



Women's Crew Readies for Competition

The Cornell Women's crew makes its intercollegiate debut Saturday, Oct. 19, with a race on Lake Onondaga against Syracuse. It is the first of two races this fall. Two eight-woman boats will participate in the 1,000-meter Syracuse. First-year coach Cathy Galles sees Cornell's chances as good, with most of last year's indoor team returning. The women trained in the tanks in Teagle Hall last spring because racing shells were not available. This fall the women are practicing five days a week at 6:30 a.m. on the Ithaca Flood Control Channel.

\$50,000 for Chapel 'Flexibility, Comfort'

Chairs to Replace Pews?

Should Sage Chapel's 70-year-old oak pews be replaced by more comfortable, contemporary-style "cathedral" chairs?

This question has kindled a controversy on campus between those who believe that the chapel interior should be altered to accommodate a wider scope of religious activities, and those who believe that the chapel should remain intact as a "period piece" and, as one student put it, a unique example of "Finger Lakes Byzantine" architecture.

The impetus for the removal of the pews comes from the Senate Subcommittee on Religious Affairs. Mark Hagen, chairperson. Jack Lewis, consultant to the committee and coordinator for the Office of Cornell University Religious Affairs (OCURA), says that there are two reasons for replacing the pews with wooden, stacking cathedral chairs — comfort and flexibility.

Lewis would like to see Sage Chapel become a "center for the performing arts in religion" on campus. He points out that having chairs which can be moved about in various configurations would allow performances of religious drama and interpretive dance in addition to the regular convocations held in the chapel and the concerts now given there by the Sage Chapel Choir,

Cornell Glee Club and Chorus, and other vocal groups.

Lewis, who regularly presides over the Sunday Sage Chapel Convocations, says that he is constantly receiving complaints about the uncomfortable nature of the present pews.

The committee proposal is to buy 700 wooden cathedral chairs for the chapel. On occasions when the chapel is filled, such as during the annual Christmas Program of the Sage Chapel Choir, auxiliary metal or folding chairs could be used.

Chairs presently being considered for the chapel range from \$65 to \$100 in price. Total cost of the project will run between \$50,000 and \$75,000. Money for the purchase of chairs will be sought from sources outside the University, sources which would probably not contribute to the University in any other way, Lewis said.

Target date for the installation of the chairs is May 1975, just before the May 11 Sage Chapel Centennial Program to be presented by the Sage Chapel Choir. If the chair proposal receives its final approval from the Campus Planning Committee of the University Senate, pews would be unscrewed and the floors in the chapel refinished during next January's intersession. The pews would then be replaced temporarily,

and removed finally in May.

Robert A. Scott, associate dean of the College of Arts and Sciences and a member of the Senate Subcommittee on Religious Affairs, backs the proposed change. "The proposed flexibility would permit extra access to dance and drama as religious media, in line with movements on other campuses and in local churches and synagogues," he said.

"The whole Subcommittee on Religious Affairs was excited about this plan," Scott added. Although religious drama and dance are not part of the Puritan heritage reflected in the style of the chapel, these forms are in keeping with older Christian and Jewish traditions, he said.

If the chair proposal is not approved, the committee will request that some of the pews be removed from the chapel, and the remaining pews respaced to provide more comfort. There are more pews in the chapel now than the number which figured in the original plans for the building. When Deane W. Malott, Cornell president from 1951 to 1963, used to read the scriptures at the Sunday services, Sage Chapel frequently filled to overflowing. To accommodate more people, the pews were spaced closer together and 10 pews were added. Continued on Page 3

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For Exempt Employees

Corson Approves Salary Schedule

Cornell University's newly developed salary classification system for exempt, non-faculty personnel has been approved by President Dale R. Corson for implementation in the endowed units no later than Dec. 19, according to Nancy Elliott, compensation manager and assistant director of the Office of Personnel Services.

Statutory exempt employees will be notified of the classifications and salary grades early in 1975, pending acceptance of Cornell's classification system by the State University of New York (SUNY) and the Division of the Budget, Elliott said.

The exempt employee salary classification study was begun in October 1973. Its purpose, in addition to providing the university with a complete classification system for exempt personnel, was to establish an improved salary administration program and develop career paths.

On Sept. 30, Corson approved the plan for endowed units, including classifications, salary grade assignments and recommended administrative procedures for implementation, Elliott said. An outline of the program for the statutory units was also sent to Ernest L. Boyer, SUNY chancellor, requesting his support of the plan for the state colleges. Preliminary contact with the state university has been made by Arthur H. Peterson, university treasurer and chief fiscal officer. He was recently assigned responsibility for Personnel Services replacing Robert F. Risley, formerly vice provost, under whose direction the study was conducted.

Approximately 1,410 statutory and endowed employees exempt from certain provisions of the Fair Labor Standards Act have been included within this new program, which contains 225 classifications. Of this number, 761 are endowed employees and 649 are statutory employees.

Not included are postdoctoral associates, faculty, deans, executive officers and individuals holding positions whose salaries are determined by the Board of Trustees.

In addition, all exempt professional and administrative personnel at WHCU, the Cornell University Press and the physicians in University Health Services have been excluded from this program, totaling about 40 employees. A separate

classification and compensation system is being considered for personnel in these units.

"Endowed employees will be informed of their job classification, salary grade, range, including the minimum and maximum dollars of the 1974-75 salary range," Elliott said. "We will also include whether an employee is entitled to a salary adjustment to the minimum for his grade and, if so, how much that adjustment will be." Announcement of individual endowed classifications and their salary grade assignments is being postponed until Cornell has received an initial reaction to the Cornell system from SUNY.

In those instances where the individual's salary falls below the minimum of his or her assigned salary grade, the employee will be notified of the amount of the adjustment payable to bring the annual salary to minimum. The newly adjusted salary will be payable retroactive to July 4, 1974 or the employee's date of hire if after July 4, 1974. Only those employees on the payroll on the date of implementation will be eligible for a retroactive adjustment to minimum.

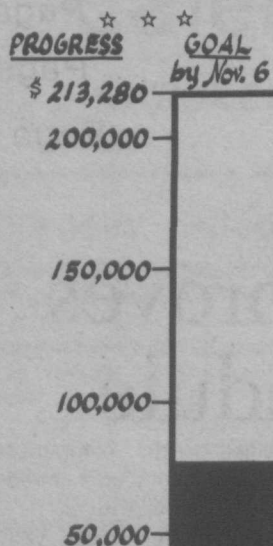
The retroactive adjustment will be paid as a lump sum with subsequent pay periods reflecting the new annual salary. The only exception to payment of retroactive adjustments to minimum will be for those positions paid from grants and contracts which have provisions which do not permit the adjustment of current salaries. In such cases, requests for continued funding will include provisions to bring salaries to at least the appropriate salary grade minimums.

Elliott said some 28 per cent or approximately 214 endowed employees can expect adjustments to the minimum of their salary grade. Of the number, 85 are women and 129 are men. Some 14 per cent or 90 exempt statutory non-professional (NP) and non-scheduled (NS) employees were found to be below the minimum of the new salary grades. Some 96 men and women in the statutory and endowed units were found to be over the maximums of their salary grade.

The median salary grade classification for women is 3. For men, the median is 4. The median for minorities, both men and women, is 4.

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Cornell University United Way Campaign



The Cornell University United Way Campaign has received more than \$73,000 (34 per cent of the goal) as of Tuesday, Oct. 15. This represents 814 pledges. The goal for next week's report is \$69,250 more, needed to reach the projected two-thirds mark of \$142,000. If anyone has not received a pledge card, call Robert W. Spalding, chairman of the Cornell campaign, at 6-2060.

Campus Mail Not For Private Use

For the past three weeks, copies of a chain letter containing a death threat have been sent to a substantial number of faculty members and employees, according to Victor DiNicola, administrator of messenger service.

DiNicola said he is intercepting these letters that it is illegal to use campus mail for personal reasons of any sort. He urged originators of the letter not to attempt to use campus mail for its distribution.

Sage Notes

Nov. 8 is the deadline for graduate students to file change of course forms. These register a change from credit to audit and a drop of a course. The forms must have the signatures of instructors of relevant courses and Chairman of student's Special Committee.

Now is the time for graduate students to start thinking about applying for outside fellowships, particularly if support is tight in your field. The Career Center has a file of various fellowships that are available, and that file should be consulted to see which fellowships apply to your case.

Lehman Fellowships will be awarded for the academic year 1975-76. They are for United States citizens who will be starting graduate study in Social Sciences, Public Office or International Affairs in an institution in New York State. The stipend is \$4,000 for the first year and \$5,000 for each of three additional years. For information and application forms contact: Regents Examination and Scholarship Center, The State Education Department, 99 Washington Ave., Albany, N.Y. 12210, Attn: Lehman Fellowship.

Ford Foundation has announced plans for three of its graduate fellowship programs: Graduate Fellowships for Mexican Americans, Graduate Fellowships for Native Americans, Graduate Fellowships for Puerto Ricans. Additional information can be obtained from Education Testing Service, Box 2822, Princeton, N.J. 08540. Information on Graduate Fellowships for Black Americans can be obtained from: National Fellowships Fund, Suite 484, 795 Peachtree St., N.E., Atlanta, Ga. 30308.

All-Male Honorary Accepts Women

Eighty-one years of tradition ended before dawn Friday morning (Oct. 11) when women were "tapped" to become members of the previously all-male Quill and Dagger honorary at Cornell University.

Ten women and 14 men, all seniors, were roused from bed for an induction ceremony at 6:30 a.m. in Lyon Hall Tower.

Quill and Dagger president Joseph A. Harmon, a senior in the College of Arts and Sciences, said the Cornell honorary "is a society to honor student leaders and other students who have made a contribution to the University through scholarship or service. The vast majority of our members are leaders of one campus organization or another."

The women tapped included the editor-in-chief and the managing editor of The Cornell Daily Sun, the captain of the women's tennis team and a member of the University Senate's Executive Committee, he said.

Why women? "We felt," Harmon said, "that women exercise as much leadership as men do at Cornell and that Quill and Dagger was the society to recognize them." Harmon is Senate parliamentarian and chairman of its Codes and Judiciary Committee.

Women as potential Quill and Dagger members became a salient question in the early 1970s. The question was tabled in 1973, pending a poll of alumni sentiment, which ran "slightly under 2 to 1 in favor of tapping women," Harmon said. Poll results were available in the summer and, by this fall's induction, "the issue had come up sufficiently to require a statement on it," he said, "and

lack of a decision would be the same as a decision not to admit women."

"I feel the decision was reached without pressure from the Statement of Student Rights or from HEW (United States Department of Health, Education and Welfare) guidelines and that it reflects the true feelings of each member who voted on the question."

The honorary's constitution was amended to state members were to be selected from the junior and senior classes without respect to sex or other restrictive qualifications, he said. Previously, the constitution had implied but not specified that membership be restricted to males.

"Quill and Dagger does not want other campus honoraries to feel any pressure to become coed because of our decision," he added. "We feel there is a value in some single-sex organizations."

New members are nominated and approved by the current active membership. "Tapping" traditionally takes place between 5 and 6 a.m. "There was some need for discretion in tapping women at 5:30 in the morning," Harmon said. "Next year I think it will be easier."

Rabbi to Be Convocation Speaker

"The Dialectics of Salvation" will be the topic of guest speaker Jakob J. Petuchowski at the Sage Chapel Convocation, 11 a.m. Sunday, Oct. 20.

Petuchowski, who was the first rabbi and Director of Jewish Studies at the Hebrew Union College in Jerusalem, Israel, is presently research professor of Jewish liturgy and theology at the Hebrew Union College-Jewish Institute of Religion in Cincinnati, Ohio.

Holding degrees through the doctorate from the University of London and Hebrew Union College, Petuchowski has served as visiting professor of Jewish studies at Tel-Aviv University. He has also served as rabbi for communities in West Virginia and Pennsylvania.

Author of more than 350 articles, Petuchowski's most recent book is "Understanding Jewish Prayer."

In addition to the Sage Convocation talk, Petuchowski will also give two lectures in the One World Room of Anabel Taylor Hall, sponsored by the Hillel Society. The first of these, "Spontaneity and Tradition - The Dynamics of Jewish Prayer," will be held at 7:30 p.m. Friday, Oct. 18, and the second, "Kabbalistic Insights for the Modern Jew," will be held at 4 p.m. Saturday, Oct. 19.

Job Opportunities At Cornell University

The following are regular continuing full-time positions unless otherwise specified. For information about these positions, contact the Personnel Department, B-12 Ives Hall, N.W. Please do not inquire at individual departments until you have contacted Personnel. An equal opportunity employer

POSITION (DEPARTMENT)

Administrative Secretary, A-15 (Chemistry)
Administrative Secretary, A-15 (Buildings & Properties)
Department Secretary, A-13 (Electrical Engineering)
Department Secretary, A-13 (Safety Division)
Steno, A-11 (B&PA Admissions)
Data Clerk, A-11 (Personnel Services)
Sr. Clerk, A-12 (University Development)
Principal Clerk, A-14 (University Development)
Searcher I, A-13 (Library)
Administrative Aide II, NP-14 (Finance & Business)
Senior Auditor (Auditor's Office)
Assistant Counsel (University Counsel)
Assistant Librarian (Library)
Assistant Editor (University Press)
Science Writer (Public Information)
Extension Support Specialist (Design & Environmental Analysis)
Extension Specialist (Cooperative Extension Admin.)
Extension Specialist (Cooperative Extension (Albion))
Extension Specialist (Cooperative Extension (Highland))
Area Manager (Dining Services)
Executive Director (CUDR)
Asst. to Vice President (VP for Planning & Facilities)
Assistant Dean (Graduate School)
Associate Registrar (Registrar's Office)
Asst. Director for Institutional Information (MSA)
Asst. Athletic Trainer (Physical Education & Athletics)
Project Director (CUDR)
Lab Technician II, NP-11 (Animal Science)
Technical Aide, A-17 (Lab of Plasma Studies)
Research Technician II, NP-10 (Nutritional Sciences)
Research Associate (Lab of Nuclear Studies)
Extension Specialist (Plant Pathology)
Electrical Engineer, A-28 (B&P)
Mechanical Engineer, A-28 (B&P)
Maintenance Mechanic, A-15 (Chemistry)
Jr. Business Machine Mechanic, A-15 (Typewriter & Instrument Repair)
Synchrotron Operator (Lab of Nuclear Studies)
Boiler Operator, A-18 (B&P)
Multilith Machine Operator, A-13 (Graphic Arts)
Multilith Operator, A-15 (Graphic Arts)
Milk Plant Operator II, NP-8 (Food Science)
Catering Asst., A-13 (Dining)
Dining Supervisor, A-18 (Dining Services)
Manager, A-20 (General Services)
Programmer, A-19 (CRSR)
Custodian, A-13 (University Unions)
Custodian, A-13 (Student Housing)
Chilled Water Plant Operator, A-20 (B&P)
Dev. Technician, A-21 (Nuclear Studies)
Assistant Foreman, A-22 (1) (Buildings & Properties)
Technical Associate, NP-16 (Agricultural Engr.)
These are permanent full-time positions unless otherwise specified.

PART-TIME AND TEMPORARY POSITIONS

(All Temporary and Part-time positions are also listed with Student Employment)

Issue Clerk (Physical Education (temp. p/t))
Temporary Service - Clerical (Human Ecology (temp. f/t))
Recorder (University Senate (temp. p/t))
Department Secretary, A-13 (Lab of Ornithology (perm. p/t))
Administrative Secretary, A-15 (Architecture, Art & Planning (temp. p/t))
Steno II, NP-6 (Rural Sociology (temp. p/t))
Steno (Coop Ext. Admin. (Voorheesville) (perm. p/t))
Steno II, NP-6 (NYSSILR (temp. f/t))
Research Spec., A-22 (Ecology & Systematics (temp. p/t))
Statistical Consultant/Programmer (Government & History (perm. p/t))
Technical Associate (Applied & Engr. Physics (temp. f/t))
Research Associate (Education)
Custodian, A-11 (University Health Serv. (perm. p/t))
Custodian, A-13 (Noyes Center (temp. p/t))

Bulletin Board

SIS Task Force Hearing Set

The Student Information System Task Force is holding a public hearing Tuesday, Oct. 22 at 3:30 p.m. in the International Room, Willard Straight Hall. The Task Force is requesting written comments and statements from the community on problems related to fall term registration and policies regarding the collection and release of confidential information. The written statements should be received at the Senate Office, 133 Day Hall, before the hearing.

Luce Scholars Briefing Session

Cornell University students and graduates between the ages of 21 and 30 are eligible to compete for appointment as Luce Scholars, according to David Cullings, assistant director, Career Center.

Interested persons may attend an open briefing session on the scholarships at 4 p.m. Thursday and Friday (Oct. 17 and 18) in 117 Ives Hall.

Luce Scholars participate in a year long work/study internship in East Asia under the guidance of an Asian colleague. Students or graduates in Asian studies or in international relations are ineligible for the scholarships. Instead, the Luce Foundation seeks persons with a high potential for accomplishment in fields unrelated to Asian specialties, Cullings said.

Fifteen scholars will be appointed nation-wide in 1975 to receive the \$9,000 Luce scholarships.

Folkdancers Workshop to Begin

The Cornell Folkdancers will present a workshop on Yugoslavian folk dancing with guest instructor George Tomov from 7:30 to 11:30 p.m. Friday, Oct. 18, and from 10 a.m. to 12:30 p.m., 2 p.m. to 5:30 p.m., and 7:30 p.m. to midnight Saturday, Oct. 19. All sessions will be held in the Memorial Room, Willard Straight Hall.

