

Cornell leads nation with 8 Guggenheim awards

By Linda Grace-Kobas

Eight faculty members have been awarded Guggenheim Fellowships, the most awards granted to a single institution this year.

Guggenheim Fellows are appointed on the basis of "unusually distinguished achievement in the past and exceptional promise for future accomplishment," according to the John Simon Guggenheim Memorial Foundation's committee of selection. This year, 146 artists, scholars and scientists from among 2,989 applicants were given awards totaling \$3.9 million.

"All Cornellians will be proud of the recognition of faculty distinction represented by these awards," said President Frank H.T. Rhodes. "Not the least gratifying aspect of

the list is the remarkable breadth of fields that are represented. I offer warmest congratulations to the faculty members who have received these awards."

Princeton University faculty received the second highest total of awards, with six recipients. Receiving five awards each were faculty at the University of California at Los Angeles and Columbia and Harvard universities. Four awards each went to faculty at Stanford University and the University of Texas at Austin.

Cornell faculty members who received 1993 Guggenheim Fellowships and their areas of study are:

- **Barbara A. Baird**, professor of chemistry, "The aggregation of immunological receptors on cell surfaces."
- **Ross Brann**, associate professor of Near Eastern studies, "Representations of Muslims and Jews in Islamic Spain."

• **Susan Buck-Morss**, professor of political philosophy and social theory, "Modern mass-cultural forms in the U.S. and U.S.S.R."

• **James E. Cutting**, professor of psychology, "The perception of environmental layout."

• **Philip Holmes**, the Charles N. Mellows Professor of Engineering and professor of mathematics, "Low-dimensional models of turbulence."

• **Mary Beth Norton**, the Mary Donlon Alger Professor of American History, "Gendered power and the forming of American society in the 17th century."

• **Jeevak M. Parpia**, professor of physics, "Studies in experimental low-temperature physics."

• **Michael Scammel**, professor of Russian literature, "A biography of Arthur Koestler."

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Cost-saving awards

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Cornell employees' cost-cutting ideas implemented in 1992 could produce savings to the university of more than \$200,000.

Botanical illustrator

5

Before her first major art show opened two years ago, Bente King thought she would be happy to sell just a few of the 21 paintings she had on exhibit. She sold 14.

'Living legend' Alice Cook shares stories of her life

By Carole Stone

Alice H. Cook is a living legend at Cornell for her scholarship, her political activism and the stories that are occasionally told about her life as a labor educator even before she came to the School of Industrial and Labor Rela-

tions in 1952.

Last Friday, Cook told many of those stories herself — in an afternoon lecture co-sponsored by ILR and the Women's Studies Program and an early evening showing by Cornell Cinema of a new documentary film, *Never Done: The Working Life of Alice H. Cook*.

The film was made by Marilyn Rivchin, who teaches film-making in the Theatre Arts Department, and by Sandra Pollack and Diane McPherson. It played to a packed house in Willard Straight Theater.

In person and on film, Cook said she thought her life took shape by happenstance, but that there was a common thread in all her experiences: the pursuit of justice for women.

Speaking in the Ives Hall faculty lounge to an audience of about 120, Cook, 89, described her mother and grandmother, turn-of-the-century suffragists who brought her up with the sense that "girls deserved education as much as boys." And she called attention to the historic importance of women's organizations, such as the YWCA and the WCTU, the Women's Christian Temperance Union.

Liberal League founder

Enrolled at her mother's alma mater, Northwestern University in Chicago, Cook studied oratory and co-founded the student Liberal League to promote socialism, civil liberties and labor unions. She became involved in the Student League for Industrial Democracy, the YWCA and the local Methodist Church, which had a pacifist pastor.

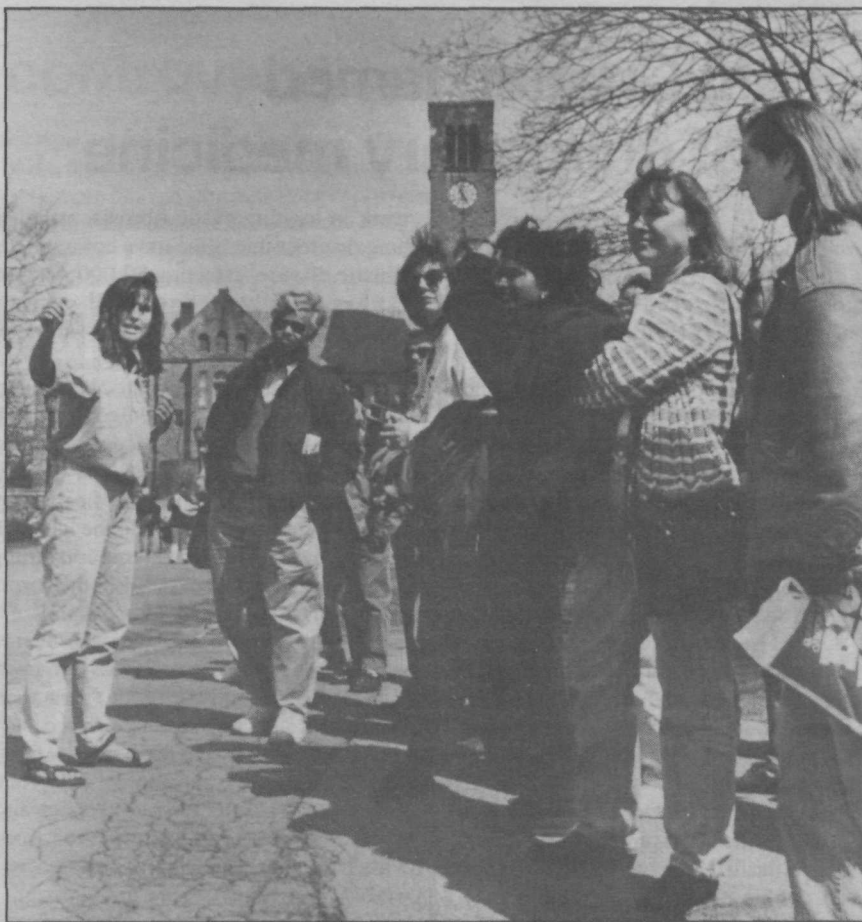
One day, when members of the American Legion took over a meeting of the Methodist

Continued on page 6



Peter Morenus/University Photography
Alice H. Cook

Cornell Days



Peter Morenus/University Photography

Priya Khosla (left) leads a tour of campus for a few of the 1,700 students and their parents visiting campus April 12-26 as part of Cornell Days. The university has offered admission to 7,158 of the 19,229 applicants for the Class of 1997. Some 3,000 are expected to enroll.

Exhibits, lectures part of National Science & Technology Week

By Larry Bernard

Hands-on science activities and exhibits, lectures, a talk on the nature of the universe and the ever-popular annual egg-drop contest are some of the activities planned on campus for National Science and Technology Week, Sunday, April 25, through Saturday, May 1.

This year's theme is "Science and Technology Are Everywhere." National Science and Technology Week, coordinated by the National Science Foundation, is aimed at promoting public understanding of science, engineering and mathematics, and encouraging young people to seek careers in those fields. Events are sponsored by schools, colleges, universities, organizations and museums nationwide.

The Cornell celebration offers these activi-

ties, all free and open to the public unless otherwise noted:

• **Saturday, April 24, from noon to 4 p.m.:** The Theory Center sponsors its fifth annual Kids on Campus program for third, fourth and fifth graders and their parents. With a focus on science and computers, this program includes hands-on experiments and science projects. The theme is "The World of Computers," which will include workshops on "Reducing Pollution in a River" by Christine Shoemaker, professor of civil and environmental engineering, and "The Sight of Sound" by David Mellinger, a graduate student in the Laboratory of Ornithology.

• **Sunday, April 25, from 10 a.m. to 4 p.m.:** Tours of the construction and landscaping areas will be given of the Sciencenter, a hands-on community science museum under con-

struction at 601 First St., Ithaca. Adult volunteers are welcome to help in construction from 9 a.m. to 5 p.m.

• **Monday, April 26, at 3:30 p.m.:** The 15th annual egg-drop contest, sponsored by the Cornell student chapter of the American Society of Mechanical Engineering, will be held in Upson Hall Lounge.

• **Tuesday, April 27, from 9 a.m. to 1:30 p.m., invitation only:** Almost 200 high school sophomores from regional high schools will participate in an annual program that gives the students a day to explore and learn about science and technology at various locations around the Cornell campus.

• **Also Tuesday, April 27, from 3 to 5 p.m.:** There will be oral presentations of the Undergraduate Researchers' Forum, sponsored by the College of Arts and Sciences. Undergraduate

students will share their work at various locations throughout campus, including Goldwin Smith and Ives halls. Included will be talks of how undergraduate students are helping revise the curriculum for Physics 101/102.

• **Wednesday, April 28, at 4:30 p.m.:** Yervant Terzian, chairman of the Astronomy Department, will lecture on "The Nature of the Universe" in Alumni Auditorium.

• **Friday, April 30, from 4 to 5 p.m.:** The Undergraduate Researchers' Forum Poster Session, in which students present their research as scientific papers on posters, will be held in the Biotechnology Building.

• **Saturday, May 1, at 2 p.m.:** Cornell Plantations will host "The Life of Wildflowers," a slide program for elementary school students and their parents, to learn about native wildflowers, at 4H Acres, Lower Creek Road.

APPOINTMENTS

Donald Fischman named Medical Sciences dean

Dr. Donald A. Fischman, a noted educator, administrator and authority in the field of muscle research, has been named dean of Graduate School of Medical Sciences. He succeeds Dr. Bernard L. Horecker, who retired from the deanship last year.

Fischman has also been named senior associate dean of the Medical College. And he will continue in his position as the Harvey Klein



Fischman

Professor of Biomedical Sciences and chairman of the Department of Cell Biology and Anatomy.

As the chief academic and administrative officer of the graduate school, he has overall responsibility for graduate education, and oversees the appointment, promotion and re-

view of the medical center's graduate school faculty. As senior associate dean of the medical college, Fischman is responsible for the development and oversight of research activities.

In announcing the appointment, President Frank H.T. Rhodes said: "I am delighted that Dr. Fischman has accepted the deanship of the Graduate School of Medical Sciences. Throughout his distinguished career in the field of cell biology and molecular genetics,

he has made significant and lasting contributions to the biomedical sciences."

Dr. Robert Michels, the Stephen and Suzanne Weiss Dean of the Medical College, said: "Both the graduate school and the medical college are fortunate to be able to draw on Dr. Fischman's academic and administrative expertise. I look forward to working closely with him as he assumes his new positions."

Fischman is the fourth dean of the Graduate School of Medical Sciences, which was established by the university in 1952. Commenting on his appointment, he said: "I look forward to assisting the faculty members of the medical college and the Sloan-Kettering Institute who comprise the graduate school faculty in further development of one of the finest graduate programs in the nation."

Fischman's current research interest lies in the study of the development and function of human muscle tissue, particularly cardiac muscle.

He has published numerous scientific articles and has contributed extensively to publications in the field of muscle research.

He is a graduate of Kenyon College (1957) and Cornell's Medical College (1961).

Fischman is president-elect of the American Association of Anatomists and was formerly president of the Harvey Society, the Association of Anatomy Chairmen and the New York Society for Electron Microscopy.

— Jack Berezov

Ronald Crystal named chief of pulmonary medicine

Dr. Ronald G. Crystal, a world-renowned researcher in pulmonary medicine and pioneer in gene therapy, is the new chief of the Division of Pulmonary and Critical Care Medicine at The New York Hospital-Cornell Medical Center.

Previously chief of the Pulmonary Branch of the National Heart, Lung and Blood Institute of the National Institutes of Health, Crystal also has been named the Bruce Webster Professor of Internal Medicine at the Medical College and the director of the Medical Intensive Care Unit at The New York Hospital.

Dr. Robert Michels, the Stephen and Suzanne Weiss Dean of the Medical College, said: "One of the most exciting areas in modern biomedical research is gene therapy, the use of our new understanding about the genetic bases of human diseases to develop treatments that include manipulating or replacing the pathologic gene.

"The recruitment of Dr. Crystal brings to our institution one of the pioneers in this field, and we are thrilled to have a scientist and a physician of his stature."

Crystal is recognized worldwide for his

work in treating cystic fibrosis, an inherited lung disorder that is the most common deadly genetic disease, affecting 30,000 Americans. He has recently received NIH approval to begin the first human test of a gene therapy drug for cystic fibrosis.

The first test was conducted this week, and a second patient was scheduled to receive the therapy later in the week, according to a report by the Associated Press.

In this approach, normal, healthy cystic fibrosis genes are carried into the lung cells of patients by an inactivated virus containing the gene. The virus is delivered in the form of a drug — in this case, an aerosol spray.

Known as *in vivo* gene therapy, the method is much more practical and less cumbersome than *ex vivo* (outside the body) gene therapy, where the cells first must be removed and then treated and returned to the body.

Crystal received his bachelor's degree from Tufts University in 1967 in physics and his master's degree in physics in 1963 from the University of Pennsylvania, where he also earned his medical degree in 1968.

— Jonathan Weil

NOTABLES

Michael C. Latham, professor of international nutrition and director of Cornell's Program in International Nutrition, was honored with the first annual Society for International Nutrition Prize. Presented on March 31 at the SINR symposium at the annual meeting of the Federation of American Societies of Experimental Biology in New Orleans, the prize includes a grant of \$1,000 donated to the society by the Kellogg Foundation.

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The Association of College Unions International has awarded the Revis A. Cox Memorial Award for Excellence in Multicultural Education to **Ishmail Conway**. Conway is senior training associate in the Office of Instructional Support, where he is involved in providing multicultural education experiences to groups and organizations throughout the university. The Cox award honors the work of the late director of student activities at Virginia Commonwealth University.

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Carl Sagan, the David Duncan Professor of Astronomy and Space Sciences and director of the Laboratory for Planetary Studies, will receive the Nuclear Age Peace Foundation's Distinguished Peace Leadership Award on April 24. Sagan has worked with scientific colleagues in research on the long-term consequences of nuclear war, uncovering previously unsuspected dangers for the human race. In an address in Washington, Sagan said, "There is no issue more important than the avoidance of nuclear war. Whatever your interests, passions or goals, they and you are threatened fundamentally by the prospect of nuclear war." In the *Bulletin of Atomic Scientists*, Sagan challenged the belief that agreements between the United States and Russia had ended the threat of nuclear catastrophe. He warned, "Many methods are being proposed to maintain the weapons establishment. . . . The end of the Cold War permits the reconstruction of our global civilization away from weapons of mass destruction, away from massive conventional firepower, and toward solutions for such urgent problems as poverty, overpopulation, the deteriorating global environment, education and social justice."

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John W. Kronik, professor of romance studies, recently received the Distinguished Retiring Editor Award for 1992 from the Council of Editors of Learned Journals. From 1986 to 1992, Kronik edited *PMLA*, the literary journal published by the Modern Language Association of America.

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Michael Dirda, who holds master's (1975) and Ph.D. (1977) degrees from Cornell, and Marc Lacey, who received his bachelor's degree here in 1987, are among this year's winners of the Pulitzer Prize. Dirda, a winner in criticism, has spent the past 15 years as a book reviewer for the *Washington Post*. Lacey, who was active at the *Cornell Daily Sun* during his undergraduate years, was part of the team at the *Los Angeles Times* honored for its coverage of the riots.

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James P. Titus, 60, senior editor at Media Services, died unexpectedly on April 18. He was the editor of *Human Ecology Forum*, *ALS Alumni News* and the College of Veterinary Medicine's *Zweig News Capsule*. He was an 18-year employee of Cornell.

BRIEFS

• **Good Neighbor Day:** The Collegetown Neighborhood Council is sponsoring its eighth annual Good Neighbor Day on April 24 from 10:30 a.m. to 1:30 p.m. Good Neighbor Day will consist of a neighborhood cleanup and the performance of various community service projects for neighbors throughout the East Hill area. Participation is open to all interested members of the community. Contact Pam Zinder at 255-5373.

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

• **Hydrant flushing:** The flushing of fire hydrants on campus may cause drinking water to appear cloudy between Monday, May 3, and Friday, May 14. However, the water will be safe to drink, according to Douglas Clark, manager of the Water and Sewer Division of the Department of Utilities. Fire hydrants on campus will be flushed during this 12-day period on both the endowed and state campuses. The flushing takes place annually. Building supervisors will be notified of specific dates.

• **NAFTA debate:** The Committee on U.S.-Latin American Relations is sponsoring a forum on the Free Trade Agreement among the United States, Canada and Mexico. "The NAFTA Debate: Pros and Cons of the North American Free Trade Agreement" will be held in Lecture Room D, Goldwin Smith Hall. Tom Davis, professor of economics, and German Carmona-Alvarez, a master's degree candidate in engineering management from Mexico, will be advocating the agreement, while Vernon Briggs, professor of labor economics, and Teresa Vasquez, a master's degree candidate in the School of Industrial and Labor Relations, will be arguing against it.

• **Kitefest '93:** The annual Kitefest will be held on Helen Newman Fields on Sunday, April 25, at 1 p.m. Registration will be limited to 75 entries and will be held from 12:30 to 1 p.m. The event is free and open to all.

• **Transportation office:** The Transportation Office will reopen at 116 Maple Ave. on Monday, April 26. Hours will be 7:30 a.m. to 5:30 p.m. Violations appeals and commuter and parking services are on the first floor.

OBITUARY

James P. Titus, 60, senior editor at Media Services, died unexpectedly on April 18.

He was the editor of *Human Ecology Forum*, *ALS Alumni News* and the College of Veterinary Medicine's *Zweig News Capsule*. He was an 18-year employee of Cornell.

He was a graduate of St. Vincent's College in Latrobe, Pa., and did graduate work at Duquesne University. He served in the U.S. Army during the Korean conflict.

A prayer service will be held today, April 22, at 10:15 a.m. at the VanBuskirk-Lynch Funeral Home, Mill Street and Grand Central Avenue, in Horseheads, with a Mass of Christian Burial at 11 a.m. in St. Mary Our Mother Church.

Those wishing to make memorial contributions can do so to the American Heart Association, 530 W. Church St., Elmira, N.Y. 14905; or to the American Cancer Society, 627 W. Church St., Elmira, N.Y. 14905.

A memorial service will be held on campus at a later date.

MEMORIAL SERVICE

A memorial service for **Deborah Wohlfort**, former staff member of the Physical Sciences Library and a former employee of the Equine Drug Testing Laboratory, will be held Tuesday, April 27, at 1:30 p.m. on the slope in front of Newman Lab, behind Clark Hall. For a rain date, call Ruth Shaw at 255-4016.

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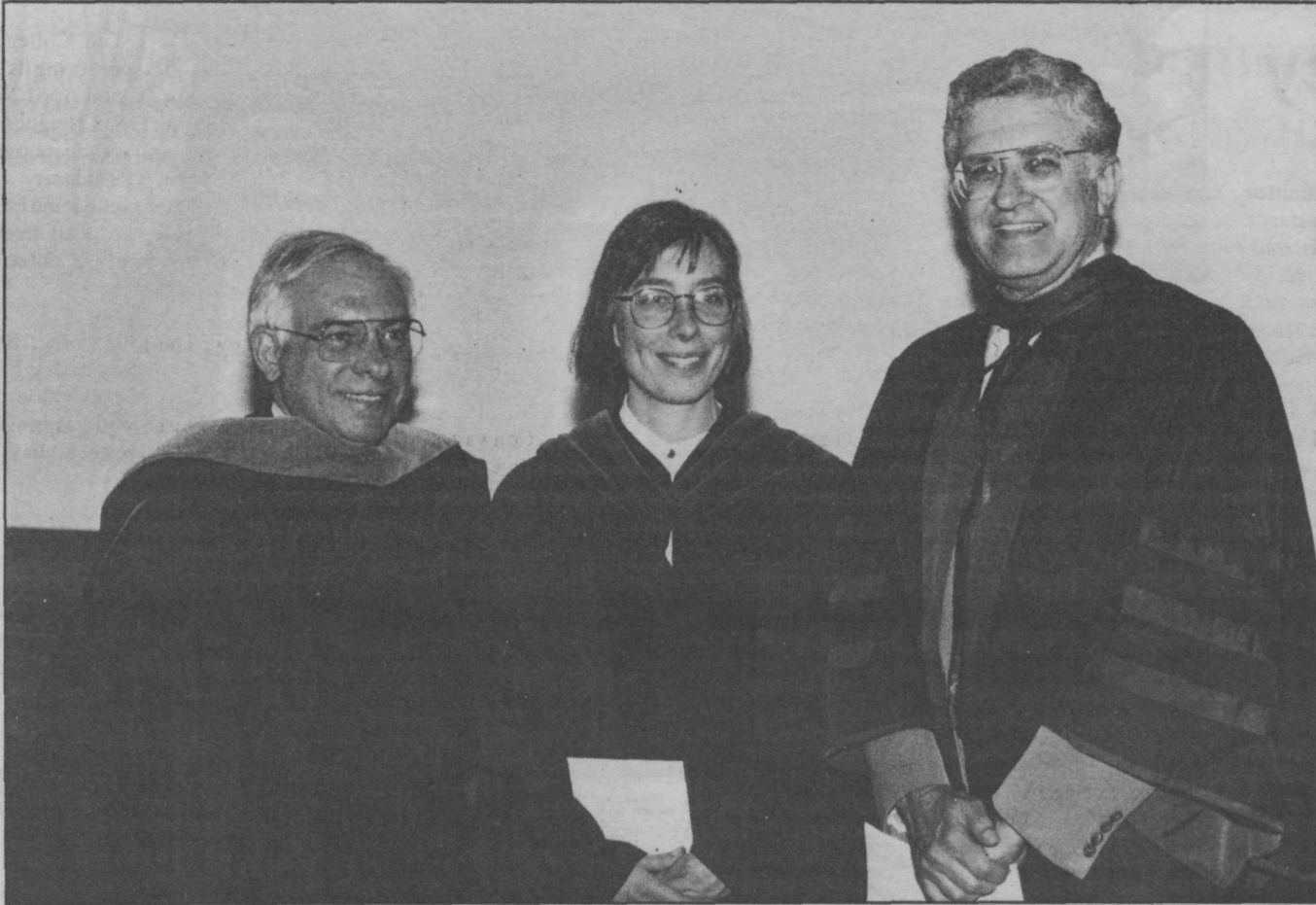
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GRADUATE BULLETIN

May degree: All requirements for a May degree must be completed by May 21.

Summer registration: Forms for summer registration will be available May 10 at the Graduate School information desk, Sage Graduate Center. Students receiving summer support from the Graduate School should submit their form by May 21. Students must register if they are receiving financial aid during the summer, such as summer loans, assistantships, travel grants or tuition awards; wish to use campus facilities during the summer; or are off campus but need to be registered for summer study. Register at the Graduate School. Student ID is required. Students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Students approved for summer residence credit must pay the appropriate pro-rated Graduate School tuition rate. Tuition must be paid for summer courses taken through Continuing Education and Summer Sessions.

Teachers honored



Among the College of Arts and Sciences faculty honored last week were Martha Haynes (center), professor of astronomy, who won the Dean's Award for Excellent Advising. She is standing with Astronomy Department Chairman Yervant Terzian (left) and Dean Don M. Randel. Fifteen faculty and graduate students received 1993 excellence in teaching and advising awards from the college.

Charles Harrington/University Photography

ILR book examines Social Security controversy

By Albert E. Kaff

While Washington debates possible changes in Social Security benefits, a new book published here examines the costs, benefits and policy challenges created by the rapid aging of the workforce.

"Our workforce is rapidly aging, and each of us has a stake in the ways aging is changing the form and structure of jobs, pay and retirement," says Olivia S. Mitchell, professor of labor economics in the School of Industrial and Labor Relations.

The oldest members of the baby boom gen-

eration that now is swelling the workforce will reach age 65 in 2011, just 18 years from now.

Mitchell, whose research areas include retirement, pensions and Social Security, is editor of *As the Workforce Ages: Costs, Benefits and Policy Challenges*, a book just published by ILR Press.

The book suggests that special problems confront older workers when they lose their jobs. A study of plant closings showed that 25 percent of older workers could not find employment after their displacement. By contrast, in Japan post-retirement work opportunities are abundant, and employers often help

older workers find transition jobs.

Also, the book reports that American workers rely more heavily on employers to provide health insurance and private pensions than in other nations. Policy challenges of an aging workforce are addressed by the economists, labor specialists, demographers and government analysts who contributed to the book.

They note that with massive corporate layoffs, the job base for all workers is shrinking in the United States, and workers are being encouraged to retire early. But retirement incentives conflict with proposals to reduce income support programs, Mitchell says.

3 elected to National Academy of Engineering

By Melissa Jacobs

Three professors have been elected to the National Academy of Engineering.

They are: Sidney Leibovich, the Samuel B. Eckert Professor of Mechanical and Aerospace Engineering; Thomas D. O'Rourke, professor of civil and environmental engineering; and Watt W. Webb, professor of applied and engineering physics.

Membership in the academy is one of the nation's highest honors in engineering and requires that members have made "important contributions to engineering theory and practice" or have shown "unusual accomplishment in new and developing fields of technology." This year, the academy elected 73 new U.S. engineers and eight foreign associates.

Leibovich was elected for "contributions to theory and application of stability, wave propagation, vortices and the ocean surface layer." He has been on the faculty since 1966. Leibovich has an undergraduate degree from the California Institute of Technology and a doctorate from Cornell.

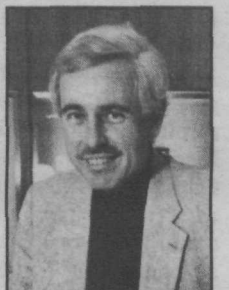
O'Rourke was chosen for "inspirational teaching and leadership in geotechnical and earthquake engineering for lifeline utilities." He has been a member of the faculty since 1978. O'Rourke has an undergraduate degree from Cornell and a doctorate from the University of Illinois at Urbana-Champaign.

Webb was selected for "development of sensitive instrumentation for measuring molecular mechanisms of biophysical dynamics of living cells and of fluctuations in material properties." He has been on the faculty since 1961 and is a former director of the School of Applied and Engineering Physics. He has undergraduate and doctoral degrees from the Massachusetts Institute of Technology.

The National Academy of Engineering cooperates with the National Academy of Sciences in advising the federal government on science and technology issues through the National Research Council.



Leibovich



O'Rourke



Webb

Winning ideas will save thousands of dollars

By Melissa Jacobs

Cornell employees' cost-cutting ideas implemented in 1992 could produce savings to the university of more than \$200,000.

Employees submitted ideas in the annual Cost Reduction Incentive Awards Program. Of 27 entries, Cornell awarded \$1,900 to six winning ideas, three of which were forwarded to an annual national competition, sponsored by the National Association of College and University Business Officers (NACUBO) and the United States Steel Foundation.

