 p.m. Call 256-4231 mornings, or 257-5677 for further information.

International Folkdancers

The Cornell Folkdancers meet in the North Room of Willard Straight Hall on Sundays,

throughout February. Instruction from 7:30-8:30 p.m., followed by request dancing till 10:30 p.m. Free; beginners welcomed, no partners needed. For more information call 256-7149 or 257-3156.

Ballroom Dance

The third annual Natural Resources GSA semi-formal ballroom dance will be held on the evening of February 22 in the Memorial Room of Willard Straight Hall. The Edward Klute trio will provide foxtrot, waltz and jitterbug music. For details on reservations and practice sessions, call Debbie VanRyn, 6-3191, or Mark Witmer, 6-3013, ext. 265. Tickets are \$5.50 for students and \$7.50 for non-students.

Exhibits

Herbert F. Johnson Museum

"Idea Mechanica" through Feb. 16; "New York State Artists V" through Mar. 16; "Hans Hinterreiter" through Mar. 23. The Museum is located on the corner of University and Central Avenue. Museum is open Tuesday through Sunday, 10 a.m.-5 p.m. Admission is free. Please call 256-6464 for further information.

Films

Unless otherwise noted films are sponsored by Cornell Cinema. There is a staff position open on the Cinema Advisory Board. Applications are available in 525 Willard Straight Hall. The deadline is February 28, 1986.

Thursday

Feb. 20, 4-6 p.m. (including 30 min. discussion). Hoyt Fuller Room, 310 Triphammer Road. 'Roots'. Celebration of Afro American History Month. Presented by the Africana Studies and Research Center.

Friday

Feb. 21, 8 p.m. *Anabel Taylor. 'Birdy' (1984), directed by Alan Parker with Matthew Modine, Nicholas Cage, and John Harkins.

Feb. 21, 9:45 p.m. *Uris Hall Auditorium. 'Without Witness' (1983), directed by Nikita Mikhalkov with Irina Kupchenko and Mikhail Ulyanov.

Feb. 21, midnight. *Uris Hall Auditorium. 'Bring on the Night' (1985), directed by Michael Apted with Sting and Branford Marsalis.

Saturday

Feb. 22, 7:15 p.m. *Uris Hall Auditorium. 'Himatsuri (Fire Festival)' (1984), directed by Mitsuo Yanagimachi with Kinya Kitaoji and Kiwako Taicho.

Feb. 22, 8 p.m. *Anabel Taylor. 'Birdy'.

Feb. 22, 9:45 p.m. and midnight. *Uris Hall Auditorium. 'Bring on the Night'.

Sunday

Feb. 23, 2 p.m. *Uris Hall Auditorium. '20,000 Leagues Under the Sea' (1954), directed by Richard Fleischer with Kirk Douglas, James Mason, and Peter Lorre. Co-sponsored by the Ithaca Youth Bureau.

Monday

Feb. 24, 9 p.m. *Uris Hall Auditorium. 'F for Fake' (1973), directed by Orson Welles. Documentary. Admission with Film Club pass or ticket purchased at door.

Tuesday

Feb. 25, 4 p.m. (including 30 min. discussion) Hoyt Fuller Room, 310 Triphammer Road. 'Roots'. Celebration of Afro-American History Month, in recognition of the Tenth Anniversary of the book's publication. Presented by the Africana Studies and Research Center.

Feb. 25, 4:30 p.m. Uris Library Media Center, Room 310. 'Wet Earth, Warm People'. While focusing particularly on the life of pedicab drivers in Jakarta, the film conveys a sense of everyday sights and sounds. Co-sponsored by the Southeast Asia Program.

Feb. 25, 4:30 p.m. Uris Hall Auditorium. 'The Red and the Black' (1954), directed by Claude Autant-Laura, with Danielle Darrieux and Gerard Phillips. Co-sponsored by Romance Studies.

Feb. 25, 8 p.m. *Uris Hall Auditorium. Guest Ithaca Filmmaker: David Gluck presents three short films.

Wednesday

Feb. 26, 4:30 p.m. Uris Hall Auditorium. 'Prelude to War' (Frank Capra, 1942). Co-sponsored by Cornell Cinema and The Society for the Humanities.

Feb. 26, 8 p.m. *Uris Hall Auditorium. 'Freckled Rice' (1983), directed by Stephen Ning. Shown with 'Beacon Hill Boys' (1985), directed by Dean Hayasaka and Ken Mochizuki. Co-sponsored by Centerpeace.

Thursday

Feb. 27, 4 p.m. Hoyt Fuller Room, 310 Triphammer Rd. 'Roots'.

Feb. 27, 8 p.m. *Uris Hall Auditorium. 'The Wall' (1983), directed by Yilmaz Gunet. Co-sponsored by the Aegean Society.

Friday

Feb. 28, 7:15 p.m. *Statler Auditorium. 'E.T.' (1983), directed by Stephen Spielberg with Henry Thomas.

Feb. 28, 10 p.m. *Statler Auditorium. 'A Clockwork Orange' (1971), directed by Stanley Kubrick, with Malcolm McDowell.

Feb. 28, 10 p.m. *Uris Hall Auditorium. 'La Chevre' (1964), directed by Francis Veber, with Gerard Depardieu.

Saturday

Mar. 1, 7:30 p.m. *Uris Hall Auditorium. 'La Chevre'.

Mar. 1, 8 p.m. *Statler Auditorium. 'A Clockwork Orange'.

Mar. 1, 9:30 p.m. *Uris Hall Auditorium. 'Cal' (1984), directed by Pat O'Connor, with Helen Mirren, John Lynch, and Donald McGain.

Mar. 1, 10 p.m. *Statler Auditorium. 'E.T.'

Sunday

Mar. 2, 2 p.m. *Uris Hall Auditorium. 'E.T.'

Tuesday

Mar. 4, 4:30 p.m. Uris Library Auditorium. 'Shadow Master'. A perceptive journey into traditional and modern Balinese life focusing on two brothers, one apprenticed to a traditional 'shadow master', a combination of priest/comedian/puppeteer, the other attracted to western values, motorcycles, and gambling. Co-sponsored by the Southeast Asia Program.

Wednesday

Mar. 5, 4:30 p.m. Uris Hall Auditorium. 'Army' (Keisuke Kinoshita, 1944). Co-sponsored by Cornell Cinema and The Society for the Humanities.

Lectures

Thursday

Feb. 20, 12:20 p.m. 102 West Ave. Ext. Bahtiar Effendy, Editor of Mizan and of Panji Masyarakat, two Indonesian Islamic journals, will speak on Islamic and Indonesian studies.

February 1986						
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Professor Ross Brann, New York University. Presented by the Department of Near Eastern Studies.

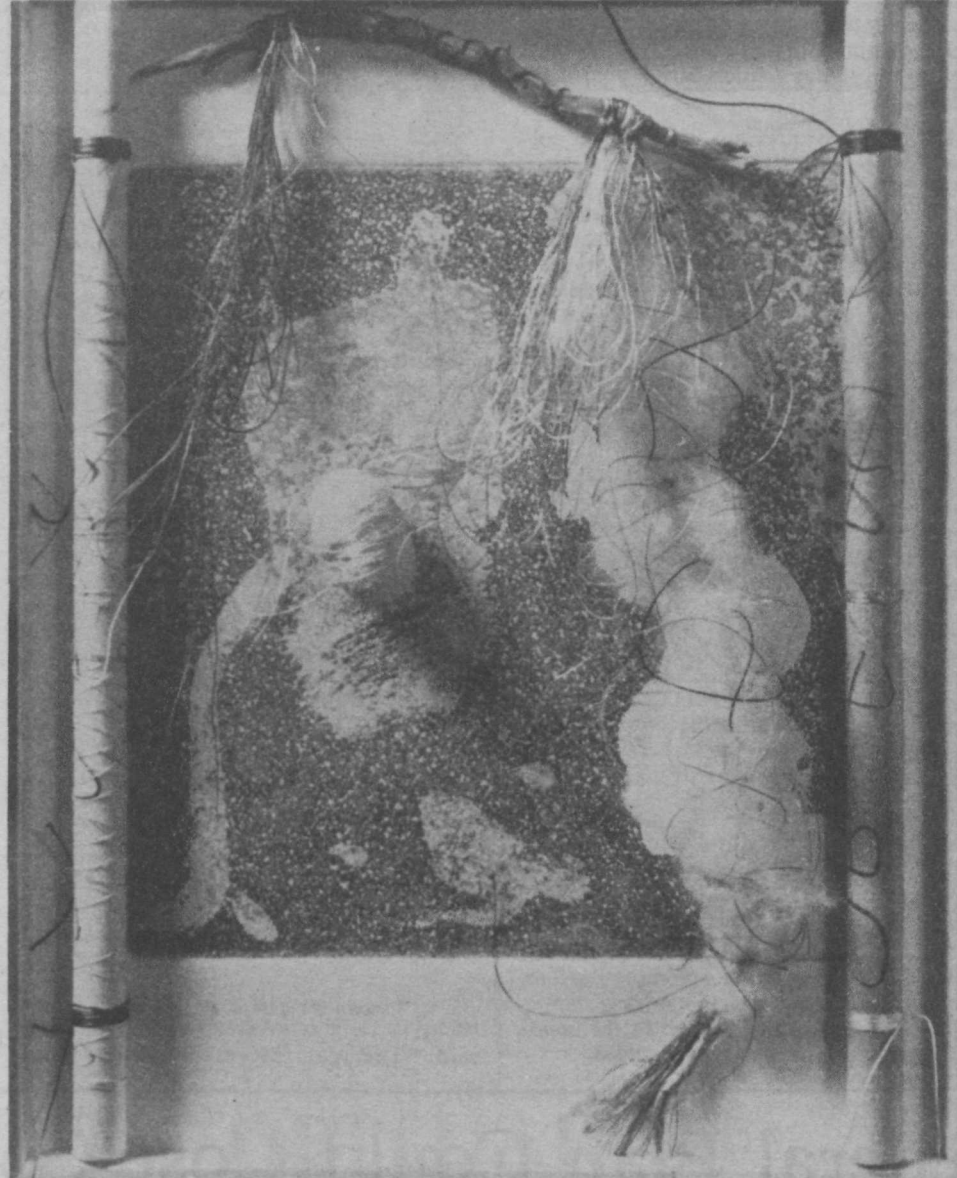
Feb. 27, 4:30 p.m. Goldwin Smith Hollis Cornell Auditorium. 'Theory & Practice in Medicine for Women: The Case of DES 1938-1941', Susan E. Bell, Assistant Professor, Sociology and Anthropology, Bowdoin College.

Sponsored by the Women's Studies Program and the Program on Science, Technology and Society.

Feb. 27, 7:30 p.m. G-1 Stimson. 'Night Gliders: Nutcrackers and Whistle Pigs: the Fantastic Squirrel Family', Dr. Janet Wright.

Sponsored by Jordani. All welcome. Funded in part by the Student Finance Commission.

Feb. 27, 8:15 p.m. Anabel Taylor Founders Room. 'Art, Life and Spirit in Tibet'. A slide illus-



'Figured Silk,' a work in aquatint, silk fabric, silk thread, cocoon, paper, mawata and wood is one of the works by Kumi Korf, a 1977 MFA graduate of Cornell, included in the exhibition "New York State Artists V" at the Herbert F. Johnson Museum of Art through March 16.

Feb. 20, 4 p.m. 374 Rockefeller Hall. "The End From the Beginning" Evil & Accusation in the Book of Job', Dr. Sander Goodhart, Near Eastern Studies, Cornell University.

Feb. 20, 7:30 p.m. G-1 Stimson. 'The Effects of Leaf Age on Herbivores', Hans Damman. Sponsored by Jordani. All welcome. Funded in part by the Student Finance Commission.

Friday

Feb. 21, 12 p.m. 250 Caldwell Hall. 'Historical Overview of the Iroquois Confederacy in New York State', Ron LaFrance, Extension Associate. Sponsored by the Outreach Component and 'Indian Studies', the publication of the American Indian Program.

Feb. 21, 12:15 p.m. 360 Uris Hall. Brown Bag Lunch. 'The Mental Health of Ethnic Minorities and Women in London', John Ford, HDFS/Biology and Society.

Monday

Feb. 24, 4:30 p.m. Goldwin Smith Hollis Cornell Auditorium. 'Consuming the Body Politic: Limits of Marxist Feminism', Gayatri Chakravorty Spivak, Senior Fellow, Society for the Humanities. Sponsored by the Society for the Humanities.

Tuesday

Feb. 25, 5 p.m. 115 Olive Tjaden Hall. Richard Mayhew, painter and printmaker.

Thursday

Feb. 27, 12:20 p.m. 102 West Ave. Ext. 'Characteristics of the Performing Arts in Thailand', Jiraporn Witayasakpan, SEAP Graduate Student, Theatre Arts.

Feb. 27, 3 p.m. 701 Clark Hall. Continuing seminar series, The Farm Crisis and the Future of the Family Farm. 'The Farm Crisis in Comparative Perspective: Financial Stress and Agricultural Instability in Canada, the U.S. and Western Europe', Dr. Philip Ehrensaft, Professor of Sociology, the University of Quebec at Montreal. Funded by the W. K. Kellogg Foundation and co-sponsored by Biology & Society, Science, Technology and Society, and the Department of Rural Sociology.

Feb. 27, 4 p.m. 374 Rockefeller Hall. 'The Hebrew Bible and Andalusian Hebrew Poetry: Literary Consciousness and Literary Imagination',

trated lecture presented by Peter Gold, Anthropologist, Ethnomusicologist, Artist and Author of Tibetan Reflections.

Friday

Feb. 28, 12:15 p.m. 360 Uris Hall. Brown Bag Lunch. 'The German Press Under U.S. Occupation', Wolf Von Eckardt, journalist and architecture critic.

Feb. 28, 3:30 p.m. 202 Uris Hall. 'Learning by Selection' (Part of the Distinguished Speakers Series, 'Learning from Neural and Behavioral Perspectives', of the Psychology Department), Jean-Pierre Changeux, Professor at the College de France and the Institut Pasteur, Paris.

Wednesday

Mar. 5, 4 p.m. Founder's Room, Anabel Taylor. Adolfo Perez Esquivel, Nobel Peace Prize winner, 1980, will lead an informal discussion on 'A Christian Alternative: Liberation and the Non-Violent Struggle'.

Sponsored by the Latin American Studies Program.

Mar. 5, 7:30 p.m. Goldwin Smith Kaufmann Auditorium. Adolfo Perez Esquivel, Nobel Peace Prize winner, 1980, will speak on Foreign Debt, Human Rights, and Democracy. Sponsored by the Latin American Studies Program.

Thursday

Mar. 6, 12:15 p.m. 277 Goldwin Smith Hall. Brown Bag Lunch. 'Re-Viewing the Spanish Civil War: Franco's Film 'Raza'', Kathleen Vernon, Romance Studies.

