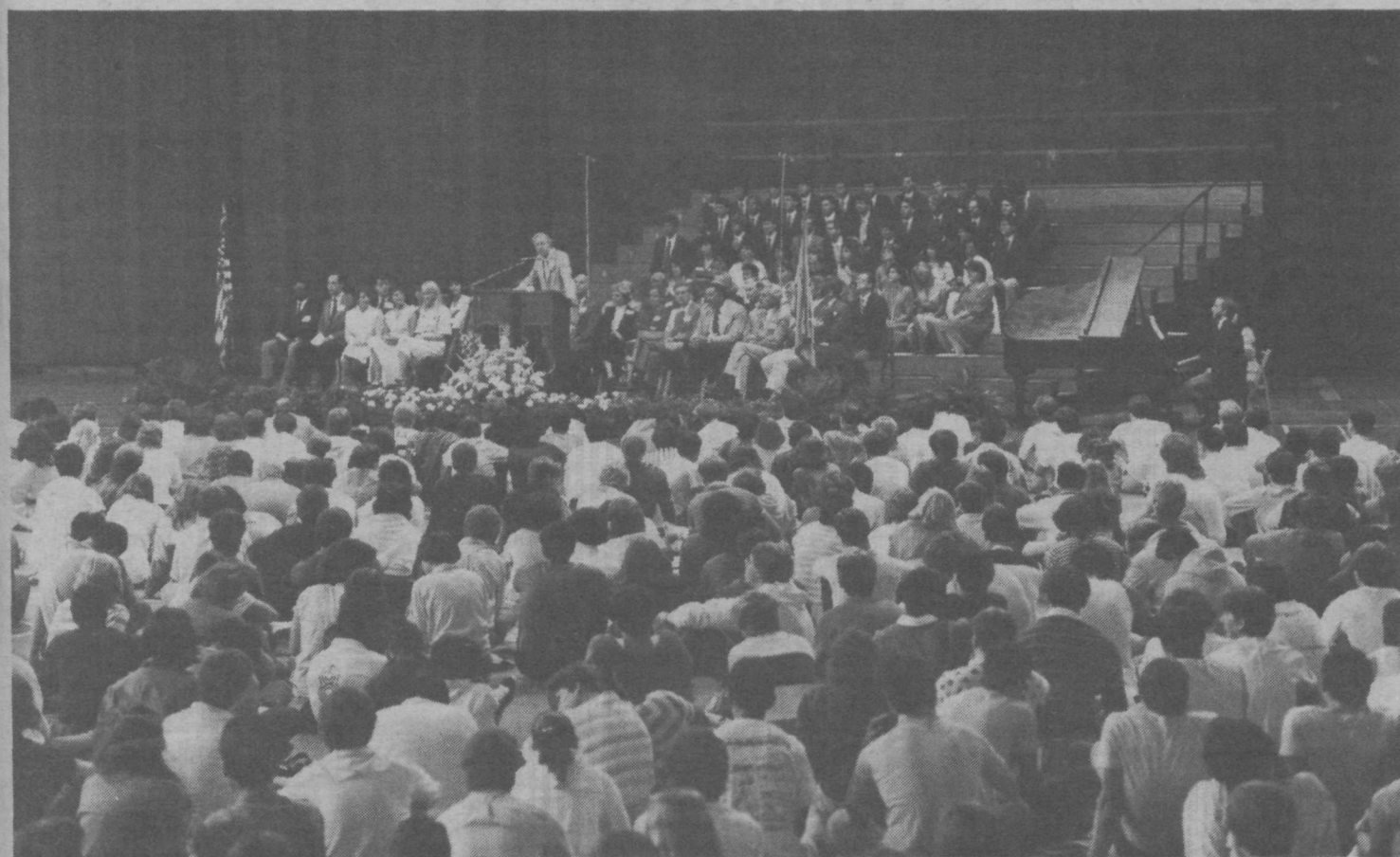


# Cornell Chronicle

Volume 16, Number 49

Thursday, August 29, 1985



President Frank Rhodes greets new students and their families during the President's Convocation Saturday morning in Barton Hall.

## Divestment Forum Set For Sept. 4

A faculty forum on "South Africa and Divestment" will be held from 7:30 to 10 p.m. Wednesday, Sept. 4, in Bailey Hall, according to Joseph B. Bugliari, dean of faculty.

The speakers will be:

- Dumisani Kumalo, exiled black South African journalist and project director for divestment, American Committee on Africa;
- Salvatore G. Marzullo, chairman of the industry support unit to the Sullivan Statement of Principles;
- Stephen Moody, investment manager for socially sensitive portfolios, U.S. Trust Co., Boston;
- Nelson Schaenen Jr., chairman of the executive committee of Cornell's Board of Trustees, and a partner in the firm of Weiss, Peck and Greer;
- Stephanie Urdang, exiled white South African journalist and research director for American Committee on Africa;
- and Albert J. Wilson, assistant general counsel, TIAA/CREF.

In addition, referendum ballots asking whether Cornell should divest from companies doing business in South Africa are being sent this week to faculty members, Bugliari said. The ballots are due Sept. 20.

## Staff Directories to Be Delayed For Telecommunications System

Distribution of Cornell staff directories is being postponed until early next year because of the implementation of a new telecommunications system on campus.

The new communications network is scheduled to become operational during the first quarter of 1986. Nearly all campus telephone numbers will change under the new system, requiring an updated directory.

"Cornell's staff directories are traditionally distributed in late October or early November," explained Patricia Paul, project coordinator in the department of telecommunications. "But a new directory will be required for the new system, and it would be cost-prohibitive to publish two directories in such a short time."

Student directories are being published on schedule this fall, but they will not be reprinted after the new system is put into place, she said. Instead, a notice appears on each page of the directory explaining how dormitory numbers will change under the new system.

In the meantime, new staff and faculty telephone numbers can be obtained from the university's operators or through CUINFO, a computer-based information system that can be used at most computer terminals on campus.

In addition, the supply of 1984-85 staff di-

rectories has been exhausted. Anyone with directories that are not being used are asked to return them to Judy Saam in the department of telecommunications at the Weinhold Chilled Water Plant.

## Hearing Today on Proposed Changes In Regulations for Public Order

The University Assembly will hold a public hearing to discuss the Proposed Revisions to the Regulations for the Maintenance of Public Order, as published in the Chronicle Aug. 22. The event will be at 7:30 p.m. today in Kaufmann Auditorium. A representative from the Codes and Judicial Committee of the University Assembly will chair the meeting.

## 2-Day Strike Ends with 3-Year UAW Pact

The university and the union representing 920 service and maintenance workers reached agreement on a three-year contract Saturday (Aug. 24), ending a two-day strike at the university.

Negotiators for Cornell and Local 2300 of the United Auto Workers reached agreement on the contract during a nearly 14-hour bargaining session Saturday. The UAW membership ratified the pact during a membership meeting late Sunday afternoon.

Provisions of the contract include a 35-cent-per-hour raise each of the first two years and wage negotiations in the third year, and the creation of a modified agency shop. The latter provision requires all employees in the service and maintenance bargaining unit hired after July 1, 1985, to pay union dues, even if they choose not to join the union.

According to Lee M. Snyder, director of university personnel services, the 35-cents-per-hour wage increase, plus changes in the endowed salary minimum, equates to the same 5.8 percent increase in salary already allocated to all faculty and other staff.

"The overall sentiment is that it's a good contract," said Al Davidoff, president of UAW Local 2300.

David I. Stewart, associate director of university relations, said, "Now that the strike is over, we can resume our efforts to work together for a better Cornell University."

The UAW membership voted at a Thursday night meeting to strike on Friday. There



During the first day of the strike, last Friday, traffic carrying new students to West Campus dormitories was slowed by pickets.

are about 920 service and maintenance workers in the bargaining unit. Of those, about two-thirds are members of the union.

On Friday, arrival day for some 5,000 new students, about 470 workers went on strike. Many of them set up picket lines at several entrances to campus and at the west campus

dormitory area, where traffic was slowed by the picketers.

At least 40 temporary employees worked Friday, and there were no major interruptions of university services, Stewart said.

The picketing continued Saturday, but in smaller numbers.

## Faculty Debate On Divestment

At a special meeting of the University Faculty in May, the issue of divestment from firms doing business in South Africa was debated. Five Chronicle pages of minutes from that discussion begin on Page 10 of this edition.

The university's current investment policy is the subject of a statement by Senior Vice President William G. Herbster on Page 2.



## PEOPLE

### Saltford Named Acting Dean

Nancy C. Saltford, associate dean of the State College of Human Ecology at Cornell University, has been named acting dean while Jerome M. Ziegler is on leave as a visiting scholar at the London School of Economics and Political Science.

Saltford served as acting dean in the spring of 1984 when Ziegler was in China and Japan for six weeks; she resumed that position on Aug. 15, 1985 and will hold it until Ziegler's return on March 1, 1986.

A member of the Cornell faculty since 1961, Saltford has been associate dean in the College of Human Ecology and assistant director of Cornell's Agricultural Experiment Station since 1980. She 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 latter department.

### Ward Is Author of New Book

William B. Ward, professor of Communication Arts, is the author of a new book, "Science and Rice in Indonesia." It documents how investment and policies that promoted the growth of scientific research capability contributed to the remarkable progress of agricultural development in that country.

The author, a frequent consultant to Indonesia's Agency for Agricultural Research

and Development, examines the recent political and economic climate of Indonesia as the background for that nation's transformation from the world's largest importer of rice to self-sufficiency. This book is the first of a new science and technology in development series to be published by the U.S. Agency for International Development.

### Radzinowicz Is Shurman Professor

Milton scholar Mary Ann Radzinowicz has been named the Jacob Gould Schurman Professor of English Literature here, effective July 1, 1985.

Radzinowicz, a professor in the Department of English of the College of Arts and Sciences at Cornell since 1980, is one of the world's leading authorities on the poet John

Milton and his works.

She is the author of the book, "Toward Samson Agonistes: The Growth of Milton's Mind," which received the James Holly Hanford Prize from the Milton Society of America in 1978. Her most recent publication is "American Colonial Prose: Captain John Smith to Thomas Jefferson" (Cambridge University Press, 1984). She is currently working on a book on Milton's epic poems and on the Book of Psalms.

Radzinowicz came to Cornell from Cambridge University, England, where she was a university lecturer for the previous 10 years.

She holds an A.B. degree (1946) from Radcliff College, and M.A. (1948) and Ph.D. (1953) degrees from Columbia University. She holds a second M.A. degree (1958) from Cambridge. During the spring 1986 term, she will be the Fannie Hurst Visiting Professor at Washington University.

There are currently six endowed Schurman professorships, established by the Board of Trustees to honor Cornell's third president (1892-1920).

Michael B. Timmons in the State College of Agriculture and Life Sciences has been elected associate professor of agricultural engineering with indefinite tenure, effective July 1. Timmons focuses his research on ventilation and energy-efficient systems for poultry and livestock facilities. His research includes the development of systems appropriate for use in Third World countries. Half of his time is devoted to research and the remainder to Cornell Cooperative Extension activities.

W. Jean McLean of the Department of Design and Environmental Analysis has been named professor emeritus as of June 15, 1985. A member of the faculty in the State College of Human Ecology since 1959, McLean has served as acting chair of her department and as department program leader for Cornell Cooperative Extension. She is recognized for her work in interpreting research information, legislation, regulations, and consumer issues in textiles and clothing to 4-H youth and adult audiences.

David H. Monk of the Department of Education has been elected associate professor of educational administration with indefinite tenure, effective July 1. An expert in the areas of economic aspects of educational administration, the economic impact of education, and educational finance, Monk is concerned with the efficiency and equity of resource allocation to education, particularly at the local and organizational levels. A member of the faculty in the State College of Agriculture and Life Sciences at Cornell since 1979, Monk also is a specialist in rural education.

## Regulations for Public Order Proposed Changes Compared With Other Ivy Institutions

The proposed changes in Cornell's regulations for the maintenance of public order, now covered by Article 11 of the Campus Code, contain many elements common to the judicial processes at many other Ivy League institutions, according to the university counsel's office. The hearing boards and procedures remain the same for cases not involving public order violations.

"There is, as you might expect, a marked lack of similarity in the systems surveyed," reported deputy university counsel Michael Kimberly, who conducted a telephone survey on the regulations at other Ivy schools.

Still, "It can be said that no system surveyed included all of the elements of our present system, i.e. a board totally without representation of the president or deans or faculty members elected by an official faculty body and a board which features a majority of students," he added.

The institutions surveyed were Yale, Brown, Pennsylvania, Dartmouth, Princeton, Columbia and Harvard. Only Harvard did not share information about its judicial system, Kimberly said.

In five of the six cases, hearing panels are either appointed by the administration or include a member or members drawn from its ranks. At Cornell, presently, all such persons are excluded from the panels. In the one case which excludes any administration member (Penn) the hearing panel simply makes a recommendation to a vice president whose decision is final. In no case, among the six, do students constitute a majority of a panel. In all cases, except Columbia where a single hearing officer is used, the panels include a majority of members drawn from the administration, deanships and faculty.

In summary, Kimberly reported the following on each institution surveyed.

— YALE: A hearing panel of one dean or associate dean, three tenured faculty, three nontenured faculty, and three undergraduate students is appointed by the dean of Yale College. Their authority is final.

— BROWN: There is a 12-member panel of four deans or designees, three faculty and five students; the students are selected by the student government, faculty members are elected by the faculty, and deans serve by force of title. Their decisions are currently fi-

nal, but a proposed change would make the panel's decisions subject to review by the president.

— PENNSYLVANIA: A panel of three faculty selected by the faculty senate and students selected at random by the judicial administrator can make recommendations to the vice president. The decision of the vice president is final.

— DARTMOUTH: There is a hearing panel of two deans, four faculty elected by the faculty and four students elected by the students. Their decisions can be appealed to the president for final decision.

— PRINCETON: An eight-member panel of three faculty, three students, a chairman, an alumnus, an administrator, or a staff member, is selected by the executive committee of a campus-wide forum comprised of students, faculty, staff, alumni, and the president. Their rulings can be appealed to the president for final decision.

— COLUMBIA: A single hearing officer appointed by the executive committee of the faculty senate for the trial level and an appeals panel of at least five members — at least one student, one alumni, one faculty, and one administrator — with final authority.

### Student Hurt In Fall at Dorm

Cornell Public Safety is continuing its investigation of an accident involving a freshman student residing in Sheldon Court.

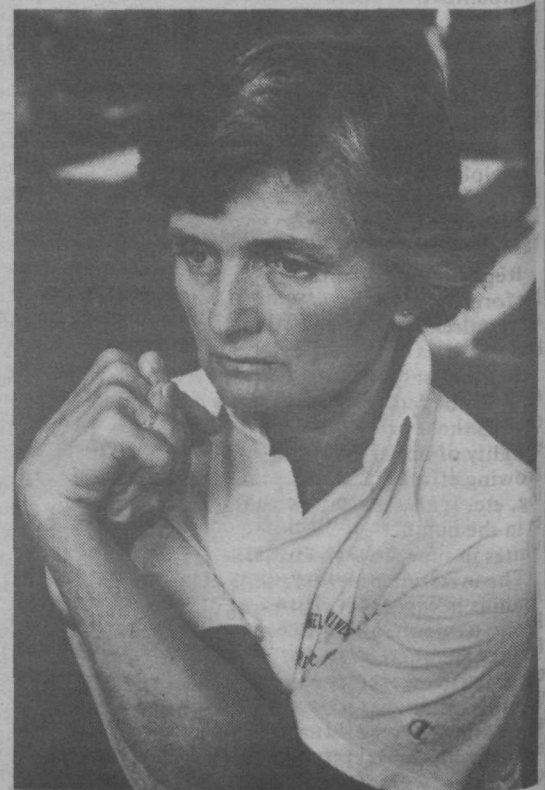
Matthew Cornetta, 18, was found early Tuesday morning in an outside stairwell behind Sheldon Court. It's believed that Cornetta fell from his fourth floor room, but how and when the accident took place is not known.

He reportedly sustained a broken leg and internal injuries and was taken first to Tompkins Community Hospital. Tuesday afternoon, he was transferred by State Police helicopter to Upstate Medical Center in Syracuse. Upstate officials said Wednesday afternoon that Cornetta was removed from intensive care and they listed his condition as serious.

### Credit Offered In Yoga Course

A credit course in yoga is offered as part of the physical education curriculum and is taught by Betsy Shaw, right, who is demonstrating a modified "eagle" position. To do this, she says, "you have to relax and let this come naturally."

She says Cornell's high achiever students are surprised to be told in the yoga class that if they try too hard they will not succeed, because they need to relax to do it right. The class meets Tuesdays and Thursdays during the first three periods.



### Cornell Chronicle

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



## Herbster Outlines Current Policy On Investments in South Africa

The university's current policy with regard to investment in companies doing business in South Africa was outlined this week by Senior Vice President William G. Herbster, in an effort to clarify the position for the campus community.

Here is his statement:

Cornell's current investment policy was approved by the Board of Trustees in January 1979, based on recommendations from an ad hoc committee composed of alumni, faculty, staff, and student trustees. The committee concluded total divestment was not an appropriate course of action since it would leave the university without "a platform from which to encourage American corporations doing business in South Africa to act as responsible citizens and employers."

The committee recommended that, as long as there were no breach of fiduciary responsibility or harm to the university's academic mission, Cornell should sell holdings in (a) corporations which did not subscribe to and operate in accordance with the Sullivan Principles or a comparable standard; (b) South African companies or companies whose primary activities are in South African companies or companies whose primary activities are in South Africa; (c) banks which make new or expanded loans to the South African government or its agencies.

In addition, the committee proposed the university explore ways to make contributions toward improving educational opportunities for South African blacks.

At that time, the university held securities with a market value of approximately \$88 million representing investments in 37 companies doing business in South Africa out of total invested funds of roughly \$380 million.

The Sullivan Principles were developed by Dr. Leon H. Sullivan, a minister who has been actively involved in social issues over the years, as a guide to American-owned companies operating in South Africa.

Initially, the Sullivan Principles focused on non-segregation in the workplace, fair employment practices, training programs and other methods of increasing the numbers of blacks in management and supervisory positions; and "improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation, and health facilities."

More recently, the statement of principles to which companies subscribe has been expanded to include signatories recognizing the right of blacks to unionize, enrolling other companies that operate in South Africa into the program, and, most importantly, undertaking activities directed toward persuading the government to eliminate various barriers to social change, and the apartheid system, in the country.

Companies which adhere to the Sullivan Principles are required to report regularly to an independent consulting firm, Arthur D. Little Inc. of Cambridge, which Dr. Sullivan has retained to do performance evaluations.

Reporting companies are graded on their performance ranging from "did not pass basic requirements" to "making good progress."

In its most recent report in October 1984, A.D. Little reported all but complete adherence to those principles which focus on equality of opportunity in the workplace and growing efforts to improve education, housing, etc. It also described substantial increases in the number of blacks and other non-whites in supervisory positions.

The investment policy approved in 1979 remains in existence. However, the Board Proxy Review Committee, composed of a faculty member, a student trustee and three other trustees, is responsible for monitoring the university's investments in South Africa and voting shareholder resolutions concerned with social responsibility issues. This committee, will, at the board's request, provide a report to the Investment Committee in December and to the full board in January a

complete review of the university's current investment policy.

As part of this, the committee is reviewing again the question of the effect of American investment on the majority population in South Africa, the relative advantages and disadvantages of continuing ownership by the university in companies doing business in South Africa, and related fiduciary, financial, and other policy issues.

Cornell currently holds investments in 44 companies doing business in South Africa, with a total market value of approximately \$110 million, out of a total of institutional investments of \$690 million. It is appropriate to note that out of the total worldwide business of Sullivan signatory companies, there are only a handful which have as much as 1 percent of their business located in South Africa. Of Cornell's total investment income of almost \$45 million in 1984-85, only about \$60,000 can be attributed to South African operations of the companies in which the university invests.

The Proxy Review Committee last year voted in favor of three shareholder resolutions regarding South Africa and abstained on a fourth. In two cases the committee also wrote letters encouraging further actions on the part of the corporation to have a positive impact on the situation there.

As part of its study, the Proxy Review Committee has completed a comprehensive examination of literature on the subject of American investments in South Africa and the related issue of divestment. This information is available to the campus community and has been made available also to more than 60 other institutions.

Finally, in keeping with the 1979 policy, the university has sold shares of at least four companies which did not meet the criteria established in the board policy.



A new student and her family are greeted by President Frank Rhodes at the presidential reception last Saturday morning in Barton Hall.

## CU Transit Gets ICC Approval To Take Interstate Charter Trips

Cornell University Transit Inc. has received approval from the Interstate Commerce Commission to travel anywhere in the United States and Canada, according to William Crissey, manager of CU Transit.

The university-owned bus service is now available to make extended trips for athletic teams and other Cornell groups, he said. Two 49-passenger cross-country buses have been purchased and outfitted for the new long-distance charter service.

Until now, Cornell buses were limited to charter trips within New York State.

Crissey said Cornell-related groups may make arrangements for the new charter service and obtain details covering its operation by calling CU Transit at 256-3782 and contacting either Howard Cahalan or Harold Phoenix at the garage on Route 366, east of the campus.

Crissey said, "Our expanded charter service complements other charter companies in the area, and we intend to keep our cooperative relationship with these suppliers. We'll be relying on them when we need more than two buses to carry teams, bands, and fans to playoff and championship games."

CU Transit will handle reservations and arrangements for Cornell groups using other charter services as well as its own. Scheduling and billing of university departments is done through Cahalan and Phoenix.

In the past, requests for service often had to be turned away, Crissey said, because buses were in use on campus. For years, charter service was limited to destinations within a 50-mile radius of Ithaca when Cornell had its red-and-white school bus fleet.

After 15 new transit buses were purchased last year and CU Transit was incorporated, charter service was provided within a 100-mile radius of Ithaca and then to all points within the state.

"During the past several years, despite these limitations, we've made 750 to 900 charter trips each year," Crissey said.

Last winter, it was decided that CU Transit should provide a central charter service for the campus, Crissey explained.