Cornell submissions have garnered NACUBO awards for the past two years, according to Ann F. Roscoe, a member of the Cornell award selection committee. The university has held its contest the past 20 years "to encourage employees to look at the way they do work and to come up with ways to do it better. If it saves money, that's an added bonus," she said.

The three entries submitted to NACUBO and their savings, were:

- The design of a method to monitor multiple electric circuits with one meter, developed by John Kiefer, senior electrical engineer in Facilities Engineering, who received a \$400 prize; one-time savings of \$16,200.
- The design and construction of a new ventilation system for an anatomy laboratory in the College of Veterinary Medicine, developed by D. Randall Lacey and Darin Smith of Facilities Engineering and Patrick Redder of Maintenance Service Operations, who were awarded \$300; one-time savings of \$60,000 and subsequent annual savings of \$11,000.
- The modification of barricades to make them more easily detected by the visually impaired, designed by Raymond L. Watkins,



Peter Morenus/University Photography

Cost-saving idea winners (from left) Darin Smith, D. Randall Lacey and Patrick Redder, who were awarded \$300 for their design and construction of a new ventilation system for an anatomy laboratory in the College of Veterinary Medicine, which resulted in a one-time savings of \$60,000 and subsequent annual savings of \$11,000.

materials manager in Maintenance and Service Operations, a \$300 prize; one-time savings of \$2,344.

The other winning entries were:

- A system designed to streamline the hiring of contractors for small-scale asbestos removal, developed by Paul J. Sarokwash, manager of the Minor Asbestos Project Management System, \$300 prize; annual savings of \$52,500.

- Two custom-engineered boiler fan drives for small- to medium-power boilers, designed by Steve Little and Mack Moreland of Facilities Engineering, \$300 prize; annual savings of \$50,000.

- A custom-engineered high-efficiency light fixture that makes use of utility company energy rebates, by Mike Boggs, Jeff Price and Steve Little of Facilities Engineering, \$300 prize; one-time savings of \$10,200.

Vet Open House is this Saturday

The 27th annual Open House of the College of Veterinary Medicine is scheduled for Saturday from 9 a.m. to 4 p.m.

Self-guided tours will take visitors through hands-on exhibits that illustrate the curriculum. Students — along with a variety of wild and domesticated animals — are hosts for the open house.

Also that weekend is the Veterinary Players' production of the comedy *The Lucky Stiff*, with performances in James Law Auditorium at 8 p.m. Friday and Saturday, and at 2 p.m. Sunday. For ticket information, call 253-3700.

Free parking for the open house is available in Cornell's "O" Lot, which runs the length of the Veterinary College between Tower and Caldwell roads.

FCR asked to take stand on financial aid policy

By Sam Segal

The faculty's Admissions and Financial Aid Committee will ask the Faculty Council of Representatives to take a stance next month on financial aid policy — either favoring a guarantee to meet full need or specifying how the current policy should become more restrictive.

The committee was expected to meet this week to draft the either-or resolution that will be offered May 12, according to committee co-chair Gerald Feigenson, professor of biochemistry and molecular and cell biology.

Feigenson presented the committee's report on financial aid to the April 14 meeting of the FCR. He recounted the history of Cornell's aid policies, going back to merit awards given in the 1860s; described how government retrenchment and economic difficulties have strained the aid budget over the past decade; and listed options that might cut aid costs in the future.

Feigenson said he wants the faculty to take a stand but no longer fears that a more restrictive policy would hurt Cornell's efforts to recruit minority-group students.

"When I began this work in November," he said after the FCR meeting, "I felt that need-blind admission and guaranteeing to meet full need were sacred. That's what Cornell is — high-quality education available to all qualified students."

"I felt that way until three weeks ago," he continued. "What turned me around was that I saw the data from other, similar universities" that had taken steps to restrict the flow of aid.

Peer universities

In his FCR presentation, he reported statistics from three peer universities — called A, B and C — showing that they enrolled the same or higher proportions of African-Americans, Hispanics and Asian-Americans after tightening their policies. One "quietly" changed from need-blind to need-conscious admission, denying admission to students whose demonstrated need the university could not meet; another, without formal announcement, began an admit/deny system, where some students are left the choice of enrolling though denied aid; the third began an aid waiting list for some admitted students who might or might not receive grant funds.

Such a list was considered by Cornell this spring, but it was not invoked because the 1993-94 financial aid budget was deemed adequate to meet the needs of continuing and newly admitted students.

In 1976, Cornell began admitting students without regard to ability to pay and offering packages of grants, loans and work opportunities to cover what costs student and family could not. Since 1986, the written policy has specified that Cornell would "assist" in meeting full need, though in fact it has so far continued the practice begun in 1976.

Feigenson says the "either" side of the resolution to be offered in May will affirm need-blind admission and guarantee to meet full need. The "or" side will be one of the changes begun by university A, B or C — or some similar limitation.

Until he began his committee study, he said, he was not fully aware that covering the entire cost of soaring financial need required taking money out of other budget categories — including that for faculty salaries — threatening the quality of a Cornell education.

"I am not saying the faculty should favor more growth in salaries and less in financial aid," Feigenson said, "but this is too important a subject for us to remain silent on. My goal is to have the faculty say either we believe this or we believe that."

Student team to compete in College Bowl

By Lisa Bennett

Cornell will participate in the 1993 College Bowl National Championship Tournament from Friday, April 23, to Sunday, April 25, at the University of Southern California.

A question-and-answer competition among top students from 16 universities, the College Bowl tests knowledge and quick recall on topics ranging from history, literature, science, multiculturalism, religion and geography to current events, the arts, social sciences, sports and popular culture.

Representing Cornell will be Richard Dunlap, from Macon, Ga., who is the team captain and a graduate student in mathematics; George Anderson, from Phoenix, Ariz., who is an economics senior; Jeff DeGumbia, from Southington, Conn., who is a biological sciences sophomore; Tony Kayser, from Houston, Texas, who is a government junior; and Dwight Kidder, from Washington, Pa., who is a mechanical engineering sophomore. Coaching the team is Denise Rendina, assistant director of student activities in the Student Life Union.

This marks the third time Cornell has competed at the national level in the College Bowl. In 1991, the university's team placed second; and in 1992, it placed fourth.

This year's team will be up against 15 first-place regional champions, including Harvard, the University of Pennsylvania and Stanford. Cornell was selected as a wild card in a random drawing from the 15 second-place teams.



Carl F. Gortzig (right) is the new director of Cornell Plantations; Donald A. Rakow (left) fills the new position of associate director.

Peter Morenus/University Photography

New Plantations director emphasizes undergraduate use of the collections

By Roger Segelken

Cornell Plantations — the arboretum, botanical and natural areas of the university — has a new director, Carl F. Gortzig. The professor of floriculture and ornamental horticulture will be aided in managing Plantations by Donald A. Rakow, an assistant professor in the same department, in the newly created position of associate director.

Gortzig, a member of the Cornell faculty since 1965 and acting director of Plantations from 1989 to 1990, began the directorship on Jan. 1. He replaces James M. Affolter, who was appointed to the faculty in horticulture and director of research for the botanical garden at the University of Georgia.

Cornell Plantations is responsible for managing approximately 3,000 acres of the university's natural areas, botanical garden, specialty gardens and the 67-acre Floyd R. Newman Arboretum for research and teaching and public service. Those functions will continue, Gortzig said, while Plantations becomes more involved in horticultural and environmental education of the entire campus and the Ithaca community.

Role of teaching

"Heretofore, directors concentrated on developing and improving the teaching collections and facilities, and we now have fine collections and resources directly on and adjacent to campus," Gortzig said. "Greater emphasis will now be placed on encouraging undergraduate students to use the collections."

Without knowing it, Gortzig said, students "visit" Plantations every day as they walk to class through the natural areas, hike in the gorges, jog in the arboretum or bring parents to see the gardens. "But many students graduate without knowing how to use this tremendous natural museum," he said.

"Through development of interpretive programs and materials in the areas used by students, we plan to make their current activities learning experiences as well," Gortzig said. "No matter what field one is in, everyone needs to understand the essentials and importance of plants and the natural environment. Plantations can have a role by introducing students and others to this knowledge."

One of the first efforts in that direction will be Cornell Plantations Path, a self-guided, interpretive walking tour that will link downtown Ithaca with the campus — including the

arboretum, and botanical and horticultural gardens — by way of Cascadilla and Fall Creek gorges, two of Plantations' natural areas. Along the way, walkers who follow part or all of the path will find signage and other interpretive materials that discuss natural and horticultural phenomena and environmental processes, Gortzig said. Gortzig is the Elizabeth Newman Wilds Director of Cornell Plantations. That endowed post is named for the daughter of Floyd R. Newman '12, the alumnus and Plantations' benefactor who died in 1991. Newman is honored in the naming of the Newman Arboretum and Newman Laboratory of Nuclear Studies, as well as several endowed professorships at Cornell.

New position

The position of associate director was created, Gortzig explained, because his own duties in general administration, program leadership, public affairs and teaching would leave little time for managing the programs, collections and operations of Plantations. Those functions will be the responsibility of Rakow, who also teaches landscape management in the Department of Floriculture and Ornamental Horticulture.

Rakow earned a B.A. in English at the State University of New York at Albany and an M.P.S. in floriculture and ornamental horticulture and a Ph.D. in urban horticulture at Cornell. He joined the faculty in 1987, serving as a youth extension program leader and a member of the graduate faculty. Rakow has played an active role in extension program development with the landscape horticulture industries in New York.

Gortzig is a specialist in commercial floriculture. He earned the bachelor of science degree from Cornell and the M.S. and Ph.D. degrees from Michigan State University. He served as a floriculture extension specialist in Erie County before joining the Cornell faculty.

In the Department of Floriculture and Ornamental Horticulture, Gortzig developed extension programs for the floricultural and horticultural production, sales and service industries. The department chairman from 1975 to 1988, Gortzig teaches introductory horticultural science, horticultural sales and service business operations management. He serves as a member of the Board of Trustees of the American Floral Endowment, and will continue as a member of the graduate faculty of the university.

Xerox establishes computer science post

By Larry Bernard

Xerox Corp. has established a new three-year professorship in the College of Engineering.

The Xerox Term Professorship, in the Engineering College's Department of Computer Science, was established with a \$225,000 grant from the Xerox Foundation. The grant will fund the position for three years beginning this fall.

Paul A. Allaire, Xerox chairman and chief executive officer, said: "We consider the establishment of the professorship to be another good investment — good for Cornell, good for higher education and good for Xerox. We expect it will enhance and further strengthen the Cornell-Xerox partnership."

The position will be filled by a scientist who has experience in developing computer systems and who has a specialty in either information capture, access and storage, or in technologies permitting collaborative work processes.

The holder of the professorship also is expected to be an

active participant in the Design Research Institute (DRI), an innovative campus-based partnership of Cornell and the Xerox Webster Research Center. Formed in 1990, the DRI does pre-competitive computer science and engineering research that aims to increase the productivity of engineers and reduce the time required to develop products. The DRI is staffed by seven Xerox employees who work closely with six Cornell faculty members and several graduate students.

"We are delighted that Xerox is helping us expand our Computer Science Department and the important research we are conducting to develop more productive engineering practices," said William Street, dean of the College of Engineering. "Successful partnerships like the one we have with Xerox help to ensure that we offer our students the highest quality education available."

Xerox and Cornell have a long history of sharing information and resources in physics and chemistry and, since the late 1980s, in computer science and mechanical engineering.

Botanical illustrator is 'not short of things to do if I retire'

By Melissa Jacobs

Before her first major art show opened two years ago, Bente King thought she would be happy to sell just a few of the 21 paintings she had on exhibit.

She sold 14.

"If I had sold two paintings, I would have been ecstatic," she said.

King started painting only a few years ago, and now she has exhibited at the National Academy of Sciences and Smithsonian Institution; her paintings adorn the walls of local and international galleries, as well as the homes of several Cornell professors.

Not content to draw only various parts of plants for Cornell's Bailey Hortorium — where she has been a botanical illustrator for the past 12 years — King, in her spare time, has branched out to yet another new career, this one as an artist in the fine arts. But that's just one of a long line of her activities since arriving in Ithaca 45 years ago: She has been a botanical illustrator, artist, dancer, teacher and environmental activist. And she is grandmother to seven.

"I'm not short of things to do if I retire," she quipped.

Retirement seems far-fetched for this workaholic. King spends most of her days on illustrations for the L.H. Bailey Hortorium. "It's nice to be paid for something you like to do anyway," she said of her job.

A unit in the Division of Biological Sciences, the L.H. Bailey Hortorium is a department of plant systematics that, in addition to teaching and basic research, focuses on the identification, classification and naming of the world's cultivated plants.

Pen-and-ink drawings

King composes pen-and-ink drawings of plants for scientific journals and books by faculty members. Most of her drawings are in black and white because it is the least expensive to reproduce and "sometimes color can get in the way." A few years ago, she designed a cover and illustrated a book by Edward A. Cope, an assistant curator of the Hortorium, called *Native and Cultivated Conifers of Northeastern North America*.

If she is lucky, King gets to draw from a



Coix Lacryma-Jobi, known as Job's Tears, found in the East Indies and Asia.

live plant. "I get excited about a live plant. There are so many beautiful aspects to it — the essence of the plant and its personality," she said. But usually, she must transform "dried, pressed specimens" into something "alive and three-dimensional."

Though not a trained botanist, King has learned about the subject through her love of plants and wild flowers, her job at the Hortorium and an introductory botany class. An avid gardener, King keeps her home alive with flowers.

Illustrations are vital, she said. "A photo is good for identifying a plant when you first see it, but if you want something more specific, it's hard to see it in a photograph," King said.

A drawing also can eliminate a distracting background and any imperfections in the plant, such as holes chewed by insects. And drawings are sometimes necessary



Peter Morenus/University Photography

Bente King at work, illustrating plants for Bailey Hortorium.

in the reconstruction of a fossil flower, which King recently did for the first time. "A camera cannot envision what a flower looks like," she said. She found it exciting to reconstruct, through descriptions and scanning electron micrographs, a composite of a flower more than 80 million years old.

Traditional method

Despite new technology in the field, such as computer graphic illustration software and scanning electron microscopy, King prefers the traditional method of her craft.

King also teaches scientific illustration year-round at Cornell. During the regular school year, she teaches at Cornell Plantations, where her students hail from a broad cross-section of the community — professors, homemakers, high school and college students and even a retired dental surgeon.

"It's exciting when someone in class says they can't draw very well and then they find out they can," she said.

During the summer, she teaches a six-week course in natural science illustration in Cornell's summer session.

In addition, she teaches a one-week, two credit course in biological illustration at Shoals Marine Laboratory, a Cornell and University of New Hampshire facility off the coast of Maine.

"She's a charming lady. She interacts well with people and is a very positive person to have around the place," said William Crepet, chair of the L.H. Bailey Hortorium.

"She's the kind of person who makes major contributions to the university that go unnoticed," added David Brown, chair of Cornell's Rural Sociology Department and one of the professors who has King's work hanging in his home. Brown and fellow rural sociology Professor Nina Glasgow own a painting of a magnolia, which "brings springtime in our house on these grey Ithaca days," he said.

A member of the Guild of Natural Science Illustrators, King began her scientific illustration career in Ithaca 40 years ago. Curiously, Ithaca boasts 10 scientific illustrators, the same number of guild members as in all of New York City, according to the guild's directory.

She attended art school in Copenhagen, Denmark, her native country, and had hoped to be a fashion designer. But after one year, she focused on advertising and illustration. After graduation, she traveled to the United States in 1947 to examine the American

method of advertising, staying with family friends in Ithaca. She never left, marrying a Cornell law student and working part time at an advertising agency.

She also began free-lance work, drawing tractors, milk bottles and smiling cows for the local Artificial Breeders Association — a job that left time for her to rear three children.

She bristles at the criticism that illustration is not art. True, in scientific illustration accuracy is more important than aesthetics, but illustrators can produce works that are both accurate and beautiful.

"I defy anybody to say that illustration isn't art," she said, noting that Michelangelo and Leonardo da Vinci drew plants. "Scientific illustration, done with an eye to beauty, becomes a work of art."

While visiting Denmark in 1991, King showed two paintings to the Royal Danish Horticultural Society, which invited her to do a show last fall with three other artists. She displayed 42 paintings and held two all-day workshops during the two-week show, where 2,000 people viewed her works; she sold 18 pieces and received six commissions. She plans to return in two years.

Her technique is to layer colored pencil over a watercolor base to avoid the grainy effect of using pencil directly on paper. "It's difficult to layer different colors in watercolor because it's so easy to make mud," she explained. But without the watercolors, she could not achieve the color intensity.

In June, King will show a collection of paintings in Ithaca's Sola Gallery, owned by Daphne Sola, King's longtime friend.

Sola chose to display King's work in her gallery because "Bente represents the best of botanical illustration, and it makes an interesting tangent to go on in my gallery," Sola said. Her gallery generally focuses on prints.

"Bente manages to add a poetic quality to a literal rendition of flowers and botanical specimens. They're really alive on the page," Sola added.

Sola has collaborated with King and Alice Reed, current owner of the Ithaca Ballet Company, in another artistic endeavor: the founding of the company in 1961. The three women took dance lessons from Romanian ballet dancer Vergiu Cornea. They began to choreograph a program on the Ithaca College television station before deciding to form a ballet company.

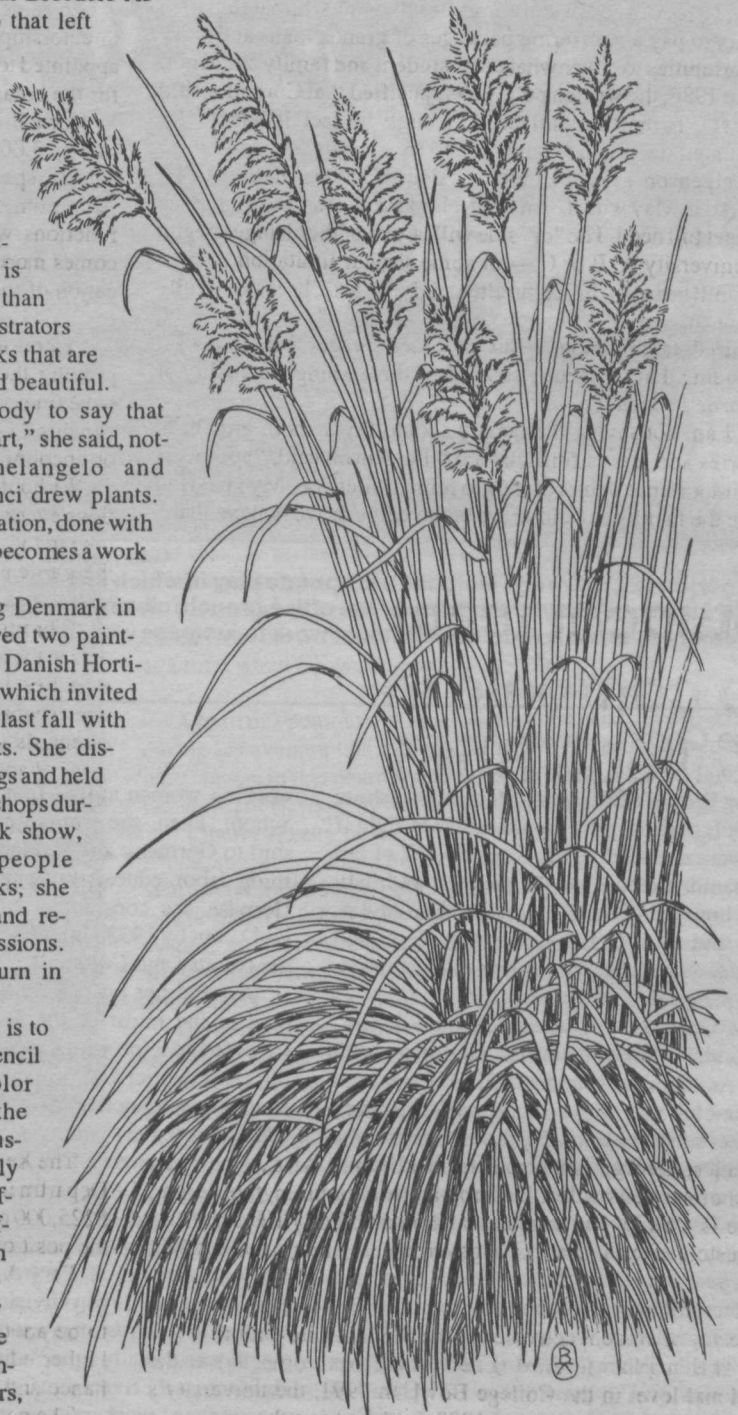
Already in her early 30s, King danced full time for three or four years before she left the company in the early 1970s, because "you reach a point, even if you're in good shape, that you don't look right next to a 17-year-old." Yet she still dances twice a week.

King also spent many years as an environmental activist.

She returned to graduate school in the mid-1970s to obtain a master's degree in natural resources, and then worked as the environmental planner for the city of Rochester and as the chair of the Tompkins County Environmental Management Council.

Also, she was the chair of the local Sierra Club and on its Atlantic chapter's board of directors, and she remains a member of the Sierra Club, the World Wildlife Fund and the Nature Conservancy.

Because of her many interests, King must constantly assess her priorities and juggle her schedule. When she had only three grandchildren, she knit them sweaters for Christmas. Now that she has seven grandchildren, "they're lucky if they get mittens."



Saccharum, the principle source of cane sugar.

Hotel School students strut their academic stuff

By Albert E. Kaff

If nothing else, Hotel School students make their guests in the Statler Hotel feel right at home.

With a warm smile, a hallmark of the hospitality industry, Suzanne Hee greeted her visitors with a handshake and, in a super cheerful voice, asked, "May I show you around?" Her invitation was irresistible.

The 20-year-old sophomore in the School of Hotel Administration was one of three undergraduates who organized the Student Expo at last weekend's 68th annual Hotel Ezra Cornell (HEC).

Their guests were 319 executives of hotels, restaurants and other hospitality businesses in the United States and abroad.

"For this year's HEC, our goal was to involve all Hotel School students in the program and showcase their educational achievements and career goals to our visiting executives," Hee said.

For the Student Expo, students set up and staffed booths that demonstrated various aspects of the Hotel School, including its career services office, graduate and undergraduate academic programs, student initiatives to improve management job opportunities for women and minorities, and student efforts to expand professional contacts in the industry abroad.

Other organizers of the Student Expo were Caroline Lerner, 20, a sophomore, and Scott Gensler, 20, a junior. "This year, HEC put more focus on education," Lerner said. "In past years, the focus was on glitz."

Michael Pedulla, 21, a senior and HEC marketing director, explained that past HECs

featured three dinners each, and about the closest most students came to the visiting executives was when they cleared dishes between courses. This year, only one dinner was held, and all students were able to meet their guests during a cocktail mixer.

For HEC, the professional staff of the Statler Hotel turned their jobs over to students, who operated the hotel for the visiting executives from Friday afternoon into Sunday.

At the opening ceremony, James Hisle, managing director of the Statler, handed a gold-colored key, about four feet long, to Shannon Bradley, a 22-year-old senior who was managing director of this year's HEC. "I want that key back by Monday morning," Hisle told her.

Wearing a lei and a flower crown sent by friends in Hawaii, where she lives, Bradley told the guests that students selected the title "Changing the Paradigm" for this year's HEC to emphasize its transformation from a fun weekend to one of education and interaction between students and their executive guests.

HEC's guests came from across the nation, Maine to Hawaii, and from France, Ireland, Germany, Antigua and Canada.

Manning the career services desk at the Student Expo, Jill Krawitz, 20, a sophomore, reported that visiting executives stopped to leaf through the Hotel School's course list. "They seemed to be impressed by the wide range of management courses, particularly those visitors who did not attend Cornell's Hotel School," she said.

At the booth on graduate and undergraduate programs, a 1960 graduate told Craig Sayers, 19, a sophomore, that he was impressed by the development of graduate studies in the



Peter Morenus/University Photography

Michael Chiu '66 (left), owner of Prima Hotels, chats with senior Ramona Connors during Hotel Ezra Cornell last weekend. Connors is active in the Society of Minority Hoteliers, a national student organization founded at Cornell that works to increase management opportunities for minority students. She was selling T-shirts proclaiming: "It's a diverse world. Are you ready for us?"

Hotel School, noting that the Hotel School was limited to undergraduates when he studied at Cornell.

Cecily Tatibouet, 20, a sophomore, is one of the Hotel School students who in 1991 founded the first campus chapter of the Cornell Society of Hotelmen. Founded 70 years ago but previously limited to alumni members, the society maintains alumni chapters around the world.

"We started the first collegiate chapter here at Cornell in order to strengthen the network between students and alumni," Tatibouet said. "We arrange informal meetings between students and visiting alumni in the industry when they return to campus for homecoming and other events."

For Tatibouet, HEC was extra special because her mother and father attended from their home in Honolulu and visited her booth. Her father, Andre Tatibouet, is CEO and founder of ASTON, a firm that operates several hotels and resorts in Hawaii.

Her mother, Jane Tatibouet, is a member of Cornell's Board of Trustees, former member of the Hawaii state legislature and a 1962 graduate of the College of Human Ecology.

"Cecily's work in the Hotel School is fabulous, absolutely terrific," her mother beamed. "She's also very active in the community, including leader of a Brownie troop."

Staffing the desk of the Society of Minority Hoteliers, a national student organization founded at Cornell, were Nikkisha Stephenson, 20, a junior, and Ramona Connors, 22, a senior. They were selling T-shirts imprinted: "It's a diverse world. Are you ready for us?"

"Guests who stopped to talk with us knew

about our efforts to increase executive opportunities for minorities, but several of them were excited to learn that we have grown from one chapter at Cornell to chapters at 18 other universities," Connors said.

Two Hotel School students from Norway greeted visiting executives at the booth set up by the Cornell International Hotelier Association that has 165 student members from the United States and other nations.

They were Christina Staalstrom, 21, a sophomore, and Liv Knudsen, 26, a senior, both a little older than their American classmates because, as they did, Europeans often work after middle school and before university.

"Not so many recruiters come to the school from companies with international operations, and one of our goals is to attract them," Staalstrom said. "Also, we want to set up more internships overseas and encourage more students from other nations to come to our Hotel School."

Knudsen added: "We do have a number of international students in the school, and our International Hotelier Association offers them a place to gather and meet with other non-American students."

Ye Hosts Honorary Society was represented by Danielle Greer, a 21-year-old senior who will complete her undergraduate degree aboard Semester at Sea, an ocean liner cruise that offers accredited university courses, from September to December.

For expo visitors, the 30 members of the society, who are selected for their leadership, service and grades, displayed newspaper clippings and dinner programs that traced HEC back to the 1930s.



