

# Congratulations, Class of '93!

President Frank H.T. Rhodes will confer degrees on more than 5,800 eligible graduates at the university's 125th commencement on Sunday at 11 a.m. at Schoellkopf Field.

Rhodes will deliver the commencement address to graduates of Cornell's 11 schools and colleges and their families. In keeping with university tradition, there will be no other speakers or honorary degree recipients at the general commencement. Other commencement weekend events will be:

## On Saturday, May 29:

**President's Breakfast Reception:** The Board of Trustees and President and Mrs. Rhodes will honor graduates and their families at a breakfast reception on the Arts Quad from 7:30 to 9:30 a.m.

**Senior Convocation** in Bailey Hall at 1 p.m.: Novelist Matt Ruff, a 1987 graduate of Cornell whose senior thesis became his first published novel, *Fool on the Hill*, will deliver an address at the invitation of the senior class. Ruff's novel of "a shadow Cornell; like the real one yet unlike it," turned the campus into a home for dogs that communicate telepathically and for sprites that sail boats on Beebe Lake and fight off an army of rats. Lauren Bailyn, president of the senior class, and John L. Ford, dean of students, also will speak. The Class of 1993 will present as a gift to the

university a donation to the Cornell Tradition, an alumni-endowed program that awards 600 fellowships each year to students who demonstrate significant work experience, community service and scholarly achievement.

**D.V.M. Hooding Ceremony** in Alice Statler Auditorium at 4 p.m.: New doctors of veterinary medicine will take the Veterinarian's Oath and individually receive their Cornell doctoral hoods.

**Ph.D. Recognition Ceremony** in Barton Hall at 5 p.m.: This is a new ceremony in which recipients of doctorate degrees will be honored by Rhodes and the Board of Trustees for their substantial academic achievements. Rhodes and Alison P. Casarett, dean of the Graduate School, will congratulate each Ph.D. recipient; music will be provided by the Cornell Wind Ensemble. The Ph.D. degrees still will be conferred during Sunday's commencement ceremony.

**ROTC Commissioning** in Kennedy Hall at 5 p.m.: Officers from the Reserve Officers' Training Corps Brigade will be commissioned into the Army, Marine Corps, Navy and Air Force by Maj. Gen. Jared L. Bates, commanding general of the Fifth Infantry Division at Fort Hood, Texas.

**Special events** for graduates and their families on Saturday. *Continued on page 8*



## Inside . . .

◆ Professor Emerita Jean Robinson will be the first woman to carry the mace in a 30-year-old tradition at Cornell. **5**

◆ Mary Helen Immordino won the Cornell Abroad Prize for her essay describing life in Lamu, Kenya, and her work with a craftsman boat builder. **5**

◆ From Canada, England and across the United States, high school teachers who most inspired 35 of this year's top graduates were honored by the university. **6**

◆ The Cornell Tradition, which awards fellowships to students for their work, community service and scholarly achievement, is honoring 12 seniors. **7**

◆ Frederick B. Parker Jr. is the winner of the 1993 Joseph Drown Foundation Prize, worth \$15,000. **8**

◆ Many faculty and students are honored for their academic achievements. **10-11**

# CORNELL Chronicle

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## Commencement events

The following is an abbreviated calendar of commencement events:

### Saturday, May 29:

◆ **President's Breakfast Reception:** Graduates and their families will be honored on the Arts Quad from 7:30 to 9:30 a.m.

◆ **Senior Convocation** in Bailey Hall at 1 p.m.

◆ **Ph.D. Recognition Ceremony** in Barton Hall at 5 p.m., followed by a reception.

### Sunday, May 30:

**Baccalaureate Service** in Bailey Hall at 8:30 a.m.

**Commencement** in Schoellkopf Field from 11 a.m. to noon. President Frank H.T. Rhodes will speak and confer degrees.

## Degrees of distinction



Peter Morenus/University Photography

Graduate School thesis adviser Debra Brady sorts through diplomas at Sage Hall.