Admission will be \$1.25 for each session except the Saturday night session, which will cost \$1.50. Reduced rates will be available for those attending all sessions.

Any interested person, from beginning dancer to experienced, is welcome.

Polish Association to Meet

The Polish Cultural Association will meet Sunday, Oct. 20 at G08, Uris Hall at 7:30 p.m. Everyone interested is welcome.

Architectural Slide-Lecture

Manual Lago, 1955, will give a slide-lecture on architecture in Colombia where he has an architectural firm. The program is to be Tuesday, Oct. 22 at 8 p.m. in Franklin Lecture Hall.

Sociology Lectures Slated

"Sociology in Black: Perspectives in History and Theory" is the title of a two-part lecture program to be held next week by Cornell University's department of Sociology and the Africana Studies and Research Center.

Robert Staples, a faculty member of the University of California (San Francisco) will speak on "The Nature of Black Sociology" at 2 p.m. Tuesday, Oct. 22 in Room 202 Uris Hall.

Gerald McWorter of the Fisk University faculty, will speak on "Race vs. Nation vs. Class: The Solution Depends on the Problem" at 2 p.m. Wednesday, Oct. 23 in room 202 Uris Hall.

The lectures are open to the public.

Glee Club Concert Oct. 26

The Cornell University Glee Club will present its annual Fall Concert at 8:15 p.m. Saturday, Oct. 26, in Sage Chapel. The program will include works by Brahms, Janacek, Bruckner, Billings, Milhaud and Tchesnokov, and traditional songs of Cornell. The concert is being given in conjunction with Cornell alumni homecoming.

Tickets may be purchased in advance for \$1.50 at the Willard Straight Hall ticket office, Lincoln Hall ticket office, and Mayer's Smoke Shop, or for \$2 at the door.

German Women Writers Lecture

A public lecture on the topic "German Women Writers: Eccentrics and Outsiders?" is scheduled for 4:30 p.m. Thursday, Oct. 24, in Room 110, Ives Hall.

Sponsored by the University Lectures Committee, the lecture will be given by Ruth K. Angress, chairman of the Department of German at the University of Virginia. A specialist in German literature of the 17th and 18th centuries, she has written extensively in the field, including a major study on German Baroque poetry. In addition, she has given numerous lectures at various universities on the question of the woman's role in the literary process.

Marine Biology Meeting

The Office of Marine Biology is sponsoring a "preregistration counseling meeting" for all students interested in the marine sciences at 5 p.m. Tuesday, Oct. 22. Faculty representing various fields in the marine sciences will be on hand to discuss courses, graduate schools and career opportunities.



MUSICAL CHAIRS — which will it be? These are the prototype chairs being considered as replacements for Sage Chapel's pews.

Chairs May Replace Pews

Continued from Page 1

Those who oppose the removal of the pews for chairs favor the idea of respacing the pews to their original distance apart for increasing the comfort of the chapel.

Negative reactions to the removal of the pews in Sage Chapel are varied. One staff member commented, "That's what's wrong with religion today — there's too much flexibility and comfort."

Many object to the proposal on the basis of its expense at a time when the University is facing a financial crisis described throughout the administration as one of the most serious ever. One student asked if the University can, in conscience, raise \$50,000 for chairs, given its claims of financial hardship and pressing financial priorities.

Donald R.M. Paterson, University organist and associate professor of music, is concerned about the acoustical changes which might result if the pews are replaced with chairs. In a letter to Lewis Roscoe, assistant planning director, Paterson said, "I noted with considerable concern that a chair with an upholstered seat is under consideration. The replacement of the pews by chairs with any kind of absorbent material on them would adversely affect the present acoustical properties of the building as far as all kinds of music are concerned."

David Ames, '75, Sage Chapel Choir Secretary, is "adamantly against any plan to remove the pews and make the chapel into a religious auditorium." In his case against the proposed change, Ames cites a letter written in September 1872 by Andrew Dickson White, sent to Henry Sage, donor of the chapel. White wrote "...that it be distinctly a chapel for religious services — not so large as to be a great ... repulsive hall." Ames adds that he feels that interpretive dance and religious drama can be accommodated by the present

arrangement in the chapel, and that activities such as these can also be held in the Anabel Taylor Chapel.

The decision as to which chair, if any, is selected for the chapel now rests with the Campus Planning Committee of the University Senate. Committee Chairperson Ian Stewart, assistant professor of city and regional planning, describes his committee as a "vehicle for community input." Stewart invites any member of the community who would like to express an opinion on the proposed changes for Sage Chapel to drop him a note at his

office, 112 West Sibley Hall. Decision on the chair will be made at the November meeting of the Campus Planning Committee. The meeting will be open to any interested person.

The Senate Subcommittee on Religious Affairs will also hold an open meeting to discuss the chair proposal, tentatively scheduled for 4:30 p.m. Tuesday, Oct. 29. Place of the meeting will be announced.

Anyone wishing to view the chairs before Oct. 29 may see them on display in Sage Chapel weekdays between 11 a.m. and 1 p.m., and on Sundays following the Sage Chapel Convocation.

Career Center Calendar

The following application deadlines will be coming up in the next two weeks:

Oct. 18: Fulbright Hayes Fellowship application deadline.

Oct. 19: (PCAT) Pharmacy College Admission Test application deadline. The test itself is on Nov. 9.

Oct. 22: Marshall Fellowship application deadline.

Oct. 26: Veterinary Aptitude Test application deadline. The test itself is on Nov. 9.

Oct. 28: (PACE) Professional and Career Examinations application deadline.

Oct. 29: (TOEFL) Test of English as a Foreign Language application deadline. The test is on Nov. 25, 1974.

Oct. 31: (FSO) Foreign Service Officer Examinations application deadline. The test itself is on Dec. 7.

The following schools will be interviewing at Cornell over the next two weeks. Sign-up now at the Career Center.

Oct. 18: St. Louis University Law School.

Oct. 21: Stanford University Business School.

Oct. 22: Boston College Law School.

Oct. 23: U. of Pittsburgh (Business).

Oct. 24: U. of the Pacific Law School.

Oct. 25: Dartmouth — Amos Tuck School of Business.

Oct. 31: Boston University (Business).

Finally, Oct. 17 is the last day that applications can be filed for Canadian Foreign Service Careers. Candidates should be Canadian citizens completing their degree. See Career Center for details.

Finally again, On Thursday, Oct. 17, there will be a Luce Scholars Program briefing for graduating and graduate students and alumni under 30 interested in a year-long sabbatical in Asia. The briefing will be held in Ives 117 at 4 p.m.

A representative of a Swedish University in Lund will be on campus Friday morning, Oct. 18, to talk to interested students and faculty about study there in political science, literature, architecture and welfare. This program is offered through the University of California. Please call the Career Center for an appointment.

Bulletin of the Faculty

Report of the Meeting of the University Faculty Oct. 16, 1974

The meeting was devoted to a talk by President Dale R. Corson on the topic "Educational Priorities." Corson cited the need for the cooperation of the faculty and the entire Cornell community in establishing the priorities that must be set in order for the University to maintain its high quality education, faculty, student body and staff in face of the various pressures coming to bear on higher education.

Despite the economic and social pressures including a projected decline in the potential student population facing all higher education institutions, Corson said he believes Cornell can continue its high quality program and even enhance it. "The good old days are gone. It's not going to be easy but this can be a rewarding time," he said.

He detailed the economic pressures brought on by inflation and the energy crisis. He pointed out that since projecting a balanced budget last June, the steady increase in inflation and decline of the stock market in the past four months has resulted in the Board of Trustees accepting a projected budget deficit in the endowed units of \$1.8 million for the current academic year. He said he would not say there is an economic crisis at this time but that if the situation continued for several more years it would definitely be a crisis and "surgery" would be required. He said a trustee committee is studying a number of plans the University can follow if the current economic situation should continue, get worse or improve.

He said there is no way the University can

increase faculty salaries to stay with the rate of inflation or hold back tuition increases to absorb the inflation burden on the parents of students. He said that under the current situation or even the most optimistic projections, there "is no way personal or institutional standards of living can continue at present levels. Everyone has to share," he said.

He said he expects the University's enrollment will reach the planned ceiling of 16,500 in the next few years although it fell short of its 16,300 goal this year.

He called for input from the faculty and the Cornell community in establishing the priorities and resulting "trade-offs" needed for the University to maintain its high quality. He said in addition to the long-range planning that has gone on there is a need for "successive approximations" to deal with the rapidly changing pressures coming into play, the economy in particular.

He said he still remains optimistic about the future of Cornell and its ability to fulfill its mission with a minimum of discomfort.

Dean of Faculty Byron W. Saunders called upon faculty members to take a more active interest in issues. He alluded to several University Senate bills, Federal legislation and administrative actions. He said these problems must not be left to the Faculty Council of Representatives and that they involve the particular interests of each faculty member, not the least of which is academic freedom.

Freshman Football Syracuse Challenge

Cornell's freshman football team, undefeated and untied in three games, faces its roughest challenge Friday night when the Syracuse junior varsity visits

Schoellkopf Field at 7:30 p.m. The game will be the only local action for Cornell teams this weekend.

Coach John Young's team has

been winning by bigger margins with each outing. After leading 21-0, the Big Red frosh had to hold off Montclair State to win the opener, 21-20. Cornell handled Cortland State, 26-7, and last Friday trounced Colgate, 43-7.

The high-powered freshman offense has been led by three players — quarterback Garland Burns (6-0, 165 from McKinley High School in Canton, Ohio), halfback Neal Hall (5-10, 170 from Western Reserve High School in Warren, Ohio) and halfback Larry Skoczylas (Scotch-Less) (5-11, 180 from Warren Cousino High School in Warren, Mich.).

Burns, who runs the veer offense expertly, has completed 15 of 37 passes for 214 yards and four touchdowns. He's run for two touchdowns himself and has rushed for 87 yards in 28 carries.

Hall, one of the best breakaway threats Cornell has had for some time, has picked up 353 yards in 66 carries, a 5.3 average. He's scored three touchdowns, the last one a 67-yard dash against Colgate.

Skoczylas ran wild against Colgate, gaining 114 yards in 12 carries in the first half. He sat out the second half, but has now gained 273 yards in 28 carries for an extraordinary 9.8 rushing average. He has three touchdowns, one a 74-yard sprint in the Colgate game.

Electronics Courses Open to Employees

Three levels of electronics courses are to be offered to Cornell employees if sufficient numbers of persons register. Classes will begin in late October.

Course 1 is a Basic Electronics Course, first year. This beginners' course is offered to those interested in acquiring or refreshing their background in theory. The course is intended to help personnel who are, or may be, exposed to electronic

equipment in their work.

Course 2 is Basic Electronics, second year. Personnel who have completed the equivalent of one or two years of a basic electronics course or those who have a general background in electronics theory but want to improve their effectiveness by grasping more advanced concepts can benefit from the course.

Course 3 is a series of seminars. This course is offered to more advanced electronic technicians and electronics engineers. Those personnel who have had a minimum of a two-year technical school training or equivalent can benefit from the course.

Programs are offered at cost with the cost divided between the employing department and the Office of University Personnel Services. Depending on the number who enroll, costs to the departments have varied from \$75 to \$125 per participant. For further information, contact Virginia Rinker, Personnel Services, 256-4869.

Senate Ballots Due by Today

ATTENTION FRESHMEN!

Today is the last day to turn in your ballot for freshman Senators. Give your ballot to any resident advisor, or deposit it at the following locations: Senate Office, 133 Day Hall, 8:30 a.m. to 5 p.m.; North Campus Union Store, 8 a.m. to 10:30 p.m.; Noyes Center Desk, 9 a.m. to 11 p.m.; and Mann Library Reserve Desk, 8 a.m. to 10:30 p.m.

Varsity Basketball Practice to Begin

Cornell varsity basketball practice will begin at 4:30 p.m. Tuesday (Oct. 22) and Coach Ben Bluit is starting his first season with an open invitation to all.

"I would hope that all students interested in basketball would be on hand for our opening practice in Barton Hall," Bluit said. "We're looking to rebuild our program and anybody who thinks he can help is certainly welcome."

Among the group expected to turn out for pre-season practice are five lettermen, four experienced players who didn't play for the Big Red last season, and four sophomores up from the freshman team.

The top returnees are Tod McClaskey, a 6-4 senior forward from Vancouver, Wash., and Abby Lucas, a 6-1 junior guard from Jamaica, N.Y. Both were honorable mention on the All-Ivy League team.

McClaskey led all Cornell scorers last year with a 15.2 average. He finished fourth in the Ivy League in scoring, averaging 16.1 in league play.

Lucas, who also averaged in double figures (13.5), figures to play a prominent role for the Big Red this season. He showed steady offensive improvement last season and was the top foul shooter in the Ivy League, hitting a .912 percentage. He will report late for practice session due to an arm injury he suffered recently.

Brian Hather, a 6-6 junior from



Ben Bluit

North Randall, Ohio, led Cornell in field goal percentage (.559) and rebounding (7.0) last season. Other returning lettermen are Charlie Davis, a 6-3 junior guard from Malverne, N.Y., and Bill Johnson, a 6-6 junior forward from Washington, D.C.

Bluit and his assistants, Tom Orth and Steve Humann, will be stressing defensive detail and offensive and defensive execution during the practice sessions.

Cornell opens its season at Duke on Nov. 30 and plays its first home game against Syracuse on Dec. 4. NCAA rules permit basketball practice to begin on Oct. 15, but Ivy League rules delay the start by one week.

Annual Fund-Raising By SEF Under Way

The revitalized Student Emergency Relief Fund (SEF), has set a \$5,000 goal for its annual fund-raising campaign which opened this week.

Entirely supported through student, faculty and staff contributions, the fund provides needy students with money to meet emergencies such as replacing stolen belongings and belongings damaged by fire and medical, dental and optical expenses.

The faculty and staff members have received letters requesting donations, and beginning last Monday, University-registered volunteers began soliciting contributions in all the campus dorms. In addition, a desk in the Straight will be established on Oct. 21, 23 and 25 to receive contributions to the Fund.

The fund was organized in the mid '50s by different University religious groups. By the 1960s, it was firmly established, raising \$15,000 annually. At the time, SEF was a branch of the Campus Chest, supporting other activities such as CIVITAS, the Suicide Prevention Bureau, the Negro

Student Scholarship Fund and Ithaca's Big Brother/Big Sister Program.

The Office of Scholarships and Financial Aid assesses the student applicant's personal finances, and determines his real need.



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Photos by Russ Hamilton

Rugby, Where the Action Is

In today's world of sports rugby is a game that is increasing in popularity across the U.S. Of English origin, it is well established on the West Coast and is now sprouting in the northeast where there are more than one hundred clubs.

The game is a combination of football and soccer. The ball is oval-shaped and can be kicked or passed. Passing must be lateral or backwards and any one of the fifteen players are eligible receivers.

Each side tries to possess the ball long enough to move the ball across the opposing team's goal line. Since blocking is prohibited in rugby, the ball carrier must be prepared to pass or kick the ball before he is tackled. If a player is tackled play does not stop. From the point of tackle the closest players from both teams must lock together and force themselves over the downed ball. Either team can gain possession of the ball.

If the ball carrier has no one to pass to and it would be unwise to run forward with the ball, he may kick it. Kicking is used both as an offensive as well as defensive move. The rugby player must be aware of the position of his teammates throughout the game and must judge how to play the ball whether on offense or defense.

A score is called a "try" and is worth 4 points. After each score there is a conversion attempt 25 yards out from the point in the end zone where the score was made. Penalty kicks and drop kicks are the other ways of scoring, each worth 3 points.

A fast-paced game, play is stopped only when the ball goes out of bounds, for a penalty, or for an injury timeout. In rugby the game is played without pads and when a player is removed from the field the team must play shorthanded. A five minute half-time separates the two forty-minute halves.

Unique to the sport is the finish when both teams line up and clap the other team off the field. Also, the host team selects a location for both teams to have some brew and discuss the game, ease the pain or maybe sing some good ol' Rugby songs.

Already this year Cornell's 'A' team is 4-0 and has a good chance of retaining the Upstate New York championship. Last week the team set a Cornell scoring record beating St. John's 70-0.

Steve Spellman led all scorers with four tries, followed by Gary Van Slyke's hat trick. The team is led by Peter Heed who says, "this year's backline is probably the strongest in Cornell's history and is capable of scoring almost at will."

In four games so far this season that backline of Ron Shassberger, Doug Straken, Dave "Bad News" Walsh, Gary Van Slyke, Ray Ricci, Steve Spellman and Jerry Smith has combined for 128 points.

To support the speed of the backline are the forwards. The forwards this year have shown strength and endurance such as two weeks ago when they were able to play two men down in the second half.

Peter Heed, Randy "Golden Boy" Wroble, Tony Coma, Jim Driscoll, Bill "Blades" Roach, Gary Coy, Juan Basseda and Cliff Goodman fill out a fierce pack.

One way the strength of a team can be judged is in its depth. When started Steve Doyle was injured, Juan Basseda took his place and scored twice against Syracuse. Chris Ekman, Tom O'Shaughnessy and Dewey Kim have been called from the 'B' team and have played well for the first side.

Joe Piesman, Jim "The Load" Lahey, Jack Monroe, Jim Bower, Kevin Cuddy and J.T. Emory are some of the veterans who comprise a very strong 'B' team.

Cornell fields four squads and the total comprised record so far this season is 10-2-1. This Saturday the teams will face Binghamton at noon, here.



