

# Cornell Chronicle

Volume 15, Number 39

Thursday, May 31, 1984



## Class of 1984 Joins Cornell Alumni Association Once Again, Sunshine Graces Commencement Day Here

By ROBERT W. SMITH

Alice Williams of Atlanta was first.

Her only child, Mirona, would graduate from Cornell University that afternoon and Mrs. Williams was determined she would have a good seat. So at 10:50 a.m. on May 27, 1984, she became the first parent to take a seat in the Schoellkopf Crescent for Cornell's 116th Commencement. Over the next three and one half hours, Mrs. Williams was joined by about 25,000 other relatives, friends and members of the Class of 1984.

It was 2:17 p.m. before the class, some 4,500 strong, was seated and University Marshal J. Robert Cooke, professor of agricultural engineering, began the ceremony with the presentation of the academic assembly.

The 55-minute Commencement, con-

ducted under clear blue skies with temperatures in the 60s, had 11 highlights. The first was the Commencement address by President Frank Rhodes; the other 10 were the conferring of degrees on the doctors, masters and bachelors candidates.

Rhodes' 23-minute talk offered both wit and wisdom to the audience and was interrupted 14 times by applause or laughter. Among the show-stoppers:

A quote from Adlai Stevenson: "Harvard humanizes its scientists; MIT simonizes its humanists; and Cornell does both."

"I want to take this occasion to acknowledge the hard work, perseverance and sacrifice... (of) the families of these graduates."

"It is the custom on these occasions for the Cornell president to give you some advice. That's traditional. You should also

know that it's equally traditional for you to ignore it."

Rhodes' main message stressed knowledge and commitment and received a standing ovation from the graduates.

He criticized the materialistic style of young, urban professionals, or Yuppies. "Yuppiness ends, not in happiness, but in emptiness," Rhodes said.

He admonished the graduates that the real final exam lasts a lifetime. "The grades won't necessarily correlate with those on your college transcript," Rhodes said. "A cum laude on the sheepskin does not ensure a cum laude in life. You will grade yourselves, in your quieter moments, day in, day out, against that unyielding straightedge of moral law. And you will have to live with the grades."

"...Cornell has given you the resources,

not only to pass this larger exam, but to triumph in it."

Rhodes observed that "those who make life's honor roll seem to me to share two qualities: the first is knowledge; the second is commitment. Neither alone is sufficient to fulfillment, but together they lead beyond material rewards and preoccupation with self to the satisfaction of our deepest longings for meaning and purpose."

He said that four years at Cornell had given the graduates the "capacity for commitment, enlarged and informed by knowledge.... It is the greatest gift a university can offer; it is a powerful antidote to the barrenness of spirit that is so characteristic of our age."

Dean of the Graduate School Alison P. Casarett individually introduced 140 doctoral candidates, who were personally congratulated by Rhodes. They, along with masters recipients, accepted their degrees

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## Some 'Snapshots' of the Last Sunday in May

(Snapshots. Thousands were taken on Commencement Day with equipment ranging from Ansco to Yashica. Some pictures were taken without cameras. Here are a few of those shots.)

An administrator telling his wife, "I always cry at Commencement...." The croissant and coffee crowd, in Audis and Saabs, at Clever Hans; A yard sale on Aurora Street.... A priest offering a blessing for Cornell graduates and teachers; The full parking lot at the Ramada....

Schoellkopf Field at 8:50 a.m. populated by a work crew finishing Commencement

preparations and three women joggers.... A station wagon with a packed luggage area and a rolled rug on the roof.... Grandparents and a girl friend sitting unnaturally in dining room chairs on the lawn at Ravenwood.... Men, women and children of all ages and outfits walking on campus....

A mother and father wearing matching red and white windbreakers.... Former Board of Trustees' chairman Robert Purcell walking, alone, to the Statler with his Sunday Times.... Prof. Harry Stinson remarking on the beauty of the day.... Seven uniformed Public Safety officers stationed

at Bailey Hall during Baccalaureate.... A young woman in a red, strapless, 1955-like prom dress.... The campus never looking more beautiful after the wettest spring ever....

An Oldsmobile from Great Neck, blocking the walk and handicapped ramp in the Ives lot.... Graduates and their parents waiting to take pictures on and in front of the statues of Ezra Cornell and Andrew Dickson White.... A father and his small son pitching pennies outside of Malott Hall....

ILR Dean Charles Rehmus telling his

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### Rhodes Text, Summary Of Report Next Week

Next week's Alumni Reunion issue of Chronicle will contain the body of President Rhodes' Commencement address, text, plus a summary of the report on the Status of Women and Minorities, which was presented to trustees last weekend.

## Mechanic/Magician Al Armstrong/DuZuti Repeat Winner in Cost-Reduction Contest

What chance do defective washing machine motors, free-running dryers and students with cardboard slugs have against a man who manufactures magic? None.

The man is Al Armstrong, practicing magician by night (and weekends), maintenance mechanic in the Department of Residence Life by day.

Armstrong, also known as DuZuti the Magician, has won three awards in the last two years in Cornell's Service Improvement/Cost Reduction Program. He's responsible for 400 washers and dryers in 28 campus locations, and his awards have come for his efforts to make those machines run with increased efficiency and productivity.

It's been an interesting path that Armstrong has traveled on his way to his shop in Hasbrouck Apartments #40.

After growing up in the Florida Everglades in the Depression, he worked at many jobs in many places before arriving at Cornell in 1981: fabrication mechanic and process instrument mechanic for a sugar mill; serviceman and instructor for an industrial camera company; adman for a newspaper; building contractor...Atlanta, Jacksonville, New York City, Owego, Ithaca. Through it all, Al Armstrong has been an inventor.

He holds many patents on photographic, sports and automotive equipment. And there are at least 30 more possibilities in Armstrong's Book of Ideas, a notebook in which he keeps ideas he thinks might be marketable.

"Maybe someday I'll work on 'em, maybe not. Maybe somebody'll beat me to it," he says in the soft, matter-of-fact voice of a man who's had many good ideas in his 64 years.

"I'm thinking all the time," he explains. "At home. At night. I wake up during the night and think of something. I usually keep a pad and pencil by my bed and I write it down. I think about it for a day or two, and sometimes I realize it was like a bad dream; it just wouldn't work. Sometimes, though, I get an idea that I write in my Book of Ideas, then develop it later."

All that thinking has resulted in such things as Armstrong's motor-testing dynamometer which enables him to detect wear and tear in washing machine motors without taking them apart. That device earned him a \$500 award from Cornell in 1982, but Armstrong is prouder of the fact that it earned sixth place in the National Association of College and University Business Officers/U.S. Steel Foundation Cost Reduction Incentive Award Program.

Armstrong chuckles when he recalls how easy it was to find a way to modify washer and dryer coin slots so people couldn't use quarter-size slugs made from yogurt cartons.



AL ARMSTRONG

"When a quarter is pushed into the slot, it pushes a 'finger' down," he explains. "The spring on the finger isn't strong enough to reject the slug. A thick rubber band wrapped around three times does the job — until new, double springs come in as permanent replacements."

That effort by Armstrong saves the university approximately \$1,250 a year and earned a \$100 Cornell award this year.

His other \$100 award idea, rewiring dryers to spot broken timers, which cause machines to keep running after laundry is removed, saves the university an estimated \$1,350 a year.

The fact that Cornell "recognizes effort and contribution encourages one to share ideas," Armstrong says. He's also more-than-happy with his boss, Chuck Jankey, assistant director of operations in Residence Life. "A finer boss you'd never want. He gives me free rein as long as I keep everything up."

Jankey says Armstrong doesn't take advantage of that freedom, though his shop is testimony to his wide range of interests and talents. In addition to his awards and certificates, there are such items as a drawer full of balloons ("Everytime I hear a kid squalling in the lobby I blow up a balloon with my air compressor and give it to 'em."), a copy of a 1938 woodcut, "Day and Night," a T-shirt Armstrong silk-screened for a Speedville fireman and a bumper sticker, "Magician: I Brake for Rabbits."

"Do you have a dollar bill?" Armstrong asks a visitor to his shop. And before you

can say "Presto, Change-o," he's DuZuti the Magician, with the bill rolled up in his hand and colored handkerchiefs coming out of it. Then he's holding a corked test tube filled with a metal bar. And the cork comes out. By itself! And the bar comes out too! And it hovers in the air!

Armstrong was given a magic set when he was 12 and he's never lost interest in the pretending art. It was not, however, for another 10 years that he became serious enough about it to join the International Brotherhood of Magicians and take the name DuZuti.

"DuZuti is 'zoot suit' spelled sideways," he concludes with a laugh, after explaining that he conceived the name because zoot suits were popular in the 1940s and the ad for a health product, Serutan, ("That's 'Nature's' spelled backwards") intrigued him.

He's thought about being a professional magician, "but you're on the road so much. It gets to be work then. Now it's fun," he says. Through most of his career he's performed at parties, in restaurants, in hospitals. "I enjoy fooling people, seeing their expressions."

Armstrong still does shows, but he's also busy manufacturing magic tricks and illusions which he sells to dealers in the United States, Canada and Mexico, and serving as president of Local Ring 140, the 40-member Finger Lakes chapter of the international magicians association.

He's looking forward to continuing work for Cornell, so there's time for more awards for Al Armstrong. But watch out if you go to shake hands to congratulate him. What's liable to happen? Magic.

Robert W. Smith

## Alumni, Board Elect Trustees

The Board of Trustees has elected three general trustees-at-large, two representatives from New York state agriculture and two from New York state labor, all effective July 1.

At its meeting here Saturday, the board also received reports on the election of two alumni trustees, one employee trustee, two student trustees and one faculty trustee.

Elected for the first time as a trustee-at-large was Marjorie Leigh Hart, who will serve a one-year term. She has just completed a five-year term as alumni trustee. Re-elected trustees-at-large were Robert G. Engel, who will serve a two-year term, and Nelson Schaefer Jr., who will serve a three-year term. Both completed five-year terms as board-elected trustees.

The shorter terms of election are necessary to achieve a new rotation system for board membership, according to Joyce Cima, assistant secretary to the board. Last year, the board voted to reduce its membership to 42 from 62 by 1988.

The board elected two representatives from agriculture, based on nominations from a committee of the Empire State Council of Agricultural Organizations: Richard A. Church, who will serve a one-year term, and Bernard W. Potter, who will serve a three-year term.

Church, a 1964 Cornell graduate and coordinator of undergraduate admissions and financial aid in the New York State College of Agriculture and Life Sciences, has been a Grange-elected trustee since 1981. Potter, a 1943 Cornell graduate and owner and operator of Potter Farms, has been an ex officio member of the board since 1981 as president of the New York State Agricultural Society.

Two representatives from labor were elected, based on nominations from a committee of the New York State AFL-CIO. They are Jacob Sheinkman, who will serve a two-year term, and Edward J. Cleary, who will serve a four-year term.

Sheinkman, a 1949 Cornell graduate, is secretary-treasurer of the Amalgamated Clothing and Textile Workers Union. He has been a member of the Cornell board since 1970. Cleary, president of the New York AFL-CIO, is serving on the Cornell board for the first time.

Paul A. Tregurtha, a 1957 Cornell graduate, and Dr. Edward A. Wolfson, a 1948 Cornell graduate, were elected to four-year terms on the board by vote of the alumni. A total of 23,484 votes were cast this year for four candidates.

Tregurtha is president and chief operating officer and director of Moore & McCormack Resources, Inc. of Stamford, Conn. Dr. Wolfson, who earned his M.S. from Cornell in 1949 and his M.D. in 1953, is professor of medicine and preventative medicine and dean of Upstate Medical School's clinical campus at Binghamton. He is also adjunct professor of public health at Cornell Medical College.

The election of George Peter, director of laboratory operations for the National Astronomy and Ionosphere Center, as employee trustee for a four-year term was reported to the board. He succeeds Marilyn Cook.

It was also reported that Scott Witlin, a Cornell senior, and Kenneth W. Williams, a junior, were elected student trustees. Witlin fills the unexpired term of Ruby Saake through June 30, 1985. Williams will serve a two-year term and succeeds John Geresi and Molik Hashin.

The board also received the report of the election of faculty trustee Olan D. Forker, professor of marketing, for a four-year term succeeding Daniel G. Sisler.

## Cornell Chronicle

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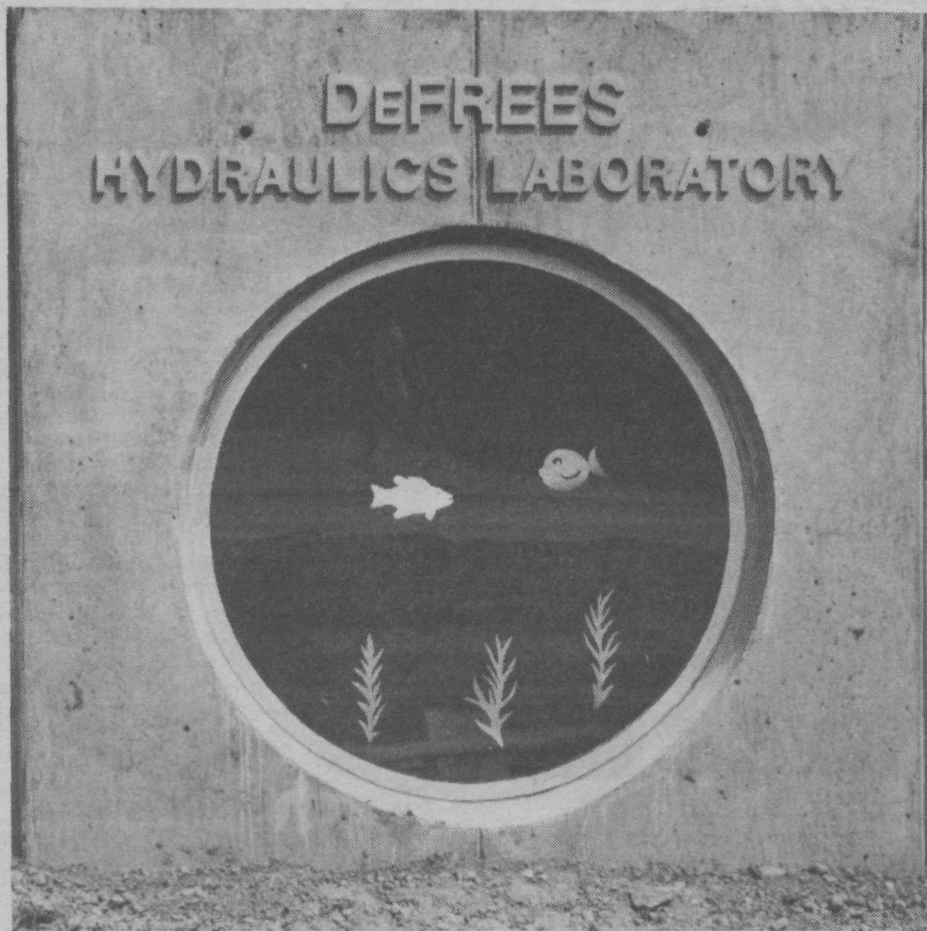
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The "porthole" built for viewing research activities inside the new DeFrees Hydraulics Laboratory catches a reflection from a passerby on Central Avenue.

## DeFrees Hydraulics Laboratory Will Be Dedicated on June 4

Civil engineers, Cornell faculty, family and friends of the late Joseph H. DeFrees will gather at 11 a.m. Monday, June 4, at the College of Engineering to dedicate a state-of-the-art hydraulics laboratory named for the Warren, Pa., inventor, manufacturer and philanthropist.

Construction on the 5,000-square-foot, \$700,000 addition to Hollister Hall began a year ago. Built partly below ground level, the specially equipped new facility will more than triple the area available for study of hydraulics by students, faculty members and researchers in the School of Civil and Environmental Engineering.

Presiding at the dedication ceremonies will be Thomas E. Everhart, dean of the Cornell College of Engineering. Speakers will include Cornell President Frank Rhodes; Richard N. White, professor and director of the Cornell School of Civil and Environmental Engineering; and Gerhard H. Jirka, associate professor of environmental engineering.

Construction of the facility was made possible by gifts of the late Mr. DeFrees and his wife, Barbara Baldwin DeFrees, with additional funds provided by the Allegheny Coupling Co., The Allegheny Valve Co., and the DeFrees Foundation.

Mr. DeFrees, who graduated from Cornell in 1929 with a degree in civil engineering, was the founder and president of the Allegheny Coupling Co. and the Allegheny Valve Co., firms specializing in equipment for the petroleum and tank transportation industries. He was an inventor, with more than 70 patents to his credit, and had a strong interest in educating today's engineers to the rich background of American craftsmanship and inventiveness; among his earlier gifts to Cornell is a collection of antique scientific instruments, now on permanent display in Hollister Hall, home of civil and environmental engineering at Cornell.

Mr. DeFrees died in 1982 at age 76.

A plaque at the laboratory will cite Mr. DeFrees as: "Inventor, engineer, businessman, citizen of Warren, Pa., human-

itarian, benefactor and a loyal and dedicated Cornellian. His vision and his generosity have provided this hydraulics laboratory."

The laboratory will eventually have three major pieces of research equipment: a 105-foot-long wave tank capable of generating any type of wave; an 80-foot-long hydraulic tilting flume with water running down slopes to study turbulence and problems of sediment transport; and a wind-water tunnel, also 80 feet in length, to study interaction of air and water. The lab will also have analytical facilities for testing water quality and chemical contaminants, and an electronic data acquisition system. The DeFrees Laboratory will be equipped using grants from the National Science Foundation, Barbara DeFrees and the DeFrees family, and industry.

Adjoining the existing hydraulics laboratory in the lower level of Hollister Hall, the new facility will be used primarily for research while the older facility will be used mainly for instructional purposes.

The DeFrees Hydraulics Laboratory is the third generation of hydraulics facilities on the Cornell campus. As a student at Cornell in the 1920's Mr. DeFrees learned the principles of fluid mechanics in the university's first hydraulics laboratory on the Fall Creek Gorge where water falling from Beebe Lake was then used to study hydraulics problems. The old stone structure, built in 1896, lost its usefulness several decades ago, but still stands on the gorge's south wall.

This is the first major addition to the physical facilities of the School of Civil and Environmental Engineering, since the opening of Hollister Hall in 1959. The laboratory was designed by the architectural firm of Hoffman O'Brien Levatich and Taube, P.C., of Ithaca. Structural engineering was by Raymond A. DiPasquale of Syracuse, with electrical and mechanical design by Robson and Woese of Syracuse. Construction contractor for the building was McGuire & Bennett of Ithaca.

## New Alumna Beth Grupp No Stranger to 'Real World'

For many of Sunday's Cornell graduates, who marched capped and gowned to the ceremony at Schoellkopf, the day was one that marked a goodbye to academia and a hello to the "real world."

For many others, that real world is already a familiar place, and one in which many tests already have been passed. One of these is Beth Grupp, 22.

A top scholar and tireless doer, Grupp is a member of Phi Beta Kappa, winner of a \$1,000 Freeman Peace Studies Prize at Cornell for her work and interest in the cause of world peace, an active member of the National Organization for Women, and among other things, founder of the jitterbug club and a contra dance series on campus.

While on leave from Cornell in 1981-82 she worked as a field organizer for NOW in the Florida Equal Rights Amendment campaign. The complete list of her activities and the organizations she has founded through the years takes up a page and a half of her resume.

In addition to her politically-oriented activities, she is a square dance caller and was an actress-director of the Street Gang Theater in New York City—as a high school student—reflecting her interest in the joys as well as the sorrows of society.

"She is very bright without a doubt," in the words of one of her government professors, Eldon G. Kenworthy, "but what is more rare...she has priorities which link her intelligence to the question of how we might make this the world we want."