Chris Hildreth/University Photography

Part of Hotel Ezra Cornell included a corporate play in which industry executives and students (above) played the roles of the office grouch, clown, bonehead, top banana and others to show how to use humor at work to increase wellness and productivity.

Alice Cook *continued from page 1*

Young People's League and demanded a show of hands of those who would refuse to fight if war were declared again, Cook and 37 of her companions identified themselves, and they were branded "The 38" by the *Chicago Tribune* and others. The newspaper described them as "a regretted presence at Northwestern," she said.

As Cook's name became known in Chicago, she shared speakers' platforms with Jane Addams, the founder of Hull House, and her first job was with a social welfare agency on the south side of St. Louis where she worked with "desperately poor Oakies, before there was welfare or Social Security, and all we had to rely on was voluntary agencies with pitifully few resources," Cook said.

A year later she went to live and teach at a residential labor college and cooperative farming community in Arkansas known as Commonwealth. When the Young Turks, of which Cook was one, split with the Old Guard at Commonwealth, Cook headed back to Chicago and married, but kept her own name.

She found work with the YWCA, working as an executive secretary and then an industrial secretary, and for several summers taught

working women at the Bryn Mawr Summer School. Then, she won an exchange fellowship to Germany and headed to Frankfurt to study labor education. Becoming fluent in German, she considered staying to write a Ph.D., but by 1933 Hitler had taken control of the country and Cook left.

She and her husband landed in Philadelphia in the midst of the Great Depression. Cook found a job with the YWCA in a working class district and "dreamed of turning the Kensington branch of the YWCA into a labor education center," she said.

Organizing textile workers

In the late 1930s, when the Congress of Industrial Organizations was formed, Cook left the Y to organize textile workers. When they created a union, she worked as education director of the rayon division, documenting the health hazards of rayon production.

"It was a heady time," she said. "We were right across the river from Camden, N.J., where the shipyard workers were organizing, and I wrote the constitution for the shipbuilders' union. . . . Every minute we had we spent in this daily defense of working people. We were all organizing unions without being on

anyone's payroll."

Cook's son, Phillip, was born in 1939, and for several years after that she and another woman looked after as many as five children.

A couple of years after the end of World War II, Cook was summoned to Germany to be labor education adviser for the Allied Occupation, documenting the needs of women and children. Soon after, her husband was named labor attache under the Marshall Plan, they moved Vienna, the couple separated, and Cook returned to Germany to continue her work there.

After four years in Germany, she yearned to be "re-Americanized," Cook said, and returned to the United States, accepting a job with the Extension Division of the recently established New York State School of Industrial and Labor Relations at Cornell.

She conducted a three-year study on integrating labor unions into community affairs, and then the dean of the school invited her to teach a course in labor history.

Looking back on her 40 years here, Cook said she cherishes two events: integration of the sexes in the Faculty Club and her invitation to serve as the university's first ombudsman.

In the early 1950s, women were not allowed in the rathskeller of the Statler Club at noon, so Cook wrote a resolution and organized supporters to admit female faculty. When that passed, female librarians were next.

In the aftermath of the 1969 Willard Straight Hall takeover, university President Dale Corson asked Cook to be part of his "Monday cabinet" of advisers; she refused.

"I told him that some of my grievances might be grievances against him," she said; and instead, Corson offered Cook a half-time position as the first university ombudsman. She received some 1,500 complaints that first year, she said.

Theoretically, Cook retired in 1971 at the age of 68. But four years later she began a study of working mothers in communist and non-communist countries that took her to nine countries. She came back from it "completely a feminist," she said.

They say that retired people don't keep up with the literature in their field, ILR Professor Jenny Farley relates in an interview in the film *Never Done*.

"Well, Alice is not just keeping up with it; she's writing it," Farley says.

Views from writers Clift and Vonnegut

Clinton team denies access to news media

By Carole Stone

In the Clinton administration, the White House Press Room is the last place any Washington reporter wants to be, *Newsweek* White House correspondent Eleanor Clift said during a campus lecture Monday night.

The press corps does still hang around the press room, a small room that is a covered-over swimming pool, for thrice daily press briefings, known as "feedings." But their frustration and disgruntlement are so great that one *Washington Post* reporter remarked that the atmosphere is "as fetid as if a pair of Lyndon Johnson's swimming trunks lay moldering beneath the floor boards," Clift said.

Clift is deputy bureau chief of *Newsweek's* Washington office and a regular guest on *The McLaughlin Group*, a Public Broadcasting Service public affairs show. She visited Cornell as the 1993 Daniel W. Kops Freedom of the Press Fellow.

Speaking to an overflow audience in Hollis E. Cornell Auditorium, Clift described the Clinton administration's strategy of using media to promote the president's economic programs; and she briefly assessed Clinton's first 100 days in office and spoke of personal relationships within the Clinton White House, including the "co-presidency" of Bill and Hillary.

The Clinton administration's use of unconventional media — talk shows such as *Larry King Live* and *Donahue*; televised town meetings; CompuServe and America Online computer networks for sending out press releases; and small, arranged press briefings targeted to particular audiences about particular issues — means he largely circumvents the traditional Big Media.

"Bill Clinton is fond of saying, 'Larry King liberated me by giving me to the American people directly,'" Clift said, adding that Larry King is a metaphor for the decline of the Big Media — the ABC, CBS and NBC television networks, national newsweekly magazines and the major newspapers.

"Unlike George Bush, who was pre-techno, the Clinton team is pushing the envelope in terms of new technology. He has done away with formal East Room press conferences. We've had only one since he took office," Clift said.

It is nearly impossible to collect the little anecdotes and stories of private moments in the White House that Washington correspondents thrive on, Clift said.

"We want to know what Bill thinks of Bob Dole or how he reacted to the news of Boris Yeltsin's trouble, the personal conflicts and power struggles between Bill and Hillary and the staff and the cabinet, and no one's cooperating to give us the texture, the gist of this administration," she said.

Clinton laid down a rule that no one is supposed to talk to reporters about what goes on in meetings, Clift said, quoting



Peter Morenus/University Photography

Newsweek White House correspondent Eleanor Clift (left) talks with Cornell Daily Sun Editor Dineen Pashoukos (right) and Daniel W. Kops and his wife, Nancy (center), during her campus visit Monday.

White House Communications Director George Stephanopoulos as asking: "Why should we give you the rope to hang us with?"

"The press corps is disappointed because after the years of uptight preppie Republicans, they thought, 'Now we'll have Elvis in the White House' and everyone will get along," Clift said. "They expected to be ordering in pizzas together."

Younger reporters who became chummy with Clinton aides during the presidential campaign feel shut out of the White House, and older reporters are dismayed with this new administration for a different reason: One in seven of Clinton's 450 aides is not yet 24 years old, Clift said. Some of those aides sport earrings; one has a Mohawk haircut.

"The older reporters think it's 'Home Alone' or 'the-kids-have-gotten-into-the-liquor-cabinet,'" she said.

"Still, Bill Clinton is the most accessible, gregarious president in modern memory," Clift said. "And the public sees more of him even if the press doesn't. So the American people won't tolerate the press whining about its loss."

"If I were in the White House, I would probably be doing the same — even though I don't want my Washington colleagues to hear that," she said.

The White House is a big advertising agency, Clinton's a super salesman and he is selling big packages, Clift said. The president manipulates the media as best as can to keep attention

on the issues he considers most important, especially his economic programs. "He calls that focusing and staying on-message," she added.

As Clinton approaches the end of his first 100 days in office, there are several things known about him, Clift said: he is a "polarizing president," drawing negative ratings three times those of Ronald Reagan's; he is shifting the cultural direction of the country, personally, and by embracing social issues such as abortion and gay rights; he is working at reversing pervasive cynicism about government's ability to be an agent of positive change; and he is taking on enormous substantive issues, notably the economy and health care.

"Naming Hillary to head health care reform and oversee the 512 people working on the issue, which will be the biggest piece of social engineering since the New Deal, may be the bright spot of the administration," Clift said.

"Polls show that a large majority of people believe Hillary will do a good job in reforming health care," Clift said, even if she is sometimes unfairly referred to as "the wicked witch of the West Wing [of the White House]."

The Kops Freedom of the Press Fellowship Program was established in 1990 by Kops '39 to bring distinguished journalists to the campus each year for a public lecture on issues relating to freedom of the press.

'Anyone who even begins a novel, I consider a colleague'

By William Holder

Cornell students voted their enthusiasm for Kurt Vonnegut Tuesday night by packing Bailey Hall with a more-than-standing-room crowd that heard the novelist and former Cornell chemistry student discuss topics ranging from racism to transcendental meditation.

Author of 16 books, including *Slaughterhouse-Five* and *Cat's Cradle*, Vonnegut was making his third lecture appearance at Cornell since leaving as an undergraduate for World War II. Delivering an avuncular and witty talk, he assessed the characters in his novels as "ordinary people who tried to behave decently in an indecent society."

Though he titled his talk "How to Get a Job Like Mine," Vonnegut cautioned would-be novelists that no more than 300 or so people make a full-time living as fiction writers.

"Anyone who even begins a novel, I consider a colleague," he said.

"If you really want to hurt your parents and you don't have the nerve to be a homosexual, at least go into the arts," he added.

On the mechanics of writing, he confessed to owning a computer donated to him by Apple Computer Corp., but said he uses it only to play chess. He also plugged books over cathode ray tubes, likening printed fiction to a form of transcendental meditation, an art he has practiced.

Reading as meditation

By reading, he said, "we are meditating with the mind of someone else, very often a mind better than ours."

Vonnegut, who disdains the appellation of science fiction writer because he believes the genre has a bad reputation, is nonetheless no foe of technology.

During a press conference earlier in the day, he charged that anyone who leaves technology out of a novel is making the same "dumb mistake" as otherwise excellent Victorian novelists made when they omitted sex.

Taking a swipe at critics, he said, "If you give any indication you know how your refrigerator works, you can't possibly be an artist as far as these people are concerned."

Vonnegut was failing science courses as a member of the Class of 1944 when he left Cornell. The experience was difficult for him — his father had wanted him to study something practical, and he learned "what it's like to be the dumbest kid



Peter Morenus/University Photography

Kurt Vonnegut

in class."

But he also challenged humanists who misunderstand scientists.

"They think the people over in the physics building have no sense of humor, can't dance and are dorks. They're not. I'm

glad that when I came to Cornell I was forced to spend my time with chemists and physicists, to find out that their skill is based on wit. They're extraordinarily witty people.

"I spent the whole time I was here working on the Cornell Sun, and that's how I got my liberal arts education," he said. "I never made a systematic study of literature, so I don't have the usual vocabulary for discussing it."

While in the army, Vonnegut was a lowly rifleman, but he said that "to be treated like trash for three years is salutary." Working subsequently for General Electric in public relations, he became a writer, he recalled, when he received a \$3,000 check from the *Saturday Evening Post* for a weekend of work at a time when GE was paying him \$5,000 per year.

Decline of racism

As part of a potpourri of opinions on current issues delivered during his evening talk, Vonnegut said, "The most extraordinary change in this country during my lifetime is the decline of racism." He warned, however, that it could easily resurge.

"Liberty is only now being born in the United States," he added, suggesting that it had been conceived in 1776 for a 200-year gestation period. "Let it be born at last," he added.

He offered his "quick fix" for the American education system: cut class size to 18, which he compared to the size of an extended family, where students would feel comfortable and valued.

He termed censorship a long-standing disease that is only now being recognized as dangerous, and he deplored "aliteracy" — a word he coined to describe a disinclination on the part of people who can read well to *not* read fiction.

During his press conference, Vonnegut revealed a darker and more pessimistic side than he showed to the evening audience. He deplored current news as "absolutely terrible," dwelling especially on the former Yugoslavia and saying that it reveals "what human beings are."

"I am discouraged. I don't see how civilization can get past Auschwitz," he added.

"In order for a book to be popular," he said, "it has to imply hope. At age 70, I've run out."

Vonnegut visited Cornell to deliver the annual Spencer T. and Ann W. Olin Foundation lecture, established in 1986 as part of a \$30 million, 20-year commitment to support graduate education.

Strengthening plant growth

Finding new route to boost crop yield

By William Holder

Plant breeders have the potential for major increases in crop yields worldwide, contrary to prevailing thought that crop yield cannot be increased much through traditional techniques, according to two Cornell agricultural scientists.

By applying newly developed yield system analysis and statistical methods to breeding trials, the researchers have increased yields in beans by 30 percent and have shown that commonly accepted beliefs about maximizing yield are short-sighted, said Donald Wallace, professor of fruit and vegetable science.

"Science has discarded whole plant physiology in favor of molecular biology," added Richard Zobel, a geneticist with the USDA Agricultural Research Service and professor of plant breeding and biometry. "We've shown that by relooking at the physiology of whole plants in terms of interactions between the environment and genetics, we can make significant advances.

"In order to feed the world's growing population," he said, "we've got to concentrate on maximizing the potential of each crop at different locations. We shouldn't pick the cultivar that works best across many locales. That's not how nature works."

Beginning in 1988, the researchers have used computer-



based statistical methods to quantify the interactions between crop genetics and the environment, paying special attention to the total weight of plant matter, or biomass, which they compared with yield since 1970. Rarely considered, measurement of a crop's biomass accumulation per day in yield trials is a critical parameter for selecting cultivars that have the potential to yield more than varieties that now are labeled as high-yielding, they say.

"Looking at old yield trials, our statistical analysis suggests that in upwards of 75 percent of cases, a different cultivar should have been selected," Zobel said. They have applied this analysis to scores of field trials with beans, corn and soybeans, conducted in Guatemala, Colombia, Peru, Puerto Rico, Canada and Mexico and several U.S. locations.

The researchers believe breeders can produce bigger, higher yielding plants that are better tailored to specific locations and growing seasons.

Some geographic sites with short growing seasons require that crops direct the photosynthetically produced biomass toward edible products as quickly as possible in order to

maximize yield, they say in the March issue of the *Journal of Theoretical and Applied Genetics*. But at other sites, where the growing season is longer, farmers can obtain yet higher yields by selecting cultivars that initially direct more growth toward leaves and shoots. Though the yield per day will be diminished, the end result will be a larger plant with more leaf area for photosynthesis and, at harvest time, more seeds, bulbs, fiber or tubers.

The researchers have established new principles to guide plant breeders and plant physiologists. Their research, which uses both tropically and New York adapted varieties of bean, has been supported by the USAID-funded Bean Cowpea Collaborative Research Support Program and the USDA Agricultural Research Service.

Disease-resistant apples available to gardeners

By William Holder

Backyard fruit growers who are frustrated with the poor quality and appearance of their apples can turn to new varieties resistant to major diseases.

Few amateur growers possess the skills and equipment to administer fungicides with the precise timing and mixing necessary to control diseases such as apple scab, rust, powdery mildew and fireblight, says Ian Merwin, assistant professor of fruit and vegetable science.

New varieties developed at Cornell's New York State Agricultural Experiment Station in Geneva, under the direction of Susan Brown, are resistant to all four of these major apple diseases. They do not require any late spring or early summer fungicides, though in warm, humid summers they may be somewhat blemished by diseases such as sooty blotch.

Two of these disease-resistant cultivars have been named - "Liberty" and "Freedom." Liberty is a dark red apple with much of the superb taste and appearance of its parent, Macoun. It is an annual-bearing variety, ready to pick in early October, and it will keep for several months in refrigeration.

Freedom has both Rome and the old Russian variety, Antonovka, in its parentage, and is a large-fruited variety. Somewhat rough in appearance, it is ready to pick in late September and has limited storage potential. Productive and vigorous, it may be best suited for cooking or preserves.

Two other New York-bred disease-resistant apples are still undergoing field evaluations but look promising, Merwin said. The varieties known as NY7414-1 and NY74828-12 are available from the New York Fruit Testing Cooperative Association in Geneva for those interested in growing some of the new varieties. For information, call (315) 767-2205.

The Geneva varieties are red with familiar McIntosh family traits, but two new varieties from the Purdue/Rutgers/Illinois (PRI) disease-resistant breeding program have very different characteristics, he added.

"Enterprise" is a very large, dark red apple that is firm, tart and sweet, and has an excellent storage potential. Merwin said he tasted one that had been in storage for four months and found it equal to a fresh-picked apple.

Seeds can remain dormant in winter

By William Holder

A Cornell researcher with a sleep potion for seeds has kept lettuce dormant over the winter until the early spring, and he believes that he can make any number of crop and ornamental plants dormant.

The technique, called induced dormancy, works with many economically significant plants, according to Anwar Khan, professor of horticultural science at the New York State Agricultural Experiment Station in Geneva. He foresees applications not only in crops, but also in the bedding industry, where the ability to bring seeds in and out of dormancy at will would be highly desirable.

"Inducing dormancy is a powerful, practical tool," he said. Keeping seeds dormant means that crops could overwinter and germinate well before fields could be worked in the spring.

Khan and his collaborators have induced dormancy in tomato, pepper, carrot and onion seeds in addition to lettuce. Others include flower seeds such as impatiens and primrose as well as several weeds.

Seeds that he believes are likely to work include celery, parsley, radish, leek, egg plant, potato, sweet potato, Kentucky blue grass, strawberry, endive, parsnip and chicory. The technique also can be used to reduce shoot growth or plant height, which might be useful in the development of smaller table plants, such as geraniums, that will take less space. In addition, the procedure may be applicable to inducing dormancy in weed seeds in the soil.

"We think that dormancy can be maintained indefinitely," Khan said. "It's a very practical way of maintaining seeds, especially in the bedding industry." The Cornell Research Foundation has applied for a patent on the process for inducing dormancy. Khan cautions, however, that further research is needed to improve yields. Only 10 percent of lettuce seeds planted last fall, for instance, germinated in the early spring. He will attempt to increase seed germination rates this year.

The researchers induce dormancy using chemicals at concentrations far lower than previously possible, and they have overcome unwanted side reactions that had made induced dormancy impractical. Graduate student Satriyas Ilyas and visiting scientist Claudinei Andreoli participated in this research, which Khan presented in August at a meeting of the American Society for Horticultural Science in Hawaii.

Khan, who has been studying dormancy for more than 20 years, says that a previously accepted belief, which held that release from dormancy and germination are inextricably linked, is wrong. His work has contributed to establishing that the two phenomena are separate, he says. The key difference between the two is that dormancy is reversible, while germination is not.

Hormonal control of dormancy rests with a compound called gibberellin, as Khan first showed in the early 1970s. Gibberellin works either on the plant embryo itself or on surrounding endosperm, depending upon the plant species. Compounds that inhibit gibberellin can induce dormancy. Some plants break dormancy after exposure to gibberellin, cold temperature or light, but others respond only to gibberellin.

Cornell University Academic Calendar 1993-94 — 1997-98

| | 1993-94 | 1994-95 | 1995-96 | 1996-97 | 1997-98 |
|---------------------------------------|--------------|--------------|---------------|---------------|---------------|
| FALL TERM | | | | | |
| Registration/Course Exchange | Tu/W 8/24-25 | Tu/W 8/23-24 | Tu/W 8/29-30 | Tu/W 8/27-28 | Tu/W 8/26-27 |
| Instruction Begins | Th 8/26 | Th 8/25 | Th 8/31 | Th 8/29 | Th 8/28 |
| Fall Break Begins, 1:10 p.m. | S 10/9 | S 10/8 | S 10/7 | S 10/12 | S 10/11 |
| Instruction Resumes, 7:30 a.m. | W 10/13 | W 10/12 | W 10/11 | W 10/16 | W 10/15 |
| Thanksgiving Recess Begins, 1:10 p.m. | W 11/24 | W 11/23 | W 11/22 | W 11/27 | W 11/26 |
| Instruction Resumes, 7:30 a.m. | M 11/29 | M 11/28 | M 11/27 | M 12/2 | M 12/1 |
| Last Day of Classes | S 12/4 | S 12/3 | S 12/9 | S 12/7 | S 12/6 |
| Study Period | Su-W 12/5-8 | Su-W 12/4-7 | Su-W 12/10-13 | Su-W 12/8-11 | Su-W 12/7-10 |
| First Days of Scheduled Exams | Th/F 12/9-10 | Th/F 12/8-9 | Th/F 12/14-15 | Th/F 12/12-13 | Th/F 12/11-12 |
| Last Days of Scheduled Exams | M-F 12/13-17 | M-F 12/12-16 | M-F 12/18-22 | M-F 12/16-20 | M-F 12/15-19 |
| WINTER SESSION Period Begins | | | | | |
| 3-Week Classes Begin | M 12/27 | M 12/26 | Tu 12/26 | Th 12/26 | F 12/26 |
| Winter Session Period Ends | M 1/3 | Tu 1/3 | Tu 1/2 | Th 1/2 | F 1/2 |
| | F 1/21/94 | S 1/21/95 | S 1/20/96 | S 1/18/97 | S 1/17/98 |
| SPRING TERM | | | | | |
| Registration/Course Exchange | Th/F 1/20-21 | Th/F 1/19-20 | Th/F 1/18-19 | Th/F 1/16-17 | Th/F 1/15-16 |
| Instruction Begins | M 1/24 | M 1/23 | M 1/22 | M 1/20 | M 1/19 |
| Spring Break Begins, 1:10 p.m. | S 3/19 | S 3/18 | S 3/16 | S 3/15 | S 3/14 |
| Instruction Resumes, 7:30 a.m. | M 3/28 | M 3/27 | M 3/25 | M 3/24 | M 3/23 |
| Last Day of Classes | S 5/7 | S 5/6 | S 5/4 | S 5/3 | S 5/2 |
| Study Period | Su-W 5/8-11 | Su-W 5/7-10 | Su-W 5/5-8 | Su-W 5/4-7 | Su-W 5/3-6 |
| First Days of Scheduled Exams | Th/F 5/12-13 | Th/F 5/11-12 | Th/F 5/9-10 | Th/F 5/8-9 | Th/F 5/7-8 |
| Last Days of Scheduled Exams | M-F 5/16-20 | M-F 5/15-19 | M-F 5/13-17 | M-F 5/12-16 | M-F 5/11-15 |
| Senior Week | Su-S 5/22-28 | Su-S 5/21-27 | Su-S 5/19-25 | Su-S 5/18-24 | Su-S 5/17-23 |
| COMMENCEMENT | Su 5/29 | Su 5/28 | Su 5/26 | Su 5/25 | Su 5/24 |
| SUMMER SESSION | | | | | |
| 3-Week Session Regist/Classes Begin | W 6/1 | W 5/31 | W 5/29 | W 6/4 | W 6/3 |
| 8-Week Session Regist/Classes Begin | M 6/13 | M 6/12 | M 6/10 | M 6/16 | M 6/15 |
| 3-Week Session Final Exams | F 6/24 | F 6/23 | F 6/21 | F 6/27 | F 6/26 |
| 6-Week Session Regist/Classes Begin | M 6/27 | M 6/26 | M 6/24 | M 6/30 | M 6/29 |
| 6- and 8-Week Sessions Final Exams | M/T 8/8-9 | M/T 8/7-8 | M/T 8/5-6 | M/T 8/11-12 | M/T 8/10-11 |

This calendar may be subject to modification and is not legally binding.

Office of the Dean of the University Faculty, 3/16/93.

Antil retires from Hotel School

Frederick H. Antil, director of career services in the School of Hotel Administration, will retire from full-time duty on June 30 but continue on a part-time basis in the school's alumni job placement program.

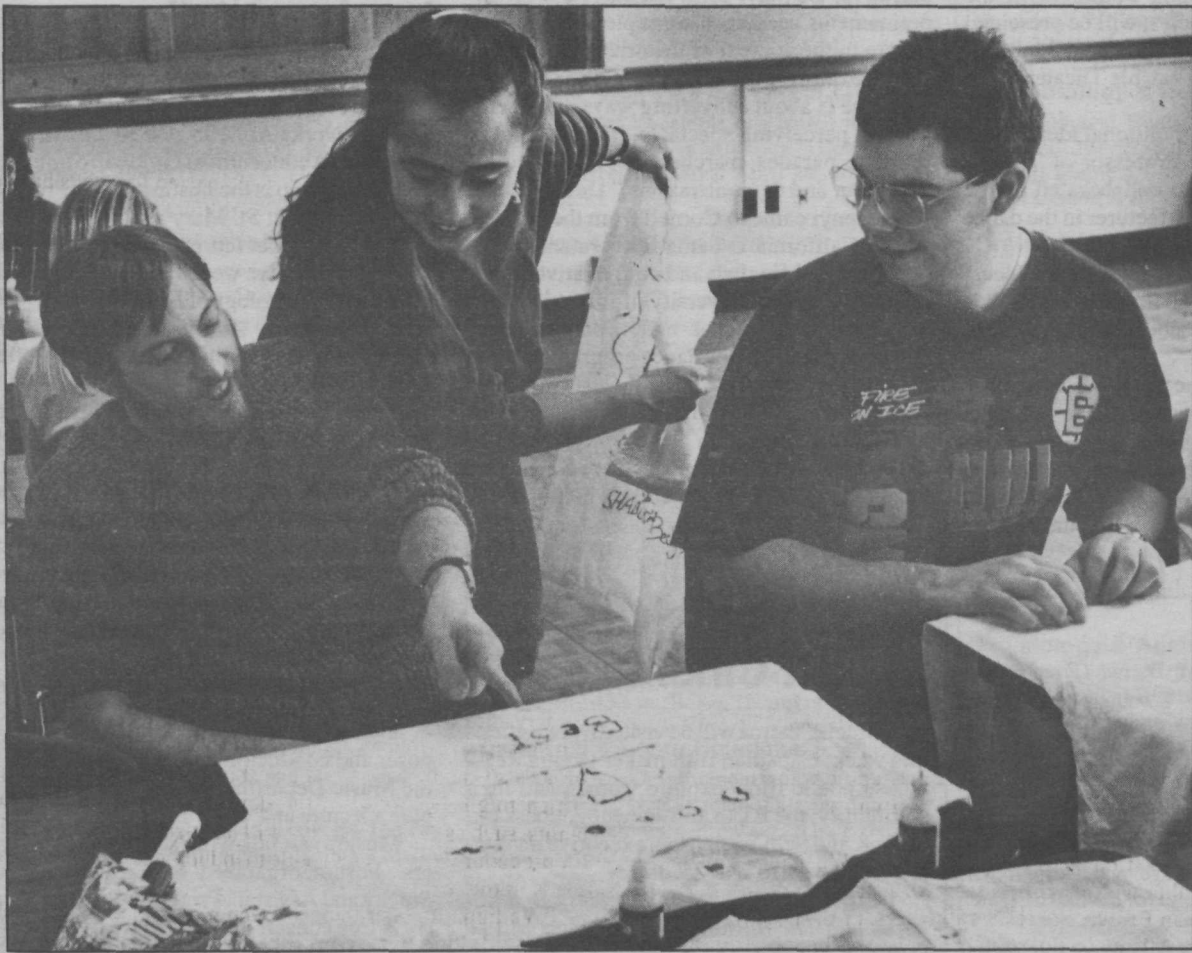
"Over the past decade, Fred has expanded our job placement and career services to a point where in recent years virtually every one of our students has received at least one offer of employment on graduation," said David A. Dittman, Hotel School dean. "I am delighted that Fred will continue to apply his talents to various assignments from our career services office, including operation of the alumni placement services."