Hearings Draw Criticisms

The University was criticized for inaction by proponents of Native American and ethnic studies programs at Cornell and by members of a coalition against racism during a two-hour open hearing held by the Trustee Committee on the Status of Minorities on Wednesday morning, Oct. 9.

About a dozen members of The New Coalition entered the Founders' Room, Anabel Taylor Hall to demand prompt establishment of Native American and ethnic studies programs. Demonstrators alleged University administrators and trustees had delayed three years in setting up a program for Native Americans. The New Coalition is comprised of the Asian American Association, the Native American Association, La Asociacion (cq.) del Caribe and the Chicano Students Association.

Another group, the Campus Coalition Against Racism, said Cornell's affirmative action efforts to increase job opportunities for women and

minorities were ineffective. Three or four persons represented that coalition.

The trustee committee was established in the spring to study "the status of minority students, faculty members and employees at Cornell and to make appropriate recommendations concerning that status." The open hearings, under the chairmanship of William R. Robertson, trustee, were part of a series of open and closed hearings being held on and off campus.

Also subject to criticism was Cornell's COSEP program for allegedly not fulfilling its responsibility in knowing the number of Native American students on campus. COSEP was also criticized by a few COSEP students at the close of the

hearing when Robertson asked if anyone wanted to speak to the "effectiveness of the COSEP program." Recruitment and retention of minority students were areas cited; students also complained of the "stigma" and isolation of being labelled a COSEP student.

Several members of the trustee's committee said they did not see the committee as a "delaying tactic" in reply to charges from members of the two coalitions.

Further discussion took place in closed hearings in the afternoon and evening. Robertson stated more hearings would be held during the course of the committee's work. No deadline has been given to the committee for reporting to the Board of Trustees.

CU Trustees Approve Revision of Budgets

Cornell trustees at their annual fall meeting here this weekend approved revisions in the 1974-75 operating budgets of the University authorizing a \$1.8 million deficit for the endowed colleges in Ithaca and a \$368,000 deficit for the Medical College in New York City. The budgets adopted last January had anticipated little or no deficit in the 1974-75 year.

Vice President for Administration Samuel A. Lawrence said the practice of revising the January budgets at the October meeting began last year, to take account of changes in income estimates and Cornell's plans that occurred in the intervening period. This year's changes primarily reflect a decrease of \$2.5 million in estimated general purpose income for the endowed colleges, he said.

"The status of our national economy has particularly affected the endowed colleges at Ithaca," Lawrence said, "since we are dependent on annual giving, investment performance, and recoveries on government grants and contracts which are directly or indirectly tied to the status of our economy." Income from unrestricted gifts is now estimated to be \$940,000 less than had been projected based on the record performance in 1973-74. The Capital Fund will yield \$400,000 less for operations this year, and grant recoveries are estimated to be \$665,000 less, according to Lawrence.

On the basis of fall registration data, Lawrence said income from tuition is now estimated at \$334,000 less than originally planned. Enrollment this year is 16,208 at Ithaca, a decrease of 92 from estimates. Last year's enrollment was 16,128. Enrollment in the endowed colleges for 1974-75 proved to

be less than estimates, while enrollment in the statutory schools exceeded expectations.

The revised budget for the endowed colleges at Ithaca deletes the \$600,000 "shelf project" program from estimated expenditures this year. This program was intended to undertake deferred maintenance, provided that costs could be charged to current income. "This will simply defer for another year tackling what is a growing problem on campus," Lawrence said.

Lawrence pointed out that a "general contingency" item of \$487,000, included in the January budget principally to absorb inflationary price increases, had already been applied. Further supplemental appropriations may be needed "in order to cover the impact of rapidly escalating prices for fuels and other materials," he said.

Revisions in the budget of the Medical College approved by the trustees included an increase of \$400,000 principally to reflect the impact of inflation on utility expenses. These additional expenses will be partially offset by increased salary lapses and recoveries on research grants and contracts, according to Lawrence.

Lawrence told the trustees that the combined \$2.2 million deficit anticipated for the endowed colleges at Ithaca and the Medical College could possibly become larger. "We will make every effort to increase gifts and reduce expenses, to the extent possible without disrupting approved programs," he said. "However, the extreme uncertainty in the national economic outlook makes it unusually difficult this year to forecast what may be the actual financial outcome of Cornell's operations."

CIVITAS Asks For Volunteers To Tutor, Drive



Meadow House, a direct service agency of the Tompkins County Mental Health Services, located in downtown Ithaca, is a rehabilitation day center for handicapped adults throughout the community — those who are emotionally disturbed, physically handicapped, mentally retarded.

Its main focus, since its inception in 1970, has been to provide rehabilitative services to handicapped adults by helping them to achieve or relearn a basic body of skills. Through the use of small group programs organized around specific needs and goals, the Center has emphasized socialization, activities of daily living constructive use of leisure time, familiarity with community resources, and the promotion of healthy interpersonal relationships.

In addition to the various group programs meeting daily, a series of evening programs provides opportunities for social and recreational activities in a warm, creative atmosphere.

Below are some current requests for volunteers. Please respond to any of them, or get more information, by calling CIVITAS, 256-7513, Monday thru Friday, 11 a.m. to 4 p.m.; or the Voluntary Action Center, 272-9411, Monday thru Saturday, 9 a.m. to 1 p.m.

Meadow House needs a volunteer driver, no special license needed, to drive their mini-bus to transport recreational program participants from their homes and back, on Wednesday evenings, with program beginning 7 p.m. and ending 9 p.m.

House in the Country needs volunteers to tutor High School Equivalency students in math, science, English, or social studies. Evenings are best. Transportation necessary.

Belle Sherman School needs a volunteer to work with a kindergarten boy who speaks Japanese but little English, for one or two hours a week. Conversational Japanese helpful, but not essential. Times can be arranged between 12:30 and 2 p.m. on Tuesday, and 12:30 and 3 p.m. on other school days.

Central School needs a volunteer to work with music teacher helping sixth graders to compose using a modified Manhattanville system. Tuesday and/or Thursday from 2:25 to 3 p.m.

Cayuga Heights School needs volunteers fluent in Hebrew to work with intermediate (4th, 5th, 6th grade) students in learning English. Any school day and time can be arranged.

Henry St. John Elem. School needs tutors to work with individual 3rd and 4th graders in math or reading. Any school day and time can be arranged.

South Lansing School for Girls needs two tutors, one in algebra and one in biology, to work with several girls taking courses at TC3. Any times on Tuesday or Thursday can be arranged.

Alternate Junior High School needs a tutor in beginning German, with particular emphasis on knowledge of German culture. School days, except Monday, after 1:30.

Ithaca High School Art Dept. needs volunteers to assist with a baton twirling contest being held to raise money for an outdoor kiln. Contest is scheduled for Nov. 9, at the high school and tabulators, judges assistants, ticket takers, coffee and donut salespersons and kitchen helpers are needed. Times for the assistance would be 9 a.m. to 1 p.m.

Service League Shop needs volunteers to work in sales for a 2 1/2 hour shift chosen from 10 a.m. to 4:30 p.m., Tues. Wed. or Thurs. or from 10 a.m. to 6 p.m. on Fri. Proceeds from sale of donated or on consignment clothing supports Mental Health Services.

BOCES High School Equivalency program needs a tutor to work with older man, in math, evenings. Time and place to be arranged to suit volunteer and tutee.

\$50,000 Given by Bank To Ornithology Laboratory

A \$50,000 gift to support the Laboratory of Ornithology has been given by the Tompkins County Trust Co. of Ithaca in honor of Charles E. Treman Jr., chairman of the bank's board and a trustee of the University.

The gift was announced to the trustees and members of the Cornell University Council, at their meeting in Ithaca last weekend, by Robert W. Purcell, board chairman.

Treman has had a long interest in the Laboratory of Ornithology and is a member of its board of

directors.

He received both his bachelor's (1930) and law (1934) degrees from Cornell.

Treman has been associated with the Trust Company since 1937, beginning as an assistant trust officer.

He has been a member of the Trustees' Building and Properties Committee, Development Advisory Committee and chairman of the Trustee-Community Communications Committee.

Board of Trustees Meeting Summarized

NOTE: This summary journal, as released for publication, does not include confidential items which came before the meeting.

1. The minutes of the Executive Committee meeting held Sept. 10, 1974 were approved as were the minutes of the full Board of Trustees meeting of June 2, 1974. Executive Committee minutes for the May 14, June 1 and July 18 meetings were ratified and confirmed.

2. University Treasurer Arthur H. Peterson reported on the financial position of the University for the fiscal year which ended June 30, 1974. (The Treasurer's report was substantially the same as that made to the Executive Committee in September. Details are available in the summary journal for the Sept. 10 Executive Committee meeting and in the financial position news release issued at that time.)

3. University President Dale R. Corson, along with the Treasurer, Vice President for Administration Samuel A. Lawrence and Vice President for Medical Affairs E. Hugh Luckey reported on the University's current fiscal position. The President recommended approval, which was granted, of revised budgets for the Current Fund operations of the Endowed Colleges at Ithaca and the Medical College.

4. The Investment Committee of the University Board of Trustees recommended that there be no distribution established for 1974-75 from Calspan Corp. shares for the present time. The trustees

accepted the recommendation.

5. The Investment Committee made another recommendation which was also accepted by the trustees. The recommendation was that the distribution from the Capital Fund in support of the University's operating budgets for the 1974-75 fiscal year, to be declared as of June 30, 1975, be set at 16 cents per income share. The rate actually paid in 1973-74 for the Capital Fund was 17.5 cents.

6. The president recommended, and the trustees approved, the establishment of a series of invested, endowment, research, equipment, memorial, prize and other funds. Those funds established were: the Athletics Department Invested Fund, Edna Mertz Carman Class of 1908 Memorial Fund, John Lyon Collyer Library Fund, Cornell Law Review Invested Fund, Evalyn Dixon Research Fund, Floyd W. Jr. and Muriel B. Mundy Endowment Fund, Special Engineering Equipment Fund No. 1, Henri S. Sack Memorial Fund, Veterinary College Prize Fund, Saul Wallen Fund and the Raymond White Fund.

7. The trustees approved the president's recommendation that he be authorized to fix and adjust student registration deposits and registration fees for the respective schools and colleges of the University. The president said that he recommended this action as a means of providing ready response to the need for varying approaches to the makeup of registration fees at both the undergraduate and

graduate level schools and colleges.

8. The trustees approved the president's recommendation that the University administration be authorized to proceed with construction of a 13,000 gross square foot addition to Malott Hall.

9. The president recommended, and the trustees approved, the dates of Oct. 10-11, 1975, as the dates for the regular fall board meeting held jointly with the Cornell University Council.

10. The president presented a recommendation from the Faculty Council of Representatives (FCR) that the University treasurer be made an ex-officio member of the University Faculty. The recommendation, which had the president's approval, was approved by the trustees.

11. The president recommended that the University administration be authorized to establish an account at the East River Savings Bank in New York City for the deposit of Medical College apartment unit security deposits. The trustees so authorized.

12. The trustees, upon the president's recommendation, elected individuals to terms on the advisory council for the College of Arts and Sciences.

13. The president recommended a series of personnel actions which received trustee approval.

14. The president reported on the reorganization of University personnel responsibilities and on the appointment of Thomas R. Rogers as associate vice president for research.

15. The proceedings of the Joint Administrative Board of the New York Hospital-Cornell Medical Center for Sept. 12, 1974, were presented.

16. A report of construction grants awarded during the period Aug. 21 to Sept. 20, 1974, was presented to the trustees.

17. The Board of Trustees met in joint session with the Cornell University Council. They heard a report on the state of the University. Participating were Board Chairman Robert W. Purcell, the president, Provost David C. Knapp, the vice president for administration, and Trustee Jansen Noyes Jr., chairman of the Development Advisory Committee. During his remarks the board chairman made an announcement of gifts to the University. The trustees and council viewed, in its premiere showing, a new multimedia presentation about Cornell students called "Cornellians and Cornell" and jointly produced by Laurence Koplik, Class of 1972, of the Department of Design Communications in the College of Architecture, Art and Planning and the University Office of Public Information. Later the trustees and council heard Roger

C. Cramton, dean of the Law School, speak on "Reflections on Law, Morality and Equal Justice."

18. The trustees passed memorial resolutions honoring Trustee Emeritus Stanton Griffis of the Class of 1910 who died Aug. 29 and in honor of Presidential Councillor Jansen Noyes Sr., also of the Class of 1910, who died July 15.

19. Trustee Morton Adams reported on the 1974-75 plans of the Committee on State Relationships. He said the committee planned to continue its discussions with its counterpart committee of trustees of the State University of New York, particularly on the topic of accountability. Also, the committee will work toward a more coordinated effort on the part of the University in its relationships with the State Legislature in Albany on matters that affect Cornell.

20. The report of the Buildings and Properties (B&P) Committee was presented to the trustees as were the minutes of the B&P meeting held Sept. 9, 1974.

21. Upon the president's recommendation, the trustees changed the legislation establishing the Council on Physical Education and Athletics to increase the number of alumni members. The trustees also elected individuals to the council.

22. The president reported for the information of the trustees on faculty deaths and resignations.

23. The trustees heard the formal annual report of Vice

President and Chief Investment Officer Robert T. Horn. (Details of the Horn report were released earlier.) Horn presented an updated figure for the market value of the Capital Fund. As of Sept. 30, the fund's value was \$65.6 million, a decrease of \$19.1 million from the June 28 figure (\$84.7 million).

24. The trustees heard a preliminary report from the chairman of the Trustee Committee on Capital Financing, Trustee Stephen H. Weiss. They also held a discussion of possible approaches to alleviate the financial stress of the University.

25. The vice president for administration discussed the preparation of preliminary budget guidelines for 1975-76 as requested by the trustees.

26. The trustees adopted a proposal providing for a member of the board from among the University's nonacademic employees.

27. The trustees received an extended report from the University administration concerning problems in accomplishing compliance with New York State Conservation Law regarding smoke stack emission and Cascadilla Creek water drainage.

28. The trustees heard a report on the Cornell Fund by its chairman, Trustee Austin H. Kiplinger, and on the Tower Club campaign by its chairman, Trustee Samuel C. Johnson.

Trustee Fee Action Explained Further

At its meeting last weekend Cornell's Board of Trustees gave the University president authorization "to fix and adjust student registration deposits and registration fees for the respective colleges and schools of the University." Heretofore such adjustments had to be approved separately by the Board of Trustees.

The action was intended to make it possible for the administration to respond more effectively to a problem facing the law school this year, but which could become a problem in other colleges from year to year. The action does not affect students who enroll at Cornell and is unrelated to matters of tuition or campus fees.

The problem faced by the law school this year is that many students who were accepted declined to enroll causing some students who were qualified and wished to attend to make other choices before they could in turn be invited to attend Cornell. Raising the registration fee that is forfeited in the event that a student does not attend is expected to discourage those

who are not serious about attending Cornell and make it possible for the law school to estimate more accurately the number of invitees who will accept.

Students who enroll in the law school are unaffected by the increase in registration fees, since the same amount is returned to them as was past practice. For example, beginning in the 1975-76 academic year, registration deposits for new acceptees to the law school will be \$150 as compared to this year's deposit of \$100. In both cases \$50 of the fee is not refundable whether the student chooses to attend the law school or not. The other \$100 of the new 1975-76 fee will be applied towards the student's tuition if the student should decide to attend.

A student who decides not to enter the law school will receive the full \$100 refundable portion of the registration fee if notification is received by June 15. If notification is received by August 1 there will be a \$25 refund. A later notification will carry no refund.

Cornell Employees to Have Trustee Representative

Cornell employee representation on the University's Board of Trustees was approved by the trustees meeting here last weekend. The number of trustees will remain the same, however, due to the substitution of the employee seat for that of an outside trustee elected by the University Senate.

The Senate passed legislation in October 1973 proposing, through a constitutional amendment, establishment of a nonacademic employee trustee seat. The Senate constitution prior to amendment provided for Senate election of four trustees from outside the University community to serve consecutive terms of four years each. The constitutional amendment reduced the number of Senate-elected outside trustees from four to three and substituted an employee trustee to be elected by employees for a term of two years.

The constitutional amendment received approval last spring in a referendum vote by University students and employees and from a vote of the Faculty Council of Representatives. In May, the

Trustee Executive Committee also approved the constitutional amendment. The full board at its meeting in June deferred action on the proposal pending conferral of the Trustee Executive Committee with representatives of the University interested in establishment of the new trustee position. This meeting was held this past month.

The Executive Committee's recommendation to the Board last spring called for one trustee to be elected from among and by Cornell's Ithaca and Geneva employees. The term "employee" was defined as employed nonacademic and nonprofessional academic personnel who are not students or members of the college or school faculties. The employee trustee election is to be supervised by the Senate. The Senate may adopt further qualifications for both voters and candidates, consistent with appropriate University bylaws.

The terms of employee trustees will begin on March 1.

Corson Is Optimistic in Talk; Feels Corne

There are four directions in which I might proceed in reporting to you on the state of Cornell University. I could be optimistic. I could be pessimistic. I could be a bit of both or I could be none of both.

Thomas Bailey Aldrich, editor of the *Atlantic Monthly* magazine in the last century, wrote this little verse:

"Just because there's fallen
A snowflake on his head
He must go and fancy
'Tis winter all the year."

I could stand here before you, the pessimist, wearing a snowflake on my head. That wouldn't be too difficult, given the Ithaca weather.

Or one could look on the brighter side and be an optimist. But, optimists are always under verbal attack. Franklin P. Adams, the famed FPA of "The Conning Tower" and of "Information, Please", once said "I hate the Pollyanna pest, who says that all is for the best."