He said, "The new buses are what are called 'coaches' in the transit industry, built to be comfortable on long trips. The buses feature reclining seats with a fabric upholstery, air conditioning, tinted windows, and rest rooms. Packages may be placed on overhead racks, and luggage compartments are located underneath."



Clearly the student being helped by this woman to move into a dormitory is one with a good diversity of interests — a prime candidate for the Cornell experience.



Number 34

**Cornell University**

University Personnel Services

Day Hall

Ithaca, New York 14853

607/856-6226

**Please Note:**

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

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

Applications for employment are available at Cornell University's employment office at East Hill Plaza at the intersection of Ellis Hollow Road and Judd Falls Road in Ithaca, from 9:00 a.m. to 12:00 noon, Monday through Friday. Applications can be submitted through the mail to University Personnel Services, Staffing Services, 160 Day Hall, Ithaca, N.Y. 14853. For more information on jobs listed, contact Staffing Services (607) 256-5226.

N.Y. 14853. For more information on jobs listed, contact Staffing Services (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.

Position: Senior Technical Consultant  
Department: Computer Services: Academic Computing

Description: Provide teaching and consulting support for statistical computing applications. Consult on the use of statistical methods; help users interpret statistical results. Diagnose problems users may have with hardware and software; help users select hardware and software configurations that are suitable for their data analysis needs.

Requirements: Master's degree in statistics or related area or equivalent. Extensive coursework and/or experience applying statistical methods to social science research applications preferred. Programming experience to include at least one high level language; expertise in a variety of mainframe and microcomputer statistics packages; proficiency in CMS, MVS, and DOS. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT317

Position: Technical Consultant I  
Department: Cornell Institute for Social and Economic Research (CISER)

Description: Provide computing and consulting support to the CISER Data Archive. As a data manager—analyst, assist in data base design, analysis, data management and manipulation of large data sets for social science research projects. Provide computer consulting to project PI's, CISER staff, and user of CISER's data archive. Work as part of a research support team.

Requirements: Bachelor's degree or equivalent required. Master's degree preferred, or equivalent in social science. Mainframe and microcomputer data management experience; SAS and/or SPSS packages, JCL and MVS; experience with IBM PC's including software packages such as dBase III, Lotus 1-2-3, Kermit, and DOS; good knowledge of social science analysis techniques; good written communication skills, attention to detail; ability to meet deadlines; good interpersonal skills required. Please send cover letter and resume to Cynthia Smithbower by September 6, 1985.

Minimum Starting Salary: \$16,500  
Job Number: PT308

Position: Systems Programmer-Analyst III (Repost)

Department: Theory Center

Description: Under general supervision, be responsible for system analysis, design, programming and documentation for a large variety of projects using an IBM mainframe. Will be the major source of software support and technical leadership for both users and other Theory Center Staff.

Requirements: Bachelor's degree or equivalent combination of education and experience. Master's degree or equivalent preferred. Three to five years' experience. Strong technical and communications skills. Wide range of programming experience utilizing mainframe computers and high level languages, especially Fortran. Excellent writing skills. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$20,000  
Job Number: PT186

Position: Project Manager (Repost)

Department: School of Hotel Administration  
Description: Reporting to the Director of Business and Administrations, will develop, modify and maintain computer operations for the School and Statler Inn. Responsibilities include project development and implementation in addition to supervision of one programmer.

Requirements: Bachelor's degree in computer science or related field. At least three years relevant experience including project management and systems analysis. Must have working knowledge of COBOL. Familiarity with the WANG VS system desirable. Knowledge of the Cornell accounting system helpful. Familiarity with file management, report utilities, database—telecommunications and word processing concepts preferred. Prior experience in a hotel environment preferred. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT132

**Clerical**

Current Cornell employees should submit an employee transfer application, resume and cover letter. Outside applicants for clerical positions should submit an employment application, resume and take a Cornell University typing test (please contact the receptionist at 256-5226 for an appointment). Applications and resumes typically remain active for three months; typing test scores remain on file for one year. The clerical section uses an automatic referral system; applicants are referred to positions for which they are considered qualified and competitive. Unless otherwise advertised, requests to be referred to a specific position will not be accepted. Applicants who are referred

# Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

**Administrative/Professional****ADMINISTRATIVE—PROFESSIONAL**

The minimum salaries listed are for recruitment purposes only.

**\*Position: Personnel Associate II**

Department: Cooperative Extension Administration

Description: Assist the Personnel Officer of Cooperative Extension with the management of the personnel function for Cooperative Extension Administration, the New York City Extension Office, and the 57 counties in New York State.

Requirements: Bachelor's degree in personnel administration or a related field and significant experience as a personnel generalist or an equivalent combination of education and experience. Excellent interpersonal and written and oral communication skills are required. Position requires significant travel throughout New York State. Please send cover letter and resume to Ralph D. Jones by September 13, 1985.

Minimum Starting Salary: \$14,170  
Job Number: PA344

**\*Position: Executive Staff Assistant I**

Department: Theory Center

Description: Provide administrative and program support to Manager of Program Support and Directors of Theory Center. Act as liaison between Center administration, senior executives, faculty and corporate executives, state and national agencies and communicate university policy. Assist in establishment of Center corporate program; coordinate meetings.

Requirements: Bachelor's degree or equivalent. Minimum of three years program experience in scientific research organization. Excellent organizational and communication (written and oral) skills. Familiarity with University resources (accounting, purchasing, etc.); microcomputer. Please send cover letter and resume to Esther L. Smith by September 6, 1985.

Minimum Starting Salary: \$14,170  
Job Number: PC343

**\*Position: Research Support Specialist II**

Department: Horticultural Sciences, Highland, NY

Description: Provide technical support in research on physiology of fruit plants. Will care for experimental fruit plantings; apply fertilizer, growth regulators; collect growth, yield and fruit quality data; collect, preserve and analyze plant tissue samples from experimental treatments; summarize and statistically analyze experimental data; conduct literature searches. Develop experimental plans.

Requirements: Bachelor's degree or equivalent in plant science; Master's degree or equivalent desirable. Should have experience in fruit cultural practices, routine chemical analysis of plant tissue; statistical analysis of experimental data; some fruit farm or research experience preferred.

Minimum Starting Salary: \$14,170  
Job Number: PT346

Position: Applications Programmer-Analyst III

Department: Dean's Office, Arts & Sciences  
Description: Plan, supervise, and coordinate the development, implementation and maintenance of administrative information systems for two related units -- the College of Arts and Sciences and

the Administrative Programming Services, with approximately 50% for each unit.

Requirements: Bachelor's degree or equivalent combination of education and experience, knowledge of NATURAL and data base helpful. Knowledge of interactive administrative systems, data base management, IBM operating systems, micro processors, and two major programming languages. Supervisory experience helpful. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$20,000  
Job Number: PT337

Position: Senior Systems Programmer-Analyst

Department: Computer Services

Description: Design, implement, document, and maintain subsystems for major IBM operating systems, including MVS (using SMP—E) and VM.

Requirements: Bachelor's degree or equivalent with related computer courses. Four to six years systems programming experience and IBM 370 assembly language. In-depth knowledge of the interfaces between operating systems (including JES2 and RSCS) which provides a foundation for maintaining and adapting the software to support access control systems, accounting systems, and state-of-the-art communications providing connectivity with national and international networks. Must have demonstrated ability to exercise cost—benefit trade offs relative to current and proposed software. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT333

Position: Research-Planning Associate II (Repost)

Department: Institutional Planning and Analysis

Description: Responsible for developing management information and supporting data, reporting from University data bases and conducting special studies relating to human resource issues.

Requirements: Bachelor's degree. Familiarity with institutional research or planning in a higher education environment. Some experience in data base management or analysis and interpretation of data desirable. Please send cover letter and resume to Cynthia Smithbower by September 20, 1985.

Job Number: PT4910

Position: Applications Programmer-Analyst I

Department: Dean's Office, Arts & Sciences

Description: Provide administrative programming support for Office of College Studies, and technical coordination of institutional application in academic departments.

Requirements: Bachelor's degree or equivalent. Knowledge of and interest in microcomputers is essential. Motivation, ability to work independently, and communications skills are also very important. A familiarity with data base management and statistical analysis systems and knowledge of a foreign language will be helpful. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$16,500  
Job Number: PT336

Position: Applications Programmer I

Department: Computer Services (APS)

Description: As a member of a project team, install and maintain batch and interactive programs of an overall administrative system. Write production procedures and JCL. Interface with production control clerks.

Requirements: Bachelor's degree or equivalent with computer related courses. A knowledge of

applications for interactive administrative systems and data base concepts desirable. Some experience with machine architecture, programming languages (such as PL—1, NATURAL, COBOL, MARK IV) and system utility programs necessary. Please send cover letter and resume to Cynthia Smithbower by September 6, 1985.

Minimum Starting Salary: \$16,500  
Job Number: PT331

Position: Applications Programmer-Analyst I

Department: Vet Computing Facility

Description: Provide computer programming support and develop programs using the MUMPS language for applications in the NYS College of Veterinary Medicine.

Requirements: Bachelor's degree or equivalent. Computer programming skills required. Some on the job computer programming experience in a high level language. Please send cover letter and resume to Cynthia Smithbower by September 6, 1985.

Minimum Starting Salary: \$16,051  
Job Number: PT3310

Position: Administrative Manager I

Department: Finance and Business Office

Description: Prepare financial reports from statutory and University accounting records. Develop budgets through use of PC and mainframe computer. Provide administrative assistance to College and University administrators in budget and financial areas. Act as liaison between the statutory budget office and assigned statutory budget units. Plan and develop systems for analysis and reporting.

Requirements: Bachelor's degree in accounting or business administration or related field. Proficient use of IBM PC using financial reporting software; high level of interpersonal and organizational skills; familiarity with University accounting and administration desirable. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA339

Position: Research Support Specialist II

Department: Human Development & Family Studies

Description: Assist research director in the design and execution of a study of runaway and homeless youth in New York State.

Requirements: Master's degree in social sciences or equivalent combination of degree experience. Experience in conducting research in applied settings; experience working with adolescents; knowledge of statistical computing using mainframe computer; skills in supervising fieldwork activities. Please send cover letter and resume to Cynthia Smithbower by September 6, 1985.

Job Number: PT335

Position: Applications Programmer - Analyst III

Department: University Registrar

Description: Direct, organize, schedule and supervise a computer programming group of 3 to 5 staff. Analyze system requirements and prepare programming specifications for programming projects conducted by this staff.

Requirements: Bachelor's degree with computer-related courses. 3 to 7 years of experience in application design and development, preferably in an interactive environment. Familiarity with IBM or WANG VS equipment preferred. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$20,000  
Job Number: PT134



a department for review will be contacted by the department if an interview is necessary.

NOTE: Outside applicants with training and experience in the following areas are encouraged to apply: typing, word processing, data entry and accounting.

**\*Position: Administrative Aide, GR20**  
**Department:** Division of Nutritional Sciences  
**Description:** Provide administrative and secretarial support to the Expanded Food and Nutrition Education Program (EFNEP). Operate word processor; type correspondence; schedule meetings and seminars; make travel arrangements; responsible for large mailings; take meeting minutes; oversee secretary and student worker; prepare vouchers and monitor accounts.  
**Requirements:** Associate's degree or equivalent. Medium typing. Minimum of three years office experience. Ability to operate word processor and train others in its use. Good organizational skills. Familiarity with Cornell procedures (travel, accounting, etc.). Supervisory experience helpful.  
**Minimum Starting Salary:** \$12,209  
**Job Number:** C342

**\*Position: Administrative Aide, GR20**  
**Department:** Career Center - Sage  
**Description:** Maintain departmental accounting records; travel arrangements; provide secretarial support for office; compile and prepare a monthly report of counseling statistics; handle printing and purchasing matters related to office publications; purchase and inventory office supplies.  
**Requirements:** Associate's degree or equivalent coursework in accounting and/or equivalent work experience. Heavy typing. Experience with Cornell accounting procedures desirable. Ability to work with a variety of people with minimal supervision, under pressure and meet deadlines in a timely manner. Excellent interpersonal skills are essential.  
**Minimum Starting Salary:** \$12,209  
**Job Number:** C345

**\*Position: Secretary, GR19**  
**Department:** Animal Science  
**Description:** Type and assemble teaching materials, books, manuscripts, grant proposals, progress reports and correspondence; arrange schedules of appointments for professors and staff; order research supplies; issue requisitions and process bills for payment; handle extensive telephoning relative to professors' positions in campus and national affairs; arrange travel plans; maintain a scientific bank of references in the field of physiology.  
**Requirements:** High school diploma or equivalent. Business or secretarial school preferred. Heavy typing. Minimum of three to five years experience in a busy office where person handles pressure of multiple deadlines. Highly experienced and enjoys the challenge of adapting word processor to multiple needs. Experience in dealing with people from many countries and with technical and scientific terms.  
**Minimum Starting Salary:** \$11,570  
**Job Number:** C346

**\*Position: Secretary, GR19**  
**Department:** Johnson Graduate School of Management  
**Description:** Coordinate the operations of the corporate on-campus recruiting process. Manage the student bidding process for scheduling interviews; maintain and develop corporate information library; maintain the interviewing activities and interview records; assist the Placement Office in various other projects as appropriate.  
**Requirements:** High school diploma or equivalent. Light typing. Experience with computers helpful. Must have an interest in working with computers. Library experience helpful but not essential. Good organizational skills; pay attention to detail.  
**Minimum Starting Salary:** \$11,570  
**Job Number:** C341

**\*Position: Editorial Assistant, GR18**  
**Department:** Cornell University Press  
**Description:** Act as assistant to acquisitions editor responsible for acquisition, development and maintenance of scholarly books. Routine office duties include typing, filing, follow-up. Two year renewable appointment.  
**Requirements:** Associate's degree or equivalent; Bachelor's degree or equivalent preferred. Heavy typing. Prior experience with book publishing helpful. Secretarial skills.  
**Minimum Starting Salary:** \$10,920  
**Job Number:** C344

**Position: Administrative Aide, GR21**  
**Department:** State Finance & Business Office  
**Description:** Compose letters; formulate financial reports; prepare statistical tabulations; use electronic mail; maintain monthly expenditure reports on IBM PC; answer telephone, maintain

files; interact with Cornell Administration. Other projects as assigned.

**Requirements:** Associate's degree or equivalent. Medium typing. Secretarial or accounting experience. IBM Displaywriter preferred, knowledge of IBM PC required, technical knowledge of facilities engineering required for project specification and drawings. Must be able to work independently with minimum supervision.  
**Minimum Starting Salary:** \$12,968  
**Job Number:** C3123

**Position: Secretary, GR20 (Repost)**  
**Department:** Chemical Engineering  
**Description:** Provide secretarial and administrative support to Director. Draft letters and answer routine correspondence; type highly technical proposals; assemble information necessary for grant proposals and oversee completion of research proposals conforming to requirements of funding agency; make travel arrangements for Director and/or visitors; maintain publications and grant files, research library, reprint files and respond to requests for reprints; assist in coordinating activities for Faculty Awards Committee and arrangements for 3-5 major meetings or conferences each year.

**Requirements:** Associate's degree or equivalent. Heavy typing. Minimum two to three years experience. Knowledge of word processing equipment necessary. Ability to work in a highly active environment with ability to set priorities. Excellent organizational, interpersonal and communication skills.  
**Minimum Starting Salary:** \$12,209  
**Job Number:** C3112

**Position: Administrative Aide, GR20**  
**Department:** Johnson Graduate School of Management  
**Description:** Provide the majority of word processing for the office of admissions. Perform some data entry functions; responsible for all office vouchers, including travel, reimbursements and billing.

**Requirements:** Associate's degree in secretarial science or equivalent. Medium typing. Must have experience with a word processing system such as Displaywrite, Mass 11 or equivalent. Familiarity with admissions office systems and data entry preferred.  
**Minimum Starting Salary:** \$12,209  
**Job Number:** C332

**Position: Research Aide, GR20**  
**Department:** CRSR-Center for Radiophysics & Space Research

**Description:** Responsible for a broad range of technical duties including library research some computations on hand calculators and small computers; typing scientific papers purchase orders, vouchers; government grant-related work; composing, filing and mailing of a heavy volume of correspondence; supervision of work-study student(s); maintaining records of professional organizations; journal subscriptions, book orders; travel arrangements and travel reimbursements.

**Requirements:** Heavy typing. Excellent typing skills with substantial experience with scientific and technical texts are required. Experience with word processors (if possible Micom) is highly desirable. Knowledge of the Cornell library system and experience in library research are desirable. Excellent organizational, communication and interpersonal skills are essential. Please send cover letter and resume to Esther L. Smith by August 30, 1985.

**Minimum Starting Salary:** \$12,209  
**Job Number:** C331

**Position: Secretary, GR19**  
**Department:** Admissions  
**Description:** Manage transfer admissions by coordinating year-round hosting and personalize responses to inquiries; monitor articulation agreements with 2-year colleges and evaluate student credentials; function in all areas of recruitment and selection activity; provide general administrative and secretarial support.

**Requirements:** High school diploma or equivalent. Associate's degree or equivalent desirable. Heavy typing. Minimum two years' experience (preferably at Cornell University). Experience in high volume, demanding position. Excellent communication skills.

**Minimum Starting Salary:** \$11,570  
**Job Number:** 3313

**Position: Secretary, GR19**  
**Department:** College Public Affairs, College of Arts and Sciences

**Description:** Provide administrative and secretarial support for the Associate and Assistant Director of Public Affairs. Arrange events, meetings, staff travel; establish and maintain donor tracking and gift acknowledgement systems. Full-time, nine month position, mid-September - mid-June.

**Requirements:** High school diploma or equivalent. College experience desirable. Medium typing. Minimum of two years secretarial experience required. Good typing, filing and telephone skills required. Ability to work on projects independently and under deadlines. Knowledge of word processing. z Minimum Starting Salary: \$11,570  
**Job Number:** C3315

**Position: Secretary, GR18**  
**Department:** Division of Nutritional Sciences  
**Description:** Provide secretarial support to two professors involved in teaching and research. Type course materials, minutes for committee meetings, correspondence, proposals and technical papers; answer telephones; schedule appointments; maintain files; copy; handle travel arrangements; order supplies; prepare vouchers and travel forms.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Minimum of 2-3 years secretarial experience. Accurate typing and proofreading skills. Good organizational skills. Ability to work with students, faculty and staff.

**Minimum Starting Salary:** \$10,920  
**Job Number:** C3310

**Position: Secretary, GR18**  
**Department:** Agricultural Economics  
**Description:** Provide secretarial and clerical support for two faculty and other research staff. Type manuscripts with formulas, grant proposals, general correspondence, class materials; oversee work-study students and part-time temporary assistants; maintain calendars; arrange travel schedules.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Ability to operate computer with word processing software preferable. Accuracy essential. Excellent interpersonal skills necessary.  
**Minimum Starting Salary:** \$10,920  
**Job Number:** C3318

**Position: Secretary—Receptionist, GR18**  
**Department:** Human Ecology Admissions  
**Description:** As secretary—receptionist for the Human Ecology Admissions Office, assure a quality campus visit program for parents and students. Schedule appointments and meetings; coordinate student visits and hosting arrangements; assist with freshman applications and general secretarial support for four admissions professionals and 40 student volunteers.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Minimum of two years experience (preferably at Cornell). Excellent organizational, interpersonal and communication skills.  
**Minimum Starting Salary:** \$10,920  
**Job Number:** C3339

**Position: Secretary, GR18**  
**Department:** Computer Science  
**Description:** Coordinate graduate admissions procedures; recruit and keep records for graduate study in computer science; provide clerical support for graduate faculty representative and other faculty and visitors (academics).

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Minimum of 1-3 years experience. Prior office experience, preferably in an academic environment. Strong communication (written) skills. Word processing (UNIX or MAC) helpful.  
**Minimum Starting Salary:** \$10,920  
**Job Number:** C3319

**Position: Building Attendant, GR16 (Two Positions)**

**Department:** Circulation - Olin Library  
**Description:** Work at exit and stacks control desks; responsible for opening and closing the building; make regular tours of the building; perform a variety of collection maintenance tasks such as shelving books, inventory, book repair. Other duties as assigned. 39 hours per week, some evenings and weekends.

**Requirements:** High school diploma or equivalent. Some academic background desirable. Ability to work effectively with a variety of people in a public service position; good communication skills; ability to reach a 7' door lock; first aid and CPR training desirable.

**Minimum Starting Salary:** \$9,874  
**Job Number:** C3311, C3312

**Position: Stacks Assistant, GR16**  
**Department:** Access-Circulation - Olin Library  
**Description:** As a member of the collection maintenance group in the Access-Circulation Department, maintain the book stacks of the Library. Primary duties include shelving a large volume of materials, processing incoming serials, and maintaining an orderly, academic environment. Other duties include staffing the Library security desks and working in Olin's book repair workshop.

**Requirements:** High school diploma or equivalent. Excellent organizational skills. Attention to detail.

**Minimum Starting Salary:** \$9,874  
**Job Number:** C3317

## General Service

**\*Position: Dairy Worker, SO18**  
**Department:** Animal Science - Statutory  
**Description:** Care and maintenance of large research dairy cattle herd and facilities where housed. Include feeding calves, assisting births, observe animal and equipment disorders. Assist as needed in other dairy cattle and equipment maintenance areas and related research and teaching support within dairy cattle unit. Five days per week, 2:30 p.m. - 11:00 p.m., weekends and holidays as required.

**Requirements:** High school diploma or equivalent or adequate work experience. Considerable background in dairying, ability to work alone, lift 50 lbs. Class V driver's license.  
**Minimum Starting Salary:** \$5.41—hour  
**Job Number:** S344

**\*Position: Food Service Worker, SO17**  
**Department:** Cornell Dining - Endowed  
**Description:** Planning, preparation and presentation of cold foods. Monday - Friday, 40 hours per week.