Mar. 6, 7:30 p.m. G-1 Stimson. 'Nesting Associations of Birds, Ants, and Wasps in Costa Rica', Frank Joyce. Sponsored by Jordani. All welcome. Funded in part by the Student Finance Commission.

Friday

Mar. 7, 12 p.m. 250 Caldwell Hall. 'Pagans in our Midst'. A historic view of journalism that portrayed the Iroquois, Jose Barreiro, editor, 'Indian Studies'.

Mar. 7, 12:15 p.m. 360 Uris Hall. Brown Bag Lunch. 'Origins of Social and Professional Hierarchies in 19th Century France', John Weiss, History (paper available beforehand from 117 Stimson).

Music

Pomerium Musics to Perform

The 10-member vocal ensemble Pomerium Musics under the direction of Alexander Blachly will perform mostly 15th-century music on Friday, Feb. 28, at 8:15 p.m. in Barnes Hall. The concert is free and open to the public and sponsored by the Music Department.

Pomerium Musics ("A Garden of Music") was founded in New York in 1972 to present the music most treasured by the dukes and kings of the Renaissance. This selection of sacred music clearly reveals the new development in style that so impressed European audiences of the time. The program consists of pieces by Josquin Desprez, Perotin and other unknown 12th and 13th century composers.

Pressler to Join Chamber Soloists

Menahem Pressler, pianist of the celebrated Beaux Arts Trio will join the New York Chamber Soloists in an all Schubert program on Tuesday, March 4, at 8:15 p.m. in the Statler Auditorium. This "Schubertiad" will feature the "Trout Quintet." The performance is part of the 1985-86 Chamber Music Series, sponsored by the Faculty Committee on Music. The program will also include a group of songs with tenor Charles Bresler, the trio in one movement of violin, viola and cello, and the Sonata for Piano in B-flat Major.



PRESSLER

The New York Chamber Soloists is an ensemble of distinguished instrumentalists and vocalists founded nearly 30 years ago. Of their recent performance of Bach's Fifth Brandenburg Concerto in the Library of Congress the Washington Post wrote: "I can not remember when I have enjoyed a performance of this much played music more thoroughly."

Tickets for the concert are on sale at the Lincoln Hall ticket office 256-5144.

Every Sunday

Anabel Taylor Edwards Room, 9 p.m. Sing with the "Makhela: Hebrew Choir."

Friday

Feb. 21, 8:15 p.m. Barnes Hall. Mark Simon, clarinet. Music of Berio, Carter, Simon, Martino, Skrowaczewski, Milhaud.

Saturday

Feb. 22, 8:30 p.m. Goldwin Smith Kaufmann Auditorium. Michael Cooney, "The One-Man Folk Festival". Sponsored by the Cornell Folk Song Club.

Tickets available at the Commons Coffeehouse, Ithaca Guitar Works, and Rebop Records.

Sunday

Feb. 23, 8:30 p.m. Anabel Taylor Commons Coffeehouse. Broadcast live of WVBR-FM93. Bille Steele, Ithacan humorous topical songwriter, author of 'Garbage' and 'Chocolate Chip Cookies'.

Friday

Feb. 28, 8:15 p.m. Barnes Hall. "Pomerium Musics", A. Blachly, artistic director. Medieval and Renaissance music by Perotin and Jocquin Desprez.

Saturday

Mar. 1, 3 p.m. Bailey Hall. Cornell Symphony Orchestra, Dance Circle, ballet, and Young Gifted and Black, song under the direction of Edward Murray. Works: Stravinsky's 'The Firebird' and others.

Sunday

Mar. 2, 4 p.m. Barnes Hall. The Haydn Baryton Trio directed by John Hsu. Works by Haydn.

Religious Events

Thursday

Feb. 20, 7:30 p.m. Anabel Taylor Edwards Room. 'Jewish Practices and Thought: Kashrut-Feeding of the Soul'.

Friday

Feb. 21, 7 p.m. Anabel Taylor Edwards Room Shabbat Dinner with Dr. M. Abeshera, world-renowned microbiologist and nutritionist. Co-sponsored by Chabad and Young Israel. For reservation and information call 256-4227.

Saturday

Feb. 22, 8:30 p.m. Young Israel House, 106 West Ave. Kumsitz Party: an evening of song and story. Co-sponsored by Chabad House.

Monday

Feb. 24, 7:30 p.m. G34 Anabel Taylor. 'Zionism 101'. Open to the novice or the expert.

Tuesday

Feb. 25, 8 p.m. 314 Anabel Taylor. 'Basic Judaism'.

Wednesday

Feb. 26 Washington Lobby for Soviet Jewry with Student Struggle for Oppressed Jewry. Call 256-4227 for information about transportation, etc.

Thursday

Feb. 27, 4:30 p.m. Anabel Taylor Founders Room. 'Jews, South Africa, and Apartheid' with Rabbi Brian Walt. Rabbi Walt was born and raised in South Africa. He is an anti-apartheid activist and a rabbi in the Philadelphia area.

Friday

Feb. 28, 1-4 p.m. G34 Anabel Taylor. Information session for Wurzelweil School of Social Work at Yeshiva University for those interested in careers in social work and Jewish communal service.

Religious Services

Catholic

Every Saturday, 5:00 p.m. Anabel Taylor Auditorium, Mass.

Every Sunday, 9:30, 11 a.m., 5 p.m. Anabel

Taylor Auditorium, Mass.

Mon.-Fri., 12:15 p.m. Anabel Taylor Chapel. Daily Mass. Christian Science

Every Thurs., 7 p.m. Anabel Taylor Founders Room.

Daily minyan.

Mon.-Fri., 7:30 a.m.; Sun., 8:30 a.m. Young Israel House, 106 West Ave.

Episcopal (Anglican).

Every Sunday, 9:30 a.m. Anabel Taylor Chapel.

Jewish

All services will resume Friday, Jan. 24.

Every Friday, 5:30 p.m. Anabel Taylor Founders Room. Shabbat Services (Conservative/Egalitarian)

Every Friday, 5:30 p.m. Anabel Taylor Chapel. Shabbat Services (Reform).

Every Friday, 5:30 p.m. Young Israel House, 106 West Ave. Shabbat Services (Orthodox).

Every Saturday, 9:15 a.m. Anabel Taylor Edwards Room. Shabbat Services (Orthodox). Kiddush to follow.

Every Saturday, 10 a.m. Anabel Taylor Founders Room. Shabbat Services (Conservative/Egalitarian). Kiddush to follow.

Korean Church

Every Sunday, 3 p.m. Anabel Taylor Chapel.

Muslim

Monday-Thursday, 1 p.m. Anabel Taylor 218.

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

Protestant

Every Sunday, 11:15 a.m. Anabel Taylor Chapel.

Seminars

Seminar notices, unlike other calendar notices, do NOT go to Central Reservations in Willard Straight, but should be delivered to the Chronicle office, 110 Day Hall, in writing by noon Friday before publication. Each notice can be run only once, so on Thursday events please note whether you wish it published the day of the event or the week before. Please include the name and telephone number of someone who can be reached if there are questions.

Applied Mathematics: "A Free Boundary Value arising in Computer Vision," David Mumford, Harvard, 4 p.m. Friday, Feb. 21.

Biochemistry: "Chromatin Structure and DNA Binding Proteins at Heat Shock Promoter Sequences," Dr. Carl Wu, National Cancer Institute, 4:30 p.m. Friday, Feb. 21, 204 Stocking Hall.

Biophysics: "Outer Hair Cell Motility; Positive Feedback in Hearing," Dr. William E. Brownell, The Johns Hopkins University School of Medicine, 4:30 p.m. Wednesday, Feb. 26, 700 Clark.

Boyce Thompson Institute: "Plant Disease Incidence and Severity Relationships," R. C. Seem, Plant Pathology, Geneva Station, 3:15 p.m. Wednesday, Feb. 26, BTI Auditorium.

Chemistry: "Biotechnology at Cornell," Gordon Hammes, Cornell, 4:40 p.m. Thursday, Feb. 20, 119 Baker Lab.

Chemistry: "The Synthesis of Antihypercholesterolemic Agents; Challenges and Solutions," Thomas R. Verhoeven, Merck, Sharp and Dohme, 4:40 p.m. Monday, Feb. 24, 119 Baker Lab.

Chemistry: Baker Lecture Series on "Intromolecular Dynamics," Stuart A. Rice, University of Chicago, 11:15 a.m. Thursdays and Tuesdays through March 25, Baker 200.

China-Japan Program: "Science and Technology in China," Dorothy Nelkin, Sociology; John Reppy, Physics; Leonard Winstein, Environmental Biology, all Cornell, 4:30 p.m. Friday, Feb. 21, 230 Rockefeller.

Computer Science: "Titan: An Experimental High Performance Computing System," Forest Baskett, Digital Equipment Corp., Western Research Laboratory, 4:30 p.m. Thursday, Feb. 20, Upson B-17.

Floriculture and Ornamental Horticulture: "The Victorian Passion for Plants - Part II" Brenda Bullion, F&OH graduate student, 12:15 p.m. Thursday, Feb. 27, 37 Plant Science.

Food Science: "Utilization of Malic Acid by Yeasts," Susan Rodriguez, Food Science and Technology, Cornell, Geneva, 4:30 p.m. Tuesday, Feb. 25, 204 Stocking.

Geological Sciences: Title TBA, David James, Carnegie Institution of Washington, 4:30 p.m. Tuesday, Feb. 25, 1120 Snee.

Immunology: "Avian Natural Killer Cells," Dr. Karel A. Schat, Cornell, 12:15 p.m. Friday, Feb. 21, G-3 Veterinary Research Tower.

International Nutrition: "People's Surveillance Systems," Richard Longhurst, University of Sussex, Brighton, England, 12:15 p.m. Thursday, Feb. 20, 130 Savage.

International Studies: "Development and Uses of Labour; Comparative Material from L.A., U.S. and Europe," Alejandro Portes, The Johns Hopkins University, 3:30 p.m. Wednesday, Feb. 26, 153 Uris Hall.

International Studies in Planning: "Men to Bombay; Urban Influence on Village Life in Decan Maharashtra, India, 1942-82," Hemalata Dandekar, Urban Planning Program, University of Michigan, 12:15 p.m. Friday, Feb. 21, 157 East Sibley.

Jugatae: "The Role of Plant Chemicals in Oviposition by Cabbage Butterflies," Alan Renwick, Boyce Thompson Institute, 4 p.m. Monday, Feb. 24, Morison Room, Corson/Mudd Halls.

Materials Science and Engineering: "Gas Phase Photochemistry & Gas Phase Laser Processes," Carol Jones, IBM Endicott, 4:30 p.m. Thursday, Feb. 27, 140 Bard Hall.

Mechanical and Aerospace Engineering: "A Computational Architecture for Programmable Automation Research," Russell Taylor, IBM,

Yorktown Heights, 4:30 p.m. Tuesday, Feb. 25, 282 Grumman.

Ornithology: "Winter Distribution and Abundance of the American Crow in New York State," Charles R. Smith, Laboratory of Ornithology, 7:45 p.m. Monday, Feb. 24, 159 Sapsucker Woods Road.

Peace Studies: "The Closure of the International System and Its Implications," John Kroll, Government, Cornell, 12:15 p.m. Friday, Feb. 21, 153 Uris Hall.

Physiology: "Coronary Blood Flow During Exercise," J. McKenzie, Department of Physiology, 4:30 p.m. Tuesday, Feb. 25, G-3 Veterinary Research Tower.

Pharmacology: "Stable Expression of Tporpedo Receptor Subunit cDNA's," Toni Claudio, Physiology, Yale, 4:30 p.m. Monday, Feb. 24, D101L Schurman.

Plant Biology: "Victorin, a Host-Specific Fungal Toxin on Oat Protoplasts," Michael Moynihan, Plant Breeding, Cornell, 11:15 a.m. Friday, Feb. 21, 404 Plant Science.

Plant Breeding: "Use of Polyploidy and Diploid Pollen to Increase Grape Berry Size," Bruce I. Reisch, horticultural sciences, Geneva, 12:20 p.m. Tuesday, Feb. 25, 135 Emerson.

Plant Pathology: "Two New Genera of the Discomycetes; Wilcoxina, an Ectendo- and Ecto-Mycorrhizal genus, and Pseudopezizula, Incitant of 'Rotbrenner' Diseases of Grapes," Richard Korf, 4:30 p.m. Tuesday, Feb. 25, 404 Plant Science.

Pomology: "Chilling Requirement of Apple and Regulation of Bloom Time in Spring," L. E. Powell, Pomology, 11:15 a.m. Monday, Feb. 24, 114 Plant Science.

Psychology: "Cognition and Communication," Robert Krauss, Columbia, 3:30 p.m. Friday, Feb. 21, 202 Uris Hall.

Remote Sensing: "The Integration of Geographic Information Systems and Remote Sensing Systems," Duane Marble, SUNY Buffalo, 4:30 p.m. Wednesday, Feb. 26, 110 Hollister.

Statistics: Title TBA, Prof. John Stufken, University of Illinois, 4 p.m. Tuesday, Feb. 25, 111 Upson.

Textiles and Apparel: "Some Natural Fibers of the Philippines," Charlotte Coffman, 4:30 p.m. Tuesday, Feb. 25, 317 Martha Van Rensselaer Hall.

Vegetable Crops: "Agricultural Systems in the Mid-Hill Region of Nepal," James H. Lorenzen, grad student, vegetable crops, 4:30 p.m. Thursday, Feb. 27, 404 Plant Science.

Theatre

Thurs. through Sat.

Feb. 13-15, 8 p.m. *Willard Straight Theatre. Theatre Cornell opens its Spring Season with John Ford's 'Tis Pity She's a Whore' Edward Payson Call, director of this play, describes it as "a decadent drama. 'Tis Pity...combines the appeal of a lurid episode of television's Dynasty with some superb poetry." Tickets available at the Theatre Cornell Box Office in 101 Willard Straight Hall from 1-6 p.m. Mondays through Fridays and one hour before all performances. For reservations and information call 256-5165.

Thurs. through Sat.

Feb. 20-22, 8 p.m. *Willard Straight Theatre. "Tis Pity She's a Whore."

Sunday

Feb. 23, 2:30 p.m. *Willard Straight Theatre. "Tis Pity She's a Whore."

Thurs. through Sat.

Feb. 27-Mar. 1, 8 p.m. *Willard Straight Theatre. "Tis Pity She's a Whore."

Barton Blotter

17 Thefts Total \$2,313 in Week

Seven thefts of cash totaling \$263 were reported on campus during the period Feb. 10 through 16, according to the morning reports of the Department of Public Safety.