We who are concerned about and involved with higher education must not be overwhelmed by our problems to the degree that our pessimism diminishes our effectiveness as educational leaders. Nor must we be unduly optimistic. The proper course for educational leadership today is a realistic approach to the problems confronting colleges and universities.

We must heed New York Times Education Editor Fred Hechinger's warning not to be "demoralized by present fiscal problems and terrified by a future of declining enrollments." We must, as he has urged, retain our spirit and speak to questions of substance.

At Cornell, the proper approach must be the one which capitalizes on strengths and opportunities in order to diminish both external and internal pressures. This approach will assure the continuance of Cornell, not only as an institution of higher learning, but also as an institution of higher learning marked by the strength and quality of its faculty, the quality of its students, and the diversity and excellence of its academic programs.

The continued strength of Cornell is particularly important today. It will be increasingly important in the next decade; a decade in which education will be more and more necessary in American society but more and more difficult to supply.

This nation, which will require more and more the resources and products of the higher educational community is, at the same time, changing its attitude toward that community.

There is dissatisfaction and disaffection with those of us in higher education. This discontent ranges from the words spoken through microphones at hearings of Congressional committees to the words written on the typewriters of education writers

from Hechinger of the New York Times to Bill Trombley of the Los Angeles Times.

The public no longer holds the educational community in the esteem of former years. For example, the critics say that educators who, on the one hand, have been insisting on the people's right to know are, on the other hand, not consistent in applying this principle to themselves.

Education is caught in the whirlpool churned by the societal forces which surround us. Cornell, or any other college or university, cannot remain aloof from an awareness of public issues and the public good. This is a time for openness and for the facts. Any university which expects to exist in the pressure-laden world of today must strive to renew public confidence and to regain public support.

There's no shortage of higher educational issues. The litany is extensive — desegregation, faculty unionization, tenure, the public-private relationship, sex discrimination, student aid, student recruitment, the federal role in aid to education, the state role in aid to education, the quality of education, the quality of campus life, ethical considerations in campus life, financial exigencies, college and university governance, enrollment patterns, student mores and academic freedom.

These issues are at the heart of the modern university community. But not all are reflected in the popular magazines, in the television documentaries or even in the scholarly journals. The focus there is mainly on finances, tenure, admissions and the status of women, the status of minorities, and perhaps some discussion of nontraditional education. All of these latter issues are matters of deep significance to educators and to the general public as well and they should be kept before the people. However, they are only a portion of the educational pressures and problems which confront us.

Perhaps it is true that we in the academic world are more than partially responsible for the public image of higher education. Perhaps the intellectual excitement is gone and colleges and universities *should* return to a consideration of ideas and goals, substance and content.

Here at Cornell, I don't think the excitement of thinking and learning, teaching and research, has diminished. Nor do I think we have strayed from academic substance and away from our academic goals.

It's true that society's problems tend to create undue focus on nonacademic concerns. But whatever attention is paid to these concerns has always been with the greater good of academic well-being as the paramount consideration.

The modern university cannot and should not exist in a vacuum. It must face societal problems and shift, if the shifting is toward constructive goals, with societal change.

There is increased sensitivity to the rights of the individual — the rights of students, the rights of faculty and the rights of the employee. The number of complaints before the New York State Division of Human Rights is growing. Collective bargaining, for faculties and for nonacademic employees, is a nationwide educational concern.

Consumerism and an expanding concern for the environment are as much with academia as they are with the nonacademic world; not only from the teaching and research viewpoints but from the viewpoint of University management.

Concurrent with this increased concern has been the advent of more and more government regulation. The Education Amendments of 1972, the Education Amendments of 1974 and the recently passed pension reform act all impact directly on Cornell.

These legislative acts illustrate the complexity of the relationship between higher education and government. The passage of this legislation is to be applauded. The bills have as their object the achievement of social goals which are proper and commendable. They are long overdue. But, there are procedural factors which cause the educational community great trauma and distress.

In the case of pension reform, it's the "increased paperwork" factor. The reform act requires that new records be kept, that complex reports be filed with both the Secretary of Labor and the Secretary of the Treasury and that employees be notified regularly about the financing of their pension funds. These aspects of the law have resulted in its already being dubbed the "Actuaries and Consultants Full Employment Act of 1974."

Another byproduct of federal legislation is the "increased incomprehensibility" factor. This is particularly true of the Education Amendments of 1974 signed into law by President Ford on August 21. This law has a substantial section on the privacy of student records and, frankly, it says things I don't understand. It's going to take some time to determine what the words mean and what the guidelines are. The implementation date of the legislation, however, is 90 days from date of enactment.

Title IX of the Education Amendments of 1972 is also characterized by the "increased incomprehensibility" factor. But the 1972 Amendments have yet another trait, the "wait, then hurry up and comply" factor. Title IX is the title from the 1972 amendments dealing with sex discrimination.

Its particular impact on Cornell is in the area of athletics, admissions and financial aid, off-campus housing and student organizations. The intent of Title IX appears, in general, to be consistent with Trustee-established University policies on equality of educational opportunity. Title IX was legislated in 1972, but the guidelines for implementation were sent to educational institutions for comment only this August. The United States Department of Health, Education and Welfare wants college and university comment on the guidelines to be in Washington by next Tuesday (Oct. 15). It's a reversal of the old military adage. Instead of "hurry up and wait," these days it's "wait, then hurry up."

Public policy beyond the control of the University has also resulted in increasing federal and state information requirements such as those mandated for the Occupational Safety and Health Act, known as OSHA; Affirmative Action, Social Security and Workmen's Compensation.

The increasing abundance of legislative requirements means an equivalent increase in accountability; an accountability to an extent previously unknown by private colleges and universities. The international and national economic situation exacerbates the accountability problem.

So now you chuckle inwardly and say, "I knew he couldn't stay out from under the black cloud of the dismal science of economics." That's true, a discussion of the economics of higher education is inevitable in this day and age. But notice how neatly I've tucked it into the middle of this talk much like the man who buys a *Saturday Review* merely to carry his *Playboy* home snugly within it.

Cornell is in a period of severe economic stress. The severity is amplified by the swiftness with which that villain — the current economy — and its chief henchman — inflation — are working to foreclose the educational mortgage.

Recently I reported to the New York State Education Department on Cornell's use of the more than \$3 million provided during the 1973-74 fiscal year under the Program of State Aid to Non-Public Colleges. This is the so-called Bundy money.

During 1973-74 Cornell received about a 50 per cent increase in Bundy money over the previous year but, unfortunately what was also new in that same period was a devastating increase in the rate of inflation. Cornell's average costs per unit increased by 49 per cent for coal, 210 per cent for fuel oil, 26 per cent for natural gas and 38 per cent for electricity. The dollars spent on these inflationary increases alone were more than the University

received from Bundy money.

Other cost escalations suffered during the same period were 240 per cent for gasoline, 35 per cent for plumbing and electrical supplies, 140 per cent for cameras and photographic supplies and some 40 per cent for laboratory chemicals.

Bundy money in the past has helped Cornell meet special needs in three areas whose characteristics are social importance and public policy beyond the control of the University. These areas include financial support for minority and disadvantaged students; support for graduate students (which has been substantially reduced in recent years by the federal government); and the mandated costs related to federal and state requirements such as OSHA. The need for these programs is still with us, as are the costs, but other monetary demands are biting into available funds.

Cornell faces a period of financial uncertainty with a potential for serious educational and economic repercussions. Vice President Lawrence will outline the Cornell financial position for you later in this quadripartite report on the State of the University.

The economic crisis, of course, contributes to the financial situation in which higher education finds itself. There are other factors, however. The overall growth of college and university enrollment has slowed. Nationally, enrollments rose at nine per cent per year in the 1960s; but the rate of increase dropped to below five per cent in the early 1970s. If current trends continue, there will be a complete halt in growth by the late 1970s and a decline in enrollments thereafter. The numbers themselves are no so bad; it's the trends which frighten the higher education community.

The college-going rate nationally is going down. In New York State some 60 per cent of the 18 and 19-year-olds were in college last year. The national figure is lower, some 43 per cent. This coupled with the declining number of high school graduates leads to pessimistic enrollment projections. New York State projects a 35 per cent decline in the number of high school graduates over the next 15 years.

The reasons for the decline are many. The babies from the postwar "baby boom" have moved beyond college age. Absent from the campus also are those who came to evade the draft. More high school seniors are now vocationally oriented. This is reflected in the growth of enrollments at two-year colleges. And, philosophically, there are those who no longer believe in the long-held American ethic that college is a prerequisite for success.

Lewis B. Mayhew, professor of education at Stanford, recently

ell Has Many Pluses in Face of Problems

wrote about what he termed "The Steady Seventies" in higher education. He pointed out that during the 1960s universal higher education was judged viable and it was assumed that all high school seniors wanted what colleges and universities had to offer. By 1973, Mayhew said, "hundreds of thousands of students were showing they really didn't care that much and were encouraged in such attitudes by suggestions that there were perhaps a million or more reluctant attenders who didn't belong in college and who should be assisted to find other ways to reach adulthood and maturity.

"Education, or more precisely, higher education, thus described," Mayhew said, "appears to be a static or even a declining industry which might be compared with other declining industries such as blacksmithing, passenger railroading, prostitution or coal mining." It is comforting to me — and I hope it is to you — to note that since Mayhew wrote his article two of these industries — railroading and coal mining — have been revitalized. I have no data on blacksmithing or prostitution.

Cornell has been in the steady state ever since formulation of the University's long-range plan, "Cornell in the Seventies."

Actual fall term enrollment is 16,200. The planned fall enrollment was 16,300. It is interesting and significant that enrollment in all of the statutory units increased slightly while enrollments in all of the endowed units decreased slightly.

Cornell's enrollment will be held steady in the face of a declining market; a declining market which will intensify the competition in higher education. Many private institutions will have to lower entry standards, and go heavily into competitive recruiting.

Cornell will feel the pressure of the national pattern of decreasing enrollment but it will not feel the impact to the same degree that other institutions will feel it. The pool from which Cornell draws applicants is "holding even." It was up slightly this year and down slightly last year. Overall at Ithaca, there were some 23,000 applicants for 3,500 places this year. At the Medical School there were 4,650 applications for 101 places, an increase in applications of 80 per cent since 1971-72.

As the applicant pool holds steady, or even if it decreases, Cornell will be able to maintain the quality of its student body. A diminishing number of applicants does not mean lessened quality in the entering class.

Cornell will also feel the impact of the change in interest from traditional to nontraditional

education, from education exclusively for the 18 to 22-year-olds to education for the adults. In the next 15 years I anticipate an increased emphasis on the nontraditional, an emphasis away from the liberal arts and toward career-oriented education, a trend I don't like. Some colleges and universities will have two options regarding nontraditional education. They can close down or they can respond to the demands for nontraditional forms. At any rate, Cornell and other universities will have to do things differently from the way they've done them in the past 30 years.

Of deepest concern is not private higher education's ability to change, but whether it can survive in order even to consider meeting societal needs. What is the future of private higher education in the United States if the rate of inflation continues to spiral beyond our comprehension?

Can Cornell and the other educational institutions in the private sector survive if the educational inflation rate surpasses that of the general economy? The major private universities — the Cornells, the Stanfords, the Columbias — will survive as will the outstanding liberal arts colleges — the Swarthmores, the Hamiltons and the Oberlins. But for some, the diagnosis will be that of a terminal case and there will be increased pressure on the public sector to resuscitate the private institutions and keep them alive. This, in turn, will increase the demand by the private colleges for more public money.

One question is the availability of public money for private higher education. On the state level, New York, with its Bundy money, is a pioneer and Cornell is a beneficiary of this pioneering spirit. The public interest is better served by the preservation of private higher education through such mechanisms as the Bundy money. Other approaches, such as the salvation of ailing private institutions by absorbing them into public institutions, only increases the burden on the taxpayer.

On the national level there is the disproportionate amount of political support the public institutions are able to marshal in most sections of the United States. The Congress, as a whole, is heavily oriented toward public education.

And thus we come to the second aspect of increased accountability. The first had to do with legislated social benefits. More public money means more accountability by the private universities and colleges to the public at large. Pressure for more accountability is ever increasing. Cost accounting and other mandated mechanisms more and more are casting all of higher education into a sterile and singular mold.

The sheer diversity offered by

the private side of higher education is, therefore, becoming more and more important. Cornell must sustain its diversity, it must maintain its unique pluralism and it must retain the freedom to achieve its goals in the manner in which it deems most appropriate.

I agree with the National Commission on Financing Postsecondary Education which said that postsecondary education "should have sufficient freedom and flexibility to maintain institutional and professional integrity and to meet, creatively and responsibly, their educational goals."

Cornell must not allow itself to be pulled toward conformity. In part, educational conformity results from the pressures which derive from financial support burdens falling heavily on state taxpayers and from federal support restrictions dictated by the federal government's priorities. Illustrative of this is the strong, ever-increasing influence, program of uniform cost accounting standards of the National Center for Higher Education Management Systems (NCHEMS).

Strong social trends are also pulling American colleges and universities toward conformity. A Carnegie Commission on Higher Education study published in the spring indicated that those institutions with the most distinctive qualities are declining in enrollment while the least distinctive and diverse are attracting increasing numbers of students.

The study, conducted by C. Robert Pace, showed enrollment in the general liberal arts colleges declining as were the enrollments in selective liberal arts colleges, denominational liberal arts colleges, and colleges of engineering and science. The state colleges, which the Carnegie Report terms "the least distinctive institutions," are growing in enrollment.

Cornell's strengths in the face of this conformist trend are its traditional qualities and characteristics. The hope of Cornell's future is in its history, in its educational philosophy, and, if you will, in its clichés — one university, land-grant, excellence in diversity. The University's strength is in the concept of both private and public higher education within one university, in its tradition as the land-grant university of the State of New York and in the excellence and diversity of its academic programs.

These provide a richness of academic life and a richness of campus life at Cornell; a richness which is almost unique.

There is a saying which goes: "Nothing is good or bad, but by comparison." By comparison, Cornell looks good. One can't help but be encouraged by the strength and progress of Cornell, particularly its academic programs.

I can point to many University departments, both academic and administrative, and detail their accomplishments. You can look through the gloom with a rose-tint in your eye glasses.

I'm an optimist. Not an undue optimist nor the "cockeyed optimist" of the Nellie Forbush-South Pacific variety nor the "archy and mehitabel" variety. archy, Don Marquis' typewriting cockroach, once wrote that an optimist is "a guy that has never had much experience."

My optimism is based on experience. It's based on being at Cornell for nearly 30 years and seeing the University come through severe storms and titanic traumas. It's an optimism based on many visits to colleges and universities throughout the United States and in distant lands. I have an Odysseus complex — each time I return to Ithaca after "a long series of wanderings filled with notable experiences, hardships, etc.," it looks better in Ithaca and at

Cornell than elsewhere.

We live in a world that's changing. This is a period of retrenchment in higher education. We will not be able to do things the way we did them before. The era of growth is over. It will be difficult to make the adjustment but we must be aware of the need to adjust and be sensitive to the severity of the problems which face our students, our faculty and our whole University. It will be difficult to accept the facts and even more difficult to make the necessary adjustments.

We must work together to establish University priorities and to implement them. We must determine what's vital to the University's future and decide what we need most to do and in what order and then do it. When we do what has to be done, we can do so knowing that Cornell will stand, as in the words of the Shakespeare sonnet, "still constant in wondrous excellence."

Senate Elections

Record Number Run

A special Electoral College, convened under the by-election procedures of the University Senate, selected the following students to fill the constituency vacancies indicated at its Tuesday night meeting:

Africana Studies: Rose-Marie Grant
Architecture, Art and Planning: Bruce Batkin
Graduate School: Willie A. Drake
Human Ecology: Michael J. Foster
Arts and Sciences: Joe Harmon, Jack Lyness
Engineering: Cheryl A. Walters

21 students of the College of Arts and Sciences petitioned to be considered for two available seats in a candidate turnout described by Senate Speaker Robert S. Harrison as "remarkable." In addition, three students contended for one seat in the College of Architecture, three for one seat in Human Ecology, three for one seat in Engineering, two for one seat in Africana Studies, and four for two seats for graduate students.

Senators chosen by the Electoral College will not be seated in the Senate until the Nov. 5 meeting, to allow time for challenges to the College's choices.

A challenge must be in the form of a petition addressed to the speaker, requesting that the seat be filled by a special by-election in the constituency concerned. Such a petition must bear the signatures of at least one-fourth of the members of the constituency in question.

Cornell freshmen and women conclude their elections for Freshman Senators today. 47 Freshman are running.

The freshman elections are being conducted under a new system this year, the success of which may determine procedures for the Feb. 1975 General Senate Election.

This year, each freshman received his or her ballot by mail along with voting rules and statements by the freshman candidates. The freshman had about four days during which to cast their ballots.

Academic, Financial Dateline

Thursday, Oct. 17 — September CornellCard bill payments are due.

Tuesday, Oct. 22 — Arts & Sciences students interested in In Absentia Study? There will be a panel discussion about the pros and cons at 4:30 p.m. in Kaufmann Auditorium.

Friday, Oct. 25 — Last day to change extramural registration.

Reminders — Each student whose Financial Aid package included a BEOG estimate should turn in his eligibility report to the Office of Financial Aid, 203 Day Hall, as soon as possible in order to have the award processed and credited to his account. This includes students who received estimates but were ineligible.