**Requirements:** High school diploma or equivalent. Knowledge of cold food preparation. Familiarity with kitchen equipment preferred.  
**Minimum Starting Salary:** \$4.69—hour  
**Job Number:** S342

**\*Position: Food Service Worker, SO16**  
**Department:** Cornell Dining - Endowed  
**Description:** Preparation and service of assigned food items. Sunday - Thursday, 39 hours per week.

**Requirements:** High school diploma or equivalent. Knowledge of food preparation and presentation. Some related experience.  
**Minimum Starting Salary:** \$4.47—hour  
**Job Number:** S341

**\*Position: Custodian, SO16**  
**Department:** Residence Life - Endowed  
**Description:** Perform maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. 7:30 a.m. - 4:00 p.m. Monday - Friday.

**Requirements:** High school diploma or equivalent. Ability to operate a variety of heavy power-operated equipment, climb an 8' ladder and lift 50 lbs.  
**Minimum Starting Salary:** \$4.47—hour  
**Job Number:** S343

**Position: University Service Officer, Grade 2**  
**Department:** Public Safety  
**Description:** Responsibilities include prevention and detection of criminal behavior; external and internal patrol of University property within his or her area for fire, safety and crime hazards; enforcement of parking regulations occurring on the property of Cornell University.

**Requirements:** High school diploma or equivalent. Further formal education, training and/or experience in the law enforcement field preferred. Satisfactory completion of basic University Service Officer training. Knowledge of Cornell University rules and regulations; U.S. citizenship; eyesight 20-40 corrected to 20-20; no record of convictions other than minor traffic infractions; NYS driver's license; ability to obtain NYS pistol permit within 90 days of employment. Must pass physical examination.  
**Minimum Starting Salary:** \$6.06 per hour  
**Job Number:** S331

**Position: Animal Attendant, SO18 (Two Positions)**

**Department:** Veterinary Medical Teaching Hospital - Statutory

**Description:** Routine barn chores, keeping all areas clean, grooming animals, cleaning, disinfecting stalls after patient discharges. Assist students and clinicians when needed. 39 hours per week, hours to be determined. Weekends and some holidays required.

**Requirements:** High school diploma or equivalent. 3-5 years experience handling large animals. Milking experience preferred.  
**Minimum Starting Salary:** \$5.41 per hour  
**Job Number:** C334, C335

**Position: Cook, SO18**  
**Department:** Residence Life - Endowed  
**Description:** Clean, prepare and cook food for University-owned fraternity. Clean all food preparation areas, cooking areas, and assist in keeping



# Job Opportunities

Continued from Page 5

storerooms and refrigerator sanitary. Aid student steward in menu-planning and food purchase as needed. Must be able to work with little supervision and with student volunteers. Ability to supervise student helpers preferred.

Requirements: Ability to follow recipes accurately, operate standard food preparation and cooking equipment. Experience in large quantity preparation is essential. Some years experience as a cook. Good organizational skills.

Minimum Starting Salary: \$4.98—hour  
Job Number: S322

Position: Print Machine Operator, SO23

Department: Graphic Production Services - Endowed

Description: Operate various models, types of printing presses, auxiliary printing equipment and perform other operations associated with complete printing operations. Responsible for above average quality and production levels.

Requirements: High school diploma and formal training in graphic arts procedures is desirable. Minimum three years on-the-job training in relevant printing skills. Formal training can be substituted for part of this requirement. Ability to perform highly detailed work; ability to lift up to 60 lbs.

Minimum Starting Salary: \$6.61—hour  
Job Number: S316

Position: Animal Technician, GR18 (Two positions)

Department: Laboratory 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 charts.

Requirements: High school diploma or equivalent required; Associate's degree in animal science preferred. Some animal handling experience desirable. Assistant Animal Certification helpful. Must be able to lift 50 lbs.; pre-employment physical required.

Minimum Starting Salary: \$10,920  
Job Number: S312, S313

Position: Assistant Cook, SO18

Department: Cornell Dining - Endowed

Description: Assist in preparation, garnishing and service of all hot foods. Prepare some hot food under the supervision of the Cook, Chef or Supervisor. Monday - Friday, 40 hours per week.

Requirements: High school diploma or equivalent and at least 6 months related experience. Knowledge of hot food production. Familiarity with cooking equipment.

Minimum Starting Salary: \$4.98—hour  
Job Number: S315

## Technical

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

\*Position: Research Equipment Technician, GR25

Department: Laboratory of Plasma Studies

Description: Operate and maintain the LION accelerator and the supporting laboratory equipment. Assist experimentalists in the form of mechanical and electrical construction and performance of routine measurements. Maintenance of parts inventory.

Requirements: High school diploma or equivalent and technical training in mechanical and electrical fabrication and repair. Two or more years experience in the following areas: operation of hand tools, machine tools, electrical, vacuum and high voltage equipment; ability to organize, maintain records and supply inventories. Apply by September 13, 1985.

Minimum Starting Salary: \$16,239  
Job Number: T344

\*Position: Technician, GR20

Department: Pharmacology

Description: Perform experiments and analyze the results of research aimed at understanding the role of calcium in secretion from tumor basophils and mast cells. Duties will include the usage of pH meters, centrifuge, gamma and liquid scintillation counters, spectrophotometer, fluorometer, gel filtration columns, fraction collectors, gel electrophoresis apparatus, light and fluorescence microscopes and tissue culture equipment. Will participate in experiments such as radioactive tracer flux studies, cell culture and protein purification as well as fluorometric and spectrophotometric enzyme assays.

Requirements: Bachelor's degree or equivalent in biochemistry, cell biology, physiology or similar subject. Experience in a biological sciences research laboratory is desirable but not essential. Apply by September 13, 1985.

Minimum Starting Salary: \$12,209  
Job Number: T341

\*Position: Technician, GR19

Department: Division of Nutritional Sciences

Description: Assist principal investigator with analyses on carbohydrates and dietary fiber. Perform chromatographic analyses (GC, HPLC) and spectrophotometric analyses. Assist in dietary fiber sample preparation and fractionation. One year appointment, continuation contingent upon grant funds.

Requirements: Bachelor's degree or equivalent in biochemistry, chemistry, food science or other biological science. Familiarity with biochemical techniques. Laboratory experience in analytical chemistry. Apply by September 13, 1985.

Minimum Starting Salary: \$11,570  
Job Number: T343

\*Position: Research Assistant I

Department: Boyce Thompson Institute - Contact Department Directly (see below)

Description: Assist with greenhouse evaluations of new organic compounds for herbicidal activity and with studies of photosynthesis and nitrogen nutrition in legumes. Anticipated term of employment is six to nine months, full-time.

Requirements: Bachelor's degree in biological sciences. Course work in chemistry and plant physiology desirable. Typing skills and experience with microcomputers helpful but not required.

Minimum Salary: \$11,200 annual equivalent  
Contact: Dr. D.L. Sirois, Boyce Thompson Institute, 257-2030  
Job Number: T346

Position: Technician, GR23

Department: Horticultural Sciences - Geneva, NY

Description: Assist three project leaders with field experiments on apple fruit size and yield; conduct tree physiology studies and fruit anatomy studies. Collect and analyze data using computer-assisted statistics.

Requirements: Bachelor's degree or equivalent with appropriate experience in pomology, horticulture or related field. Expertise in fruit production, physiology, plant anatomy, agricultural economics, statistics and computer literacy are desirable. Pesticide applicator's certification will be required. Valid driver's license.

Minimum Starting Salary: \$14,485  
Job Number: T335

Position: Electronics Technician, GR22

Department: Computer Services - NetComm

Description: Responsible for installing and providing maintenance on computer terminals, personal computers, and on the Data Communications Network that links this equipment to large computers.

Requirements: Associate's degree in electronics or related field. Theoretical and practical knowledge of digital and analog circuits and of computer hardware and software technology pertaining to data communications. Apply by September 6, 1985.

Minimum Starting Salary: \$13,667  
Job Number: T339

Position: Research Equipment Technician, GR22

Department: Materials Science and Engineering  
Description: Design, build and modify experimental set-ups. Perform experiments and analysis related to mechanical properties of metals.

Requirements: Associate's degree in technical area. Fundamental skills in metal machine shop equipment such as a drill press, lathe and power saws. Apply by September 6, 1985.

Minimum Starting Salary: \$13,667  
Job Number: T3310

Position: Research Aide, GR22

Department: Institutional Planning and Analysis

Description: Maintain and ensure the accuracy, completeness and timeliness of data relating to academic personnel. Assist in collection of data for management information.

Requirements: Associate's degree or equivalent in business or data management. Familiarity with a university environment desired. Familiarity with data entry and personnel policies helpful. Apply by September 6, 1985.

Minimum Starting Salary: \$13,667  
Job Number: T3321

Position: Animal Health Technician, GR21

Department: Veterinary Medical Teaching Hospital

Description: Work as scrub and circulating technician in operating rooms, maintaining aseptic conditions, cleaning and sterilizing instruments, preparing linen. Provide supportive therapy for ICU patients, assist with emergency procedures. Some Holiday, weekend and evening coverage required.

Requirements: NYS Licensed Animal Health Technician. Minimum two years experience working with large and small animals. Apply by September 6, 1985.

Minimum Starting Salary: \$12,968  
Job Number: T338

Position: Technician, GR20

Department: Plant Breeding and Biometry

Description: Perform biochemical and genetic analysis of Tomato and Brassica tissues. Performance of standard molecular techniques including preparation, electrophoresis, and hybridization of nucleic acids. Operation of general lab equipment; maintenance of lab supplies; supervision of radiation work area.

Requirements: Bachelor's degree in a lab-oriented biological area plus experience; Master's degree desirable. Previous related laboratory experience and demonstrated ability to work independently desirable. Apply by September 6, 1985.

Minimum Starting Salary: \$12,209  
Job Number: T337

Position: Technician, GR19

Department: Food Science

Description: Perform routine chemical, microbiological, and physical testing of the ingredient supplies and the products produced by the dairy plant to insure regulatory compliance and efficiency in production. Monday - Friday, 6:30 a.m. - 3:00 p.m.

Requirements: Associate's degree in dairy or food analysis. Familiarity with butterfat tests, pH measurement, total solids tests, T.A. testing, cryoscope freezing point determination, and other dairy tests including standard microbiological test procedures preferred. Apply by September 6, 1985.

Minimum Starting Salary: \$11,570  
Job Number: T336

Position: Technician, GR20

Department: Agronomy

Description: Perform quantitative analysis of soils, plant tissue, water and other materials.

Requirements: Bachelor's degree in chemistry or related science with coursework in analytical chemistry; or Associate's degree with extensive experience. Proficiency in wet-chemical preparation and analytical laboratory techniques essential. Experience with atomic absorption spectroscopy, colorimetry and other routine lab instrumentation essential. Experience with Technicon Auto Analyzers and CHN elemental analysis desirable.

Minimum Starting Salary: \$11,739  
Job Number: T324

Position: Technician, GR19

Department: Entomology

Description: Provide technical assistance in an entomological-parasitological research laboratory by preparing in vitro systems for culture of a human parasite and by aiding in the selection of a filarial susceptible strain of black fly.

Requirements: Bachelor's degree in biological sciences or related area; some cell-tissue culture experience preferred. Knowledge of sterile techniques helpful. Apply by September 6, 1985.

Minimum Starting Salary: \$11,570  
Job Number: T327

Position: Technician, GR19

Department: Biochemistry, Molecular & Cell Biology

Description: Provide technical support involving production of monoclonal antibodies and tissue culture assays. 20 to 39 hours per week.

Requirements: Bachelor's degree in biology or a related area. Some experience in tissue culture

work essential. Apply by September 6, August 31, 1985.

Minimum Starting Salary: \$11,570  
Job Number: T329

Position: Technician, GR19

Department: Poultry and Avian Sciences

Description: Perform research in the area of animal biotechnology with a view toward identifying and manipulating genetic regions that may influence growth, productivity, and disease resistance of domestic animals. Projects include studies of gene dosage effects on development, locating genes on chromosomes, determining blood types, studies on growth and viability of animals and computerization of breeding experiments.

Requirements: Bachelor's degree in biology, chemistry, or animal science with emphasis on cytotechnology, histology and biochemistry. Applicants must be comfortable in a laboratory setting that includes sophisticated instrumentation for biology and chemistry research and be able to prepare reagents such as buffers. Familiarity with microscopes, photography, and microcomputers (Apple IIe) desirable. Must be interested in learning new techniques and be comfortable working independently in a lab setting. Some experience in animal handling desirable. Apply by September 6, 1985.

Minimum Starting Salary: \$11,125  
Job Number: T321

Position: Technician, GR20

Department: Agronomy

Description: Perform quantitative analysis of soil extracts using atomic absorption spectrophotometers, automated titrimeter, technicon system and some colorimetric methods. Calculate and record results, prepare reagents and standards, and perform routine maintenance on instruments.

Requirements: Bachelor's degree in chemistry or a related field with one year lab experience. Some atomic absorption spectrophotometer experience preferred. Computer experience desirable but not necessary. Apply by August 30, 1985.

Minimum Starting Salary: \$12,209  
Job Number: T312

## Part-time

\*Position: Technician, GR18

Department: Chemistry

Description: Assist in the day-to-day operation of the section of Laboratory Services and Safety directed by the manager. Prepare and provide reagents and supplies required by Laboratory Services. 20 hours per week, Monday - Friday, negotiable.

Requirements: Bachelor's degree or equivalent in chemistry. Knowledge of chemistry lab techniques and procedures. Must be able to calculate and prepare chemical solutions of specific concentrations and be familiar with basic acid and base titration. Should have solid knowledge of safety practices.

Minimum Starting Salary: \$10,920—annual equivalent  
Job Number: T345

Position: Administrative Aide, GR20 (Repost)

Department: Agricultural Engineering

Description: Provide administrative-secretarial support to the Environmental Quality-Renewable Energy Group. Type classwork, correspondence, manuscripts, etc.; proofread and edit proposals and progress reports; answer telephone; assist with budget; handle mail. Other duties as assigned. Monday - Friday, 20 - 30 hours per week.

Requirements: Associate's degree in secretarial science or equivalent. Scientific and/or chemical background. Heavy typing. At least three to five years experience. Excellent grammar, punctuation, editing and communication skills. Machine transcription experience. High speed-accurate typing.

Minimum Starting Salary: \$11,739—annual equivalent  
Job Number: C1714

Position: Groundskeeper, SO18

Department: Physical Education & Athletics

Description: Assist in the care and maintenance of athletic facilities and grounds. Monday - Friday, 7:00 a.m. - 12:30 p.m.

Requirements: High school diploma or equivalent. Ability to run small power equipment, as well as operate riding mowers. NYS drivers license (Class V) required.

Minimum Starting Salary: \$4.98—hour  
Job Number: S332

Position: Custodian, SO16

Department: Unions & Activities

Description: Provide general maintenance and custodial care of buildings and grounds in immediate



vicinity of assigned area. Monday - Friday, 8:00 a.m. - 10:00 a.m.  
Requirements: Ability to use a variety of heavy power operated equipment, climb an 8' ladder and lift 50 lbs.  
Minimum Starting Salary: \$4.47—hour  
Job Number: S333

## Temporary

**TEMPORARY OPPORTUNITIES:** With the approach of the new academic year, we anticipate needing individuals qualified for work in the following areas: clerical, secretarial, word processor operators (temporary and permanent); food service (temporary and permanent) and farmworkers (temporary). If you have experience or skills in these or related areas and are interested in learning more about these opportunities, please stop by the East Hill Plaza Employment Office any Monday through Friday, 9:00 a.m. to 12:00 noon, or call Sharon Warunek at 273-1179, or Tambi Benzon or Esther Smith at 256-5226.

**\*Position: Temporary Technician**  
Department: Ecosystems Research Center  
Description: Primary responsibility for greenhouse research including greenhouse upkeep, sampling of plant growth, changing nutrient solutions and recording and logging of data. Independent field and lab work involved. Days and hours flexible, four days per week, eight hours per day until January, 1986.  
Requirements: Bachelor's degree or equivalent work experience. Previous greenhouse experience preferred. Interest in plants, ecology, etc. Ability to lift 50 lbs. and to work independently.  
Minimum Starting Salary: \$4.50—hour  
Job Number: T342

**\*Position: Temporary Research Aide**  
Department: Entomology  
Description: Technical assistance in population dynamics study of field corn insects. Involves both field and laboratory work. Full-time until 10-0-85.  
Requirements: Bachelor's degree desired but not required; coursework related to ecology, biology or entomology. Ability to work under minimum of supervision. Interest in field biology. NYS driver's license required. Please send cover letter and resume to Tambi Benzon.  
Minimum Starting Salary: \$4.50—hour  
Job Number: C347

**Position: Temporary Secretary, (Repost)**  
Department: Theoretical & Applied Mechanics  
Description: Type technical—mathematical reports and papers for several faculty, using an IBM PC or word processor. Good organizational, communication and interpersonal skills (written and oral) required. Other duties as assigned. Please send cover letter and resume to Tambi L. Benzon by August 30, 1985.  
Requirements: High school diploma or equivalent. Secretarial or business school preferred. Heavy typing. General office experience, technical typing, personal computer and word processing.  
Minimum Starting Salary: \$5.80—hour  
Job Number: C2717

**Position: Temporary Special Collections Assistant**  
Department: Veterinary Library  
Description: Coordinate and maintain the daily operation of the Veterinary Library's Autotutorial Center. Assist users in locating software (slides, videotapes, etc.) and in operating hardware (projectors, video units, etc.). Maintain equipment. Order and catalog new titles. Train and supervise student assistants. Part-time, temporary until December 31, 1985. 20 hours per week to be arranged.  
Requirements: Associate's degree in communications, media or related field or equivalent experience. Light typing. Some experience with audiovisual equipment and programs. Some library experience desirable. Strong interpersonal organizational and communications skills. Ability to perform detailed assignments and to work without constant supervision. Please send cover letter and resume to Tambi L. Benzon.  
Minimum Starting Salary: \$5.38—hour  
Job Number: C335

**Position: Temporary Secretary**  
Department: Food Science  
Description: General support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals and related teaching and extension needs. Handle travel arrangements. Maintain files and general support duties. Full-time, temporary until June 30, 1986.

**Monday - Thursday, 8:30 - 5:00; Friday, 8:30 - 4:00.**  
Requirements: Two year degree in secretarial science or equivalent. Heavy typing. Minimum one year office experience. Word processing experience preferred. Strong organizational, interpersonal and communication (written and oral) skills. Heavy typing with speed and accuracy. Please send cover letter and resume to Tambi L. Benzon by September 6, 1985.  
Minimum Starting Salary: \$5.38—hour  
Job Number: C3314

**Position: Temporary Accounts Assistant**  
Department: Clinical Sciences  
Description: Maintain departmental accounting records using automated accounting system. Post transactions to general ledger program; reconcile accounts with official University records. Monday - Friday, 8:00 a.m. - 5:00 p.m.; 6 month position.  
Requirements: High school diploma or equivalent. Some college preferred. Medium typing. Familiarity with Cornell Statutory accounting system preferred; knowledge of general office procedures. Please send cover letter and resume to Tambi L. Benzon by August 30, 1985.  
Minimum Starting Salary: \$5.20—hour  
Job Number: C325

**Position: Temporary Office Assistant, (Repost)**  
Department: Office of Instruction - CALS  
Description: General office duties with a substantial amount of time on an Exxon Word Processor. Compile information; type letters and reports; maintain files; provide information and assistance to students, alumni, and recruiters; monitor career library. Part-time, casual appointment until August 13, 1986. Monday - Thursday, 1:00 - 5:00 p.m.; Friday 1:00 - 4:00.  
Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Some office experience. Strong interpersonal skills. Familiarity with word processor or interest in learning. General office skills. Please send cover letter and resume to Tambi L. Benzon.  
Minimum Starting Salary: \$5.16—hour  
Job Number: C2613

**Position: Temporary Secretary**  
Department: English  
Description: Type correspondence, classroom materials and manuscripts, copy editing, researching and borrowing books from Olin Library, and purchasing books and supplies from the Campus store for one professor. Part-time, temporary until June 30, 1986. Two hours per day.  
Requirements: Some college education desirable. Medium typing. Secretarial experience and familiarity with the University Library system. Please send cover letter and resume to Tambi L. Benzon by August 30, 1985.  
Minimum Starting Salary: \$5.00—hour  
Job Number: C337

**Position: Temporary Library Assistant**  
Department: A.R. Mann Library  
Description: Perform library public services and clerical duties. Word at Circulation desk, perform a variety of clerical duties, answer informational and directional questions, responsible for opening and closing the library on certain days. Part-time, temporary until May 30, 1986. Some evening and weekends; 12 hours per week.  
Requirements: Bachelor's degree or equivalent experience desirable. Excellent interpersonal skills. Attention to detail and ability to work independently essential. Library experience desirable. Please send cover letter and resume to Tambi L. Benzon by August 30, 1985.  
Minimum Starting Salary: \$4.00—hour  
Job Number: C3316

**Position: Information Assistant, T-2 (Repost)**  
Department: Albert R. Mann Library  
Description: Assist library users by providing information about the collection and services; answer in-person and telephone questions using card catalogs, computerized information networks, indexes, reference books and other library resources; assist with technical aspects of maintaining reference and periodical room collections. May involve special projects. Part-time, temporary until May 30, 1986. Evenings and weekends; up to 19 hours per week.  
Requirements: Bachelor's degree or equivalent experience, preferably in agriculture, life sciences, or human ecology. Excellent interpersonal skills. Ability to work independently. Library experience desirable. Please send cover letter and resume to Esther L. Smith.  
Minimum Starting Salary: \$4.00—hour  
Job Number: C3015

**Position: Program Aide**  
Department: Residence Life

**Description: Assist the Program Coordinator** with planning, implementing, facilitating, and initiating student family participation in the area programs. Making outreach home visits and assisting with the creation of a monthly newsletter for the multi-cultural SFH population. Part-time, temporary; 15 hours per week.  
Requirements: Some coursework in human development, psychology, elementary education, family law, international relations desirable, but not essential. Some experience working with families in a community setting. Please send cover letter and resume to Tambi L. Benzon.  
Minimum Starting Salary: \$3.75—hour

**Position: Temporary Technician, T-1 (Two positions)**  
Department: Entomology  
Description: Assist in population dynamics study of field corn insects. 80% field work at Freeville Research Farm (transportation provided); sample and transport insect populations for lab investigation; record data. 20% lab work (on campus): process insect samples; maintain lab colonies; log data on IBM mainframe. Temporary, full-time position until October 31, 1985.  
Requirements: Bachelor's degree or equivalent desirable; interest and related course work in biology and ecology. Ability to work efficiently under minimum supervision. Position involves considerable walking, standing, visual concentration and some physical effort for sampling soil insects and transporting field cages. Please send cover letter and resume to Cynthia Smithbower by September 6, 1985.  
Minimum Starting Salary: \$3.75—hour  
Job Number: T3313, T3314

**Position: Temporary Technical Staff Writer**  
Department: Food Science  
Description: Responsible for library research on

specific scientific topics, particularly nutritional aspects of fatty acids; conduct literature searches, and collate publications; summarize scientific publications; assemble written overviews and write summaries. Monday - Friday, 20-30 hours per week to be arranged.