The thefts included \$125 taken from a room in Phillips Hall and cash taken from three stolen wallets in the amounts of \$10, \$35 and \$50. There were thefts of cash from rooms in Goldwin Smith, Upson, and Grumman halls in the amounts of \$27, \$1, and \$15.

A total of 17 thefts of cash and valuables amounting to \$2,313 were reported during the seven-day period. Among the items reported stolen were a \$559 television monitor taken from Rockefeller Hall, a couch and coffee table valued at \$300 taken from Upson Hall, a \$225 gold ring stolen from Teagle Hall, and a \$125 ski jacket taken from Noyes Center.

Three persons were referred to the Judicial Administrator, one for criminal possession of a forged instrument and two others for theft.

Safety reported recovering two tape decks and a recorder valued at \$700 that had been reported stolen from Martha Van Rensselaer Hall.

Two students were arrested by Public Safety Sunday, Feb. 16, after separate incidents, both occurring at about 1:45 a.m.

One student was charged with criminal mischief for allegedly damaging a paper towel dispenser, a sculpture, and a coffee table in North Campus Dorm Number 10, Public Safety reported.

The other student was charged with unauthorized use of a motor vehicle for allegedly driving a car from North Campus Dorm Number 10 to Sheldon Court without permission of the car's operator.

Unions

Continued from Page 1

distressed companies that went to their unions and asked for cuts in wage rates and other benefits that union workers got. Today, it has become kind of a standard operating mode that the firm goes to the union and asks for concessions whether they're profitable or unprofitable."

Union workers generally earned more money than non-union workers in the 60s and 70s. Now, he says, we're seeing a shift to non-union workers gaining larger pay increases while unions are more interested in job security.

Herpesvirus

Continued from Page 1

gle cells and can be induced by chemicals or viruses acting on the blood vessel wall.

Because humans are routinely infected with as many as five different herpesviruses, identification of the particular virus that affects lipid accumulation could have major implications for our understanding of heart disease. It is possible that the virus may have synergistic effects with other know risk factors such as a high cholesterol diet.

Spencer Vibbert is assistant director of public affairs at the New York Hospital-Cornell Medical Center.

OMB

Continued from Page 3

er must seek \$180,000.

On the average, indirect costs account for 31.5 percent of Cornell's total sponsored research budget, and go for university expenses incurred in the support of research.

Administrative expenses vary considerably from one institution to the next, in part because of organizational differences. At Cornell, administrative expenses are used to reimburse the both central administration and departmental administrations for their services to research. Research support services by the university administration range from health and safety monitoring, accounting, and personnel services to laboratory animal care.

The largest portion -- more than two-thirds of the 24.5 percent indirect cost recovery for administration in Cornell's endowed units -- is assigned to the departments. Operation of the offices of the vice president for research and of sponsored programs accounts for about one-twelfth of the administrative overhead.

The 26 percent rate ordered in the first year by the OMB is said to be the average administrative overhead for all major universities. Lowering the ceiling to 20 percent would save the federal government \$100 million in fiscal year 1987 and \$200 million in 1988, the OMB estimates.

A first-year ceiling of 26 percent would not affect Cornell's endowed units or the Medical College because their administrative overhead rate is already below that average, according to Ostrom. But State University units at Cornell would feel an immediate impact because their administrative overhead rate is above the 26 percent average. All Cornell units would lose money -- an estimated \$5 million a year -- by conducting government research at the 20 percent rate for administrative overhead, Ostrom said.

The OMB directive, a revision to the "Cost Principles for Educational Institutions" known as Circular A-21, was published Feb. 12. It allows a 30-day period for comment. The directive prohibits universities from changing accounting practices "to reclassify administrative costs from indirect costs to direct costs of sponsored agreements." However, it does allow funding agencies to reimburse additional administrative costs "only in exceptional cases where an institution can demonstrate undue hardship or detriment to project performance."

Past attempts by the executive branch of federal government to restrict indirect cost recovery rates have been turned around by Congress, said J. Robert Barlow, Cornell's federal relations coordinator. Assuming that the OMB directive takes effect in April, Congressional action may be the only recourse for universities, he said.

It is expected that universities will act individually and through representative organizations, such as the Association of American Universities, to persuade the OMB and Congress of the importance of full overhead recovery.

Education of Congress and other constituencies is necessary, according to Ballantyne. "Overhead is a real cost of conducting research, and a university cannot afford to absorb that cost."

Please Note:

Job Opportunities is a publication of Staffing Services and is distributed each Thursday through the Cornell Chronicle.

Job Opportunities lists current vacancies with the University, consistent with the University's commitment to promotion from within, affirmative action and equal opportunity employment.

Employee Transfer Applications: Em-

ployees who wish to transfer to other jobs within the University should complete a separate Employee Transfer Application form for each position and submit the form(s) to Staffing Services. Individuals with official University layoff status are given preference in referrals.

Applicants: Applications for employment are available at Cornell University's

employment office at East Hill Plaza at the intersection of Ellis Hollow Road and Judd Falls Road in Ithaca, from 9:00 a.m. to 12:00 noon, Monday through Friday. Completed applications can be submitted through the mail to University Personnel Services, Staffing Services, 160 Day Hall, Ithaca, NY 14853.

This listing is also available on CUIN-FO, Cornell University's computerized information service. For further details on CUINFO, contact the Information

and Referral Center at 256-6200 or Computer Services.

Full-time jobs are 39 hours per week unless otherwise indicated. Jobs listed as SO, U1 and U2 are represented by bargaining units.

February 20, 1986

Please Post

ties as assigned. Full-time, regular appointment for three years.

Requirements: Bachelor's degree or equivalent or training; academic background in humanities preferred. Light typing. One year work experience in libraries, especially technical services. Ability to perform and organize detailed work. Foreign language competence preferred especially in languages not well represented in the department such as Japanese and Hebrew.

Minimum Starting Salary: \$12,209
Job Number: CO71

*Position: Secretary, GR19
Department: LASSP

Description: Provide secretarial support for 4 to 5 faculty members and their research groups. Assist professors in preparation of grant proposals; type and prepare articles for publication; maintain professors' calendars; make travel arrangements.

Requirements: Associate's degree in secretarial science or equivalent. Heavy typing. Good technical typing and communication skills essential. Knowledge of Cornell and Ithaca communities helpful. Strong organizational skills. Ability to work independently. Experience with Micom word processor helpful.

Minimum Starting Salary: \$11,570
Job Number: CO74

*Position: Word Processor Operator, GR18
Department: Office of Financial Aid

Description: Serve as office typist using IBM PC and Xerox 630. Enter, manipulate and format routine to difficult data to produce drafts and final copies; proof read and edit; maintain records of work performed; back up in telephone answering; assist others in the support of system operation. Other duties as assigned.

Requirements: High school diploma or equivalent; business or secretarial school desirable. Heavy typing. Some office experience. Proficient on word processor essential.

Minimum Starting Salary: \$10,920
Job Number: CO77

*Position: Secretary, GR18

Department: Cooperative Extension Administration

Description: Perform a variety of secretarial functions, using electronic communications equipment to support the work of a program specialist/coordinator in Extension Administration. Type drafts, revisions, correspondence, reports, etc.; handle phone; organize and maintain statewide newsletter files; schedule rooms; make travel arrangements. Other duties as assigned.

Requirements: High school diploma or equivalent; secretarial school desirable. Heavy typing. Minimum of one year experience with the Cornell system. Experience on the IBM PC.

Minimum Starting Salary: \$10,920

*Position: Secretary, GR17

Department: Plasma Studies

Description: Provide secretarial support to administrative aide. Type research proposals and renewals, technical manuscripts, abstracts, etc. Assist with requisitions and invoices; photocopy; mail. Other duties as assigned.

Requirements: High school diploma or equivalent. Medium typing. Knowledge of technical and mathematical typing and word processor. Strong interpersonal skills. Ability to work under pressure.

Minimum Starting Salary: \$10,366
Job Number: CO73

Position: Accounts Coordinator, GR22

Department: Utilities

Description: Provide administrative and accounting support for the Department of Utilities and Administrative Services. Budget preparation; reporting; accounts reconciliation; maintain and analyze Utility and Job Cost Systems; forecast rates, internal procedures auditing; handle projects as assigned.

Requirements: Associate's degree or equivalent. Medium typing. Knowledge of calculator, typewriter, personal computers (IBM and Macintosh) essential. Accurate typing a must. Excellent interpersonal and communications (written and oral) skills. Cornell accounting system experience desirable.

Minimum Starting Salary: \$13,667
Job Number: CO616

Position: Administrative Aide, GR20

Department: University Development

Description: Provide wide range administrative assistance to the Director in Corporate Development. Transcription; make travel arrangements and appointments; coordinate events off and on campus; review all incoming correspondence and route to appropriate staff; initiate responses as appropriate; prepare management and gift reports performing and coordinating research.

Requirements: Associate's degree or equivalent. Medium typing. Excellent and accurate typing required. Experience in word processing desirable. Ability to work independently. Excellent organizational, interpersonal and communication skills.

Minimum Starting Salary: \$12,209
Job Number: CO65

Position: Accounts Assistant, GR19

Department: Ecology and Systematics

Description: Provide clerical support for all aspects of endowed accounting. Process orders and payments; reconcile monthly statements; prepare internal statements and financial reports on microcomputer; problem solving; payroll; provide back-up for statutory accountant. Other duties as assigned.

Requirements: Associate's degree or equivalent in accounting preferred. Medium typing. Substantial accounting experience, preferably at Cornell. Familiarity with grants and contracts. Knowledge of, or strong interest in, modern data processing highly desirable.

Minimum Starting Salary: \$11,570
Job Number: CO66

Position: Audio-Visual Aide, GR19

Department: History of Art

Description: Responsible for projection and circulation of slides; train and supervise student projectionists; maintain audio-visual equipment; assist borrowers, mounting and accessing slides and training students to do the same.

Requirements: Associate's degree or equivalent; Bachelor's degree or equivalent desirable. Medium typing. Facility in handling audio-visual equipment essential. Ability to handle emergency situations in class room projection. Library experience. Good organizational, communication and interpersonal skills. Please send cover letter and resume to Esther L. Smith by March 7, 1986.

Minimum Starting Salary: \$11,570
Job Number: CO67

Position: Administrative Aide, GR19

Department: Law School

Description: Provide secretarial and administrative support to the Associate Dean and to the Assistant Directors of Alumni Affairs. Coordinate production of mailings for Law School alumni functions; responsible for the Alumni Office computer system; maintain alumni dues files and deposits; word processing; file; receptionist and telephone. Other duties as assigned.

Requirements: High school diploma or equivalent; associate's degree desirable. Medium typing. Minimum 1 to 3 years related secretarial experience. Familiarity with IBM-PC or willingness to learn. Strong organizational, interpersonal and communication skills. Ability to take dictation essential.

Minimum Starting Salary: \$11,570
Job Number: CO614

Position: Secretary, GR18

Department: Human Development Family Studies

Description: Provide secretarial support for graduate and undergraduate program administrators and 1 to 2 faculty. Serve as receptionist for HDFS Department main

Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

send cover letter and resume to Ralph D. Jones by February 28, 1986.

Job Number: PA063

Position: Data Analyst/Administrative Supervisor II
Department: Clinical Sciences

Description: Assist in personnel and administrative matters in the Section of Medicine, maintain financial accounting system, provide appropriate and timely reports, and prepare financial analyses and projections for long range planning. Develop and maintain computer-based data management system.

Requirements: Bachelor's degree required in business administration with concentration in accounting; Master's preferred. Experience in accounting and with micro-computer systems for data analysis essential. Experience with federal grants—contracts administration. Please send cover letter and resume to Ralph D. Jones by February 28, 1986.

Job Number: PA061

Position: Research Support Specialist II
Department: Horticultural Sciences, Geneva

Description: Implement research relating to problems relevant to the Long Island grape industry. Research will be multifaceted and may include experiments in vine physiology, variety evaluation, vineyard management, grape insects and vineyard disease control.

Requirements: Master's degree in plant science or related field with viticultural experience. Knowledge of laboratory equipment and familiarity with basic farm equipment. Some experience with computers, statistical analysis and general chemistry is desirable. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT062

Position: Research Support Specialist II
Department: Physiology

Description: Design and conduct, in collaboration with the principal investigator experiments directed towards the cloning and characterization of intestinal cDNAs and genes; study of control of gene expression during development and differentiation of the intestinal epithelium; will assist in preparation and coauthoring publications.

Requirements: Master's degree in biology with emphasis in biochemistry and molecular biology, or genetics. Some experience in recombinant DNA techniques such as mRNA purification, DNA cloning and sequencing required. Please send cover letter and resume to Cynthia Smithbower by February 28, 1986.

Job Number: PT065

Position: Semiconductor Research Engineer (Repost)
Department: National Submicron Facility

Description: Responsible for installation, operation, maintenance and development of semiconductor processing equipment including high temperature furnaces, plasma deposition, electron beam evaporation and ion milling systems.

Requirements: Bachelor's degree in electrical engineering, materials science, applied physics, chemical engineering or related field. Familiarity with high vacuum systems, electronics troubleshooting and semiconductor processing equipment desirable. Must be able to work effectively with graduate students, scientists and faculty from a wide variety of disciplines. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT257

Position: Administrative Manager II (Repost)

Department: New York City Cooperative Extension

Description: Responsible for personnel, fiscal, and administrative management of New York City programs of Cornell University Cooperative Extension. Supervise the other maintenance and processing of personnel and other confidential records. General administrative supervising of 8 to 10 office staff. Assist with the development and maintenance of department budget; monitor expenditures and supervise maintenance of financial accounts and records.

Requirements: Bachelor's degree in business and/or personnel management or equivalent with 4-5 years of related experience. Knowledge of accounting procedures, office systems and computing systems. Demonstrated supervisory skills. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA446

Position: Assistant to the Vice President of Public Affairs (Repost)

Department: Public Affairs

Description: Assist the Vice President of Public Affairs with overall coordination and management of the division of Public Affairs, especially financial management, budgeting and long-range planning; preparation of divisional budget requests and financial reports, monitoring financial performance of departments. Directing personnel activities for the division. Researching, writing, editing major reports, and coordinating alumni leadership development.

Requirements: Bachelor's degree or equivalent. Cornell experience desirable; Public Affairs or related experience desirable; good oral and written communication skills, especially writing, required; quantitative analysis skills desirable. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA4612

Position: Architect/Project Manager

Department: Architectural Services

Description: The primary responsibility is to manage major architectural projects for the University. Assist the Director and Project Managers in establishing and maintaining technical, budgetary, and scheduling requirements of all capital projects.

Requirements: Bachelor's degree in architecture required. Architectural registration desirable. 10 years minimum experience. Excellent organizational skills. Good communication skills. Experience with personal computer desirable. Please send cover letter and resume to Patricia Hutton.