The daughter of Naomi Grupp, an educator with The Society for Ethical Culture and M. Michael Grupp, Leader of the Brooklyn Society for Ethical Culture, Beth says she "has been committed to social change all her life," and obsessed with the question of "why people allow themselves to be oppressed."

She designed her own curriculum during her four undergraduate years at Cornell around the theme of the "dynamics of power." She approached the subject from the perspectives of government, history, psychology, economics, sociology and anthropology.

"While I enjoy academia, I believe that there are many other equally valid ways to learn about the world," Grupp says explaining why she worked with NOW and has had jobs with New York City Council President Carol Bellamy, City Council member Antonio Olivieri, and a group helping the poor in the mountains of Kentucky.

Instead of entering graduate or law school, now that she has her bachelor's degree, Grupp will be joining the staff in a few weeks of Jane Wells Schooley, Democratic candidate for the 15th Congressional District seat in the Allentown, Pa. area. She will help to coordinate the activities of the campaign's voluntary workers.

Grupp met Schooley while campaigning for ERA in Florida. Schooley organized



BETH GRUPP

that effort as vice-president of NOW.

Plans for advanced degrees, possibly in law, will evolve, she says, along with experience.

Before Grupp goes to Pennsylvania she will complete plans for the organization and funding of a "Peace Institute" that would link by computer the peace activities of individuals and organizations around the world in an international communications network.

The idea is a spinoff from her work as coordinator of Centerpeace, a campus organization which serves as a communications link for peace groups in the Ithaca and upstate New York areas.

Beth Grupp responds to the idea that she might become president of the United States one day, quite matter-of-factly: "It's a ridiculous and impossible job, but who knows what I'll be doing in 20 or 30 years."

## Conference Here in June Will Examine Nutrition-and-Industry Relationships

Relationships between nutrition and industry will be examined at the Cornell University Biennial Nutrition Institute, June 21-22.

Conference presentations will explore how the food industries use nutritional research information, perceptions and realities regarding the quality of food and nutritional supplements, and new issues in food safety.

The keynote address, "1984 Foods for Good Nutrition," will be presented by James R. Kirk, vice president of research and development at Campbell Foods' Institute of Research and Technology.

Other highlights on the program include

presentations by Daphne Roe, M.D., professor of nutritional sciences at Cornell, on the nutrient needs of medication users; Norman Potter, professor of food science at Cornell, on food quality issues; and John Babish, assistant professor of preventive medicine in the State College of Veterinary Medicine at Cornell, on the issue of evaluating the safety of drug residues in food.

The institute is sponsored by the New York State Nutrition Council and the Division of Nutritional Sciences, a joint unit of the State College of Human Ecology and the State College of Agriculture and Life Sciences, both at Cornell. Open to the public, registration for the Institute is \$45.

May 31, 1984

Please Post

Number 22

# Cornell University

## University Personnel Services

### Day Hall

Ithaca, New York 14853

607/255-5226

### Please Note:

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

Applications for employment can be submitted through the mail. Application

forms are available by the posted **Job Opportunities** listing at 130 Day Hall. For more information on jobs listed, contact Staffing Services, 160 Day Hall, (607) 256-5226.

### Employee Transfer Applications:

Employees who wish to transfer to other jobs within the University should complete a separate Employee Transfer Application form for each position and submit them to Staffing Services. Individuals with official University layoff status will be given preference in referrals.

This listing is also available on CUINFO Cornell University's computerized information service. For further CUINFO

details, contact the Information and Referral Center at 256-6200 or Computer Services.

New vacancies are listed for two weeks in **Job Opportunities**.

\*Asterisks identify jobs that were not listed last week.

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

\*Asterisks identify jobs that were not listed last week.

# Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

## Administrative/Professional

\*Position: Director, Office of Administrative Operations

Department: University Libraries

Description: Reports to the University Librarian and is responsible for the Cornell University endowed libraries' financial, business, personnel and facilities services including development and control of a \$10M budget. Participates in major planning and policy decisions to the system and has management responsibility for a staff of 23 including the activities of the library personnel director and the facilities coordinator.

Requirements: Master's or a related degree in combination with five years fiscal, personnel and facilities experience in an institution of higher education desirable. Requires an individual who has had previous administrative and supervisory experience. Fiscal management experience essential. Must communicate effectively both orally and in writing and must have professional and technical skills including familiarity with financial and statistical methods, budgetary planning, selection and implementation.

Job Number: P2212

\*Position: Associate Administrator

Department: Cornell Dining

Description: Cornell Dining seeks a progressive administrator to plan and manage all financial aspects of the \$13 million dollar enterprise operation. Responsible for budget preparation, financial analysis, accounting, purchasing, personnel and payroll. Must oversee coordination and implementation of computer system.

Requirements: Master's degree or equivalent and at least two years experience in varied fast paced work environments. Demonstrated managerial ability and excellent communication skills necessary. Send cover letter and resume to Staffing Services by June 14, 1984.

Minimum Starting Salary: \$10,500

Job Number: P221

\*Position: Superintendent of Grounds Care

Department: Care of Grounds

Description: We are looking for an individual to manage the maintenance of grounds, walks and roadways, heavy equipment fleet and excavation for Cornell's 400 acre campus. Will be responsible for \$2.5 million budget and plan work schedules for two supervisors and 30-50 equipment operators and groundskeepers. Respond to emergencies such as floods, snow removal, etc. Develop training for safety and operating procedures.

Requirements: Bachelor's degree in landscape architecture, civil engineering or other related field or the equivalent combination of education and experience and education. Demonstrated strong management and oral and written communications skills. Considerable experience in grounds maintenance and/or road and grounds construction. Send cover letter and resume to Staffing Services by June 14, 1984.

Minimum Starting Salary: \$15,500

Job Number: P225

\*Position: Documentation Editor

Department: Computer Services

Description: Write, edit and produce a variety of publications describing applications software and Cornell Computer Services' policies and procedures. Supervise professional technical writers and clerical support staff. Plan, monitor and analyze production and design of documentation. Teach and consult on selected computer topics.

Requirements: Bachelor's degree or equivalent. At least three-five years related experience. Knowledge of applications software, programming. Demonstrated writing and editorial skills. Ability to use interactive terminal text editors, text formatters and work in IBM and DEC-20 environments. Excellent communication, interpersonal and supervisory skills. Send cover letter and resume to Staffing Services by June 15, 1984.

Minimum Starting Salary: \$15,500

Job Number: PC2211

\*Position: Research Support Specialist II

Department: Plant pathology

Description: Aid in the investigation of disease epidemiology and management by assuming major responsibility for efficient, accurate construction of field, greenhouse and laboratory experiments by contributing to experimental design and by performing the necessary manipulations to assure success of the experiments.

Requirements: Master's degree in plant pathology or bachelor's degree and experience in plant disease research. Successful independent research experience with plant diseases as demonstrated by thesis or publication. Familiarity with SAS and SPSS desirable.

Minimum Starting Salary:

12,500

Job Number: PT222

\*Position: Applications Programmer II (Two Positions)

Department: University Registrar

Description: Develop on-line computer applications on mainframe (ADABAS), microcomputer and microcomputer systems. Programming support for ad hoc queries. Develop comprehensive system of batch and on-line computer reports.

Requirements: Bachelor's degree or equivalent with computer related courses. Familiarity with IBM JCL, PL/1, COBOL, NATURAL, MARK IV, MVS/CMS, MS-DOS. Experience with on-line computer applications and systems analysis and design techniques.

Minimum Starting Salary: \$12,500

Job Number: PT223, PT226

\*Position: Administrative Supervisor II

Department: L.H. Bailey Hortorium

Description: Responsible for overall office management including administrative duties in the areas of personnel, budget and accounting. Preparation of budget documents; monitor expenditures and income; maintain payroll, travel and personnel records; responsible for maintenance of building and equipment; prepare statistical reports for departmental, College and

University use. Provide staff support to Director as requested.

Requirements: Associate's degree or equivalent; Bachelor's degree preferred. Demonstrated successful experience in office management involving administrative/supervisory responsibilities; excellent verbal and written communication and time management skills; experience with computerized accounting methods (preferably with Multiplan) and data base management techniques; familiarity with Cornell accounting systems highly desirable. A professional presence and the ability to manage office matters with precision, efficiency and flexibility. High level of confidentiality required.

Minimum Starting Salary: \$12,500

Job Number: PC224

\*Position: Executive Staff Assistant I

Department: Freshman Seminar

Program/Writing Program

Description: Assist Director and Assistant Director in planning and coordinating seminar offerings, registration, evaluation and teacher training; preparing budgets and accounts; editing or writing university catalog and program brochure copy; advising students and instructors in the Freshman Seminar Program; typing and/or writing memos and other writing projects (e.g. grant proposals). Serve as liaison between FSP and other offices and departments. Serve as general office manager.

Requirements: Bachelor's degree or equivalent, preferably in English. Excellent writing, editing and organizational skills. Some experience with budgets or college/university accounts and/or bookkeeping. Preferred candidate would have knowledge of Cornell academic programs, teaching experience, strong interpersonal skills and the ability to work independently. Familiarity with word processors, mimeograph and stencil machines. Send writing sample, cover letter and resume to Staffing Services by June 15, 1984.

Minimum Starting Salary: \$12,500

Job Number: PC227

\*Position: Word Processing Supervisor

Department: Cornell Graduate School of Management (CGSM)

Description: Plan, assign and supervise the work of seven word processor operators and oversee the operation of the School's Communications Center including establishing and maintaining standards, determining staff requirements, analyzing data and procedures. The Center provides back-up to the entire School including faculty and administrative staff.

Requirements: Associate's degree or strong secretarial/administrative background. Several years in an office environment, preferably working closely with people. Some supervisory skills essential. Knowledge of word processing equipment would be helpful. Send cover letter and resume to Staffing Services by June 12, 1984.

Minimum Starting Salary: \$12,500

Job Number: PC228

\*Position: Research Support Specialist II

Department: Diagnostic Laboratory

Description: Responsible for conducting experiments to determine which viral protein(s) is/are responsible for the development of protective immunity in animals and to develop rapid diagnostic tests using these proteins.

Requirements: Bachelor's degree or equivalent in microbiology and/or biochemistry; Master's degree or equivalent preferred. Analytical techniques for nucleic acid characterization; radioisotope training; analytical techniques for protein characterization and identification. Tissue culture techniques; virus propagation and purification; immunological techniques. Must be able to conduct experimental protocols with minimum supervision.

Minimum Starting Salary: \$12,500

Job Number: PT2210

Position: Director of Admissions

Department: Cornell Graduate School of Management

Description: The Director of Admissions is responsible for managing all aspects of the Graduate School of Management's admissions operation including marketing, recruitment and selection of applicants.

Requirements: Bachelor's degree required; advanced degree preferred. At least five years varied business experience in either marketing/sales or human resources, or at least five years experience in higher education with a student-related emphasis. Previous admission experience desirable. Must possess high energy level, outstanding interpersonal and communication skills with a demonstrated ability to exercise good judgment. Exposure to office automation systems necessary. Considerable travel. Send resume and cover letter to Staffing Services by July 1, 1984.

Minimum Starting Salary: 15,500

Job Number: P211

Position: Director of Alumni Relations

Department: Cornell Graduate School of Management

Description: Plan, market and implement nationwide alumni relations program. This includes the start-up of the Graduate School of Management's clubs and developing new communications programs. Assist with annual reunion program and other key Graduate School alumni events.

Requirements: Bachelor's or Master's degree (from Cornell desirable) or equivalent job experience. Three-five years experience with alumni and/or fund raising. Willingness to travel. Knowledge of publishing, direct mail and marketing helpful. Excellent communication skills (written and oral). Must possess initiative and high energy level. Send cover letter and resume to Staffing Services by June 8.

Minimum Starting Salary: \$15,500

Job Number: P212

Position: Director of Annual Giving

Department: Cornell Graduate School of Management

Description: Plan, develop and implement annual fund drive (\$1 million plus) to obtain support from private sources. Also includes

responsibility for publications and financial reports. Coordinate School's drive with University's development, alumni and regional offices.

Requirements: Bachelor's or Master's degree (from Cornell desirable) or equivalent job experience. Three-five years experience with alumni and/or fund raising. Willingness to travel. Knowledge of publishing, direct mail and marketing helpful. Excellent communication skills (written and oral). Must possess initiative and high energy level. Send cover letter and resume to Staffing Services by June 8.

Minimum Starting Salary: \$15,500  
Job Number: P213

Position: Facilities Engineer

Department: Laboratory of Nuclear Studies

Description: Provide facilities management to include building maintenance, utilities and grounds for a high energy physics research facility. Provide engineering and design support for facilities and research activities.

Requirements: Bachelor of Science in mechanical engineering or equivalent. Experience with HVAC and high voltage distribution required; must possess strong interpersonal and organizational skills.

Minimum Starting Salary: \$15,500  
Job Number: PT215

Position: Associate Director, Minority Educational Affairs/State Programs

Department: COSEP

Description: To assist the Director of Minority Educational Affairs (COSEP) in providing programmatic and fiscal accountability to the University for all aspects of Minority Education and State Programs.

Requirements: Master's degree or equivalent combination of education and experience in related area. At least three-five years experience in higher educational administration, student personnel administration. Demonstrated expertise in higher educational programs that provide supportive services such as counseling, academic advising and student development, to minority students essential. Send cover letter and resume to Staffing Services by June 1, 1984.

Minimum Starting Salary: \$15,500  
Job Number: P216

Position: Patents and Licensing Officer

Department: Patents and Licensing

Description: Assist the Director in technology transfer, patent agreement review and formulation and invention agreement development for the University. Challenging and varied responsibilities with the opportunity to see an invention through from birth to maturity.

Requirements: Bachelor's degree, preferably in mechanical/electrical engineering; law degree desirable. Strong written and verbal skills; demonstrated ability to work with faculty. Registered to practice before U.S. Patent and Trademark Office. Send cover letter and resume to Staffing Services by June 8, 1984.

Job Number: P2111

Position: Extension Personnel Officer (Re-post)

Department: Cooperative Extension Administration

Description: Responsible for overall management and operation of Personnel Office for Cornell Cooperative Extension. This involves administration of personnel affairs for approximately 430 professional and 1,000 non-professional support staff in 57 separate county extension associations, New York City and central extension administrative staff and regional specialists.

Requirements: Bachelor's degree or equivalent. Master's degree preferred. At least seven years demonstrated personnel management experience in employee relations, training, benefits and compensation. Demonstrated excellent written and oral communication skills. Send cover letter and resume to Staffing Services by June 1, 1984.

Job Number: P151

Position: Systems Analyst III

Department: Agronomy

Description: Provide systems analyst support for the Meteorology group in the Agronomy Department. Manage, operate and maintain their computer system. Develop and maintain systems level software, recommend and purchase new equipment and serve as a supervisor and consultant for staff and students involved in writing and running of applications programs.

Requirements: Bachelor's degree or equivalent with a major or minor in computer science including course work in computer operating systems theory or equivalent training and experience in computer science. Knowledge of computer equipment such as DEC 11/34 and 11/23

and operating system organization. Proficiency in the use of high level and assembly level programming languages. Some applications programming experience.

Minimum Starting Salary: \$15,500  
Job Number: PT217

Position: Staffing Specialist

Department: University Personnel Services

Description: Provide consultative services regarding hiring needs to departments; advise and assist in developing and implementing recruitment strategies; interview, evaluate and refer applicants for job openings; counsel and provide assistance to employees making job and career changes; ensure adherence to University policies and procedures; compile reports and work on special projects as requested.

Requirements: Bachelor's degree or equivalent in business or behavioral sciences required. Advanced course work in personnel management/human resources a plus. At least two years experience in employment interviewing and recruitment with an emphasis in selection techniques and training. Demonstrated strong communication and analytical skills necessary. Must be a service-oriented professional with evidence of decision making ability. Knowledge of Cornell helpful. Send cover letter and resume to Staffing Services by June 4, 1984.

Minimum Starting Salary: \$12,500  
Job Number: P2113

Position: Applications Programmer I

Department: Agricultural Economics

Description: Program a user friendly interface which will permit scenario definition for users; maintain a log of the programming steps performed for use in this preparation of a users guide.

Requirements: Bachelor's degree or equivalent with computer related courses or the equivalent combination of education and experience. One-two years experience with large scale Fortran modeling and data base management. Writing and editing skills are also desirable. Ability to quickly become familiar with existing models structure.

Minimum Starting Salary: \$12,500  
Job Number: PT219

Position: Assistant to the Director

Department: University Personnel Services

Description: Reporting to the Director, responsible for a wide range of special projects, staff assignments and administrative duties pertaining to all aspects of personnel management of the University.

Requirements: Bachelor's degree or equivalent plus related administrative experience, preferably in a personnel function, required. Demonstrated organizational, analytical and communication skills; ability to conceptualize and develop specific results from broadly defined issues.

Minimum Starting Salary: \$12,500  
Job Number: P2112

Position: Supervisor, Guest Room Services

Department: Statler Inn

Description: Under general supervision, oversee work activities of cleaning staff to insure cleanliness of guest rooms within prescribed standards.

Requirements: H.S. education or equivalent. Additional related training desirable. One - two years experience in housekeeping in a hospital or hotel. Demonstrated excellent communication skills and supervisory ability necessary. Send cover letter and resume to Staffing Services by June 4, 1984.

Minimum Starting Salary: \$12,500  
Job Number: P2110

Position: Announcer/Sports Director

Department: WHCU Radio

Description: Gather, write and read sports; sports play-by-play of football, hockey, lacrosse, basketball. During off season, will be combination announcer/engineer.

Requirements: Restricted Radiotelephone FCC Operator Permit. Two years play-by-play radio experience. Good voice and production skills. Must have car.

Job Number: PT202

## Clerical

All applicants interested in positions requiring typing must take an official University test. Tests are given Monday and Wednesdays at 8:00 a.m., Room 337, Statler Hall. Please contact Staffing Services for an appointment.

\*Position: Secretary, GR20

Department: Dean of Students

Description: Responsible for all secretarial and administrative assistance to the Assistant

Dean for new students and the Assistant Dean for fraternities and sororities, as well as their assistants. The position provides secretarial and administrative support in all areas of the Dean of Students Office as needed. Duties include typing, compiling and editing correspondence, reports and publications; preparing and completing bulk mailings; arranging meetings and keeping schedules; screening incoming telephone calls; maintaining files.

Requirements: H.S. education or equivalent. Business or secretarial school preferred. Heavy typing. Heavy student contact. Strong organizational, interpersonal and communication skills. Ability to work under pressure. At least three years secretarial experience. Word processing essential.

Minimum Starting Salary: \$11,180  
Job Number: C228

\*Position: Circulation/Reserve Supervisor, GR20

Department: Fine Arts Library

Description: Under direction of librarian, directs the operation of the Circulation/Reserve Desk and the maintenance of stacks. Includes hiring, scheduling, supervision and evaluation of 20 student assistants; payroll preparation; processing bills; solicits reserve book lists from faculty; process reserve lists; put on and remove from reserve; some shelving. Assist with inventory; participate in activities of Library as needed.

Requirements: College degree or equivalent experience and/or training. Medium typing. Previous library experience highly desirable.

Minimum Starting Salary: \$11,180  
Job Number: C2212

\*Position: Personnel Assistant, GR18

Department: University Personnel Services

Description: Provide staff support in recruitment for nonacademic positions. Duties involve review and organization of applications and employee transfers; arranging interviews; maintaining and organizing related files, records and statistics; providing information to departments and applicants on open positions, employment policies and procedures. Type memos, reports and correspondence; referral of applicant materials. May perform special projects.