Antil, who graduated from the Hotel School in 1955, said, "I have been very fortunate to have been directly involved for the past 10 years with the school that I love. I look forward to devoting more time to writing, teaching and consulting, and to helping keep our alumni job placement strong and vital."

Antil holds a master's degree from George Washington University, and master and doctoral degrees from Columbia University.

Before joining the Hotel School staff, he was vice president of the In-House Development and Training Division of the American Management Association; head of training and management development for Marriott Corp.; and worked with other companies and associations in human resource development. He was a member of the White House's Career Opportunities for Youth Committee, the Federal Education Curriculum Committee, and board member of several groups.

Best Buddies



Peter Morenus/University Photography

Cornell students Rebecca Gardener (center) and Justin Carter (right) design T-shirts with 31-year-old Kevin Burling of Dryden on Sunday during a meeting of Best Buddies in Willard Straight Hall. Best Buddies matches college students in one-to-one friendships with persons with mental retardation. Cornell's chapter, founded in 1991, includes 17 students, and it will be presented with the Annual Community Service Award from H.O.M.E.S. Inc. on May 10. H.O.M.E.S. operates housing for developmentally disabled residents. The faculty adviser to Best Buddies is human service studies Associate Professor Robert J. Babcock.

Upcoming events on campus

Role of agriculture in general education to be discussed

The role of agricultural biology in general education will be discussed by Gail Schumann, assistant professor of plant pathology at the University of Massachusetts at Amherst, on Wednesday, April 28, from 11 a.m. to noon in Room 404 Plant Science.

Traditionally, agriculture has not been considered part of general education curricula because students in previous generations were usually already familiar with agriculture from their home life.

But today, only 2 to 3 percent of the U.S. population is directly involved in food production. Still, everyone is dependent on agriculture for food, and agriculture commodity prices play a critical role in the U.S. and world economy.

Among the topics Schumann is expected to discuss are that scientific endeavors in agricultural biology are regulated by legislators and lawyers, most of whom know little or no biology; that most educated people do not have the basic information needed to formulate opinions about food safety, genetic engineering, and land and water management; and that general education courses in agricultural biology can remedy these deficiencies in common learning.

Schumann has developed and teaches a biological sciences course in plant pathology that is approved for the general education curriculum at the University of Massachusetts.

EarthFest '93 to be held Friday

EarthFest '93 will be held on the Arts Quad tomorrow, April 23, from 2:30 to 7 p.m.

The one-day event is dedicated to increasing awareness of environmental problems and inspiring action among the public. Sponsors include the Cornell Greens and the World Wildlife Fund.

"Our environment and the increasing degradation it suffers are of continuous concern in policy, business and education," said Kevin Petrik, president of the Cornell Greens. "Earth Day" was established in 1970 to directly address environmental issues. The tradition is carried on today around the country and in our own community."

Local environmental groups will set up information booths on the Quad. There will be live music, tie dying, games and contests. Rain date is next Friday, April 30.

Among the organizations staffing information booths on the Quad will be the Finger Lakes Land Trust, Cayuga Nature Center, Ithaca College Environmental Society and Cornell Cooperative Extension.

Providing health care for people who have AIDS to be explored on Saturday

A conference entitled "Insuring Health Care for Persons with AIDS" will be held on Saturday, April 24, from 9 a.m. to 5 p.m. at the Law School.

Speakers will include counsels for Aetna Life & Casualty, the Equal Employment Opportunity Commission, the New York State Department of Insurance and the U.S. House Select Committee on Aging. All discussions will be held in Room G-90 of Myron Taylor Hall.

Also participating will be New York Assemblyman Martin A. Luster and several professors, among them: H. Richard Beresford, M.D., professor of law at Cornell; and Kyle Grazier, associate professor of human service studies and associate professor at Cornell and program director of the Sloan Program in Health Service Administration.

The schedule for the conference, which is free and open to the public, is as follows:

- 9 a.m.: Accessing Care: Hurdles Encountered by Persons with AIDS.
- 9:30 a.m.: Industry Response: Economics and Law of Health Insurance.
- 10:15 a.m.: Insurability of Persons with AIDS: Where Do We Go From Here?
- 1:15 p.m.: Self-Insured Employers: Coverage Issues.
- 3 p.m.: The Next Wave: Universal Health Care Coverage.

Chronicle seeks details on awards

Each year, the *Chronicle* publishes a sampling of student and faculty awards in its commencement issue.

This year, the May 27 *Chronicle* will include a listing of awards. Please send via campus mail information about awards and their recipients for inclusion in this listing to Awards, Cornell Chronicle, 840 Hanshaw Road. Submissions must be received by May 14.

Chronicle schedule

The *Chronicle* will continue to publish on a weekly basis through the commencement issue of May 27.

The paper will be published biweekly during the summer, beginning with the June 10 issue.

Items for the Calendar must be received 10 days prior to publication date.

Rhodes responds to Assembly on ROTC resolution

President Frank H.T. Rhodes has issued a response to a resolution passed by the Student Assembly on March 4 regarding Defense Department policies on gays in ROTC.

The Student Assembly resolution "strongly urged" Rhodes and the Cornell administration "to require ROTC to integrate all aspects of its program" to include gays, lesbians and bisexuals. Rhodes received the resolution from Assembly President Pankaj Talwar on March 23.

Rhodes sent his response to Talwar on April 15. The letter states that "the Secretary of Defense has been directed by President Clinton to conduct a review of current Department of Defense policy that excludes gays, lesbians and bisexuals from the military, and to prepare a draft executive order based on the findings and conclusions of that review. . . . As President Clinton has set in motion the political processes for re-examining the Department of Defense policy, we should await the outcome of those proceedings."

Rhodes cited a letter sent to then-Secretary of Defense Richard Cheney by Cornell Provost Malden C. Nesheim on March 25, 1992, which urged that policies of discrimination based on sexual orientation be reviewed.

Last week, in response to another Student Assembly resolution, Rhodes issued new guidelines for residency in graduate and professional housing units on campus that ensures that the university is in compliance with Tompkins County's Local Law C, which bars sex-based discrimination in the provision of housing.

34 nominations received for Weiss Fellows

The faculty nominating committee for the new Stephen H. Weiss Presidential Fellows has received 34 nominations, is seeking further information in some cases, and plans to present President Frank H.T. Rhodes with six names by early May.

Rhodes will then choose three, probably later this spring, who would carry the title for their tenure at Cornell and receive a \$5,000 annual award for five years.

The fellowships are named for the chairman of Cornell's Board of Trustees, who endowed the program last fall. Those honored must be tenured faculty who have "a sustained record of effective, inspiring and distinguished teaching of undergraduate students."

Secretary of the Faculty Mary Morrison, professor emeritus of nutritional sciences and chair of the committee, said that the 34 nominations came from both upperclass students and from faculty members, and that they included a number of people well-known in their departments but not generally on campus.

Legal theorists gather to write book on precedent

Members of a comparative legal studies project will be meeting at the Law School from today through Sunday. They will be preparing materials for a book on the similarities and differences between the roles that legal precedent plays in judicial decision-making in the countries represented: Germany, Finland, France, Italy, Sweden, the United Kingdom and the United States.

The project members in attendance will be professors Aulis Aarnio of the University of Helsinki; Zenon Bankowski of the University of Edinburgh; Gunnar Bergholz of the University of Lund; Ralf Dreier of the University of Gottingen; Massimo LaTorre of the European University Institute in Florence; D. Neil MacCormick of the University of Edinburgh; Aleksander Peczenik of the University of Lund; Michele Taruffo of the University of Pavia; Michel Troper of the University of Paris; and Robert Summers of Cornell. A guest will be Professor Svein Eng of the University of Oslo, who will discuss project methodology in light of a study he published this year comparing precedent in Norway and England.

The comparative legal studies project was founded in 1983 in Helsinki, Finland, and from 1987 was sponsored by the Center for Interdisciplinary Studies in the University of Bielefeld in Germany. Between 1983 and 1991, the group met annually and worked on the interpretation of statutes in the various countries represented. In 1991, the project published a book: *Interpreting Statutes — A Comparative Study*, edited by MacCormick and Summers, who serve as co-chair and chair, respectively, of the group. This first book to issue from what has been a novel experiment in collaborative legal research has recently been reviewed favorably in several journals. The book is being used in law schools and by practitioners and judges here and abroad. Russell Osgood, dean of the Law School, has characterized the book as a "pioneering effort that will serve as a model for years to come."

CALENDAR

continued from page 12

Center for the Environment

Race, Equity & Environment lecture series: "Waste, Race and Class: Noxious Facilities Location Using Quantitative Risk Assessment," Michael Heiman, Farleigh Dickinson College, April 27, 4 p.m., Alumni Auditorium, Kennedy Hall.

Chemistry

Debye Lectures: John Yates Jr. from the University of Pittsburgh will give the following Debye Lectures at 4:40 p.m. in 119 Baker: "The Entry of Modern Surface Science - Development and Experimental Testing of Some Historical Concepts," April 26; "Structure and Dynamical Behavior of Chemisorbed Species on Metals and Semiconductors," April 28; and "Chemical Reactivity at Surfaces," April 29.

East Asia Program

"Direct Investment in China: A Practitioner's Point of View," Terrence Ting, Crosby Asset Management Ltd., Hong Kong, April 22, 5 p.m., 405 Malott Hall.

Ecology House

"Visions of Primeval North America," Walter Miale, Green World Center, April 23, 5:45 p.m., 200 Baker Hall.

Latin American Studies

"Political Parties and Democracy: Perspectives for Latin America in the '90s," Rafael Caldera, former president of Venezuela and candidate for another term, April 22, 12:15 p.m., G-08 Uris Hall; and "Gaining Momentum: Latin America in the Global Economy," 4:30 p.m., Alumni Auditorium, Kennedy Hall.

Messenger Lectures

"A Model to Understand Socio-technical Institutions," Bruno Latour, Ecole des Mines, Paris, April 22, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

Music

Internationally recognized composer Thea Musgrave will be the guest speaker at the Cornell Composers' Forum, April 23, 1:25 p.m., 301 Lincoln Hall.

"Arma virumque cano: Echoes of a Golden Age," Michael Long, SUNY Buffalo, April 26, 4:15 p.m., 104 Lincoln Hall.

Professors at Large

"Lymphoproliferative Disease - A Retroviral Disease of Turkeys," Peter Biggs, director of AFRC Institute for Animal Health, April 26, 4 p.m., Boyce Thompson Institute Auditorium.

University Lectures

"Retrospect on the British Empire," Anthony Low, Cambridge University, April 23, 4:30 p.m., 110 Ives Hall.

University Program Board

Actor Edward James Olmos will give a talk April 22 at 8 p.m. in Bailey Hall. An activist for the Hispanic community, Olmos directed and starred in the recent film, "American Me," which looks at the life of an Hispanic-American family in East Los Angeles. Call 255-3430 for ticket information.

Veterinary Medicine

James Law Lecture: "The Role of Heat in Birth Defects - Failure of Protective Mechanisms," Marshall Edwards, University of Sydney, Australia, April 28, 4 p.m., James Law Auditorium, Veterinary College.

MUSIC

Department of Music

• Violinist Rolf Sokol and pianist Edward Murray will perform works by internationally recognized composer Thea Musgrave and Ithaca composer Robert Palmer on April 23 at 8:15 p.m. in Barnes Hall. Featured will be Palmer's "Sonata for Violin and Piano" and Musgrave's "Pierrot," for violin, clarinet and piano; "Piccolo Play," for piccolo and piano; and "Monologue," for solo piano. A solo-marimba piece, "Merlin" by Andrew Thomas, is also added to the program.

• On April 24 at 8:15 p.m. in Barnes, Karlton Hester, flute and saxophone, will present his newest compositions with bass Phil Bower, cellist Sera Smolen, trumpeter Bill Johnson, voice Louise Mygatt, pianist Rachel Jimenez and guest dancers.

• Winner of several prestigious piano competitions, Seth Carlin will give a solo piano recital in Barnes Hall on April 25 at 4 p.m. His exceptional repertoire is apparent in his choice of composers for this concert: Joseph Haydn (Sonata No. 33 in C Minor); Brahms (Variation and Fugue on a Theme of Handel); Liszt (Sonetto 104 del Petrarca

Two faculty to present 'Spectacle of failure'

Spectacle of Failure, a dance-theater piece that explores the meaning of failure in the context of public spectacles, will be presented on Friday, April 30, at 4:30 p.m. and Saturday, May 1, at 7 p.m., in the Flexible Theater of the Center for Theatre Arts.

"The piece subverts traditional ideas about failure," said Assistant Professor of Theatre Arts Jutka Devenyi, who collaborated on the piece with Byron Suber, a lecturer in the dance program.

Spectacle's cast of nine actors and dancers come from the Cornell and Ithaca communities and include faculty members from the dance program.

Original music for the piece was composed by dance program musical director Allen Fogelsanger.

Spectacle of Failure explores martyrdom, the spectacularization of the body and hysteria, among other themes, presenting them in a

sequence of events on stage, rather than a narrative, Devenyi said, adding, "It's an experiment in aesthetics to explore aspects of failure in the context of theatrical imagery."

"In exploring the idea of what a spectacle is, the piece is about subverting ways of presenting and perceiving spectacle, like you find in religious parades, marches, displays of political power and demonstrations," Devenyi said.

Devenyi came to Cornell from the University of California at Santa Barbara and previously studied English and comparative literature at Budapest University of Liberal Arts.

Suber, who teaches ballet, ballet history and composition in the dance program, has had his work produced at Cornell's last two dance concerts and at La Mama, Performance Space 122 and the Kitchen in New York City.

Tickets to the performance are \$2 and are available by calling the center's box office at 254-ARTS.

Two film makers to visit Cinema

Cornell Cinema will be visited by two guests this week: Canadian film maker Donna Read, whose poetic films explore women and their spirituality, the Earth and ancient goddess traditions, and Seth Willenson, executive marketing consultant to IRS Media.

Read is the director of *Goddess Remembered* and *The Burning Times*, which will be shown today, April 22, beginning at 7:25 p.m. in Willard Straight Theatre. She will introduce the third film in her *Women and Spirituality* trilogy, *Full Circle*, tomorrow, April 23, at 7:15 p.m. The film celebrates women reconnecting with the Earth through song, dance and solitary meditation, and features authors, social activists and teachers.

Willenson, a Cornell graduate, will talk about IRS and his work as a film producer, and he will screen clips from IRS films during a lecture in the Center for Theatre Arts Film Forum on Thursday, April 29, at 4:45 p.m.

Some of the IRS films Cornell Cinema will show this week are: *One False Move*, *Gas Food Lodging* and *Shakes the Clown*. A special preview screening of Stacy Cochran's *My New Gun* will be shown on Thursday, April 29.

Pulitzer nominee Lucille Clifton to give reading

Lucille Clifton, a two-time nominee for the Pulitzer Prize for poetry, will give a reading from her works April 28 at 4:30 p.m. in Hollis E. Cornell Auditorium of Goldwin Smith Hall.

Clifton, who is the Distinguished Professor of Humanities at St. Mary's College of Maryland, was the poet laureate of Maryland from 1975 to 1985. Her work has been included in *The Norton Anthology of Literature by Women*, in *Contemporary American Poetry* and *The Black Poets*. She was nominated for a Pulitzer Prize in 1980 and 1987.

Clifton is the author of *The Book of Light*, *Two-Headed Woman*, *Ten Oxherding Pictures*, *Next and Good Woman*, as well as numerous children's books. She is visiting Cornell as part of the Creative Writing Reading Series.

Composer Musgrave to lecture April 23

Internationally recognized Scottish composer and conductor Thea Musgrave will visit the Music Department on Friday, April 23, to give a lecture at 4:15 p.m. in 301 Lincoln Hall.

Musgrave's talk will be part of the Composers' Forum organized by Professor Steven Stucky and Assistant Professor Roberto Sierra.

A free concert of Musgrave's music will be performed at 8:15 p.m. in Barnes Hall, featuring *Pierrot*, for violin, clarinet and piano; *Piccolo Play*, for piccolo and piano; *Monologue*, for solo piano; and *Merlin*, a solo-marimba piece.

Musgrave has received various awards, prizes, fellowships and commissions. She has conducted major orchestras, including the BBC, Scottish, London and San Francisco symphonies, and several major chamber orchestras. She lectures frequently at universities and on radio programs.

The evening's concert will also feature the most important work by Robert Palmer, his *Sonata for Violin and Piano*. Palmer is the Given Foundation Professor Emeritus of Music Composition here. His sonata will be performed by violinist Rolf Sokol and pianist Edward Murray.

and Vallee d'Obermann); Barber (Four Excursions); Scott Joplin (Classic Rags).

• Eight computers, synthesizers, monitors, lights, loudspeakers, etc. on stage and you have music by architecture student Paul Yuen on April 27 at 8:15 p.m. in Barnes.

• A concert for Olivier Messiaen music lovers will be presented April 28 at 8:15 p.m. in Barnes. An effort by Ithaca College and Cornell will feature Messiaen's "Quartet for the End of Time" and "Trio" by Dana Wilson.

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

Cornell Jazz Ensembles

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

Plantations

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

Bound for Glory

April 25: Bill Staines, one of the country's best-loved writers, will perform. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory is free and open to the public and can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

READINGS

Creative Writing

Lucille Clifton, a two-time nominee for the Pulitzer Prize for poetry and a professor at St. Mary's College of Maryland, will give a reading from her works April 28 at 4:30 p.m. in Hollis Cornell Auditorium, Goldwin Smith Hall.

CRESP

The Center for Religion, Ethics and Social Policy will sponsor a pizza extravaganza followed by a poetry reading, Voices of Courage. The event is April 24 at 7 p.m. in the Commons Coffeehouse, Anabel Taylor. The reading will feature Roald Hoffmann, Angela Omulepu and Vernon Jackman. For information, call 255-5027 or 255-6486.

RELIGION

Sage Chapel

Anthony Lowe of Clare College, Cambridge University, will give the sermon April 25 at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

African-American

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

Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

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

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

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

Sri Satya Sai Baba

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

Zen Buddhist

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

SEMINARS

Advisory Committee on the Status of Women

"A Life Course Approach to Lives: Cornell Life Course Institute," Phyllis Moen, director, April 27, 12:15 p.m., G-01 Biotech Building.

Agricultural Economics

"Applied General Equilibrium Analysis of Agriculture, the Environment and Natural Resources," Thomas Hertel, Purdue University, April 22, 9 a.m., 401 Warren Hall.

"Cooperative Data Processing Systems," Tom Lesser, Harvest States Cooperatives, April 23, 3:30 p.m., 135 Emerson Hall.

"What Should We Publish in the AJAE?" Steven Buccola, co-editor, April 26, 3:30 p.m., 135 Emerson.

Anthropology

"Pair Bonds and Monogamy in Siamang and White-Handed Gibbon," Ryne Palombit, Brown University, April 23, 3:30 p.m., 215 McGraw Hall.

Applied Mathematics

"Waterfalls, Antichains and Capacities for Digraphs," Gabor Simonyi, Rutgers University and Mathematical Institute of the Hungarian Academy of Sciences, April 23, 4 p.m., 310 Theory Center.

"An Inductive Search for a Heteroclinic Orbit in an Infinite-Dimensional System," Farzan Nadim, Boston University, April 28, 12:20 p.m., 708 Theory Center.

Astronomy & Space Sciences

"Gamma Ray Bursts in Active Galactic Nuclei," Richard Epstein, Los Alamos National Laboratory, April 22, 4:30 p.m., 105 Space Sciences.

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

Biochemistry, Molecular & Cell Biology

"How Drosophila Specifies the Sex and Tis-

Continued on page 11

CALENDAR

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sue of Yolk Protein Gene Transcription," Pieter Wensink, Brandeis University, April 23, 4 p.m., large seminar room, Biotechnology Building.

Biophysics
 "Determining the Location of Proteins in Membranes," Erwin London, SUNY Stony Brook, April 28, 4:30 p.m., 700 Clark Hall.

Boyce Thompson Institute
 "Hormones, Receptors and the Orchestration of Insect Metamorphosis," Lynn Riddiford, University of Washington, April 28, 3 p.m., Boyce Thompson Auditorium.

Chemical Engineering
 "Cell and Protein Interactions With Solid Polymeric Materials," Thomas Horbett, University of Washington, April 27, 3:30 p.m., 165 Olin Hall.

Chemistry
 "New Reagents and Methods with Low-Valent Main Group Metals," Eric Roskamp, Northwestern University, April 22, 4:40 p.m., 119 Baker.

CISER
 "CO₂ Effects on Plants: Uncertainties and Implications for Modeling Crop Response to Climate Change," D. Wolfe, fruit & vegetable science, April 26, 12:15 p.m., 145 Warren.

Cognitive Studies
 "Processes of Scientific Discovery: The Psychological Base," Herb Simon, Carnegie Mellon University, April 23, 3:30 p.m., G-01 Uris Hall.

Cornell Research Club
 "Molecular Beauty," Roald Hoffmann, chemistry, April 22, 4:30 p.m., 22 Goldwin Smith Hall.

Ecology & Systematics
 "Methane in the Greenhouse: Sources, Sinks and Controls of Atmospheric CH₄," Nancy Dise, U.S. Forest Service, April 27, 4:30 p.m., A106 Corson Hall.

Electrical Engineering
 "Approaching the Channel Capacity of Band-Limited Channels," G. David Forney Jr., Motorola Codex, April 27, 4:30 p.m., 219 Phillips Hall.

Environmental Toxicology
 TBA, Mark Sung, graduate student, April 23, 12:20 p.m., 135 Emerson Hall.

Epidemiology
 "Patterns and Determinants of Postpartum Weight Change in Malawi," Jay Ross, nutritional sciences, April 26, 12:20 p.m., NG-03 MVR Hall.

European Studies
 "The Silk Road in Reverse: European Architects, Empires and Their Legacy of Building in China, 1840-1937," Jeffrey Cody, city & regional planning, April 23, 12:15 p.m., 153 Uris Hall.
 "Romanian Intellectuals and the Birth Pangs of Democracy," Mihai Miroiu, comparative literature, April 26, 12:15 p.m., 153 Uris Hall.

Food Science & Technology
 "Limits in Assessing Microbial Food Safety," Robert Buchanan, USDA - ARS - ERRC, April 27, 4:30 p.m., 204 Stocking.

Fruit & Vegetable Science
 "Basis for Pepper Cultivar Differences in Stress-susceptibility, the Role of Assimilate Accumulation and Partitioning," Anne Turner, graduate student, April 22, 4 p.m., 404 Plant Science.
 "History of Vegetable Gardening and Commercial Production in America," Bob Becker, vegetable crops, Geneva, April 29, 4 p.m., 404 Plant Science.

Genetics & Development
 "RNA Editing in Plant Mitochondria," Claudia Sutton, April 28, 12:20 p.m., small seminar room, Biotechnology Building.

Geological Sciences
 "Bones and Ashes: Dinosaur Origins Revisited (Upper Triassic of NW Argentina)," Paul Sereno, University of Chicago, April 27, 4:30 p.m., 1120 Snee Hall.
 "Global Basins Research Network," Larry Cathles, geological sciences, April 29, 4:30 p.m., 1120 Snee Hall.

Immunology
 "Characterization of Structural and Functional Properties of the High Affinity Receptor for IgE (FcεRI)," Jarema Kochan, Hoffmann-LaRoche, April 23, 12:15 p.m., Boyce Thompson Auditorium.

Industrial & Labor Relations
 "Workforce Development in Occupational and Environmental Health," James Platner, Chemical Hazards Information Program, ILR Extension, Albany, April 22, 4 p.m., 114 Ives Hall.

International Studies in Planning
 "The North-South Planning Divide: Toward Pro-Urban Sustainable Development in Latin America," Tom Angotti, New York City Planning Department, April 23, 12:15 p.m., 115 Tjaden.

Jugatae
 "Biological Control in Australia," Ernest Delfosse, National Biological Control Institute, USDA, APIS, April 22, 4 p.m., A106 Corson Hall.
 "Caddisfly Community Ecology (intraguild predation, competition, etc.)," Scott Wissinger, Allegheny College, April 29, 4 p.m., A106 Corson.

Materials Science & Engineering
 "Solution Precursors for Inorganics: Metastable Phases and Single Crystal Thin Films," F. Lange, UCSB, April 22, 4:30 p.m., 140 Bard Hall.
 TBA, A.S. Bhalla, Penn State, April 29, 4:30 p.m., 140 Bard.

Mechanical & Aerospace Engineering
 "Marketing Environmentally Engineering Benefits," Barnet Feinblum, Celestial Seasonings, April 22, 4:30 p.m., 155 Olin Hall.

Microbiology
 "AIDS in Haiti - A Visit to the Good Samaritan Hospital," Wilson Greathatch, Greathatch Gen-Aid Ltd., April 22, noon, G-3 College of Veterinary Medicine.
 "Old Bugs, New Tricks: Regulation of Anaerobic Respiration in *Shewanella putrefaciens*,"

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

Natural Resources
 "The Balance Concept and Clupeid Driven Fisheries," William Davies, Auburn University, April 22, 3:35 p.m., 304 Fernow Hall.

Neurobiology & Behavior
 "Biological Boundaries of Neurogenesis in the Adult Vertebrate Brain," Steve Goldman, Cornell Medical Center, April 22, 12:30 p.m., A106 Corson Hall.

Ornithology
 "Bats: Myths and Realities," Paul Faure, neurobiology & behavior, April 26, 7:45 p.m., Fuertes Room, 159 Sapsucker Woods Road.

Peace Studies
 "China, Regional Stability and American Foreign Policy in Asia," Tom Christensen, Harvard University, April 22, 12:15 p.m., 153 Uris Hall.

Pharmacology
 "Biochemical Characterization of the Focal Adhesion Tyrosine Kinase," Jun-Lin Guan, pathology, April 26, 4:30 p.m., G-3 Veterinary Research Tower.

Physiology & Anatomy
 "Energetics of Osmoregulation in Marine Sharks and Teleosts," Leonard Kirschner, Washington State University, April 23, noon, D-215 Schurman Hall.
 "Ireland - The Fate of Ultraviolet Receptors in the Eye of the Atlantic Salmon," Yvette Kunz, University College of Dublin, April 27, 4:30 p.m., G-3 Veterinary Research Tower.