Job Number: PA046

Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

*Position: Director, Production Supercomputer Facility (Repost)

Department: Theory Center

Description: Provide administrative and managerial support to a new research facility. Major responsibilities include developing and implementing an operating plan and budget, oversee staffing of facility as well as act as liaison with corporate representatives.

Requirements: PhD in scientific field desirable in addition to some experience in computer science. Experience with large scale computation. At least three years experience in senior management position, preferably in computer services environment. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT113

*Position: Senior Administrator I

Department: International Agriculture

Description: Senior position to assist the Foundation Director plan and carry out fundraising and institutional development activities. Provide assistance in the establishment of the Foundation's Development and Public Relations Unit and in the development of long range and annual workplans for the unit.

Requirements: Minimum of bachelor's degree; master's desirable. Fluency in Spanish (FSI 5-2, R-2 or equivalent). Five year's experience in fundraising, public relations or related areas; experience in developing countries (Latin America desirable). Experience with research institutions, especially agricultural or development related, also desirable. International travel required. Please send cover letter and resume to Ralph D. Jones by March 6, 1986.

Job Number: PA073

*Position: Technical Consultant III (Two positions)

Department: Theory Center

Description: Provide full range of consulting services to researchers using resources of the Cornell Theory Center, including the Production Supercomputer Facility, Theorynet, and possibly the Experimental Facility.

Responsibilities: Bachelor's degree with graduate study in either computer science or one of the physical/biological/engineering sciences. 3 to 5 years related experience including some experience with VM/CMS and array processors desirable. Experience with mainframe computers. Must be fluent in at least two programming languages; demonstrated ability to work with complicated programs necessary; strong written and interpersonal communication skills. Please send cover letter and resume to Cynthia Smithbower by March 7, 1986.

Job Number: PT071, PT072

*Position: Executive Staff Assistant III

Department: Office of the Provost

Description: Provide executive staff and administrative/secretarial support for the Provost, working independently with absolute confidentiality and a high level of sensitivity.

Requirements: Bachelor's degree and—or equivalent experience. Minimum 5-7 years executive/administrative secretarial experience. Working knowledge of Cornell University preferred. Experience in use of word processing equipment and personal computers (PC). Demonstrated organizational, verbal and written communication, and interpersonal skills. Prior experience working with sensitive and confidential matters. Please send cover letter and resume or call in confidence to Esther L. Smith by March 3, 1986.

Minimum Starting Salary: \$17,570
Job Number: PC074

*Position: Budget Analyst (Repost)

Department: Administrative Services

Description: Provide budget forecasting and preparation, financial sensitivity analysis, prepare monthly reports, income trend analysis in support of \$50 million department budget.

Requirements: Bachelor's degree or equivalent. Two years experience in accounting and/or budgeting. Knowledgeable in computers (Lotus 1-2-3, Symphony). Excellent verbal and written communication skills. Please send cover letter and resume to Ralph D. Jones by March 6, 1986.

Job Number: PA4610

*Position: Development Assistant (Repost)

Department: University Development

Description: Assist program directors in coordination of marketing and stewardship programs designed to strengthen University relationship with major corporations and foundations. maintain contactfiles, drafts correspondence, respond to inquiries, prepare briefing materials, and coordinate special events. Maintain computer based projects and prospect tracking system.

Requirements: Bachelor's degree or equivalent in education and training. Excellent communication and writing skills. Some knowledge of personal computers and related software desirable. Ability to work independently and set own priorities. Ability to pay significant attention to detail oriented work. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA011

Position: Development Assistant, Cornell Fund

Department: University Development

Description: Development Assistant works with the Director of the Cornell Fund in the planning and implementation of the University's annual campaigns for alumni support. Assist the director in implementing a personal solicitation program.

Requirements: Bachelor's degree or equivalent experience. Excellent written communication and organizational skills with direct experience in direct mail and/or a familiarity with the production of written and visual materials. Good with numbers and business skills. Please

office. Answer telephone; type; file. Other duties as assigned.

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. Excellent interpersonal skills. Strong typing skills. Ability to work under pressure.

Minimum Starting Salary: \$10,920
Job Number: CO62

Position: Data Entry Operator, GR18

Department: Computer Services

Description: Key enter or key verify data via Cade keystations. Some shift work and weekends.

Requirements: High school diploma or equivalent. Medium typing. Data entry and/or keypunch experience, preferably Cade system experience at least 1 to 2 years. Minimum Starting Salary: \$10,920
Job Number: CO63

Position: Night Supervisor, GR18 (Repost)

Department: University Libraries - Hotel Library

Description: In charge of the library at night. Responsible for circulation and reserve operations; all photocopying services and newsletter distribution; compile and input Annual Bibliographies and Accessions lists; interlibrary loan. Other duties as assigned. Academic Year: Monday - Thursday, 3:30pm - midnight; Sundays, 2:00pm - midnight; Summers, Monday - Friday, noon to 9:00pm; Intersessions: Monday - Friday, 8:00am - 5:00pm.

Requirements: Associate's degree or equivalent; bachelor's degree preferred. Light typing. Library experience desirable. Good clerical skills with ability to use word processors and small computers. Excellent communication, organizational and interpersonal skills. Minimum Starting Salary: \$10,920
Job Number: CO116

Position: Editorial Assistant, GR18 (Repost)

Department: Media Services

Description: Provide production and editorial support for Publications and Visual Communications unit. Check, proof, keyboard manuscripts, maintain a range of department files, process reprints.

Requirements: High school diploma or equivalent. Medium typing. Two to three years of office experience. Excellent proofreading skills. Familiarity with word processing desirable. Please send cover letter and resume to Esther L. Smith by February 24, 1986.

Minimum Starting Salary: \$10,920
Job Number: C487

Position: Secretary, GR16

Department: University Development

Description: Provide secretarial support to the Business Manager and the Administrative Aide to the Director of Development Operations. Act as primary switchboard operator for Office of University Development.

Requirements: High school diploma or equivalent. Medium typing. Knowledge of electronic typewriter. Some office experience. Excellent telephone techniques. Good interpersonal skills.

Minimum Starting Salary: \$9,874
Job Number: CO64

Position: Interlibrary Services Assistant, GR16

Department: University Libraries - Interlibrary Services/Olin Library

Description: Prepare interlibrary materials for mailing; page materials from Olin stacks; route interlibrary loan requests to campus library units; search; compile statistics; discharge returned interlibrary loans; answer phone; maintain interlibrary loan files.

Requirements: High school diploma or equivalent; some college coursework desirable. Light typing. Organizational skills. Ability to work under pressure while maintaining accuracy. Ability to work with foreign languages. Work experience in a library or office desirable.

Minimum Starting Salary: \$9,874
Job Number: CO68

Position: Records Assistant, GR16

Department: Catalog - Olin Library

Description: The position is in the Records Management section of the Catalog Department. File and type cards; input bibliographic records in RLIN computer system. Other duties as assigned including working on other catalog and catalog maintenance projects. Full-time, regular; Monday - Friday, 8:00am - 5:00pm; some flexibility.

Requirements: High school diploma or equivalent. Medium typing. Ability to do detailed work with skill and accuracy. Previous library experience desirable. Minimum Starting Salary: \$9,874
Job Number: CO610

General Service

*Position: Duplicating Machine Operator, SO17

Department: Media Services - Printing - Statutory

Description: Operate Xerox 9500 in a medium/high volume printing operation. Organize daily work load to meet job deadlines. Interact with faculty and staff concerning copying needs. Operate various other paper handling devices (folder, cutter, etc.) to complete the printing process.

Requirements: High school diploma or equivalent. 3 to 5 years experience in print shop or copy center, preferably on Xerox duplicators. Ability to lift up to 50 lbs. Ability to work under pressure.

Minimum Starting Salary: \$5.12—hour
Job Number: SO73

*Position: Animal Attendant, SO16

Department: Lab Animal Services - Statutory

Description: UNDER immediate supervision, perform routine duties appropriate for the proper care of laboratory animals and maintenance of facilities and equipment. Biohazard duties will not be included as part of the position requirements.

Requirements: High school diploma or equivalent. Employee will be encouraged to take animal training courses which can lead to Animal Technician Certification. Preference will be given to candidates with experience working with laboratory animals.

Minimum Starting Salary: \$4.84—hour
Job Number: SO71

*Position: Dish Machine Operator, SO16

Department: Statler Inn - Endowed

Description: Maintain a consistent supply of clean dishes, glassware, flatware, pots and silver; keep the work area at an acceptable standard of cleanliness. Must be willing to work weekends, as needed. Monday - Friday, 3:00 - 11:30 pm.

Requirements: High school diploma or equivalent. Experience in the operation of dish machines preferred. Able to lift 50 lbs. and be flexible as to hours required. Minimum Starting Salary: \$4.84—hour
Job Number: SO72

Technical

Outside applicants for technical positions should submit an employment application, resume, transcripts and a list of laboratory techniques and equipment, or computer languages and hardware with which you are familiar. This information will be kept active for six months. For each position that you are qualified and wish to be a candidate for, submit a cover letter, including position title, department and job number, to Cynthia Smithbower. Current Cornell employees should submit an employee transfer application, resume and cover letter. Outside applicants with training and/or experience in the following areas are encouraged to apply: biochemistry, chemistry, microbiology, electronics, physics and licensed animal health technicians.

*Position: Technician, GR18

Department: Equine Drug Testing - New York City

Description: Perform analysis of blood and urine samples in a field drug testing laboratory to serve Aqueduct, Belmont and Saratoga race tracks. Relocation to Saratoga Springs, NY for the month of August each year. Assist laboratory director as requested.

Requirements: Associate's degree in chemistry or related field. Some experience with Thin Layer Chromatography and general laboratory procedures required. Familiar with gas chromatography essential. Apply by March 7, 1986.

Minimum Starting Salary: \$10,920
Job Number: TO71

Position: Computer Operator I, GR21

Department: Computer Services

Description: Operate large scale computer systems and associated peripheral equipment and monitor data communications network. Consult with vendor customer engineering and departmental support staff. Shift work and weekends.

Description: Associate's degree or equivalent in data processing education and experience. Computer operating experience required, data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages. Apply by February 28, 1986.

Minimum Starting Salary: \$12,968
Job Number: TO65

Position: Computer Operator, GR21

Department: Computer Services - Production Super-computer Facility

Description: Operate large scale computer systems and associated peripheral equipment and monitor data communications network. Consult with vendor customer engineering and departmental support staff. Shift work and weekends.

Description: Associate's degree or equivalent in data processing education and experience. Computer operating experience required, data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages. Apply by February 28, 1986.

Minimum Starting Salary: \$12,968
Job Number: TO66

Position: Laboratory Equipment Technician, GR21

Department: Electrical Engineering

Description: Assist in the efficient operation of the Electrical Engineering School's teaching laboratories and to support the daily operation of the building facilities. Responsible for bench set-ups, construction and maintenance of equipment and maintenance of a sufficient supply of parts.

Requirements: Associate's degree in mechanical technology or related area or equivalent. 3 to 5 years experience in mechanical design, construction and/or repairs. Ability to use wide variety of tools. Good organizational and interpersonal skills. Apply by February 28, 1986.

Minimum Starting Salary: \$12,968
Job Number: TO64

Position: Technician, GR21

Department: Diagnostic Laboratory

Description: Provide technical support to three projects currently funded and any others funded in the future within the Bacteriology section. Will prepare requests, document data and assist in data analysis.

Requirements: Bachelor's degree with emphasis on microbiology and biochemistry. 1 to 2 years experience desirable. Familiarity with column chromatography and using an ultracentrifuge preferred. Apply by February 28, 1986.

Minimum Starting Salary: \$12,968
Job Number: TO61

Position: Technician, GR18

Department: Plant Pathology

Description: Assist in laboratory and field research in potato golden nematode research program. Plant and harvest potatoes, inoculate plants, collect tubers, lay out field plots, collect samples, harvest plots, collect data for analysis. Appointment ends September 30, 1986; extension based on continuation of funding.

Requirements: Associate's degree or equivalent in plant science or related field. Knowledge of plant propagation in greenhouse and field. Familiarity with basic lab equipment. Such as microscopes, ph metus, centrifuges and autoclaves. Apply by February 28, 1986.

Minimum Starting Salary: \$10,920
Job Number: TO63

Part-time

*Position: Senior Information Assistant, GR20

Department: Reference - Olin Library

Description: Assist library patrons in using Cornell libraries by providing information about the libraries organization and services; handle complex bibliographic and government document questions; recommend and provide instruction in use of reference tools; use and teach the use of manual library files; search in automated library files; screen and verify ILS loan requests for monographs. Part-time, regular; 20 hours per week to be arranged; includes evenings and weekends.

Requirements: Bachelor's degree preferably in social sciences or humanities or equivalent; knowledge of at least one foreign language. Strong interpersonal and communication skills. Experience working in an academic—research library and/or teaching is desirable.

Minimum Starting Salary: \$12,209/annual equivalent
Job Number: CO78

Position: Secretary, GR18

Department: Real Estate

Description: Provide administrative support to the Real Estate Department. Type correspondence; serve as receptionist; answer telephone; arrange appointments and travel; make deposits; prepare vouchers; provide other clerical and accounting support as needed. Part-time, regular, 9:00 a.m. - 2:00 p.m.

Requirements: High school diploma or equivalent. Secretarial or business school desirable. Medium typing. Minimum 1 to 3 years office experience. Real estate experience helpful. Machine dictation. Accounting. Good interpersonal skills. Attention to detail. Ability to operate memory typewriter. A valid drivers license required.

Minimum Starting Salary: \$10,920—annual equivalent
Job Number: CO615

Position: Secretary, GR16

Department: Johnson Museum of Art

Description: Operate reception desk in museum lobby. Provide information to visitors, sell cards, catalogues and posters; answer telephone switchboard and receive appointments for museum staff. Part-time, regular; Monday - Thursday, 8:30am - 1:30pm; may involve additional hours during special events.

Requirements: High school diploma or equivalent. Excellent interpersonal skills. Ability to work under pressure and with a minimum of supervision. Previous experience as receptionist is desirable.

Minimum Starting Salary: \$9,874/annual equivalent
Job Number: CO612

Position: Stacks Assistant, GR16

Department: University Libraries—Access—Circulation—Olin Library

Description: Assist the Annex Library Supervisor in managing the book periodical and archival collections and provide public service; oversee operations of Annex Library in Supervisor's absence; page book requests from stacks; charge out books for visitors and for delivery to campus libraries; discharge circulating materials; process additions to the stacks; conduct book inventories; furbish book stacks. Part-time, regular; Monday - Friday, 8:30am - 12:30pm.

Requirements: High school diploma or equivalent. Concentration and accuracy in shelving. Ability to lift

and move books and boxes. Ability to work with a variety of people including patrons and staff.