—Letters are going out this week to students who have not paid their \$60 security deposit. Those who have not signed their housing contracts or paid their security deposits should do so this week in the Housing Office 223 Day Hall.

The Senate Page

The Senate Page is the official bulletin of the Cornell University Senate. Publication is supervised by Michael E. Fisher, secretary of the Senate, 133 Day Hall, 256-3715

NEXT SENATE MEETING: Tues., Oct. 22, 7:30 p.m., Kaufmann Aud.

Calendar

Thursday, October 17

Special Committee on Buildings and Properties, 12 p.m., Senate Office

Unions and Facilities Subcommittee, Open Hearing, 3 p.m., 314 Noyes

Minority and Disadvantaged Interests Committee, 3:30 p.m., North Campus Conference Room

Calendar Committee, 7:30 p.m., 120 Goldwin-Smith

Friday, October 18

Planning Review Committee,

2:30 p.m., Senate Office

Freshman Senate Candidates Meeting, 3 p.m., Senate Office

Housing Subcommittee, 3 p.m., Johnson Art Museum

Campus Life Committee, 3:30 p.m., 498 Uris Hall

Monday, October 21

Codes and Judiciary Committee, 3:30 p.m., 460 Uris Hall

Admissions and Financial Aids Committee, 4 p.m., ODS

Conference Room

Executive Committee, 5 p.m.,

Senate Office

Housing Subcommittee, Open Hearing, 7:30 p.m., Donlon Formal Lounge

Wednesday, October 23

Academics Committee, Open Hearing: Academic Integrity, 3:30 p.m., Uris Hall

Calendar Committee, 4 p.m., Senate Office

AGED, 7:30 p.m., 101 Rand Hall

Announcements

The following undergraduate and graduate students have been chosen as Senators from their constituency at an Electoral College convoked by the Speaker of the Senate, on Tuesday evening, October 15th:

Africana Studies: Rose-Marie Grant

Architecture, Art and Planning: Bruce Batkin

Graduate School: Willie A. Drake

Human Ecology: Michael J. Foster

Arts and Sciences: Joe Harmon, Jack Lyness

Engineering: Cheryl A. Walters

The above-named candidates may not be seated until two weeks after the publication of the results in the Chronicle, to permit challenge from the particular constituency concerned. A valid challenge must take the form of a

petition addressed to the Speaker requesting that the decision among nominees for the seat in question be made at a special by-election by the particular constituency. Such a petition must bear the signatures of at least one-quarter of the members of the particular constituency. If no valid challenge is made, the Speaker shall declare the nominees chosen by the Electoral College to be elected. But should any valid challenge be received, a special by-election shall be held in the challenging constituency to fill the vacancy.

Proposed Agenda

October 22, 1974

Kaufmann Auditorium

7:30 p.m.

1. Question Time
2. Announcements (brief report on WHCU Advisory

Committee by Rose K. Goldsen)

3. Agenda

4. E-60-a — AN ACT TO OPEN THE ACADEMIC PROCESS (10,2)

5. E-69-a — WORLD FOOD AND HUNGER RESOLUTION (5,1)

6. E-43 — TEMPORARY INCREASE IN PARKING AND TRAFFIC MEMBERSHIP (10,2)

7. Campus Life Committee Budget Procedures (20)

8. E-71-b — THE PROCEDURAL DUE PROCESS ACT OF 1974 (15,2)

9. E-71-b — BYLAW AMENDMENT — CHANGE IN PROCEDURES FOR ELECTION OF EMPLOYEE TRUSTEES (TITLE XVII) (10,2)

10. E-78 — SENSE-OF-THE-BODY RESOLUTION IN SUPPORT OF BEVERAGE CONTAINER DEPOSIT LEGISLATION (20,2)

Current Legislative Log

(The full text of any bill introduced in the University Senate is available in the Senators' Study, 124 Day Hall.)

BILL NO. & DATE SUB.	ABSTRACT	SPONSOR	COMMITTEE REFERRED TO
E-82 10/8/74	An act to mandate the public disclosure of the details of the findings and recommendation of the Provost's Committee on Academic Support Services	R. Platt, H. Levy, S. Hanzlik	Executive Committee
E-83 10/9/74	This bylaw revision establishes procedures for declaring and filling of trustee vacancies.	B. Nichols	Executive Committee
E-84 10/10/74	This bill would eliminate issuing paid classification parking permits at no cost.	Subcommittee on Parking and Traffic	Subcommittee on Parking and Traffic
E-85 10/14/74	An Act to replace all vending machines on Cornell University property with machines that will serve beverages in returnable glass containers.	Albert I. Church	Subcommittee on Dining

Senate Actions — October 8, 1974

SA NO.	TITLE AND ABSTRACT	SPONSOR	ACTION TAKEN
SA-280	COMMITTEE STAFFING RESOLUTION (PART V) [Further nominations to Senate committees and boards]	Committee on Committees	ADOPTED AS AMENDED
SA-281	SENATE TRUSTEE GUIDELINES [Establishes guidelines for University Trustees elected under provisions of the Senate Constitution]	M. Fisher, S. Hanzlik	ADOPTED AS AMENDED
SA-282	SENATE RESPONSE TO HEW'S SEX DISCRIMINATION GUIDELINES	Minority and Disadvantaged Interests Committee	ADOPTED AS AMENDED

Academic Integrity Act Open Hearing

E-51 Academic Integrity Act

OPEN HEARING: Senate Committee on Academics, Wednesday, Oct. 23, 3:30 p.m. Uris Hall 202. Discussion of proposed Academic Integrity Act.

ACADEMIC INTEGRITY ACT

Abstract: Recommends to the faculty a statement defining Senate and faculty responsibility for academic integrity, and establishes a new Code of Academic Integrity upon faculty adoption of the recommended statement.

PART I:

The Senate recommends to the faculty the repeal of the Code of Academic Integrity, adopted May 14, 1969, as amended, and the adoption of the following statement of Principles of Academic Integrity:

STATEMENT OF PRINCIPLES OF ACADEMIC INTEGRITY

I. FUNDAMENTAL PRINCIPLES

The Cornell University academic community is appropriately concerned with the academic integrity of its members. Such integrity is expected equally of all students, faculty and academic employees, and all members of the community are responsible for maintaining an atmosphere of academic integrity.

II. JURISDICTION

A. Jurisdiction in the area of academic integrity is held jointly by the Faculty and the Senate. The Faculty has overall responsibility for the academic affairs of the University Community, and the Senate, as the representative body of the Cornell community, is vested with legislative power over campus codes of conduct and other judicial matters.

B. With the passage of this statement of principles, the Faculty delegates to the Senate legislative authority in all matters of codes of academic integrity and their adjudication. The Faculty retains the right of consultation and recommendation in this area.

C. To facilitate the implementation of this statement of principles, and to provide a productive interchange of information between the Faculty and the Senate on all policies of academic integrity, a joint Faculty Council of Representatives-Senate Committee on Academic Integrity is hereby established. The Committee shall make recommendations to the Faculty Council of Representatives, the Senate, their appropriate committees, and the University Judicial System; however, it shall not review the adjudication of any specific case. The committee shall consist of four members selected by the Faculty Council of Representatives and four

members selected by the Senate.

D. Ultimate jurisdiction for misconduct in matters of academic integrity is solely within the power of the judicial system.

III. RESPONSIBILITY

A. A student assumes responsibility for the content and integrity of the academic work he submits.

B. Each Faculty member shall develop and maintain an academic atmosphere conducive to the spirit of free inquiry and academic integrity. He shall inform his students of regulations that apply to academic integrity in work in his course and make clear to what extent he will accept prior work, papers submitted for another course, collaborative effort, and the exchange or use of aid or information. He shall also indicate what he considers to constitute an act of plagiarism. In instances of suspected violation he should institute the proper judicial procedures.

C. Every student, faculty member and academic employee shall be responsible for giving proper credit and acknowledgement of all work presented to him by any other member of the Cornell Community and subsequently incorporated into his own work.

PART II:

Upon adoption by the Faculty of the foregoing Statement of Principles of Academic Integrity, the following Code of Academic Integrity shall take effect:

CODE OF ACADEMIC INTEGRITY

Section One: Violations

A. It shall be a violation of this code for any student, faculty member or academic employee fraudulently to misrepresent the work of others as his own, either by plagiarism or by failure to acknowledge major sources of assistance in preparation of original materials.

B. It shall be a violation of this code for a student:

1. to use or obtain unauthorized assistance in academic work (see III.B of the Statement of Principles of Academic Integrity for clarification of the term "unauthorized.")

2. to give fraudulent assistance to another student (e.g., by submitting or allowing submission of his work in another student's name.)

C. It shall be a violation of this code for a faculty member of academic employee to misrepresent the level of a student's academic performance (e.g., by falsifying a student's grade.)

Section Two: Initial Procedures

A. A faculty member who feels that a student's actions indicate that he lacks awareness of the

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Academic Integrity Act Calls for Definitions

Continued from Page 11

meaning of academic integrity, or is insufficiently committed to its principles, may attempt to improve the student's understanding of his intellectual responsibility without resorting to judicial remedy (however, see B).

B. In cases of suspected violation of the Code of Academic Integrity by a student, no action, including the assignment of a grade other than "incomplete," shall be taken against the student for the alleged violation except on completion of, and in conformity with, the established judicial procedure.

PART III:

Upon adoption by the Faculty of the foregoing Statement of Principles of Academic Integrity the following legislation shall take effect.

ACADEMIC INTEGRITY JUDICIAL STRUCTURE AND PROCEDURES LEGISLATION

I. JUDICIAL ADMINISTRATOR

The Office of the Judicial Administrator, as established in the Judicial Reform and Restructuring Act of 1972, as amended (SA-122/165), shall assume responsibilities relative to the Code of Academic Integrity and the Academic Integrity Judicial Boards similar to those relative to the Campus Code of Conduct and the University Judicial Boards as described in the Judicial Reform and Restructuring Act of 1972, Sections I.E., IV. B and C, and VII. A, B, and C.

II. ACADEMIC INTEGRITY JUDICIAL BOARDS

A. Academic Integrity Hearing Board:

1. The Academic Integrity Hearing Board shall hear cases involving alleged violations of the Code of Academic Integrity and appeals of decisions of school and college academic integrity judicial mechanisms.

2.

(a) The Academic Integrity Hearing Board shall consist of five faculty members or other academic employees, and five students, selected by procedures similar to those used for the selection of the University Hearing Board, except as provided in Section IV. A. below.

(b) The terms of faculty members and academic employees shall be three years.

(c) The terms of students shall be two years.

3. The Academic Integrity Hearing Board shall elect each year an Administrative Chairman from among themselves, who shall have the right to convene the Academic Integrity Hearing Board, and shall summon legal counsel at the request of any member of the Board.

B. School and College Academic Integrity Judicial Mechanisms

1. Schools and Colleges which, as of the effective date of this legislation, have established

judicial mechanisms for adjudicating violations of academic integrity by members of that school or college shall be permitted to maintain such mechanisms, provided they comply with procedures of due process and fairness of enforcement and penalties, as determined by the Academic Integrity Hearing Board.

2. Each year schools and colleges utilizing such academic integrity judicial mechanisms shall file with the Academic Integrity Hearing Board detailed plans of the operation of those mechanisms.

3. Appeals from the decisions of school and college academic integrity judicial mechanisms shall be heard by the Academic Integrity Hearing Board. Appeals may be based on criteria described in the Judicial Reform and Restructuring Act of 1972, as amended, Section VII.D.

C. University Review Board.

The University Review Board, as established by the Judicial Reform and Restructuring Act of 1972, as amended shall hear appeals of cases heard by the Academic Integrity Hearing Board, including those cases initially adjudicated in school and college academic integrity judicial mechanisms.

III. PROCEDURES AND PENALTIES

A. The Academic Integrity Hearing Board shall operate under procedures similar to those utilized by the University Hearing Board and Hearing Panels thereof, as described in the Judicial Reform and Restructuring Act of 1972, as amended, Sections VI. B, and VII. C.

B. The Academic Integrity Judicial Boards shall utilize general procedures of the University Judicial System, as described in the Judicial Reform and Restructuring Act of 1972, as amended, Sections IV, V, and VII. F. and G.

C. The Academic Integrity Judicial Boards may impose penalties and remedies in accordance with the Uniform Penalties and Remedies Act of 1971, as amended. Additionally, they may recommend in appropriate cases of student violations that a new test or paper be assigned and submitted for grading, or that a grade of "F" be given for the test or paper, or for the course in which the infraction occurred.

IV. INITIAL STRUCTURE

A. Present members of the Academic Integrity Hearing Board shall retain their seats through the expiration of their respective terms of office. Replacements and subsequent members shall be selected as provided in Section II, A. 2a above.

B. Those cases, not finally adjudicated, arising prior to the effective date of this legislation shall be conducted according to the provisions of this legislation

except where substantive rights of the defendant may be placed in jeopardy, in which case the Judicial Administrator, the Academic Integrity Hearing Board and the University Review Board shall modify these provisions to avoid denial of such rights.

It is not the case, however, that the Faculty in this regard loses its policy authority as the Senate accepts jurisdiction. Academic Integrity is still in essence academic, and here the Faculty has sole responsibility. This joint jurisdiction must be defined more clearly than at present and the specific responsibilities of the faculty and the Senate, and their interaction, clarified. Therefore the first document of the Academic Integrity Act package is a "Statement of Principles of Academic Integrity," Section II of which deals with this problem.

The basic difference between the present Code proposed in D-104 is in the domain of jurisdiction. Whereas the old code applied only to undergraduate students, the proposed legislation covers the entire academic community. Although the realistic effect of this change will be minimal because of the separate Administrative Action process for work-related violations (See Section IV of the Judicial Reform and Restructuring Act of 1972), the principle being stated is that academic integrity is expected in all aspects of academics, not just learning, but also research, publication, and teaching.

The adjudicatory process described in the "Academic Integrity Judicial Structure and Procedures Legislation" (Part III of D-104) essentially retains the present primary academic integrity boards although making their procedures conform to those of the University Judicial System. There are three basic advantages to this system:

1. It provides for continuity and ease of transition from Faculty to Senate control. It is pragmatically (and politically) unwise in one step to change the legislative authority, the domain of jurisdiction, and the judicial structure.

2. It provides for the maintenance of the Honor Code systems of the Law and Veterinary Schools. These mechanisms have been extremely beneficial and their dissolution would serve no end. An attempt at merging them into the present Judicial System proved to be extremely messy.

3. It provides for an informal "first step resolution" of violations through the Judicial Administrator's power of summary decision. The application of this procedure to academic integrity has been recommended by many sources, including former University Ombudsman Byron Yaffe in his report for 1972-1973.

The Academic Integrity judicial boards are integrated into the

total University Judicial System in that appeals are ultimately heard by the University Review Board.

NOTES ON THE LEGISLATION

STATEMENT OF PRINCIPLES: Most of sections I and III are derived directly or indirectly from the present Code of Academic Integrity, except in the fact that they are expanded to include all segments of the academic community.

PART IV:

Upon adoption by the Faculty of the foregoing Statement of Principles of Academic Integrity, the following section shall be inserted in the Committees Legislation (SA-182):

COMMITTEE ON ACADEMIC INTEGRITY

The Committee on Academic Integrity shall be a joint Faculty Council of Representatives and Senate Committee. It shall serve as a forum for the interchange of information between the Faculty and the Senate on all policies of academic integrity, and shall recommend such actions as would facilitate the implementation of legislation of the Faculty Council of

Representatives and the Senate regarding academic integrity. However, the committee shall not review the adjudication of any specific case.

Among the actions open to the Committee are:

1. On general policies fostering the climate of academic integrity, to recommend legislation to the Faculty Council of Representatives or an appropriate committee thereof, and submitting a parallel recommendation to the Senate Committee on Academics.

2. On matters of codes of academic integrity, judicial procedure and due process to recommend legislation to the Senate Codes and Judiciary Committee.

3. To recommend appropriate general policies to the officers and boards of the University Judicial System.

The Committee shall consist of four members selected by the Faculty Council of Representatives and four members selected by the Senate, plus such ex-officio non-voting members as either body may appoint.

Calendar

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(1961) directed by John Ford with James Stewart, Richard Widmark, Shirley Jones. Risley Theatre.

Sunday, October 27

9:30 a.m. Holy Communion Episcopal Church at Cornell. Anabel Taylor Chapel. All are welcome, students, faculty and families.

9:30, 11:30 a.m. & 5 p.m. Catholic Masses. Anabel Taylor Auditorium.

11 a.m. Sage Chapel Convocation: Joel Gajardo, Professor of Theology, Evangelical Theological Community, Santiago, Chile; Associate Director, CUSLAR, Cornell University.

6 - 8 p.m. *Sunday Smorgasbord. Statler Inn, for reservations call 257-2500.

7 p.m. Table Tennis Clinic followed at 7:30 p.m. by Round Robin Singles. Barton Hall. Sponsored by Table Tennis Club. Newcomers welcome.

8 p.m. *Cornell Cinema Film: "Where's Poppa?" directed by Carl Reiner, starring George Segal and Ruth Gordon. Statler Auditorium.

Exhibits

Herbert F. Johnson Museum: Afro-American Art.

Louis Agassiz Fuertes to Oct. 27.

Oded Halahmy to Nov. 10.

Museum Hours: Tuesday - Saturday 10 a.m.-5 p.m.; Wednesday evening until 9 p.m.; Sunday 11-5; Monday closed all day.

History of Science Collections: Recent Acquisitions, changed monthly. 215 Olin Library.

Olin Library: "Asia and the West" to Oct. 24.

Sibley Dome Gallery: Art Dept. Faculty Show to Nov. 8.