Plant Biology
 "Developmental and Hormonal Control of Bacterial Luciferase *LuxA&B* Gene Expression in Transgenic Tobacco Plants," Imre Tamas, Ithaca College, April 23, 11:15 a.m., 404 Plant Science.
 "Chaotic Noise, Oscillations and Feedback in Plant Growth," Daniel Cosgrove, Pennsylvania State University, April 29, 12:30 p.m., 404 Plant Science.

Plant Breeding
 "Grain Genes: A National Triticeae Genome Database," Dave Matthews, plant breeding, April 27, 12:20 p.m., 135 Emerson Hall.

Plant Pathology
 "Development and Implementation of Agricultural Expert Systems," James Travis, Pennsylvania State University, April 22, 3 p.m., A133 Barton Laboratory, Geneva.
 "Papillae Regulation in Plants," S. Inoue, plant pathology, April 27, 4:30 p.m., 404 Plant Science.
 "Agricultural Biology: A Role in General Education?" Gail Schumann, University of Massachusetts, sponsored by the Graduate Student Association of the Department of Plant Pathology, April 28, 11 a.m., 404 Plant Science.

Rural Sociology
 "Family Farming and Agricultural Development in Tunisia," Alia Gana, Fulbright Fellow, April 23, 3:30 p.m., 32 Warren Hall.

Russian Literature
 "Post-Modernism: The Russian Background," Marina Kaul, Russian State University for Humanities, Moscow, April 23, 3:30 p.m., 277 Goldwin Smith Hall.

Science & Technology Studies
 "Tinkering with/in High Energy Physics: International Collaboration in Japan and the United States," Sharon Traweck, Rice University, April 26, 4:30 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences
 "Overview of USGS Research in Western New York," Rob Brown, U.S. Geological Survey, April 27, 3:30 p.m., 135 Emerson Hall.

South Asia Program
 "Crisis of the Nation State and Secular Politics in South Asia," Stanley Tambiah, Harvard University, April 23, 1:15 p.m., G-08 Uris Hall.
 "Ritual, Self-Deception and Make Believe: A Buddhist Perception," Richard Hayes, McGill University, April 26, 4:30 p.m., 374 Rockefeller.

Stability, Transition & Turbulence
 "Turbulence in a Stratified Interfacial Layer," Jayesh, mechanical & aerospace engineering, April 27, 12:30 p.m., 178 Theory Center.

Statistics
 "Constrained Spatial Prediction," Noel Cressie, Iowa State University, April 28, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel
 "Long Fiber and Injection Moldable Composites," Dale Grove, LNP Engineering Plastics, April 22, 12:20 p.m., 317 MVR Hall.

Veterinary Medicine
 "PEDF: A New Neurotrophic Protein Is a Candidate Gene in Hereditary Cancer(s) and Retinal Degeneration," Gerald Chader, National Eye Institute/N.I.H., April 26, 12:30 p.m., Hagan Room, Schurman Hall.

SYMPOSIUMS

Engineering
 "Engineering and the Environment" will be held April 22 to 24 at the Statler Hotel amphitheater. The conference will examine the role engineering plays in preserving resources and helping manage the global environment.

Law School
 The *Cornell Journal of Law and Public Policy* is the host for its third annual symposium, entitled "Insuring Health Care for Persons with AIDS," to be held April 24 from 9 a.m. to 5:30 p.m. in G-90 Myron Taylor Hall.

Society for the Humanities
 A conference, "Lyric and Otherness," will take place April 23 in the A.D. White House. Topics and speakers include: "Lyric and Otherness," Jonathan Culler, Cornell, 1 p.m.; "Preface to a Lyric History," Susan Stewart, Temple University, 1:15 p.m.; "Form as Otherness: Questions of Poetry, Response and Responsibility," Derek Attridge, Rutgers University, 2:30 p.m.; "Pig English and Others," Debra Fried, Cornell, 4 p.m.; "From the High Lyric Down to the Low Rational: Cant and Descant on Lyric Discourse," Ted Pearson, Ithaca, N.Y., 4:45 p.m.

THEATER

Department of Theatre Arts
 Story swap: As part of the community-based Arts Project with Roadside Theatre, members of the community tell their stories. April 24, 1 and 3 p.m., Class of '56 Flexible Theatre, free.

Romance Studies
 Marivaux's *La Colonie* will be performed in French on April 23 at 8 p.m. in the Film Forum, Center for Theatre Arts. It will be directed by Jutka Devenyi and Anne Berger.

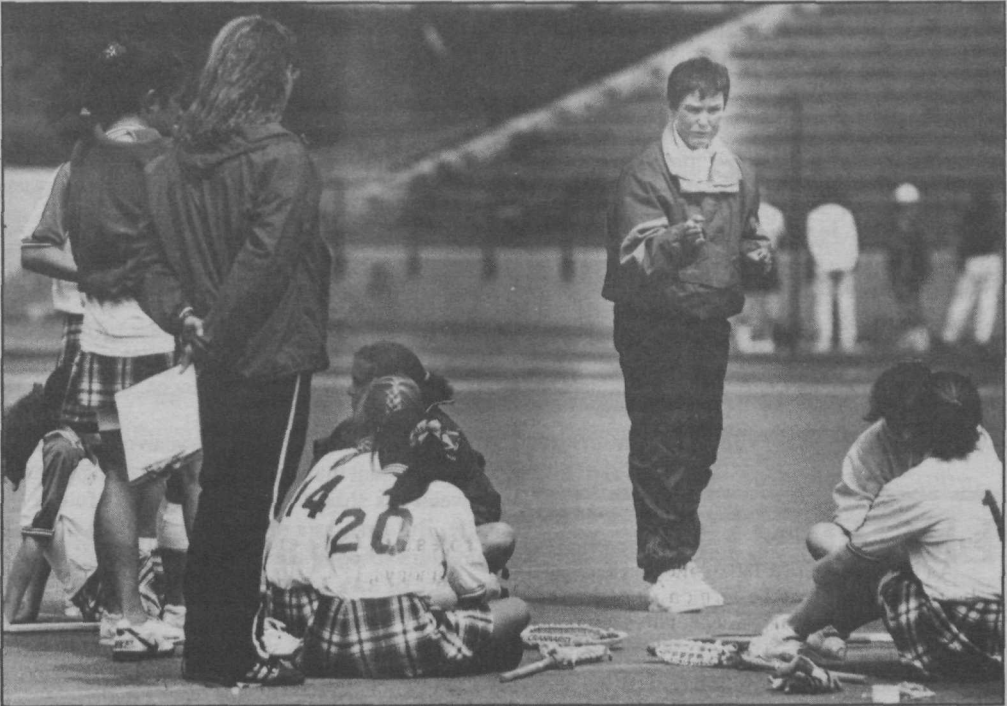
MISC.

Statler Hotel
 Bistro Nights on the Terrace feature dinners prepared by students in one of the Hotel School's required classes, Restaurant Management. Dinners are served from 5:45 to 8 p.m., and reservations may be made by calling 257-2500. Upcoming themes include: April 26, A Night in the Islands; April 27, A Tribute to Hanna-Barbera; and April 28, An International Farewell to the Class of 1993.

SPORTS

- Home contests in ALL CAPS*
- Men's Varsity Baseball (1-15)**
 April 24, at Columbia (2), noon
 April 25, at Columbia (2), noon
 April 27, COLGATE (2), 1 p.m.
 April 28, LEHIGH (2), 2 p.m.
- Men's Hwt. Crew (1-4)**
 April 24, at Princeton
- Men's Ltwt. Crew (3-1)**
 April 24, at Dartmouth
- Women's Crew (2-2)**
 April 24, at Brown
- Men's Varsity Golf**
 April 23-24, at Princeton Invitational
- Men's Varsity Lacrosse (3-4)**
 April 24, PRINCETON, 2 p.m.
- Women's Varsity Lacrosse (6-3)**
 April 22, at Colgate, 4 p.m.
 April 24, HARVARD, 11 a.m.
 April 25, LAFAYETTE, 1 p.m.
 April 28, at Princeton, 3:30 p.m.
- Men's Varsity Tennis (10-5)**
 April 23, NAVY, 2 p.m.
 April 24, PRINCETON, 1 p.m.
- Women's Varsity Tennis (2-10)**
 April 23, at Seton Hall, 3 p.m.
 April 24, at Princeton, 11 a.m.

- Men's Varsity Outdoor Track (1-1)**
 April 23-24, at Penn Relays
- Women's Varsity Outdoor Track (1-0)**
 April 22-24, at Penn Relays



Women's lacrosse head coach Cheryl Wolf talks to her team at half time during a recent game with Vermont.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

April 25: North Room, Willard Straight Hall, advanced teaching with Kate Stuart, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m.

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

Israeli Folkdancing

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

EXHIBITS

Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464.

- "Nine is a Four Letter Word," a print exhibition displaying the works of five contemporary printmakers, is on view through April 25.

- "Art Nouveau Posters" is on display through June 13.

- "Photogenics," a survey of photographic history that examines the chemical and aesthetic nuances that distinguish photographic techniques, runs through June 27.

- "Chemistry Imagined," through June 13. Uniting the worlds of art and science, this exhibition is the culmination of a collaboration between artist Vivian Torrence and Nobel laureate Roald Hoffmann, the John A. Newman Professor of Physical Science.

- "Up Close: Contemporary Art From the Mallin Collection," through June 13.

- **Brunch Time lecture:** On April 24 at 11 a.m., the museum's Brunch Time Artist Lecture Series continues with a presentation by John McQueen. McQueen will be talking about his work, which involves the ancient craft of basketry and his concept of the basket as a thin, light membrane that surrounds space. Following the talk, participants are invited to remain in the museum for brunch refreshments and informal discussion with the artist.

- **On the air:** Every Wednesday at 2 p.m., museum staff members and guests will appear on Casey Stevens' program on WHCU 870 AM.

- **Box Lunch Tours:** Every Thursday at noon during the semester, the museum will present a free Box Lunch Tour, a half-hour tour of a special exhibition or aspect of the permanent collection. Following the tour, participants are invited to enjoy their lunch in the museum. Today, April 22, Frank Robinson, the Richard J. Schwartz Director of the Johnson Museum, will conduct a tour of the Mallin Collection. On April 29, Leslie Schwartz explores Modernism, as expressed in the collection.

- **Free tours:** Every Saturday and Sunday from 1 to 2 p.m., the museum offers a free tour of its collections and exhibitions.

Rare and Manuscript Collections

"For the Heart and Mind: American Gift Books and Literary Annuals of the Nineteenth Century," selections from the Stephan Loewentheil Collection, Kroch Library, level 2B, through April 26.

Martha Van Rensselaer Hall

An exhibit of historic batik textiles from Indonesia is now on display in the Cornell Costume Collection Showcase outside Room G19A in MVR Hall. The exhibit will continue through May. Included are early 20th century flat batiks

and hand-carved wooden puppets adorned with batik fabrics.

Willard Straight Hall Gallery

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

FILMS

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

Thursday, 4/22

"Goddess Remembered" (1990), directed by Donna Read, shown with "The Burning Times" (1990), directed by Donna Read, 7:25 p.m.

"Scent of a Woman" (1992), directed by Martin Brest, with Al Pacino, Chris O'Donnell, James Rebhorn and Gabrielle Anwar, 10 p.m.

Friday, 4/23

"Van Gogh" (1991), directed by Maurice Pialat, with Jacques Dutronc, Alexandra London and Gerard Sely, 7 p.m., Uris.

"Full Circle" (1992), with special guest Donna Read, 7:15 p.m.

"One False Move" (1992), directed by Carl Franklin, with Bill Paxton and Cynda Williams, 9:35 p.m.

"Scent of a Woman," 10:30 p.m., Uris.

"The Silence of the Lambs" (1991), directed by Jonathan Demme, with Jodie Foster and Anthony Hopkins, midnight.

Saturday, 4/24

"Ram Ke Naam (In the Name of God)," in Hindi, with English subtitles, sponsored by South Asia Program. Following the film, there will be a presentation on activities of the EKTA in the United States, 7 p.m., G-08 Uris Hall.

"Van Gogh," 7 p.m., Uris.

"Shakes the Clown" (1991), directed by Bobcat Goldthwait, with Bobcat Goldthwait, Julie Brown, Tom Kenny and Adam Sandler, 7:25 p.m.

"The Silence of the Lambs," 9:25 p.m. and midnight.

"Scent of a Woman," 10:30 p.m., Uris.

Sunday, 4/25

"The Flat Jungle" (1978), directed by Johan van der Keuken, 2 p.m., Johnson Museum, free.

"Shakes the Clown," 4:30 p.m.

"Masculine Feminine" (1965), directed by Jean-Luc Godard, with Jean-Pierre Leaud and Chantal Goya, 7:30 p.m., Uris, free.

"One False Move," 8 p.m.

Monday, 4/26

"Van Gogh," 6:05 p.m.

"Nashville" (1975), directed by Robert Altman, with Elliot Gould, Julie Christie, Ned Beatty and Shelley Duvall, 9:30 p.m.

Tuesday, 4/27

"May 1992 Crackdown," Southeast Asia Film Series, 4:30 p.m., Kahin Center, 640 Stewart Ave., free.

"Manifesto" (1988), directed by Dusan Makavejev, with Camilla Soeberg, Alfred Molina, Simon Callow and Eric Stoltz, 7:50 p.m.

"One False Move," 10 p.m.

Wednesday, 4/28

"Silverlake Life: The View From Here" (1993), directed by Tom Joslin and Peter Friedman, 7:45 p.m.

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

Thursday, 4/29

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

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

LECTURES

Africana Studies

"Multiculturalism: Promoting Divisiveness or Respecting Differences?" Stacy Smith, Africana studies, April 28, noon, Hoyt Fuller Room, 310 Triphammer Road.

Continued on page 10



Patricia Reynolds

Actress Sheriden Thomas stars in director David Feldshuh's updated and gender-bended production of Shakespeare's "King Lear," which opens at the Cornell Center for Theatre Arts on Thursday, April 29, and runs through Saturday, May 8. Tickets are \$7. Information is available by calling 254-ARTS.

'King Lear' to open April 29 at Center for Theatre Arts

By Lisa Bennett

David Feldshuh's updated and gender-bended version of Shakespeare's *King Lear*, starring actress Sheriden Thomas, will open at the Center for Theatre Arts on Thursday, April 29, and run through Saturday, May 8.

Thomas is an Equity actress and resident professional theater associate at Cornell. She has played the lead roles in *Who's Afraid of Virginia Woolf* and *Les Liaisons Dangereuses*. She has also directed several shows in Ithaca, including the Kitchen Theater's hit, *Cloud Nine*.

Feldshuh, who directed this production of what is often called Shakespeare's greatest play, is the artistic director at the Center for Theatre Arts, a 1992 Pulitzer Prize nominee for his play, *Miss Evers' Boys*, and a medical doctor who continues to work weekly shifts at Tompkins Community Hospital Convenient Care Center.

Set in present-day New York City instead of Victorian England, this production was inspired by Feldshuh's concerns about the growing ranks of urban elderly homeless, the violence in cities and the potential for a new, tragic generational conflict as the coming tidal wave of aging Baby Boomers threatens the viability of the Social Security system.

Tickets cost \$7 and are available at the Cornell Center for Theatre Arts box office or by calling 254-ARTS. Tickets are sold out for the first weekend of performances, but available for the second weekend.

The play opens with the 80-year-old king's announcement that he will divide his kingdom between his three daughters to avoid future strife. But first, as a precondition, he asks his daughters to compete in their testament and measure of love for him, saying:

"Which of you shall we say doth love us most,

"That we our largest bounty may extend
"Where nature doth with merit challenge."

His two eldest daughters, the ambitious Goneril and Regan, say they love him all, and are each awarded with a third of the kingdom. Then Lear turns to his favorite, the earnest and

loving Cordelia, who shocks her father by refusing to participate in his cynical contest.

"Unhappy that I am, I cannot heave my heart into my mouth," she says, adding a challenge to her sisters' veracity: "Why have my sisters husbands if they say they love you all?"

Unable to distinguish between truth and falseness in love, Lear banishes Cordelia from the kingdom. Although he had hoped to live out the remainder of his years with her, he is hurt and confused by her refusal to flatter him.

This action sets up the journey of the play. Without Cordelia, Lear tries to live with each of his eldest daughters, but they deny him the due respect of a king and father. He feels demeaned and leaves them. Without a home, he then travels with his Fool, the homeless and, unbeknownst to him, his loyal servant, Kent.

In the process, Lear goes mad as he confronts the fact of evil, cruelty and falseness in his daughters and human nature. During this descent into darkness, however, Lear also discovers his own failings to care for the wretched, the mad, the homeless — and his daughter, Cordelia. He also discovers profound compassion and a desire for forgiveness.

All parts in this production are played by women, except Lear's three daughters and the Fool. The eldest daughters are played by Equity actors and Resident Professional Theater Associates Brent Harris and David Studwell; Cordelia is played by undergraduate Chris DeWan; and the Fool is played by Keith Grant, an assistant professor of theater arts at Cornell.

In support of this approach, Feldshuh quoted *New York Times* theater critic David Richards, who once wrote: "If the talent and insight are there, black should be able to play white, young play old, female play male. And vice versa." The result in this production is a new look at power, family dynamics and gender relations.

Considered by many to be the greatest, if darkest, of Shakespeare's plays, *King Lear* is, in the poet Shelly's words, "the most perfect specimen of dramatic poetry existing in the world."

And this production is perhaps the most ambitious to be staged at Cornell.

WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

A Gift of Time, Part II

Editor's Note: This week is National Volunteer Week, and in recognition of the valuable contributions that volunteers make to Cornell in terms of their time, expertise and caring, The Cornell Workplace is featuring a three-part series on volunteers who work in Cornell's behalf. This article is the second in that series. Last week, in the April 15, 1993 issue, the over 65,000 volunteers who work with Cornell Cooperative Extension

were recognized. This week we focus on the volunteers who contribute to the health of the Cornell community: the students and staff who volunteer for the Gannett Health Center, the retirees who visit Tompkins Community Hospital, and the retirees, staff and faculty who contribute to recreational health and well-being through their efforts with the Cornell Recreation Community and Employee/Family Day and

Night at the Court. In two weeks we will look at students past, present and future—the volunteer efforts of alumni and current students who work with prospective students; the work of alumni in alumni activities and fund raising for Cornell; and the time given by staff, faculty, and students each Memorial Day Weekend to Commencement activities.

Cornell Retirees Ambassadors of Encouragement and Caring

—Nancy J. Doolittle

Why do Cornell retirees volunteer? For the same reasons that everyone else does. "I feel better about myself when I help someone else," notes one; "I want to give back to the community," says another; "I get more out of it than I put in it," says a third. "When I'm thinking about someone else, I don't have time to worry about myself," says a fourth.

An Overview

All total, Cornell has approximately 1,700 retirees and their surviving spouses. Over 1,200 of these retirees live in New York State; many of them volunteer in their local communities on municipal boards and committees, fire departments, school boards, big brother and sister programs, and literacy programs; in their churches, social service organizations, and other nonprofit agencies. Many of them are cooperative extension volunteers throughout New York State. About 20 retirees volunteer to work at the information desk, the front desk, the gift shop, and the emergency room in the Tompkins Community Hospital. And a very large percentage of them live near enough to the university to continue to serve Cornell, as they had in their workday lives, throughout their retirement years.

All across Campus

Retirees work at Cornell in University Library; as traffic assistants; as fraternity and sorority advisors; as ushers at Commencement; and as contacts for prospective students. Of the over 80 volunteer staff and retirees that give time and energy to supporting the recreational health of the Cornell community through their involvement with the Cornell

Recreation Community, over 20 are retirees. Over one fourth of the approximately 80 volunteers who help each fall and winter with Employee/Family Day and Night at the Court are also retirees (staff and administrators make up the remainder). And Cornell retirees volunteer for the board and committee responsibilities of the Cornell Retiree Association, which works on behalf of Cornell retirees throughout the country, keeping them connected to the university and updated on any benefits changes.

Cornell Visitors Program

Several weeks ago, Eleanor Law and I met with a group of local retirees and faculty emeriti who give their time and caring to a very special purpose—visiting Cornell students, retirees, faculty, staff, and their families who are hospitalized at Tompkins Community Hospital or are resi-

dents in one of three local nursing homes.

The Structure

Begun in 1984 through the Association of Cornell University Emeritus Professors (ACUEP) and the Cornell Retiree Association, and authorized by the president of the university as an official Cornell program, the Cornell Visitors Program consists of approximately 15-16 volunteers each year who visit Cornell-affiliated patients in the Tompkins Community Hospital and local nursing homes. Sometimes there are as many as 30 Cornell-affiliated patients in the hospital at any one time. On average, the volunteers make approximately 630 visits a year, devoting a total of 1,600 hours each year of their time to this program.

Two volunteers visit daily, Monday, Wednesday, Thursday, and Friday,
(continued on p. 2)

The Gannett Health Center Helping in Health Delivery and Awareness

—Nancy J. Doolittle

The Gannett Health Center Clinical Volunteer Program is designed primarily to facilitate the operations of Gannett Health Center while providing "hands-on" experience for students in a health care facility. As such, its volunteers are primarily Cornell students considering a career in medicine or in related health care or social work fields. The program is offered through the Health Education office at Gannett.

Student Enthusiasm

"Our program is very popular with students," says health educator and clinical volunteer coordinator, Janice H. Saidla, M.Ed. "They are required to document their work experiences, and their notes describe their own personal reflections on the work they are doing." Current volunteers often tell their peers about the program, and this enthusiasm generates interest in the program from other students as well as serving as a way of informally increasing health awareness among Cornell students.

"It is very effective for students to be able to talk with each other in an informed way about health issues, and our volunteers are trained so that they can educate their peers in classes and residences about healthy lifestyles and services available at Gannett," Janice Saidla notes. "We also stress the importance of discussing health issues and informing peers about health topics, but our volunteers know that absolute confidentiality must always be maintained, regardless of the circumstances or the client," she explains.

Program Structure

As of February, 1993, there were 125 volunteers involved in this program, working a total of 246 service hours per week in addition to the hours involved in regular scheduled in-service experiences for all participants and a structured combination of classroom, practical, and on-the-job training. This translates to the equivalent of six persons working a 40-hour week. Approximately 20 volunteers

(continued on p. 2)



Cornell Visitors Program volunteers talk with Eleanor W Law, volunteer special assistant to the associate vice president for human resources. From left to right: Peg Thomas, Eleanor Law, Frank Miller, Jean Morehouse, Rev. Jack Lewis.

Retirees

(continued from p. 1)

and they keep a log of the patient's morale and receptivity, whether that person enjoyed the visit or would prefer not to have future visitations, and the general attitude of the patient. The volunteers will also bring the patients the *Cornell Sun*, the *Cornell Chronicle*, *The Cornell Workplace*, and *Networking*, if so desired, or will pick up something at the Gift Shop if requested. Students who are hospitalized can ask the volunteers to serve as liaisons with their professors and advisors, making arrangements to reschedule tests and quizzes and bringing the students any books or materials they may need or any assignments the professors may desire the student to have.

The Need for Sensitivity

"Our work requires a great deal of sensitivity," notes Reverend Jack Lewis, pastoral consultant for Cornell, director emeritus of Cornell United Religious Work and current director of the Cornell Visitors Program. "At the end of the first visit we make to a new patient, we ask that person to fill out a card indicating whether or not they would like future visits. Even of those who welcome us, we are sensitive to the number of visitors they have in any given day, so that our visit will not tire them, or to their particular attitude or state of health that day."

Frank Miller, retiree volunteer and former professor in the School of Industrial and Labor Relations, agrees: "Over time, the series of visits establishes a relationship. Long-term patients have a lot of variation in mood, and we vary our approach accordingly." Some of these long-term patients ask to be visited on a frequent, regular basis. One patient, who recently passed away, was visited 95 times since last September, 1992, and another was visited 145 times before being transferred to a nursing home.

Each of the volunteers goes through an orientation program provided by the hospital, and becomes an official volunteer of the hospital. Recently the volunteers joined the hospital staff for an in-service seminar on loss and grief.

Here, as at the Gannett Health Center, confidentiality is strictly maintained. The volunteers do not know the nature of the patient's illness unless the patient shares that information personally. They also are careful not to reveal to others outside the hospital the names of the patients, except at the patients' request.

Effects of the Program

In general, the volunteer retiree visitors are very well received by the patients. "Students from Cornell are often open-mouthed in surprise when we walk through the door," Jack Lewis notes. "They can't believe that older Cornell people would take this personal an interest in them."

Jean Morehouse, volunteer retiree visitor and former administrator in the Dean of Faculty's office, notes, "If my children were in the hospital, I'd be only too glad to have someone from the university call on them." And Peg Thomas, who before her retirement worked as a counselor to students in the College of Human Ecology, points out that a number of patients have told her, "This is the first time I have ever been in the hospital." Having a visitor stop in on a regular basis helps ease the alienation and sense of helplessness that can come from being confined due to illness.

*Reverend Lewis spends
hundreds of hours
visiting, counselling,
conducting home
visits, memorials and
funerals, most of them
on a volunteer basis.*

From the annual pastoral consultant's reports to the president, one gets an idea of the true impact these visits make. One patient said, "It's nice to know they're thinking about me. I really appreciate it. They're a bunch of Good Samaritans." Another said, "They provide a warmth that nothing can replace." Oftentimes those who have been visited when they were patients will become volunteer visitors after their recovery and once they retire.

The university recognizes the work the volunteers do through an annual luncheon held each year in their honor. In response to the 1989-90 Annual Report of the Cornell Visitors Program, President Frank H. T. Rhodes noted, "The Cornell retirees who volunteer their services as visitors to Cornell-related patients and their families in Tompkins County are indeed dedicated volunteers . . . I know from others how much it means to patients to see a friendly face and receive encouraging words, and this is particularly so for those who are not fortunate enough to have other visitors and who have no family in the area."

The volunteers see it differently, however. They stress, not the good they do, but how rewarding the program is to them personally. "You never go away without feeling that you're getting more than you're giving at the end of a day," says Jean Morehouse, in summing up the feeling of the group. And Peg Thomas points to the critical role Reverend Lewis plays in this program. (Reverend Lewis spends hundreds of hours visiting, counselling, conducting home visits, memorials and funerals, most of them on a volunteer basis.) "We must say something about our leader," Peg Thomas says. "I believe that there is a reachable moment for volunteers, a time in the course of someone's life in which, if they are asked, they will give in ways they had not thought of before. It was Jack's invitation to me that made me ready for such an experience. We are exceptionally gifted with the leadership we have been given."

Gannett

(continued from p. 1)

work each day, Monday through Friday, with a few individuals working Saturday and Sunday.