Minimum Starting Salary: \$9,874—annual equivalent
Job Number: CO69

Temporary

TEMPORARY OPPORTUNITIES: Individuals qualified for temporary work in the following areas are encouraged to apply: clerical, secretarial, word processing. If you have experience or skills in these or related areas and are interested in learning more about these opportunities, please call Laurie Worsell at 256-5226.

Position: Temporary Museum Education Assistant, GR19 (Repost)

Department: Johnson Museum

Description: Assist in planning, teaching and documenting museum—school workshops for elementary and secondary grades; conduct tours of museum collections and exhibitions; and assist with conducting special museum related events. Full-time, temporary until June 30, 1986.

Requirements: Bachelor's degree in art history, fine arts, art education, museum studies or related field. Previous teaching experience with children is required. Please send cover letter and resume to Laurie Worsell by March 3, 1986.

Minimum Starting Salary: \$6.35—hour
Job Number: CO613

Position: Information and Referral Operator (4 positions) (Repost)

Department: Agricultural Economics

Description: Answer '800' number calls from within New York State, discern callers needs and concerns, matching these with appropriate listings of county and state referral and information sources. Keep accurate logging data on all calls. Casual, approximately 15 hours a week, Monday - Saturday, 12:00 - 9:00.

Requirements: High school diploma or equivalent. Some counseling and/or training experience desirable. Ability to deal with sensitive issues. Strong listening and interpersonal skills. Familiarity with farming, farm families, and Cornell Cooperative Extension a plus. Please send cover letter and resume or call in confidence to Esther L. Smith by March 3, 1986.

Job Number: CO72

Business Schools: Spend More Time on 'People' Issues, Survey Here Says

Business schools should spend more time teaching students how to work with people and less time on how to work with numbers, according to a survey of corporate executives.

Generalists with good leadership skills may be better business managers than specialists in accounting or economics, executives said in responses to the survey by Johnson Graduate School of Management.

"We are being asked to rethink the way we train MBAs," said Curtis W. Tarr, dean of the Johnson School. "Corporate leaders are asking graduate business schools to strike a greater balance between the technical and humanistic aspects of management."

The Johnson School sent a 10-question survey to 1,500 leading industrial, service, and financial firms last September. In late October, 215 responses were evaluated. Of the 215 responses, 87 were from chief executive officers and 61 were from executives responsible for recruitment or hiring; 67 respondents did not identify themselves.

Among the findings:

— Most (77.7 percent) indicated they are

Provost

Continued from Page 1

who are having support withdrawn by the federal government, Schuler told the Chronicle. At the same time, faculty and staff salaries have only lately regained the ground lost to the high inflation rates of the mid-1970s. Salaries must remain competitive with peer institutions to retain good faculty and staff members, he added.

Tuition levels must be set early in budget planning. When inflation rates are dropping, that procedural bias can result in tuition increases that are higher than required to balance the budget, explained Schuler, associate professor of economics and associate professor of civil and environmental engineering.

"I'm not sure how you correct the process," he said.

In his letter to the faculty, Barker also said that he has asked Cornell deans to work with college study groups to help identify the principal educational objectives for Cornell undergraduates and the ways in which those objectives can be achieved.

Witnesses Sought In Hockey Incident

The university ombudsman would like to talk with persons who observed the Dec. 8 incident between students and Public Safety officers during the Cornell-Harvard hockey game at Lynah Rink. In particular, the ombudsman would like to talk with persons who heard oral exchanges between officers and spectators. The ombudsman's office can be reached at 256-4321 or 256-4968.

William D. Gurowitz, vice president for campus affairs, has asked the ombudsman to investigate the incident.

Position: Temporary Office Assistant (Repost)

Department: Veterinary Medical Teaching Hospital

Description: Work as a floater in the Teaching Hospital with Small, Large and Ambulatory Clinics, and the Hospital Administration Office. Will be expected to perform as telephone operator, admissions cashier, appointment secretary, mail clerk, radio dispatcher, and administrative secretary. Full-time, temporary; Monday - Friday, occasional Saturdays.

Requirements: High school diploma or equivalent. Medium typing. Medical office assistant, secretarial school and/or education in animal health technology helpful. At least 2 years office experience. Strong interpersonal and communication skills and ability to work under pressure required. Working knowledge of medical terminology or medical background desirable. Please send cover letter and resume to Laurie Worsell.

Job Number: CO42

Academic

Please contact department directly.

*Position: Research Associate: Ph.D. in chemistry with specialty in Magnetic Resonance essential.

Contact: INT 51, NYS Job Service, 677 South Salina St., Syracuse, NY 13202.

Job Number: AO71

*Position: Lecturer/Staff Attorney

Department: Cornell Legal Aid Clinic

Contact: Barry Strom, Director, Cornell Legal Aid Clinic, Myron Taylor Hall

Job Number: AO72

Position: Assistant Professor of Anatomy

Department: Veterinary Anatomy

Contact: Professor Howard E. Evans, Chairman, Department of Anatomy, College of Veterinary Medicine

Job Number: AO61

Position: Postdoctoral Research Associate

Department: Department of Horticultural Sciences, Geneva

Contact: Dr. Alan Taylor, New York State Agricultural Experiment Station, Department of Horticultural Sciences, P.O. Box 462, Geneva, New York 14456

Job Number: AO62

satisfied with the performance of MBA graduates at their firms.

— Most (66.5 percent) said they believe that business schools are doing a good job in preparing students; 25.1 percent said business schools are not doing a good job.

— Overwhelmingly (79.1 percent), survey respondents said that more emphasis should be placed on the teaching of human values, which could include courses in behavior theory and management psychology that examine how people work together.

According to one respondent, MBA graduates "lack sensitivity, and mistakenly believe that good analytical problem-solving skills coupled with knowledge of computers is sufficient training." Another described MBA graduates this way: "They do not work well in the common interest, and are 'me' oriented."

— A significant majority (72.8 percent) agreed that "the ideal MBA graduate should be a generalist, rather than a specialist;" 23.5 percent said MBA graduates should be specialists.

— Overall, respondents ranked leadership potential, interpersonal skills, initiative, and communications skills as more important for an MBA graduate than analytical and decision-making ability, managerial skills, and functional knowledge.

— More than one-half (54.8 percent) said MBA programs should be re-evaluated or re-structured; 26.9 percent said they should not; 18.3 percent had no opinion.

— Most (66.5 percent) called for more training in day-to-day operational issues such as meeting deadlines or coping with equipment failure, while only 13.5 percent wanted more emphasis on the policy problems facing top management.

— More than one-half (56.3 percent) agreed that "the value of an MBA degree largely depends on which school awards the degree;" 40.8 percent disagreed.

— One-half (49 percent) agreed with the stereotypical characterization of MBA graduates as "aggressive, overambitious, and overpaid;" 46 percent disagreed. At Cornell, the average starting salary for 1985 MBA graduates was \$36,500, with a range from \$24,500 to \$65,000.

"We are going to use these findings to evaluate our admissions program, faculty recruitment, and curriculum development," Tarr said. "The survey has given us information to make a careful evaluation of what we do here."

"There has been growing debate about the value of an MBA education to America's businesses," Tarr added. "According to some, business schools are part of the problem, not part of the solution. We decided to find out what the people think who would know best."

Tarr is using the findings in his course, "A Professional Manager at Work."

"I'm stressing techniques for organizing and motivating people," he said.

The Week in Sports

The One That Was: Great Finishes in Swimming and Basketball

By JOHN HERON
Sports Information

The weekend of Feb. 14 and 15 was a memorable one in Cornell athletics.

The men's swimming team produced the excitement at home with a 62-51 victory over Harvard at Teagle Pool. It was 72 years ago that the men's team last defeated the Crimson — in 1913. But an inspired Big Red squad battled Harvard, one of the best teams in the East, right down to the final event. With Cornell clinging to a slim 55-51 lead, the stage was set and the drama of the 400-

Sports

Saturday

Feb. 22, 12:30 p.m. Lynah Rink. Men's J. V. Hockey-Alumni.

Feb. 22, 4 p.m. Helen Newman Hall. Men's J. V. Basketball-Mohawk Valley CC.

Sunday

Feb. 23, 2 p.m. Helen Newman Hall. Men's J. V. Basketball-Broome CC.

Tuesday

Feb. 25, 7:30 p.m. Teagle Hall. Men's Gymnastics-Eastern Michigan.

WEEKENDS

yard freestyle relay lived up to expectations. The Big Red was leading by just a few feet after the first three swimmers had finished, then senior co-captain Randy Sprout pulled away to win the event and the meet. Fittingly, the team of Andy Epstein, Steve Laird, Rod Recher and Sprout established a school record of 3:03.08 in the process of upsetting the Eastern swimming powerhouse.

In swimming, it's traditional to throw the coach into the pool after a big win. The mood was so emotional at Teagle that dozens of partisan fans joined fifth-year coach Pete Orschiedt for the post-meet swim.

For the men's basketball team in Providence, Rhode Island, the mood late in the game was not so happy. The Red trailed Brown by one point with just four seconds left in the game, but Cornell snatched victory from the hands of almost certain defeat to emerge with a miraculous 61-58 victory last Friday.

After trading baskets down the stretch of a seesaw battle in the second half, junior guard

John Bajusz had a chance to put Cornell ahead with 11 seconds remaining. But the 89-percent free-throw shooter — ranked ninth in the country in that department — missed the front end of a one-and-one situation. Brown led by one when freshman guard Josh Wexler intentionally fouled the Bruins' Jim Turner on a breakaway to prevent a basket, forcing him to the line with four seconds left. But Turner missed both foul shots.

Because of the intentional foul, Brown retained possession and as it tried to inbound the ball, Bajusz drew a charging foul. This time the All-America junior made both foul shots to put Cornell ahead. Wexler added the final two free throws to seal the victory.

Meanwhile, as the men's basketball team played, the Big Red men's hockey team was also battling in New England, against Harvard in Cambridge, Mass.

Cornell goaltender Doug Dadswell stopped 20 Crimson shots in the final period alone, for a game total of 46. Cornell drew even at 3-3 when Dave Shipel connected in

the third, but Harvard got the game-winner in overtime.

In the final weekend thriller, the men's and women's track teams pulled out a 132-131 triumph over the University of Maryland in a combined dual meet at Barton Hall. The meet featured unique scoring and outstanding performances by both squads.

The scoring in the competition is determined by the sum of the men's and women's squads for each school. Last year's meet, was the first encounter ever by the two schools, was believed to be the first of its kind on the East Coast.

Grant Whitney won the 3,000 meters, Darren Roach took first in the triple jump; Sarah Day took top honors in the 5,000; John Bayne won the 500; Kerry Lewis placed first in the 55-meter hurdles, and Todd Presley won the 400-meter run.

But it wasn't a single victory that won the meet; it was, appropriately, a perfect blend of many abilities. The balance of the two schools was evident when the outcome rested on the final event. Cornell's Laura Lawrence captured third place in the women's triple jump to gain the one point needed for the Big Red victory.

The One Coming Up: Showdown Time in Men's Hockey, Basketball

The home spotlight will focus on two of the top winter squads this weekend as they continue their drive toward their respective league titles. All five teams at home will be making their final home appearances of the regular season.

The men's basketball and hockey teams will return to Ithaca for a pair of double-headers.

The basketball team comes back to Barton Hall after a stunning two-game sweep on the road, in which the Big Red vaulted into a tie for first place in the Ivy League standings. The squad will play host to Dartmouth Friday and Harvard Saturday, both contests beginning at 6:30 p.m.

Meanwhile, after a split on the road last weekend, the hockey team will have two crucial ECAC games. The Big Red will entertain Yale Friday and Brown Saturday at noon in Helen Newman Gym and the men's gymnastics team will have a meet with Eastern Michigan at 7:30 p.m. Tuesday in Teagle Hall.

After winning four of its last five games, the men's basketball team is tied with Brown, both teams with 7-3 records. Princeton has four losses and all other teams have at least five defeats.

Cornell will be out to avenge a 63-60 loss to the Big Green, suffered in Hanover on Feb. 8.

Cornell leads the series with the Crimson, 64-45, and won this year's game in Cam-

bridge, 72-51, behind Drew Martin's career-high 25 points. The Big Red also beat Harvard 64-43 last season at Barton.

Harvard, which is 6-16 overall and 2-8 in the league, is coming off a 62-53 win over Penn, its first triumph over the Quakers in eight years. For the Big Red, junior guard John Bajusz scored 52 points, his highest output ever on an Ivy weekend, in last week's two games. He was named co-Ivy Player of the Week for his performance, and he now leads the team in scoring (18.5 ppg.), free throw percentage (.890) and is second in field goal percentage (.560).

It has been just over a month since the men's hockey team achieved its historic two-game sweep against Yale and Brown — beating the two teams on the road in succession for the first time ever. Now, with the days counting down toward the end of the season and the beginning of the ECAC playoffs, this weekend's pair of contests holds an even greater importance. Cornell remains in fourth place in the ECAC standings, holding a precarious .064 lead over fifth-place Clarkson. A win over Yale would not only strengthen its hold on a home ice advantage spot for the first round of the playoffs, but it would vault the Big Red past the Elis into third place.

Brown lost to the Red 6-2 earlier this season in Providence, and trails in the series 32-28-1.

Sophomore sensation Joe Nieuwendyk has been Cornell's hottest offensive player lately. The center has a point in the last eight game — including goals in seven of the eight contests — which is the team's longest scoring streak of the season. Nieuwendyk is the Red's second-leading scorer (17-17-34) behind senior Peter Natyshak (15-21-36). Senior Duanne Moeser, who scored two points last weekend against Dartmouth to move past Pete Tufford and into sixth place on Cornell's all-time scoring list, is third on the squad (12-18-30).

The men's and women's fencing teams will both duel with Harvard in their final home appearances of the season. Both teams were in Minneapolis last weekend to compete in the Junior Olympic Tournament. The men's squad, which is 5-6 on the year and 1-1 in the Ivy League, has a series record of 19-15 against the Crimson, despite having lost the last five matches. Harvard won 18-9 last year. Meanwhile, the women's fencers have never lost to Harvard in eight previous meetings. The Big Red was victorious by an 11-5 margin a year ago. The women's squad has an overall slate of 1-9 this year and is 0-2 in Ivy competition.

Eastern Michigan will be the opponent for the men's gymnastics team when the Big Red appears at Teagle Hall in its final home meet of the season. Cornell had a 5-5 record going into Wednesday's meet against Cortland.



Doug Dadswell, sophomore goalie, came up with 46 saves in one game and his first college shutout in another last weekend. He will face more stern tests at home this weekend.

The meet against Eastern Michigan will be the first encounter between the two squads.

Brief Reports

Garden Plot Group To Meet Wednesday

The Cornell Garden Plot Committee will meet at 8 p.m. Wednesday, Feb. 26, in Ives 117. The committee oversees the preparation and distribution of garden plots that are rented for the summer, and would welcome new volunteers.