Requirements: H.S. education or equivalent. Associate's degree preferred. Medium typing. 2-3 years work experience in a personnel/client services/business setting. Demonstrated verbal communication and interpersonal skills essential. Knowledge of Cornell University helpful. Good organizational skills. Familiarity with Apple II computer helpful.

Minimum Starting Salary: \$10,000  
Job Number: C227

\*Position: Accounts Assistant, GR18

Department: Johnson Museum

Description: Analyze, process and maintain museum budget receivables and payables; prepare reports and independent research of problems as needed; responsible for curatorial publications inventory; mail orders; lobby sales; lobby inventory maintenance; lobby reception area in the afternoon; lobby security; answering telephones and public contact.

Requirements: H.S. education or equivalent. Knowledge of accounting in payables and receivables. Knowledge of Cornell accounting system and museum experience helpful. Experience in payables and receivables necessary. Some supervising experience helpful. Accuracy and attention to detail required. Experience with calculator/adding machine necessary. Strong organizational skills. Ability to interact with public and good communication skills.

Minimum Starting Salary: \$10,000  
Job Number: C221

\*Position: Editorial Assistant, GR19

Department: University Press

Description: Act as assistant to Acquisitions Editor responsible for acquisition, development and maintenance of product line of scholarly books. Routine office duties include typing, filing, follow-up. Two year appointment, renewable.

Requirements: Associate's degree or equivalent; Bachelor's degree preferred. Heavy typing. Prior experience with book publishing helpful.

Minimum Starting Salary: \$10,000  
Job Number: C222

\*Position: Secretary, GR18

Department: Laboratory of Animal Services

Description: Perform secretarial duties: type manuscripts, correspondence, class material, minutes, publications, purchase orders; answer telephones; filing. Other duties as assigned.

Requirements: H.S. education or equivalent. Heavy typing. Strong secretarial skills. Ability to communicate effectively with large and diverse faculty and staff personnel. Work independently.

At least 1-2 years related experience. Knowledge of word processors (Xerox) highly desirable. Knowledge of state accounting procedures helpful.

Minimum Starting Salary: \$10,500  
Job Number: C225

\*Position: Secretary, GR18

Department: Agronomy

Description: Duties include bookkeeping; selling supplies; typing; inputting information into a computer terminal; use of a variety of office equipment; conducting business over the telephone.

Requirements: H.S. education or equivalent. Business or secretarial school preferred. Heavy typing. Secretarial experience. Excellent interpersonal and communication (written and oral) skills. Knowledge of word processor/computer helpful.

Minimum Starting Salary: \$10,500  
Job Number: C226

\*Position: Accounts Assistant, GR18

Department: University Health Services

Description: Provide billing services for two orthopedic surgeons and UHS clinicians. Assist in all operations of billing department including patient registration and transactions on the NCR computer system. Prepare department monthly financial reports.

Requirements: Associate's degree in business and accounting with course work in computers desired. Medium typing. At least two years experience in bookkeeping and accounting. Knowledge of Cornell accounting system very desirable. Computer experience, preferably in a medical setting, essential.

Minimum Starting Salary: \$10,000  
Job Number: C2211

\*Position: Secretary, GR18

Department: Arts and Sciences Dean's Office

Description: Provide secretarial/receptionist support to the Academic Advising Center. Duties include typing, filing and answering telephone; keeping records. Other duties as assigned.

Requirements: H.S. education or equivalent. Business or secretarial school preferred. Medium typing. Some office experience. Excellent interpersonal and communication (written and oral) skills. Ability to work under pressure. Knowledge of word processor/computer helpful.

Minimum Starting Salary: \$10,000  
Job Number: C229

\*Position: Office Assistant, GR18

Department: Graduate School - Admissions Office

Description: Process graduate applications, admissions, refusals and other actions as authorized; maintain records; type correspondence; maintain admission statistics; provide information to faculty and applicants.

Requirements: H.S. education or equivalent; business or secretarial school preferred. Medium typing. Knowledge of Xerox 860 desirable. Strong organizational skills, attention to detail and accuracy essential. Ability to work independently and under pressure. Familiarity with academic environment (terms) desirable.

Minimum Starting Salary: \$10,000  
Job Number: C2210

\*Position: Office Assistant, GR17

Department: Residence Life

Description: Perform routine mailroom services: sorting, inserting and forwarding all incoming mail (both first class and inter-campus); maintain petty cash fund and record keeping.

Requirements: H.S. education or equivalent; Light typing. Previous experience with U.S. Post Office or college mail system helpful; Enjoy working with the public; good communications and organizational skills.

Minimum Starting Salary: \$9,492.

Job Number: C224

\*Position: Secretary, GR16

Department: Computer Services (APS)

Description: Provide general secretarial and clerical services to staff in Administrative Programming Services and Administrative Production Control. Duties include receptionist (telephones), mail, typing, copying and filing.

Requirements: H.S. education or equivalent. Medium typing. Excellent interpersonal and communication skills. Some office experience.

Minimum Starting Salary: \$9,040  
Job Number: C223

Position: Office System Specialist, GR23

Department: University Registrar

Description: Provide training and system development support for users of a multi-office word processing/office automation computer

# Job Opportunities

## Continued from Page 5

system and direct daily operations of the functions of the system.

Requirements: Associate's degree or equivalent. At least five to six years related experience in word processing, telecommunications, typesetting and data processing. Excellent written and oral communication skills. Ability to communicate systems applications in non-technical terms.

Minimum Starting: \$13,265  
Job Number: C211

Position: Administrative Aide, GR20

Department: School of Hotel Administration  
Description: Under general supervision, provides support to the Graduate Program. Responsible for assisting in carrying out policies and procedures in the admission process; answering inquiries (telephone and written correspondence). Other related duties as assigned.

Requirements: A.A.S., Secretarial Science degree or equivalent preferred. Medium typing. Some clerical experience. Strong organizational, communication and interpersonal skills. Word processing skills preferred or willing to learn. Requires considerable independent judgment and decision making. Confidentiality a must.

Minimum Starting Salary: \$11,180  
Job Number: C219

Position: Office Assistant, GR18

Department: Arts and Sciences Admissions  
Description: Meet and greet visitors; answer telephones, arrange admissions interviews; type correspondence; coordinate the flow of materials through the reception area.

Requirements: H.S. education or equivalent. Some college preferred. Medium typing. Previous receptionist experience, preferably in a college setting. Good telephone skills; ability to work under pressure in a public office. Some experience with Xerox 860 helpful.

Minimum Starting Salary: \$10,000  
Job Number: C215

Position: Office Assistant, GR18

Department: Arts and Sciences Admissions  
Description: Answer telephones, arrange admissions interviews; type correspondence; coordinate the flow of materials through the transfer application process and process freshmen applications.

Requirements: H.S. education or equivalent; some college preferred. Previous office experience preferably in a college setting. Medium typing. Good telephone skills; ability to work under pressure in a public office. Some experience with Xerox 860 helpful or willing to learn. Knowledge of the University helpful.

Minimum Starting Salary: \$10,000  
Job Number: C214

Position: Office Assistant, GR18

Department: General Stores  
Description: Ordering items for stock to maintain inventory levels, checking computer generated lists for errors.

Requirements: H.S. education or equivalent. Good oral and written communication skills. Legible handwriting. Keyboarding skills helpful. Knowledge of General Stores operation and experience in retail sales helpful. Knowledge of word processors and PC supplies.

Minimum Starting Salary: \$10,000  
Job Number: C213

Position: Office Assistant, GR18

Department: Office of Instruction, CALS  
Description: Assist administrative supervisor in processing of fiscal transactions and maintenance of financial records. Act as secretary/receptionist for the Registrar, Director, and Associate Director.

Requirements: H.S. education or equivalent. Medium typing. Some office experience. Knowledge of statutory accounting procedures desirable.

Minimum Starting Salary: \$10,500  
Job Number: C211

Position: Searcher, GR18

Department: University Libraries, Serials  
Description: Performs pre-order searching of catalogs, OCLC and RLIN databases, and Kardex, for all new serial requests; precatalog searching for new titles, changes of titles and recataloging; may check-in on Serials Kardex. Other duties as assigned.

Requirements: A.A.S. degree or equivalent experience. Light typing. OCLC or RLIN experience. Accuracy in detailed work. Previous library experience helpful. Reading knowledge of foreign language helpful.

Minimum Starting Salary: \$10,000  
Job Number: C2110

Position: Office Assistant, GR17

Department: Endowed Accounting (Controller's)

Description: Serve as Controller's Office Receptionist at East Hill Plaza. Answer telephone console and refer calls; greet visitors and direct to appropriate area; assist in accounts payable two hours per day; process deposit tickets; typing. Other duties as assigned.

Requirements: H.S. education or equivalent. Medium typing. Previous receptionist experience. Some accounting or bookkeeping experience.

Minimum Starting Salary: \$9,492  
Job Number: C212

Position: Sales Assistant, GR15

Department: Campus Store

Description: Taking telephone orders; entering cash orders in the CRT; ringing money into NCR 280's; generate checks through the CRT; separating orders; daily and weekly reconciliation; calling publishers; typing refunds and reorders on BCO's when there are problems. 8:30 a.m. - 5:00 p.m. Monday - Friday; 10:00 a.m. - 2:00 p.m. every third Saturday.

Requirements: H.S. education or equivalent. Light typing. Some previous experience in a retail book store.

Minimum Starting Salary: \$8,610  
Job Number: C2113

## General Service

\*Position: Building Coordinator, GR19

Department: Dean's Office, College of Arts & Sciences

Description: Coordinate the care and maintenance of Goldwin Smith Hall including key control, equipment maintenance and distribution and mail distribution.

Requirements: H.S. education or equivalent. At least twothree years knowledge of electrical and mechanical equipment. Proven administrative ability. Ability to work with faculty, staff and students essential. Familiarity with Cornell helpful.

Minimum Starting Salary: \$10,595  
Job Number: S223

\*Position: Field Assistant, GR18

Department: Agronomy, Chazy, New York  
Description: Assist Farm Manager in maintenance and operation of field trials at Chazy and Westport, NY. Includes fitting land, laying out research plots, planting crops, applying treatments as required, measuring growth, yield, harvesting, taking and processing soil and plant samples. Keep detailed records as required for data analysis.

Requirements: Associate's degree in agronomy or plant science with research farm experience. Farm operations, crop culture. Operation of farm machinery and maintenance skills.

Minimum Starting Salary: \$10,500  
Job Number: S221

\*Position: Animal Technician, GR18

Department: Laboratory of Animal Services  
Description: Responsible for daily care of laboratory animals including proper care and feeding, providing fresh water and exercise, the general cleaning and maintenance of cages, pens and environment. Maintain laboratory animal identification inventories and breeding records. Responsible to supervisor in carrying out assigned duties. 5 days per week (7.8 hour days) including weekends, days off to be arranged.

Requirements: H.S. education or equivalent. Some animal handling experience desirable. Assistant Animal Technician Certification helpful. Pre-employment physical required.

Minimum Starting Salary: \$10,500  
Job Number: S222

Position: Shift & Maintenance Mechanic, SO23

Department: Maintenance and Service Operations

Description: Maintain and troubleshoot steam, hot water and glycol heating systems. Work on ventilation and air conditioning systems, electrical and other mechanical systems found in industrial, educational, research and commercial buildings.

Requirements: H.S. education or equivalent. Considerable experience as a maintenance mechanic in heating, ventilation and air conditioning equipment maintenance and repair including electrical and mechanical systems. Ability to read and follow blueprints. Ability to work a swing shift and work from ladders.

Minimum Starting Salary: \$6.36/hour  
Job Number: S211

Position: Food Service Worker, SO17

Department: Cornell Dining - Endowed

Description: Prepare a large variety of foods including salads, meats, vegetables, desserts. Assist food service staff with other duties as needed.

Requirements: Knowledge of cold food preparation. Familiarity with the operation of basic kitchen equipment preferred. Some experience in food service industry.

Minimum Starting Salary: \$4.51/hour  
Job Number: S212

## Technical

Applications for Technical positions should include the following information:

- Scientific/technical courses completed
- Lab techniques and/or equipment (knowledge of)
- Special skills (e.g. knowledge of computer language)

\*Position: Senior Experimental Machinist, GR24 (Repost)

Department: Biochemistry/CHESS

Description: Perform all operations necessary to fabricate and assemble parts working from drawings, sketches and oral instructions using standard shop machinery such as lathes, milling machines, drill presses and certain specialized machinery.

Requirements: Associate's degree in mechanical technology, or a documented apprenticeship in the machine trades, with five years machinist experience or the equivalent combination of education and experience. Ability to prepare drawings, to assist in the design of specialized apparatus for x-ray diffraction experiments and in its testing, and to instruct experimenters in use.

Minimum Starting Salary: \$14,075  
Job Number: T102

\*Position: Technician, GR22

Department: Entomology

Description: Design and conduct experiments in molecular biology and recombinant DNA techniques. Conduct gel electrophoresis of proteins and nucleic acids. Dissect insects. Analyze gene structure. Library searching and writing.

Requirements: Bachelor's degree or equivalent in biochemistry; Master's degree preferred. Training in biochemistry and molecular biology techniques.

Minimum Starting Salary: \$12,515  
Job Number: T222

Position: Technician, GR24

Department: Equine Drug Testing & Research Program, Yonkers/Roosevelt Raceways

Description: Assistant Director of a field drug testing laboratory at Yonkers/Roosevelt Raceways. Provide analysis of blood and urine samples using thin layer chromatography and gas chromatography. Supervise 3 - 5 technicians in absence of Director.

Requirements: Bachelor's degree or equivalent in chemistry, biochemistry, toxicology or equivalent preferred. Experience in isolation, purification and identification of drugs. Thin layer chromatography experience required. Experience in operation of gas chromatograph.

Minimum Starting Salary: \$14,779  
Job Number: T212

Position: Technician, GR21

Department: Clinical Sciences

Description: Perform diagnostic tests in hematology, cytology, coprology, urinalysis, chemistry, microbiology and immunology sections of the Clinical Pathology Lab. Operate and maintain equipment pertinent to each section. Participate in an on-call coverage system for off hours and holiday emergency testing. Use computer for specimen accession, data entry and information retrieval. Perform miscellaneous duties in the laboratory as the need arises and as determined by the supervisor.

Requirements: Associate's degree in medical technology; Bachelor's degree in medical technology preferred. NYS Registry of technologists or registry of American Society of Clinical Pathologists preferred. One year experience in a clinical pathology laboratory.

Minimum Starting Salary: \$12,469  
Job Number: T215

Position: Technician, GR20

Department: Pharmacology

Description: Conduct experiments involving radioligand binding and fluorescence assays according to a prearranged plan; record, analyze and tabulate data; record changes resulting from experiments and prepare solutions.

Requirements: Bachelor's degree in biochemistry, neurobiology or similar subject with one year of laboratory experience. Laboratory experience and familiarity with balances, pH meters, peristaltic pumps, fraction collectors, centrifuges, beta and gamma counters, spectrophotometer, and gel electrophoresis equipment.

Minimum Starting Salary: \$11,739  
Job Number: T211

Position: Technical Assistant, GR17

Department: Biochemistry, Molecular and Cell Biology

Description: Provide technical assistance for a project on regulation of leucine biosynthesis in bacteria by growing and harvesting bacteria, running enzyme assays and other biochemical procedures; maintain stock culture collections and keep records; prepare various media and reagents; maintain supplies.

Requirements: Two years college level science, including basic chemistry and understanding of scientific methods. Good organizational ability and interest in learning new techniques. Experience with sterile technique helpful but not required.

Minimum Starting Salary: \$9,967  
Job Number: T216

## Part-time

\*Position: Applications Programmer I

Department: Government

Description: Duties include consulting with faculty and graduate students on computing problems, administration of the Government/History Data Archives, and departmental computer accounting. 4 hours per day, 20 hours per week, to be arranged.

Requirements: Bachelor's degree in computer science and/or statistics or equivalent experience preferred. Familiarity with operations of standard computer facilities as well as programming experience with SAS, SPSS and SCRIPT necessary.

Minimum Starting Salary: \$12,500/annual equivalent  
Job Number: PT229

Position: Arnot Forest Camp Manager

Department: Natural Resources - Arnot Forest

Description: Responsible for the security, maintenance and development of the Arnot Teaching and Research Campus including cabins, teaching shelters, lodge, library and sanitary building. Supervision of regular and temporary staff. 2/3 time June, July and August; 1/2 time April, May, September, October; 1/10 time November - March.

Requirements: Associate's degree in business or equivalent. Managerial and supervisory skills necessary. Good written and oral communications skills. Basic knowledge of plumbing, electricity and carpentry required. Need to reside at Camp.

Minimum Starting Salary: \$12,500/annual equivalent  
Job Number: PT214

Position: Secretary, GR18

Department: Entomology

Description: Prepare correspondence and reports; process vouchers for travel and supplies; monitor accounts and coordinate with departmental accounting; maintain files; schedule conferences on and off campus; conduct library searches and summaries. Monday Friday, 4 hours/day with flexibility until 12/31/85, position funding contingent upon grant funds.

Requirements: H.S. education or equivalent. Business or secretarial school preferred. Medium typing. One year experience in office procedures; skills in communication and coordination; ability to take initiative and operate without direct supervision.

Minimum Starting Salary: \$10,500/annual equivalent  
Job Number: C2111

Position: Office Assistant, GR17

Department: Veterinary Administration  
Description: Answer and route all incoming calls for approximately 900 employees at the College of Veterinary Medicine. Monday - Friday, 3:00 p.m. - 7:00 p.m.; Saturdays 8:00 a.m. - 12:00 noon.

Requirements: H.S. education or equivalent. Light typing. Prefer experience as telephone operator or knowledge of computerized telephone console system. Familiarity with computer terminals and knowledge of medical terminology helpful. Excellent telephone etiquette and ability to work under pressure in a complex environment.

# Calendar

Minimum Starting Salary: \$9,967/annual equivalent  
Job Number: C217

## Temporary

In addition to regular, part-time opportunities, Temporary (less than six months) positions, both full-and part-time, are available. Although many openings are clerical, there are often positions offered in other areas. As Temporary openings do not always appear in this listing, please contact Staffing Services for more information.

\*Position: Technician, GR21

Department: Diagnostic Laboratory

Description: Perform microbiological and immunological tests on specimens as requested by clinicians to aid in the diagnosis of infections in animals and humans. Monday - Thursday, 8:00 a.m. - 5:00 p.m.; Fridays 8:00 a.m. - 4:00 p.m.; Saturdays, 4 hours maximum every 7 weeks. Until November 7, 1984 (six months).

Requirements: Bachelor's degree or equivalent in clinical microbiology (license or certification not necessary but is desirable). Basic laboratory skills with emphasis on clinical microbiology and some immunology.

Minimum Starting Salary: \$12,469/annual equivalent

Job Number: T221

Position: Interviewer/Staff Assistant, T-3

Department: Arts & Sciences Admissions

Description: Interview prospective freshmen and transfer students. Complete evaluation report on each candidate. 20 hours per week, M-F to be determined, July 15 - December, 1984.

Requirements: Bachelor's degree, preferably a graduate student. Excellent interpersonal, analytical and writing skills. Knowledge of Cornell University's College of Arts & Sciences preferred, including academic programs and extracurricular offerings.

Minimum Starting Salary: \$5.00-6.00 per hour

Job Number: C216

## Academic

Please contact department directly.