Requirements: Bachelor's or Master's degree in Nutritional—biological sciences—chemistry. Medium typing. Some research experience in appropriate areas. Competence in word processing (IBM). Training and experience in technical writing. Familiarity with IBM PC essential. Please send cover letter and resume to Cynthia Smithbower by September 6, 1985.  
Minimum Starting Salary: \$5.00—hour  
Job Number: T328

## Academic

Please contact department directly.  
**\*Position: Postdoctoral Associate (begins September, 1985)**  
Department: Cornell Plantations  
Contact: Dr. Robert Cook, Cornell Plantations, 256-3020  
Job Number: A341

**Position: Faculty: Large Animal Surgery**  
Department: Clinical Sciences  
Contact: Dr. Alexander de Lahunta, Department of Clinical Sciences, NYS College of Veterinary Medicine  
Job Number: A331

**Position: Research Associate II**  
Department: Clinical Sciences  
Contact: Bud C. Tennant, D.V.M., Department of Clinical Sciences, NYS College of Veterinary Medicine  
Job Number: A332





# Calendar

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

\*—Admission charged.

## Announcements

### Fall Library Tours

Undergraduate tours of Uris and Olin Libraries will occur on the following dates:

Thurs. Aug. 29, 4 p.m. Uris

Fri. Aug. 30, 3 p.m. Uris & Olin

Interested persons should meet at the Uris Circulation Desk. Uris & Olin tours last 45 minutes and Uris tours last 30 minutes. Handicapped students needing special tours should call 256-2339.

### Alternatives Library

Native Americans at the Alternatives Library, Anabel Taylor Hall. Books, periodicals and tapes available. Open to the public.

### The Personal Effectiveness Seminar

This eight week program with Let Davidson, Ph.D., empowers you to make life work. Build self-awareness and self-confidence, integrity, commitment, creativity, vitality, relaxation, peace of mind. Define and accomplish your life goals. Meets eight Thursdays, 7-10 p.m., begins September 19. Call 272-4131.

### Making Relationships Work

An eight-week workshop series with Let Davidson, Ph.D., on creating loving and satisfying relationships, for individuals and couples. Meets Tuesdays, 7-10-30 p.m., begins Sept. 17. Call 272-4131.

### Ears

On behalf of Empathy, Assistance and Referral Service, fondly known as E.A.R.S., we are happy to announce that we have recently expanded our hours. Friday hours have been extended from 7-11 p.m. to 5-11 p.m. Our regular hours Sunday through Thursday, 3-11 p.m. and Saturday, 7-11 p.m. continue unchanged. E.A.R.S. provides short-term peer counseling on a walk-in as well as telephone basis; we are located in Willard Straight Hall, room 211, and our phone number is 256-EARS. All services are free and completely confidential. As ever, E.A.R.S. counselors look forward to being of support to all members of the Cornell community.

### Cornell Toastmasters

Do you have a stage fright when speaking before an audience, or are you planning to speak before your committee or organization? Or would you like to meet new and different people? Then Toastmasters is for you. Toastmasters is a professional organization whose goal is to help its members become comfortable and able in public speaking and dealing with large groups of individuals.

If you are interested in joining a professional speaking club, then come and participate with the Cornell Toastmasters. First and Third Tuesdays at 5:30 p.m. in 135 Emerson Hall. Contact Rafael at 257-7669 for details.

### Alternatives Library

Alternatives Library is open to the public. Wide range of materials on spirituality and self-growth. Anabel Taylor Hall. The Library has a large selection of books, periodicals, and tapes available on many religions and religion alternatives. World hunger should concern everyone. Learn more at the Alternatives Library. Open to the public.

### Every Thursday

Goldwin Smith Kaufman Auditorium, 5 p.m. Cornell Coalition for Divestment general meeting. All welcome.

### Gay Jews Support Group

A support group for gay Jews is being formed, to share and explore related concerns and conflicts, possible ways to confront them, exchange religious and cultural context material. If inter-

ested in taking part, please call GayPac, 256-6482. Confidentiality ensured.

### Personal Growth Workshop

New series begins the week of September 9. Topics include Assertiveness, Building Self-Esteem, Building Satisfying Relationships, Stress Management, General Personal Growth, Women, Food and Self-Esteem, Coming Out (separate sections for men and women), Overcoming Writer's Block (for graduate students), and a new workshop in Family Relationships.

Free, confidential. Open to all members of the Cornell community. Signups begin Sept. 2. For more information or to sign up, call 256-3608 or stop by 103 Barnes Hall.

### Intramural Tennis

Doubles, (Men, Women). Deadline on entries is Tuesday, Sept. 3 at 6 p.m. in the Intramural Office, Helen Newman Hall. Two to enter. There will be a fee of \$10 per team to enter, due with your roster. Checks only, payable to Dept. of P.E. & Ath., Intra. Div. Play will probably begin Monday, Sept. 9 in the bubble.

### Intramural Touch Football

Men, Women. Deadline on entries is Wed., Sept. 4 at 4 p.m. in the Intramural Office, Helen Newman Hall. Minimum of 12 to enter. Playing days: Mon. thru Fri. starting at 4:30 p.m. Please specify your preferred day of play (1st, 2nd, 3rd choice). There may be two banks of games each day, depending on the number of entries. Play will be on Jessup Field.

Forfeit fee: \$10 per team. Checks only payable to Dept. of P.E. & Ath., Intra. Div. due with your roster to enter. If you do not forfeit any of your regularly scheduled games, we will void your check at the end of play.

### Apartheid South Africa

Fall 1985 Course: AS&RC #484. Title: Politics, Conflict and Social Change in Southern Africa. Description: may be used for Social Sciences. The focus is on escalating conflicts and ongoing transformation in South Africa and the increasingly salient issue of United States relations with the apartheid regime. Instructor: Locksley Edmondson; Time: 7-10 p.m. Tues., Goldwin Smith 156. CR. HRS. 4.

### Cornell Savoyards Auditions

Open auditions are being held Sept. 2-4 for Gilbert and Sullivan's "The Mikado." All interested parties are urged to contact Robin Booth at 273-0570 for more information.

### Savoyards' Sing

The Cornell Savoyards will be hosting a Gilbert and Sullivan sing-a-long, Sun., Sept. 1 in the Willard Straight Memorial Room from 1-5 p.m. All are welcome. Musical scores and refreshments will be provided. For more information, please contact Robin Booth at 273-0570.

## Dance

### Cornell Dance Faculty Concert

Members of the Cornell dance faculty will present a concert of their new and recent choreography on Sept. 6, 7, and 8 at 8 p.m. at the Herbert F. Johnson Museum of Art. Included will be works by guest artists Karen Bell, Nancy Gaspar, Joyce Morgenroth, and Lonna Wilkinson.

Featured pieces will be Wilkinson's "Makimono," with film by Marilyn Rivchin and sets by Kumi Korf; a tap dance by Gaspar; and a portion of Morgenroth's "Domestic Dance Suite," with musical accompaniment solely on kitchen utensils. Janice Kovar will perform a piece by Alix Keast, a former Cornell faculty member and Ithaca Dancemaker.

"The Ithaca Dancemakers have long included Cornell University faculty members. Since the loss of the Dancemakers' downtown studio space, they have focused their creative work at Cornell. This performance joins Dancemakers and university faculty in a multi-faceted collaborative concert," said Joyce Morgenroth, who coordinated the performances.

Tickets are \$4.50; \$3.50 for Johnson Museum members, students, and senior citizens (museum members and students may be asked to show their I.D. cards). They are available at the door. For more information call (607) 256-6464.

### Cornell Folkdancers

The Cornell Folkdancers meet in the North Room of Willard Straight Hall on Sundays, throughout Sept. Instruction from 7-8:30 p.m., followed by request dancing till 10:30 p.m. Free; beginners welcomed; no partners needed. For

more information call 256-7149 or 257-3156.

### Beginners Night

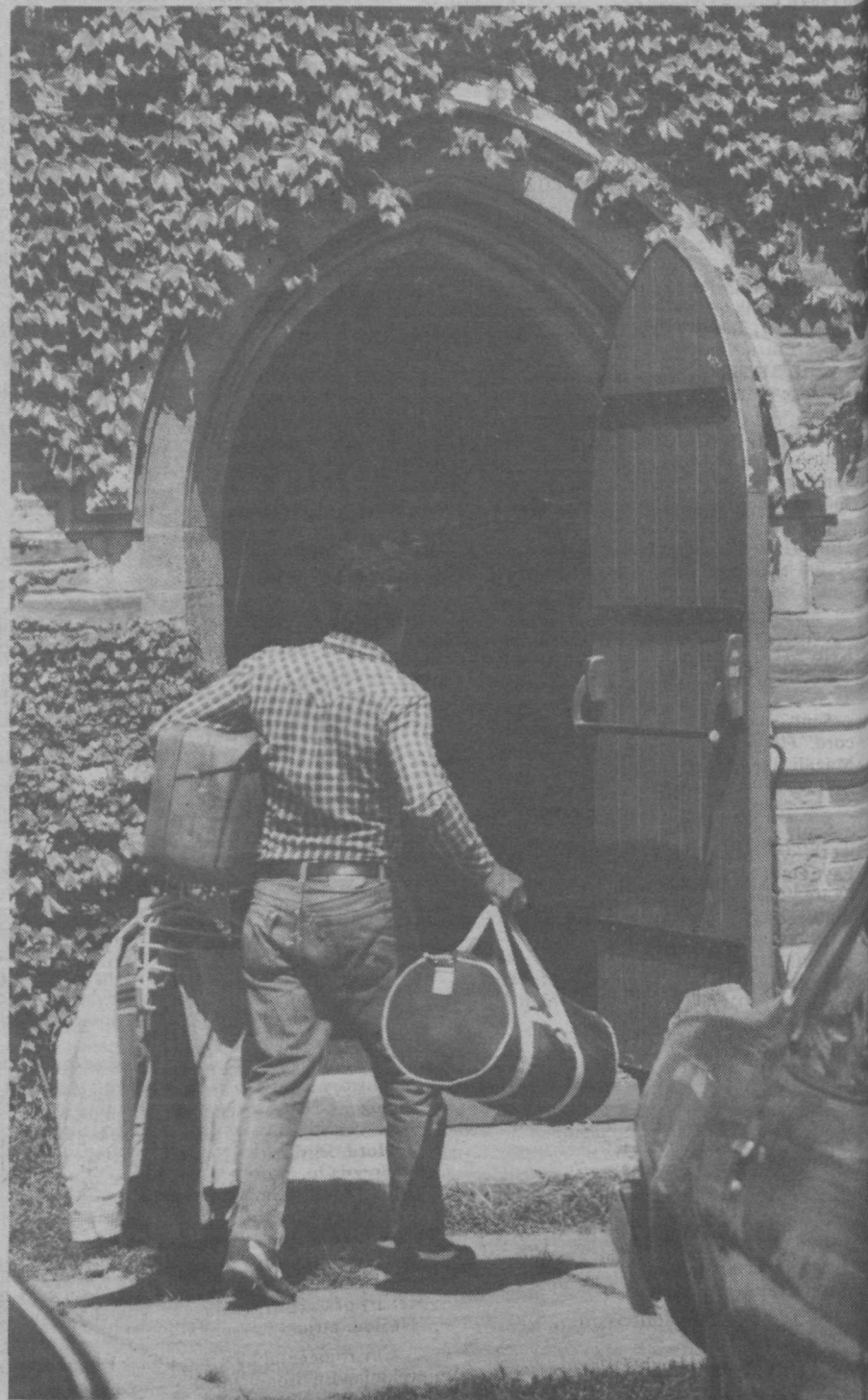
The Cornell Folkdancers offer a program of instruction and demonstration of basic international folkdancers on Wed., Sept. 4, in the Willard Straight Memorial Room from 7:30-10:30 p.m. No partners needed. For more information call 256-7149 or 257-3156.

### Jitterbug Workshop

Pam McKeever, a professional dance instructor from Albuquerque, New Mexico, will be teaching western swing on Sat., Sept. 7 from 2:30-5:30 p.m. in the Martha Van Auditorium. She'll teach the basics for the beginners, emphasizing leading. Pam will also teach more advanced moves for

August 1985						
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1939 New York World's Fair, through August 31. "Recent Acquisitions". This gallery is devoted to recent acquisitions to the museum's permanent collections acquired with membership purchases, funds, other funds, or through the generosity of donors. Through August 31. "Cornell University Art Department Faculty Exhibition, through Oct. 20. "Urban Visions: The Paintings of Ralph Fagnella" Sept. 11-Nov. 10. The Herbert F. Johnson Museum of Art, located at the corner of Central and University Avenues, is open Tuesday through Sunday, from 10 a.m.-5 p.m. The Expanding Cinema returns to the Museum this fall with its most ambitious schedule yet, making it one of the country's most extensive surveys of experimental film



more experienced dancers. For more information call Jim Krebs at work at 256-5037.

### Israeli Folk Dancing

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

## Exhibits

### Herbert F. Johnson Museum of Art

"Permanent Collections: Fernand Leger. This collection features pencil and gouache studies for murals designed for the Rockefeller family and for the Consolidated Edison Company building at the

and video works. Expanding Cinema programs will be shown throughout the academic year, every Sunday at 2 p.m. in the museum's Lecture Room. Guest film and video artists, lecturers, and critics will be featured regularly. The Expanding Cinema is a joint program of Cornell Cinema and the Johnson Museum. All programs are free and open to the public.

The Herbert F. Johnson Museum of Art, located at the corner of University and Central Avenues on the Cornell campus, is open Tuesday through Sunday from 10:30 a.m. to 5 p.m. Admission is free.

### Olin Library

Graphic Shaw: photographs, drawings, posters



September 1985						
S	M	T	W	T	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

and engravings relating to George Bernard Shaw and his plays, many accompanied by notes by Shaw himself. Hours 10 a.m.-5 p.m., Monday through Friday. Through September 10.

## Films

Unless otherwise noted films are sponsored by Cornell Cinema.

### Thursday

Aug. 29, 8 p.m. \*Uris Hall Auditorium. "The Birds" (1963), directed by Alfred Hitchcock, with Rod Taylor and Tippi Hedren.

### Friday

Aug. 30, 7 p.m. \*Statler. "A Passage to India" (1984), directed by David Lean, with Alec Guinness and Peggy Ashcroft.

Aug. 30, 8 p.m. \*Uris Hall Auditorium. "Grand Illusion" (1938), directed by Jean Renoir, with Erich Von Stroheim and Jean Gabin.

Aug. 30, 10:30 p.m. \*Statler Auditorium. "Desperately Seeking Susan" (1985), directed by Susan Seidelman, with Rosanna Arquette, Madonna.

Aug. 30, 10:30 p.m. \*Uris Hall Auditorium. "Entre Nous" (1983), directed by Diane Kurys, with Miou Miou, Isabelle Huppert, and Guy Marchand.

### Saturday

Aug. 31, 7 p.m. \*Statler Auditorium. "Desperately Seeking Susan."

Aug. 31, 7:30 & 9:45 p.m. \*Uris Hall Auditorium. "Entre Nous."

Aug. 31, 9:30 p.m. \*Statler Auditorium. "A Passage to India."

### Sunday

Sept. 1, 2 p.m. Johnson Museum. Films by Kenneth Anger and Bruce Conner (1961-82), Co-sponsored by CCPA. Series: Expanding Cinema/Visual Music. Free and open.

Sept. 1, 8 p.m. \*Uris Hall Auditorium. "She Done Him Wrong" (1933), Cary Grant Series, directed by Lowell Sherman, with Mae West and Cary Grant.

### Monday

Sept. 2, 8 p.m. \*Uris Hall Auditorium. "Queen Kelly" (1928), directed by Erich Von Stroheim, with Gloria Swanson and Walter Byron.

### Tuesday

Sept. 3, 8 p.m. \*Uris Hall Auditorium. "Amarcord" (1974), directed by Federico Fellini, with Magali Noel. Shown with "Reverse Angle: NYC", directed by Wim Wenders.

### Wednesday

Sept. 4, 8 p.m. \*Uris Hall Auditorium. "Network" (1976), directed by Sidney Lumet, with Faye Dunaway and William Holden. Shown with "Life With Video" (1971), directed by William Walker.

### Friday

Sept. 6, 7:30 p.m. \*Statler. "Amadeus" (1984), directed by Milos Forman, with F. Murray Abraham and Tom Hulce.

Sept. 6, 7:30 p.m. Uris Hall Auditorium. "Faces in a Famine" (1985), directed by Robert Lieberman, documentary. Co-sponsored by Arts College Pentangle Program.

Sept. 6, 10 p.m. \*Uris Hall Auditorium. "Blood Simple" (1984), directed by Joel Cohen, with John Getz and Frances McDormand.

Sept. 6, 11 p.m. \*Statler. "Bananas" (1971), directed by Woody Allen, with Woody Allen.

### Saturday

Sept. 7, 7:15 p.m. \*Statler. "The Karate Kid" (1984), directed by John G. Avildsen, with Ralph Macchio and Pat Marita.

Sept. 7, 7:30 p.m. \*Uris Hall Auditorium. "Faces in a Famine."

Sept. 7, 9:45 p.m. & midnight "Blood Simple."

Sept. 7, 10 p.m. \*Statler. "Amadeus" (1984), directed by Milos Forman.

### Sunday

Sept. 8, 2 p.m. Johnson Museum. "Tribute to Len Lye (1929-80)." Expanding Cinema/Visual Music Series, directed by Len Lye, animation. Co-sponsored by CCPA.

Sept. 8, 8 p.m. \*Uris Hall Auditorium. "Gunga Din" (1939), Cary Grant Series, directed by George Stevens, with Cary Grant and Douglas Fairbanks, Jr.

## Music

### Sunday

Sept. 1, 8-11 p.m. Anabel Taylor Commons Coffeehouse. Bound for Glory, America's oldest live folk music radio program, starts its 19th year

on Sept. 1. "Cranberry Lake", old friends from Syracuse, playing old time and jugband music. The show is broadcast live on FM 93 (WVBR). Performances are free and open to the public. Come join us for three live sets, at 8:30, 9:30, and 10:30 p.m.

### Thursday

Sept. 5, 8-11 p.m. Anabel Taylor Edwards Room. The Cornell Folk Song Club will hold a folk sing. Participants are invited to bring instruments and or a song to share, sing along, play along or just listen.

## Religious Events

### Friday

Aug. 30, 7 p.m. \*Anabel Taylor One World Room. Shabbat Dinner. Cost: Affiliates \$4, Non-Affiliates \$6. Speaker at 8:30 p.m.: Rabbi Larry Edwards on: "Back from Israel." Especially invited are recent returnees from Israel.

### Tuesday

Sept. 3, 8 p.m. Anabel Taylor room 314. Basic Judaism/Holiday Workshop.

Sept. 3, 10 p.m. Noyes Center Third Floor Lounge. "Who Is a Jew." Reality Break.

## Religious Services

### Catholic

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

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

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

Sat., 3-4 p.m. Anabel Taylor G-24. Sacrament of Reconciliation and by appointment.

### Episcopal (Anglican)

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

### Jewish

Every Friday, 6 p.m. Anabel Taylor Founders Room. Shabbat Services (Conservative/Egalitarian).

Every Friday, 6 p.m. Anabel Taylor Chapel. Shabbat Services (Reform).

Every Friday, 7 p.m. Young Israel House, 106 West Ave. Shabbat Services (Orthodox).

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

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

### Korean Church

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

### Muslim

Monday-Thursday, 1 p.m. Anabel Taylor 218. Friday, 1 p.m. Anabel Taylor Edwards Room.

## Seminars

History and Philosophy of Science and Technology: "The Fall and Rise of van der Waals," John Rowlinson, professor of physical chemistry, Oxford University, first in the 1985-85 series of colloquia for the Program in the History and Philosophy of Science and Technology, 4:35 p.m. Wednesday, Sept. 4, 165 McGraw Hall.

Neurobiology and Behavior: "Cholinergic Pathways in the Ferret Visual System," Dr. Zaineb Henderson, Department of Physiology, University of Cardiff, 12:30 p.m. Thursday, Aug. 29, 1st floor atrium Corson/Mudd Hall.

Environmental Law and Policy Program: "Developing Environmental Policies in New Zealand," Wren Green, New Zealand Forest Research Institute, 4:30 p.m. Tuesday, Sept. 3, 701 Clark Hall.

International Nutrition: "The Relationship of Breastfeeding Practices to Birth Spacing in Indonesia and Kenya," Michael C. Latham, professor of international nutrition, 12:40 p.m. Thursday, Sept. 5, 130 Savage Hall.

# Graduate Bulletin

The next regular meeting of the Graduate Faculty will be held at 4 p.m. Friday, Sept. 13, 1985, in the General Committee Room of the Graduate School, Sage Graduate Center, to approve the degree list for August.

International Graduate Students who submitted TOEFL scores below 600 or ALIGU test scores, and who did not take the English Placement Test, must report for a makeup test on Tuesday, September 3, at 6:45 p.m. in room 106 Morrill Hall.