People interested in renting a garden plot should send a stamped, self-addressed envelope to Cornell Garden Plots; P O Box 843; Ithaca, N Y 14852.

For more information, contact Eileen Driscoll at 844-4535. Land for the plots is donated by the College of Agriculture and Life Sciences.

Ithaca-Dryden Route Adds Early Run

A new early morning route on the Ithaca-Dryden Transit began operating Feb. 7 in response to requests from Cornell employees.

The new route leaves the Village of Groton at 5 a.m., Freeville at 5:10, and Dryden at 5:20. The bus arrives on the Cornell campus at 5:45 a.m. In Freeville, the bus stops on Route 38 only.

The addition of the new morning route required changes in the afternoon schedule for the mid-afternoon run to Groton. Route 10 now leaves the Green Street shelter at 2:28 p.m., Uris Hall at 2:34, and then proceeds up Tower Road to Stocking Hall. The bus then travels to Pyramid Mall and Groton, arriving at 3:14 p.m. The bus returns to Ithaca, arriving downtown at 4 p.m.

The early morning bus is the result of efforts by Cornell employees who live in Groton and Dryden, according to Dwight Mengel, County Planner for TomTran. "We are

willing to try new services where solid demand is demonstrated. It is now up to the people who requested the new service to ride the bus and make the new run work," said Mengel.

For more information, contact the Tompkins County Department of Planning at 274-5286.

A Lot Express Bus Added in Afternoon

An A Lot Express bus has been put into service in the late afternoons, according to C. William Crissey, CU Transit manager. The bus travels between central campus and A Lot between 4:30 and 6 p.m., Monday through Friday.

The A Lot Express departs from Uris Hall and travels north to the Rockefeller Hall/Goldwin Smith bus stop, Baker Lab, Riskey/Balch Halls, Jessup Road, and A Lot. Approximate departure times from Uris Hall are 4:35, 4:50, 5:05, 5:20, and 5:40 p.m.

The A Lot Express was added to alleviate crowding on the buses in the winter, and operates in conjunction with the regular AB Local Service.

Weather and traffic flow conditions may affect bus schedules, Crissey said. For more information, call CU Transit at 256-3782.

Bloodmobile to Visit At Purcell Union Feb. 24

The Tompkins County Red Cross will hold a bloodmobile visit on campus Monday, Feb. 24, from 8 a.m. to 3:45 p.m., sponsored by Zeta Psi fraternity.

For appointments, call the Red Cross at 273-1900, or walk in on the day of the visit.

Wilson Will Speak On Supercomputing

Kenneth G. Wilson, the James A. Weeks Professor of Physical Science here and the 1982 Nobel laureate in physics, will speak at Rensselaer Polytechnic Institute on Monday, Feb. 24. His talk, "Trends in Supercomputing," is the first Vollmer W. Fries lecture for the spring semester. It will be at 4 p.m. in room 308 of RPI's Communications Center.

Wilson directs the Center for Theory and Simulation in Science and Engineering at Cornell.

Wolf Prize Winner, Neurobiologist to Talk

French neurobiologist Jean-Pierre Changeux will give a public lecture on "Learning by Selection" here Friday, Feb. 28.

Changeux, co-winner of the Wolf Foundation Prize in 1982, will speak at 3:30 p.m. in Room 202 of Uris Hall. The lecture is part of the Department of Psychology's series, "Learning from Neural and Behavioral Perspectives."

Fall Orientation Seeks Counselors

The Orientation Steering Committee is looking for people to apply to be Orientation Counselors for fall 1986. To be a successful counselor it is important to be enthusiastic and have a desire to befriend the incoming freshmen, according to Nancy Williamson '87.

Applications are available at 103 Barnes Hall and are due Feb. 28. For more information contact Williamson at 256-1252 or Sandy Stein at 256-4221.

SAGE CHAPEL

'AIDS: The Business of God's People'

Sharon Dittman, chaplain for the Protestant Cooperative Ministry at Cornell United Religious Work, will preach at Sage Chapel at 11 a.m. Sunday, Feb. 23. Her topic will be, "AIDS: The Business of God's People."

Dittman is an ordained minister in the Presbyterian Church. She holds a bachelor's degree from Bucknell University, a master of divinity degree from Vanderbilt Divinity School and a master of sacred theology from New York Theological Seminary.

Before coming to Cornell, Dittman was a chaplain at the Methodist Hospital in Brooklyn. She has also had experience as a minister and community organizer in Tennessee, Virginia and New York City.

Women in Science Will Offer Award

The Alpha Chapter of Sigma Delta Epsilon/Graduate Women in Science will present its annual award for excellence this term. The \$150 award will go to a female student who has completed a scientific research project of high quality and who gives an excellent presentation of her results to an audience. The runner-up will receive \$50. The data presented may be unpublished or submitted for publication.

Abstracts of the research projects should be submitted by March 14. From those, GWIS will select the five outstanding applications, and the five finalists will be asked to give a 10-minute talk on the research results at an open meeting of SDE/GWIS on April 16. The winners will be announced by early May.

Networking

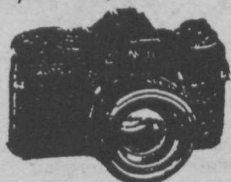
A Cornell Newsletter Published by Employees for Employees



Winner of an honorable mention award in Networking's third annual photo contest in the landscape category was this entry, "Montezume Nature Reserve, Winter 1984" by Stephen Rawstone, Boyce Thompson Institute.

Photo Contest Entry Form

Photographers, don't miss this year's photography contest. The January 16 issue of Networking had a complete list of rules. Below is the entry blank to use when submitting your photographs. Please attach an entry blank to each of your entries so that we can easily identify them. Photocopies of this form are welcome or, if you don't have easy access to a copier, you can get forms by calling one of our committee members: Donna Updike, 6-4429, Sigrid Peterson, 6-4760, Nancy Hutter, 6-4320, Mary Jamison, 6-4247 and Carolyn Wells, 6-5218.



ONE FORM PER PHOTO PLEASE!!

Name _____ Dept. _____

Work Address _____ Work Phone _____

Job Title _____

PLEASE CIRCLE THE APPROPRIATE CATEGORY:

Places at Cornell

People

Still Life

Animals/Nature

Places/Scenes

Cornell at Work

Off Beat

Photograph Title _____

PLEASE CIRCLE ONE: Black/White Color

Don't forget: DEADLINES: April 11, 1986 at 4:00 p.m.
Deliver to: NANCY HUTTER at 607 Clark (64320)

LEADERSHIP LEADS If Your Management Style Isn't Working

From The Research Institute of America, Inc.

You may thrive on the challenge of change...

After failing to achieve his 300th victory, Yankee pitcher Phil Niekro made a final attempt during the team's last game of the baseball season. In a complete change of style, he pitched virtually the entire game without throwing his knuckleball, the pitch that made him famous. The switch worked and he became the 18th pitcher in baseball history to win 300 games.

Sometimes a drastic change of style is called for. Unfortunately, many people continue to function in the same old way even though they aren't seeing the results they want.

In organizations, bureaucracy may be entrenched, procedures fixed, and deadlines immutable. The one aspect of management over which you have the most control is your personal style.

You'll probably need to change it when:

— The work environment has been reorganized. Say you've gone from an outmoded smokestack company to an automated plant. Your former workplace was rigidly structured with jobs and status clearly defined.

Now you're in a young, entrepreneurial firm where a hierarchy barely exists. If you want to survive, you'll have to adapt to a more collaborative and informal style.

— The people are different. A 1984 survey conducted by the Federal Aviation Administration revealed complaints by air traffic controllers about how they were being treated by their superiors. As it turned out, federal air traffic officials were former controllers accustomed to issuing orders to pilots - a function requiring blunt, forceful language. They had carried over this communication style to their new positions where it was no longer appropriate.

Here's what is needed to change your style:

— Self-awareness. "There's often a gap in people's minds between how they ought to behave and how they actually do," says Dr. Allen Menlo, professor of educational psychology at the University of Michigan.

Continued on fourth page



★EMPLOYEE ELECTIONS★

participate in the decision making process
learn about the administration of Cornell
contribute your experience and talent
get involved in employee issues
help affect change

Run for an EMPLOYEE ASSEMBLY SEAT

The following Employee Assembly seats are available:

Statutory (2-year terms)

Exempt - 2 seats
Non-Exempt - 1 seat
At-Large - 1 seat

Endowed (2-year terms)

Exempt - 1 seat
Non-Exempt - 2 seats

Geneva At-Large (1-year term) - 1 seat

SPONSOR AN EMPLOYEE ADVISORY REFERENDA

Petitions Available

For more information
Contact the Office of the Assemblies
165 Day Hall, 256-3715

(Petitions due February 28, 4:00 p.m., 165 Day Hall)

Teenagers, Peers Parents

A recent article in USA TODAY, entitled "Teens Need to Bond With Buddies," (Wednesday, January 8, 1986) discusses the need for adolescents to have close friendships with their peers. Adolescent friendships can be "helpful and healthy" says psychology professor, James Youniss. As the teenagers experience friendships they learn to act and think for themselves. They may experiment with new behaviors which they have observed among friends. This process enables them to become clearer about their individual values and aids the growth process.

As teenagers learn responsibility they may, in fact, apply peer pressure and support to help their friends deal with problems in a positive manner. Teenage friendships are often fraught with tension, due to the enormous growth and change experienced at this time. In early adolescence, same-sex peers become very important. Often groups of boys and girls will begin to interact and eventually heterosexual couples begin to emerge. This may often threaten the relationship of the same-sex friends who have to begin to change their role of close friend and confidant. A new relationship can begin to interfere with the closeness of the old one. Teenagers need to figure out solutions to these interpersonal problems which will help them gain experience as well as learn how to support each other.



Parents may worry about peer pressure having an adverse effect on their children but Dr. Youniss feels that friendships among teenagers "often serve to reinforce 'family values'." Although peers become important during the adolescent years the adults in the teenager's life are still necessary for their continued growth and security. It is helpful for teens to know that their parents are willing to listen when they want to talk. Teenagers' ideas must be respected and taken seriously. Often a parent has a different opinion about a situation. If the parents and adolescents can share ideas and opinions in a respectful, nonthreatening atmosphere, both parent and child may be able to establish a firm, secure relationship.

The employee assistance program is available to employees to help with parent-child problems or any other area of concern. Please call us at the Employee Assistance Program of Family and Children's Service (273-1129).

CRC News

CORNELL RECREATION CLUB

by Marie Valley

Brown bag luncheon: CRC building ambassadors, committee members and interested participants of CRC! Join us for an informative and get acquainted ambassador brown bag luncheon on Wednesday, February 26th at 12:05 pm in 105 Space Sciences.

CRC park fund-raising roast beef dinner dance: Remember to buy your tickets at the CRC office for the dinner dance on Saturday, March 29th at the VFW in Dryden. Cash bar will be open at 6:00 pm; dinner at 7:00 pm. At 9:00 pm, Flight VIII will play for your dancing and enjoyment until 1:00 am. Tickets are \$10.00 per person. Come on and get your appetites and dancing shoes going. There is a limit of 150 people to this event. Get your ticket today or before the March 20th deadline.

Scotch double bowling tournament and steak dinner: This is open to all and should be a fun event. You do not have to be a pro bowler to participate. Just come and enjoy a great time on Saturday, April 19th or Sunday, April 20th. The cost is \$15.00 per couple and includes prizes, bowling and steak dinner for two. Bowling times are at 1:00, 3:00, or 5:00 pm on either day. Register and sign up for your start time by April 10th.

Magic Kingdom Club: If you still are planning that trip south, don't forget to check into the Magic Kingdom Club discounts. The membership provides discounts on admission into Disney World, some Howard Johnson motels, and reduced rates on National Rent A Car. Call the CRC office (6-7565) for more information.

Cruises for 1986: Stone Travel still has

openings for their Bermuda (April 19-26) and Caribbean (April 20-27) cruises. A week of relaxation and just plain fun. \$25.00 will be discounted to CRC participating members and Stone Travel will also contribute another \$25.00 to the CRC park fund in your name. Call Dave or Kip at Stone Travel (273-4443) for the particulars.

Wine and cheese party: CRC will sponsor a wine and cheese party on Friday, March 21, 1986 at Helen Newman lounge from 4:30-6:30 pm. This party is a get-together for Hawaii trip participants, however all CRC members are invited to attend. Bring along your pictures to share with the others — they'll love to see them. Please RSVP, by March 17, to the CRC office if you plan on attending.

Thank you to Helen and Ed Moore for their recent contribution to the park fund.

It's never too late to send a check or ask about payroll deduction and make a contribution. It's tax deductible, too. The CRC park will only be as good as we can afford to make it. The more money we raise, the bigger and more facilitated the park will be. Call the CRC office if you have any questions.

Planned Events 1986

Mark your calendars!

June 7	annual picnic
June 14	deep sea fishing
August 14-17	Toronto weekend
October 5-6	Atlantic City
December 26-January 2	Walt Disney World

If you have any events or places of travel you think may interest a group, let Peggy Beach (256-7565) know your ideas.

Vital Signs

Swimming for Fun and Fitness

Adapted from Vital Signs, University Health Services Publication

I swim 3-4 times a week. I enjoy this sport but wonder how good it really is as a form of exercise?

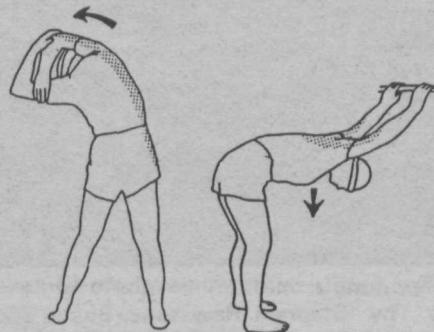
Swimming is one of the best aerobic exercises you can do. It can be compared to jogging in terms of its conditioning effects and it's an even better, more acceptable form of exercise for people with back problems, joint problems and other physical disabilities.

In any aerobic activity the lungs begin to process more air with less effort, the heart grows stronger, pumping more blood with fewer strokes, the blood supply to the muscles improves, and your total blood volume increases. Benefits can be felt almost immediately with an increased sense of well-being.

One of the best reasons to choose swimming for fun and fitness is that it is an aerobic activity that may be continued for a lifetime.

Is it necessary to warm up or stretch prior to swimming?

Yes. Preparing for an athletic activity of any kind should include some form of



warm-up and stretching before the activity and should allow time to cool down afterwards. An effective warm-up should concentrate on three systems: muscular, cardiovascular and psychological.

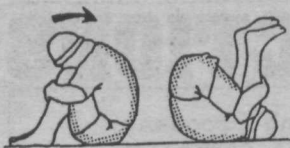
Muscular: As a muscle contracts, circulation around it increases. As large muscles of the arms, legs and trunk move, those muscles will literally warm up, resulting in greater ease of movement through water. Joints near the muscles will also benefit from the rise in temperature, increasing freedom and range of motion.