Uris Library: "The Hopi Indians of the Southwest. Their Art and Culture." The exhibition, featuring Kachina dolls, pottery, and weaving is drawn from the personal collection of Cornell Professor Emeritus W. Storrs Cole.

Announcements

The Cornell Conservation Club sponsors Aquatic Ecology Field Trip on Saturday, Oct. 19. Drs. Eipper and Nickum will speak and demonstrate seining and other conservation methods. Meet at Fisheries Lab on Judd Falls Road at 9 a.m. Everyone invited. Anyone needing a ride contact Tony Inalcatera at 277-0713.

Wanted by the Law - A conference for women. Syracuse University Law School 9 a.m. - 5 p.m., Saturday, Oct. 19. Recruiting of undergraduate women into law schools will be emphasized. Recruiters, catalogues and applications from many U.S. Law Schools. Mary Ann Krupsak, Dean Judith Younger will be featured speakers. Day care available. Pre-law women urged to attend.

Cornell Responds to HEW's Title IX Regulations

Following is the Cornell University response to the United States Department of Health, Education and Welfare (HEW) commenting on proposed guidelines for implementation of Title IX of the Education Amendments of 1972.

The response was forwarded to Washington today (Oct. 16, 1974) in the form of a letter from President Dale R. Corson to Peter E. Holmes, Director of the Office of Civil Rights, Department of Health, Education and Welfare.

Cornell University submits the following comments in response to your invitation to comment on the proposed Departmental Regulation to effectuate Title IX of the Education Amendments of 1972, on the subject of nondiscrimination on the basis of sex.

Cornell unqualifiedly endorses the intent of Title IX. It is consistent with University policy that there shall be complete equality of educational opportunity and an absence of sex discrimination in all programs and activities of the University. The policy of equal educational opportunity adopted by the University Board of Trustees was amended in November 1973 to include sex. This policy statement is set forth in University announcements and catalogs available to students, prospective students, faculty administrators and the community. It states that: "No student shall be denied admission to the University or be discriminated against otherwise because of race, color, creed, religion, national origin, or sex." Further, the University is an equal opportunity employer.

The University Trustees and Council Members recently received a report on trends at Cornell indicating an improvement in the status of women in such areas as enrollment, training, women's studies, and athletics.

With regard to the proposed regulations, I am concerned about the scope and the possibility that they have overreached the statutory intent. As discussed in the detailed commentary which follows, substantial legal and practical difficulties may flow from the inclusion in the regulations of coverage of education programs and activities which *benefit from* (as well as receive) Federal financial assistance.

The University supports the basic freedom of its students and staff to associate voluntarily with any individuals or groups of their choosing. It is important that this freedom not be compromised by statute or regulation, as might possibly be the case under the present draft.

Another difficulty has to do with bequests and gifts, the use of which is restricted to a single sex. In such cases as single-sex professorships, housing, and scholarships, I recommend that

you make the effect of the institution's entire program the criterion for judgment regarding nondiscrimination, and not the source of funding for a small portion of it. This approach seems entirely consistent with the intent of the regulations.

A general concern within the University is the ambiguity and lack of clarity of many of the proposed guidelines. There is a fear that the broad sweep of many of the regulations does not take into account the wide diversity of programs and activities in an institution such as Cornell. As evidence of these concerns on the campus, I annex a copy of comments on the proposed regulations issued by the Cornell University Senate, a legislative and policy-making body representing students, faculty and staff. It appears that extensive modifications are required to correct these difficulties. Further, it is hard to imagine that the regulations can be issued in final form until after they have been revised and published once again in proposed form for additional public comment.

Detailed comments and recommendations follow this letter.

INTRODUCTION

The United States Department of Health, Education and Welfare (HEW) has published proposed regulations designed to enforce Title IX of the Education Amendments of 1974 banning sex discrimination by educational institutions which receive Federal financial aid. The Department solicits comment from all interested citizens and organizations and, after reviewing comments and suggestions and making any changes necessary, will submit the regulations to the President for his approval.

The Cornell University Senate strongly endorses the intent of the HEW guidelines to end sex discrimination in all programs and activities of the University. But the Senate also strongly supports the basic freedom of the students and staff to associate voluntarily with any individuals or groups of their choosing. The guidelines must be written so that the freedom of association is not compromised.

The Senate welcomes HEW's request for public input concerning the new guidelines. This is particularly important when one considers that these regulations, devised through an administrative process rather than as a result of decisions reached by elected representatives of the people, will have a pervasive influence, from afar, on the educational policies of this university.

The most serious problem with the guidelines is the ambiguous nature of almost all of the regulations. Words and phrases are without definition and the broad sweep of many of the regulations does not take into

account the wide diversity of programs and activities in an institution such as Cornell. It is strongly suggested that HEW be asked to clarify the guidelines and produce a new tentative version which would again undergo public scrutiny. This delay of the promulgation of the regulations seems not too high a price to pay if the end result is a set of rules clear and fair to all concerned.

COMMENTS ON PROPOSED TITLE IX REGULATIONS

1. Overreach and Pinpoint Doctrine

A major issue raised by the proposed regulations relates to the appropriate scope of the regulations. This occurs in at least two contexts. First, the statute prohibits "discrimination under any program or activity receiving Federal financial assistance," yet the regulations in Par. 86.11 state that they apply "to each education program or activity which receives or *benefits from* Federal financial assistance." (emphasis added). Second, Par. 902 of the statute, 20 U.S.C.A. Par. 1682, limits the compliance remedy of termination of funds "to the particular education program or activity" in which noncompliance has been found, but the thrust of the regulations appears to expand the remedy.

An analogy between Title VI and Title IX is made by the Secretary in his introductory remarks to the proposed regulations at 39 Fed. Reg. 22228. He states further that: "an education program or activity or part thereof operated by a recipient of Federal financial assistance administered by the Department will be subject to the requirements of this regulation if it receives or benefits from such assistance."

As noted above, "benefits from" is broader than the statutory term. It is not clear whether "it" modifies the "program or activity" or recipient. The Secretary's view appears to favor "recipient."

The Department rules and regulations promulgated pursuant to Title VI do not contain this overreach. Section 86.11 of 45 CFR Part 80, as amended in July, 1973, states that "This regulation applies to any program for which Federal financial assistance is authorized to be extended to a recipient under a law administered by the Department."

Application of the holding of *Board of Public Instruction of Taylor County, Florida v. Finch*, 414 F.2d 1068 (5th Cir. 1969), which arises under Title VI to Title IX means the following. A finding of non-compliance with Title IX in an institution's non-Federally funded activities, such as student organizations, counseling and advising, and physical education and athletics — assuming all are separately administered programs — would not support a termination of

funds for other programs, such as financial aid and academic research which traditionally receive Federal funding.

2. Dissemination of Policy

Section 86.9 (a) (2) of the proposed regulations requires individual notice as one of the required steps to disseminate a policy statement set out in Par. 86.9 (a) (1). This presents a significant administrative burden and expense on each recipient. It does not appear that publication of a policy statement in catalogs and announcements is sufficient. These extensive notice requirements do not appear to be mandated by the statute or common sense.

It should be noted that Title VI regulations, 45 CFR Part 80, do not contain similar notice requirements. Section 80.6 (d), amended in July 1973, merely requires that each recipient "make available to participants, beneficiaries, and other interested persons such information regarding the provisions of this regulation and its applicability to the program for which the recipient receives Federal financial assistance." Therefore, it is recommended that the Par. 86.9 requirements be limited.

3. Education Program and Activities

Section 86.31 relating to nondiscrimination in educational programs and activities raises the issue of overreach of the regulations which has been discussed above. Introduction of the concept of "benefits from" Federal assistance requires further definition and discussion.

A number of single-sex groups exist at Cornell University and receive assistance from the University in the form of use of campus facilities, counseling by the faculty, and, in the case of a few fraternities, outright University ownership of their buildings. The University does not "fund" any of these activities, however, in the sense of giving them money for their operations. Examples of these groups include sororities, fraternities, the Women's Law Coalition, the Men's Bowling Team, the Women's Abortion Project, and both men's and women's honorary societies.

4. Housing

Section 86.32 (b) permits a recipient to provide separate housing on the basis of sex as required by Par. 907 of the Act, 20 U.S.C.A. Par. 1686 provided they are proportionate in quantity and comparable in cost.

Subsection (c) presents a significant administrative burden and expense by compelling the recipient to inspect off-campus housing prior to listing to ascertain whether it is proportionate in quantity and comparable in quality. While Title IX permits the recipient to operate separate housing based on sex, it would require the non-recipient to alter practices if total housing is not proportionate in

quantity or comparable in quality. Further, the requirement is unrealistic.

5. Financial Assistance

Section 86.35 unreasonably views compliance on the "particular type or source" as set forth in subsection (a) (1). The standard should be the effect of the recipient's aid program as a whole.

The difficulty has to do with bequests and gifts, the use of which is restricted to a single sex. At the Cornell campus in Ithaca, we have a professorship designated for women, a dormitory designated for women, 29 scholarships designated for women, and 11 scholarships designated for men. In addition, the Cornell Medical College in New York City administers funds which make possible more than 25 scholarships each year for women only. The bulk of the gifts which made these possible represents a conscious desire to enhance the opportunities for women — an earlier form of the affirmative action explicitly permitted by the proposed Title IX regulations.

In each of these categories (professorships, housing, and scholarships), the effect of the institution's entire program should be the criterion for judgment regarding nondiscrimination, and not the source of funding for a small portion of it. This approach seems entirely consistent with the intent of the statute and regulations. Moreover, state law imposes a legal obligation to carry out the direction of the donor. In such a case, it is more reasonable to require the institutions administering restricted funds either to set aside an equal amount (or some comparable amount based on enrollment) to be made available to students of the opposite sex.

6. Athletics

Section 86.36 dealing with athletics again raises the issue of overreach of the regulations as well as many questions concerning operations. Subsection (b) and (d) in requiring a determination and implementation of student interest can be read to require addition of sports, notwithstanding the lack of any discriminatory action on the part of the recipient in failing to offer such program. The regulation should be amended to exclude such an interpretation which exceeds the legislative authority.

7. Employment

The introductory remarks, 39 Fed. Reg. at 22231, request comment on the implications of requiring all institutions to provide permanent part-time employees fringe benefits proportionate to those offered full-time employees, regardless of the relative composition of a particular institution's part-time and full-time work forces. "Permanent" would refer to any

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Response to Title IX Finds Discrepancies

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employee who is expected to work or has in fact worked at least one academic semester at half-time or half-time equivalent.

Application of the proposed rule would, by its own terms, exceed the rule-making authority of Par. 902 of the Act, 20 U.S.C.A. Par. 1682, as it would be unrelated and unnecessary "to effectuate the provisions of section 1681." Further, it is not clear whether the proposal would apply to students.

Under current University personnel policy, regular full-time and regular part-time employees are eligible for fringe benefits. The term of employment to be considered a regular employee is six months and not one academic year. Students who are regularly matriculated as a candidate for a degree are classified as student employees and do not qualify as regular full-time or part-time employees, and, thus, do not qualify for fringe benefits. Any proposal to include student employees within the "permanent" category is opposed.

COMMENTS, QUESTIONS AND SUGGESTIONS CONCERNING CAMPUS LIFE AFFAIRS

1. Campus Activities and Organizations —

Subpart D - Discrimination on the basis of sex in Education Programs and Activities Prohibited

86.31 (a) "...no person shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any academic, extra-curricular, research occupational training, or other educational program or activity operated by a recipient..." (emphasis added)

Questions: Does this apply only to organizations funded by the university?

What about organizations which are not funded but use facilities or receive staff help?

Suggested Changes: Those organizations funded in whole or in part from university funds may not discriminate on the basis of sex. (Cornell has this rule now.) Non-funded organizations may use university facilities and staff help even though they may not meet the non-discrimination guidelines. Example - a women's honorary society.

An organization should not be penalized just because persons of the opposite sex may not choose to organize similarly.

This section includes no requirement of remedial or affirmative action to redress present or past non-compliance. The development and reporting of such plans should be required.

86.31 (b) (1) states that it is illegal "to treat one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit or service."

Question: Can a facet of the recipient, i.e. the special project units of housing, maintain some specified ratio of men to women?

86.31 (b) (7) states that "recipient shall not, on basis of sex, aid or perpetuate discrimination against any person by assisting any agency, organization or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees."

Question: Would this make fraternities and sororities illegal?

2. Housing —

86.32 (a) states that "recipient shall not on the basis of sex, apply different rules ... fees or requirements, or offer different services or benefits related to housing, except as provided in this section, (including housing provided only to married students)."

Suggested Changes: A date line such as provided in Admissions section (86.15), to cover dormitories restricted to one sex by donor of building. This would allow time for institution to re-probate the deed.

The phrase "married students" should be changed or altered to include "students with dependents" which students may or may not be married.

86.32 (b) (2) states that "...housing provided must be proportionate in quantity to number of students of that sex applying ... and comparable in quality."

Questions: What is the definition of quantity and quality?

Does proportionate in quantity to number of students of that sex applying mean that Housing must follow yearly trends of applicants and change rooms from male to female (and vice versa) to fit the latest trend?

Does quality of living units encompass only the basic physical plant, or does it include location and other externalities?

Does quality include resident staff, their numbers and/or proportionate ratio of the sexes?

What responsibility has the University to provide housing that is proportionate in quantity and comparable in quality among University-affiliated housing units other than dormitories?

86.32 (c) (2) states that "...recipient listing or approving housing ... shall ensure that such housing is proportionate in quantity ... and comparable in quality."

Questions: To what extent does recipient have authority to police distribution of housing for men and women off the campus?

Should the recipient exert pressure on landlords or merely encourage compliance?

To what level of quality should landlords aspire?

Suggested Change: Adopt policy now in practice at Cornell whereby those landlords wishing to advertise available apartments, etc. through the

university must sign a statement that they do not discriminate on the basis of sex, race, etc. If any complaints are brought against the landlord for violation of this statement, then upon investigation and finding the complaint to be valid, the university will refuse to accept a listing from the landlord until a change has been demonstrated.

86.33 Comparable facilities. "...if separate facilities, they must be comparable..."

Questions: What is meant by comparable? Must facilities be absolutely equal?

If one dorm, having a higher incidence of crime, asks for extra locks, must these be provided for all, even if not requested?

Must beds for men and women be of equal length?

Must toilet facilities be identical?

3. Counseling and Advising —

Subpart D - Access to Education Program or Activity

86.34 (a) states that "recipient shall not provide any course or activity ... separately on the basis of sex ... or require or refuse participation on such basis..."

Suggested Change: Other considerations such as skill and strength exist that may make separation of sexes practical in certain activities.

86.34 (c) (testing materials for appraisal and counseling)

Suggested Change: Add word *services* so that it reads, "...a recipient which uses testing, other materials, or services for appraising or counseling students shall not use different materials for different students on the basis of sex or use materials or services which permit or require different treatment of students on such basis."

We suggest that HEW examine the following areas for possible inclusion in this subsection: (1) hiring practices utilized in these activities, (2) referral practices including the referral network between academic departments, college counseling and advising services and the more general university counseling services, and (3) the effects of possible discrimination caused by utilization of specific materials and practices.

We recognize that virtually all existing testing materials used in guidance departments are geared to either male or female students. Guidelines should ensure that follow-up counseling counteract the sex bias in tests, and ensure that all students know they have the right to take both "male and female" tests if they so desire.

Question: Would the position of Woman's Career Counselor be considered an affirmative action? (A woman in such a position should be available to counsel men students also.)

4. Financial and employment assistance to students

86.35 (a) (2) Provision of financial assistance. "This paragraph does not apply to

assistance by a recipient in the administration of a scholarship, fellowship, or other financial assistance program which discriminates on the basis of sex and is established under a foreign will, trust, bequest, or similar legal instrument, or by a foreign government."

Suggested Change: The exemption for Rhodes scholarships and similar scholarships should be deleted. There is no support whatever in the legislative history of Title IX for this exception. A recipient's participation in the administration of a "whites only" scholarship would clearly be illegal under Title VI whether it was established by a foreign will or not, and thus, by analogy, a recipient's participation in the administration of a single sex Rhodes scholarship is also illegal under Title IX except in the narrow circumstances referred to above.

5. Physical Education and Athletics

86.38 (a) states that "No person shall, on the basis of sex, be excluded from participation in ... any physical education or athletic program. No recipient shall provide any physical education or athletic program on such a basis; provided, however, that a recipient may operate separate programs for members of each sex where selection for such teams is based upon competitive skill."

Questions: Does athletic program include intramural and recreational programs as well as intercollegiate programs and physical education classes?

What is the definition (and example) of "based on competitive skill?"

Suggested Change: Programs for men only, women only, and co-ed should each be available when interest demands it.

86.38 (b) states that "...recipient ... shall determine at least annually, using a method to be selected by the recipient which is acceptable to the Director (of HEW) in what sports members of each sex would desire to compete."

Suggested Changes: Change "at least annually" to "at least triennially."

Add that opportunity be made for any group of students to petition for new team sports for the coming term.

86.38 (c) Affirmative action. "...with regard to members of a sex for which athletic opportunities have been limited..."

Suggested Change: Clarify relationship between intercollegiate, intramural, recreational and physical education classes in regard to what opportunities have been limited and need affirmative action.

86.38 (c) (1) states that recipient must "inform members of such sex of the availability for them of athletic opportunities equal to those of the other sex."

Questions: Does this mean that members should be informed of "newly created" athletic opportunities equal to those for members of the other sex? Or does it mean that opportunities are created now simply because of open admission to previously one-sex teams?