Ph.D. candidates who pass their thesis defenses and submit their theses by Sept. 20, 1985, will not have to pay a \$200 active-file fee for this semester.

Sept. 20 is the last day to enroll in courses without being charged a \$10 late fee. It is also the deadline for submission of Nomination of Special Committee forms.

Late registration will be at Barton Hall on Aug. 30. As of that date a late fee will be charged. Starting Monday, Sept. 2, students must go to the University Registrar's Office, 222 Day Hall, first, and then to the Graduate Records Office, Sage Hall, for validation of registration and to pick up registration materials.

Need-based financial aid, including guaranteed student loans, is administered by the Graduate Fellowship and Financial Aid Office, 116 Sage Graduate Center. All GAPSAS forms and supporting documentation as well as GSL applications should be submitted to that office. Questions concerning fellowships, scholarships, and traineeships should also be directed to that office.

Questions about assistantships should be directed to the departmental office providing the award. Questions about payments of loans and college work-study should be directed to the Graduate Office of Financial Aid, 116 Sage Graduate Center.

The deadline for Fulbright and other IIE grants for graduate study abroad is Sept. 27. Information, brochures, and applications are available from Gerry Cox in the Dean's Office, Sage Graduate Center (256-4603). Information on the Fulbright collaborative research grants should be available in mid-September; the deadline for those applications is Dec. 6, 1985.

Graduate students who are receiving tuition assistance from Cornell-administered sources must apply for a Tuition Assistance Program (TAP) award through the New York State Higher Education Services Corporation (NYSHESC) if they meet New York state residence requirements. Other graduate students who are New York state residents should also apply for a TAP award even if tuition is not paid by a fellowship or assistantship. Contact the bursar's office, 260 Day Hall, for information and application forms. Graduate students who are receiving tuition assistance from Cornell-administered sources who are not eligible to receive TAP must submit a TAP Acceptance Form to the Graduate Fellowship and Financial Aid Office.

## 'Cornell Connection' Job-Hunting Resource Receives Honor from Placement Group

"The Cornell Connection"—a computerized job hunting resource for graduating seniors — and its developer are being honored by the College Placement Council Inc. with the 1985 Outstanding Achievement Award for innovative programs in the career planning and placement fields.

Sponsored by the Chevron Corporation, the award includes a plaque and a check for \$1,000. The award will be presented to Cornell Connection administrator Tina S. Walker at the fall meeting of the Middle Atlantic Placement Association.

Cornell Connection, initiated in 1983, lists jobs referred to the university by Cornell alumni in target regions, such as metropolitan New York City, upstate New York, Boston, and Washington, D.C. Alumni elsewhere in the nation also participate in the program. In its first two years alone, Cornell Connection helped more than 100 seniors

Cornell graduate fellowships, traineeships, assistantships, and scholarships do not provide for student health insurance charges. Students are personally responsible for those expenses. Those not wanting to participate in the insurance plan must submit a waiver card to Gannett Health Center to cancel coverage.

New graduate students who have not received the "Guide to Graduate Study" or completed the health evaluation forms should come to the admissions office, Sage Graduate Center, for those materials.

Proof of registration, required for loan deferment forms, can be obtained at the Office of the University Registrar, 222 Day Hall.

Olin Library staff will conduct orientation tours for faculty members and graduate students at various times during the first three weeks of the semester. The tours will provide an introduction to the resources, services, and facilities of Olin Library, including the union card catalogs, which list the holdings of all fifteen campus libraries. Tours will be given on Thursday, Aug. 29 at 9:05 and 10:05; on Friday, Aug. 30 at 1:05 and 2:05; on Tuesday, Sept. 3 at 9:05 and 10:05; on Wednesday, Sept. 4 at 1:05 and 2:05; on Thursday, Sept. 5 at 1:05. Subsequent tours will be announced. Meet in the lobby of Olin Library. For more information call 6-3319.

The Graduate School staff wishes you luck in the coming semester. Feel free to call 256-4884 or stop by the office in Sage Hall if you have any problems or concerns.

## Barton Blotter

Six of 11 thefts reported on campus during the past week involved a total of \$380.20 in cash taken from various offices, according to the morning reports of the Department of Public Safety for the period of Aug. 19 through 25.

They included \$19 taken from Emerson Hall; \$100 from Uris Hall; \$149 from Martha Van Rensselaer; \$45 from Morrill Hall; \$27 from Goldwin Smith Hall; and \$39.21 from Graphics Arts on Maple Avenue.

Other thefts, which include \$834.63 in unauthorized phone calls made from Bard Hall, bring the total losses in cash and valuables to \$2,075.

A \$350 TV was reported taken from University Hall No. 4 and \$200 worth of various items including Christmas ornaments, towels, a bookcase and wooden hangers were taken from Goldwin Smith Hall.

One person was referred to the Judicial Administrator on a charge of altering a parking permit.

find their first jobs in both large and small firms that do not recruit on campus.

Walker, who has been with Cornell's Career Center for three years, developed the Cornell Connection to supplement the on-campus recruiting programs by providing seniors access to job openings that they might not know about otherwise.

The College Placement Council, the national association of career planning, placement, and recruitment professionals, has more than 2,500 members at colleges, universities, and corporations.



# Bulletin of the Faculty

## SPECIAL MEETING OF THE UNIVERSITY FACULTY

May 1, 1985

Speaker Russell B. Martin called the meeting to order at 7:32 p.m. After welcoming everyone to Bailey Hall, he briefly itemized the procedure for the evening.

Speaker Martin: "We will begin with comments by the Dean of Faculty, Joseph Bugliari, not relating specifically to the issue of divestment, but some other comments he wishes to make. Then, if Professor Erik Thorbecke of Economics and Nutritional Sciences, who is a member of the Board of Trustees Proxy Review Committee is here, he will follow the dean because we thought it helpful if he were to describe exactly how that committee works. If he is not here at that time, we will hear from four speakers — Professor Michael Latham, Nutritional Sciences; William Herbster, senior vice president; Associate Professor James Turner, Africana Studies and Research Center; and Professor Frank Young, Rural Sociology. They will deliver prepared statements relative to the issue.

"Then Professor Latham will introduce a resolution to the floor, we will open it for debate with the members who have signed up being given the floor first, alternating pro and con. Following that, there will be an opportunity for other faculty members who wish to speak.

"The chair particularly wants to call your attention to the fact that faculty members — assistant, associate, full professor and emeritus professors — are the only ones who will be entitled to vote and to debate, and the Review and Procedures Committee, for the benefit of everyone, has put a five-minute time limit on the presentations from the floor.

"The final bit of action will be to vote on the resolution. With that, the chair calls on Dean Bugliari."

Dean Bugliari: "I wanted to welcome you and thank you all for coming this evening. I'd like to urge you also to come to two other meetings that are scheduled on May 15. At 2:30 in the afternoon, the FCR will meet and among other items on that agenda will be a presentation by Lew Roscoe, who is the director of Facilities Planning, concerning campus construction that will take place in the near future; and Bill Wendt, director of Transportation will talk about the traffic plan during and after that construction. I know traffic is dear to the heart of everyone and this is our chance to see the plan and comment on it. Please come.

"At 4:30 on the same afternoon in the same place, 120 Ives, we will have our annual meeting to honor those members of the faculty who will be retiring during the year 1984-85. In addition to the retirement program by the college deans, Gould Colman will present a slide show which he has entitled 'Cornell Sideways by Magic Lantern' which I think will be pretty interesting. In addition, the Hangovers will sing some Cornell songs for the retirees. I ask you all to come and honor those who will be retiring this year.

"I'd also like to take this opportunity to notify you that there will be another computer training series for the faculty in the first two weeks in June, and you will be getting information on this program with the call to the May meetings. All faculty members including emeritus members of the faculty are, of course, welcome at those programs.

"Finally, I've also had some inquiries about the possibility of a referendum no matter what decision is reached tonight, and I would like to inform you that according to O.P.U.F., the Organization and Procedures of the University Faculty, such a referendum is possible by a petition in writing by either the president, the trustees, or voting members of the faculty equal to or greater in number than the authorized membership of the FCR, which is presently 101. That petition would have to be filed within 20 days of tonight. The rules on such a referendum as contained on page 209 of your nice new Faculty Handbook. Thank you."

Speaker Martin thanked Dean Bugliari, then proceeded to introduce Professor Thorbecke.

"Professor Erik Thorbecke, H. Edward Babcock Professor of Economics and Food Economics is a member of the Board of Trustees Proxy Review Committee. We thought it would be helpful if he were to explain the workings of that particular committee."

Professor Thorbecke: "I wanted to remind the faculty of the existence of the Proxy Review Committee. The committee is composed of 5 members — 4 of them are also members of the Board of Trustees, including one student trustee member and myself as a faculty member. The committee was established a couple of years ago with two charges. The first one is to vote Cornell's proxies on issues of social responsibilities, and in particular — but not exclusively — South African issues; the second mandate of the committee is to act as a liaison, as a bridge, between the Cornell community and the Board of Trustees again on issues of social responsibilities and, more particularly, on the South African question. So, in this sense, the Proxy Review Committee is indeed supposed to generate as much information and as much comment as possible regarding the views of the various segments of the Cornell community on South Africa and other issues of social concern. Now, the committee has held some public hearings and the next public hearing is scheduled for tomorrow at 8:00 p.m. in 120 Ives Hall, and at that meeting (which is going to be a very long meeting from the number of people who have expressed a desire to speak), there will be two issues discussed. The first one is three proxies which have to be voted upon, all relating to South African involvement of three corporations. The second issue in general is going to be the whole question of possible divestment, the question which, of course, is the one which is going to be debated here.

"Tomorrow's meeting is to last something like 2-1/2 - 3 hours, if I understand correctly the way in which it has been planned, and it is, again, another opportunity, I think, for all of you who feel very strongly about the issues of investment and divestment and divestiture

regarding South Africa to express your views, so I encourage all of you who feel strongly about it to attend that meeting."

Speaker Martin: "We'll now proceed with the four speakers for a presentation of the issues. First, Professor Michael Latham, Nutritional Sciences."

Professor Latham: "Mr. Chairman, Mr. President, Ladies and Gentlemen: Those of us who are responsible for having this meeting called tonight are really most grateful for this very large turnout. We do believe the dialogue between those with differing points of view is very important.

"I was born in Africa; I continue to spend a good deal of time there, and I think I have some small understanding about its problems, its people, and its politics. I do feel rather emotional about this issue and also somewhat frustrated because for 17 years as a professor here I have been trying to influence Cornell to divest and yet we have made very little progress. My efforts and those of many others who've spent more on this have been with three different Cornell University presidents, yet to no avail. I have witnessed dramatic confrontations in 1969 with President Perkins and in 1972 with President Corson and in 1978 and now again in 1985 with President Rhodes. I have met with all three of these presidents on the question of divestment. In between these events, there have been numerous meetings of faculty and students and others. Many committees have been formed and dissolved, or people have resigned from them in frustration. Reams of reports have been written, and there have been several votes of students and faculty and others in favor of divestment. But none of this seems to have influenced our trustees; in fact between 1978 and 1985 the amount of Cornell money invested in corporations doing business in South Africa, according to figures given to me, has almost doubled — from sixty-five million dollars in 1978 to close to one hundred twenty-three million dollars today.

"I believe that what we should be mainly discussing tonight is investment, not divestment. I think that the onus is on the Board of Trustees and the Administration to prove that investment in South Africa is moral and is right for Cornell. This really is a moral issue that



we are discussing. There should be less need for us to prove the merits of divestment.

"There are three aspects related to investment that need to be discussed here, I believe. These are: first, the South African regime — why is it being targeted? Second, the financial implications for Cornell University, and, third, what effects will Cornell investment or divestment have on black South Africans.

"First, the South African regime. There are many repressive governments that I, and I think many decent human beings, oppose, but there is no government except the government of South Africa which has racial discrimination written into its laws and into its constitution. Repression, injustice and cruelty are as entrenched in South Africa today as they were in Nazi Germany in the 1930s. Those of us who delight in the freedom of this great University must surely try to understand what it would be like to be a black person in South Africa. Students who've been characterized as indifferent have in the past two weeks at Cornell tried to do just that. They have shown concern, and I commend them. South Africa is the pariah of the world, opposed by nations north and south, east and west, Communist and capitalist.

"Now to the financial issues. For many years I've listened to spokespersons for the university argue against divestment mainly on the grounds that this would be costly to the university. Various economic analyses have shown that argument to be completely invalid. Several institutions, including universities, have divested and have not been harmed financially. The third question then is whether investment in South Africa helps the majority of black citizens. This seems to be the current argument being used in favor of Cornell investment in South Africa. Certainly total withdrawal by U.S. corporations would hurt a few black workers. The numbers are a minuscule proportion of the total black population. The harm would almost certainly be short term, and in the long run the whole black population would benefit. The abolition of slavery in the United States hurt a few individuals where employment was terminated. No doubt if the mafia were cleared out of New York City some people would lose their jobs.

A lengthy faculty debate on the issue of divestment was conducted in May. The minutes of that meeting, five Chronicle pages in length, are run in this issue to coincide with the mailing this week of referendum ballots asking faculty members whether or not the university should divest from companies doing business in South Africa.

The ballots are due to be turned in at the Dean of the Faculty's office by Friday, Sept. 20. Results will be announced early the following week.

But these are not reasons for supporting investments in slavery or in the Cota Nostra. In 1965 the whites in Rhodesia seized power illegally and established a government which most of us considered highly undesirable, but which was not as brutal or as racist as the South African regime. Most of the world including the United States withdrew all investments from Rhodesia, and in 1979 the white regime was brought to its knees and forced to hold free elections and Zimbabwe was born. Why did we support the withdrawal of U.S. corporations from Rhodesia but we don't from South Africa? Why was Cornell not out there in 1970 insisting on investment in Rhodesia to help its black people? We are going to be told tonight that U.S. corporations in South Africa are helping black people, and that black South Africans oppose divestment. We will not settle this argument because it is not possible to gauge South African black opinion. People there are not free to speak and they can't get access to the information on which to base a rational opinion. It certainly is not possible for a U.S. businessman or academic spending a few days or even a few weeks in South Africa to obtain the truth. No outsiders can travel freely within the country, and no blacks can publicly support U.S. withdrawal; they are likely to be imprisoned for so doing. I traveled briefly to South Africa about five years ago as a consultant to the staff of a U.S. Senate committee. We were not allowed to speak freely with black people, we were prevented from visiting Soweto, we were constantly shadowed by a South African security officer. This is a police state in South Africa; you can't find out what is going on there, and so I think we should value the opinions of the few black South Africans we have at Cornell. I beg you tonight to listen to Professor Congress Mbata. I believe he is the only black South African faculty member we have. He is an intelligent, humane and a very gentle human being. For 15 years I have listened to him; I've shared platforms with him. He has been consistent in his belief that America complicity in South Africa is delaying the freedom of his people, that Cornell divestment is desirable and would help his people. Who is William Herbster to tell Congress Mbata that he is wrong or misguided?

"I serve as chairperson, and my wife and I serve as support family, for one of the black South African students that President Rhodes recently was pleased to claim as being helped by Cornell and the corporations in South Africa. She is a highly intelligent woman and will be the first black South African to have a Ph.D. in nutrition. She is totally opposed to U.S. corporations involvement in South Africa and so are all of the other black South African students that I've talked to here, some of whom are supported by these corporations.

"Finally on this issue, I am quite flabbergasted to hear from Mr. Herbster and others talking for the university, that Cornell is using our investments in South Africa for moral and political purposes, and to help oppressed South African blacks. So often in the past we have been told that Cornell did not, and would not, use its portfolio for political and social purposes, and President Rhodes himself in the past seemed reluctant to make political statements of any kind concerning the nuclear freeze or on other issues. The sudden concern for the black people of South Africa resulting from a few days of student sit-ins at Day Hall challenges my credulity. Suddenly from unexpected quarters we find that Cornell has a secret weapon — its investment portfolio — a weapon that surely will slay the dragon of apartheid, or is this really just a tactic to justify maintaining investments in racist South Africa.

"President Rhodes has in recent days said time and again that reasonable people differ on the issue of investments in South Africa. I agree with him. I also believe that when there has been disagreement for 17 years then at least some action from the Board of Trustees to show that they are reasonable is now essential. I speak for myself alone, and not for the faculty group against apartheid, when I say I would welcome a compromise as a gesture of good faith to begin to extricate us from this crisis. As a compromise I suggest that the Board of Trustees take two steps: One — that they agree that from June 1, 1985 they will cease to purchase new stock in corporations doing business in South Africa, that is no further investments from next month — an easy step for them to take. Secondly, that they agree that by Jan. 1, 1986 they will divest themselves of half of the stocks — about 60 million dollars worth — in corporations doing business in South Africa. Such actions by the trustees would not stop me from calling for total divestment, but it would restore my confidence in their good faith on this issue. It would show that they share President Rhodes' philosophy of reasonableness and compromise.

"Finally, when asking you to vote tonight, we all realize that in part our vote is a symbolic act, but similar actions dealing with black civil rights and with issues of foreign policy have had an effect in the past. Undoubtedly no action by Cornell will change the South African regime, but by voting for divestment you will be joining an increasingly large group of world citizens who are saying that we can no longer tolerate the actions of the white racist regime in South Africa. Thank you."

Speaker Martin: "Our second speaker is Senior Vice President William Herbster."

Mr. Herbster: "It has been suggested that tonight I might give you a perspective on the existing university investment policy and how the policy itself has been implemented. I've also decided that I would give you just a few thoughts of my own on this matter, which are completely personal.

"Let me start out by saying that I have the utmost respect for the people who have a view counter to the existing policy. They are troubled by the issue. I know they are terribly bothered as I am by the lack of positive and effective change in South Africa. We agree on the ends we all seek, which is the abandonment of the apartheid system in South Africa. The only debate is about the means to that end, and I think that it does no service to any cause to question each other's motives.





Shantytown, while it was still up last spring, and as the area looks today.

"As background, the trustee policy was arrived at in 1979 after more than six months of study by a special board committee which included faculty, staff and student representation. It was approved by the full board at that time. The policy has four major components. The first is not to invest in companies whose primary activities are in South Africa. The second is to sell securities in any U.S. corporation which operates in South Africa and does not subscribe and adhere to the Sullivan Principles or a comparable set of principles. The third is to sell holdings in banks which make new loans to the South African government or its agencies; and finally, to engage in efforts to improve educational opportunities for black South Africans.

"In summary, the board felt that continued American presence in South Africa could be a force for positive change and that we could encourage this through our continuing ownership of responsible companies.

"The board also dealt with fiduciary questions, particularly the financial impact of divestiture. They concluded that the cost to our endowment and to gift income of divestment were in the many millions of dollars even before considering the possibility that, on its own initiative, the university might decide to refuse to accept gifts or grants from these corporations, refuse to allow them on campus to recruit, as part of extending the kind of punitive steps that one takes, in a manner of speaking, in divesting of or terminating a relationship with a corporation whose actions we find offensive. I can provide details later if you'd like. That would hold equally true today. But most importantly, the board felt that its decision and the policy that it had agreed to would have the most positive effect on the black majority in South Africa.

"Since 1979, the South African situation has not improved in any major way. We all are terribly torn by what we see happening in the country. However, in spite of this, it is interesting to note that many knowledgeable people, including some black South Africans, speak out forcefully for continued American presence in that country. In part, their reaction reflects a concern that if America were to withdraw, it would have a negative impact, the hardening of apartheid, and the possibility of a revolution with an uncertain outcome. In part, their reaction represents a concern that the good generated and the ground gained in the past several years and future potential gains will be lost if American companies were to withdraw.

"Let me cite for you some of the things that have happened in South Africa of a most positive nature, I believe thanks in part to American presence in that country. The first is that without question the black union movement has gained ground tremendously. Unions are now recognized and have a growing strength in the country. The second is if one looks at the Sullivan companies they are now 100 percent desegregated in terms of their facilities; they have equal pay scales and benefits, a growing number of supervisors - more than 50 percent - are now non-whites. And for the first time, we are beginning to see a breakthrough on the managerial side with blacks managing whites, with 15 percent of all managerial jobs filled by blacks - admittedly still on the lower end of the scale, but still 15 percent. More recently, as Reverend Sullivan himself has upped the ante of what it means to abide by Sullivan Principles, the companies have become active, vocal and visible in terms of arguing for further social change in the political arena.

"In spite of this, of course, we all recognize that things are not well and like you, the board and through it the Proxy Review Committee is increasingly concerned. Several months ago, it's worth noting it was before the current upheaval here on campus, the committee began an examination of the overall impact of American investment in South Africa. This is a question which has not been studied in any detail. The Investment Research Responsibility Center, which is a non-profit independent organization, was asked by this university and fourteen others (the so-called group of 15 to look at this issue, to make a comprehensive examination of whether or not American presence is having a positive or negative effect in South Africa not just within the companies but more broadly. That study by IRRC is under way and is expected within the next several months, and it will be comprehensive from what I can gather.

"There are certain things that we all should recognize when we talk about this issue of divestment. There are really several different aspects to it. The first is divestment, which in my terminology would mean stopping investing in a company. The second is withdrawal, which in my phrasing would mean a company terminating its oper-

ations in South Africa. The third word that I think of is disengagement, which is a political question, and that relates to our relations as a country to the country of South Africa and would involve such actions as sanctions.

"Our current policy is based on the premise that divestment would leave us without an opportunity to encourage those companies which currently subscribe to the Sullivan Principles and which are actively and positively involved in change in South Africa and to put pressure on those which are not. Putting it in slightly more negative terms, I think if we were all to stand up today and say we are divesting from those companies who are doing a responsible job in South Africa it would give them a very different message than many of you would intend.

"Withdrawal, it seems to me, leaves South Africa without what may be the one source of positive change that that country and the black majority in it could hope for. Putting it slightly differently, with the kinds of gains that have been made, however modest, and with now the kind of political activism that one is seeing in that country on the part of American companies, it is distinctly possible that progress can continue to be made. Albeit not progress any of us would find sufficient, but certainly better than deserting the black population to an uncertain fate.