\*Position: Senior Extension Associate I (CA7)

Department: Cooperative Extension -

Northern New York

Job Number: A221

All items for publication in the Calendar sections, except for Seminar notices, must be submitted (typewritten, double spaced) by mail or in person to Fran Apgar, Central Reservations, 532 Willard Straight Hall at least 10 days prior to publication. Seminar notices should be sent to Barbara Jordan-Smith, News Bureau, 110 Day Hall, by noon Friday prior to publication. Items should include the name and telephone number of a person who can be called if there are questions, and also the subheading of the calendar in which it should appear (lectures, colloquia, etc.). ALL DEADLINES WILL BE STRICTLY ENFORCED.

\*—Admission charged.

## Exhibits

Goldwin Smith History of Art Gallery

"Graphic Images." A retrospective of the works of Peter Kahn. Gallery is open 9 a.m.-4:30 p.m. Monday through Friday, through June 5. Sponsored by the Department of the History of Art at Cornell.

Herbert F. Johnson Museum

"Constructivism and the Geometric Tradition: Selections from the McCorty Corporation Collection." An exhibition tracing the development of one of the most important stylistic trends in 20th century art. Exhibition runs through June 17.

"The Watercolors of David Milne: A Survey Exhibition," through June 17. "Peter Kahn: A Retrospective Exhibition." Through June 3. The Museum is open to the public Tuesday through Sunday, 10 a.m.-5 p.m. with free admission.

## Films

Thursday

May 31, 8 p.m. \*Uris Hall Auditorium. "The Rose" (1979), directed by Mark Rydell with Bette Midler and Alan Bates.

Friday

June 1, 8 p.m. \*Uris Hall Auditorium. "Ben-Hur" (1959), directed by William Wyler, with Charlton Heston and Jack Hawkins.

Saturday

June 2, 8 p.m. \*Uris Hall Auditorium. "Five

Easy Pieces" (1970), directed by Bob Rafelson, with Jack Nicholson, Karen Black and Sally Struthers.

Sunday

June 3, 8 p.m. \*Uris Hall Auditorium. "Sunset Boulevard" (1950), directed by Billy Wilder, with William Holden and Gloria Swanson.

Monday

June 4, 8 p.m. \*Uris Hall Auditorium. "Beware of a Holy Whore" (1970), directed by Rainer W. Fassbinder, with Reiner Fassbinder and Lou Castel.

Tuesday

June 5, 8 p.m. \*Uris Hall Auditorium. "The Way We Were" (1973), directed by Sydney Pollack, with Barbara Streisand and Robert Redford.

Wednesday

June 6, 8 p.m. \*Uris Hall Auditorium. "Pather Panchali" (1954), directed by Satyajit Ray.

Thursday

June 7, 8 p.m. \*Uris Hall Auditorium. "Ball of Fire" (1947), directed by Howard Hawks, with Gary Cooper and Barbara Stanwyck.

Friday

June 8, 8 p.m. \*Uris Hall Auditorium. "West Side Story" (1961), directed by Jerome Robbins and Robert Wise, with Natalie Wood and Rita Moreno.

Saturday

June 9, 8 p.m. \*Uris Hall Auditorium. "Ragtime" (1980), directed by Martin Scorsese, with Robert DiNiro, Cathy Moriarty, Joe Pesci and Frank Vincent.

Sunday

June 10, 8 p.m. \*Uris Hall Auditorium. "A Damsel in Distress" (1937), directed by George Stevens, with Fred Astaire and Ginger Rogers.

## Lectures

Friday

June 8, 1:30 p.m. Statler Auditorium. "Beebe Lake Reflections" a talk with pictorial accompaniment, will be given by Dr. Robert Cook, Director of the Cornell Plantations. Dr. Cook will discuss the early history and development of Beebe Lake, it's importance to the Cornell Community, it's gradual decline and the forthcoming restoration. Discussion will follow. Presented by the Cornell Plantations and by the Division of Facilities and Business Operation.

June					1984	
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## Music

Bound for Glory

For the remainder of May and for the month of June, Bound for Glory will consist of folk music records played from the studios. Live shows will resume in July.

Allan H. Treman Memorial Concert

The Ninth Annual Allan H. Treman Memorial Concert will be held at the Jackson Grove on the Cornell Plantations on Saturday, June 9th at 3 p.m. The Hangovers will entertain with a cappella renditions of traditional Cornell songs. Parking is accessible through the F.R. Newman Arboretum entrance along Forest Home Drive, across from Flat Rocks. In case of rain, the concert will take place in Barnes Hall. Sponsored by the Cornell Plantations, the event is free and open to the public.

## Religious Services

Sabbath Services

Friday, June 1, 7:30 p.m. Courtyard of Anabel Taylor Hall. Edwards Room in case of rain.

Saturday, June 2, 9:15 a.m. Edwards Room. Protestant Cooperative Ministry Worship Service

Sundays, 11:15 a.m. The Chapel, Anabel Taylor Hall.

Episcopal Services

Sundays, 9:30 a.m. Anabel Taylor Chapel; Holy Eucharist; Nursery; Coffee Hour follows the service in the Founder's Room.

Lutheran

Sundays, 9:30 a.m. Worship Service at the Lutheran Church, 109 Oak Ave in College Town; Nursery available. Coffee Hour follows the service in the Fellowship Room. Holy Communion, first Sunday of every month.

Korean Church

Sundays, 3 p.m. Bilingual Worship Service, Anabel Taylor Chapel.

## Cornellian Pete Pfitzinger Whips Salazar in Marathon

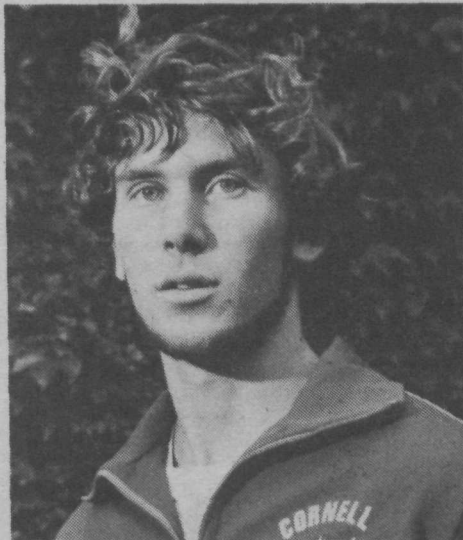
When Pete Pfitzinger surged past him to take the lead at the halfway point of the U.S. Olympic men's marathon trials, Alberto Salazar — the world's fastest marathoner — had no idea who Pfitzinger was. Salazar even had to ask another runner for the name of the relative unknown who had just taken command of the race, held on May 26 in Buffalo.

But when Pfitzinger, a 1979 Cornell graduate and a 1982 grad of the Graduate School of Management, made one last surge and outkicked Salazar to win the Olympic trials, the world famous Salazar had been officially introduced to Pete Pfitzinger.

In winning the trials, finishing atop the field of 174 runners, Pfitzinger did even more than qualify for the Summer Olympics—an honor bestowed upon only the top three finishers in the race; on that day, he established himself as a marathoning force.

Pfitzinger's winning time was two hours, 11 minutes and 43 seconds. Salazar finished in 2:11:44 and third-place finisher John Tuttle, the final Olympic qualifier, came in at 2:11:50.

What made Pfitzinger's victory even sweeter is the determination that he showed in outlasting his competition. Pfitzinger, who now lives in West Newton, Mass., remained in a pack behind a group of a dozen runners during the first 12 miles of the race. He then took the lead at the 13-mile mark, and within two miles he had pulled more than 100 yards ahead of the field. Pfitzinger's lead grew to 200 meters



PETE PFITZINGER

before he began to tire. Both Tuttle and Salazar passed him with less than a mile remaining. But Pfitzinger then staged a dramatic comeback. He first swept past Tuttle, and then overtook Salazar at the finish to win the race by just six yards.

"The amazing thing was that Pete could have easily forgotten about winning the race and just settled for third place, which was all that was necessary to qualify for the Olympics," said Cornell track and cross country coach Jack Warner, after he had heard the results of the race.

## Park Tells GSM Graduates Of His Guiding Principles

Roy H. Park, president of Park Communications Inc., which is headquartered in Ithaca, told graduates in Cornell's Graduate School of Management Sunday that ability to change course and to take pressure in stride are necessary for business success.

Park joined Dean David A. Thomas on the Bailey Hall stage for the exercises, in which 254 students were graduated.

He stressed the necessity for honesty, saying, "Integrity will help you move forward and the lack of it will topple you from the perch of whatever success you may achieve."

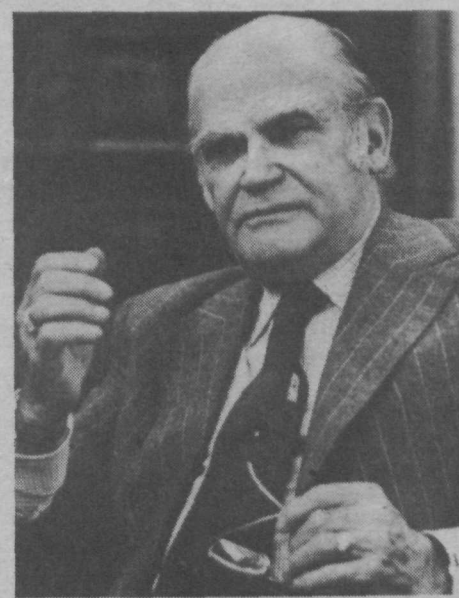
He told graduates that the basis of their business "must be high quality and prompt service...and yes, new technology. Tom Watson built IBM not only through polite but forceful salesmanship, but equally important through prompt service for the products he sold."

He concluded his personal message to the class with some personal thoughts:

"One is that you must realize that in your new highly competitive business world, you will be lonely. Basically, you'll have to solve tough problems, you'll have to be logical and unbiased in arriving at the right decisions. Your associates must realize that you are dedicated to the business."

"There are some 'isms' you should avoid like the plague: favoritism, cronyism and nepotism...."

"Finally, as night comes after day, You'll have your ups and downs. Don't gloat over your success for it may be only a



ROY H. PARK

hair's breadth from a failure. And if you fail don't whimper or give up. Pick up your shield and your sword and go into battle with renewed purpose and hopefully with an improved technique that you may have learned when you were bested."

# Bulletin of the Faculty

April 11, 1984  
110 Ives Hall

"Hope is not the lucky gift of circumstance or disposition, but a virtue like faith and love, to be practiced whether or not we find it easy or even natural, because it is necessary to our survival as human beings."

Clara Clairborne Park, as quoted by Freeman Dyson in "Reflections: Weapons and Hope, IV Concepts", The New Yorker, Feb. 27, 1984, p. 103.

The Speaker, Russell D. Martin, called the meeting to order at 4:32 p.m.

"We'll have to hold off, if there are no objections, on item number 2, relative to the approval of the slate of candidates, hoping that we do get a quorum in a few minutes, but we can proceed with comments from Dean Bugliari." 1. ANNOUNCEMENTS

Joseph B. Bugliari, Dean of the Faculty: "I just have a few brief announcements. I know it's hard to believe - the Provost questions it every time I say it - but the Faculty Handbook is still on schedule and making progress, and my most fervent hope is that we will have it out before he can retire on us, so I can give him ten copies to take away with him."

"More seriously, in the first two weeks of June, we are hoping to have some more of those faculty programs on computers that we had in the first two weeks in January. I haven't got any schedule yet, but Agelia Velleman is working on it and has promised me that we will have it soon, and we will immediately get a schedule out to you, if you're interested and would like to come. I've already reserved the rooms over in Warren Hall, so at least I know I've got those if we can put the programs together. To repeat: the hope is to have faculty programs on computers again the first two weeks in June, as we did before, and Agelia Velleman has promised us a bunch of new ones in addition to repeats of some of the favorite ones we had last time."

"Third, the review of the Stein Committee rules with respect to the review of the negative tenure decisions, negative promotion decisions and negative reappointment decisions has reached the point where we are now shooting to bring that to you at the May meeting. I sure as heck hope we can do that, too."

"One last thing - hopefully, if we get 9 more people, we'll approve the slate of candidates today, and, obviously be getting out, starting tomorrow, a set of ballots. This is an important process for the faculty in electing people to the FCR and to the other committees, but is also important, particularly this year, because we'll be electing a Faculty Trustee and a Secretary of the Faculty, two very important positions. As you know, with the new realignment that has taken place, we will only have two Faculty Trustees from now on, so this person will be one of the two when the shakedown takes place and everything under the new proposal has been completed."

"I'll answer any questions, if anyone has any." Assistant Professor Hollis Erb, Veterinary Preventive Medicine: "Which Faculty Handbook are we talking about?"

Dean Bugliari: "There was one put out in 1972, which was the last time it has been produced. It will be one for the entire University Faculty; it will be a book that can be used by faculty who are here to get general information of all kinds; and it is also one that faculty members could use to send to prospective faculty members - people that you're interested in attracting as candidates from someplace else to perhaps tell them a little bit about how we operate here at Cornell, what facilities and the like are available."

Speaker Martin: "We'll proceed to the next item, which is a report from Professor Robert Bland, Chairman of the Committee on the Professional and Economic Status of the Faculty."

## 2. REPORT OF P&ES COMMITTEE

Associate Professor Robert G. Bland, Operations Research and Industrial Engineering: "Our Committee was established by the FCR, and its charge reads as follows:

The Committee on the Professional and Economic Status of the Faculty is hereby established by the Faculty Council of Representatives.

The Committee shall prepare reports on the economic and professional status of the Faculty; prepare and review proposals for improvements in policies and procedures relating the Faculty appointment, promotion, retirement, separation, tenure and other related matters; prepare and review proposals for improving conditions of employment including salary levels, fringe benefits, leaves, consultation and interdepartmental compensation, and it shall be available to the Dean of the Faculty and others for consultation on economic

and/or professional matters. Such reports as are prepared by the Committee shall be made to the Faculty Council of Representatives.

"And I'm doing that at this moment. A written document will follow before the end of the semester."

"Our Committee enjoys the assistance of a number of administrative offices, including the Office of the Provost, the Personnel Office, the Office of Institutional Planning, the Budget Office, and, of course, the Office of the Dean of the Faculty, and we also collaborate on issues of mutual interest with the Budget Committee of the FCR."

"Let me briefly provide you with a glimpse of a variety of items that have come before us recently (see the list below) and save for the end a single item which takes the longest to discuss and also consumes a greater part of our time, that being faculty salaries."

### Changes in Benefits and Procedures

1. Health insurance carrier (endowed)
2. Long term disability insurance
3. CCTS
4. Ac. Appointments Manual
5. Policy on indemnification
6. SRA investment vehicles
7. basic pension plan?

### Under Study

7. Flexible benefits
- Course Reversed (postponed?)
8. Parking fees

### Recommendation

9. Availability of salary info.

### On-going

10. Salary and Compensation levels

### Concerns

11. a) Capital spending priorities
- b) Go to 10

"Let me begin by first calling to your attention certain changes in the benefits package and procedures related to professional and economic

## "Certain changes in the benefits package and procedures related to professional and economic status...have gone into effect...."

status that have gone into effect this year. The first, of course, is that we now have a new health insurance carrier (Aetna) for the endowed side of the University. The coverage is, basically, the same as it was before, but the administration is different since we now use a different carrier."

"The second change is that for the first time this year, and again only for endowed employees, the premiums for long-term disability insurance have been completely assumed by the University. Previously, employees were paying part of those premiums. Now the University has assumed the entire premium."

"The third change that has gone into effect is the expansion of the Cornell Children's Tuition Scholarship Program' expansion in particular of the coverage for students who are attending universities other than Cornell. I should add, by the way, that this plan is more restrictive for certain faculty, namely, assistant professors, who now have a seven-year waiting period for eligibility for that plan. It seems, however, that there are very few assistant professors who have children old enough to go to college."

"A change in procedures - the Academic Appointments Manual has been changed in a couple of ways that are consistent with motions of the FCR passed during the last year."

"Another change in procedures or policies is that last spring the University's Board of Trustees adopted a policy on indemnification of employees in circumstances where an employee is sued, and it is judged that the action that caused this suit was an action that was taken in the course of fulfilling normal job responsibilities. There is some continuing discussion over exactly how this is going to be implemented in unusual cases, and in particular, there is language in the Board of Trustees resolution that restricts the use to circumstances when employees are acting within the scope of University employment and in the performance of authorized duties. The resolution as passed gives the University sole discretion to determine whether or not a case fits the criteria. There is one member of our Committee who is working with members of the administration in attempting to set up some sort of committee that would include administrators as well as faculty and employees for the purpose of assisting in making those judgments."

"A change that has not yet gone into effect but will within a few months and one that should be

rather important to a number of people is the offering of alternative investment opportunities and investment vehicles for supplemental retirement accounts. These are tax deferred investments, and up to this moment, these investments would have been with either TIAA or CREF. A number of other institutions, including the Cornell Medical School, over recent years have expanded the opportunities by signing up other carriers and making eligible, therefore, other investment funds. As of, I think, this July, there will be four carriers in addition to TIAA/CREF and a total of approximately 40 different mutual funds in which one can invest SRA contributions. By the way, people who are not using these, and instead are saving money from their salaries, would probably be well advised to look into using this, particularly when one of the more flexible opportunities arrives this summer. It is one of the few areas where there is a special privilege for people like us who work for a non-profit institution. It is not available to the general public and helps in a small way to recover a little bit of the financial penalties that we suffer in terms of salaries at institutions such as this, compared to private profit-making institutions."

"Our Committee has recommended strongly to the Personnel Office that these opportunities of alternative investment vehicles should be extended to the basic pension plan and that is being looked into. We hope that within a year there will be opportunities for at least taking part of basic pension fund contributions and directing them to investments other than TIAA and CREF."

"A topic that is under study is the idea of having a flexible benefits package. This is sometimes called a 'cafeteria plan'. Rather than employers having fixed packages that are uniform for all employees, this would be a situation where each employee can choose from a menu of benefits where the total value of the benefits chosen would be restricted. The Personnel Office has formed an ad hoc committee that has been working and studying this very seriously. They've gotten so far

mittee has implored the administration to resume the practice of publishing this information. Last summer, several of us on the Committee met with several of the deans, and the deans expressed some of their reservations; in particular, they were concerned at that time that the publication of this sort of information in the absence of comparison information from appropriate peer institutions would perhaps cause distress beyond what need be. At that time we came to what we felt was an understanding that we would assist them and the administration in the compilation of the necessary comparative data and that finally when the data were assembled, publication would be resumed. Later in the fall, the Deans' Council discussed this issue, and I am told, came to a consensus that even in the presence of such comparative information, they still have extreme reservations. In part they were concerned with jealousies between schools and colleges. In light of those concerns, we will forward to the Deans' Council a recommendation that each dean make available to faculty within that dean's college average salaries at each of the three ranks in that college; and we also encourage the deans to provide more detailed information, such as averages over special groupings, and percentiles, as well as comparative information from other institutions."

"An ongoing topic for our Committee is salary and compensation levels, and I will remark on that in some detail in a moment. Let me first go on to talk about another area in which we have concerns."

"This area concerns the University's priorities for capital spending. It is likely that over the next five or ten years, the University will make extremely large capital investments, and at this time, at least some of us are not convinced that faculty have participated to the extent that they should in the formation of priorities among the various opportunities for capital investments. We particularly would like to make sure that the functions that really are the heart and soul of the University - the academic functions - will get the highest priorities."

"Our other major concern is faculty salary and compensation levels, so let me begin to tell you something about that topic. I can begin with a quote from the President about the seriousness of the situation at Cornell with regard to faculty salaries. Over the last ten or fifteen years, Cornell's history in improvement of salary and compensation levels for the faculty has been poor; indeed, as you will see in a moment, one needs to use the word 'improvement' in quotes. By some measures it has not been improvement, but deterioration, and in 1980, the President spoke to this body and said, '...we are the victim of a two-fold slippage. One was a national decline in purchasing power of faculty salaries and the other was a differential decline in our particular position at Cornell in comparison with other Ivy League members. That decline is real and it's painful.' He went on to say, 'I respect the need, I understand the hardship ... we've got to continue to make progress.'"