Cardiovascular: During the warm-up, circulation and respiration should be increased, which in turn makes oxygen more accessible to the cells. This oxygen is essential for the production of energy required in swimming.

Psychological: An important component of swimming, not to be overlooked, is psychological preparation. Starting with slow deep breaths, one can begin to relax and relieve tension as concentration is slowly redirected from work or school to athletic activity.

What is the best way for me to warm up prior to swimming?

Initially, swimmers should perform repetitive movements of arms and legs; try jogging in place or jumping rope. As the intramuscular temperature is increased, specific



stretches are then introduced. The upper extremities and trunk are of prime importance in a swimmer's stretching routine. Movements simulating strokes should be followed by easy, relaxed stretching of the shoulders. A stretch is most effective if it's held statically for at least thirty seconds and repeated two to three times. Torso stretching is a way to decrease the chance of back strain and should include trunk flexion (forward), extension (backward) and rotation.

At this point, the warm-up can continue as one enters the water, concentrating on a gentle relaxed stroke with efficiency of motion. After a few lengths of the pool, slowly progress into the pace that feels natural and most comfortable. When switching to a different stroke, it is wise to be aware that different muscles are being challenged and a gradual increase in intensity should follow.

What is the best way to cool down after swimming?

Upon completing a workout, a swimmer should gradually decrease the intensity of the stroke, allowing a slow decrease in the pulse rate, and a return to normal circulation through the muscles. A three- to five-minute cool-down will prevent pooling of blood and accumulation of lactic acid (a

normal waste product of muscle work) in the muscles used. When leaving the pool, do some additional gentle stretching as in the warm-up period. This will help prevent injuries which may occur due to excessive demands on tight and inelastic muscles, tendons and ligaments.

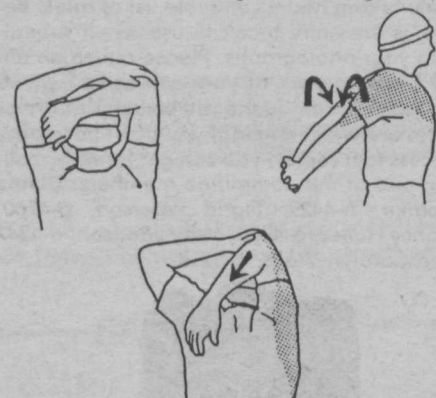
How often and for how long a period of time should I swim in order to benefit from the aerobic effects?

Achieving a training effect when swimming will vary according to your present physical condition. This requires elevating your heart rate to 70 percent of its maximum beats per minute. A simple calculation is this: Subtract your age from 225 and take 70 percent of the remainder to give you your target heart rate. This is the heart rate that you want to get to and maintain during your exercise session in order to benefit from the aerobic effect. An adjustment must be made when establishing maximum heart rate for swimming because of the horizontal position and the cooling effects of the water: To determine the maximum heart rate intensity for swimming, subtract your age from 212 before multiplying by 70 percent.

The ideal duration of your workout will vary according to the intensity and frequency of your present fitness program. If you are a beginning swimmer, you may want to start off slowly a few days a week and gradually increase both the distance and frequency of your workout. With regular workouts your body will adjust to a new level of fitness and an increased capacity for this type of exercise.

I swim quite often and the chlorine seems to burn my eyes. Is this a dangerous chemical and what can I do to protect myself?

Many people attribute burning of the eyes to excessive chlorine in the water. If eye problems do occur, they are more likely the result of other added chemicals and the pH balance of the water. Swimming pools are checked daily for an acid-base balance. The water should be slightly basic with a pH of about 7.2-7.3. Acids and bases are routinely added to pools to maintain this balance. If too much of either is present, your eyes may be bothered. If itching or burning occurs



*Illustrations are from the book, *Stretching* by Bob Anderson and illustrated by Jean Anderson, Shelter Publications, Inc. (1980)

during or immediately after swimming, rinse your eyes out with clear cold water. Eye goggles are recommended especially if you have sensitivities to the chemicals in the pool.

Chlorine is routinely used in swimming pools as a disinfectant and to prevent algae growth.

Chlorine is an acidic chemical and may cause dryness and irritation of the skin and hair. It is advisable to shower with soap and water or just plain water immediately following a swim to rinse off the chlorine residue. Your bathing suit should also be rinsed out each time to prevent deterioration of the fibers.

Local and state health departments set specific standards for the chlorine needed for disinfectant purposes. Generally between 0.5 and 1.0 ppm of chlorine are safe and effective levels with 0.8 ppm being the optimal amount. Chlorine is usually not a major problem for most swimmers. If the chlorine content is excessive you may be able to detect its irritating odor in an enclosed pool area. Since it is a requirement that pools are checked at least three times a day, this problem is rare.

What facilities are available on campus for recreational swimming and when are they available for general use?

Two facilities are located on the Cornell campus. Men's physical education in Teagle Hall houses two pools and women's physical education at Helen Newman Hall on north campus also offer swimming time. Both facilities offer coed and family swim times. Swimming classes for all levels from beginners through advanced, including life saving courses are available through the physical education department at Cornell. For more information, call the physical education department at 6-4286.

Communication in the Family

Constructive communication is vital to a strong and healthy family, providing the opportunity for all family members to freely exchange ideas and express their feelings. It is important that communication is a mutually agreed upon goal for the family.

Successful communication in families involves a balance of three basic types of talking:

1. Objective talking - discussions which focus on outside events, people, places and ideas.
2. Subjective talking - conversations which deal with the interests, experiences and feelings of one person while the others provide constructive feedback.
3. Relationship talking - interactions which center on personal issues or feelings. Each views the other as having an equal say and influence.

As a family member, you must also keep in mind your role in each type of talking that occurs. Review these key points and keep them in mind during any type of family interaction:

1. Be specific - state your point very clearly. Give examples to clarify your statement. Avoid vague expressions like "I feel something is wrong."
2. Wait for feedback - let the other person talk. Never assume what the other person is thinking or feeling. If you didn't get a response, ask questions until you get one.

3. Listen - once the other person starts to talk, concentrate on what they are saying. Try not to get defensive and formulate a rebuttal while they are speaking. Reflect back to the person what you think you heard them say. This allows the other person to feel that you are genuinely interested and listening. It also provides an opportunity to correct mistakes in your interpretation.

If, after you have tried these ideas in your own family, poor communication persists, please don't hesitate to call EAP to answer any of your questions. Remember, EAP's function is to serve Cornell employees and their family members. Our phone number is 273-1129.

Elmira-Horseheads Service Offered

Bus directly from the Elmira/Horseheads area to campus and return. \$25 per month. For more information contact Sue Hamlin at 277-3044.

Dedicated Service Award

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description.

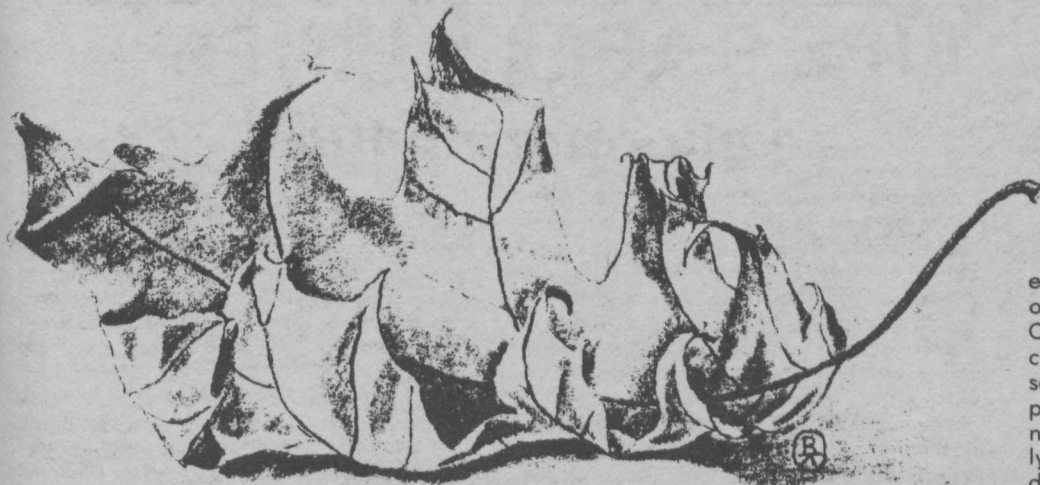
Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? Networking is looking for special people you feel should be recognized for their special contribution. The **Dedicated Service Award** is open to any Cornell employee, regardless of rank.

Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award I NOMINATE

Employee's name: _____ Phone: _____
 Department: _____
 Working Address/Phone #: _____
 Person submitting nomination: _____
 Dept./Address: _____ Phone: _____

Mail to: Carol Thurnheer, 216 Plant Science Bldg.



Cornell Plantations: Winter Education Programs for 1986

Food crops of the world, fiber wall hangings, pencil drawing, watercolor painting, natural history in winter, Chinese painting and calligraphy, and making edible flowers are the topics of non-credit courses being offered this winter by Cornell Plantations.

All courses are open to the public and require advance registration and fees.

Sally Lewis, professor of biology emeritus at Cleveland State University, will discuss the history, food value, botanical association, native origin, and methods of preparation of "World Food Crops" at 7 p.m. on Tuesdays, from Feb. 18 to March 4.

"Please do eat the daisy" is the advice of June Darfler, a cake decorator at Brown Hill Bakery, who will teach the course, "Edible Flowers" at 7 p.m. Thursdays, Feb. 20 and 27.

Fiber artist Liese Bronfenbrenner will teach "Wall Hanging: Stitched Fiber Pictures" at 7 p.m. on Mondays, from March 3 to 31.

Bente Everhart, botanical illustrator at Cornell's Bailey Hortorium, will teach two courses. Students of all experience levels will learn to create three-dimensional ef-

fects in "Pencil Drawing" at 7 p.m. Thursdays, March 20 and 27. "Flowers in Watercolor," recommended for those with drawing experience, will be held at 7 p.m. Thursdays, from April 3 to 17.

Field trips and classroom sessions are combined in "Natural History in Winter," led by Scott Camazine, visiting fellow in the Department of Entomology, and Ithaca High School teacher Kevin McMahon at 9 a.m. Saturdays, from March 8 to 29.

Ithaca artist Jim Hardesty offers two courses on Chinese art techniques. The first, an overview of the history and development of Chinese painting, calligraphy, and carving of the seal stones known as chops is scheduled at 6 p.m. Tuesdays, from March 11 to April 8.

An introductory watercolor course on Chinese brush painting for beginning and advanced students is scheduled for 6 p.m. Tuesdays, from April 15 through June 17.

Information on Cornell Plantations' winter education program is available at (607) 256-3020.

FOCUS

by Ralph Jones

The Employee Assembly will be considering a resolution to hold University-wide open hearings on the status of "Protected Class" employees (protected classes include: race, creed, color, national origin, sex, age, and handicap). The hearings are predicated on a resolution passed by the Minority Faculty and Staff Forum that essentially spoke to the stagnation of professional development of black administrators and staff at the University. The Minority Faculty and Staff Forum (MFSF) represents diverse minority concerns at the University.

Since the resolution was passed by the MFSF, other members of the Cornell community, including women and the aged, have expressed similar concerns to the chair of the Employee Assembly. Among some of

the specific concerns mentioned were lack of confidence in the University's mechanism for employees to address their employment concerns, fear of reprisals when work-related problems are mentioned to persons in authority and lack of equitable mobility opportunities for protected-class employees.

The hearings will try to determine whether the University's personnel policies are administered in a fair, equitable and consistent manner and if the impact of current policies are consistent with the University's intent. The Employee Assembly will forward its findings and recommendations to the president of the University.

The Employee Assembly meets on the first and third Wednesdays of each month in B-8 Roberts Hall at 12:15, and the meetings are open to all employees.

20 New Programs Featured In Spring Workshops And Seminars Schedules

A number of new programs will highlight the spring series of workshops and seminars sponsored by the training and development section of University Personnel Services. Among the new courses to be offered will be a "training of trainers" program for those who have responsibility for staff development in their work place. A speedreading course is scheduled for those who deal with a large amount of reading material as part of their daily work. Also, a follow-up to the popular investment basics program offers a look at financial items such as certificates of deposit, money market funds, stocks and bonds. The "Calendar of Workshops and Seminars" Contact currently being distributed to Cornell employees will also feature programs in communications and human relations, health and safety, supervisory management, and work skills development.

Management and Supervisory Development Programs

Among the six new programs will be "Style of Leadership" and "One-Minute Manager Techniques" with Warren Adams of K/A Associates of New York City. The first program offers an opportunity to learn more about leadership and how to acquire a more

effective leadership style. The "one-minute manager" program provides a comprehensive introduction to using these management techniques in your work place to increase motivation, productivity, and effectiveness. Complete course descriptions and registration procedures are outlined in your copy of the Contact calendar.

By Request: Computer Courses for Staff

Cosponsored by University Personnel Services and Cornell Computer Services, ten computer training programs for staff will be offered in late March. Topics will include how to select a microcomputer, introductions to the Apple Macintosh and the IBM-PC, a Lotus 1-2-3 tutorial, and two WordPerfect courses. Enrollment in these programs is limited, and early registration is advised.

Participation in these workshops and seminars can be helpful in achieving personal, professional, and career growth as a University employee. For further information about these programs and other staff development opportunities at Cornell, contact Training and Development, 107 Day Hall, 256-7400.

Health Care: Endowed Married Couples' Contribution

Did you know that if you and your spouse are both employed by an endowed division and eligible for health care coverage, you could be eligible for a married couples contribution?

Cornell makes a supplemental contribution toward the cost of family health care coverage for married couples who are both employed by an endowed unit. The married couples contribution rate is calculated by deducting the University contribution for two single coverages from the total cost of family coverage. This results in a savings as shown below.

Employee Biweekly Contribution	
Family	\$28.69
Married Couples	16.19
Savings	12.50

The University does not identify couples who may qualify for this supplemental contribution. It is your responsibility to contact employee benefits, 6-3937, to enroll. The married couples contribution for those employed by an endowed division who are eligible for health care coverage, is effective as of the date that the form is signed and returned.

Please note that married couples who both work in endowed units and who are without children can each enroll for single coverage, which is currently provided at no cost.

Just For Your Information Educational Assistance Benefits

From July to December 1985, the total value of all educational assistance benefits to Cornell employees was over \$460,000. This includes the employee degree program, extramural study, tuition aid, and workshops and seminars.

Workshops & Seminars	889 registrations
Extramural Study Program	449 participants
Tuition Aid	118 participants
Employee Degree Program	85 participants

The spring Calendar of Workshops and Seminars will arrive this week. Health and safety, money market issues, computers, and career development topics are just a part of the offerings. Twenty of the fifty programs this spring are brand new. Take a look and sign up early.