"It is very interesting to note that within the last five months, President Rhodes and the presidents of 14 other institutions that make up the group of 15 that I referred to before wrote a letter to the American Chamber of Commerce in South Africa. The chamber heretofore has been relatively quiet albeit they claimed they have been working behind the scenes to effect political and social change in the country. That letter included a report sponsored by the group regarding influx control laws in South Africa. It urged those companies and the chamber to take an active role. We recently have become aware of a dis-

**"It seems to me that we are all operating and debating in perhaps the wrong arena. The real issue here is a foreign policy issue."**

cussion which took place between a member of the group of 15 and a leader in the American Chamber. Let me just read you a brief portion of it. First of all, the chamber executive went on to say that they had only acted (and they have come out publicly now) because of their firm conviction that they must act in economic terms to start out with, but that the encouragement of the universities and the information which was provided through the report which the universities provided, led them to take the following steps. Am Cham came out publicly, held press conferences, has been working hard in the political scene; against influx control laws; for the government granting freehold rights for urban blacks. They asked for the immediate cessation of population removals, they asked for the phasing out of the migratory labor system, the opening of central business districts to traders of all races, and a re-thinking of the government's determination to remove South African citizenship for blacks at the time of instituting constitutional independence. Now, I suggest to you that that is the kind of political activism, which if you saw on the part of corporations in this country, you would find objectionable, but nonetheless I think all of us would applaud in a country like South Africa.

"Let me conclude on a personal note. In spite of what is occasionally inferred, I am not an apologist for investing in South Africa, although I may sound like that sometimes. But I am an apologist and I am a true believer in trying to see that whatever we do is the most responsible thing. I am compelled by the progress, however modest it may be, that I see taking place in that country, thanks in part to American presence there and thanks in part to the existence of the Sullivan Principles. It seems to me we are all operating and debating in perhaps the wrong arena. The real issue here is a foreign policy issue. There is no question that the South African government will not change its way unless we have a change in foreign policy, and I suggest to you that perhaps the very best strategy may be to on the one hand, not to discourage but rather to applaud the presence of American companies in South Africa and to further urge them on in the kinds of things they have been doing while at the very same time we focus the attention and the energies that have been used up on this campus over the last couple of weeks on the real issue, which is how do we get a change in our South African foreign policy so that we can reinforce the kinds of pos-

itive things that are happening within the country, while at the same time putting political and economic pressure through Washington to make it clear to the South African government that apartheid must go. It seems to me that this is the message we should be trying to deliver, not a message to the Sullivan companies that employ blacks, arguing in both the political as well as in the economic arena for positive change is indeed a bad thing to do. Thank you."

Associate Professor James E. Turner, director, Africana Studies and Research Center: "The difficulty inherent in discussion of such a complex issue, with varied policy implications, is to resist the pull to respond to points already made. To some extent I'm at this point trying to resist doing that. What I hope to do is to integrate my own comments in a way that may in fact reflect my response to some of the points already made.

"It seems to me that one thing is rather clear, that the issue of South Africa and America's role in South Africa's economy/society aggravates this society. Clearly, for those of us who are black Americans this issue has become the number one foreign policy issue. I agree with Bill Herbst that this matter is essentially a foreign policy issue, but I think it is important to look at the way in which we approach that issue.

"Some of you are aware that on the day before Thanksgiving, Congressman Fauntleroy, Randall Robinson, executive director of TransAfrica and Civil Rights Commissioner Mary Frances Barry visited the South African Embassy to engage the South African ambassador in discussion about why his government had summarily arrested all of the major union leaders in South Africa, after having previously indicated that the government was willing to recognize trade unions. The South African ambassador said that he would have no discussion with them. Their response was that they would sit there until he did. Since it was Thanksgiving eve, they thought it a very appropriate way to cel-

brate Thanksgiving in America. As you know, from that day until now every day in Washington, D.C. between the hours of 2-4 p.m., Americans from a cross-section of this country come to demonstrate their concern about the growing brutality of apartheid. It aggravates black American obviously for special reasons because of the spectre of racism. The support of the American government for organized racism at a time when we are commemorating the horror of World War II is particularly disturbing. What strikes me about most of the commentary recently about the horror of World War II is how most people, then, did not act in time. It reminds me very much of the way we are behaving at this time. There are all sorts of ways in which we rationalize what is taking place in South Africa, but it seems to me that there are fundamental realities that cannot be avoided. We say to the world that in America we stand for the preservation and the propagation of democratic values. We say to the world, as we proclaim the end of the post Vietnam syndrome, we are prepared to assert our moral authority in the world, but while we do that, we support the only nation in the world that keeps alive the Nazi ghost of World War II. The people ruling South Africa today had refused to support the Western democratic alliance in the war. Many of them became guerrillas in support of Hitler. Many were hunted by the British authority. Since 1948, the apartheid government has been ruling the country, and they have not forsaken their version of a 'total solution'. They claim that two-thirds of the population are not citizens of the country. Though they have been born there, and they have their historical origin in the country, the minority regime says that they do not belong to the country. They are not citizens of the country.

"I would say, Bill, to argue that the urban blacks ought to be given some consideration relative to the influx law is certainly not sufficient. Most of the men affected by influx laws leave their families in what's called the Bantustan. The Africans are relegated to 13 percent of the nation's land area and they are forced to occupy, what is the most barren part of the nation, the section of the nation with no facility to support elementary economic life. The South Africans have been obstinate over three administrations, from Nixon to Reagan, Carter

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notwithstanding. From 1971 to 1980 American financial holdings in South Africa have tripled, and during that period, there has been no significant relenting on the part of the South Africans in their devotion to apartheid. One indication of an 'apparent' forthcoming response by the South African government has been another novelty to modern civilization, a tri-cameral racially segmented government, one in which they create parliaments predicated upon racial categories. However, the African majority is still excluded.

"The Sullivan Principles are always mentioned in these discussions. I certainly hope that Reverend Sullivan would visit Cornell. He was recently among those demonstrating in Washington, D.C., and he stood at the South African Embassy door less than a month ago to be arrested as a symbol of protest. His position seems now to be that the Sullivan Principles are not sufficiently effective by themselves.

"Moreover, the Sullivan Principles distort the argument in a very fundamental way. They transfer all of our concerns to one consideration, that is the quality at the work place, which affects less than one percent of the African working force. But I suggest for your consideration that the Sullivan Principles do not stop bannings, the Sullivan Principles do not stop random arrests in South Africa, the Sullivan Principles co-exist with the influx laws and with the infamous Pass Law, which since 1960 has seen millions of Africans arrested. It is a state that criminalizes most of its own citizens. Bill Herbst mentioned income improvements. I wish to remind you that the most recent income figures indicate that the average national distribution is something to the following: White \$7,226; Asians \$3,356; Coloreds \$2,508; Africans \$1,860. These are 1982 figures. It hardly speaks for a diminution in the systemic racial inequality.

"One other point I would like to make. American holdings are in the strategic sector of South African society, for instance roughly 70 percent in computers. We can hardly imagine that the influx laws would operate as efficiently as they do without American computer technology. Recent reports out of the American State Department indicate that the South Africans have already begun to use American computer technology for military radar use. Several war planes in South Africa have been found to have American computer technology aboard. The State Department says it is presently investigating this matter. It would seem to me that divestment is in fact the first step, but it is a step that would indeed say to the South Africans that Americans are serious about what side they are on. The nature of American investment there tends to support the status quo and reinforces the structure of apartheid, not the opposite. Indeed, divestment would say to all of the corporate managers that they have to be as concerned about their markets inside this country, their relationship to American investors and consumers, as they are with their investment holdings in South Africa. It seems to me that it also would send a message inside South Africa. There is a growing indication that not all of the European (white) population inside South Africa support the present apartheid government. The divestment movement encourages this sector of white opposition.

"Whatever it is that we decide here tonight, we should be aware that the African community in South Africa is facing greater political repression, which for the most part, has demeaned all political and democratic activity in the country. There is an increase in the military role in domestic life. Recent observations from the State Department and the CIA report that the military is assuming a larger role in the domestic life in South Africa. Military vehicles ring most of the African townships, so that funeral processions become the only means of political expression. You have seen the reports - 30,000 to 60,000 people turning out for a funeral procession to proclaim their oppression to apartheid. All of the major unions, not only the leadership, but their entire membership recently indicated that they are opposed to apartheid. I would simply hope that we here at Cornell can either accept the compromise that has been offered, or indicate that we want a more progressive stance on divestment which would in my view inspire a move among American corporations to consider what Bill Herbst wants, that is disengagement. Many of them have already begun to discuss whether or not investment in South Africa is currently safe, given the level of political upheaval. It seems to me we could nudge them in the direction of continued consideration of their role in South Africa.

"I would end by offering only one other observation, and that is a comment by Bishop Desmond Tutu. He said for those of us who are reasonable, it is hoped that South Africa would begin to respond in some way that would offer reform, but over the last 10 years, what we have seen is not reform but in fact a deepening of intransigence and an increase of repression, such that even the middle ground among the clergy and the intellectuals and the political activists have been banned. He says it is not likely that the South Africans will respond unless they hear a clear and unequivocal voice from the world community that what is going on in South Africa, currently, will not and cannot be tolerated. Thank you very much."

Speaker Martin: "Our final speaker, Professor Frank Young, Rural Sociology."

Professor Young: "I have been asked to comment on this motion because of my role as chairman of the College of Agriculture Africa Committee and because of my own scholarly interests in Africa. Unfortunately, neither of those roles has equipped me with special knowledge of the situation in South Africa, but perhaps that is just as well because the position I want to advocate should be based on generally accessible facts and reasoning. In one sentence, I want to persuade you to vote for this motion because although its chances of success in the many possible senses of that word are slight, it does have an important additional value as a signal to our government that the direction of American foreign policy is too narrow and perhaps even out of control.

"As an instrument to change the South American government, the proposition is probably weak. First, it assumes that faculty opinion on financial matters can influence the Board of Trustees. We all understand, of course, that the impact may be indirect via the unwanted publicity for Cornell. However, the Board of Trustees has every reason to ignore this motion. To them it constitutes meddling in their responsibilities and a weakening of their faith in the policy of investing

for profit only. Second, the motion assumes that Cornell's divestment, perhaps in concert with that of other institutions, will have some kind of impact somewhere in South Africa. The motion implies a direct influence on the South African government in changing its racial policies, but it may also give moral support to the blacks in South Africa. The third assumption is that Cornell can divest without serious financial or organizational loss. The latter is the more serious because the motion undermines in a small way the division of labor between faculty and trustees. They, like us, are locked into long-standing and strong organizational grooves that have served well, so any move to blur these lines poses an organizational threat. The fourth assumption is that whole or partial American divestment will not be followed by reinvestment on the part of other countries with even less sensitivity to the internal situation in South Africa. After all, the U.S. quickly moved in when British banking moved out and international capital movements are even more rapid now.

"Given such a tenuous casual chain, one can reasonably doubt whether this motion is worth the effort, but to that there is a well-known answer. I would simply repeat the maxim that I once heard in these same meetings about 15 years ago. It asserts that if anything is worth doing, it is worth doing badly. And one might add, partially

**"...American corporations probably assume that U.S. diplomatic and military support insures stability — as it did in Iran! — and therefore, that South Africa is a stable and continuingly profitable investment."**

and with full awareness of its weaknesses. This line of thought justifies an affirmative vote on this motion, but it would make me happier to have a stronger reason, and I believe one exists. It seems apparent to me that the issue here is ultimately not South Africa, but the United States. U.S. security requires some kind of a link with countries like South Africa, and our government probably assumes that trade relations reinforced any military ties that we have now or may want to develop.

"Concomitantly, American corporations probably assume that U.S. diplomatic and military support insures stability — as it did in Iran! — and therefore, that South Africa is a stable and continuingly profitable investment. It is easy to understand this way of thinking because there are no accepted alternatives to it in the big power world. Many believe that for better or worse the U.S. must maintain a large military capacity and that we must have friendly governments in strategic places. And at any price. That is what concerns me. The U.S. is now involved in a resurgence of militant nationalism which has all the earmarks of a phenomenon known to anthropologists as nativistic movements. There is a great drive to return to presumed older values and to regain our former high prestige.

"I have no quarrel with much of this, but what worries me is that nativistic movements, and certainly this one, embody a strong militaristic component which when allied with industrial and political power can easily get out of control. Great power is single minded and mobilized national power is downright paranoic. I do not believe that U.S. government policy is based on the principle that might makes right, but it does seem to assume that might is a big help if you know you're right.

"This is not the place to wonder why and how this new nationalism came about. It is sufficient to note that U.S. prestige has declined from its post-war high and that deposed top dogs, whether nations or boxers, strive to make a comeback. All this militant nationalism separates foreign policy from public opinion, and when this happens we will need some practice in what we may now call 'Polish citizenship actions.' I define these as non-violent, non-institutionalized collective actions design to persuade modern all-powerful governments to pursue alternative policies. I view the motion before us as a minor exercise in Polish citizen action. While it is true that we are not meeting illegally, we are proposing to change Cornell's financial policy in a way that the Board of Trustees has every right to think is improper. Because this sense of propriety is part of the larger corporate system, it will probably not change without unconventional action.

"Given the remoteness of the South Africa target and the low probability that this resolution, even when combined with others across the country, is going to have a great impact on the highly concentrated military, industrial, political complex here at home, this is a minor exercise indeed, but it is appropriate that we think about these things because people with imagination should contribute to this stock of ideas. I would go even further to suggest the university administration and the Board of Trustees accept as a proper function of the university the creation of unconventional citizens' actions. We might all be glad someday that we had accumulated this particular kind of intellectual capital, and in the meantime, my interpretation of the significance of this motion may lower blood pressures and change attitudes, both of which would contribute to our collective health.

"To sum up, I find two reasons for supporting this motion. It might do some good in South Africa in the present and it will certainly do us some good here at home in the future."

Speaker Martin called on Professor Latham to offer a resolution.

Professor Latham: "I would like to read the motion."

**RESOLVED, the Faculty of Cornell University calls upon the Board of Trustees to remove from the portfolio of the University, in as expeditious a manner as possible, all investments in all corporations doing business in South Africa.**

"I would like to propose that motion."

The motion was seconded. Professor Martin announced that the floor was open for debate and that there were 26 people on the sign-up sheets — 23 for the affirmative and three for the negative.

Speaker Martin: "The chair would suggest that if there are no objections, to create a little more balance here in terms of those on the negative side who have not signed up, that they be given an opportunity to alternate as we move down the list of those in the pros. Are there any objections to that procedure? (There was an objection.) Is there any discussion on this motion before we vote?"

There was a question as to whether affirmative speakers who had

not signed up be permitted to speak, and Speaker Martin said they would.

Speaker Martin: "The point right now is whether or not with only three, you wish to alternate those with the first three affirmatives, then go straight through the balance of the affirmatives."

Professor Benjamin Nichols, Electrical Engineering: "Being one of the 23, perhaps there are others who would sacrifice their speaking time."

Speaker Martin: "Perhaps before we get to that point, we had better vote on whether or not to follow the procedure that we had suggested."

It was suggested that Speaker Martin ask how many negative speakers had not previously signed up and still wanted an opportunity to speak. Two people responded.

Speaker Martin: "We shall vote on whether or not to follow the procedure allowing these two to alternate with the top group of affirmatives."

After the vote, Speaker Martin proclaimed the motion carried, then said: "The floor mikes are working, but you may have to talk directly into them. It will save time by not having to come up here. We have invited Professor deBoer to serve as timekeeper, and what we're sug-

gesting is that if you need to take your full five minutes, that he give you a signal at the end of four indicating the time you have left.

"May we remind you again of the procedure — a five-minute time limit, only members of the University Faculty — full professors, associate professors, assistant professors and emeritus."

The first speaker in the affirmative, Professor Walter Slatoff, English: "I just have a couple of points I want to make, and most of them have been made, but I don't think perhaps the main one. First, we're not really debating whether all American companies should abandon their operations in South Africa. We're a long way from that, and Lord knows what may happen in between. We have no control over that. What we're debating is what one university should or can do. Secondly, we can't truly measure or predict the results of such withdrawals if they were to take place or the results even of large scale divestiture. There are many real and valid differences of opinion on this. How then can I feel so strongly in favor of divestment when I can't answer these questions, and how can so many thoughtful students who are by no means simple-minded on this issue feel so strongly? And I think for some of us it is in addition to the things that have been stated. We feel that there are normal ranges of good and evil, of injustice, of oppression, of racism, of man's inhumanity to man, and in these we are all complicitous to some degree. There's no way of getting out of that, and unless we're terribly saint-like or terribly naive, we accept that complicity. We do what little we can from time to time. We volunteer, we send checks, we write letters to congressmen, we appoint or serve on committees to study the issues or try to make things a little better, and we try to weigh whether a particular vote will or will not make things better, or a particular set of principles, say like the Sullivan Principles will or will not make things a little better.

"But there are a few things, it seems to me, which seem to fall quite clearly beyond these normal ranges of good and evil, things which are special evils: slavery, large-scale murder of civilians, Nazi and Soviet death camps, and most of us, I think, regardless of our positions on divestment feel South Africa represents such a special evil, a special sort of moral and political monstrosity. And it seems to me for these special cases there have to be special ways of saying loudly and clearly, 'this is intolerable,' not merely 'I'd prefer it otherwise' or 'I'd vote for it to be otherwise,' or 'I very much want it to be different,' or 'I deplore it terribly,' or even 'I abhor it and will do my tiny best to try to help make it different.'

"What we have to say to mark those offers, 'It is intolerable,' and I think that by doing this, we help to keep ordinary evil within its usual bounds, and we define those limits of ordinary evils. If we don't say a special 'no', we extend the range of what is accepted as normal and permissible evil — the sort that we accept that we have to live with. As individuals, we do this special saying no sometimes by shouting an absolute 'no I will not countenance that. I don't care about all the subtleties of your reasoning. That's filthy cheating, and I will not put up with it.' Or we say that special 'no' by civil disobedience, or we say it by fasting. It's usually a gesture which involves some self-sacrifice, and that's what helps to make it a moral assertion. It helps to say that the evil I'm protesting against is a truly special evil. In this instance it seems to me that the only way the University can loudly and clearly proclaim its abhorrence of the special evil of apartheid is through divestment.

"I just want to end with one final question to those who take the ameliorative point of view. Suppose we had had investments in Hitler's or Stalin's death camps, and suppose that maybe we thought that they helped a little bit to have improved things — they ameliorated a little bit of pain. Would we be glad if we'd held on to those investments?"

Speaker Martin: "Our first speaker in the negative — Professor Anil Nerode, Mathematics."

Professor Nerode: "For the last 30 years of world traveling, I have never set a foot in South Africa because I am one of the people of mixed race who would be discriminated against there. I'm very familiar with the situation in South Africa, but I am also familiar, I believe, with the way in which you apply pressure to states. What I believe is that a short-term emotional outburst pressure is not as effective as a long-term pressure, and what do I mean by that? All I mean to say is this: If you are trying to influence behavior of large international corporations which do business in South Africa, the best way not to influence their behavior is to sell their stock so that you are not a stockholder. If you try to influence any corporation, the way in which you do it is not to divest yourself but to use your stock position over and



over again at the meetings, around the meetings, in front of the meetings in order to force them to divest themselves — divest in the strong sense of disengage.

"I do not see how giving the control of these corporations over to those who are absolutely indifferent to apartheid around the world can possibly lead to disengagement. As a result, my feeling personally is that a great strengthening of the kinds of pressure that investors in the large American corporations can put, a great strengthening of that pressure is a good idea, and divestment is a bad idea. I understand very much that the movement of the last several months has been extremely effective in focusing world press opinion and the opinion of the world legislatures against South Africa. That does not, however, mean that after this sort of guerrilla theatre which has been very successful, and of which I approve, it does not mean that after that theater is over, that you shouldn't continue doing things. Divestment, in my own mind, is stopping doing anything to influence the international corporations. Thank You."

Speaker Martin: "Our second affirmative speaker, Professor Richard Rosecrance, W. S. Carpenter Jr. Professor of International and Comparative Politics."

Professor Rosecrance: "Thank you, Mr. Chairman. Mr. President, Fellow Citizens: I'll try and keep my remarks very short because I realize that we have a long night ahead of us even if the vote is affirmative in the end, and there are other things we might wish to do this evening. I just have one or two quick points about the history of Cornell's position on the question of investments in South Africa, and I'd like to offer a slightly different perspective from the one offered by Bill Herbst. It does seem to me that one of the problems with our stand in the past has been that it hasn't actually been fully implemented, and even when it was stated, it was stated in ways that were somewhat vague. For example, the committee that Bill referred to whose report was approved by the Board of Trustees in 1979 didn't commit the university to the sale of securities that were not in accord with Sullivan or other comparable principles. All that it did was commit the university to consider the sale of such securities. I think in fact if one looks at the actual holdings that Cornell has had over a series of years, they don't reflect an enormous implementation of even the most moderate and, indeed, perhaps too moderate, standard of concern about what our companies are doing in South Africa. For example, in 1979 and March 1980 we held the stock of six firms which either had not signed or not carried out the Sullivan or comparable principles. In October 1980, the number was five such firms. In December 1984 and the most recent statistics that we can get, Cornell held two firms that were non-signatories, three that were not making acceptable progress under the Sullivan principles, and two banks that had previously made major loans to South Africa and were in that sense implicated in maintaining their social system of apartheid. So, in this sense it doesn't seem to me we really implemented whatever principles we have perhaps adumbrated."

"Indeed, I think I would say — I sort of beg to be corrected on this, I hope I'm wrong — but I think until President Rhodes made a statement of a week ago, not one share of stock that Cornell holds had actually been sold because of a violation of the Sullivan or other comparable principles in 17 years of resolutions, committee meetings and deliberations. For example, in 1981, Revlon did not even bother to report its activities in the Sullivan Principles but of course we continue to hold stock. In 1982 International Minerals and Chemicals refused to accept black labor unions, but we did not sell the stock. In 1982 Xerox expanded its investment in South Africa in violation of the recommendations of the Ford and Rockefeller Foundation report which specified that companies should not make new investment in new product lines in South Africa, and we did not sell that stock, and I believe we hold it today. So, in this sense it doesn't seem to me we have the best moral record in South Africa. We don't have the position to point with pride to our activity in the past on which we can build for the future. In fact, our record so far has been a fairly dilatory one."