"The decline in purchasing power of which the President spoke is illustrated by this chart of average compensation and salary by rank in constant 1970 dollars from 1970 to 1982. (Appendix A attached.)"

"Over that period, beginning particularly around 1973 or 1974, there was a steady erosion in the real buying power of faculty salaries. The salary pools were incremented every year, but the increments were falling far short of the rate of inflation. Indeed, one measure of how serious this became is that at one point within this period the real earning power of the associate professors had shrunk to the level that was the earning power of the assistant professors in 1970. You can take some encouragement. This only goes up to 1982. This is the '82-'83 academic year that is the last part of the chart (pointing to chart). That is the last year for which we have AAUP data from which this chart is drawn. You can take some encouragement that for the first time in many years we see an upward movement in these curves, where, finally, salaries and compensation are beginning to gain back a small part of what was lost. However, what was lost is sizeable, so sizeable that for every one percent that would go beyond the present inflation rate, we are only going to be gaining eight tenths of a percent compared to what went on in 1970, since we lost about 20 percent over the period since 1970. We are, however, encouraged by the upward turn. There's a natural tendency to extrapolate from a downward curve like this (pointing to the period from 1973 to 1982 on the chart) and it would appear from such an extrapolation that sometime in the first half of the next century that faculty would no longer be compensated but would be paying tuition. We trust that arresting the declining trend would prevent that circumstance."

"A recommendation that will be forwarded to the Deans' Council from our Committee has to do with the availability of salary information to faculty at Cornell. Until 1979 there was an annual publication in the Cornell Chronicle of average faculty salary by rank and by college. This has not appeared for five years, and for most of those five years, the Professional and Economic Status Com-

"The next table summarizes what this in the chart is saying.

# AVERAGE SALARY AND COMPENSATION BY RANK (in \$1000).

(C.U. Endowed, 9 mo.)

1982-83	Prof.	Assoc.	Asst.
Salary	43.5	30.9	24.8
Comp.	52.4	37.0	29.9
In 1970 dollars			
	17.7	12.6	10.1
	21.4	15.1	12.2
70-1 Averages			
	21.5	15.1	11.9
	25.1	17.8	14.1
% Decline (before taxes)			
	18%	17%	15%
	15%	15%	13%

These are the average salary levels and average compensation levels of each of the three ranks in 1982-83. Again, only for the endowed division and only nine month salaries. I should explain that because of the variation within Cornell of the administrative units, it has been of particular concern that we monitor endowed salaries, the reason being that the salary increments for the pool in the statutory division are essentially determined elsewhere, whereas with the exception of a few units — such as the Law School or the School of Management that are essentially independent financially, for the rest of the endowed division, the Board of Trustees and the Administration determine their salary increments, the increments in the entire salary pool. I will try to present some information about the plight of the statutory units as well, but for the moment, these data come from the endowed. The salary levels and compensation levels for each of the three ranks as reported by the AAUP are given (referring to chart). If we deflate those to 1970 buying power, those are the resulting numbers. The 43.5 thousand dollars that is the average salary for full professors for nine months actually translates to 17.7 thousand dollars in 1970 buying power. However, in the 1970-71 academic year, the average salary for full professors for nine months was \$21,500. So, you see there is a noticeable slippage in how well full professors on the average are being compensated. The decline since 1970 is given in percentages. The decline before taxes in gross income from nine-month salary shows a loss of about 18% for full professors, slightly less than 18% for assistant and associate professors, and the decline in compensation levels is approximately 15% for full and associate professors and 13% for assistant professors. This, of course, takes into account the fact that in the last year, we gained back some lost ground, the increments were larger than the rate of inflation. The year previous to this the levels of the losses were on the order of 20%. Keep in mind that these are the losses before taxes. Present salaries, though lower than in 1970 in real purchasing power, are much higher than in 1970 in the raw total, which puts you in higher tax brackets. You thus end up paying more in taxes, and the loss after taxes is considerably larger still than indicated here. Last year, we had estimated, for example, that the loss in disposable income for full professors was on the order of 30%. Now, it would be less than that this year for two reasons: the decrease in the marginal tax rates; and an improvement in our position relative to inflation. But one should keep in mind that this is a very grave situation, and it was this in part that led the President to make the remark I quoted earlier.

"For your information, I will talk more in a little while about 83-84. The AAUP numbers for 83-84 are not out, but these are the numbers that we have from the administration. The average salaries in thousands of dollars for the professors, associate professors, and assistant professors in the endowed colleges are 47.7, 33.5, and 27.4, respectively. We only have salary; we don't have compensation.

"I should remark, by the way, that of course the country as a whole has suffered with inflation over this same period, and so perhaps it's not surprising that faculty salaries declined by something on the order of 18% during this period. However, the AAUP has studied such comparable professions as engineers, accountants, etc., and they said the slippage over the same period for that group is 4.3% as opposed to the near 20% for faculty. Our loss against inflation, by the way, is one that is consistent with the experience of faculty across the country as a whole.

"Now, there is a second part to the President's remarks. The first part was that we had lost ground with respect to constant buying power. The second part of the remark was that we had also slipped with respect to peer institutions. There are different ways of choosing who your peers are and over the years the University has

had a variety of choices of peer groups. There is at least one peer group that has been a common source for comparative information in the last couple of years, and this group was put together by the administration. It consists of the 27 largest U.S. universities — largest here is measured by the annual production of Ph.D.'s. Since the University is using this peer group as a measure for endowed faculty salaries, the members of our Committee would like also to make comparisons with the institutions among those 27 that are, like Cornell's endowed colleges, private. And there are 11 in this group of 27 that are private, including Cornell. Let me remark at this time on the 82-83 numbers.

82-83				
Standing Among "Peers"				
83-84				
A: 27 - largest (in number of Ph.D.'s awarded)				
U.S. Universities				
B: 11 - largest private U.S. Universities				
A	Prof.	Assoc.	Asst.	Average
82-83	11/27	10 1/2/27	12/27	10/27
83-84	10/27	6/27	9/27	8/27
B				
82-83	10/11	8/11	9/11	9/11
83-84 (?)	10/11	6/11	8/11	7/11

We'll talk a little more later about the 83-84 numbers. As of 82-83, among the 27, in average full professor salaries, Cornell ranked 11th of those 27. Associate professors tied for tenth, assistant professors ranked tenth, and the average overall faculty at Cornell was tenth out of 27. Tenth by the way is a bit deceiving. In spite of the fact that full professors at Cornell are paid worse than they are at a lot of other institutions, there tends to be a greater proportion of full professors at Cornell among all the faculty than at many other institutions. Even though the full professors here are not doing as well as other places, they are doing better than associate and assistant professors in those places, and that skews the average in such a way that this number 10 is actually smaller than if you computed a weighted average comparing, for instance, what does it cost Cornell to pay at each of the three ranks the average salaries the other universities pay their three ranks. For example, in recent years the University of Southern California has paid better than Cornell at all three ranks, but has a lower overall average salary.

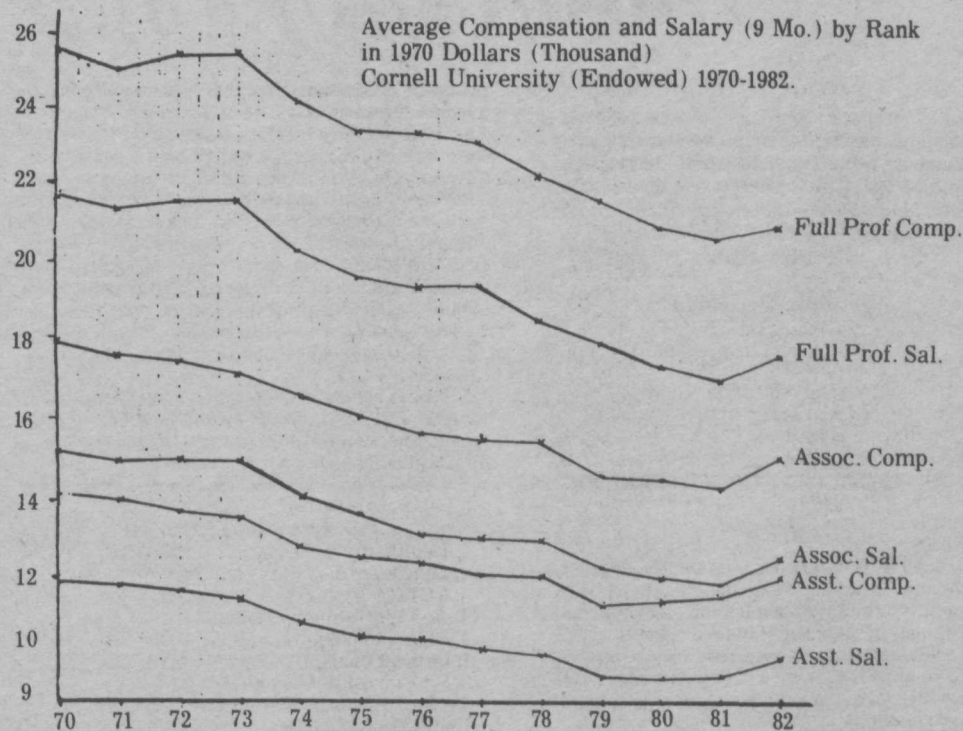
"If we switch our attention to the private universities among these 27, of which there are

## "At the beginning of the 1970s, Cornell enjoyed a much higher status in the ranking among peer institutions."

11, then the situation is worse still. In 82-83, the full professor average salary at Cornell ranked 10 out of 11. Believe it or not, that was an improvement over 81-82. Associate professor salary ranked 8th out of 11 and assistant professor salary ranked 9th out of 11, and the average over all ranks was ninth.

"Well, this is the second part of what the President was speaking about. At the beginning of the 1970's, Cornell enjoyed a much higher status in the ranking among peer institutions. A further measure of the deterioration is that in 1970 among these 27 institutions, there are only 3 that paid higher average salaries than Cornell at every one of the three professorial ranks. By 1981 that number went from 3 to 10 that paid better than Cornell at all three ranks. In the group of the ten other private institutions, 3 out of those 10 paid better at all three ranks in 1970, and 7 out of 10 paid better at all three ranks in 1981, 9 out of 10 paying better at at least two of the three ranks. So, our status with respect to peers has slipped.

"In recognition of these dire circumstances, the administration took a very serious look at the salary and compensation levels. In the spring of 1981, Provost Kennedy spoke to the University Faculty, and he estimated that our salary levels were 6% below where they should have been with respect to peers. He remarked that we couldn't make that up in a single year, but he said, 'we're setting our targets to do it over a three-year period,' at two percent a year above the peers. In the following fall, he reiterated this although he said that they would use inflation as the measure, as perhaps it would be difficult to assess what the peers might be doing in any given academic year. He cautioned that two percent above inflation might not get us two percent above peers because peers had also noticed their slippage against inflation and were also trying to make up ground. He also remarked that, theoretically at least, if inflation came down, the University



should be able to do better. He went on to say that 'to provide adequate financial aid and adequate compensation for the faculty and staff are the two most important goals,' and that 'our primary objective is to be competitive with peer institutions.' Also, at about this time there was a very interesting remark on this issue from the Academic Affairs Committee and the Board of Trustees. They issued a report that said among other things, the following: 'it is most important to set level of increases, as has been done, high enough to continue to close the gap between faculty salary levels in the endowed colleges at Cornell and those Ivy institutions with higher faculty salaries.' They went on to call for restoring the purchasing power of faculty salaries' and they concluded with the remark, 'We encourage the administration to articulate a plan for developing the necessary new funding and reallocation of funds to support this long-term goal.'

areas. Among that group of 48 institutions, full professor salaries at Cornell are one percent below the average for the group, and assistant and associate professor salary levels are a little over one percent above the average. On the whole, the University is below average — weighted average — among the group of 48 institutions.

"Let me show you some measures of progress or lack of progress, depending on how you interpret them. In New York State, last year's AAUP report for 1981-82 had full professor salaries at Cornell ranked 25th in the State among those institutions that report to the AAUP; associate professors are 31st on the list; and assistant professors are 21st. Now, by 1982-83 these numbers appear to have improved, although one would think that in New York State, Cornell should do better than that (full professors 14th, associate professors tied for 25th, and assistant professors 19th). One also needs to take into account that the principal cause of the improvement in the ranks has to do with the fact that a large number of institutions that were ranked ahead of Cornell in 1981-82 did not report in 82-83. Among those institutions that are doing better in at least one category; that is, at least one rank at either compensation or salary, are Erie Community College, Dutchess County Community College, Orange County Community College and SUNY Brockport. Westchester Community College is an interesting case. They did a lot better than Cornell in certain categories, in part, we're told, because of the expense of living in Westchester. However, the sizes of the differences I think are actually astonishing. The assistant professor compensation levels on the average at Westchester Community College are larger than at Cornell by more than \$9,000 a year. The number for associate professors is almost as large. Now a comparison with SUNY centers — Stony Brook, Buffalo, Albany, and Binghamton — the four university centers in the SUNY system:

### 1982-83 Comparison with SUNY Centers

Professor	Compensation	Associate Prof.	Compensation	Assistant Prof.	Compensation
Salary	Salary	Salary	Salary	Salary	Salary
Stony B.	Stony B.	Stony B.	Stony B.	Stony B.	Stony B.
Buffalo	Buffalo	Buffalo	Buffalo	Buffalo	Buffalo
Albany	Albany	Albany	Albany	Albany	Albany
C.U. End.	C.U. End.	C.U. End.	C.U. End.	C.U. End.	C.U. End.
Bing.	Bing.	Bing.	Bing.	Bing.	Bing.
C.U. Stat.	C.U. Stat.	C.U. Stat.	C.U. Stat.	C.U. Stat.	C.U. Stat.

Ranked from highest to lowest in average salary and average compensation.

First, full professors — if we rank Cornell endowed and Cornell statutory along with those four, Cornell endowed ranks fourth, just ahead of Binghamton, and statutory average salary levels for professors is the lowest. In compensation levels for full professors, the endowed and statutory full professors tie for average compensation level at the bottom of the list. The situation for associate professors is similarly shown here where Cornell endowed and Cornell statutory and endowed switch positions with respect to one another in moving from salary to compensation at the very bottom of the lists. Assistant professors at Cornell are doing a little better than associate and full professors with respect to the SUNY centers.

"Why has this deterioration occurred in spite

Continued on Page 10

# Bulletin of the Faculty

## Continued from Page 9

of the fact that the increases the past few years have appeared to be generous when viewed outside of the longer history that I have just summarized? The answer is, of course, that other institutions have also been trying to make up for ground lost against inflation. As an example of this, look at the increment that went into effect in 1982-83 which averaged 10.7% for the endowed faculty, well ahead of inflation. However, the AAUP reports that at the Category 1 private institutions, 54.7% of all faculty got increases of at least 10%, and 46.1% of the institutions provided average increments greater than 10%. So, we made up a little ground against inflation, but we didn't make up the ground we expected against peers. We estimate — and this

**"...the cost of living in Ithaca should be much less than it is in some of the places with which we compete..."**

of course depends on information we get from the administration, on the present perception on what's going on with the expected salary increments at other institutions — we estimate that the effect of the proposal for this year that would increase the base by the end of next year by 8% will leave us short of the goal of the 80th percentile by something between \$1,000 and \$1,600 per faculty member. Whether it's \$1,000 or \$1,600 depends on whose point of view you take. The Vice Provost, Jim Spencer, does not have the same view as Alan McAdams on the Budget Committee and I on how to treat a rather remarkable situation that is going on at the University of California, where fringe benefits are being shifted to salary. Even after the shift their fringe benefits will continue to be much larger than Cornell's, according to the AAUP. This has the result that UCLA, previously below us in the ranking, will move ahead of us, and ahead of the institutions that we perceived to be at the 80th percentile.

"If Jim Spencer were here, which, unfortunately, he isn't, he would certainly remark when given the opportunity on the fact that the cost of living in Ithaca should be less than it is in some of the places with which we compete, and that's why Cornell shouldn't be expected to pay that high a salary.

"In the most recent information that we have, the 1982 cost of living from the United States Bureau of Labor Statistics, this is not really borne out. There are a few places that have substantially higher costs of living than Buffalo, which we presume to be close to Ithaca in cost of living. But not all that many and not that much, and there are quite a few more that are lower by an equal amount. Furthermore, I think it should be apparent from the list of institutions around upstate New York that are paying better than Cornell, that there is something more going on than the cost of living. Furthermore, I would point out that in the recruitment of faculty from other places we don't often have great success with the line, 'If you come here, your cost of living will be lowered.' We have not had a lot of success, for example, recruiting people from the San Francisco area. They often infer that the cost of housing may be lower because fewer people are interested in living here. Also, at Cornell, if expenses are lower for us, they also should be lower for the University, and therefore, should make room in the budget for things like faculty salaries.

"So, the bottom line at the moment is that over the last few years there has been some progress, but the progress has not been as rapid as we had hoped; it has not been rapid enough to close the gap between Cornell and the targeted level among the peers. What we would like to see is a renewed commitment from the administration to close that gap, and vigorous pursuit of that goal. I don't think that it really can be said any better than the Board of Trustees Academic Affairs Committee said it in the report quoted earlier.

"After talking about the need for recovering some of the loss of real income and the need of closing the gap, it went on to say, 'We encourage the administration to articulate a plan to develop the necessary new funding and reallocation of funds to support this goal.' I certainly endorse that.

"The last category in my initial list of what I wanted to discuss with you was concerns, and among the two concerns listed was faculty salaries. I hope you appreciate now why it is a great concern for us."

Speaker Martin: "Are there any questions for Professor Bland?"

Dean Bugliari: "Bill Gurowitz left, but he left me with a note, which I should read into the record. He said that the administration has heard the faculty concerns with respect to parking, and is looking at what to do, that they will not implement the full increases and the question is, 'should we increase and at what level.' Also, they will not reduce the University's subsidy substantially. They are at this moment reconsidering and will get together with the faculty committees to discuss their ideas before any increase is implemented."

Speaker Martin: "We do now have a quorum, so we will back up to the matter of the presentation and approval of the slate of candidates."

## 3. APPROVAL OF SLATE OF CANDIDATES

Dean Bugliari asked if there were any additions to the slate of candidates. Professor Thor Rhodin was nominated and seconded for the Professional and Economic Status of the Faculty Committee.

The slate of candidates was approved as follows:

SECRETARY OF THE UNIVERSITY FACULTY - 3-year term: Frederick T. Bent, Associate Professor, Graduate School of Management; Francine A. Herman, Associate Professor, School of Hotel Administration.

FACULTY TRUSTEE - 1 vacancy, 4-year term: Jennie T. Farley, Associate Professor, Industrial and Labor Relations; Olan D. Forker, Professor and Chairman, Agricultural Economics; Lee C. Lee, Associate Professor, Human Development and Family Studies; Alan K. McAdams, Associate Professor, Graduate School of Management; Henry N. Ricciuti, Professor and Chairman, Human Development and Family Studies; Yervant Terzian, Professor and Chairman, Astronomy.

AT-LARGE MEMBER, FCR - 4 vacancies, 3-year term: Robert D. Boynton, Associate Professor, Agricultural Economics; Stephen J. Ceci, Associate Professor, Human Development and Family Studies; Robert M. Cotts, Professor, Physics; Edward M. Gunn, Associate Professor, Asian Studies; Peter Harriott, Fred H. Rhodes Professor of Chemical Engineering; Andrew Ramage, Associate Professor and Chairman, History of Art.