Suggested Change: Add word "additional" before athletic and the words "in quality" after equal.

86.38 (c) (2) states that recipient shall "provide support and training activities for members of such sex designed to improve and expand their capabilities and interests to participate in such

participate in such opportunities."

support and training to make the non-participating sex capable of participating on old teams or to simply acquire the staff necessary to create new teams?

What is meant by support and training? Does this include equipment, coaching, training tables, league play, etc.?

86.38 (d) states that recipient shall "take affirmative action to provide opportunities through such sports and teams as will most effectively equalize such opportunities of both sexes."

Suggestion: The term "equal opportunities" should be defined.

86.38 (e) states that "...recipient sponsoring separate teams shall not discriminate on the basis of sex in provision of necessary equipment or supplies for each team, or in any other manner."

Questions: Does this reference to separate teams mean only in instances when teams are created as a result of different abilities?

Does this mean no discrimination financially and in terms of quality of coaching, etc?

May (e) and (f) actually be in conflict with each other?

Suggestion: Clarify whole issue of creating new team vs. making present teams co-ed.

Add after "supplies" the words, *and necessary facilities*.

86.38 (f) states that "Equal aggregate expenditures of members of each sex are not required."

Suggested Change: We suggest some formula for funding such as adopted by the University Senate be used to establish levels of expenditure. Note: SA-240 as follows:

1. Athletics

A. Coaching:

The coaching staff for any sport shall work as a unified group responsible for meeting the needs of both sexes in that sport. The changes necessary to implement this policy shall take place with the least disruption possible to existing programs consistent with this policy.

B. Finances:

1. The ratio of the direct expenses for men's intercollegiate sports to the

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Cornell Asks Clarification of Discrepancies

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direct expenses for women's intercollegiate sports shall be the same ratio as that of the number of undergraduate women at Cornell.

2.

a. Direct expenses are defined as follows: From the total athletic expense, subtract the total expense for the major income-producing spectator-oriented men's sports (Football, Hockey, Basketball, Lacrosse, Soccer, Crew, Polo).

b. From the expense remaining after step 2a., subtract the physical plant, the administrative overhead expenses and salaries of the coaching and support staff.

c. The remaining expenses after step 2b. are defined as "direct expenses."

C. Budget:

A line-item program shall be made for promotion of women's opportunities in Physical Education and Athletics at Cornell, and the department shall take appropriate steps to insure that potential participants are aware of the available programs and that potential spectators are aware of current activities.

QUESTIONS AND SUGGESTIONS CONCERNING ISSUES OTHER THAN CAMPUS LIFE

Although the Senate response to the HEW Guidelines is mainly concerned with Campus Life affairs, the Senate felt that there are some major issues, not specifically under campus life, which need to be considered.

Subpart A

86.1 The purpose "...is to effectuate Title IX of the Education Amendments of 1972 ... which is designed to eliminate (with certain exceptions) discrimination on the basis of sex in any education program and activity receiving Federal financial assistance."

Questions: What is the definition of educational program and activity? To what degree does an activity have to be educational? Does this terminology mean any activity taking place on a university campus? Does the activity have to be directly sponsored and/or funded by the university to fit the definition?

What is the definition of recipient of Federal aid? Does this just touch those areas or programs receiving direct funding or does the terminology include the total university if even a small portion of its operation is Federally funded?

86.3 Remedial and Affirmative Actions.

Suggestions: Affirmative action should be defined. The question of whether or not quota systems are an appropriate means for achieving an end to sexist policies needs to be dealt with clearly.

Subpart B - Coverage

86.13 Military and merchant marine educational institutions exempt from rules.

Question: Why are military and merchant marine educational institutions exempt?

86.14 Admissions - applies only to institutions of vocational education, professional education, graduate higher education and public institutions of undergraduate higher education.

Question: Why are private undergraduate institutions exempt? Why are they treated differently from public undergraduate schools?

86.15 Educational institutions eligible to submit transition plans.

Question: Why is there a distinction between "any public institution of higher education which traditionally and continually from its establishment has had a policy of admitting students of only one sex," and any single sex school started subsequently to June 23, 1972? The former is exempt and the latter is not. Should not all single sex schools be included under this act?

86.16 (d) states that "to overcome effects of past exclusion of students on the basis of sex, each institution to which 86.15 (transition plans) applies, shall (take) specific steps to encourage individuals of the previously excluded sex to apply for admission to such institution."

Question: Should quota systems be allowed or encouraged for the benefit of remedial action?

Subpart D

86.31 (a) Education programs and activities "...any program or activity operated by a recipient which receives or benefits from Federal financial assistance." (Emphasis added)

Questions: What is the definition of operated by recipient? Does the program have to be funded by the institution, sponsored, approved, or tolerated?

What does the word benefit from Federal assistance imply? If an institution has one small activity funded Federally, does the whole institution "benefit"?

86.35 (a) (ii) Financial and employment assistance to students. "Shall not discriminate ... or through solicitation, approval ... or other service assist any foundation, trust, agency, organization or person which provides assistance to any of such recipient students in a manner which discriminates on the basis of sex."

Suggestion: A date line (such as one given in Admissions, Section 86.15) is necessary for a university to comply since wills, trusts, etc. will have to be reprobated in court.

Question: Why do remedial and affirmative action not apply to this subsection?

Subpart E - Discrimination on basis of sex in employment in education programs and activities prohibited.

86.42 Employment criteria.

Permits administration of a test which discriminates by sex but is valid for determining success in a position; and alternative tests not available.

Suggestion: Some pressure should be maintained to obligate development of unbiased tests.

86.43 (a) states that recipient "shall make affirmative attempts to recruit members of a sex which previously had limited employment participation..."

Question: What is affirmative recruiting?

86.43 (b) states that recipient "...shall not recruit primarily or exclusively at entities which furnish as applicants only or predominantly members of one sex..."

Question: How does one measure "primarily sex-biased" recruiting? Will numbers be provided?

86.46 Fringe benefits. May not discriminate ... different ages for retirement, unequal periodic benefits, unequal contributions, etc.

Question: Is Social Security to fall under these guidelines?

86.51 states that recipient "may take action otherwise prohibited... provided it is shown that sex is a bona fide occupational qualification."

Suggestion: Careful examples of this qualification need to be given.

Subpart F - Procedures

Generally, there is a lack of due process and other rights for parties who file complaints under Title IX. Complainants which disagree with HEW's findings cannot request a formal administrative hearing, nor do they have any right of appeal. (Taken from paper dated August, 1974, issued by the Project on the Status and Education of Women, Association of American Colleges, Washington, D.C.)

86.61 Compliance information. Director (of HEW) has carte blanche to determine what information must be made available to the Office for Civil Rights.

Suggestion: There should be provision for destroying out-of-date compliance records. The complainant's right of access to compliance information should be defined, limited or denied.

86.62 Conduct of Investigation.

Suggestion: When the Director receives a complaint, not only the complainant, but also the recipient (complainee) should be notified promptly of the nature of the complaint. Both parties should be informed when an investigation begins, and when it is concluded.

Recipients should be required to inform all their applicants for admissions or for jobs, that complaints must be filed within 180 days of the discrimination. All persons enrolled at or working for a recipient institution at the time when Part 86 takes effect as law, should be informed of complaint procedures by a standard brochure approved by

the Director, and distributed by mail to each person.

The Director should be obliged to conduct an investigation within 180 days of receipt of a complaint; or within one calendar year of the date of the alleged discrimination, whichever is appropriate. He shall notify both parties of this fact, when acknowledging receipt of the complaint and describing its substance.

If the Director decides, after investigating a complaint, that no action is warranted, then the complainant should be informed as to what facts contradict the allegation of non-compliance. Otherwise, the complainant will be working blind, in gathering information to support the complaint.

86.64 Hearings

Suggestions: If a complainant disagrees with the Director's findings as described in 86.62 (d), or with the Department's presentation of a case as described in 86.64 (e), then the complainant has nowhere to appeal. The complainant should have the same rights which are granted the recipient, to request or waive a hearing, and to file for review of a decision made by an administrative law judge. However, if either the recipient or the complainant requests a hearing, that request shall nullify any request to waive a hearing.

PRINCIPLES AND GENERAL CONSIDERATIONS

Any educational institution proposing to eliminate sexism in its sphere should have in its grasp several principles or goals that testify to its sincerity in eliminating sexism and define a framework within which to accomplish this task.

A. First, there must be an abolition of unjust and discriminatory rules and

practices. Effort must be made to overcome those obstacles which prevent equality for women.

B. More positively, there is a need to open up channels and increase opportunities for women to participate fully at all levels of the university life. Plans of action providing for full access to all possibilities must be instituted.

C. More aggressively, there needs to be a rectification of imbalances. It is imperative for the university with its male-oriented heritage to redress its sexism through a variety of affirmative action programs.

D. Underlying all of the above is the need for the university to do all it possibly can to bring about attitudinal changes which would help people escape from their prejudices, their sex stereotyping, and their insecurities.

There are also some other considerations which may clash with the above principles, yet nevertheless must be weighed:

E. Inherent in our culture is the freedom of association. Individuals have a right to be with people of their own choosing. Our basic freedom of assembly cannot facily be set aside.

F. The assertion that women and minorities have certain rights is a clarification of the fundamental assertion that all persons have these same rights. Thus, there is a central question as to whether newly recognized rights can be established at the expense of the rights of the "majority."

G. It must also be recognized that along with a rectification of imbalances and increased opportunities for women and minorities come responsibilities that must be undertaken sincerely and honestly.

Music Festival Offers Variety

The 7th annual Festival of Contemporary Music, sponsored by the Cornell University Music Department, will begin at 4 p.m. Sunday, Oct. 27, with a performance by the Portland Symphony String Quartet in Barnes Hall.

All of the concerts and lectures comprising the Festival of Contemporary Music are open to the public, free of charge.

The Portland Symphony String Quartet concert program consists of Walter Piston's Quartet No. 4 (written in 1951), Ernest Bloch's Quartet No. 2 (1945), and Karel Husa's Quartet No. 3 (1968).

Karel Husa, whose Quartet No. 3 won the 1969 Pulitzer Prize in Music, is professor of music and director of the University Orchestra at Cornell. Of his third quartet Husa writes, "The composition explores some solo

predominance, spotlighting the several instruments in rather free forms..."

The second event in the week-long festival will be a concert of "Music of Charles Ives" by the Cornell Symphonic Band, under the direction of Marice Stith, at 4:30 p.m. Monday, Oct. 28 in the Willard Straight Hall Memorial Room.

At 8:15 p.m. Tuesday, Oct. 29, works of Bartok, Copland, Ives and others will be presented in a "Chamber Music Concert" by artists Sonya Monosoff, violin, Malcolm Bilson and Nancy Barrer, piano, and guest artist Noel Lee, piano.

"New Music from Cornell" will be featured at 8:15 p.m. Thursday, Oct. 31 in Barnes Hall. A few of the compositions presented in the program will be Ann Silsbee's "River" (1974),

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Corson Okays Employees' New Salary Schedule

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Some endowed employees can expect additional compensation on the 1973-74 salary schedule for that entire year or to the date of their employment within that year.

"Originally, we anticipated implementation during the 1973-74 salary year using a salary schedule 5 per cent lower than the 1974-75 schedule. In order to compensate for the implementation delay, we will use a two-step method for reviewing people's salaries against the minimums for both years," Elliott said.

It is estimated that approximately \$234,000 in annual salaries will be required to bring endowed employees to the minimums of the 1974-75 salary schedule, she said.

Funds required to implement the new program will be drawn from the University's operating budget, grants and contracts and enterprise budgets.

The payment of retroactive salary increases to statutory employees depends upon negotiation and acceptance of the program with the various state agencies concerned.

Individuals whose salaries are currently over the maximum of the assigned salary grade will not be reduced. At the time of annual merit review, employees over the maximum of their grade by 10 per cent or less, may at the discretion of the supervisor and with the approval of the dean or executive officer of the unit, receive an increase of no more than one-half the average increase given to all professional

and administrative personnel of the University. Individuals with current salaries more than 10 per cent over the maximum will not be eligible for salary increases until such time as the salary schedule is adjusted and the individuals' salary falls within range. If general across-the-board increases are granted, this rule does not apply.

"We have decided to use a merit increase system . . . to reward those people who have performed satisfactorily. Cost of living will be a factor in setting what the average merit increases will be," Elliott said.

Cornell's salary grade structure on the minimums and maximums for the combined statutory NP and NS salary curves within the new 9-grade salary schedule, the minimum 1974-75 salary for an exempt employee in Grade 1 is \$8,600 and the maximum of Grade 9 is \$34,000. The maximum for each salary grade is 140 per cent of the minimum for the same grade. The increment between each consecutive salary grade midpoint is 12 per cent.

The salary range schedule will be reviewed annually prior to the granting of increases in July. The salary schedule will be adjusted as necessary to reflect current market conditions, salaries paid by SUNY and cost of living increases, Elliott said.

"We will be setting up an appeals procedure that will be published at the same time the employees are notified of where they are within the new system. I anticipate that along with the total package each employee will

be given step-by-step instructions as to how to make an appeal for a classification review. Appeals can be filed against assignment of position to classification, against classification of salary grade and against classifications where job duties have changed since the position description questionnaire was completed," she said.

Department heads or supervisors can initiate an appeal of a classification grade for their staff. An individual can also initiate an appeal, but it must go through the department head. The success of an employee's appeal, however, is not dependent upon endorsement from the department head. The appeals hierarchy included the department head, the compensation manager, the appropriate dean or the vice president for research for academic positions.

Classification assignments may not be appealed through the University Grievance Procedure.

In order to minimize the number of appeals, Elliott reviewed individual salary assignments with deans and department heads prior to Sept. 30 "to pick up glaring discrepancies and we have made recommended changes based on this review. About 7 per cent of the 1,400 statutory and endowed employees were suggested for salary assignments we had not originally given. About 1 per cent of these recommended changes have not been resolved and will be carried over to the appeals process."

Administration of the classification system will be the responsibility of the compensation manager and a job analyst reporting to the manager.

Diedrich K. Willers, director, Office of Personnel Services has stated that a classification and compensation study for non-exempt personnel will be initiated shortly after January 1, 1975.

Task Force To Examine Registration

The Student Information System Task Force established by the Senate to deliver a status report to the Senate on the SIS, fall term registration and on policies regarding collection and release of confidential information has five members. Richard Conway, the faculty representative is chairman of the Task Force, Richard Gardner and Joseph Harmon are the student representatives, and R. Peter Jackson and Elmer Meyer are the administration representatives. See the Bulletin Board on Page 3 for announcement of the SIS Task Force public hearing.

Peace Corps, VISTA Recruiters on Campus

On Oct. 28-31 Michelle Smallcombe and Bob Riley, former Peace Corps and VISTA volunteers, will be on the Cornell campus in the Straight Union and Mann Library to talk with those interested in either program.

Medical and health skills are especially important to people with high infant mortality rates, malnutrition and diseases which lower life expectancy.

Agricultural programs in the Peace Corps are in extension

work, agronomy, cattle, fisheries, forestry, horticulture, irrigation, poultry, sheep, soil science, swine and veterinary science.

"While technical skills are helpful, it's important for volunteers to have the skills needed to deal with people," says Smallcombe.

The representatives will be at the Straight Union and the Mann Library on the Cornell University campus from 9 a.m. to 5 p.m. on Oct. 28-31.

Music Festival Oct. 27

Continued from Page 14

"Sonnetina No. 4 on Political Greatness" (1971) by Leonard Lehrman, and "Dance Variations for Trumpet and Tape" (1974) by Brian Israel. Dancers from the Cornell Dance Group will assist in the concert.

Friday's program is a concert of music by Hunter Johnson, including "Serenade for Flute and Clarinet" (1937), "For an Unknown Soldier" (1944), and "Trio for Flute, Oboe and Piano" (1954), at 8:15 p.m. in Barnes

Hall. Performers will be Joyce Catalano, flute, Jerryl Davis, oboe, Brian Israel, piano, Donald Symer, clarinet, and a string ensemble conducted by Fred Thayer.

The festival concludes Saturday, Nov. 2, with a lecture on "The Music of Schoenberg" at 11 a.m. in Barnes Hall, followed by a concert of Schoenberg's works at 8:15 p.m. in Barnes Hall. The lecture and concert will be given by Jean Hakes, soprano, and Paul Jacobs, piano.

1974-1975 CORNELL EXEMPT SALARY SCHEDULE

SALARY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
9	\$22,000	\$25,000	\$28,000	\$31,000	\$34,000
8	19,600	21,575	23,550	25,525	27,500
7	17,400	19,150	20,900	22,650	24,400
6	15,500	17,025	18,550	20,075	21,600
5	13,800	15,200	16,600	18,000	19,400
4	12,300	13,525	14,750	15,975	17,200
3	10,900	12,000	13,100	14,200	15,300
2	9,700	10,675	11,650	12,625	13,600
1	8,600	9,475	10,350	11,225	12,100

1973-1974 CORNELL EXEMPT SALARY SCHEDULE

SALARY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
9	\$21,000	\$23,750	\$26,500	\$29,250	\$32,000
8	18,600	20,475	22,350	24,225	26,100
7	16,600	18,225	19,850	21,475	23,100
6	14,700	16,175	17,650	19,125	20,600
5	13,100	14,425	15,750	17,075	18,400
4	11,600	12,800	14,000	15,200	16,400
3	10,400	11,450	12,500	13,550	14,600
2	9,200	10,125	11,050	11,975	12,900
1	8,200	9,025	9,850	10,675	11,500

POSITIONS ARE REASONABLY WELL DISTRIBUTED THROUGH THE HIGH SALARY GRADES.