"Now, I think the best argument for divestment that one can make and perhaps it has already been made, but I'll just reiterate it very quickly, is that the white apartheid government in South Africa has been so concerned that American and other divestment might take place that it has now branded such advocacy of divestment a criminal offense. This is one of the reasons why we will occasionally hear that blacks in South Africa have not supported divestment. Bishop Tutu did not support divestment when he was here because he could not and yet every thinking person knows that he favors such action. I think really if we look at what has happened in the past, now is the time, even if it is only symbolic, for Cornell to take a stand. We are now in a situation in South Africa where I think compromise is still possible. It may not be possible five or more years from now. We are now at the point where it is still possible, I think, to get the black and the white community together with agreement with some form of compromise that provides one person one vote as an outcome in politics in South Africa without a blood bath. And I think it is time for us to take a stand that supports this in a way that we have not done in the past."

"Our second speaker in the negative is Professor James W. Mayer, Francis Norwood Bard Professor of Materials Science and Engineering."

Professor Mayer: "This is strange for me to be against any resolution. In fact, it is strange for me to be at a faculty meeting at all. I'll try and give you the background as to why I'm opposed to this resolution. In short, it doesn't go far enough, but let me describe exactly how I came to this position. About seven years ago I went to South Africa to see what was up, particularly I was interested in how the South Africans managed to keep their undergraduate women in their dormitories from eleven to eight o'clock in the morning. That was an interesting feat that we should look at. When I was there, I became absolutely appalled at the system that existed. Like many of the physics camp, I was not particularly politicized to know what it meant to be black in South Africa, but I certainly quickly found out because I am a student talker. So, I would wander around and find disenchanted and disenfranchised students and talk to them — tremendously bitter. When you walk into facilities and find them segregated, it is a blow to you. If you try to take some student friends out and find you have to find a restaurant, it's a blow. So, I decided to do something. It is con-



rary to some, but I actually think if you make up your mind that something's wrong, you do something. So, I decided that I would try and have black students work with me, and so in fact, I did."

"I gumshoed around and went back to South Africa to visit research groups that had blacks, colored and white working together. Using our own group research funds, we invited a black student to work with us for two years and he managed to finish his Ph.D. He just received his degree. Now, this student, in the many hours we talked together, was also bitter about South Africa. I will say, however, that contrary to some of the opinions here, he felt that the presence of American industries was a positive factor in the living conditions. That was not what I had observed as I would tramp around the fields. The point is that some of the black students actually have some positive things to say about U.S. involvement. One, at least, felt U.S. company involvement was positive."

"The second point is I'm up a tree. I can't recommend to the trustees that we divest if I am not in a position to do the same thing. I feel I have a prudent stand to make in regard to my family's investment, and yet I can't decide which companies to divest. The Sullivan Report, while admirable, gives no real guidelines and if you read Fortune or any of these others — absolute nonsense. Some companies do well, the IBMs, the Kodaks, apparently they are trying hard. So, I am in the spot that I don't feel I can recommend to the trustees something that I am not personally prepared to do."

"So, here we have me in a position that I feel I am doing something about South Africa because I do look for black students to bring over here, and we pay them with our funds. The second thing I cannot find out for myself — I don't know what to divest — but third is this resolution doesn't go far enough. First of all, if we are going to apply pressure to companies, it is done in two ways. You show up for the stock-

dren and adults, period. The situation in South Africa is extreme, and we hope that in the not too distant future faculty members at Cornell will become aware that such is the case, thus making it possible to entertain resolutions, including boycott, which today our Committee hesitates to suggest."

"That was in 1982. It is three years later, and I'm suggesting that it is about time we followed up on the report of our own committee."

"I want to focus on the reasons why overseas companies are not in a position to influence the South African government. I wrote an article some time ago and perhaps in the interest of time, I may read extracts of it. First of all, the South African government has taken precautions to make certain that overseas corporations comply with South Africa's norms and laws, and an example of this is the fact that the law precludes corporations from withdrawing their assets until seven years has expired after declaring their intent to leave South Africa."

"This is what the Dick Clark report said. It pointed out that collectively United States corporations have made no significant impact on either relaxing apartheid or in establishing company policies which would offer a limited but nevertheless important model of multinational responsibility. The situation pointed out by Mr. Herbst has not been lost sight of, but I don't think he has advanced sufficient grounds to justify our remaining in the same position in which we were when the Clark commission reported."

"I would like, however, to sum up in brief by suggesting that unless we begin now, it may be too late. In fact, some of the actions that have been contemplated should have been thought of earlier and put into practice at the time. I'll take a minute more of your time and note that when I was coordinator of a group of black Africans in South Africa which met at regular intervals with officials of the American Consulate General in Johannesburg, and alternatively with visiting personali-

**"The working people of our country do not eat imported food or wear foreign clothes, nor do we benefit from the export of South African diamonds, wool, wine and gold. To our friends abroad we say that trafficking in the fruits of apartheid can never be in the interests of the workers who suffer under apartheid."**

holders meetings and you say what you have to say. In other words, if we are going to go for this divestment, we should go further, not divest in that sense, but actually go to the stockholders meeting and say something. A few banners at the company meetings might go a long way."

Speaker Martin: "Speaking in the affirmative, Associate Professor Congress Mbata, Africana Studies and Research Center."

Professor Mbata: "I was born in South Africa and lived the first 48 years of my life there. I think I know a little about what's happening there, and I think I can read between the lines of the press and so on in regard to South Africa, but let me first place before you what the black laborers of South Africa have to say on the situation. I will read this quote. 'It is sometimes argued by well-meaning people abroad that if the world boycotts South Africa, we the working people, will suffer most.' Even if this were true, and we do not believe it, let us assure our well wishers that we do not shrink from any hardship in the cause of freedom. The working people of our country do not eat imported food or wear foreign clothes, nor do we benefit from the export of South African diamonds, wool, wine and gold. To our friends abroad we say that trafficking in the fruits of apartheid can never be in the interests of the workers who suffer under apartheid."

"I want next to remind ourselves of a report that was submitted by the Committee on South African Investments to the Faculty Council of Representatives in 1982. A section of the report reads:

'The committee notes that within recent times scholarly organizations have urged the academic boycott of Russia for its treatment of Jewish scholars and dissidents, and states which have not ratified the ERA Amendment to the U.S. Constitution have been avoided as sites for the national conventions of similar organizations. The horrible treatment of scholars and dissidents in South Africa is well-known, but a point often missed is that the white-controlled South African Government, though it has the resources and academic infrastructure to do otherwise, is consciously dedicated to a policy that makes it impossible for any of its Black citizens to become a scholar. In fact, their policy discourages and makes impossible the education of Black chil-

ties from various government departments, we urged at that time that America should consider the advisability of an oil boycott of South Africa. We pointed out at the time that if this did not happen, that South Africa would be stockpiling oil and perhaps rendering itself much safer than it would otherwise be. We urged that an oil boycott would make certain that at that point in history, South Africa would be brought on its knees in a very short time since it could not carry on without oil. These suggestions were not heeded; South Africa has stockpiled oil and is now in a position to withstand the effects of an oil boycott for quite a long time. I'm suggesting here that unless we support this measure we may find that it is too little and too late. Thank you."

Speaker Martin: "The chair would urge in light of the number of speakers that we have that you do everything possible to limit your remarks to the five minutes. I'm sure everyone would appreciate it."

"Number three in the negative is Professor Frederick B. Hutt, Professor Emeritus, Poultry and Avian Sciences."

Professor Hutt: "My friend in South Africa with whom I exchange once a year notes on the state of the nation, one might say, told me in his letter last Christmas, 'For Heaven's sake, don't send us anymore senators and don't think that Bishop Tutu speaks for all of Africa; he doesn't.' He said the most logical man we've got is a man named Buthalesy, of whom I have never heard, and I thought no more of it until in the Wall Street Journal of February 20, on the editorial page I found an article by Buthalesy with the title 'Disinvestment is Anti Black'. I propose now to read to you just a few sentences from that article. Time won't permit any more. He begins:

"In the struggle for liberation any black leader worthy of the title recognizes that the responsibility for bringing about radical change in South Africa rests on black shoulders. It is a South African struggle and blacks have to lead in that struggle until we pass the point where the drive for improvements becomes non-racial... It was the large corporations that broke the apartheid barriers which resulted in advance-

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ments for black workers. Ford Motor Company's bold indenturing of black apprentices against the law hastened the day when job reservation had to be abandoned. Progressive managements talking, dealing and negotiating with workers hastened the day of black trade union recognition.

"This might be interpreted as a suggestion that perhaps if we wanted to help black Africans we should sell our Toyotas and Hondas and so on, and buy Fords.

"For large American companies to opt out of the South African situation is to opt out of the prospects of being catalysts in the process of change. Increases in economic investment in South Africa by U.S. companies associated with a U.S. constructive engagement policy with real meaning is a moral option that the U.S. now has. In the circumstances that now appertain withdrawal of investments in South Africa by Americans is a strategy against black interest and not a punitive stick with which to beat apartheid... More than 50 percent of all black South Africans are 15 years old or younger. A huge population bulge is approaching the marketplace. To greatly increase under employment and to greatly increase the already horrendous backlog in housing, education, health and welfare services would be unforgivable. Jobs make the difference between life and death. For Americans to hurt the growth rate of the South African economy through boycotts, sanctions and disinvestments would demonstrate a callous disregard for ordinary people suffering terribly under circumstances that they did not create, and finally, black South Africans do not ask Americans to disinvest. The strident voices calling for confrontation and violence are the voices most dominant themselves for disinvestment."

"The footnote that the Journal put under the article to tell us who wrote it says: 'Mr. Buthalesy is hereditary leader of the Zulu people of South Africa.' The Zulus are not just a tribe; they are a nation, and a great nation, and I think we might possibly want to consider that."

Speaker Martin: "Speaking in the affirmative, Professor Terence H. Irwin, Philosophy."

Professor Irwin: "I'd like to say a word to colleagues who are impressed as I was by the particular moral commitment undertaken by President Rhodes last week in his letter to the campus, and re-emphasized by Vice President Herbster tonight. They don't tell us that apartheid is good business and we should make all the money we can, and they don't tell us that the university should be morally neutral. That's not what we've been told tonight. The position they've taken is fairly clear for us. The position is that it's morally mistaken for us to profit from apartheid unless our doing so is a means to the ending of apartheid, and the further claim is give this particular experiment a chance to work."

"I want to make two points on the claim that we should give constructive engagement a chance to work. First of all, this is not a new experiment. It has been the predominant attitude of the western world to the republic of South Africa for most of its existence. The second point is that it's not an experiment about which we should be in reasonable doubt. It is an experiment which is an obvious and woeful failure. It had 25 years since the Sharpsville massacres. The political, economic and social fabric of apartheid has remained, it has strengthened in all those 25 years. There has been nothing concrete that has been offered this evening to show that our involvement — the involvement of American companies — has had any role in affecting the basic structure of apartheid. We may grant that it has caused some cosmetic changes. There has been no evidence brought forward to show it has made substantial difference through the basic structure of the system. Today apartheid is as vigorous as it ever was, more vicious than it ever was, it has been more thoroughly carried out than at any previous time."

"So we have good reason to accept the moral commitment that President Rhodes and Vice President Herbster have undertaken on behalf of the university, and we just need to read some of the historical facts somewhat differently. In the light of the clear and overwhelming evidence going back over 25 years at the very least, we have absolutely no reason to believe constructive engagement has made any substantive difference to apartheid. We have no reason to believe it will make any substantive difference in the future. To refuse to look at these facts is either to be the victims of wishful thinking or to be determined to maintain the profit that we make out of apartheid, whatever the facts may be. The situation in South Africa is relatively clear and tells us something reasonably definite. We have a moral commitment not to profit from apartheid unless our profiting is a means to the ending of apartheid. We have absolutely no reason to believe that constructive engagement that's involved in our profiting from apartheid is a means to the ending of apartheid. We have every reason to say, 'here is an experiment that has failed.' It is not a means to the end of apartheid. It is morally intolerable that we should any longer have to profit from apartheid."

Speaker Martin: "Speaking in the negative, Professor William Tucker Dean, Law."

Professor Dean: "Mr. Chairman, Mr. President: I didn't intend to speak when I came here, but I would like to speak very briefly on university governance. I've been on this faculty for 32 years. I served on the Committee on Academic Freedom. I have watched this faculty jealously and, without any exceptions, guard its prerogative to determine the content of our courses and what we choose to write about. That is what has made the university strong. As you all know, it is the lawful responsibility of the Board of Trustees to determine investment policy. I shall vote against the resolution because I am prepared to let the trustees stay in their realm, and we shall keep our realm to ourselves."

Speaker Martin: "Our next affirmative speaker, Associate Professor Sally McConnell-Ginet, Modern Languages and Linguistics."

Professor McConnell-Ginet: "It seems almost otiose to add my voice at this point to those in support of the resolution, but I am going to do so and do so briefly. The major link in the argument for why we want divestment and why we want it now I think has already been addressed and supported by other speakers; namely, that continued U.S. involvement in corporations in South Africa is not only not in support of the struggle against apartheid, but that the withdrawal of those corporations from South Africa might actually help the fight against

apartheid. But there are two prior points that I want to emphasize. First, I want to counter Tucker Dean's suggestion that our province lies outside making proposals, making suggestions to the trustees as to how the university funds should be invested. I think we can and should, not only as individuals, but also as a University Faculty, invest our energies to effect this disinvestment. Second, the issue that needs to be addressed is why the local move for divestment could actually play a role in bringing about the withdrawal of U.S. companies from South Africa."

"On the first point, I've been very much involved in the Women's Studies Program at Cornell, and a basic premise of feminist scholarship is that intellectual inquiry is always informed by social, cultural and political values, that the academy is not a refuge from responsibility for the interplay between ideas and actions. We, the faculty, must accept our share of responsibility for getting our university involved in support of black South Africans opposition to apartheid in a variety of appropriate, feasible ways, and the divestment move is one of those ways. Other universities along with numerous city and state governments are out in front of us leading the way — the University of Wisconsin, Michigan State, the City University of New York, Oregon State, the University of Massachusetts, the University of Maine. These six and some half dozen smaller colleges and universities have all completely divested their stocks of companies doing business in South Africa. Almost 30 more have partially divested. Six states have enacted legislation that calls for divestment in their pension fund, and legislation is pending in 25 others including New York. City actions have spread across the country, with the huge New York City pension fund the largest affected. Even the City of Ithaca has adopted a policy of no South Africa investments. They couldn't find any stocks in their portfolio. The impact of Cornell's actions, both in its affect on public

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opinion and in its affect on U.S. corporations in South Africa, would be increased because we are not acting alone, and even the limited actions already taken have had an effect. The New York Times on Monday reported that U.S. corporations are indeed beginning to get out of South Africa. A news article said:

"While most company officials state publicly that they are reassessing their South Africa operations more because of economics than politics, some concede privately that the ground swell of university demonstrations, city council resolutions and congressional concern is taking a toll. Experts attribute the companies' doubts about maintaining a South African presence to a mounting campaign against corporate involvement in South Africa, which affects companies' images."

"It seems to me that the question that faces us tonight is really simple. Do we turn a deaf ear to the plight of our black African sisters and brothers or do we add our voices to the ground swell?"

Speaker Martin: "Speaking in the negative, Professor Harold Bierman, Graduate School of Management."

Professor Bierman: "This is actually a historical moment. I have been at Cornell for 29 years, and this is the first time I have ever addressed the University Faculty. The last meeting I came to was in 1970. At that time there was a written or implicit rule that faculty not speak from notes; thus, I didn't bring any tonight. I apologize."

"I am not here to praise the government of South Africa. Anybody that has lived through discrimination knows the evils of discrimination. I am not here to praise the proxy policies of this university at all times in its past. I'm here to condemn an attitude that neglects the fact that you stand to take a position that will harm one percent of the blacks of South Africa, because one percent of the blacks of South Africa is a big number and an important number. If you take away their jobs by a vote for withdrawal, you are reducing that average income that Professor Turner mentioned — from \$1,600 to less than \$1,600, but more importantly, you are hurting the other 99 percent of the blacks whose only hope for economic and social improvement is an improvement in the entire economic fabric of South Africa. As imperfect as the process is because it does not strike at the heart of the evil, as it is at least a step toward equality, one type of equality — an equality on an economic basis. And for you to sit here in Ithaca and vote for a reduction in the economic capability of the blacks of South Africa is an evil thing."

"Now, I suggest two intelligent paths of action. One is the political action that Bill Herbster mentioned. The second is a more subtle form of action; namely, if you think that more should be done to help the blacks of South Africa, I suggest the strongest vehicle for that help is the American corporation. The one percent number is evil; it is evil in the sense of being lower than it should be. Advocate investment in South Africa. Invest it with strings, if you wish. Invest with conditions. If the Sullivan Principles are not adequate, then dream up a set of principles that are adequate, but for goodness sakes, apply some intelligence to go with your morality."

Speaker Martin: "The previous question has been moved. The chair is obligated to recognize that motion, but before doing that, the president has requested an opportunity to speak, purely from a neutral position. The chair would hope that the mover of the motion would be willing to hold it until we give the president the opportunity. Is that agreeable?"

There was no agreement to withdraw or hold the motion.

The mover of the motion, Professor Patricia Caren, Russian Literature, called for a vote on the motion.

Speaker Martin: "This requires a two-thirds vote. If it's passed, it means that we go immediately to a vote. All in favor of the previous question — stopping debate and proceeding to a vote, say aye, opposed no."

"The chair is in doubt. In all fairness, were it a simple majority vote, there would be reason for doubt, but the chair rules that the motion fails at this point."

"There has been a call for division. May I invite the four original

speakers to serve as tellers. We may be able to do it by an aye count, but would appreciate the help of Professors Latham, Turner, Young and Senior Vice President Herbster."

A vote was taken on a motion which would cease debate and immediately move to a vote on the resolution if two-thirds voted in the affirmative.

Three hundred and five votes were cast, 165 affirmative, 140 negative. The motion failed.

Speaker Martin called on President Frank H. T. Rhodes.

President Rhodes: "I am grateful for the privilege of speaking."

"I deliberately came from the platform to the floor because I want to speak as a faculty member who also has an administrative responsibility, and at some times this week, the former has seemed much more congenial than the latter."

"There is no debate on the issue of apartheid. That much is clear. I respect and I appreciate the goodwill of those who don't impute motives of lack of concern about apartheid to those who do not share their position. It is a system of legalized racial oppression that is repugnant to everyone whatever side of the issue they speak on. I also share a sense of frustration, as do others, that there is no simple, clear-cut solution that provides an instant change of conditions to bring about order in South Africa."

"But the real question, of course, is whether Cornell should divest and what effect that would have. I want to raise three questions with you that I think are important as you go to the final vote. The first one is simply this. Even though we can't make an accurate and clean division of the consequences of apartheid, isn't it worth divesting simply as a symbolic gesture? I believe that that is a questionable argument, and I want to suggest to you that the Trustees have not only a compassionate responsibility as concerned human beings, but a fiduciary re-

sponsibility for the welfare of the whole University, and they will need you to clarify for them if you vote for divestment: First of all, what does divestment mean in terms of its wider implications? Should we, for example, reject gifts from these corporations, should we reject student fellowships, should we reject joint research projects, should we cease to purchase equipment? I hope that those of you who speak for divestiture will address those questions and their implications."

"The trustees will also need to know, as you take a stand on this motion, whether apartheid is the only evil on which we should divest or whether there are others in the wings waiting for action to be taken. This is not to minimize our abhorrence of apartheid, but it is to put a practical question which burdens those of us who have the administrative responsibility for the overall well-being of this university. I am asking you to think carefully about the implications of what the motion contains."

"I understand those of you who grow impatient. I understand those who say that this topic has been debated for 17 years and it's simply too long to wait for a report in the fall. I understand those who raise the question, 'are the trustees really willing to listen?' Let me briefly answer those two questions as well as I can. Are the trustees willing to listen? Are they really flexible in their position? I believe they are, and when we talk of the trustees, we talk of your Board of Trustees. You, on that Board of Trustees, have five faculty members. There are four students; there are three members of the staff. That group of campus members makes up 25 percent or so of the total membership of the Board Trustees."

"I believe the trustees' present policy is not one of neglect, as some have claimed, but it is one of concern. You may not agree with the outcome, and I accept your right to differ, but the present trustee policy is not the result of indifference. They decided to review this matter in depth one year ago, long before there was any protest on the campus. They held public hearings one year ago, long before there was any widespread concern, and they are now pursuing that question in depth as to whether or not it is a responsible position to continue to hold stock of companies that adhere to the Sullivan Principles. It is unlikely, I believe, and I must be direct with you, that there will be a change in trustee policy before the report of the Proxy Review Committee in the fall, and I cannot predict what the outcome may be. But I can tell you, from conversations with the trustees, that they are open to change."

"I want to thank you tonight for thinking through those wider implications. I respect your concern, and am grateful for the debate."

Associate Professor Moncrieff Cochran, Human Development and Family Studies, moved that the question be called.

Speaker Martin: "The question has been called. Two-thirds affirmative vote will close debate and move immediately to a vote on the resolution."

The motion was voted on and passed. "We shall now proceed to a vote on the resolution. Do you wish to have it repeated?"

The resolution was read by Speaker Martin. He then invited the dean of the faculty, secretary of the faculty, and the president to join the previous four tellers to count the vote on the resolution.

The chair announced again that only assistant, associate, full and emeritus professors are eligible to vote, and were all supposed to be down in the center.

A total of 395 votes were cast: 323 affirmative, 72 negative.

Speaker Martin: "Before we accept a motion for adjournment, Dean Bugliari wishes to make a statement."