## Council for the Arts formed to promote campuswide efforts

By Carole Stone

Provost Malden C. Nesheim recently approved the formation of a new Council for the Arts made up of faculty and other representatives of the major arts programs on campus. The new organization, which went into effect last month, incorporates the former Council of the Creative and Performing Arts.

"This new organization will provide a way of integrating the various academic units that have an interest in the arts as well as promoting the programs and support of the arts throughout the campus," Nesheim said.

The council reports directly to the provost's office, rather than to an academic dean, to reflect the fact that it is an umbrella organization for all of the arts on campus — from the design program in the College of Human Ecology to landscape architecture in the College of Agriculture and Life Sciences to theater arts, creative writing and music in the College of Arts and Sciences and visual arts in the College of Architecture, Art and Planning.

"This change is one indication of a growing spirit of cooperation that promises greater efficiency and vitality for the arts," said James McConkey, the Goldwin Smith Professor Emeritus of English Literature and the provost's adviser on the arts.

McConkey is interim faculty director through June 1994, after which the provost expects to name a faculty member to the position.

The Council for the Arts' annual budget will be the same as the CCPA's, \$135,000 from university central funds, plus occasional outside funding from agencies such as the National Endowment for the Arts and contributions from alumni and friends, including the Bruce and Judith Eissner Endowment for the Arts. The council's offices are temporarily located in a trailer behind Sibley Hall while a new location is sought.

### Two parts

The council has two parts: a 10-member advisory board composed of department chairs and program directors in artistic fields who will formulate arts policy and set priorities, and a larger program panel to perform essentially the functions of the former CCPA, including awarding grants for individual and major projects and bringing visiting artists to the campus.

"The new structure will bring more visibility to the arts on campus, plus it will give us a framework for the arts to work together more collaboratively," said Anna Geske, executive director of the council.

Assisting Geske will be Jill Hartz, part-time public relations and special programs coordinator, and Pamela Lafayette, part-time administrative assistant.

Advisory board members are the chairs of art, architecture, music and theater arts; the council's faculty director and

*Continued on page 8*

## Biologists find a first in insect mate selection

By Roger Segelken

The first known case of post-copulatory female choice of sperm in an insect, and one of the first in any animal species, has been found by Cornell biologists.

Her biological clock ticking, the female *Utetheisa oratrix* moth picks a mate with the most alluring scent and receives valuable nuptial gifts (in the form of food and chemical protection) along with his sperm.

If another male—or several—show up on subsequent nights, the female mates with them and uses sperm from only the "best" males for her offspring.

Biologists Craig W. LaMunyon and Thomas Eisner reported their findings May 15 in the *Proceedings of the National Academy of Sciences*, where they explain how the female moth decides: Bigger is almost always better.

"The oratrix moth is able to mate on the very day of emergence from the pupa," LaMunyon said of the orange-

winged insect with black and white spots that he collected, as a Cornell graduate student, near Lake Placid, Fla. "She picks what seems to be the 'best' mate, based on her assessment of the airborne sex pheromone that the male uses as an advertisement of his fitness.

"The most potent pheromone is the most concentrated, and it comes from males that have eaten large amounts of alkaloids," explained LaMunyon, who now is a postdoctoral researcher at the University of Arizona.

"These foul-tasting alkaloids come from plants eaten by the insects, as caterpillars, and they protect the adult moths and their eggs against predators."

Eisner, a professor of biology who specializes in chemical ecology, explained the female strategy: "Suppose that the next night, along comes another male that looks—or rather smells—better. She can correct for her shortsightedness by mating again—we have noted as many as 15 sequential matings by individu-

*Continued on page 4*



## Trustees to meet this weekend

The Board of Trustees will meet for 90 minutes in public session on Saturday, May 29, beginning at 11:15 a.m. in the sixth-floor meeting room of the Herbert F. Johnson Museum of Art.

The open session will include an hour's discussion of the current strategic planning process, the annual report on Progress Toward Diversity, an update on the \$1.25 billion capital campaign, and a recommendation to approve a graduate and professional student assembly.