REVIEW AND PROCEDURES COMMITTEE - 3 vacancies, 3-year term: Sander L. Gilman, Professor of German Literature and Humane Studies and Professor of Psychiatry (History); James W. Mayer, Francis Norwood Bard Professor of Materials Science and Engineering; Edward R. Ostrander, Associate Professor, Design and Environmental Analysis; Richard M. Talman, Professor, Physics.

NOMINATIONS AND ELECTIONS COMMITTEE - 3 vacancies, 3-year term: Barry B. Adams, Professor, English; Edward S. Flash, Jr., Associate Professor, Graduate School of Management; Eleanor H. Jorden, Mary Donlon Alger Professor of Linguistics; Mary A. Morrison, Professor, Nutritional Sciences; Francis W. Saul, Associate Professor, Architecture.

MEMBERSHIP OF THE UNIVERSITY FACULTY - 1 vacancy, 3-year term: Mary Purchase, Professor, Design and Environmental Analysis; Leo M. Renaghan, Associate Professor, Hotel Administration; Ruth Schwarte, Professor, Nutritional Sciences.

ACADEMIC PROGRAMS AND POLICIES COMMITTEE - 1 vacancy, 3-year term: David F. Delchamps, Assistant Professor, Electrical Engineering; Donald C. Graham, Associate Professor, Food Science; Donald B. Zilversmit, Professor, Nutritional Sciences.

FREEDOM OF TEACHING AND LEARNING COMMITTEE - 2 vacancies, 3-year term: Roy Alvarez, Assistant Professor, Hotel Administration; Urie Bronfenbrenner, Jacob Gould Schurman Professor, Human Development and Family Studies and Psychology; John L. Ford, Associate Professor, Human Service Studies; David I. Grossvogel, Goldwin Smith Professor of Comparative Literature and Romance Studies.

MINORITY EDUCATION COMMITTEE - 1 vacancy, 3-year term: Chih Chang Chu, Assistant Professor, Design and Environmental Analysis; Sally McConnell-Ginet, Associate Professor, Modern Languages and Linguistics.

PHYSICAL EDUCATION COMMITTEE - 1 vacancy, 3-year term: William E. Drake, Professor, Education; Daphne Roe, Professor, Nutritional Sciences.

PROFESSIONAL AND ECONOMIC STATUS OF THE FACULTY COMMITTEE - 2 vacancies, 3-year term: Ronald G. Ehrenberg, Professor of Economics, Arts and Sciences, and Labor Economics, ILR; Jay Orear, Professor, Physics; Thor N. Rhodin, Professor, Applied and Engineering Physics; Richard E. Schuler, Associate Professor, Economics, Arts and Sciences and Civil and Environmental Engineering, College of Engineering.

RESEARCH POLICIES COMMITTEE - 1 vacancy, 3-year term: Donald T. Farley, Professor, Electrical Engineering; George T. Milkovich, Professor, Industrial and Labor Relations; John F. Wootton, Professor, Veterinary Physiology.

RESEARCH POLICIES COMMITTEE - 1 non-tenured vacancy, 3-year term: Gregory S. Ezra, Assistant Professor, Chemistry; Thomas A. Gavin, Assistant Professor, Natural Resources; Kevin Karplus, Assistant Professor, Computer Science.

UNIVERSITY-ROTC RELATIONSHIPS COMMITTEE - 2 vacancies, 3-year term: Stephen M. Parrish, Professor, English; David Pimentel, Professor, Entomology; Gary D. Sloan, Assistant Professor, Design and Environmental Analysis.

COUNCIL ON PHYSICAL EDUCATION AND ATHLETICS - 1 vacancy, 3-year term: Franklin K. Moore, Joseph C. Ford Professor of Mechanical Engineering; Charles E. Short, Professor, Clinical Sciences; Robert Stern, Associate Professor, Industrial and Labor Relations.

UNIVERSITY ASSEMBLY - 4 vacancies, 2-year term beginning June 1, 1984: Thomas J. Kelly, Assistant Professor, Hotel Administration; David A. Levitsky, Associate Professor, Nutritional Sciences; Andy L. Ruina, Assistant Professor, Theoretical and Applied Mechanics; Peter Schwartz, Assistant Professor, Design and Environmental Analysis; John E.H. Sherry, Associate Professor, Hotel Administration.

The Speaker asked if there was further business.

Dean Bugliari: "Perhaps the Provost would like to say something?"

Provost Kennedy: "Well, the obvious thing is,

**"Someday I'm going to put on the board the graph of salary increases from 1960-1984 and it will be quite a different picture."**

'why haven't we met the increase in the salary commitment that we indicated several years ago.' The answer is very simple. We simply don't have the money. We have been pushing tuition up at a very substantial rate. We have done remarkably well in comparison with other universities in generating increased gifts and other funds, but the actual size of the endowment of Cornell University unfortunately is relatively small, especially if you put it on per student or per faculty basis compared to those at some of the private universities. In addition to increasing salaries, which certainly is a high-priority area for us, there's also interest on the part of faculty, and rightfully so, of increased support for the libraries, renovation of laboratories, new facilities, better computer facilities, and we also

have, if we're going to remain competitive in attracting quality students, the task before us of improving the general campus life facilities - dormitories, athletic facilities, and other areas.

"In brief, the demands on the University are enormous and we felt, looking at inflation and the concerns of many families, that we wanted to hold tuition increase no greater than 8% on the endowed units. Actually, it's going to be slightly higher than that in the statutory colleges. That simply does not yield enough money to do everything we would like to do, and it is a question. Obviously, if we said salary was the most important thing by a very significant margin over everything else, we could provide larger salaries, but there would be a reduction in the library, there would be less advance in computer facilities, we would not be making commitments to upgrade certain laboratories or to add new facilities, which we are doing. I think in the long run we'd even be a poorer institution than we are if we don't meet the desires of everyone on salary increases. This is not easy to say before the faculty, but that is the way we see it, and we've weighed all of this. The demands for financial aid, to use one example, are enormous; they are going to be increased 18% this year, and we will still not be competitive with a number of peer institutions in terms of the smallness of the self-help requirement. Our self-help requirement is going to be significantly larger. And is it in the best interest of the University to take less qualified students or do we want to try to maintain the richness that we have?

"Just one final jab because I can't resist it, Bob. Someday I'm going to put on the board the graph of the salary increases from 1960 to 1984, and it will be quite a different picture. During the decade of the sixties, faculty gained in purchasing power very significantly. There's no question: purchasing power has declined, we know that. Faculty across the United States will, as you've shown, gain in 83-84, and I'm sure will gain again in 84-85 in terms of purchasing power; but we haven't gained on our peers simply because all institutions have also seen this as being a need, and in retrospect when we made these statements two or three years ago, we should have been wise enough to anticipate that other universities would also be increasing their salaries at 2 or 3 percent above inflation rate.

Perhaps we were naive at the time; we certainly weren't deliberate in thinking that if we could go 2 or 3 percent above the inflation rate that we would make a gain on peer institutions, but this we have not done. We haven't lost ground; we have actually made a small gain overall, but it's not where we want to be, and I'm not going to defend it. We all regret that we haven't done better, but as I have already stated, there are many other demands besides just salaries, and I think that they are in terms of maintaining the environment at this institution that the faculty by and large wants. Congratulations to the new Provost-elect. See what you're inheriting?"

There being no further business, the meeting was adjourned at 5:51 p.m.

Respectfully submitted,  
Francine A. Herman, Secretary

## Reunion Runs of Five and Two Miles To Go Through Campus, Plantations

Reunion will be celebrated next weekend with many events, including this year a Reunion Run on Saturday morning, June 9, of either five miles or two miles depending on the endurance of the runner.

The runs will both begin from the bus stop on East Avenue near the entrance to Clark Hall.

The two-mile event will be a flat route through center campus to Campus Road, around Barton Hall on Garden Avenue, onto Tower Road to the turnaround point at the traffic booth near Stocking Hall, and return to the finish line on East Avenue via the same route.

The five-mile event will be scenic, out

Tower Road, through Parking Lot B onto Caldwell Road to Plantation Road, through the F. R. Newman Arboretum, returning to the finish line on East Avenue via Plantation Road and Forest Home Drive bordering Beebe Lake.

Members of the Ithaca and campus communities may join alumni for the run for a \$5 entry fee. Because of the lateness of information, local registrants should call 257-1511 today, in order to receive a T shirt for the race.

## Judicial Administrator

### Case Summaries for April 1984

No. of Defendants:	Violation:	Penalty:
1	theft of merchandise from Campus Store	Written Reprimand (WR) and a fine of \$83.75 or 25 hours of Community Service (CS)
1	refusal to comply with a lawful order of a University official	WR; and \$27 fine or 8 hrs CS
1	theft of a "U" parking permit	WR; 20 hrs CS with 15 hrs suspended
2	failure to comply with lawful order of RHD	WR; \$27 or 8 hrs CS+ order to comply with RHD orders in the future
1	taking food from Co-Op	WR; 5 hrs CS
1	removing pages from magazine	WR; 40 hrs CS with 10 suspended
1	removing pages from bound volume in Uris Library	WR; 40 hrs CS and \$7.75 restitution
5	failure to comply with order of Dean of Students to disperse from Barnes Hall	WR; 25 hrs CS
1	misuse of Co-Op privileges	WR; 7 hrs CS
2	theft of food from a dining hall	WR; \$23 or 7 hrs CS
1	theft of a beer pitcher from Noyes Pub	WR; 15 hrs CS
2	harassment and damage to property belonging to another	WR; 15 hrs CS
1	misuse of someone else's Co-Op Card	WR; 7 hrs CS
1	endangerment to persons & property by lighting fireworks	WR; 37 hrs CS
1	possession of stolen floating "U" parking permit	WR; 30 hrs CS with 10 hrs suspended
1	misuse of a daily visitor's parking permit	WR; \$50 with \$25 susp.
1	harassment of another person	WR; 20 hrs CS with 8 in the Alcohol Abuse Program
1	harassment of another person	WR; 10 hrs CS
1	damaging door in Noyes Center	WR; 20 hrs CS and \$150.55 restitution
1	alteration of temporary medical parking permit	WR

## Some 'Snapshots'

Continued from Page 1

seniors "...you will remember nights spent solving the world's problems in the company of your friends...." A father in yellow pants and blue blazer...An Architecture grad in green: hands, feet, legs, mortar board....People waiting, looking for others....

Prof. Bob Cooke leading the academic procession, preceded by Public Safety Director Bill McDaniel carrying a two-way radio and wearing a large badge on his

### 'U'-Type Bicycle Locks Superior, Safety Says

According to statistics on bicycle thefts compiled by Cornell University's Department of Public Safety solid "U"-type bike locks are far superior to any other kind of protective lock, including cables or chains.

Bicycle thefts for the 10-month period were down 27 percent from the same period during the previous year, when 44 were reported missing, according to Lieutenant Theodore Pless, crime prevention manager for safety. This decrease is attributed to increased use of "U" locks.

Of 32 bikes stolen on campus for the 10-month period of July 1 through April 30, 21 were locked with "inferior locks, cables or chains," says Pless.

The other 11 bikes were stolen because they were not secured at all or were improperly secured. Two of these bicycles were improperly secured with "U" locks, he said. One was lifted off a straight post.

He said that so far this fiscal year 15 bikes were stolen from the university's west campus area, eight from central campus, six from north campus and three from east campus.

breast pocket....People coming from, moving in, all directions in Schoellkopf....A woman in Section EA waving a yellow jacket to attract someone's attention....Applause for the first "Thanks Mom & Dad" banner....Soft, white clouds....Balloons, bubbles.... Commencement committee workers meeting in small groups, trying to deter photographers, directing pedestrian traffic....A couple of grads with leashed dogs....A sign: "It's Over" ....Flowers and funny hats....Graduates waving their arms in time to Pomp and Circumstance....First one small group, then another, running up to President Frank Rhodes to have their pictures taken with him....Applause from the audience as Rhodes nears midfield in Schoellkopf; Rhodes applauding the audience....

Thousands of people on the field: waiting, looking, hand-shaking, kissing, hugging, crying.

## Commencement

Continued from Page 1

with more restraint than the bachelors who followed.

Industrial and labor relations graduates were the first to pop "carbonated beverages," but they were quickly outdone by Hotelies. Humeccies released balloons; architects threw play money, engineers computer cards. Aggies and Artsies just roared.

And minutes later, after the Alma Mater and Evening Song, the event that Rhodes called "part ceremony, part carnival, part festival," was over once again.

## Operating Plan for 1984-85 Calls for \$612 Million Budget

An operating plan that balances income and expenditures for all of the university at \$612.7 million during 1984-85 was adopted Saturday by the Board of Trustees. This is up from \$563.1 million in the operating plan for 1983-84.

Of the \$612.7 million, operating plans for the various sectors total \$317.7 million for the endowed colleges and central services in Ithaca, \$174.9 million for the statutory colleges and \$120.1 million for the Medical College in New York City.

This year's operating plan for the endowed units at Ithaca contains a conditional budget, which includes items not incorporated in the approved spending program, but needs which may be met if appropriate sources of funds are identified during the year and, in some cases, additional research confirms the need.

The conditional budget identifies top priorities as minority affairs, the Common Learning Program, selective mid-year salary increases for faculty and staff, and facilities maintenance and improvements.

It was specified that these priorities are tentative and may be adjusted during the 1984-85 fiscal year.

In his covering memorandum to members of the board, President Frank Rhodes said, in part:

"We are pleased that the State Legislature has increased eligibility and funding levels for the Tuition Assistance Program (TAP). This action will provide significant relief of university funds in providing financial aid to students...."

"The 1984-85 general-purpose budget for the endowed colleges and central support services at Ithaca is again in balance; one element in achieving this balance was a tightening of allocations to support sectors.

"The projections for 1985-86 and 1986-87 are not presently in balance. These are expected to be brought into balance by selective reductions guided by the results of longer-range planning and intensive reviews of various support operations...."

"In the statutory sector, we were very pleased that SUNY supported a \$600,000 increase in maintenance funding as the first of three steps in correcting a \$1.8 million shortfall from the funding level at SUNY Centers.

"We were less pleased that the Executive Budget reduced the requested 1984-85 maintenance increase to \$200,000; we are optimistic, however, that with effective documentation of the situation, this first step will be followed by additional increases to bring the maintenance of statutory facilities to a responsible level.

"The Legislature, I am particularly happy to report, recognized the problems of the College of Veterinary Medicine and provided an additional \$1.75 million in operating funds.

"It should be noted that from the Legislative restoration of 391 positions to State University, SUNY allocated 13 of these to the statutory colleges. These are in addition to the 20 new state-funded positions provided by the increased funding for the Veterinary College."

## People

Nancy C. Saltford, associate dean of the State College of Human Ecology has received the Distinguished Service Award from the College of Agriculture and Forestry at West Virginia University. The award was presented at the College's Annual Alumni dinner in Morgantown on April 13. At Cornell since 1961, Saltford has been associate dean and assistant director of Cornell's Agricultural Experiment Station since 1980. She also holds a joint appointment as professor in the department of consumer economics and housing and the department of design and environmental analysis, and has served as acting chair of the department of design and environmental analysis.

Joanna Dougherty, a recent graduate of the College of Architecture, Art and Planning, has received a \$6,870 grant from the Graham Foundation for Advanced Studies in the Fine Arts. She will use the grant to continue research on a proposed book that expands the topic of her master's thesis in landscape architecture. She will research eighteenth century town planning in France and Napoleonic town planning in Italy while studying in Europe during the summers of 1984 and 1985.

Lin Compton, associate professor of extension and adult education in the State College of Agriculture and Life Sciences, has been honored with an award under the 1984-85 Fulbright Program in Thailand. For one year, beginning in June, 1984, during sabbatic leave from Cornell, Compton will serve as a consultant to the director of the Social Science Research and Development Institute at Kohn Kaen University. He also will focus on research and extension activities dealing with farming systems and irrigation and water management at the university.

Robert R. Morrow, an internationally recognized authority on maple syrup production, has been elected professor of forestry, emeritus. He retired in 1983 after 34

years of service in the department of natural resources in the State College of Agriculture and Life Sciences. Morrow is known best for his pioneering work on maple syrup production, especially sugar bush management. Among his research accomplishments is the application of a modern sap collection system using plastic tubing and natural vacuum. He also contributed to the application of energy saving methods for the evaporation of sap. He directed Cornell's sugar bush project at the Uihlein-Cornell Experimental Sugar Bush at Lake Placid from its inception in 1965 until 1983.

Alton Meister, M.D., professor and chairman of the Department of Biochemistry at Cornell University Medical College, will be honored with the William C. Rose Award in Biochemistry by the American Society of Biological Chemists in June. The award honors his research on amino acids and glutathione. Earlier this year, Dr. Meister was invited to deliver the Baird-Hastings Distinguished Lecture in Biochemistry at the Scripps Clinic and Research Foundation in La Jolla, California.

Debra E. Turner has been named Director of Noyes Center. Turner is a graduate of the University of North Carolina at Greensborough, with a bachelor's degree in psychology and women's studies and a master of public affairs. She has served as an Assistant Director of Admissions and Assistant Dean of Students at the University of North Carolina at Greensborough and more recently as Program Advisor for the Texas Union at the University of Texas at Austin. Turner has been active in the Association of College Unions-International for several years and currently serves as chair of its Committee on Minority Programs.

# Brief Reports

## Highway Officials Will Gather Here

More than 500 highway officials and other local government representatives from cities, towns, and villages across New York state are expected to attend the 1980 School for Highway Superintendents here June 4-6.

Other local government officials invited to the annual school include town board members, town supervisors, and public works personnel, according to the program coordinator, Lynne H. Irwin, a highway research engineer in the State College of Agriculture and Life Sciences.

Irwin directs Cornell's Local Roads Program which provides technical assistance to highway and public works officials in New York state.

Sponsored jointly by the Town and County Officers Training School of the State of New York and Cornell, the annual training school, now in its 39th year, brings participants up to date on the latest technical developments and legal information on road construction, maintenance, and related problems.

## Memberships Open On CRC Board

Persons interested in being a member of the Cornell Recreation Club Board should submit their names, telephone numbers, and Cornell addresses to the CRC Office, 165 Day Hall by June 16.

## Soccer Day Camp Planned in August

The 12th annual Cornell Soccer Day Camp, directed by Big Red varsity coach Jack Writer, will be held on campus Aug. 20 through 24.

The camp, is open to boys and girls ages 8-18 and features a staff of area coaches and members of the Cornell varsity soccer team.

"Individual, group and team tactics will

be emphasized, age and skill groups will be maintained for instructional purposes, and experienced players will participate in an advanced group," according to Writer.