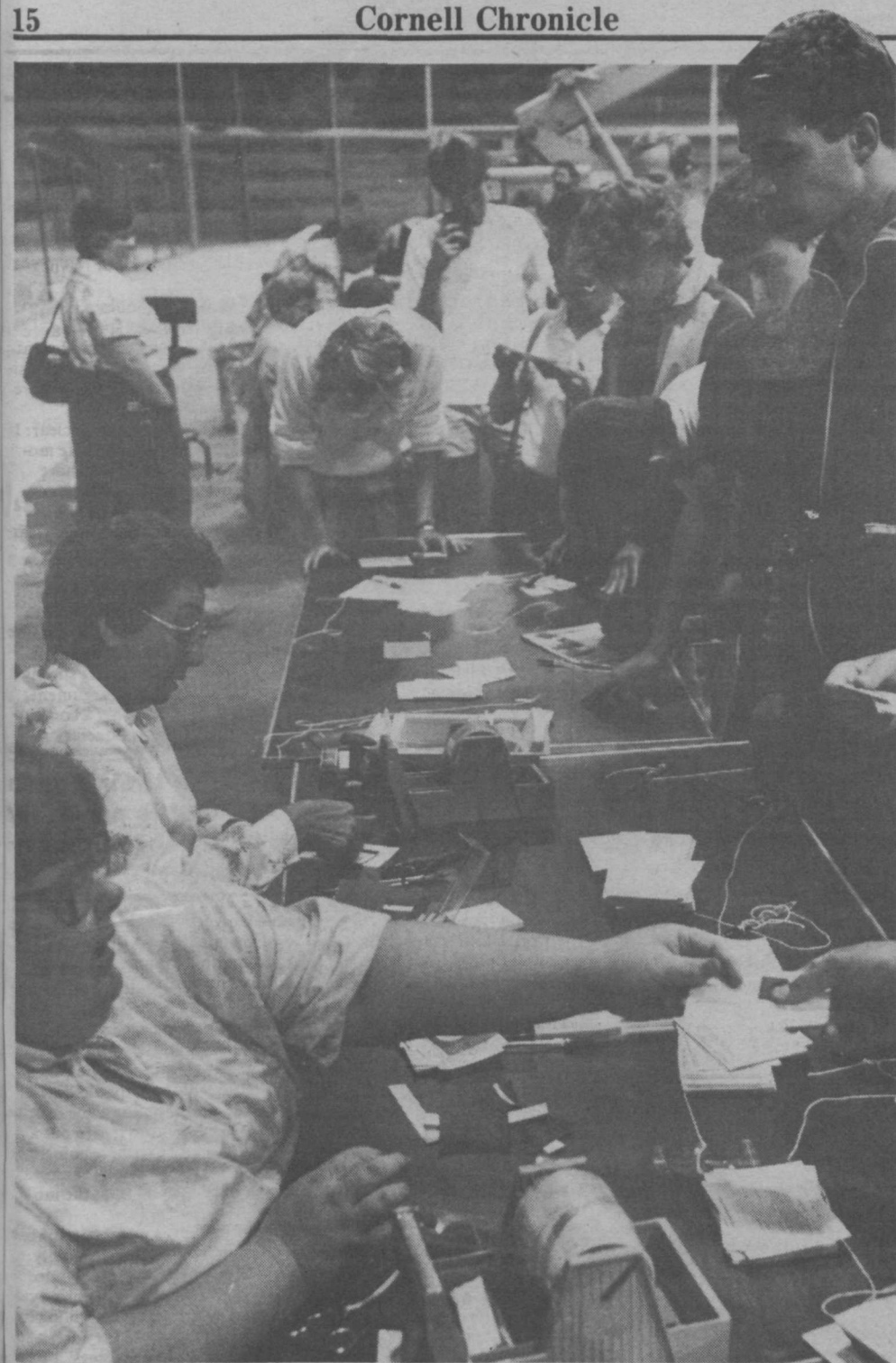
Dean Bugliari: "I want to thank you all for coming to the meeting tonight, and I want to thank you all for the spirited debate. I want to thank our speakers, in particular, for the time they took to prepare the remarks that they made, and I am very proud of you all."

Speaker Martin: "If there are no objections, we are adjourned."

Meeting adjourned: 10:00 p.m.

Most respectfully submitted,  
Francine A. Herman, Secretary





The floor of Lynah Rink, normally the site for Cornell hockey heroics, was the scene last Friday and Saturday of ID photo-taking for new students.

## Chronicle Comment

Letters to Chronicle Comment should be addressed to the editor, not a third party, and should pertain to campus issues. Letters should not contain personal attacks. Whenever possible, the Chronicle will seek to present both sides of an issue in the Comment column, when a letter raises an issue. Letters are limited, under normal circumstances, to 400 words.

### On Math Sciences Institute

Editor, The Chronicle:

The following letter was sent to Professor Philip Holmes, director, Center for Applied Math, Olin Hall.

Dear Professor Holmes:

Please accept my resignation from the Center for Applied Mathematics, effective immediately, in protest over the establishment of the Army Mathematical Science Center (MSI) at Cornell. Since there are many actions of the U.S. Army which I find morally repugnant, and which go far beyond the legitimate role of defense of the United States against foreign aggression, I do not want to be in any way associated with an Army sponsored program. Therefore I would greatly appreciate it if you could expunge my name from all lists of members of the Center for Applied Mathematics as soon as possible.

While I appreciate the effort you have made to keep the Center for Applied Mathematics in existence independent of the Army MSI, I simply do not believe in practice that this distinction will mean much. Because of the relative size of the budgets, the Army MSI will become the dominant force

in applied mathematics at Cornell.

My concern is that nationwide, not just at Cornell, as military support of applied mathematics expands, non-military support may decline to the point that anyone seeking a career in applied mathematics will have little choice but to accept military-related work. It will certainly be true at Cornell that graduate students in Applied Mathematics will be sorely tempted to accept MSI supported positions rather than TA's, and in effect become Army employees.

I am not persuaded by the conventional wisdom that Army support of mathematical research is basically with no-strings-attached, and that Army consultation with MSI members will be relatively benign and inconsequential. While this may in fact be the case at present, we cannot predict the future, and there is ample historical precedent for the military's use of scientists and mathematicians for projects which they were unaware of, and would have disapproved.

Let he who picks the devil's pocket be prepared to pay in kind.

Robert S. Strichartz  
Professor of Mathematics

Editor, The Chronicle:

As director of the Center for Applied Mathematics (CAM), the unit within which the new Mathematical Sciences Institute (MSI) will technically reside, I wish to reply to Professor Robert Strichartz's public letter of resignation.

The center administers a Ph.D. program currently enrolling 25 students and involving about 60 faculty from 15 departments. It has a modest budget designed to promote interdisciplinary mathematical research via support of visiting faculty, workshops and conferences. MSI, with support provided by the U.S. Army Research Office, has similar aims. As Vice President Ballantyne has stressed, no classified work, either research or consulting, will be undertaken. MSI's entire direction will be determined by Cornell faculty members together with a nine-member Advisory Board, only two of whom will be Army (civilian) scientists. We feel that this arrangement will prevent the abuses

which Professor Strichartz fears.

In setting up MSI we were careful to separate it, budgetarily and administratively, from CAM, so that mathematical scientists such as Professor Strichartz, who do not wish to accept Defense Department funding, could continue to benefit from CAM activities and work with CAM students. (In fact MSI will also involve faculty and students from fields and programs other than CAM.) The existing CAM budget, including student support, remains unaffected and no students or faculty will be persuaded to accept MSI support. In fact, since some CAM members will seek MSI support, we expect to have additional support available for faculty and students not involved with MSI.

In light of the above, I feel that Professor Strichartz's fears are greatly exaggerated and I regret that he has felt compelled to resign from CAM.

Philip Holmes  
Director, Center for Applied Mathematics

## Computers Here Take Mystery Out of the Ancient Greek

By MARK EYERLY

"It's all Greek to me" has become a popular pronouncement of confusion from those baffled by even the simplest of ideas.

Consider, then, those who study the art and architecture, law and literature, and games and government of ancient Greece. For even scholars who scrutinize 2,200 year-old Greek texts inscribed in stone in order to understand the full nature of Greek civilization can sometimes be baffled by the ancient texts that they decipher.

Their work is complicated by a lack of easy access to most of the actual inscriptions and by publications of the texts that are made obsolete by new discoveries of ancient Greek writings. Many of the published texts are scattered in various periodicals, journals, and collections with little indexing. Searching for a particular word or phrase remains a monumental task of uncertain accuracy, but a task often required to translate an ancient text.

Scholars at Cornell are working to change all that. In the largest Greek inscription project now underway in the United States, researchers here are putting more than 20,000 documents on computers, in the ancient Greek.

"Having this computer data base could

save a scholar hundreds of hours of work each year, and will give researchers some certainty that they have all of the inscriptions they need," said Kevin Clinton, a professor of classics at Cornell and director of the Center for the Computerization of Greek Inscriptions. "This will be a tremendous aid to our knowledge of Greek society."

The Cornell team, which includes about a half-dozen graduate students, is compiling a two-part data base, explained Nancy Cooper, executive manager of the project. First, the actual texts as they were written on each stone are being entered into the computer. Second, information about each text is being added.

The inscriptions will be indexed and cross referenced under some two dozen categories, including the date of the inscriptions, where photographs of the stones can be found, and the type of information contained in the texts. Classicists, for example, will be able to search for all known inscriptions made between 400 and 350 B.C. on white marble that contain the word "theatre," using letters 0.06 meters high, Cooper explained.

"No longer will the research be haphazard, or have anything to do with the stamina of the researchers," she added.

The computer data base will allow classicists

to examine inscriptions for phrasing similarities to shed light on previously obscure phrases. It will make it possible for researchers to piece together fragmented documents if the other pieces of the stone have been discovered but not previously linked together.

The Cornell program, funded by an initial \$70,000 grant from the David and Lucile Packard Foundation, began in February. Computers and printers have been provided by the Ibicus Co. of Princeton, NJ, which has also designed the software necessary to work with the ancient Greek language.

For the first five months of the project, the work was somewhat tedious; it required typing from published volumes of inscriptions into the computer and then proofreading computer printouts against the published texts.

Now, the Packard Foundation's grant has helped purchase an advanced optical scanner that can read many typefaces, including Greek, directly into a computer, eliminating the tedious typing.

So far, the Cornell project has concentrated on the published inscriptions from Attica, around Athens, which includes the religious sanctuary of Demeter, the goddess of grain, and her daughter Persephone, queen of the underworld. The inscriptions, dating

from about 500 B.C. to A.D. 300, were discovered from the 1600s through the 20th century.

The inscriptions include laws, decrees, accounts of government finances, architectural specifications, dedications to gods, and lists of actors, among other items. Some are written in poetry, others in prose, and they include private and public documents. They range in length from only a few lines to hundreds of lines.

The Cornell project will be carried out in cooperation with similar projects at the University of North Carolina, Duke, the University of California at Irvine, and the Institute for Advanced Studies at Princeton, where researchers are working with other Greek texts, Cooper explained.

The inscriptions have importance for historians, archaeologists, linguists, and others, primarily because they are unedited, first-hand documents of life in one of the world's most influential periods.

For now, the Cornell project is concentrating on computerizing inscriptions that have already been published. It is hoped, though, that once a comprehensive computer base is formed new discoveries of ancient inscriptions will be quickly computerized, providing classicists with the most current information possible.



## Brief Reports

### Experimental College Has "Leisure" Courses

Short, informal, non-credit courses will be offered this fall by the Experimental College, sponsored by the Department of Unions and Activities at Cornell University. Courses will be offered in areas of dance, exercise, arts and hobbies, special interests, food and drink.

Brochures listing complete course descriptions and registration details are available at the Day Hall Information and Referral Center, Noyes Center, Robert Purcell Union and Willard Straight Hall on the Cornell campus and the Tompkins County Public Library downtown.

Course registration will be held from 6 to 8 p.m. in the Memorial Room of Willard Straight Hall, on the dates listed. All lines forming before 4:45 p.m. will be dispersed.

Late registration will be held Sept. 12 and 13 from 9 a.m. to 3 p.m. in Room 538, Willard Straight Hall. For more information, call the Experimental College office at 256-7131.

### Aetna Rep Will Answer Campus Claims Questions

Michael Scherr, a claims supervisor from the Aetna insurance company, which has the Cornell Health Care Plan, will be on campus for two days in the near future to meet one-to-one with employees who have claims questions.

His visits have been scheduled by Employee Benefits for Sept. 19 and Oct. 24, from 8:30 a.m. to 4 p.m. in 130 Day Hall. Employees who wish to meet with Scherr should

contact Employee Benefits at 256-3937 in advance to schedule a time.

Scheduling an appointment will enable him to bring a copy of the individual's file with Aetna. Walk-in appointments also will be accepted, as permitted by his schedule.

For more information, contact Nan Nicholas or Pat Cooke at the same number.

### Summer Student Killed In Japan Airlines Crash

Yosuke Kodama, a student in this summer's six-week English as a Second Language Program, was killed in the Aug. 12 Japan Airlines crash, according to E. J. Beukenkamp, director of the Intensive English Program here.

Kodama was a sophomore at the International Christian University in Tokyo, majoring in international relations.

"He was an exemplary student here and made many close friends among the teaching staff and students in the program," Beukenkamp said, adding:

"Should anyone have pictures or memories to share, please send them to his father: Mr. Minoru Kodama, 3-92-1101, Nakano-shima 5-chome, Kita-ku, Osaka, Japan."

### Some Openings Available To Breakfast with President

There are a limited number of openings available for students interested in having breakfast with President Frank Rhodes.

Those interested are invited to call his office at 256-5201 to make a reservation.

The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhirst Room, Willard Straight Hall at various times throughout the semester. Reservations are made on a first-come, first-served basis.

Those with reservations will be reminded by mail a few days in advance.

### Parking Permits Mailed For Campus Last Week

Parking Permits were mailed last week to all persons eligible to park in various areas on campus as well as the peripheral lots.

Any person who did not receive a permit and believes he or she is eligible should contact the Traffic Bureau at 116 Maple Ave., or telephone 256-4600.

### Mayor to Join Bus Tour Of Downtown 'In' Spots

Ithaca Mayor John Gutenberger will take part in a special bus tour of downtown Ithaca Saturday that is part of the orientation program for new students here.

The Ithaca Transit bus will leave from in front of Day Hall at 11:15 a.m. Saturday. The mayor will greet new students, and some returning students will be on the trip to fill in information about the "in" spots in town.

Students taking the trip should bring 70 cents exact change for the bus—35 cents each way.

## SAGE CHAPEL

### CURW Director to Speak At Services Sunday

The Rev. Robert L. Johnson, director of Cornell United Religious Work (CURW), will speak at Sage Chapel at 11 a.m. Sunday, Sept. 1. His sermon topic will be, "Rites of Passage."

Johnson is an ordained minister in the United Methodist Church and a graduate of the University of North Carolina at Chapel Hill, Union Theological Seminary in New York City, and Harvard Divinity School. For 18 years, he served as director of the Wesley Foundation at Chapel Hill, N.C., and served in recent years as president of the National Institute for Campus Ministries. Director of CURW, he is responsible for the administration of Sage Chapel services.

Greetings will be given by President Frank H. T. Rhodes.

Music for the service will be provided by the Sage Chapel Choir under the direction of Donald R. M. Paterson, university organist and Sage Chapel choirmaster.

### Poet Pat Parker To Read from Book

West Coast poet Pat Parker will read from her fifth book of poetry, "Jonestown and Other Madness," at 7:30 p.m. Thursday, Sept. 5, in the Anabel Taylor Chapel at Cornell.

This event will be sponsored by GAY-PAC; Gays, Bisexuals, and Lesbians of Cornell; Third World Student Programming Board, and Women's Studies.

A reception at Smedley's Bookshop (307 W. State St.) will follow the reading.

## Scientists' Discovery Will Force Space Probe Reroute

By ROGER SEGELKEN

The discovery by Cornell astronomers of an additional ring around Jupiter will force rerouting of NASA's Galileo space probe, scheduled to head for the giant planet next spring.

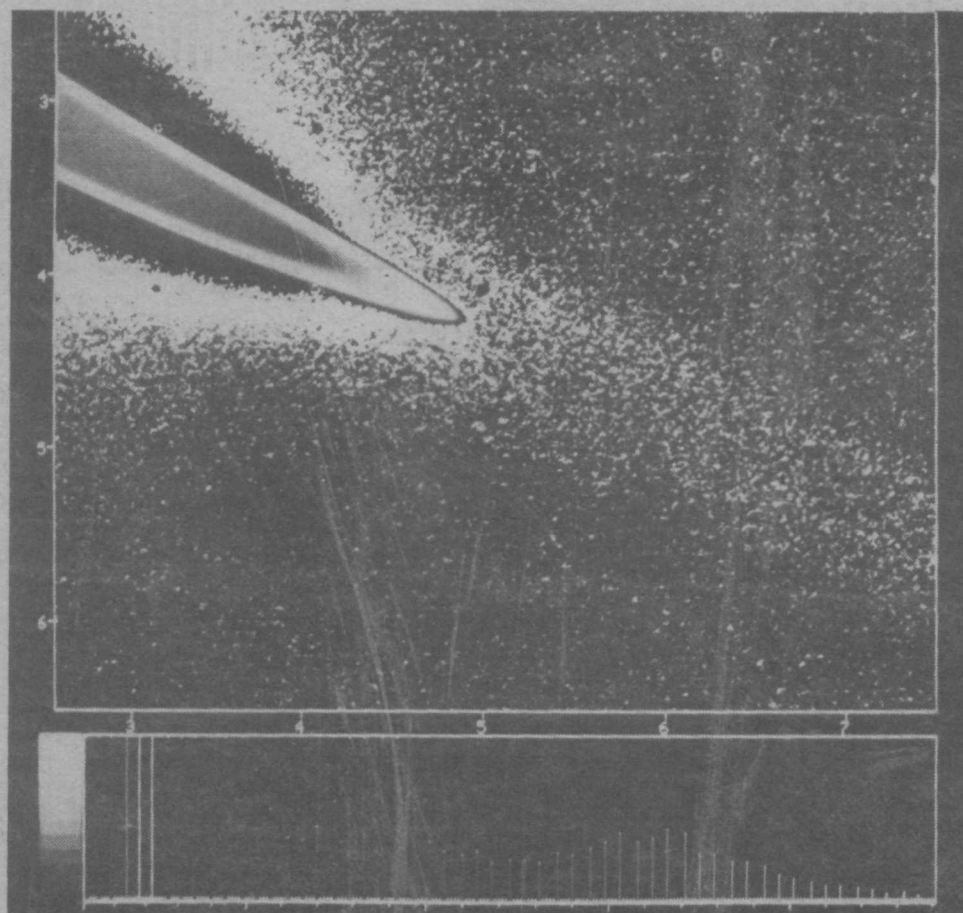
Dubbed the gossamer ring because of its faint appearance, the collection of tiny particles was discovered by re-analyzing data from the July 1979 Voyager 2 flyby of Jupiter. The planet was thought to have only a bright inner ring and a halo-like ring.

Discovery of the third ring was reported in the Aug. 8 issue of the journal *Nature* by Mark R. Showalter and Joseph A. Burns of Cornell and Jeffrey N. Cuzzi and James B. Pollack of the NASA/Ames Research Center.

"The gossamer ring's particles are in the micron (one millionth of a meter) range, about the size of smoke particles," according to Burns, a professor of theoretical and applied mechanics. "Because the particles are in the jovian Van Allen belt (an area of intense electro-magnetic radiation), they are probably 'eaten' away in 100 to 1,000 years, and we believe the ring is being fed constantly by larger chunks of materials."

So far, no large chunks have been detected in the third ring, according to Showalter, a doctoral student in astronomy at the time of the discovery and now a postdoctoral associate at Cornell. "The entire ring system seems to be composed, for the most part, of micron- and sub-micron-sized particles," he said, "but, of course, larger parent bodies must also exist."

Concern that the ring's particles could penetrate the heat shield of the Galileo probe prompted the Cornell astronomers to advise NASA that a detour was in order. The probe, which will separate from the Galileo orbiter after launching, was to pass through the region now known to be occupied by the gossamer ring before diving into the atmo-



The newly discovered "gossamer" ring of Jupiter is shown, in this image from Voyager 2, as the faint band at center-right. In the upper left are the bright ring and halo ring.

sphere of Jupiter. Even small holes in the heat shield could cause heat "spikes" and cripple the probe's delicate instrumentation.

NASA has taken the advice of the Cornell astronomers, and the spacecraft will not fly

through the gossamer ring. The Galileo probe will relay signals to the orbiter for transmission to Earth while diving into Jupiter's atmosphere. The orbiter will wander through the jovian system for at least two

years, and will capture the most vivid images and detailed data ever of Jupiter's satellites, rings, and surface.

Unequivocal evidence of the gossamer ring was found in only one Voyager image, made when Voyager 2 was in the shadow of Jupiter.

"This particular image has already received extensive scrutiny so it may seem surprising that the ring has been overlooked," the astronomers wrote in the *Nature* article. With the help of NASA scientists Cuzzi and Pollack, Burns and Showalter reprocessed the data to subtract all "noise" or background material in the image.

"In retrospect, the additional ring was hinted at in earlier Pioneer 10 and 11 data," the astronomers noted in the article. "Pioneer 10's meteoroid impact detector recorded at least one event near ring plane crossing at 206,000 km, well outside the bright ring but within the ring described here." The gossamer ring extends some 210,000 km from the planet, they reported.

The gossamer ring is about 20 times as faint as the "bright" ring, which itself is so faint that it can be seen only by the very largest Earth-bound telescopes. Particles in the ring are dark colored, probably red from a coating of sulfurous material that spews from volcanoes on the jovian moon IO, according to Burns.

Two of Jupiter's 16 known satellites, Amalthea and Thebe, may be sources of particles for the gossamer ring, the astronomers speculate. Micro-meteoroids striking the surface of either or both of the satellites, which are in the ring's outer portion, may be injecting dust into the ring system.

Besides providing another feature for Galileo to observe when the spacecraft arrives in 1988, Burns predicts discovery of the ring is likely to send astronomers back to the Voyager 1 and 2 data on Saturn, home of this solar system's most elaborate ring system.