The board's Executive Committee also will meet in open session in the Johnson Museum for about the first half-hour of its 9:30 a.m. meeting on May 29, most of which time will also be devoted to strategic planning. The three other open sessions during the two days of board meetings that annually precede commencement are:

- The first half-hour of the Audit Com-

mittee's meeting on May 28 at 6:30 p.m. in the Statler Hotel's Taylor Room. Topic: an indirect-cost update for the statutory colleges.

- The first 15 minutes of the Buildings and Properties Committee meeting on May 28 at noon in the Statler Hotel's Yale/Princeton Room. Topics: 1994-95 statutory budget request and Mann Library design proposals.

- The full meeting of the Committee of Land Grant and Statutory College Affairs on May 28 from 4 to 6:30 p.m. in G01 of the Biotechnology Building. Topics: deans' reports, budget update, state and federal relations.

Anyone wishing to attend the open meeting of the full board on May 29 or the open portion of the Executive Committee meeting on May 29 can obtain tickets at the Information and Referral Center in the Day Hall lobby on campus. A limited number of tickets will be available for the public, one per person, on a first-come, first-served basis.

## Changes in health-care plan for retirees

After 18 months of review by the Employee Benefits Advisory Committee, the endowed retiree health-care plan has been redesigned to make the plan benefits more consistent with those received by active faculty and staff, as well as help contain the costs of Cornell's endowed health-care program.

As of July 1, endowed faculty and staff who already have retired will be able to choose between their current retiree health-care program, called the Medicare Supplement Program, and a new program, called the 80/20 Plan for Retirees.

Also beginning July 1, faculty and staff who may be considering retirement will be able to choose between the two plans for one year. As of July 1, 1994, the 80/20 Plan for Retirees will be available for all faculty and staff who are not enrolled in the Medicare Supplement Program.

Several factors prompted this redesign. One is the ever-increasing cost of health care, especially prescription drugs. The increasing number of faculty and staff who are approaching retirement age, the need to replace those retiring with new active participants in the Cornell Endowed Healthcare Program, and the in-

creasing life expectancies for those who are already retired have all contributed to a continuing growth in the number of faculty and staff covered under Cornell's program.

A new federal accounting requirement that changes the way institutions and organizations report and fund the costs of their retiree health-care program, and federal legislation uncapping the mandatory retirement age for faculty also have contributed to the need for this redesign.

In its assessment of the current endowed retiree health-care program, the Benefits Advisory Committee worked with the following as guiding principles:

- People should be able to decide whether to retire for reasons beyond the health benefits they could expect to receive.

- Benefits should be consistent across active, early-retiree and retiree populations.

- The university should be positioned so that its current liability for the cost of retiree health coverage is reduced and its future costs stabilized.

A more detailed analysis of these changes is provided in this week's issue of *Cornell Workplace*.

## Salmonella caused wild horses' deaths

Salmonella infections apparently caused the deaths of five wild horses that were offered for adoption in a federal program May 14-16 in Ithaca, according to tests done at the College of Veterinary Medicine.

The bacteria were isolated and identified on May 24 from the intestinal tissue of one of two mares that showed evidence of acute colitis, or inflammation of the colon, according to Dr. Peter H. Rowland, a pathologist at the College of Veterinary Medicine. Full identification, to determine the type of salmonella, is expected within two weeks.

Doctors could not say where the horses were exposed to the bacteria.

"Exposure could have occurred anywhere en route to Ithaca," Rowland said. The horses had been rounded up on fragile Western rangelands and offered for adoption by the U.S.

Bureau of Land Management (BLM). The adoption was held at the Cornell Equestrian Center, which had been rented for that purpose by the BLM.

The sick horses were among 36 mares and 36 stallions that were trucked to Ithaca from a bureau facility in Sparks, Nev. Three mares died suddenly on May 14 and 15, and two with the illness were euthanized by veterinarians on May 15 and 16. The BLM withdrew the 31 surviving mares from adoption and sent them to a holding facility in Tennessee for observation. All stallions, which traveled in a separate trailer, were adopted without incident.