Volunteers work in one of four different clinical areas or in the main lobby. This year main lobby assistants spent fifteen hours in training, and serve two hours a week for two semesters performing a variety of tasks that make it easier for persons first entering the health center. These volunteers will greet clients, direct them to the appropriate area, expedite emergency services for injured clients, accompany visibly upset clients to psychological services, answer client questions, or facilitate communication for non-English speaking clients. During April this group also assisted with a project promoting the use of bicycle helmets. The experience of being a main lobby assistant gives seniors and those with full schedules a chance to serve in a health care facility. There are 23 main lobby assistants at present.

The clinical areas include volunteering in Contraception, Gynecology, and Sexuality Services (CGSS) as either a CGSS Medical Assistant (women only) or a CGSS Peer Counselor (men and women); or volunteering as a medical assistant for either the Walk-in Service, Sports Medicine, the Overnight Unit, or Floor Two.

CGSS Volunteers

CGSS volunteers must successfully complete an in-depth 50-hour classroom and practical training program to increase knowledge and skills in areas relating to women's health, including emphasis on communicating, self esteem, human sexuality and reproductive education, gender roles, methods of contraception, sexually transmitted diseases, HIV/AIDS, sexual assault, unplanned pregnancies, and addictive behavior.

CGSS medical assistants are women volunteers only. They will listen, inform, assist, and reassure patients; take patients' vital signs, assist clinicians during exams, help other staff members with clinical operations, prepare exam rooms for designated procedures, restock rooms, clean rooms, complete laboratory slips, and handle specimens." There are currently 24 CGSS medical assistants and 18 trainees.

Peer counselors can be both men and women, and though much of their time is spent individually with undergraduate women coming to the CGSS clinic for the first time to elicit personal, family, menstrual, and contraceptive history and to discuss contraceptive options, they also counsel men, couples and graduate students interested in discussing birth control and sexuality issues. Where appropriate, they serve as liaison between the client and clinician. Currently 13 volunteers are peer counselors and another 12 are peer counselor trainees.

Walk-in Service

Gannett Health Center's Walk-in Service provides rapid access to health care for urgent medical problems, same day appointments and minor acute illnesses. Floor Two services include appointments for common medical problems, the Allergy Clinic, and Travel Medicine. Medical assistants in these areas participate in a 20-hour classroom and 10-hour practical training program prior to independent service in the clinic. Their training covers such areas as common diseases, communicable diseases, eating disorders, physical and emotional emergencies, and they learn to develop observing, listening, responding, empathizing, and team-building skills.

Medical Assistants

Medical assistants place patients in examination rooms; collect pertinent data; take vital signs and administer vision, hearing, and pulmonary function tests; participate with clinicians during patient visits, complete forms and handle laboratory specimens. There are currently 22 medical assistants.

There are also two sports medicine, one overnight unit, and ten substitute volunteers.

Recognition

"The volunteers who work for the Gannett Health Center are very dedi-

cated, intelligent, responsive and caring," Janice Saidla says. "They are committed to serving others, and they take pride in their work. They are also the first to admit that they feel that they get back more through their volunteer work than they give." For many of the volunteers, the experience is rewarding because it provides a way of reaching out in assistance to other individuals in need. Through their training, student volunteers also increase their knowledge about health care and health enhancing behaviors. And, as preparation for the world of work, volunteering for the Gannett Health Center allows students to explore whether the health care arena is one they would like to pursue, as well as a way of getting the practical experience, recommendations, and recognition certificates that will help in pursuing a health care career.

Throughout the year the volunteers receive feedback and encouragement through weekly feedback, social activities, special projects, and by working closely with each other, the clinicians, and volunteer coordinator. Each fall and spring semester there are events to celebrate services of students. In the spring an appreciation dinner is held in recognition of the role of volunteers in the health center, and this year a special graduation reception is planned for the senior volunteers and their families.

UAW and the University Join Together to Increase Sexual Harassment Awareness

Some changes happen amidst a lot of fanfare. Others, though quieter, more gradual, and less dramatic, are equally significant. One of these quieter changes happened over the past several months, as the UAW and the university joined together to offer sexual harassment awareness workshops in answer to the concerns raised by service and maintenance staff. To begin with, the initial impetus for the workshops came from the "grassroots level," not from central administration. And second, they were developed through the joint efforts of the UAW Local 2300, University Human Resource Services, and the Office of the Associate Vice President for Human Relations. This joint, team approach to a voiced need is reflective of both the principles of Cornell's Quality Improvement effort and the evolving relationship between unions and organizations nationwide.

Over 400 service and maintenance staff attended one of the ten two-hour sexual harassment workshops held during the week of March 22nd. The first hour of each workshop featured members of the Cornell Interactive Theatre Ensemble (CITE), who facilitated an interactive skit

and a discussion focusing on the issue of sexual harassment. Priscilla Young, UAW Women's Department of Detroit, facilitated the second hour of the workshop, discussing legal issues and union procedural processes, and conducting a question-and-answer session. Supervisors of service and maintenance staff were encouraged to provide release time in order for their staff to attend.

The idea for the workshops came from the UAW Women's Committee, which was formed last fall after the Trade Union Women's conference was held at Tompkins Cortland Community College. The Women's Committee met with Beth I. Warren, associate vice president for human resources at Cornell, and E. Peter Tufford, senior consultant and director of Labor Relations at the university, about educating members of the Cornell community about sexual harassment issues.

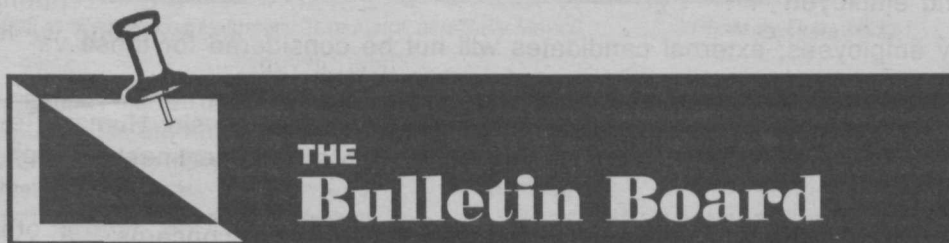
"The UAW and the Women's Committee has taken a big step toward educating the bargaining unit about sexual harassment," said Lesley Finch, zone representative with campus residence life. "The response has been very positive and we hope to work with Cornell again on future projects," she continued. Noted Pete

Tufford, "Through the joint efforts of the UAW Women's Committee and the unit managers and supervisors across the campus, many members of the service and maintenance bargaining unit were able to participate in this enlightening and valuable educational program. I was particularly excited about the audience involvement and participation. All those who made this possible should be proud of their efforts and I look forward to similar ventures in the future."

Response to the workshops by staff was equally encouraging. Sharon Millick, a cook in the small living units and an active union and women's committee member, explained: "It's really great that Cornell and the union worked together to enlighten employees. I've gotten a lot of positive feedback from people who attended the workshops. My hope is that people learned they have rights, and can speak up and have those rights protected. Workshops such as these can create an environment where sexual harassment is no longer an issue."

In the long run, the effectiveness of the workshops may be determined by the joint co-sponsorship effort, which sent a strong message that

both union and university were equally concerned about addressing this issue. Noted Ralph Moss, steward for Robert Purcell Union dining, "I believe the sessions brought out key points about sexual harassment and let people know they don't have to tolerate things that are uncomfortable in the workplace. Local 2300 has taken a stand in letting members know they have a strong union to back them and that they are not alone—we're that big shoulder that you're looking for to lean on." Beth I. Warren, associate vice president for human resources, concurred. "It has long been the university's policy not to tolerate discrimination, intimidation, or harassment of any kind, especially sexual harassment," she said. "We encourage diversity, and are committed to providing a safe and productive working environment. These workshops helped in our meeting these objectives. Their true impact will be felt, however, not solely because of the university's policy against sexual harassment, but because so many people all across campus are concerned about this issue and are working together to address it."



Attention

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

Brown Bag Luncheon Mentoring: Success Stories at Cornell

This Brown Bag Luncheon will be held on Wednesday, April 28 in the Biotechnology Conference Room. Please join the luncheon as a panel of four discuss how mentoring has enriched their personal and professional lives at Cornell University. This will be a unique opportunity to learn how to benefit in successful partnerships which will enhance your opportunities in a rapidly changing workforce.

CIT Computer Workshops

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

you. CIT is offering the following computer training workshops:

Introduction to WordPerfect (8b) – April 20, 22, 27, & 29, 6:30-9:30 p.m., G25 Stimson

Advanced WordPerfect (58a) – April 26, 28 & 30, 9:00 a.m.-12:00 p.m., G25 Stimson

Intro to Network (37a) – April 26, 28, & 30, 9:00 a.m.-12:00 p.m., 123 CCC

Administration Using AppleShare

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

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

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

Layoff Support Group

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

topics relating to re-employment strategies.

The first meeting, scheduled for Thursday, April 22, 5:00-6:30 p.m., in Room 101/Employment Services' Education Room at 20 Thornwood Drive, will be dedicated to discussing participants' needs and developing and defining the scope of the support group.

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

Display Children's Art and Help Spread the Word

April 18 through 24 is National Week of the Young Child. One of the ways the University Children's Network is recognizing children of the Cornell community is through art displays at the following locations:

Cornell Campus Store (outside display)

Day Hall (1st floor display case)

Mann Library

Herbert F. Johnson Museum of Art (Floor 2L)

Statler Hotel School Atrium

Willard Straight Hall (4th floor display case).

National Week of the Young Child and National Volunteer Week are being celebrated concurrently during this week. The University Children's Network is also seeking volunteers to display children's art work at various campus locations.

By displaying a work of art in your office or area you are spreading the word that children are an important part of the Cornell community and raising awareness of their needs. Help spread the word and tell a friend about this initiative. You may want to bring in your own children's art work to display. Posters for display in conjunction with your own art work are available as well. You may take as many pieces of art and posters as your unit, department or office is willing to display. Artwork and posters can be obtained at the Work and Family Services office in University Human Resource Services, located in 130 Day Hall. See Cindy Wright or call her at 255-3649 for more information.

The University Children's Network is a consortium of Cornell affiliates:

University Cooperative Nursery School, Cornell Early Childhood Program, Cornell Graduate Family Housing, Day Care Council of Tompkins County, Ithaca Community Childcare Center and University Human Resources Work and Family Services.

The Advisory Committee on the Status of Women Brown Bag Luncheon Series

The Advisory Committee on the Status of Women presents Dr. Phyllis Moen, director, Life Course Institute, Human Development and Family Studies, *A Life Course Approach to*

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Bulletin Board

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Lives: Cornell Life Course Institute, Tuesday, April 27, 1993, G01 Biotechnology Building, 12:15-1:15 p.m.

Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

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

August – Tanglewood and the Boston Symphony; Normal Rockwell Museum

September – Toronto: Phantom of the Opera

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

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

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

Select Benefits Claims Schedule 1993

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

| | | | |
|-------|-------|-------|--------|
| 4/23 | 7/01* | 9/10 | 11/5 |
| 5/07 | 7/16 | 9/24 | 11/18* |
| 5/21* | 7/30 | 10/8 | 12/3 |
| 6/04 | 8/13 | 10/22 | 12/16* |
| 6/18 | 8/27* | | |

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

Select BENEFITS

How to Fill Out a Select Benefits Medical Reimbursement Claim

Do you want to know how to fill out a Select Benefit Medical Reimbursement Claim?

Federal regulations require documentation as proof that an expense has not been previously been reimbursed. Listed below are time saving steps to follow to make sure you've attached the proper documentation so claims are processed correctly the first time.

1. Submit expenses eligible for reimbursement under a medical or dental plan to your insurance carrier. You will receive an "explanation of benefits" (EOB) statement telling how much has been reimbursed for each submitted expense or which expenses are not covered. Attach a copy of the E-O-B provided by the insurance carrier. (It is not necessary to attach a copy of the bill too.)
2. If the medical expenses are not eligible under your health or den-

tal plan (eye glasses, for example fall under this category) you need only to attach a copy of the fully itemized bill to the claim form. No need to submit it to your insurance carrier.

3. Remember to complete the entire Select Benefit reimbursement claim form, using several forms if needed (every ten items is a new claim).

Please Note: Canceled checks, charge card receipts, balance due bills are not acceptable proof under federal regulations that services have been incurred during the current calendar year. to ensure claims are processed without delay, please submit fully itemized bills.

If you have any questions, contact the Client Services Team in Endowed Benefit Services at 255-3936 or Ann Klug in Statutory Benefits at 255-4455.

CAREER Opportunities

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

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

Professional

Technical Specialist I (PT6202) Level 36 Theory Center-Endowed Posting Date: 4/1/93

Provide top-level internal technical support and guidance to other technical staff in designing, developing, installing, debugging, optimizing, documenting, and maintaining highly specialized and complex computing systems software and hardware in support of advanced computing technologies. Develop, distribute, and maintain UNIX software tools. Oversee and perform installation, upgrade and maintenance of UNIX software.

Requirements: Bachelor's degree or equivalent in computer science or a scientific discipline required. Master's degree preferred. 5-7 years related experience. Thorough knowledge of C, UNIX, and FORTRAN. Detailed knowledge of hardware and software used in supercomputing. Experience with IBM UNIX or KSR UNIX strongly preferred. Excellent communications, interpersonal, and organizational skills required. Send cover letter and resume to Sam Weeks.

Programmer/Analyst (PT6203) Level 35 Theory Center-Endowed Posting Date: 4/1/93

Design, develop, install, debug, optimize, document, and maintain highly specialized and complex computing systems software and hardware in support of advanced

computing technologies. Develop, distribute and maintain UNIX software tools. Install, upgrade and maintain UNIX software. Diagnose problems and develop solutions. **Requirements:** Bachelor's degree or equivalent in computer science or a scientific discipline required. Master's degree preferred. Knowledge of C programming, UNIX utilities, and system calls essential. 4-6yrs. experience in operating systems maintenance and support, programming languages, and high-performance computing techniques and procedures. Strong communications, interpersonal, and organizational skills. Significant experience with UNIX and UNIX-based tools, experience with IBM UNIX or KSR UNIX strongly preferred. Send cover letter and resume to Sam Weeks.

Technical Consultant II (PT6404) Level 33 CIT/Network Resources-Endowed Posting Date: 4/15/93

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

Requirements: BS or equivalent with some computer sciences courses. 2-3yrs. experience in computer networking and computing, with some experience in LAN administration or design and implementation.

Advanced communication skills with ability to communicate ideas and plans effectively, both verbally and in writing. Send cover letter and resume to Sam Weeks.

Application Programmer/Analyst II (PT6403) Level 33 University Registrar-Endowed Posting Date: 4/15/93

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

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

System Programmer/Analyst I (PT6101) Level 32 Law-Endowed Posting Date: 3/25/93

Perform system administration, data preparation, and data maintenance activities for the legal information institute, and

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

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

Education Arts Editor (PC6502) HRII University Relations/News Service-Endowed Posting Date: 4/22/93

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

Requirements: Bachelors degree or equivalent required; graduate degree or study desirable. Minimum of 5yrs. experience

Networking

AN EMPLOYEE NEWSPAPER BY EMPLOYEE VOLUNTEERS FOR THE CORNELL COMMUNITY WORLD WIDE.

DEDICATED SERVICE AWARD

Bertha Petersen, Neurobiology & Behavior

by Harry Dutton



Left to right: Bertha Petersen, Terri Natoli and Sally Mancil.

Photo by Doug Hicks

Bertha Petersen has a mother's love. It is evident in the way she treats her co-workers, and in the way they return those feelings.

"I came to work in Neurobiology and Behavior right out of high school 14 years ago and was easily intimidated by Cornell," said Terri Natoli, who nominated Bertha for the Dedicated Service award.

"Bert took me under her wing right from the beginning and has guided me and

looked out for me ever since," Terri continued, noting that "working with her is like having a 'mom' right at work that you can count on."

Olympia McFall, Administrative Aide to the chairman, worked with Bertha for 14 years. She notes that "because of her continuously pleasant personality and effort to 'go the extra mile', not just once in a while but every day, she has the respect of everyone in NB&B. The dedication and

consideration she shows to her co-workers cannot be matched."

Cherie Brown has worked with Bertha for 18 years. She fondly recalls, "in that time she has always had an open ear, a warm heart, and a loving personality. I have always felt I could go to Bert with any problem or concern that I might have and that she would always do her best to help me."

Stacey Coils agrees, noting, "Bert gives 110% — she cares about her employees both professionally and personally."

The faculty at Neurobiology and Behavior also have warm regard for Bertha. Dr. Andrew Bass, Graduate Field Representative, said, "Bert's dedication and loyalty to the welfare of all staff members in the Section of Neurobiology and Behavior is a model for all of us to honor and follow. She has been a surrogate parent for many, both our faculty and students, helping to provide the kind and supportive environment needed by all as they seek to fulfill their professional and personal goals."

For Professor Robert Capranica, "Bertha Petersen has been the administrative anchor in the Section of Neurobiology and Behavior for over 20 years. During that time, many storms have raged through the Halls of Langmuir and Mudd, but Bertha always made sure that the good ship NB&B remained afloat and never crashed on the memos of chaos. She

calmed the waters, cleared the air, and brought the sunshine — and in Ithaca that's not so easy to do!"

Dr. Kraig Adler, Chairman, Section of Neurobiology and Behavior sums up the feelings for Bertha Peterson. "For nearly 20 years, Bert has represented stability and continuity in Neurobiology and Behavior: always there for all of us — faculty, staff and students alike — for technical issues or just plain good advice. Besides her administrative skills, Bert's outstanding common sense, her sensitivity to personal problems, and her forgiving of our many faults have made her the 'rock' of NB&B, which we will all-too-soon look back on as 'The Petersen Era.' "

"I am going to miss her terribly as a colleague and a dear friend, but wish her every happiness in what I know will be very active and exciting retirement years," he added.

Terri Natoli agrees: "Bert's retirement will leave a void in the lives of those of us who have come to love her."

"I am dearly going to miss her when she retires," added Cherie Brown.

"She will be sorely missed by the crew she leaves behind — we all wish her a happy voyage on her new cruise into retirement," said Professor Capranica.

Bertha Peterson has a mother's love: she loves her coworkers as a mother loves her children and her colleagues love her as they would love their own mother.

WORK AND FAMILY ISSUES

Worthy Wage Day - Work and Family Services

Today marks the second annual Worthy Wage Day Campaign to raise awareness about the value of early child care providers. As part of a national effort, day care providers in Tompkins County will be distributing badges which read "I Work because Child Care Works!" to parents; see below right.

According to the National Child Care Staffing Study conducted by the Child Care Employee Project, real wages for the lowest paid teaching assistants, the fastest growing segment of the child care work force, have declined since 1988 to \$5.08 an hour, translating to \$8,890 annually. For the highest paid teaching staff, wages have improved only modestly, approximately 66 cents an hour over the past four years, increasing to \$15,488 per year. And, although Tompkins County salary ranges at child care centers compare an average to national statistics, wages in the rural areas start as low as \$4.50 per hour. Part-time employment and minimal or no benefits are also typical for child care providers.

Low wages contribute to high turnover rates, high burnout rates, and a sense of being de-valued — and these factors decrease the quality of care our children receive.

"This is such a critical issue for our community", states Kathy Loehr-Balada, Development Director of the Ithaca Community Childcare Center. "We need to pull together to make a real impact." Loehr-Balada is one of many local individuals, mostly child care providers and parents, who have taken it upon themselves to organize the Child Care Consortium. The goal of the Consortium is to bring together community leaders, advocates, parents and providers to develop new ongoing revenue streams. "We realize that parents cannot pay the full cost of the service, and certainly not increase the amount they pay to support living wages for the caregivers of our children."

What can you do to help support child care in Tompkins County?

- Show your support for child care providers by wearing a Worthy Wage Day Badge, ask your provider, or call the Day Care Council. These lapel badges are also available on campus from the Cornell Early Childhood Program at Martha Van Rensselaer and University Cooperative Nursery School at Robert Purcell Union.

- Talk to your employer about child care benefits such as pre-tax child care deduction plans and parent seminars.

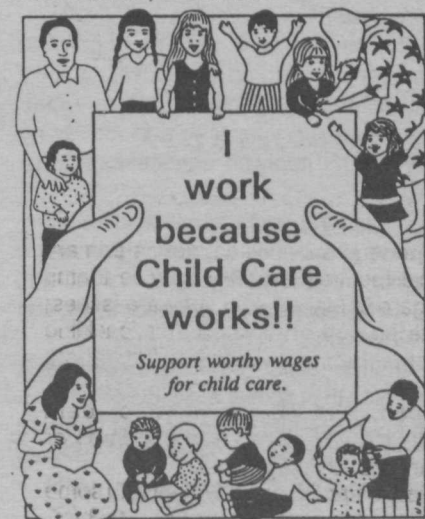
- Let your employer know that the quality and safety of your child care arrangements are important to you.

- Support higher education and ongoing training for caregivers even though it may raise fees.

- Join the Child Care Consortium.

- Get involved in child care. Speak up, join the board, let your provider know she/he is appreciated.

For more information on what you can do, call the Day Care and Child Development Council, 273-0259.



LEADERSHIP LEADS

Oh Brothers!

by George Peter

Dr. Joyce Brothers writes, in the *Parade* section of the Sunday Paper, about, "How to Work For A Rotten Boss". That's all well and good, but this is almost the twenty-first century. Why do we still tolerate rotten bosses?

It seems odd that organizations still have lousy bosses who continue to wreck havoc with people's lives. Work time is one third of the average worker's day and about fifty percent of that person's waking hours. It should be a pleasant and rewarding experience. Supervisors can be a part of a good work experience. Organizations need to train and retrain supervisors until they get it right. There needs to be a way to reward only those who do get it right.

When that happens there will be no need for Dr. Brother's advice on dealing with anachronistic bosses. Productivity will go up and everyone will "live happily ever after". Oh brother, dream on! Why not? It can happen here at Cornell first.

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Classification Review Study: An Update

Patricia Hutton of University Human Resources Services recently provided an update on the Classification Review Study (CRS) to the members of the Employee Assembly. She discussed the purpose of the study and its current status. The review of the job descriptions submitted by each unit is complete and a structure of job families has been developed.

Ms. Hutton noted that there had been no systematic review of jobs at Cornell since the 1970s. The CRS has allowed a review of current positions and classifications in support of the study objectives outlined below:

- To design and maintain an equitable, competitive and flexible compensation program for the attraction and retention of high quality staff.
- To update the definition of work.
- To facilitate comparison and interrelationships of jobs.
- To provide the foundation for pay analyses.
- To support performance recognition.
- To establish a program that is appropriate, understood and applied to the Cornell environment.
- To proactively respond to the issues of a changing workplace.

Fifty-five hundred job descriptions have been reviewed and suggested job families form the basis of a new classification system. These job families are academic support, administration, admin/financial support, athletics, auxiliary services, communication, computers and networks, finance/budget/planning, health, human resources, library/museum, public affairs, publicity/media support, service/facilities, student services, support services, and technical. New job bands will replace the old GR and CR classifications. The bands will be described by Human Resources before July 1 along with job family portraits that will illustrate the way the bands are related.

Units will be provided with the new classifications and a salary structure as of July 1, 1993. It is anticipated about 15% of existing positions will be adjusted by the adoption of this new system. In addition the exempt/non-exempt designations will be replaced by categories of employees who are eligible for overtime and those who are ineligible for such pay.

Questions about the CRS or related employee concerns may be directed to the Employee Assembly at 5-3715.

Submitted by:

Judy Boggess, Employee Assembly
2150 N. Balch Hall
Phone: 255-5533

Feedback - The Town Meetings

by Wally Tomosky

This is going to be an easy column to write. My first one was very difficult because I had to admit some of my own "communication failings". This column is going to be about a super idea that your Employee Assembly is implementing. They know you are concerned about various things and wanted to put together a method of allowing you to discuss them. This method will also let your Employee Assembly chase down the answers. It is yet another way that will allow two way communications through all staff levels.

The idea is "Town Meetings". The first one will be held on May 10th at the Boyce Thompson Auditorium. The second one will be on May 11th at the Biotechnology Conference Room. Both meetings will be from noon to 1 p.m.

The idea is you for to come, bring your ideas and concerns, and voice them. Voicing them may take either of two options. You may discuss your thoughts or write them on a card or paper to be handed in at the beginning of the meeting. A member of the assembly will read the written input and a discussion can then take place. The concept is that you feel free to bring your ideas forward without concern. If you feel free to articulate them, fine. If you feel more comfortable remaining anonymous by writing them down, that is just as fine.

We want an open and unencumbered climate to prevail in communications between the various levels of staff. This will ensure a healthy atmosphere of clean and clear dialogue, without any trappings or fences, whether real or self-imposed. We,

the employees, deserve to give ourselves the opportunity to remove fences and walls that may have built up over the years. But ... we must seize that opportunity also.

Again, these meetings are for you. The assembly is open to suggestions as the "Town Meetings" progress. A format for the meetings has been selected. It is open for amendment as we find out how to get the ideas on the table. The assembly has also had long and ongoing discussions on how to feedback the answers to the questions you raise. There is a variety of feedback mechanisms and we believe that they may all be used. The idea is to give you quality answers and yet to blend that with anonymity if you request it.

Announcements for the Town Meetings will appear on bulletin boards and in your mailboxes. The assembly has committed to writing personal invitations to as many people as possible. Your attendance and input is deeply sought. The assembly cannot represent your concerns or new ideas without knowing they exist. Please, help us. Help yourselves.

Again, the meetings are on May 10th at noon in the Boyce Thompson Auditorium and on May 11th at noon at the Biotechnology Conference Room. Once we have some experience and feedback we will be holding more meetings with a wide range around the campus. If we hear that the times are inconvenient, we will work on that subject also.

We will be looking for you, and for your input. See you in May.

National Week of the Young Child Work and Family Services

April 18 through 24 is National Week of the Young Child. One of the ways the University Children's Network is recognizing children of the Cornell community is through art displays at the following locations:

- Cornell Campus Store (outside display)
- Day Hall (1st floor display case)
- Mann Library
- Herbert F. Johnson Museum of Art (Floor 2L)
- Statler Hotel School Atrium
- Willard Straight Hall (4th floor display case)

National Week of the Young Child and National Volunteer Week are being celebrated concurrently during this week. The University Children's Network is also seeking volunteers to display children's art work at various campus locations. By displaying a work of art in your office or area, you are spreading the word that children are an important part of the Cornell community and raising awareness of their needs.

Help spread the word and tell a friend about this initiative. You may want to bring in your own children's art work to display. Posters for display in conjunction with your own art work are available as well. You may take as many pieces of art and posters as your unit, department or office is willing to display. Artwork and posters can be obtained at the Work and Family Services office in University Human Resource Services, located in 130 Day Hall. See Cindy Wright or call her at 255-3649 for more information.