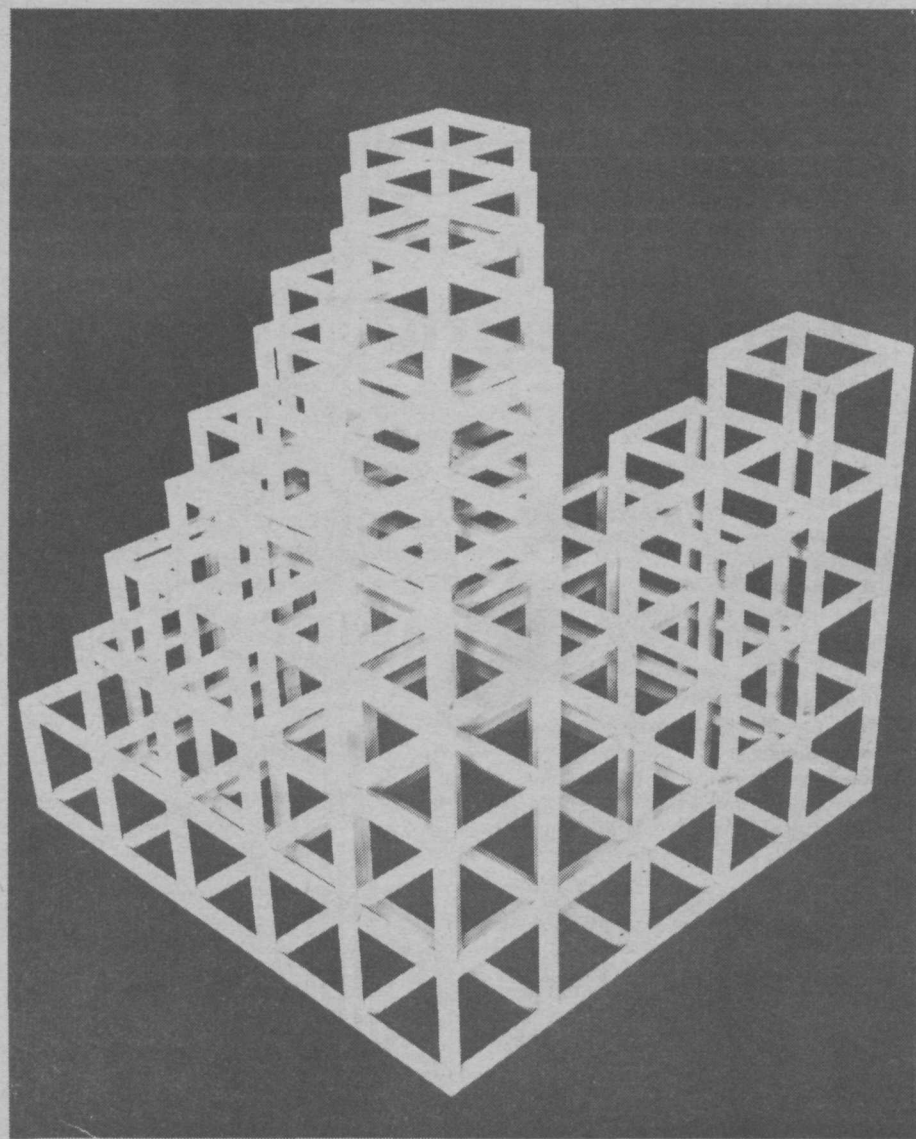
The daily routine includes a morning warmup and a circuit of skills, and use of new training films as well as World Cup soccer films from 1978 and 1982. The afternoon sessions include tactical discussions, followed by a swim period, and then a 90-minute game.

Applications for the camp, which costs \$75, are accepted on a first-come, first-served basis and can be obtained from the Cornell soccer office in Teagle Hall, or by calling the soccer office at 256-3791. Applications also can be obtained at Cullen's Sporting Goods and at both Klein's and the Athlete's Foot in Pyramid Mall.

## Women's Tennis Group Awards Prizes

The Women's Tennis Group of the Cornell University Campus Club participated in playoff tennis tournaments after a busy year of tennis in the Cornell Bubble. The purpose of this group is to provide opportunity for all women of Cornell with an interest in tennis to meet socially and play tennis at regular intervals.

Awards to winners in two doubles tournaments were made at a recent picnic party at the home of Sureyya Boothroyd, chairwoman of the 1983-84 Women's Tennis Group. She presented individual trophies to Charlotte Coffman and Sherry Snoke, champions of the advanced doubles tournament, and similar awards to Anna McCune and Lucille Minotti, winners of the intermediate doubles tournament.



"Cubic Construction: Diagonal 4 Opposite Corners 1 and 4," by Sol LeWitt, is on view at the Herbert F. Johnson Museum of Art as part of an exhibition of more than 200 paintings, drawings and sculptures tracing the development of constructivism. Organized by the McCrory Corporation, the exhibition, which is on view through June 17, presents one of the most extensive groups of constructive art ever assembled. The Johnson Museum is open 10 a.m.-5 p.m. Tuesday through Sunday.

# 'Supercomputer Culture' Just Ahead, Wilson Tells AAAS in New York City

Only by developing, mass producing and using the world's fastest supercomputers can U.S. industries be competitive in the international marketplace, Cornell University physicist Kenneth G. Wilson told a meeting of the American Association for the Advancement of Science in New York City Monday.

Speaking at the annual meeting of the AAAS, the Nobel laureate and champion of increased industrial-governmental-academic cooperation in supercomputing, heralded a coming age of the "super-computer culture." It will require a new computer language, and industrial scientists who are trained in universities to use relatively inexpensive super machines for developing new products and processes.

"Imagine being able to design, then simulate the flight of a fighter aircraft, or design and test a new miracle drug at a computer terminal in just hours or days," Wilson told the AAAS session on "Plans and Developments in Scientific Super-computing." "This is the promise of super-computers, a promise which must be realized if U.S. industry is to remain competitive in world markets."

The winner of the 1982 Nobel Prize in physics and the James A. Weeks Professor of Physical Science at Cornell, Wilson defines supercomputers as the most powerful class of computers available for scientific and engineering applications at any given time.

"The principal driving force behind the supercomputer market is switching from government laboratories to industrial users of scientific computing," Wilson said. "Behind this switch lies the attempt throughout all U.S. industry to use science to gain control of industrial design and manufacturing, to assure that conflicting product requirements for quality, long lifetimes, fuel efficiency, environmental and regulatory constraints, are met for the lowest possible cost."

"Large scale computer simulation is needed to optimize product properties and costs," according to Wilson. "A major cooperative effort between industrial research, industrial computer marketing, universities and governments is needed to support this industrial goal."

But so far, supercomputer installations in this country have been limited to government applications and a few industries using the powerful machines for computer modeling, as in the flow of oil from underground reservoirs or aircraft flight. Many Fortune 500 companies have neither super-computers nor industrial designers trained to use them.

"One prerequisite for the supercomputer age is that supercomputer manufacturers be prepared to mass produce them by tens of thousands at a reasonable cost," Wilson said. "Today, extraordinary advances in silicon chip design have provided the technological base needed to design mass-

produced supercomputers for under one million dollars each," he said, predicting major sales of supercomputers in the next few years at prices not much above today's superminicomputers.

Other key points Wilson made in his talk, "Supercomputing: Cooperation with Industry":

— It is urgent that university Ph.D. students gain experience with super-computers while they are graduate students so that they will bring the advantages of the "supercomputer culture" to industry;

— Unless a company has an adequate base of application programs that would benefit from a supercomputer, there is no point in buying one. A new computer language understandable to scientists, such as that being developed by Cornell's "Gibbs Project," must be created to substitute for FORTRAN in the scientific-engineering programming process;

— A single computer communications network is needed to provide improved daily communications between all groups working with supercomputers. Until the national network is in place, those interested in supercomputing require interdisciplinary conferences such as the upcoming one sponsored by the National Bureau of Standards, on "Forefronts of Large-Scale Computational Problems," to be held June 25-27 at the NBS Administration Building, Gaithersburg, Md.

## Community Fireworks Show Will Be July 2

The annual community fireworks show will be held Monday, July 2, at Cornell's Schoellkopf Field, with a rain date of Friday, July 6.

The show had originally been scheduled for Friday, June 29. The change was made necessary by the death late last year of Joseph Speciale, head of the American Fireworks Manufacturing Co. of Utica, which has shot the show for several years. The schedule change was made to accommodate the Speciale family, which has taken over operation of the company.

The event, which draws more than 20,000 persons to the stadium each year, will again include a pre-dark show as well as the fireworks.

Drum and bugle corps, a calliope and other musical attractions are being arranged for the pre-dark events. Details on the show will be announced by mid-June.

## Social Historian Receives Rockefeller Fellowship

Social historian Joan Jacobs Brumberg has received a 1984-85 Rockefeller Foundation Humanities Fellowship to support writing and research on a book "about the social and cultural history of anorexia nervosa," a psychological disorder involving self starvation.

An assistant professor here, Brumberg holds a joint appointment in the Department of Human Development and Family Studies in the New York State College of Human Ecology and the Women's Studies Program of the College of Arts and Sciences.

# Networking

A Cornell Newsletter Published by Employees for Employees

## Keith Kennedy Retires??

...It Says Here...

By GEORGE PETER

Provost Keith Kennedy spoke recently at a Senior Staff Briefing. After his regular report on the status of matters for which his office holds responsibility, he shared a bit of nostalgia concerning his Cornell career.

He came to Ithaca on February 14 (Valentine's Day) 1940. Except for a stroke of fate, a severe snow storm would have stranded him in Buffalo. Farm and Home Week was in session with many out-of-town folks stranded in Ithaca due to the storm. There was neither a room to be had nor transportation from the train station.

In spite of this indoctrination, Keith Kennedy's love affair with Cornell University has lasted these many years. Perhaps his second phase of indoctrination came when he asked which building was the Ag School and was told

that he would have to specify which department of the Ag School he wanted.

His early faculty contacts were Professor Johnstone Wallace from England (his daughter was in my class at Ithaca High School); Professors Robb, Bradfield, and Liberty Hyde Bailey, to name a few.

Kennedy left for the service in 1942 and returned in 1946 where he and his bride lived in "Vetsburg." He spent two years at Washington State from 1947 to 1949 and came back to Cornell where he has remained since.

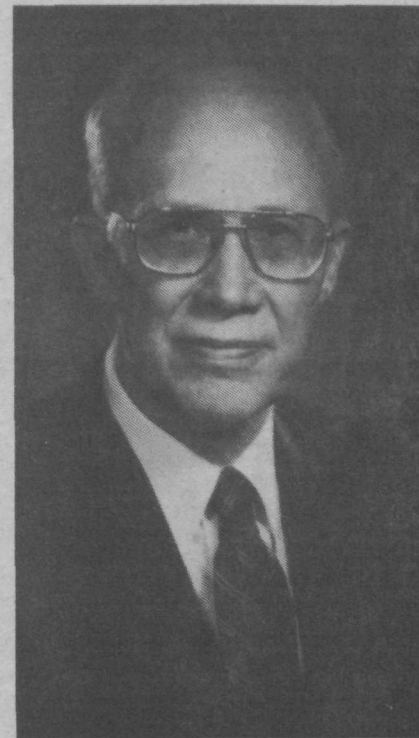
In 1959 Dr. Kennedy was appointed Director of Research in the College of Agriculture where he later served as Associate Dean and then as Dean. He served as Vice Provost of the University and has held the position of Provost since 1978.

Provost Kennedy has steered the College of Agriculture and Life Sciences to remain number

one in the nation. During his tenure as Provost he has selected colleagues from people like himself who are not afraid of work. They have been able to balance the budget for several years in a row. Prior to that time there was a devastating drain on the endowment. For many years, the annual budgets were several million dollars in the red.

When asked what his plans are for the future, Provost Kennedy said that he "planned to work only half time — like 40 hours per week." He then tried to soften the statement by saying that, "it hasn't been quite that bad." Some of us are not so sure. He leaves some very large shoes to fill and a real challenge to his successor.

The members of the Editorial Board of *Networking* wish for Keith Kennedy and Mrs. Kennedy many more years of fruitful association with Cornell.



W. Keith Kennedy

## Employees to Be Honored at Service Recognition Banquet

Contributed by University Personnel Services

Cornell University will honor 72 employees at its 29th Annual Service Recognition Banquet Tuesday, June 5, at Barton Hall.

A reception is scheduled for 5:45 p.m. followed by dinner at 6:45 p.m. Cornell President Frank Rhodes will welcome the guests.

More than 295 men and women with 25 or more years of service to the University, and their guests, have been invited to the banquet.

The employees to be honored by the presentation of commemorative gifts are those who have worked for Cornell for 25, 30, 35 and 40

years. Employees with 10, 15 and 20 years of service will be recognized through their departments.

### Forty Years

Earl L. Brown Jr., Maintenance & Service Operations;

James E. Kidney, Facilities & Business Operations;

### Thirty-Five Years

Philip F. Barden, Buildings & Grounds Care;

Robert L. Bower, Nuclear Studies;

Carleton R. Corey Jr., Maintenance & Service Operations;

Robert F. Hefferon, Buildings & Properties - Geneva;

Anthony J. Kenjerska, Maintenance & Service Operations;

F. Spencer Lodge, Animal Science;

Frank J. Martin, Buildings & Grounds Care;

Maurice Neve, Buildings & Properties - Geneva;

Ross B. Sinn, Entomology;

Alga S. Vose, General Stores;

Edson Wheeler Jr., Veterinary Microbiology;

Robert R. Whipple, Floriculture & Ornamental Horticulture;

### Thirty Years

Edward F. Brind, Maintenance & Service Operations;

Donald C. Brown, Vegetable Crops;

Thomas Roger Brown, Life Safety Services;

Charles D. Ditmars, Agricultural Engineering;

Gerald Estelle, Agronomy;

James J. Fenner, Physical Education & Athletics;

Anthony L. Guerriere, Botany, Genetics & Development;

Robert E. Jones, Plantations;

Nickolas Lesiuk, Buildings & Grounds Care;

Barth E. Mapes, Animal Science;

Donald E. Miles, Buildings & Grounds Care;

*Continued on Back Page*

## New Employee Lunch Room Dedicated at Geneva

A ribbon cutting ceremony and open house was held at 4:00 p.m. Friday, April 6, 1984 at the "Sawdust Cafe," the new employee lunch room at the Geneva Experiment Station. Dr. Lamartine Hood, Director of the Station, Jane Vickery, Chairperson of the Geneva Employee Council, and Audrey Gardner, Chairperson of the GEC lunch room committee, spoke at the ceremony.

The lunch room project was undertaken late in 1982 by the Geneva Employee Council; it was an idea suggested by several employees. A committee for studying the idea was appointed with Ken Livermore as Chairman. A survey was prepared and distributed to all employees asking who would use a lunch room, what type of food service people would like to see in the lunch room, and other comments or suggestions were requested.

When the surveys were returned and the answers compiled, more than half of the 350 employees at the station felt that they would use the lunch room and would like to see vending machines installed for hot and cold foods.

With this information, the committee, with Paul Robbins as Chairman, was recharged to explore the issue further. The administration approved the project and the committee began the task of making the lunch room a reality. This included finding a suitable location, contacting vendors, making suggestions for the operation of the facility, and drawing up guidelines for its use.

In January 1984, Audrey Gardner chaired the committee which began the final phase of the lunch room project. This included enlisting volunteers to help decorate, to run a fund drive for furnishings, to help clean up and maintain the lunch room, to write guidelines by which to operate the facility and finally to set up a lunch room policy committee, as a standing committee of Geneva Employee Council, to govern the use of the lunch room and to manage the funds generated.

The GEC is proud of the new lunch room and would like to thank the many people who helped make the "Sawdust Cafe" a reality through their donation of time, technical advice, manual labor and financial support.



From left are Audrey Gardner, chairperson of the GEC lunch room committee, Dr. Lamartine Hood, director of the Geneva Experiment Station, and Jane Vickery, chairperson of the Geneva Employee Council, at the recent opening of the "Sawdust Cafe," the new employee lunch room at the Geneva Station.

# Trip to Washington D.C. Enjoyed by Members Of Cornell Recreation Club

By DONNA VOSE

Smilin' Dick Elston greeted forty-eight excited CRC members as we boarded the Swarthout and Ferris bus at 6:00 a.m., May 5, 1984 to journey to Washington, D.C.

We arrived at our motel in Chevy Chase, Maryland at 2:00 p.m. and after checking into the motel, we were all ready to start sightseeing. Sunday was a free day and we were on our own until 8:00 p.m. when we boarded the bus for an evening tour of the city. Stops were made at the Jefferson and Lincoln Memorials. Monday, we toured the National Arboretum where

the dogwood and azaleas were at their peak. After a tour of the Kennedy Center where most of us had lunch, we went to Arlington Cemetery to see the changing of the guard, Lee Mansion and President Kennedy's grave.

Tuesday was checkout time and our last day in Washington. A visit to the White House was arranged. We were told that we would be the first group to pass through a new gate and detection center. After an hour and a half wait, standing in the rain, the gate opened. The detector worked very well, didn't it, Fleet and Joyce? Our next stop was Mt. Vernon and at last the sun came out! After a very enjoyable tour of Mt. Vernon, we were ready to head for home but were missing two passengers. Where were Flip and Doris? (Leisurely eating their lunch!)

One more stop at the Air and Space Museum to pick up those that didn't tour with us, and we were homeward bound.

The only time we saw anything but rain was the day we arrived and a couple of hours before we left Washington.

Tired, but content, we arrived at B lot at 11:00 p.m. Many thanks to Cavalee Carey for coordinating a most enjoyable trip and Bus Driver Dick Elston for being so cooperative and making the trip a delight.

See you at the CRC Picnic! June 16 is the date and tickets can be obtained at the CRC office: 165 Day Hall, 6-7565.

## curious connie

Did You Know...?

Although *Networking* is the name of your employee newspaper, there is a department on campus named *Network Communications* which is part of Cornell Computer Services? These folks, located in 438 Day Hall, are responsible for marketing and maintenance of microcomputers, terminals and data communications.

So, if you want to call us, we're pleased to hear from you, but if you have a question about your computer, call *Network Communications* at 256-5531.

## Waist Watchers Alert!

Jan Gibbs and the Weigh Station are back! Get rid of that unwanted fat—12:00 noon every Tuesday in The Hagan Room (Vet College). Call Jan (257-0853) or Peggy Banfield (256-5454) for further information.

## A Breakfast Report

The last of the series of, "Breakfast With Administrators" for this semester was held with Provost Kennedy and Vice Provost Larry Palmer as hosts. A story about Provost Kennedy appears elsewhere in this issue.

Vice Provost Larry Palmer says that the words "to retire" are inappropriate for him. His plans are to spend a year in England completing a book which he started before his appointment as Vice Provost. He then will return to his position as a member of the Law School faculty.

From his experience in administration, Larry Palmer made these observations: "The future of an organization depends on its middle management and its staff. The role of an administrator is to administer to other people. We need to convince everyone that *every job has dignity*. We should respect every individual's contribution to the total picture and each of us should respect our individual jobs.

*Most people want to be part of something bigger than we are individually.* When someone earns a Nobel Prize, all of us at Cornell should be proud. We are a part of it. The excellence which Cornell strives to achieve can only be reached as each individual serves his or her role in that effort."

These are profound statements from Larry Palmer.

We wish him well and a speedy return to Cornell.



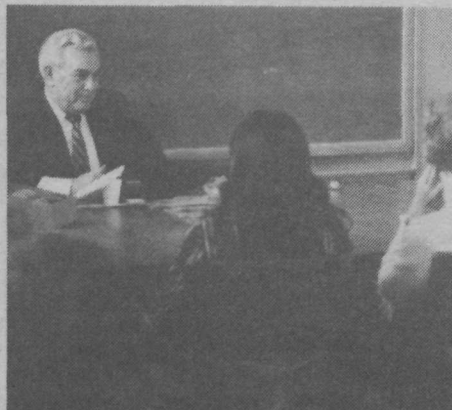
"Line-Up" in front of the Smithsonian Building.



Standing in line (in the rain) waiting to enter the White House.



Waiting at the Air and Space Museum (in the rain) for a bus.



Hats off!

Don Berens, founder of Hickory Farms and a Cornell Trustee, conducted a round-robin discussion recently with the clerical and secretarial staff of the Cornell Graduate School of Management. Berens, with his wife Margi, asked staff members to describe their jobs, talked about the importance of their roles to the school and the university, and offered praise and encouragement to all.