Bits and Pieces

Youth is not a time of life - it is a state of mind. It is not a matter of healthy cheeks and supple knees: it is a temper of the will, a quality of the imagination, a vigor of the emotions; it is a freshness of the deep springs of life. Youth means a temperamental predominance of courage over timidity, of the appetite for adventure over the love of ease. This often exists in a person of fifty more than in a person of twenty. Nobody grows old by merely living a number of years; we grow old only by deserting our ideals.

It is a mark of intelligence, no matter what you are doing, to have a good time doing it.

Be wiser than other people, if you can, but do not tell them.

There is a story about Gary Player, the pro golfer, blasting the ball out of a bunker and into the hole.

"That was lucky," remarked a spectator.

"Yes," replied Player. "But, you know, the more I practice the luckier I get."

Most of us can keep a secret. It's the people we tell it to that can't.

A storekeeper in Maine refused to buy a salesman's wares. "You must remember, young fellow," he said, "that in this part of the country every want ain't a need."

Formula for handling people: 1. Listen to the other person's story. 2. Listen to the other person's full story. 3. Listen to the other person's full story first.

Unclassified Ads

Please submit all unclassified ads to Networking Unclassifieds, 130 Day Hall. NO PHONE CALLS PLEASE!! The deadline for the March 6th issue is February 24. For our information, your name and campus phone number must be submitted with ads. All unclassified ads are free of charge to Cornell faculty, staff, and students.

FOR SALE: 1984 Skyline mobile home, 14x70, 2 bdrms, in beautiful park near Cornell, many extras, \$21,000. 272-3603.

FOR SALE: 12 gauge pump shot gun w/new stock, \$100; nice dresser in mint condition, \$75. 387-5745.

FOR SALE: Small wood buffet, \$150; brass traverse rods, \$8/ea; stainless steel flatware set for 12 w/serving spoons, contemporary design, made in England, \$125; man's suede jacket w/fox lining, size approx. 40, \$50; children's toys and books, exc. cond. 257-0833 after 6pm wkdays.

FOR SALE: Trail Master camper, sleeps 6, 15x7 1/2 (lots of room), fully equipt w/gas and electric, hot and cold water, much more. 315-496-2101.

FOR SALE: Great all-around horse, reg. 1/2 Arab. includes hay, saddle, all belongings. Eng. or West. 898-3441.

FOR SALE: 2 West. saddles, 15' seat, one w/ silver and buckstitching, both like new. 315-496-2101.

FOR SALE: 1981 Fairmont mobile home on 1/2 acre lot, 3 bdrms, 1 1/2 baths, 14x70 w/7x24 expando, wood heat, gas back-up furnace. Also 2-car heated garage. Lansing school district. \$36,500. 533-7610.

FOR SALE: RCA color console TV, 25" screen, exc. cond., \$200. Kay 6-2257, 387-6276.

FOR SALE: Volvo 1967. Exc. running cond, \$400. Kay 6-2257, 387-6276.

FOR SALE: 1981 Suzuki GN400, black w/gold, low mileage, exc. cond, \$850. 642-8713.

FOR SALE: Brand new 3 bdrm ranch full basement, total electric, walk to schools, village of Newark Valley. 6-6218, 642-8713.

FOR SALE: House, 2 bdrms, eat-in kitchen, organic garden, village lot, 25 mins to Cornell, \$19,400. Diane 6-6445, 387-9010.

FOR SALE: Omega CII enlarger with 50mm lens and 75mm lens. 387-6534.

FOR SALE: Mobile home, 12x45, 2 bdrms, washer, dryer, partly furnished, on bus route to Cornell, \$5,000 neg. 257-0252.

FOR SALE: Ladies ski jacket, pants, sweater, size small, \$60; exercise bench, \$50; K2 and Dynastar skis, ski boots, size 8; Zenith am/fm console stereo, walnut cabinet, \$100; wooden bookcase, \$20; small wooden desk, \$25. 257-7557.

FOR SALE: IBM Selectric I typewriter, \$150; Corby trouser press (used once), \$200 new, \$90; ladies Schwinn 3 speed bicycle w/carrier and fenders, \$40; Garrard turntable SP25 w/ Shure cartridge, \$5; downhill ski boots, leather, size 8, \$10; riding hat size 6 7/8, \$10. 6-1880 eves or late nights.

FOR SALE: Brown and gold plaid love seat, exc. cond., \$100; popcorn maker, good cond, \$10; 4 piece place setting, 4 dishes white w/red trim and 4 coffee cups, \$10. 6-3438, 535-2219.

FOR SALE: Snowmobile 1974 Skidoo, needs work, \$75 firm. 642-8713.

FOR SALE: Vintage 1895 Kimball piano, upright, recently tuned and regulated, nice-sounding, Victorian cabinet needs refinishing, \$250. 539-7632.

FOR SALE: Mid-19th century pine day bed, \$450; Victorian pressed-back rocking chair, \$75. 277-5623.

FOR SALE: 1981 Suzuki GS450EX, like new, 1800 miles, \$900; 4 VW Rabbit rims w/snow tires, one season's wear left, \$10/ea. Al 273-2877.

FOR SALE: 1979 Ford Fairmont, 4 door sedan, 4 speed overdrive, exc. cond., am/fm cassette, 4 speaker stereo, asking \$2500. 273-7968 anytime.

FOR SALE: Datsun 510 4-door sedan, 1978, low miles, exc. mechanical cond., below book price. 6-2607, 257-7581.

FOR SALE: 3 wicker swivel bar stools, good cond., \$90/a piece new, \$120/set. 6-8228, 257-4875.

FOR SALE: Wedding gown, size 5-7, brand new, w/ chapel length train, short sleeves, lots of lace, lovely, must sell, \$275/OBO; wedding hat w/tulle, very elegant, large brimmed w/lots of seed pearls, and tulle veil; \$50/OBO. 272-8795, 273-1763.

FOR SALE: RCA Victor color TV, 19", exc. cond., \$150. 272-8795, 273-1763.

FOR SALE: Devon Rex kitten, pure British pedigree, parents on premises, special non-shed breed, color silver tabby, healthy. Serious inquiries only! \$300. 272-8795.

FOR RENT: 1 bdrm, free heat, Community Corners location, bus route, spacious, free parking, ample storage, some furniture, rent: very negotiable. Robin 6-3497, 257-0852.

ROOM FOR RENT: In private home, lower level of raised ranch, private bath and living room, share laundry, kitchen, and garage. Northeast area. Wanted: nonsmoking female, no pets. References required, \$250/mo includes util. 257-1351.

FOR RENT: 1 bdrm, downtown, completely furnished (even pots and pans if desired), 204 First St., oak floors, deck, storage room, renovated, nice furniture, quiet, private, \$325 plus low util. (approx. \$30). For 1 person or couple only, terms slightly neg. 272-8795, 273-1763.

FOR RENT: Now renting for fall, house on College Ave, 7 bdrms, 2 baths, dining room, kitchen, living room, washer and dryer in bldg., carpeted and furnished, \$1400/month. Apts on State St, 4 bdrms, \$520, 6 bdrms, \$720. 257-0018, leave message.

HOUSE FOR SALE: Students housing, great income properties in Collegetown, sale by owner. 257-0018.

TAX RETURNS: Returns prepared for you, be sure you get your deductions and credits allowed, confidentiality assured, rates reasonable, \$20. John Terry 6-4389.

WANTED: Kitchen cabinets, preferably wood, good cond., can be old fashioned, reasonable priced, 272-8795, 273-1763.

WANTED: Girl's starter bicycle, 16" or 18" wheels. 6-8228, 257-4875.

WANTED: Used red rug or carpet in good cond, pref. 9x12. Pat Jones 6-7236, 273-8544.

WANTED: Extended basic module for TI-99/4A. Also joysticks, other stuff. Lois 6-2103.

LEADERSHIP—

Continued from first page

But there's also an unawareness of that gap. "These individuals don't realize how their behavior affects others." Menlo suggests frequently asking yourself: "Could I be wrong?"

—Courage. You need a strong ego to admit that your behavior isn't up to snuff, that others disapprove. Most of us prefer to blame the system or the other guy. "It takes courage to question yourself," says Menlo, "but it usually pays off."

—Feedback. Your best source of information is your staff, those directly affected by your style. Set up an ongoing system (formal or informal) to elicit responses from them. Convince your employees that negative comments won't be held against them and, also, that you intend to follow up valid suggestions.

—Observation. "All living systems are in search of perfecting themselves," observes Menlo. "There's an inherent drive for betterment in everyone." If you show a willingness to change for the better, it may rub off on others.

Invitation to Visit Cornell's Libraries

Cornell staff are cordially invited to tour the Olin Library on Friday, March 28th from 10:00am to 11:00am and the Mann Library on Wednesday, April 2nd from 10:00am to 11:00am. For information about either tour please call Ed Tallent at Olin (6-4144) or Chris Sherratt at Mann (6-5604).

Taking one or both of these tours will help familiarize you with library policies and procedures and give you a chance to ask questions you may have had about the libraries.

LIFE SAFETY LINES

Laboratory Safety

Responsibility for laboratory safety rests primarily with each individual in the laboratory and with the immediate supervisor. Listed below are some basic safety rules and guidelines.

1. If you work with hazardous chemicals, make sure that safety glasses, face shields, splash-proof goggles, rubber or plastic gloves and aprons are available in your work area. Familiarize yourself with these protective items and employ them, as necessary, when using hazardous chemicals. If the chemicals used are such as to constitute a respiratory hazard, contact your supervisor or life safety services (6-3741) to procure respiratory protection.

2. Lab equipment should always be in good condition. Avoid use of cracked or chipped glassware. Replace all deteriorated or damaged Bunsen burner hoses. Electrical cords and plugs must not be frayed or broken and where shock hazard exists, the plug should have a ground connection.

3. Compressed gas cylinders should always be stored in the upright position and should be properly secured to prevent tipping; regulators must be in good condition.

4. Compressors and vacuum pumps and all other equipment driven by belts and pulleys must be properly guarded to prevent contact with the moving parts.

5. Know the location of emergency equipment in your lab or in adjacent areas. Familiarize yourself with the proper use of eye-wash fountains, flexible hose sprayers, emergency showers, fire blankets, fire extinguishers, and self-contained breathing apparatus.

6. Chemical hoods must be in good condition and have adequate airflow rates. If you have questions concerning the efficiency of your hood(s), contact the office of environmental health at 6-4862 for a hood survey. Hoods are usually most efficient with the sash partially closed.

7. Chemicals should always be stored in labeled containers and incompatible chemicals should be segregated. Strong oxidizing agents should not be stored in contact with or near combustible material. Hazardous chemicals, including flammable liquids, should not be stored in excessive amounts. Restrict the storage of these items to the amounts necessary for average daily use. Store flammable liquids, in any amounts, only in approved safety cans. Flammable liquids that require refrigeration must be stored in "laboratory safe" refrigerators that have been approved by Life Safety Services, never in ordinary refrigerators. Food items must never be stored with chemicals in a refrigerator.

8. Do not work alone, especially after hours, in any operation that may be hazardous. Anticipate that a chemical spill may occur and know the procedure for control of the spill before it happens. Call public safety at 6-1111 for aid in case of a spill.

9. Surplus or unwanted chemicals should be put in labeled containers for disposals. Call life safety at 6-3741 for disposal of such materials. Under no circumstances should chemicals be disposed of by pouring into sinks or other drains leading to sanitary or storm sewers.

10. Set up emergency procedures for your lab. Try to prevent injury by limiting the spread of the emergency situation. Alert personnel in the immediate area and evacuate the area or building (the fire alarm may be used for this purpose), if you deem it necessary. Summon aid by calling public safety at 6-1111.

11. Water traps in drain lines, such as exist in Bradfield Hall, must be kept filled with water to prevent entrance of noxious or dangerous fumes or gases.

12. If you use ultra-violet sources, provide yourself with protective goggles and necessary skin protection in the form of gloves, shields or protective hoods.

13. Smoking and open flames should be controlled in all laboratories in which flammable gases are used.

Each individual in the lab has the responsibility to learn the safety and health hazard(s) of the chemicals he uses or produces, and the hazards which may occur from use of his equipment and methods so that he may design his setups and procedures to eliminate or minimize the possibility of any accident.

"LIFE SAFETY LINES" is a presentation of Cornell University Life Safety Services in cooperation with Networking.

Employee Calendar

Events of Particular Interest to Cornell Employees

Wednesday, February 26. Brown bag luncheon, "Find out About Your Cornell Recreation Club," CRC board and committee chairmen, presenters; 12:05pm, 105 Space Sciences building. Sponsored by the employee-elected trustee and the Employee Assembly.

Wednesday, March 5. Employee Assembly meeting; held in Roberts hall, room B-8 at 12:15. All employees welcome.

Wednesday, March 12. Brown bag luncheon, "Effects of Smoking" slide show, Walter Lalor, presenter; 12:05pm, 105 Space Sciences building. Sponsored by the employee-elected trustee and the Employee Assembly and the smoking commission.

Wednesday, March 19. Employee Assembly meeting; held in Roberts hall, room B-8 at 12:15. All employees welcome.

Friday, March 28. Cornell staff invited to tour the Olin library, 10am to 11am. Call Ed Tallent at 6-4144 or Chris Sherratt at 6-5604 for details.

Saturday, March 29. CRC roast beef dinner and dance; held at the VFW in Dryden, NY. Call the CRC office at 6-7565 for more information.

Wednesday, April 2. Cornell staff invited to tour the Mann library, 10am to 11am. Call Ed Tallent at 6-4144 or Chris Sherratt at 6-5604 for details.

LEADERSHIP LEADS

By George Peter

Today's leadership leads column is a statement made by Leo Tolstoy. It has been modified only to meet the modern use of gender. The message will always be the same.

One may deal with things without love; one may cut down trees, make bricks, hammer iron without love; but you cannot deal with me without it, just as one cannot deal with bees without being careful. If you deal carelessly with bees you will injure them, and will yourself be injured. And so with

people. It cannot be otherwise, because natural love is the fundamental law of human life. It is true that a person cannot force another to love him or her, as a person cannot force another to work for him or her; but it does not follow that a person may deal with another with love, especially to demand anything from them. If you feel no love, sit still, occupy yourself with things, with yourself, only not with people.

Leo Tolstoy

Networking

Deadlines

1986 Deadlines

February 24 for March 6
March 10 for March 20
March 24 for April 3
April 7 for April 17
April 21 for May 1
May 5 for May 15
May 19 for May 29
June 2 for June 12
June 16 for June 26
June 30 for July 10
July 14 for July 24
July 28 for August 7
August 11 for August 21
August 25 for September 4
September 8 for September 18
September 22 for October 2
October 6 for October 16
October 20 for October 30
November 3 for November 13
November 17 for December 4
December 8 for December 18 (holiday issue)

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