The University Children's Network is a consortium of Cornell affiliates: University Cooperative Nursery School, Cornell Early Childhood Program, Cornell Graduate Family Housing, Day Care Council of Tompkins County, Ithaca Community Childcare Center and University Human Resources Work and Family Services.

Cornell Nutrient Analysis Laboratories

by Carol Doolittle

If you are going to plant a garden - vegetable or flower, bushes or trees, your best investment may well be a quick, simple and inexpensive soil test to make sure what you plant flourishes.

The Cornell Nutrient Analysis Laboratories, located in Bradfield Hall, is your key. About 25,000 people send soil samples to these labs each year, according to director W. Shaw Reid. Turnaround time is about 3-7 days depending on when the sample is received.

First determine where you are going to do the planting. Then go to the Lab in 804 or G-01 (Steve Rude) Bradfield or your local county Cornell Cooperative Extension Association, pay the fee and mailing cost, and obtain the kit, instruction sheet and form. Or you can call Sandy Seymour or Nancy Shephard at 5-4540 and they will send the form and instructions. You can also bring your soil sample(s) in your own very clean plastic container to G-01 or 804 Bradfield, obtain and complete the form and pay the fee. The \$10.00 fee includes the soil test and computerized recommendations so you can make the appropriate lime and nutrient alterations to your soil.

The environment, too, will appreciate the test so you can match your plant's requirements with soil nutrients rather than spending your time and money on buying and applying unnecessary fertilizer.

The laboratory personnel test for phosphorus, potassium, calcium, magnesium, aluminum, iron, manganese, zinc, nitrate, pH, Lime requirement, organic matter, and soluble salts.

Another useful item to homeowners is the pH kit the Lab has available for \$10.00. You can use this kit yourself at home to spot test soil pH. For instance, you have a blueberry bush near bedding plants -

both have different pH requirements. You can test just the soil around the blueberry bush. By using the solution and color chart supplied in the kit, you can determine if you need to adjust the soil just surrounding the blueberry bush.

The Cornell Nutrient Analysis Laboratories also provides soil testing service for commercial farmers and research samples. The forms and instructions for those samples are slightly different than the ones for homeowners, but a call to Sandy or Nancy will help you right away.

Once you have received the results of your soil test and recommendations, if you have questions you should contact your county Cornell Cooperative Extension Association. A copy of the results is also sent to the county office even if you obtained the forms directly from the main office in Bradfield. By working with your county ex-

tension educator you can obtain valuable local input.

Then, plant your garden of vegetables, herbs, flowers, trees and bushes and know you've done the best you can for your plants and your environment.

If you have plants that don't seem to be producing the flowers or fruit you expect, or brandish unusual colors in the fall, you may also want to have the soil tested to find out if you need to make additional soil adjustments. Soil should be sampled and tested every two to three years, according to the Laboratory instructions to maintain adequate nutrition for healthy plants.

You can take soil samples anytime it is convenient for you, notes Reid. Just allow about a week turn around time for the test. So if you want to plant something in April you had better go home and start digging out that soil sample tonight!

The New Women's Network

Brown Bag Luncheon

The topic of discussion will be:

Mentoring Success Stories at Cornell University

Wednesday, April 28, 1993

Large Conference Room
Biotechnology Building
12:00 noon to 1:00 PM

Luncheon can be purchased in the foyer of the Biotechnology Building

Employees at Cornell-After Hours

Buckskinners at Cornell

by Susan E. H. Hollern



L to R: Jack and Shirley Hasselaar, Wayne Harbert, Maryanne Reagan, Marc Whitney, and Ed Wells
photo by Doug Hicks

Buckskinning. What does that mean to you and me? Well, for one, if you don't know what Buckskinning is, then consider yourself a 'flatlander.' If you are just getting started into Buckskinning, then you are a 'pilgrim.' If you already know about Buckskinning, then please let me introduce you to six great individuals that I had that pleasure of spending some time with. Please meet Maryanne, Jack and Shirley, Marc, Wayne and Ed—all employees at Cornell and all 'Buckskinners.'

To these folks, Buckskinning is a search for truth. It seeks to develop a culture based on substance. It reaches out on cherished traditions and institutions which the years have eroded and corroded. It is finding the Faith of our Fathers in a moral sense.

"A prerequisite to be a Buckskinner, is to understand history," said Marc. "Not just reading about history, but living history. Living history encompasses a lot of things: Civil War re-enactors, Revolutionary War re-enactors, Wagon Train re-enactors where they go on 20-mile jaunts via horse and wagon. For Buckskinners, the era portrayed is from approximately 1760 to 1840; the fur trade era.

I needed to understand why they would LOVE to live this way when we have the basic amenities at home we are used to, like cars, microwaves, telephones, etc. So, the question came out to them: "How did

you get involved?" With laughter subsiding around the huge cherry wood table, I sensed that their thoughts were drifting along to very pleasant memories. Marc explained that his love of the outdoors, especially hunting, fishing and camping coupled with his appreciation of history, were brought together about 16 years ago when he bought a black powdered rifle. The rifle served as a catalyst which eventually and naturally lead to membership in the National Muzzle Loading Rifle Association and participation in "Rendezvous."

Rendezvous is the recreation of the mountain man's 'once-a-year' trading fair where the trapper brought in his beaver pelts and traded them for the supplies that he needed. Once he obtained his supplies, back into the mountains he would go for another year. "The same camaraderie and brotherhood that the original mountain man felt, keeps me coming back year after year," explained Marc.

Ed had almost the same idea, but that it was his wife who "helped" him become involved because she bought him a black powder Kentucky pistol kit for Christmas one year. "After putting together this pistol, I became more and more open-minded as to wanting to learn more about Buckskinning and the pre 1840 era."

"This is our family vacation," said Maryanne. "Where can you go, as a family, and spend less than \$50 for 7 days of

activity that we all love and participate in?" Ed also mentioned that your food that you bring may be more than that, but basically, the camping is the best all around buy one can enjoy. If you like to shop, then there are plenty of opportunities to spend currency on bead work, jackets, guns and lanterns, just to name a few. Bartering among Buckskinners is very common as well.

Food, you say? Would you believe me if I told you that these people can make just about any dinner menu you choose? Forget the electric or gas stoves we are used to. These people cook breads, cakes, pies, meats, potatoes, gravy, and vegetables all with a wood fire. Dutch ovens are very common in a Buckskinner's camp site. To say the least, they do not go hungry while at a Buckskinner Rendezvous!

It's a step back in time. You don't worry about what time it is when you are participating in a Rendezvous. In fact, most of these folks do not wear a watch while at a Rendezvous! One is never too old or too young to participate in Buckskinning. Many, many families look forward to summer months to re-live an era that was packed with so many memories of years ago. Babies, moms, dads, grandparents, etc., are all a part of the Buckskinning reverie. Seeing children running and playing in pre-1840 clothing makes you understand that these little minds are already experiencing history and living it to its fullest, day in and day out, at a Buckskinning Rendezvous!

Speaking of games! The master of pre-1840 games is Wayne! At a Buckskinning gathering, you will generally see Wayne and lots of children gather to play games that were played by children over 150 years ago! It's something that he enjoys and looks forward to at Buckskinning get-togethers. Where there's a crowd of children, you'll most likely see Wayne coordinating many games for the youngsters to enjoy.

Most Buckskinner's have a trade or craft of some sort. Ed and his son make lanterns and wood work, Jack is a fantastic musician that plays guitar and sings, he also makes dancing dolls, candle lanterns and repairs black powder guns. Maryanne's trade is baking and sewing as well as collecting pre 1840 recipe collections. Her family also works with leather and her husband makes the wood

products. Shirley, who does bead and leather work, enjoys the fact that there isn't a lot of money involved to go to a Rendezvous. She loves the "family unit" that is created when over 5,000 people gather for a Rendezvous. "You hate to think that you have to pack up camp and go back to reality," says Jack. "I know for a fact that I was born 170 years too late. I should of been born in the 1820's because I love that life so much."

Jack Hasselaar has been an avid Buckskinner for 25 years. He introduced Maryanne and her husband over 9 years ago and met his wife, Shirley, at a Rendezvous! Marc and Ed have a combined tally of 28 years as Buckskinners. Ed said that he didn't know what to expect when he went to his first event with Jack & Shirley. "I sat at this small table for two days sewing my buckskins." You mean BY HAND? No sewing machine to sew your clothing? All around the room the word 'Nooooooo' echoed and bounced off the white plastered walls while the shaking of heads from left to right gave me a very direct answer to my silly, flatlander question. Okay, okay, I get the message!

There are modern items that a Buckskinner may bring to a Rendezvous. One is a cooler. This will house their perishables. But, it has to be 'hidden' in a wooden box of some sort. As they said to me, "If it wasn't seen in 1840, don't let it be seen now!" Even the poles in their canvas tents and teepee have to be authentic to that era! You will not see modern tents or campers, neon short sets or high top sneakers. Not allowed here! (There is a modern campsite for Pilgrims who are just getting started, but you must dress the era to go into the primitive camp.)

Marc Whitney has been at Cornell for 20 years. He is Assistant Manager for C.U. Transit. Ed Wells works for M & SO. He's been at the University for 13 years. Jack Haesslaar works in the care of buildings and his wife, Shirley, in the University Benefits Office. Their combined time at Cornell is 12 years. Maryanne Reagan works in the University Benefits office. She's been at Cornell for 7 years, and Professor Wayne Harbert works in the linguistics department. He's been at the University for 15 years.

Thank you for sharing time with a 'flatlander' and explaining to me your wonderful and exciting hobby of Buckskinning!

HELPFUL HUMOR HINTS

What gives laughter, humor, and play credibility?

(From a positive perspective)

by Kathee Shaff

The following humor tips were taken from a "Humor in the Workplace" workshop facilitated by Judy VanDermark, Director of Conference Services at Cornell. Ten Reasons:

1. Universal language.

Laughter is a unique human phenomenon that is found in every culture. The positive aspects of laughter, humor, and play bridges and often helps us transcend the various differences between cultures, ages, colors, and creeds. It's an equalizer that emphasizes our commonalities and places us all on the same level. Accepting this reality gives us a vehicle of expression to relate to all people. The language of laughter is universal.

2. Relaxes us and reduces stress.

The body and the mind are connected. When we hear, see, or think something funny, we laugh and the body relaxes. We forget, even if it's momentarily, the

troubles that cause stress, tension, and anxiety. It's a way to reduce tension by releasing some painful emotions.

3. Conducive to learning.

Laughter, humor, and play break up routine and get people's attention. It then can be used to illustrate the main point and lock in an idea.

4. Promotes creativity.

It jars our perceptions loose and breaks up rigid and monotonous mind-sets. It helps us see life from a different perspective. It creates new ways to approach old situations.

5. Mood medicine.

Used in a positive way, laughter, humor, and play makes us feel good and it has no bad side effects. It increases our joy and happiness. It's a way to make life more fun by promoting a hopeful and positive attitude.

6. Reinforcer.

Human beings are motive driven. We all need rewards and perks. Laughter, humor, and play can be used as a reinforcer to motivate and energize people. It is self-rewarding and it also motivates us to work hard so we can receive it as a pay off.

7. Promotes communication.

It's a social lubricant that connects, bonds, and promotes rapport. It gives us a reason to talk with each other. It's a special way to communicate and relate with one another.

8. Expression of affection.

It's a way to love someone by helping them smile, laugh, and feel better about themselves and about life. It's a way for us to be present with the other person. When we notice someone and share laughter with them it promotes a sense of

connectivity. It's an expression of affection that touches and moves the emotions.

9. Enhances overall wellness.

When we engage in laughter, humor, and play we meet a basic human need. Every person needs to experience joy and happiness. Laughter, humor, and play enhance the well-being of our mind, body, and spirit.

10. Coping Mechanism.

Life is difficult and laughter, humor, and play can help us overcome the problems of life. It reduces tension and often helps us to escape the depression of harsh reality. By causing a shift in perspective we experience some relief, and are encouraged and reminded to hold on until the tough time passes.

UNCLASSIFIED ADS

All ads will be printed on a FIRST COME, FIRST SERVED basis. They will be printed in the order received, AS SPACE PERMITS. The Editorial Board of *Networking* has established the following guidelines for unclassified ads.

1. All ads must be sent through CAMPUS MAIL to **Networking Unclassifieds, c/o Flora Karasin, 272 Roberts Hall.**
 2. All ads must include items for sale of a **personal nature only**, such as: automotive, household items, clothing, land, homes, etc. Ads that promote work outside of the University (ie: consulting, office help, employment, other services, etc.) will not be accepted.
 3. All ads must include your **name and campus phone number.**
 4. All ads must be limited to **20 words or less.**
 5. **Only one ad per person per issue** will be accepted.
 6. If your ad does not appear in the upcoming issue, it is your responsibility to **re-submit** it (by the appropriate deadline) for the next issue. Unprinted ads will not be saved by the *Networking* staff for future issues.
- Any ads that do not comply with these guidelines will not be printed.** The *Networking* staff retains the right to review and reject any ads that are submitted for publication. *Networking* is not responsible for typing errors or lost ads.

FOR SALE:

Kirby vacuum cleaner with many attachments (3 boxes), \$200. Call 257-0402 after 3 p.m.

Brown leather jacket, zip-out lining medium, new, \$95. Xiaodong 253-6469 after 6 p.m.

26" 10-speed Huffu Women's bicycle-Excellent condition-\$75.00. Call Karen 5-4602 or 756-7218 after 6:00 PM

Unclassified Deadlines for 1993

The following dates are the deadlines for the unclassifieds. All unclassifieds must reach *Networking* by this date in order to be printed in the next issue, space permitting.

| Deadline | Issue Date |
|----------|------------|
| 4/27/93 | 5/6/93 |
| 5/11/93 | 5/20/93 |

Truck cap and bed mat, \$100 for both. Apartment size dryer, 120volt, \$50. Shelly 4-5260 or 273-2041.

Above ground swimming pool, 24' round 4' deep, with sand filter, solar cover and metal deck. Call 594-2831.

Stereo equipment, KR-4010 Kenwood receiver, CT-500 Pioneer cassette, & Tech HiFi turntable with Shure cartridge, \$175 obo. Call Sandy 5-9045.

Twin bed, mattress, box springs, headboard, footboard, mattress pad, Beauty & Beast sheets, curtains. Excellent condition, \$150. Call 347-6839.

8" fiberglass truck cap, white, excellent condition, \$350. Jim 5-7609 or Linda 5-4556.

Antique hoosier cabinet, original markings, \$300 obo. Flower girl dress with hoop skirt, size 6X, \$45. Sandy 5-9045.

Scott leather jackets, mens 36, womans 12, zip out liners, \$100 each. Roger 5-9066 or 564-7232.

Boy's 26" and girl's 24" c. 1960 Huffu Eldorado bicycles, \$45/offer each. Mike 5-7261 or 272-9481.

1988 Ford Escort GT, 67,000 miles, air, am/fm cassette, 2 door, 5 speed, good condition, \$3500 OBO. Call 753-0802 or 898-3883.

Gibson Les Paul Custom black guitar w.chrome hardware. Excellent condition, \$600 firm. Call 749-2543 after 6 p.m.

Nintendo control deck with laser gun and action pad, \$50. Many game cartridges, \$10-\$20. Cockatiels, hand raised, \$45. Sue 5-9063.

Must Sell: Adorable, 8-month old, apricot, small miniature poodle-AKC-has had shots, wormed. Loves kids. \$150.00. Call Karen at 5-4602 or 756-7218 after 6 PM.

Small collection of baseball cards from the 1980's. Call Kelley 5-7612.

Used above-ground pool, 24' round 4' deep with deck, railing, pump, filter, etc., \$500 you disassemble. John 5-4908 or 273-4289.

Maternity dresses for spring/summer, size 10, "Belle France" label, in cleaners bags, \$20 each. Sarah 5-9478 or 257-2653.

Lake views, 10 minutes level drive to CU. New 3-4 bedroom Lansing ranch w/den, family room, 2 baths. Decks for sunrise, sunset. ACC. \$106,500. 5-2055.

Entertainment Center 49"x67"x16"d, 27" TV opening, 6 shelves, 1 door storage, oak finish, \$80. Sharon E 4-109/Ed 5-3247 days or 315-497-0432 after 6 p.m.

Amana room air-conditioner, 8500 BTU, \$150. Excellent condition, 2 yrs old. Melissa 4-4845 or 277-1112 after 4 p.m.

3 br house great condition; 20 min walk to Cornell; chestnut woodwork, hardwood floors, large yard; \$84,900. 277-4667.

Mobile home, 14x42, 2 br, 1981. Well maintained. Quiet lot in park close to Cornell. Stove, refrigerator, washer, dryer. 273-6418.

Gas grill, \$30; Schwinn world 10-speed, 26" bicycle., \$120; Casio CW-16 personal electronic typewriter, \$84. Cathy M. 4-4840 or 277-2418.

Kids race car waterbed, never used. Paid \$250 will take \$150 firm. Apartment size refrigerator, \$50. Call Terry 5-1538 or 659-3129.

North Western golf clubs & bag. \$100. Remington 12 ga 870 express \$200. Hester's international recurve bow, \$30. Eric 5-2721 or 257-6528.

Collectible dolls, 1972 Shirley Temple, Alexander (poor Cinderella and Scotland), etc. Call Joan 5-3976 or 687-3188 evenings.

1985 4WD Toyota Tercel Wagon, high mileage, \$2900; Couch and chair, Black tweed, \$350; Mistral Pandera Windsurfer, \$550. 5-3192.

FOR RENT:

Lakeside cottage, two bedroom, furnished, dock, launch. Weekly/monthly. 30 minutes north of Ithaca. Jane 5-2058 or 315-252-3293 after PM.

Williamsburg, VA, resort time share for rent. July 31 - August 7, 1993. Up to 12 people. 5-2027 or 838-8252 evenings.

3-4 br farmhouse in Enfield. Family room, nicely renovated. Quiet road, lots of space, barn, pond. Tom 5-8960 or 277-4567.

2/3 bedroom house, low utilities, gardens, privacy, 8 miles to Cornell. Available 7-12-93. Dave 5-1725 or 589-4799.

WANTED:

Printer for IBM for PC-Jr. Call Louise 3-3271 or 659-3003 between 6 and 8 p.m. Leave message.

Toys in good condition for 0-3 year olds. Call Nurit 5-4247 or 256-3506.

Upright piano in tunable condition. Call Louise at 5-2676 or 277-4567.

TV antenna with rotor. Call Tom 5-6629 or leave message at 539-7546.

Lease apartment or house sit for you during 93-94 academic year. Rent \$300-375 including utilities. Nancy 5-5235.

Tompkins County Health Department Cornell University Blood Pressure Clinics ☺ May 1993

| DATE | SITE | TIME |
|------|---|----------------|
| 5/3 | Dining/Unions/Activities Trillium Dining Room | 8:30-10:30 am |
| 5/3 | Robert Purcell Union Dining Room | 11:00-1:00 pm |
| 5/3 | Willard Straight Hall Elmhurst Room | 2:00-3:30 pm |
| 5/4 | Newman Hall Rm. 305 | 8:30-10:30 am |
| 5/4 | Wilson Lab Large Conference Room | 11:00-1:00pm |
| 5/4 | The Alumnae House | 2:30-3:30 pm |
| 5/11 | Baker Institute Lunch Room | 10:00-12:00 pm |
| 5/11 | Biotechnology Building Room 180 | 1:30-3:30 pm |
| 5/12 | Admissions Office Lunch Room | 9:30-11:30 am |
| 5/12 | Carpenter Hall Conference Room | 1:00-2:30 pm |
| 5/12 | Snee Hall Room 4144 | 3:00-4:00 pm |
| 5/18 | Graphic Arts | 8:30-10:30 am |
| 5/18 | Goldwin Smith Room 177 | 11:00-12:30 pm |
| 5/24 | C.U. Press Warehouse | 9:30-11:30 am |
| 5/24 | C.U. Press (Sage House) 1st Floor Reception Area | 1:00-3:00 pm |

Your "Self-Directed" Pension

by Glenn Withiam

As employees of Cornell University, most of us receive a benefit of a regular contribution to our retirement account equal to 10 percent of our budgeted salary. Not long ago, we had exactly two choices for where to put that money: TIAA (long bonds) and CREF (stocks). Since that time, Cornell and CREF have increased the number of options for your retirement funds, and I would like to present a brief discussion of some of those options. *This is not investment advice* (I can't give you any), but it is a discussion of what I've learned about the CREF funds—some of it the hard way.

Since the mid '80s, CREF has brought its total funds to five. The original *CREF stock* fund is a huge, broadly based portfolio that generally tracks the market as a whole. If the New York Exchange has a good day, so does the CREF stock fund.

The *CREF money market* fund works basically like a CD or passbook account, and its recent performance mirrors the low interest rates we now have.

In addition to being an ethically motivated investment, the *CREF Social Choice*

fund has another redeeming value. Much smaller than the CREF stock fund, Social Choice is about two-thirds stock and one-third bonds, essentially what's known as a "balanced fund." It tends not to make big moves in either direction.

Probably the most difficult investment to understand is the *CREF bond* fund. Bonds have a value, like stocks, but that value increases as interest rates decline. That's because bonds represent a steady cash flow, and the future value of that cash flow increases when inflation and interest rates remain low. The CREF bond fund has benefited from a fairly steady increase in bond prices over the past several months.

The newest CREF fund is *Global Equities*, which is a sampling of stocks from several exchanges worldwide, with about one-third of the portfolio in U.S. stocks. Global Equities has benefited from the recent boost in the Japanese stock market, as well as the continued strength of the New York Exchange.

In the next column, I'll tell you how to get to know the Fidelity funds.

CORNELL RECREATION CLUB

It's time to treat yourself to a wonderful CRC trip. Come on—you deserve it! Choose your trip and call the CRC office at 255-7565 to reserve your space today.

GENESEE COUNTRY VILLAGE & MUSEUM 5/22/93:

Imagine a place that takes you out of today's hectic pace and transports you to a simpler time...a time of simpler pleasures and simple tasks. The special events taking place during our visit include the Ducks Unlimited Show, Textile Week, and Plough Days. The price of \$40.00 per person includes transportation, admissions, and dinner at the Stage Coach Inn. A deposit of \$20.00 is required, with final payment due on May 7, 1993.

VERNON DOWNS RACING 6/5/93:

And we're off to another exciting night at

Vernon Downs. Our reservations are at the climate-controlled Miracle Mile Room that features an excellent buffet with a winning combination of hot and cold dishes. The price is \$34.00 for transportation, admission, and dinner. A \$20.00 deposit is required, final payment is due on May 14, 1993.

BECK'S GROVE DINNER THEATRE 7/18/93:

A delightful afternoon in Rome, NY where you'll rave about Beck's all-you-can-eat buffet, and you'll roar with laughter at the Chatham Theatre Company's production of *The Odd Couple*. The price of \$45.00 includes transportation, luncheon buffet and the theatre. A \$20.00 deposit is required, with final payment due June 25, 1993.

TANGLEWOOD AND THE BOSTON POPS 7/20-21/93:

The Boston Pops presents 'An Evening of Unforgettable Love Songs'. Listen to the beautiful music of Jerome Kern, George Gershwin, Richard Rodgers and Cole Porter. This performance will be first come first serve as CRC has secured only 25 tickets. Included in this tour is a trip to the Norman Rockwell Museum, Albany Capitol Building, and the grounds of Tanglewood. The price is expected to be \$130.00. Call the office for more details.

THOUSAND ISLANDS 8/7/93:

Spend a lazy, hazy day of summer in the gorgeous Thousand Islands. Our group will have lunch on one of Uncle Sam's boats, tour Boldt Castle and enjoy some free time in Alexandria Bay. The price is \$50.00 per person. Reserve your space soon.

PHANTOM OF THE OPERA, TORONTO 9/18-19/93:

CRC is offering you another chance to see the thrilling, chilling *Phantom of the Opera*. CRC was able to secure great seats! The group will be staying at the centrally located Cambridge Suites. Sunday we'll visit Cullen Gardens, one of the most unique and beautiful in the world, and Tivoli Miniature World in Niagara Falls. Call the office for all of the information.

CANCUN 10/22-28/93:

Picture this...sunny beaches, tropical resorts, archaeological sites, nightlife and shopping. Call for the wonderful brochure now. The Travel Office and CRC has custom-designed a fantastic package for you. The price is only \$689.00 per person, double occupancy.

in journalism/communications; experience in university news office desirable. Demonstrated excellence in writing and demonstrated success in placements of news articles in the print and broadcast media. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Associate Dean of Students for Administration (PA6303) HRII
Student Life Union-Endowed
Posting Date: 4/8/93**

Cornell Employees Only

Assumes leadership and accountability for the several administrative functions related to the Dean of Students organization and participates as a member of the Dean of Students senior staff team. Administrative functions will include budget, human resources, payroll, purchasing, facilities management and business services.

Requirements: Bachelors degree or equivalent and 7yrs. of full-time work experience with relevant responsibilities required. Master's degree in a relevant field and experience in higher education administration preferred. Successful candidate should possess skills and experience in the specific functional areas of responsibility of the position and the ability to apply these abilities to an educational enterprise. Send cover letter and resume to Cynthia Smithbower by 4/23/93.

**Financial Analyst (PA6503) HRI
Financial Management Services-Endowed**

Posting Date: 4/22/93

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

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

**Warehouse Manager (PA6501) HRI
C.U. Press-Endowed**

Posting Date: 4/22/93

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

Requirements: B.A. degree or equivalent combination of education/experience required. Ability to effectively manage unionized staff. Good verbal and written communication skills. Significant experience in managing the operations of a dynamic pick and pack distribution center, preferably in the publishing industry. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT6503) HRI

Agricultural and Biological Engineering-Statutory

Posting Date: 4/22/93

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

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

**Research Support Aide (PC6503) HRI
Chemistry-Endowed**

Posting Date: 4/22/93

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

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

Research Support Specialist I (PT5701) HRI

Anatomy-Statutory

Posting Date: 4/22/93 Repost

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

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

Send cover letter and resume to Sam Weeks.

Resident Caretakers

Architecture, Art and Planning/Miller-Heller House

Posting Date: 4/22/93

Manage historic house museum in colleegetown: oversee facilities maintenance in compliance with university and city fire and housing codes, schedule reservations for meeting and guest rooms, oversee and clean up after events; reside in small one-bedroom apartment with utilities, laundry and parking in exchange for approximately 17 hours per week duties. Must be on-call 24 hours a day. Total of 3 weeks vacation per year. Ideal for a couple. Must be mature, diplomatic, flexible, must possess demonstrated hospitality and promotional skills, and must enjoy working with the public. Experience in property management required, preferably with some historic preservation background. Smoke-free property. Must provide solid references. From August 15 for minimum of 2yrs., with longer commitment potential preferred. Send completed Cornell Application to Cynthia Prescott, 129 Sibley Dome, Campus.