DISTRIBUTION OF POSITIONS BY SALARY GRADE

Salary Grade	Below Minima	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile	Over Maxima	Total	Percent of Total
9	--	3	1	7	2	1	14	1.0
8	4	18	14	13	6	7	62	4.4
7	12	11	33	20	11	11	98	7.0
6	41	40	39	37	15	13	185	13.2
5	42	51	35	42	7	6	183	13.2
4	61	87	84	62	19	15	328	23.3
3	79	74	80	65	27	26	351	24.8
2	64	22	20	17	14	15	146	10.5
1	3	8	11	8	9	2	41	2.9
TOTAL	366	314	317	267	110	96	1400	100.0

CLASSIFICATIONS IN THE DISCREET AND MINIMUM AND MAXIMUM GRADES HAVE THE LARGEST PERCENTAGE OF POSITIONS BELOW MINIMA.

DISTRIBUTION OF POSITIONS BY MAJOR WORK GROUP

	Below Minima	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile	Over Maxima	Total
Libraries & Museums	65	23	12	11	4	7	122
Research	33	30	35	26	16	17	156
Research & Extension Support	37	58	63	52	9	8	227
Extension	16	40	26	30	12	10	136
Student Development	38	25	15	17	3	4	102
Campus Services	46	18	10	7	2	4	87
Business Operations	26	65	82	59	32	21	285
Physical Facilities	9	9	22	24	12	3	81
Public Affairs	17	21	15	13	14	16	106
Data Processing	14	25	25	15	2	--	76
Vet. & Ag	5	2	10	13	4	2	36
TOTAL	366	314	317	267	110	96	1400

ON THE AVERAGE, WOMEN HOLD MORE POSITIONS ASSIGNED TO LOWER SALARY GRADES THAN DO MEN.

COMPARATIVE DISTRIBUTION BY SEX AND RACE AGAINST SALARY GRADE

Salary Grade	Women	Men	Minorities	Non-Minorities	Total
9	---	14	---	14	14
8	4	58	1	61	62
7	10	88	4	94	98
6	43	142	10	175	185
5	39	144	17	166	183
4	102	226	17	311	328
3	114	237	30	321	351
2	74	74	5	143	148
1	34	7	1	40	41
TOTAL	420	290	85	1325	1410

☐ Represents Median Position

Calendar

October 17-27

Thursday, October 17

4 p.m. Informational meeting regarding Graduate Study in Management. 217 Malott Hall. Sponsored by Graduate School of Business and Public Administration.

4:30 p.m. Hug Ivri. G34 Anabel Taylor Hall.

4:30 p.m. Henri Sack Memorial Lecture: "Tools in Biophysics." Dr. Ivar Giaever, 700 Clark Hall. (Second of two lectures).

4:30 p.m. Microbiology Seminar: "Microbial Systems Engineering and Water Quality." Dr. Alonzo Lawrence, Dept. Environmental Engr., Cornell University. 204 Stocking Hall. Coffee at 4:15 p.m.

4:30 p.m. Materials Science Colloquium: "The X-Alpha Approach to Quantum Chemistry and its Applications to Catalysis." Dr. R. v. Gutfeld, IBM Watson Laboratory, Yorktown Heights, N.Y. 140 Bard Hall. Refreshments served in Bard Hall Lounge at 4 p.m.

6 p.m. The Cornell Christian Science Organization invites students to a Readings and Testimony meeting in the Founders Room, Anabel Taylor Hall.

6 p.m. Club France Table Francaise. Meet people over coffee. Ivy Room (last table).

7 p.m. Women's Intercollegiate Volleyball-Keuka.

7 p.m. North Campus Union Program Committee meeting. Conference Room, North Campus Union.

7:30 p.m. Israeli Folk Dancing. One World Room, Anabel Taylor Hall.

7:30 p.m. Jewish View of Jesus. The Forum, Anabel Taylor Hall.

8 p.m. Eckankar, Path of Total Awareness. Discussion group. 248 Goldwin Smith Hall.

8 p.m. Open Mike - local entertainment - anyone can try. West Dining, Munchy's North Campus Union. Sponsored by North Campus Dining and North Campus Union Board.

8:15 p.m. *Theatre Series: "No Place To Be Somebody" by Charles Gordone. Willard Straight Theatre. Sponsored by Cornell University Theatre.

8:30 p.m. Lecture: "Philological Approaches to Literature: Some Traditional and Innovative Modes." Prof. Fred Robinson, Prof. of English, Yale University. GS 225.

Friday, October 18

9:30 a.m.-2:30 p.m. MNC-PAC will distribute absentee ballots. Memorial Room, Willard Straight Hall.

12:15 p.m. Sandwich Seminar: "Heroines in Novels." Johanna L. Ettin, Lecturer, Womens' Studies. 300 ILR Conference Center.

2 p.m. Lecture: Andre Emmerich, Director of the Andre Emmerich Gallery in New York will speak on subjects relating to art trade. Uris second floor lounge. Refreshments will be served. Mr. Emmerich's visit is sponsored by the Colloquium Committee of the Dept. of History of Art.

2:30 p.m. Seminar Series: Water Resources and Agriculture's Impact on Environmental Quality: "Summary of Soils and Nutrient Movement Observations in Fall Creek and Preliminary Conclusions." Prof. D. R. Bouldin, Agronomy Dept. 105 Riley-Robb Hall.

5 p.m. Women's Intercollegiate Cross-Country - Syracuse. Moakley House, University Golf Course.

6 p.m. Shabbat Service. Founders Room, Anabel Taylor Hall.

6:30 p.m. Shabbat Dinner (by reservation). One World Room, Anabel Taylor Hall. Speaker, Jakob J. Petuchowski. Topic: "Spontaneity and Tradition - The Dynamics of Jewish Prayer."

7 & 9:30 p.m. *Cornell Cinema Film: "Straw Dogs" directed by Sam Peckinpah, starring Dustin Hoffman. Ives 120.

7 & 9:15 p.m. *Cornell Cinema Film: "And Now For Something Completely Different" starring Monty Python's Flying Circus. Uris Auditorium. Attendance limited to Cornell Community.

8 p.m. Lecture: "The New Genetics: Man's Stepping Stone or Stumbling Block?" Robert L. Merrman, Ph.D. of the Boston University School of Medicine. Ives 213. Sponsored by the Graduate Christian Forum.

8 p.m. *Lecture: "Watergate: The Horrors of the White House." Anabel Taylor Auditorium. Sponsored by University Unions Program Board.

8:15 p.m. Lecture: "The History of Money: Some Social and Cultural Aspects." John Kenneth Galbraith, Paul M. Warburg Professor of Economics, Harvard University. Statler Auditorium. Sponsored by the Society for the Humanities.

8:15 p.m. *Theatre Series: "No Place To Be Somebody" by Charles Gordone. Willard Straight Theatre. Sponsored by University Theatre.

8:15 p.m. *On Stage: "The World of Carol Sanburg" by Norman Corwin. Martha Van Rensselaer Auditorium. Sponsored by Cornell Broadway Stage.

8:30 p.m. *Folk Song Club Concert: Andy Cohen. Temple of Zeus, Goldwin Smith Hall. Ragtime, blues and fun.

9 p.m. Dance: Soul by "Nation." First floor lounge, North Campus Union. Sponsored by North Campus Union Board.

Saturday, October 19

9:30 a.m. Shabbat Service. Edwards Room, Anabel Taylor

Hall.

9:30 a.m. Shabbat Service (Conservative). Forum, Anabel Taylor Hall.

10 a.m. *17th Annual "Rallye Round The Lake." 800 University Avenue, Theta Delta Chi.

2 p.m. Talmud Shiur. Young Israel House.

4:30-8:30 p.m. *Steaks Ltd. Enjoy an excellent steak dinner after the game or before an evening's entertainment. \$3.55 (plus tax). Statler Inn.

5:15 & 11:30 p.m. Catholic Masses. Anabel Taylor Chapel.

7 & 9:30 p.m. *Cornell Cinema Film: "Straw Dogs." See Oct. 18.

7 & 9:15 p.m. *Cornell Cinema Film: "And Now For Something Completely Different." See Oct. 18.

8:15 p.m. *Cornell Polo - Westbury. Cornell Riding Hall.

8:15 p.m. *Theatre Series: "No Place To Be Somebody." Willard Straight Theatre. Sponsored by University Theatre.

8:15 p.m. *On Stage: "The World of Carl Sandburg." See Oct. 18.

9:30 p.m. Risley Free Film Series: "Wagonmaster" (1950) directed by John Ford, with Ben Johnson, Joanne Dru. Risley Theatre.

Sunday, October 20

9:30 a.m. Holy Communion Episcopal Church at Cornell. All are welcome, students, faculty and families. Anabel Taylor Chapel.

9:30, 11:30 a.m. & 5 p.m. Catholic Masses. Anabel Taylor Auditorium.

11 a.m. Sage Chapel Convocation: Jakob J. Patuchowski, Prof. of Rabbinics and Jewish Theology, Hebrew Union College-Jewish Institute of Religion, Cincinnati, Ohio.

7 p.m. Table Tennis Clinic followed by Round Robin Singles. Barton Hall. Sponsored by Table Tennis Club. Newcomers welcome.

8 p.m. Meeting/Film: "Diet for a Small Planet" & "Earthbread." Memorial Room, Willard Straight Hall. Sponsored by Natural Foods Club.

8 p.m. *Cornell Cinema Film: "The Devils" directed by Karel Reisz, starring David Warner and Vanessa Redgrave. Statler Auditorium. Attendance limited to Cornell Community.

8:15 p.m. *Theatre Series: "No Place To Be Somebody." Willard Straight Theatre.

Monday, October 21

4 p.m. Jugatae Seminar Program: "Trilobites and the origin of Arthropods." Dr. John Cisne, Dept. of Geology. 245 Comstock Hall.

4:30 p.m. *Lecture: "The True Story of Pattie Hearst and the SLA." Memorial Room, Willard Straight Hall. Sponsored by University Unions Program Board.

7:30 p.m. Housing Sub-committee of the University Senate will hold a public hearing in the Donlon Formal Lounge.

7:30 p.m. How To Improve Your Series - "Creative Dancing." Multi-purpose Room, North Campus Union. Sponsored by North Campus Union Board.

7:30 p.m. Modern Jewish History. Room 314 Anabel Taylor Hall.

7:30 p.m. Jewish Thought. Comm. Room, Donlon Hall.

7:30 p.m. CU Horse Film Course: "The Birth of a Foal." Presentation on new insights of equine reproductive physiology by R. Hillman, D.V.M. 146 Morrison Hall. Free and open to the public.

8 p.m. *Cornell Cinema Film: "Morgan." Uris. Attendance limited to Film Club Members.

8 p.m. *Lecture: "Watergate: The Horrors of the White House." Memorial Room, Willard Straight Hall. Sponsored by University Unions Program Board.

4:30 p.m. Reception for Zevi Blum. Art Room, Willard Straight Hall.

Tuesday, October 22

10 a.m.-7 p.m. Marson Ltd. Exhibition and Sale. Memorial Room, Willard Straight Hall. Sponsored by Willard Straight Hall Board.

4:30 p.m. Dept. of Geological Sciences Seminar: "The Galapagos melting anomaly." Dr. Roger Anderson, Lamont-Doherty Geological Observatory. 212 Kimball Hall, coffee at 4 p.m.

7:30 p.m. Cornell Outing Club meeting. Japes

8 p.m. Old TV Show Series. Thirsty Bear Tavern. Sponsored by North Campus Union Board.

8 p.m. *Cornell Cinema Film: "The Gold Rush" directed by and starring Charlie Chaplin, and "The General" (9:45) directed by and starring Buster Keaton. Uris Auditorium. Attendance limited to Cornell Community.

Wednesday, October 23

10 a.m.-7 p.m. Marson Ltd. Exhibition and Sale. See Oct. 22.

4:30 p.m. Lecture: "Nixon Policy in China." Ives 110. Sponsored by Chinese Student Assoc.

4:30 p.m. Food Science Seminar: "Patents and the Food Scientist." Mr. Ralph Barnard, Associate University Counsel, Cornell University Patent Attorney. 204 Stocking Hall. Refreshments at 4:15 p.m.

7 - 8:15 p.m. Beginners and Advanced Hebrew Instruction. Room 314, Anabel Taylor Hall.

7:30 p.m. Cornell Duplicate Bridge Club. Hughes Dining Hall.

8 p.m. *Cornell Cinema Film: "Henry V" directed by and starring Sir Laurence Olivier. Uris Auditorium.

9 p.m. "Blueberry Bonanza" - Pie Eating Contest. First floor lounge, North Campus Union. Sponsored by NCU Board &

Munchy's (NCU West Dining).

Thursday, October 24

4 p.m. Information meeting regarding Graduate Study in Management. 217 Malott Hall. Sponsored by Graduate School of Business and Public Administration.

4:30 p.m. Lecture: "German Women Writers: Eccentrics and Outsiders?" Ruth K. Angress, Chairman and Associate Professor of German, University of Virginia. Ives 110.

4:30 p.m. Hug Ivri. G34, Anabel Taylor Hall.

6 p.m. The Cornell Christian Science Organization invites students to a Readings and Testimony meeting in the Founders Room, Anabel Taylor Hall.

6 p.m. Club France Table Francaise. Meet people over coffee. Ivy Room, Willard Straight, last table.

7 p.m. North Campus Union Board meeting. Conference Room, North Campus Union.

7:30 p.m. Jewish View of Jesus. The Forum, Anabel Taylor Hall.

7:30 p.m. Israeli Folk Dancing. One World Room, Anabel Taylor Hall.

8 p.m. Eckankar. "Path to Total Awareness." discussion group. 248 Goldwin Smith.

8 p.m. Open Mike - local entertainment, anyone can try. West Dining-Munchy's, North Campus Union. Sponsored by NCU Board and NCU Dining.

8:15 p.m. *Theatre Series: "No Place To Be Somebody" by Charles Gordone. Willard Straight Theatre. Sponsored by University Theatre.

Friday, October 25

12:15 p.m. Sandwich Seminar: "Women and Girls as Poets." Carol M. Burke, Lecturer, Women's Studies. 300 ILR Conference Center.

2:30 p.m. Water Resources and Agriculture's Impact on Environmental Quality Seminar Series: "Agricultural Runoff and Lake Quality." Prof. R.T. Oglesby, Dept. of Natural Resources. 105 Riley-Robb Hall.

4 p.m. Western Societies Program Seminar: "Patronage as Myth." Sydel Silverman, Dept. of Anthropology, C.U.N.Y.. 153 Uris Hall.

4:30 p.m. Lecture: "Religion and Social Change in Seventeenth Century London." Valerie Pearl, Reader in London History at University College, London. Ives 110.

6 p.m. Shabbat Service, Edwards Room, Anabel Taylor Hall.

7 & 9:15 p.m. *Cornell Cinema Film: "Take the Money and Run" directed by and starring Woody Allen. Uris Auditorium. Attendance limited to Cornell Community.

7 & 9:45 p.m. *Cornell Cinema Film: "A Clockwork Orange," directed by Stanley Kubrick starring Malcolm McDowell. Statler Auditorium. Attendance limited to Cornell Community.

8 p.m. Shabbat Service Hi Rise Lounge No. 1.

8:15 p.m. *University Theatre: "No Place To Be Somebody." Willard Straight Theatre.

8:30 p.m. *Folk Song Club Concert - Michael Cooney. Memorial Room, Willard Straight Hall.

9 p.m. Dance: Latin Music by "La Sopreso." First floor lounge, Thirsty Bear Tavern. North Campus Union. Sponsored by N.C.U. Board.

9 p.m. Coffeehouse with Jon Pushkin & Ken Knezick. Noyes third floor lounge.

Saturday, October 26

9:30 a.m. Shabbat Service. Edwards Room, Anabel Taylor Hall.

9:30 a.m. Shabbat Service (Conservative) The Forum, Anabel Taylor Hall.

10 a.m. *Varsity Soccer - Yale. Schoellkopf Field.

10:30 a.m. Women's Intercollegiate Tennis - Herbert Lehman.

1:30 p.m. *Varsity Football - Yale (Homecoming). Schoellkopf Field.

4:30-8:30 p.m. *Steaks Ltd. Enjoy an excellent steak dinner after the game or before an evening's entertainment. \$3.55 (plus tax). Statler Inn.

5:15 & 11:30 p.m. Catholic Masses. Anabel Taylor Chapel.

7 & 9:15 p.m. *Cornell Cinema Film: "Take The Money And Run." See Oct. 25.

7 & 9:45 p.m. *Cornell Cinema Film: "A Clockwork Orange." See Oct. 25.

8 p.m. *Square Dance. Willard Straight Memorial Room. Sponsored by the Cornell Outing Club and Cornell Student Grange.

8:15 p.m. *Cornell Polo - Mahoning Valley. Cornell Riding Hall.

8:15 p.m. *Theatre Series: "No Place To Be Somebody." Willard Straight Theatre.

9:30 p.m. Risley free film series: "Two Rode Together"

Continued on Page 11

*Admission charged.

Attendance at all events is limited to the approved seating capacity of the hall in which they are presented.

All items for the Cornell Chronicle Calendar must be submitted to the Office of Central Reservations, Willard Straight Hall (either through the mails or by leaving them at the Straight desk) at least 10 days prior to publication of the Chronicle. The Calendar is prepared for the Chronicle by the Office of Central Reservations.