# Direct Connect

Contributed by University Personnel Services

In order to improve access by departments, faculty, and staff to University Personnel Services, our telephone system has been modified. With the exception of calls to the Staffing Services and Employee Relations sections, telephone inquiries will no longer be routed through the department's main switchboard.

In the past, due to the volume of calls received by University Personnel Services, callers often experience a long wait before their calls could be answered by the switchboard operator. When this bottleneck occurred, although the main lines were busy, callers did not hear a busy signal.

Now, when you call a direct access number, if the line is not busy, you will more quickly reach someone who can help you with your inquiry. For example, if you wish to obtain information on specific subjects such as Workers' Compensation or health insurance, you will be able to place calls directly to the personnel specialist responsible for inquiries in that area. Also, because of the reduced volume of calls which will be handled by the switchboard, Staffing Services and Employee Relations calls can more quickly be answered by the switchboard operator.

Of course, the success of this system depends on your cooperation. Please save these numbers and dial directly whenever possible. Listed here is the Direct Access Directory for University Personnel Services.

## Direct Access Directory

### Office of the Director

256-3621

### Assistant to the Director

256-3983

### Editor/Communications

256-3541

### Systems

256-7398

### Organizational Services

256-8535

### Employee Relations

256-7206

### Unemployment Insurance

256-4652

### Workers' Compensation

256-6347

### Training and Development

256-7400

### Benefits, Operations and Records

#### Assistant Director of Personnel

256-3708

#### Manager, Benefits

256-7508

#### Assistant Manager, Benefits

256-7509

#### Supervisor, Operations

256-7301

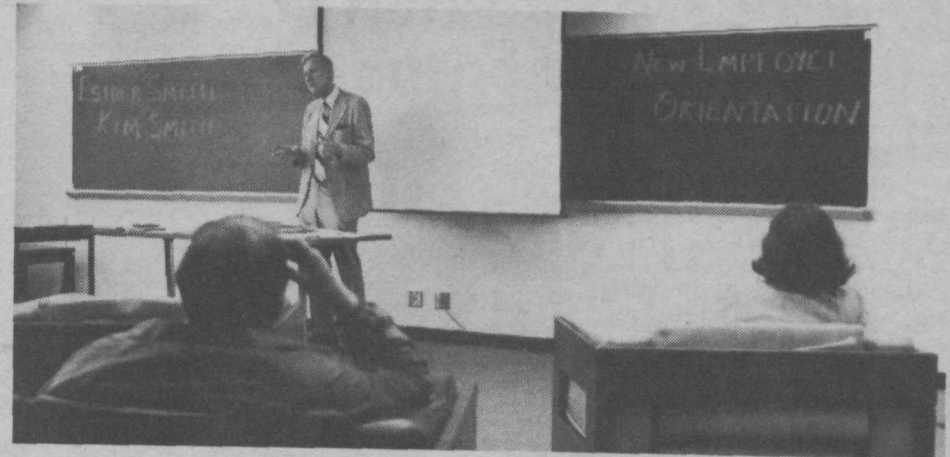
#### Appointments Processing

256-7300

#### Benefits Billing

256-4128

*Continued on back page*



President Frank Rhodes talks to new employees.

## New Employee Orientation

Contributed by University Personnel Services

What do Frank Rhodes, Joan Egner, Bill Herbster, Keith Kennedy and Lee Snyder all have in common? President Frank H.T. Rhodes, Associate Provost Joan R. Egner, Senior Vice President William G. Herbster, retiring Provost W. Keith Kennedy, and Lee M. Snyder, Director of University Personnel Services, have all recently participated in New Employee Orientation (NEO) sessions, greeting new employees and addressing a personal welcome from the University's administration.

New Employee Orientation (NEO) is sponsored by University Personnel Services and conducted every other week in Room 202, Uris Hall, to introduce new employees to Cornell as an employer.

Orientation features a slide presentation showing the colleges and facilities on campus and giving an overview of activities at Cornell. The slide show also highlights many of the services and recreational opportunities available on campus to employees and their families. The Plantations and the Laboratory of Ornithology are examples featured of unique Cornell facilities which new employees might not quickly discover on their own.

Although specific employee benefit coverage is reviewed during an employee's first days on campus through Central Employee Registration (CER), after a few weeks on the job, new employees often have questions concerning their working life at Cornell and opportunities available to them. Much of the orientation session is devoted to responses to those questions by NEO coordinators. At NEO, employees can also pick up brochures and pamphlets that contain useful information about the campus, provided by Cornell departments. For those who may be new to this area, material about Ithaca and Tompkins County is also available.

New Employee Orientation is one of many ways for a new employee to learn about Cornell and what it has to offer. If you are a new employee, University Personnel Services' NEO coordinators encourage you to attend NEO when your invitation arrives. If you are a supervisor, please urge your new employees to attend orientation; it can help you provide them with a broader introduction to Cornell. An NEO schedule can be obtained by calling Employee Relations at 6-7206.



Karen Baker, Marcy Diamond and Devon Babbage (from left) are among performers in a dance revue.

## CRC Sponsors Dance Revue

By Ann Argetsinger

"State of Tomorrow" and "Around the World," a musical dance revue performed by dancers of all ages, will be presented by the Ithaca Academy of Dance at 7:30 p.m. Friday, June 15 and Saturday, June 16 at the Alice Statler Auditorium, Cornell University, sponsored by the Cornell Recreation Club.

"Stars of Tomorrow," a potpourri of music and dance, will feature old standards such as "Stepping Out With My Baby," "Top Hat" and "Puttin' on the Ritz." Broadway hit "Come Follow The Band" from Barnum; a rousing hillbilly tap number "Orange Blossom Special" and from the television show "Fame" there will be "We've Got The Power."

"Around the World" will feature dancers representing various dance cultures from twelve different countries.

The 1983 New York State Fair Talent Show-

case Grand Champion, Tammy Jo Morehouse, will be performing to "Love Has a Mind of Its Own" and "Far From Over" from the movie "Staying Alive."

The Ithaca Academy of Dance has provided quality dance instruction to the people of Ithaca and the area since 1935. The Academy is under the direction of Diane Bower Chiucchi, former Radio City Music Hall Rockette, Ralph Chiucchi and Stanley Bower, the founder of the "Bower School of Dance."

They presently have an enrollment of 225 students of all ages, (with many Cornell employees' children among the aspiring students of Terpsichore) all levels of instruction and all forms of dance instruction.

Reserved seats are available at the studio, 102 West State Street. General Admission tickets may be purchased at the studio or at the door.



## On the Employee Assembly

The Employee Assembly has decided to have Assembly meetings at different locations on campus beginning this fall. They are hoping that by rotating meeting places they will be able to encourage attendance by employees who find it inconvenient to make it to Roberts Hall. A schedule of meeting dates and locations will be publicized as soon as the schedule is set.

Bonnie Berger from Personnel Training and Development was at the May 16 meeting to talk about the Employee Degree Program. She was invited to talk about the program because an

employee questioned why she was not eligible for the program since she was on 3/4 time. Ms. Berger explained the eligibility requirements state that an employee must be full-time and have a minimum of one year of service. She suggested that, if the Assembly wanted to develop a proposal on the issue of part-time employees being considered for the Employee Degree Program, she would review it and proceed from there. Anyone wishing further information about the Employee Degree Program can contact Bonnie Berger at 6-7400.

## 'The Bramble, The Rose' and Cornell Employee Jessica Mary Buck

Jessica Mary Buck, past contributor to *Networking's* "Don't be Shy" column, now performs folk music in her new television show "The Bramble and The Rose," which features old ballads from England, Scotland, Ireland and from early America. In addition to the singing of these ballads, colorful sidelights and stories will be given.

Guest balladeers on the show will be from the

Ithaca area and the majority of them will be non-professional singers who simply enjoy this type of music.

So if you want to watch one of your fellow employees on TV, tune in "The Bramble and The Rose," Tuesday evenings, 9:30 p.m., Channel 13, Ithaca cable TV. Jessie is a computer operator in Nuclear Studies' Wilson Synchrotron Lab.

# Employee Calendar

Events of Particular Interest to Cornell Employees

**Saturday, June 2.** Cornell Recreation Club, Vernon Downs Party Night, 4:00 p.m., B-Lot.

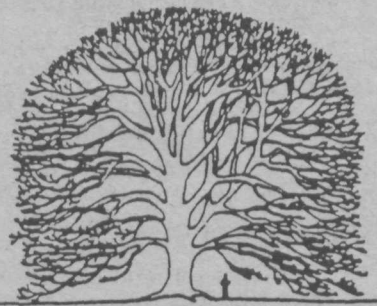
**Monday, June 4 - Tuesday, June 5.** Benefair, 11:30 a.m. - 4:30 p.m., 401 Warren Hall.

**Wednesday, June 6 - Thursday, June 7.** Benefair, 11:30 a.m. - 4:30 p.m., Anabel Taylor Hall, One World Room.

**Thursday, June 7.** Lecture, Dr. Frank D. Drake, The Goldwin Smith Professor of Astromomy, 7:30 p.m., Masonic Temple.

**Friday, June 8.** Enrollment card due date for Cornell Group Life Insurance.

**Thursday, June 14.** Cornell Careers, Working with Staffing: Making the System Work for You, 12:15-1:15, 202 Uris Hall.



## What's "Up" at the Cornell Plantations?

The Clement Gray Bowers Rhododendron Collection on Comstock Knoll on the Cornell plantations is coming into full bloom in the dappled shade of the pines.

Come visit Cornell plantations over Rhododendron Weekend to study or just to enjoy the color with your family. All the gardens are open and free to the public from sunrise to sunset. More information is available by phoning 256-3020 or by coming to the Garden Gift Shop in the headquarters building at One Plantations Road, near the Beebe Lake entrance. The hours are 8:00 a.m. - 4:00 p.m. Monday through Friday and 11:00 a.m. - 4:00 p.m. on weekends.

## Employee Recognition

Continued from Front Page

Eugenia C. Moracco, Nuclear Studies;  
Rodney J. Moyer, Animal Science;  
Joyce N. Orzino, Industrial & Labor Relations;  
Jane H. Pirko, Engineering - Dean's Office;  
Janice M. Post, Operations Research Industrial Engineering;

Nick A. Rollins, Maintenance & Service Operations;

Elsie C. Schmidt, Nutritional Sciences;  
Margaret M. Seacord, Radiophysics & Space Research;

Evelyn W. Soderholm, Dining Services;  
Richard J. Terwilliger, Residence Life;  
Theodore H. Thoren, Physical Education & Athletics;

Verna C. Turk, Veterinary Administration;  
Diana G. Wagner, Buildings & Grounds Care;  
James E. Welsh, Animal Science;  
Roger A. Whitaker, Statler;

Twenty-Five Years

David L. Beckley, Agronomy;  
Catherine H. Brashear, Media Services;  
Douglas R. Brown, Graduate School of Management;

Lynn C. Brown, Maintenance & Service Operations;

Margaret C. Bulkley, Industrial & Labor Relations;

A. Anne Butler, Technical Services Facility;  
Edward P. Carney, Seeds & Plant Introduction - Geneva;

Stewart M. Comber, Finance & Business Office;

Alice B. Curran, Veterinary Anatomy;

**Saturday, June 16.** Cornell Recreation Club Picnic, 11:00 a.m. - 6:00 p.m., Upper Alumni Field (Rain - Barton Hall).

**Monday, June 18 - Tuesday, June 29.** Cornell Recreation Club Tennis Clinics, 5:00 and 6:00 p.m., Kite Hill Courts.

**Wednesday, June 27.** Blood Pressure Screening Clinic, 12:00-4:30 p.m., Room 202, Uris Hall.

**Saturday, July 21.** Cornell Recreation Club trip, Yankees Old Timers game.

**Saturday, July 29.** Herb Festival at Cornell Plantations Garden Gift Shop, 11:00 a.m. - 3:00 p.m.

Submit listings for Employee Calendar to Jean Novacco, University Personnel Services, 130 Day Hall.

## Personnel Notes

### Endowed Dental-Related Coverage Under Aetna

Contributed by University Personnel Services

Although a dental plan is not part of the Endowed Health Care Coverage, the Aetna medical plan *does* provide coverage for certain dental-related expenses:

- The extraction of impacted, unerupted wisdom teeth. Eligible expenses include the extraction of wisdom teeth classified as full or hard bone impactions only. Anesthesia charges are considered only if a physician other than the oral surgeon administers the anesthesia. This benefit is provided under Aetna Basic Coverage.

- The treatment of injuries to natural teeth, including the replacement of teeth and related x-rays, within 12 months following an accident damaging natural teeth. This benefit is provided under Aetna Major Medical Coverage.

- Fluoride tablets are covered under the Prescription Drug Program.

For further information regarding coverage for these expenses, contact the Aetna Claims Office at 257-2111.

Frank P. Frost, General Stores;  
Thelma J. Frost, Graphic Arts;  
Joy M. Hall, Human Development & Family Studies;

Harold E. Hebding, Entomology - Geneva;  
LeEtta M. Henecke, Plant Pathology - Geneva;

Douglas C. Hislop, Veterinary Large Animal Clinic;

Kenneth R. Hotelling Jr., Veterinary Avian & Aquatic Medicine;

Phyllis E. Hurlbut, Utilities;  
Beverly W. Klinko, Construction & Contracts Management;

Judith G. Loan, Design & Environmental Analysis;

Richard D. Mitstifer, Nuclear Studies;  
Rodney B. Myers, Statler;

Roland D. Neiss, Veterinary Large Animal Clinic;

Solon E. Ogden, Floriculture & Ornamental Horticulture;

Ann B. Pendleton, Law School;  
Carl H. Rautio, University Libraries;

Llewellyn V. Riley, Buildings & Grounds Care;  
Theodore N. Taft, Research Fredonia - Geneva;

Jeanne H. Thoren, Engineering - Dean's Office;

Gary E. Vincent, Maintenance & Service Operations;

Loren C. Wellman, Buildings & Grounds Care;  
Helen D. Wheeler, Office of Judicial Administration;

Harvey O. Wilkin, Veterinary Biomedical Electronics.

# Employee Photographs To Be Shown in Exhibit

Photos by *all* those employees who entered this year's *Networking* Annual Photography Contest will be exhibited in the John Hartell Gallery (in Sibley Hall), from Sunday, June 10 through Friday, June 15, 1984. This exhibit is open to the public and in particular to the Cornell community. The Gallery will be open from 2:00 - 5:00 p.m. on Sunday (the 10th) and 8:00 a.m. - 4:30 p.m. Monday through Friday (11-15). We hope you will all try to take in this fine exhibit and take a friend or two along. The photographs are quite marvelous!

There are many that we'd like to take this opportunity to thank. Among them are Bill Herbst (Senior Vice President), for his continuing support and encouragement; Randy Shew, Editor of the *Chronicle*, for the fine job he did for *Networking* and especially for the photograph in color; the Cornell Campus Store for the two \$75.00 gift certificates presented to the grand prize winners; the folks at the University Print Shop for their help with the certificates, which were awarded, and especially for their promptness; our judges, Fred Keib, Howard Lyon and Dan Schreher; the *Networking* Board, the Photo Contest Committee: Nancy Hutter, Debbie Bridwell and Mary Jamison; and, last but not least, many thanks to all of you who took the time to enter, and who helped to make this another successful and enjoyable event.

## Direct Connect

Continued from third page

Central Employee Registration  
256-3936  
Cornell Children's Tuition Scholarship  
256-7509  
Group Life Insurance  
256-3936  
Health Insurance  
256-3937  
Records Coordinator  
256-7301  
Retirement, TIAA/CREF  
256-3936  
Accidental Death and Dismemberment Insurance  
256-3936  
Compensation and Staffing  
Assistant Director of Personnel  
256-5226  
Compensation  
256-7170  
Staffing  
256-5226  
EAP  
273-1129,  
if busy, 273-7494

## TIAA/CREF

TIAA's Interest Rate

For the period from March 1, 1984 to February 28, 1985, 11½ percent.

Value of a Single CREF Unit

December 31, 1983, \$66.84

February 29, 1984, \$64.21

April 30, 1984, \$65.34

May 24, 1984, \$62.73 (approx)

You may call TIAA/CREF's toll-free number (800) 522-5622 (from within New York State) for a daily report on the investment experience of the CREF common stock portfolio.

## Networking Deadlines

June 4 (for June 14 issue)

June 18 (for June 28 issue)

Articles may be submitted to Mary Jamison, Rm. 110 Olin Library; Donna Updike, Rm. 3M11 Martha Van Rensselaer Hall; Linda English, NAIC, Research Park, 61 Brown Road. Articles must be typewritten and double spaced when submitted or be subject to refusal. Thank you!!!

We hope that next year's contest will be even bigger and better—they're getting better all the time. Some of the contestants who were honorable mentions last year, were awarded first places this year. One of our grand prize winners this year had honorable mentions last year, so, the moral of this is to keep on trying! Also, one of our grand prize winners will be serving on the Contest Committee next year. We'd like to see this kind of participation—it keeps any activity alive and full of fun.

See you at the exhibit in June!

# Classified Ads

**For Sale:** By the Department of Genetics and Development: five two-pedestal desks, old; one one-pedestal desk, old; four 6' tables with two drawers, fair; two 6' tables with two drawers, good; and one 6' table with two drawers, old; all \$25 each or best offer. If interested, please contact John Miner, 6-2100.

**For Sale:** Rawleigh Products since 1889. Spices, extracts, medicines, personal care products. Call Don Brown, 6-3356.

**For Sale:** Steel drafting table, 32" by 34" table top (slanted) with drawer. Call 257-0071.

**For Sale:** Summer radial tires, P165/80 - 13", like new. \$20 each. Call Julie 315-497-1667 after 6:00 (willing to bring tires to Ithaca).

**For Sale:** Helmets. One man's full face Arctic-Cat helmet, \$20; man's and ladies' matching helmet, \$25 for both. Also clothes carrier for motorcycle, waterproof, used once, \$20. Call Dot at 6-7743; 272-4271 after 5:30 p.m.

**For Sale:** 1976 Bicentennial edition of Childcraft Encyclopedia, 15 volumes, excellent condition. A \$200 value for only \$80. Call Cathy Tompkins, 6-2100 or evenings 564-3423.

**For Sale:** Selectric II typewriter, excellent condition \$400. Call 659-7637.

**For Sale:** Full size soft-sider water bed, used 1 year; 30 inch Tappan gas range; 400 gallon bulk milk tank, hayloft bale loader, also grain bin. Call 844-4271 after 5:30 p.m.

**For Sale:** 1972 mobile home, 12x60, 2 bedroom, new carpet and new Miller furnace installed in 1982. Very good condition. Private lot trailer on which it is set is for sale also, optional, has drilled well and septic system. Call 546-7854 after 5:30 p.m.

**For Sale:** 1974 Honda 350, single cylinder, on/off road enduro. Great for first bike or for fun off road. Asking \$500. Call Carol evenings, 277-3694.

**Wanted:** 3 bedroom house or apartment in Dryden school district. Low utilities a must. Please call 347-6645 between 5:30 and 8:30.

**Wanted:** Used portable electric typewriter, with case preferably, reasonably priced. Call Dot 6-7743 or evenings 272-4271.

Please submit all Classified and Ridesharing Ads to Linda English, NAIC, Industrial Research Park, 61 Brown Road, (via campus mail). The deadline for the June 14 issue of *Networking* is June 4.

## Advisory Board

Mary Jamison	Nancy Hutter
Donna Updike	John Bender
George Peter	Mary Ellen Jones
Ron Parks	Anna Moratz
Linda English	Dominic Versage
Margaret Seacord	Jane Kellogg
Stacey Coil	

UNIVERSITY PERSONNEL LIAISON  
Jean Novacco

PRODUCTION  
Theresa Rapacki