**Executive Staff Assistant II (PC6105) HRI
ILR-Dean's Office-Statutory**

Posting Date: 4/15/93 Repost

Provide primary support for ILR's assistant dean in the areas of federal/state government affairs, capital construction, human resources, facilities management, integrated technologies, computing and public relations. Coordinate or act as liaison to operating units reporting to assistant dean. Attend meetings on and off campus and initiate substantial amount of correspondence e. Plan and execute all aspects of conferences and special events-some travel required. Coordinate schedules, travel and interactions between assistant dean and all public.

Requirements: Bachelor's degree or equivalent. 10+yrs. administrative experience. Excellent interpersonal and writing skills. Knowledge of wordprocessing and database. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Development Assistant (PA6403) HRI
Hotel Administration-Endowed**

Posting Date: 4/15/93

Plan and execute Public Affairs initiatives that will generate financial support and enhance relationships to benefit the school of Hotel Administration (SHA) Work closely with the Director of Development and other members of the SHA External Affairs staff, as well as with members of Public Affairs across the university in carrying out responsibilities.

Requirements: Bachelor's degree required. 1-3yrs. development experience preferred; knowledge of or employment with Cornell desirable. Ability to work independently with flexibility; recognize areas of development potential; maintain interpersonal relationships and contact with other staff, university, alumni and friends; and to communicate effectively both orally and in writing. Sensitivity to confidential information essential. Excellent organizational skills, high motivation, computer literacy-especially Mac experience-highly desirable. Send cover letter and resume to Cynthia Smithbower.

**Admissions Counselor (PA6402) HRI
Undergraduate Admissions-Endowed**

Posting Date: 4/15/93

Assist in the planning, coordination and implementation of those activities that bear directly on the recruitment of underrepresented minority students. Also involved in a full range of admissions responsibilities including on campus hosting, recruitment travel, and correspondence to enhance school, agency and minority alumni outreach. Approximately 6-8 weeks of travel per year.

Requirements: Bachelor's degree or equivalent required. Spanish speaking desirable. 2-3yrs. related admissions or public relations experience helpful. Excellent communications (oral and written) skills. Send cover letter and resume to Cynthia Smithbower.

**Executive Staff Assistant II (PC6304) HRI
Student Life Union-Endowed**

Posting Date: 4/8/93

Cornell Employees Only

Provides administrative coordination and support to the Dean of Students. Support function includes production and distribution of a wide range of written materials; answering telephone/screening calls and providing information when possible; scheduling meetings, appointments, travel arrangements, and overnight accommodations. Administrative coordination includes work with student receptionists, the Cornell Calendar, Family Weekend, and events ranging in size from small breakfasts to large student awards programs. Assist the Dean of Students in special projects as necessary.

Requirements: Bachelor's degree or equivalent experience. Executive secretarial background desirable. Cornell experience desirable. Strong oral and written communication skills and decision-making skills necessary. Experience in the following areas required: publishing brochures and information material, Macintosh spreadsheet and word processing. Send cover letter, resume, and employee transfer application to Esther Smith.

Research Support Specialist I (PT6306) HRI

Food Science-Statutory

Posting Date: 4/8/93

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

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

Research Support Specialist I (PT6301) HRI

Ecology and Systematics-Statutory

Posting Date: 4/08/93

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

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

Research Specialist II (PT6102) HRI

Fruit and Vegetable Science-Statutory

Posting Date: 3/25/93

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

selection, planning and distributing germplasm.

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

Application Programmer/Analyst (PT5905) HRI

Campus Store-Endowed

Posting Date: 3/11/93

Assist computer operations manager in planning, organizing, and implementing computer projects for the Campus Store. Analyze user requirements; design, develop and maintain software. Program and modify existing PICK systems and PC based systems. Diagnose system hardware and software problems; effect emergency repairs; and provide long term resolution.

Requirements: Bachelor's degree or equivalent required. 2-3yrs. computer programming experience, including applications programming, procedures, techniques, and systems utility programs. Knowledge of PICK, BASIC, UNIX, and PC's preferred. Send cover letter and resume to Sam Weeks.

**Teaching Support Specialist (PT5804) HRI
Genetics and Development-Statutory**

Posting Date: 3/4/93

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

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

Research Support Specialist I (PT5701) HRI

Anatomy-Statutory

Posting Date: 2/25/93

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

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

Professionals Part-Time

**Program Coordinator (PA6504) HRI
Agricultural Economics-Statutory**

Posting Date: 4/22/93

Coordinate and supervise personnel,

The Cornell Workplace

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

EDITOR: Nancy Doolittle, 255-3541
PHOTOGRAPHY: University Photography

PRODUCTION: Cheryl Bishop, 255-6890

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

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

communication and reporting FarmNet information/referral help line for NYS farm families. Supervise staff, plan meetings, implement program activities, coordinate with Cornell Cooperative Extension, department and university offices. Appointment until 3/31/94. **Requirements:** Bachelor's degree in appropriate field or equivalent combination of education and experience. Must have strong interpersonal, organizational, oral and written skills; knowledge of counseling and stress management. 3-4yrs. administrative experience desirable. PC skills, familiarity with farm families, Cooperative Extension. Send cover letter and resume to Cynthia Smithbower.

Nursery School Teacher (PC6310) University Cooperative Nursery School-Endowed
Posting Date: 4/8/93
In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds. 12-5pm, Monday-Friday, August-June. **Requirements:** Bachelor's degree, experience required. Previous coursework in early childhood education desirable. Experience teaching 3-5yr. olds required. Send cover letter and resume to Sally Reimer, University Cooperative Nursery School, Robert Purcell Union, Box 18.

Research Support Aide (PT6106) HRI
Ecology and Systematics-Statutory
Posting Date: 3/25/93
Perform biogeochemical measurements in an analytical chemistry lab; perform data analysis; conduct literature reviews; develop models on the control of nitrogen fixation in aquatic ecosystems; assist with field sampling. 20hrs/week. **Requirements:** B.S. or equivalent in analytical chemistry with course work in biology or environmental sciences. Diving certification desirable. Data analysis using Macintosh spreadsheet, graphics, and statistics software; aquatic biogeochemical analytical measurements, such as measurements of phosphorus, nitrogen fixation rates, and preparation of samples for trace-metal analyses; training in statistics. Send cover letter and resume to Sam Weeks.

Professionals Temporary

Instructional/Curriculum Development Specialist and Editor (\$6501) Program on Employment and Disability
Posting Date: 4/22/93
The ILR Program on Employment and Disability seeks an individual to serve as editor and curriculum development specialist for materials on the Employment Provisions of Americans with Disabilities Act of 1990. The position will be part-time and will be an appointment of less than six months. Salary will be consistent with credentials and experience of the individual. Please submit a letter of interest and samples of writing and editorship to Susanne M. Bruyère, 106 ILR Extension. Questions, please call 255-2891.

Research Support Specialist (PT6303) Nutritional Sciences/CFNPP
Posting Date: 4/8/93
Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning nad labor supply. **Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or ithaca.

Summer Day Camp Positions

Counselor-in-Training Work and Family Services

University Human Resource Services
Posting Date: 4/1/93
Assist the junior and senior counselors in executing the summer day camp program so that it is an educational and safe environment for all participants. Provide assistance in making arrangements for field trips. Involvement with program planning, daily activities, and working with small groups of children (20-30). Counselors-in-training will provide information to senior counselors so that parents can be informed of their child's participation in the program and respond to any concerns that are raised. Assist in organizing and leading group activities. Enforce limits of behavior. Prepare and set-up for activities. **Requirements:** First Aid knowledge. Must be 13-14 years or older. Must be punctual and reliable. Express thoughts and ideas clearly in an oral and written manner. Exhibit patience. Be resourceful. Facilitate group activities. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Counselors-in-training will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Junior Counselor Work and Family Services
University Human Resource Services
Posting Date: 4/1/93
Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Junior counselors will have the main responsibility for the safety and care of the children. Act as primary liaison to the senior counselors so that parents can be informed of their child's participation in the camp and respond to any concerns that are raised. Assist in the organization and leading of group activities. Establish and enforce limits of behavior. Prepare and set-up for activities. Participate in the supervision of the counselors-in-training and participants of the program. **Requirements:** Certification in First Aid preferred. Must be 16-17 years or older. Past camp experience as a counselor or counselor-in-training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Junior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Senior Counselor Work and Family Services
University Human Resource Services
Posting Date: 4/1/93
Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Supervise junior staff and participants of the program. Senior counselors will be the main conduit for giving parents information about their child's participation in the program and responding to any concerns that are raised after discussion with the camp director. Prepare and arrange daily schedules for campus visits. Organize and lead group activities. Establish and enforce limits of behavior. Room set-up for activities. Purchase of snacks and supplies. Act as main resource for first aid treatment. **Requirements:** Certification in First Aid, CPR, and life saving preferred. Must be 18 years of age. Previous related experience as a counselor or counselor in training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30 am to 5:30 pm. Senior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Boyce Thompson Institute

Research Assistant Plant Protection Program Available Immediately Full-time through September
Salary: \$6.73-\$7.70, commensurate with experience
Posting Date: 4/15/93

Assist in biochemistry and molecular biology of fungi, maintenance of fungal cultures, and some media and reagent preparation. Experience with recombinant DNA techniques desirable. **Requirements:** BS in microbiology, biochemistry, molecular biology or related field with laboratory experience desired. Contact: Anne Zientek, 254-1239.

Research Assistant Plant Research
Full time for 6 months or part-time for full year
Salary: \$7.35
Posting Date: 4/15/93
Rearing insect colonies, propagating and purifying baculovirus stocks, maintaining virus repository records and assisting with insect bioassays and other routine lab duties. **Requirements:** Bachelors Degree in Biology/Chemistry or related field. Laboratory experience required. Contact: Anne Zientek, 254-1239

Librarian Plant Research
5/8 time
Posting Date: 4/15/93
Coordinating Interlibrary loan orders, online searching, non-original cataloging on in-house online catalog, on-line serials check-in and acquisitions, reference services, and supervising one part-time employee. **Requirements:** ALA accredited MLS or MSIS. Professional experience preferred. Experience with NITIS, RLIN or another national bibliographic utility, microcomputers, word processing, spreadsheet applications, and familiarity with authority control issues and procedures needed.

Technical

Technician GR18 (T6105) Physiology-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/25/93
Participate in long-term animal experiments with pregnant animals. All aspects of general maintenance of animals and records related to the experiments. Blood sampling and preparation of infusions, under supervision of professional personnel. **Requirements:** Bachelor's degree in biological sciences or equivalent preferred. Previous experience with sheep useful. Pre-employment physical required. Must be able to lift 50lbs. Send cover letter and resume to Sam Weeks.

Technician GR19 (T6501) Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/22/93
Provide technical assistance in carrying out various experiments using molecular, biochemical and cell biological methods. Assist with routine lab operations and maintenance. Perform tissue cultures; prepare media and solutions; and maintain cell stocks. Assist in maintaining lab supplies. **Requirements:** AAS in biology, biochemistry, chemistry or related field. Lab experience desired. On-the-job training provided. Send cover letter and resume to Sam Weeks.

Technician GR19 (T6003) Veterinary Microbiology/JABIAH-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/18/93
Provide technical support to a virology/molecular biology lab investigating viral diseases in animals and humans. Prepare and maintain cell, virus and bacteria cultures. Conduct routine operations of a virus production facility producing large amounts of virus and tissue culture cells. **Requirements:** Associates degree or equivalent required. Less than 6 months training. Will train. Send cover letter and resume to Sam Weeks.

Technician (T5908) GR19 Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/11/93
Provide technical support in the areas of chemical analysis or diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Unit 9/30/94.

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

Technician GR20 (T6307) Entomology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93
Provide research support for field crop entomological studies including lab and field work on leafhoppers, cutworms and snout beetles. Assist in experimental design. Coordinate rearing of insects and entomopathological nematodes. Collect and summarize data. Assist in supervising temporary staff. **Requirements:** BS degree in one of the following: biology, entomology, horticulture, agronomy, or plant science. Experience in insect rearing, experimental field plot techniques, crop production practices, statistics, and computer literacy. Some training and experience in one or more of the above listed fields and knowledge and experience in microbiology helpful. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Technician GR20 (T6006) L.H. Bailey Hortorium-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 3/18/93
Provide technical, research and lab management support. Perform scanning electron microscopy including TEM. Perform fossil preparation and identification. Maintain database and lab organization. Perform photography and darkroom operations. **Requirements:** BS degree or equivalent in biology or related field. Fossil preparation and identification experience. Good hand and eye coordination for scope work. Proficiency in the use of scanning electron microscopy and darkroom skills desirable. Send cover letter and resume to Sam Weeks.

Animal Health Technician (T5612) GR20 Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 2/18/93
Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts. **Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

Technician GR21 (T4807) Microbiology, Immunology, and Parasitology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/22/93 Repost
Provide technical support for an immunology lab. Conduct nutritional and cellular immunology experiments using rat and chicken animal models and *in vitro* cellular systems. Evaluate cellular immunity, flow cytometry and other related assays. Maintain rats. Perform routine lab duties including data analysis, lab maintenance, record keeping and preparation of supplies and reagents, etc. **Requirements:** BS degree or equivalent, in biology, biochemistry or related filed. 2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

Technician GR21 (T6001) Genetics and Development-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 3/18/93
Perform molecular and genetic experiments to study genes and proteins that function in *Drosophila* reproduction. Take general responsibility for lab functioning (inventory, ordering supplies and keeping records). Maintain permanent stock cultures. Supervise undergraduate lab assistants. **Requirements:** B.S. degree in biological sciences or chemistry or equivalent required. Specific training

in molecular biological, biochemical and genetic laboratory methods is required. A minimum of 1-2yrs. of prior experience as a technician in a molecular genetics lab is highly desirable. Send cover letter and resume to Sam Weeks.

**Technician (T5906) GR21
Biochemistry, Molecular Cell Biology-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 3/11/93**

Provide general technical and administrative support for protein crystallography lab. Design, plan, and carry out crystallization trials of proteins. Purify and analyze proteins using gel electrophoresis and column chromatography. Order supplies. Supervise undergraduate assistants.

Requirements: BS degree or equivalent in relevant biological or chemical science required. 1-2yrs. experience in lab setting helpful. Experience in enzyme purification and handling, protein gel electrophoresis, enzyme assays, and various protein chromatography. Send cover letter and resume to Sam Weeks.

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

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

Requirements: B.S. or equivalent in microbiology, biochemistry or related field required. 1-2yrs. experience in above techniques. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T5504)
Diagnostic Laboratory/VET-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 3/4/93 Repost**

Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.

Requirements: BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP, D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3303)
Diagnostic Laboratory/Clinical Pathology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/20/92**

Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval.

Requirements: AAS in medical technology required. BS in medical technology and ASCP certification. 1-2 yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

**Computer Operator GR22 (T6502)
Law-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 4/22/93**

Serve as night supervisor/lab manager and consultant for networked public computing facility. Maintain and administer activities on multivendor, multi-server LAN connecting 200 workstations with 4 Gb. on-line storage. Establish and maintain user accounts. Perform security audits. Manage mass storage devices and perform system-wide backups. Provide user support. Maintain and repair hardware PC's,

printers, modems, and CD-ROM players. Maintain the network. Provide software support. 2:30-11pm, Sunday-Thursdays (flexible).

Requirements: BS degree in computer related field or equivalent combination of education and experience. Knowledge of IBM and Mac PC's. Experience and ability in providing software support for non-technical users. Familiarity with Novell network and administrative tools highly desirable. Strong interpersonal and writing skills. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T6002)
Veterinary Microbiology/JABIAH-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 3/18/93**

Perform experiments in cell biology and immunology. Isolate cells from blood and tissues. Set up primary culture. Perform cell passage, freeze and thaw. Carry out cell hybridization and cloning. Perform a variety of immunological assays including immunofluorescence, ELISA and immunohistochemistry techniques. Assist with lab organization, supplies, and maintenance.

Requirements: BA or BS degree in cell biology, immunology, or related field required. 2-4yrs. related lab experience required. Good working knowledge of standard laboratory procedures including working with radioactive isotopes and the use of general laboratory equipment. Send cover letter and resume to Sam Weeks.

Technical Part-Time

**Electronics Technician GR24 (T6504)
Modern Languages and Linguistics-Endowed**

**Minimum Biweekly Salary: \$701.22
Posting Date: 4/22/93**

Install and maintain computers, multimedia, and other electronic hardware and software in the language lab and staff offices. Perform routine upgrading, maintenance and documentation of DOS and Windows-based computers on a Novell network. Write user manuals. Hire, train and supervise student technicians.

Requirements: AAS degree in electronics/computers, BS desirable. At least 1yr. of computer/electronic experience. Must be able to install and maintain hardware and software and have a thorough knowledge of electronic circuitry. Supervisor experience desirable. Send cover letter and resume to Sam Weeks.

Technical Temporary

**Research Technician (T6401)
Clinical Sciences-Statutory
Hiring Rate: \$7.80
Posting Date: 4/15/93**

Manage a research laboratory including ordering supplies, maintaining inventories, preparation and assistance with research surgeries, media preparation and tissue/cell culture. Monday-Friday/8:00-5:00, less than 6 months

Requirements: B.S. in animal or biological sciences. Experience with in vitro fertilization or mammalian cell culture as well as electron microscopy. Send cover letter, three references and resume to Sam Weeks.

**Laboratory Technician (T6004)
Entomology-Statutory
Hourly Rate: \$6.50
Posting Date: 3/18/93**

Perform lab bioassays of fungi and nematodes against ticks. Cut histological sections of ticks embedded in plastic. Perform fluorescent and sterile technique.

Requirements: High school diploma or equivalent. Experience using microtome, histological stains, and laboratory bioassays. Send cover letter and resume to Sam Weeks.

Office Professionals

Temporary Office Professional Positions

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

**Secretary GR18 (C6404)
University Health Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/15/93**

Provide secretarial support to the director and 10 psychotherapists. Maintain patient flow and client records; answer telephone; schedule appointments on computer; typing, filing and computer use. Provide back-up support for other secretary. Full time 9 month position, August-May.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience required. Accurate typing. Ability to work under pressure and deal with a variety of people in crisis. Knowledge of Macintosh computer and word processing. Ability to use dictating machine. Must be able to maintain strict confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Secretary GR18 (C6307)
Family Life Development Center-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/8/93**

Secretarial and receptionist support to the Family Life Development Center administrative and program staff. Provide program support to several projects. Monday-Friday 8:30-5:00. Appointment until 9/30/93, contingent upon funding.

Requirements: High school diploma or equivalent. Some college coursework preferred. Macintosh experience highly desirable. 1yr. related experience. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Secretary GR18 (C6302)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/8/93**

Provide secretarial/clerical support to the associate director minority programs and the business manager, alumni affairs; assist with all aspects of minority programs and business operations.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. 1-2yrs. related office experience required. Excellent organizational and communications skills. Ability to work under pressure with heavy work load and be flexible. Knowledge of Macintosh computer software preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR19 (C5703)
ILR Extension and Public Service-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/15/93 Repost**

Serve as registrar for office of management and executive education public programs. Manage computerized registration system to track participants; respond written and telephone inquiries about programs, compose and send confirmation letters. Provide program support for OMEC executive programs. Manage marketing visit schedules for director and senior program faculty, participate in development and implementation of marketing strategies, make all travel arrangements and meeting rooms, meals, etc. Responsible for postcourse follow up.

Requirements: High school diploma or equivalent required. Some college

coursework preferred. 1-2yrs. related experience. Ability to use computer spreadsheet programs, file management packages and wordprocessing software (IBM). Good interpersonal skills a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Illustrator GR19 (C6208)
Media Services-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/1/93**

Prepare mechanicals for printing production. Conceive, organize, design and produce cost-effective, creative solutions for brochures, publications, poster and slides. **Requirements:** Associate's degree in graphic design or equivalent combination of education and experience. Some experience in typography, photography, printing and production. Must be able to use Macintosh II design system with Aldus Pagemaker, Adobe illustrator, and WritNow, and other graphic software packages. Accuracy and neatness a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Assistant for Student and Office Operations GR20 (C6002)
Engineering Placement-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/18/93**

Assist with the overall administration and operation of the Engineering Placement Office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organization nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative, advisory and public relations responsibilities. High volume, fast-paced environment.

Requirements: Associates degree or equivalent. 2-3yrs. related experience required. Excellent communication skills. Strong organizational skills. Ability to relate with diverse public, especially students. Prefer some exposure to Cornell accounting procedures. Strong business skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C6406)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/15/93**

Responsible for accessing the public affairs data base and generate reports using IRIS. Responsible for inputting alumni membership information into the public affairs database. Deposit incoming gifts to the college. Prepare gift acknowledgment correspondence, drafting personalized responses when necessary. Provide support for Sloan Alumni Foundation fund raising activities. Maintain internal donor base.

Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. related work experience. Ability to work independently. Good organizational skills are essential. Computer experience is a MUST—Microsoft Word, Excel, Filemaker Pro, as well as mainframe experience. Communications (written and oral) skills are essential. Must maintain diplomacy and confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Microcomputer Center Assistant GR20 (C6309)
Mann Library-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93**

Provide information and consulting assistance to users of public access microcomputers, and supervise student assistants who provide user support. Responsible for hiring, scheduling, training and evaluating student assistants. Coordinate, organize and supervise the daily operation of the Stone Microcomputer Center in Mann Library, under the direction of the Coordinator of Centers for Public Access to the Electronic Library. Manage the software reserve operation. Perform duties without supervisory assistance during a substantial portion of the work week. Exercise considerable judgment and initiative in making decisions, communicating with supervisor, facilitating appropriate referrals and determining follow-up action.

Requirements: Bachelor's degree or equivalent. Knowledge/experience requirements include supervisory

experience; and 2yrs. experience with microcomputers, including DOS and Macintosh equipment and a variety of programs and software packages. Also required: excellent written and oral communication skills; excellent interpersonal skills; experience with providing assistance and information to people; ability to work in a complex, busy environment. Experience with providing user support services in a library setting, retrieving data from bibliographic, numeric, and full text databases and experience with Internet resources desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

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

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

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

Administrative Aide GR20 (C6201)
Science and Technology Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/1/93
Manage administrative support functions for S&TS graduate program. Process applications, maintain student database. Clerical support for faculty. Oversee student progress. Develop and edit materials for publications.

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

Assistant to Program Administrator GR21 (C6009)
Nutritional Sciences/CFNPP-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/8/93 Repost

Provide administrative assistance to and act as back-up in the absence of the program administrator of DNS's Cornell food and nutrition policy program, a multi-project research program with an approximate budget of 3.0-4.5 million dollars per year, a staff of 30-40 persons stationed around the world.

Requirements: Associate's degree or equivalent required. 2-3yrs. progressively responsible office experience required. Proven ability to work independently, take initiative and handle many assignments simultaneously. Ability to meet deadlines under pressure. Efficient with strong interpersonal skills. Extensive knowledge of WP 5.1 essential. Familiarity with DOS-based computer systems a plus. Previous experience with grants and contracts, international work and fluency in a foreign language (French, Spanish, Romanian) preferred but not essential. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

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

Prepare and maintain various computer generated reports. Assign and establish

sponsored programs accounts. Review budget categories and prepare preliminary analysis for financial reports. Follow up on overdrawn accounts and outstanding accounts receivables.

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

Office Professionals Part-Time

Data Entry Operator GR17 (C6209)
Johnson Art Museum-Endowed
Minimum Full-Time Equivalent: \$530.38
Posting Date: 4/1/93

Responsible for entering collections data into database and assist with various data entry projects. Monitor database and backing up data in three curatorial areas. Adapt to changing technology and software and specific needs relating to individual projects. Monday-Friday, 8:30-12:30 (flexible). Appointment until 4/96.

Requirements: High school diploma or equivalent (with computer skills demonstrated in coursework). 1yr. experience (at least) in a previous data entry position. Must be accurate, detail oriented, have good typing and general office skills. Must be familiar with Mac computers and proficiency in FileMaker Pro highly preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6305)
Neurobiology and Behavior-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/8/93

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. High level of confidentiality (student grades, generating exams and answers). 5days/week, 20 hours.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Experience with Macintosh computer and office-based software or aptitude to learn specific software program. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

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

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

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

Office Professional Temporary

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

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

Requirements: B.S. in natural resources, education or communications. Excellent Macintosh computer skills. Teaching experience preferred. Ability to work independently and with others. Able to meet deadlines. Send cover letter and resume

and an example of your writing to Andrew Fagan, IMS Curriculum Specialist, Department of Education.

Office Professional Casual Temporary

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

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

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

General Service

Temporary General Service Positions

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

General Service Temporary

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

Assist in planting, cultivating, transplanting and harvesting alfalfa. Perform various tasks in the greenhouse as needed. ie: pollinating and tying plants. **Requirements:** High school diploma or equivalent. Must have valid NYS drivers license. Experience in operating tractors, cultivators, and harvest equipment is essential. Dependable. Position is from May 1 - Nov 1, 1993. Hours are Monday -Thursday, 8:00 am - 4:00pm, and on Friday 8:00 -3:30. Please send application materials to Karen Raponi, Employment Services, 20 Thornwood Drive.

Temporary Field Assistant (S6201)
Entomology

Posting Date: 04/01/93

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

Requirements: Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. NYS Class 3 Operators License and Pesticide Applicator Certification (Commercial Category) desirable, but not essential. Six-month position, 20-40 hours per week. Submit resume to James Finnerty, Department of Entomology, Insectary Building, Tower Road, Ithaca, NY 14853-0999.

General Service Casual

Golf Course Rangers
Robert Trent Jones Golf Course
Posting Date: 4/22/93

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

Academic

Assistant Professor
Nutritional Aspects of Molecular and Cellular Biology/Mammalian Biochemistry
Tenure-Track, 12Month Appointment, 35% teaching-65% research
4/15/93

Develop a strong research program in nutrition that is suitable for training graduate students, to attract external funding to support this research program, and to participate in the division's undergraduate and graduate teaching program. Research programs with relevance to nutritional issues at the molecular, cellular, or organismal level are sought.

Requirements: Ph.D. or M.D. or equivalent. Doctoral degree, must have postdoctoral experience and demonstrate potential for outstanding accomplishments in research and teaching. Qualified applicants should submit cover letter, list of publications, a statement of research and teaching interests, and the names and addresses of three references to: Dr. Kathleen M. Rasmussen, Search Committee Chair, Division of Nutritional Sciences, 111 Savage Hall. Screening of applicants will begin June 1, 1993 and will continue until position is filled. Appointment to begin January 1, 1994, or sooner as negotiated.

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

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

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