Cornell veterinarians immediately began tests on three of the dead animals. The Cornell Equestrian Center was thoroughly cleaned and disinfected after the animals were removed.

## NOTABLES

Graduating senior **Steve Duff**, of Monroe, Ohio, is the second recipient of an R. Brinkley Smithers Student Substance Abuse Prevention Award, presented by the Smithers Institute for Alcohol-Related Workplace Studies in the School of Industrial and Labor Relations, for his volunteer service in programs aimed to prevent substance abuse.

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**Timothy J. Dennehy**, associate professor of entomology, recently received the 1993 Research Award from the New York Wine and Grape Foundation for his work in managing insects that attack grapes and in the reduction of pesticide use. Dennehy received his bachelor's and doctorate degrees from the University of California at Davis and has been affiliated with the university since 1984. He is a member of the Entomological Society of America, the American Registry of Professional Entomologists and Sigma Xi.

...

**Roger Keith Dennis**, professor and chair of the Department of Mathematics, **Leonard Gross**, professor of mathematics, and **Juris Hartmanis**, the Walter R. Read Professor of Engineering and chair of computer science, have been awarded the Humboldt Research Award for Senior U.S. Scientists. The award provides for an extended research stay in Germany. The award, sponsored by the Humboldt Foundation, is intended to promote scientific cooperation between Germany and the United States.

...

During its 43rd commencement, Le Moyne College presented an honorary Doctor of Humane Letters degree to Cornell University Class of 1916 Professor Emeritus **M.H. Abrams**. A pre-eminent historian and interpreter of the Age of Romanticism, he is best known as the general editor of *The Norton Anthology of English Literature*. The recipient of many grants and fellowships, Abrams is a member of the American Academy of Arts and Sciences, the American Philosophical Society and is a Corresponding Fellow of the British Academy.

...

**Lawrence D. Brown**, professor of mathematics, is among 19 people receiving an honorary doctorate from Purdue University at commencement ceremonies this spring.

...

**Robert Frank**, a professor of economics in the Johnson Graduate School of Management and the Economics Department of the College of Arts and Sciences, has won the William R. Kenan Jr. Enterprise Award for research and teaching on the U.S. economy. Frank, the Goldwin Smith Professor of Economics, Ethics and Public Policy, investigates the phenomenon of cooperation in competitive environments. He teaches business ethics in the Johnson School and microeconomics in the Department of Economics. He will resume teaching at Cornell this fall following a year's leave at Stanford. The Kenan award, administered by a trust in North Carolina, was presented April 23 at Chapel Hill. The trust solicits nominations from university presidents every few years. "This was a bolt out of the blue," Frank said by phone from the Center for Advanced Studies in the Behavioral Sciences at Stanford. "It was a call saying I'd won \$25,000."

...

**Amy J. Kinsel**, who earned her doctorate in history last year and whose dissertation was titled *These Honored Dead: Gettysburg in American Culture*, was awarded the Allan Nevins Prize by the Society of American Historians for the best-written dissertation of the year in American history. The jury described her dissertation as "a book of remarkable clarity and detailed scholarship written in a style that presents familiar battle scenes as page-turning drama and detailed scholarship as a hymn to the nation's rebirth." Her dissertation will be published as a book by the University of North Carolina Press.

Kinsel's adviser, **Michael Kammen**, the Newton C. Farr Professor of American History and Culture, was presented with a certificate of merit for being the only person to have supervised two winners of the Nevins Prize since it was first awarded in 1961. Robert Dawidoff, another student of Kammen's, won the prize in 1976.

## BRIEFS

• **Tower Road closing:** Beginning June 1, Tower Road between East and Garden avenues will be closed for approximately one month due to a steam-line project. Related construction will affect East Avenue and Hoy Road. Expect major delays on Campus Road and most central-campus roads. Campus officials are asking that whenever possible, use alternate routes to enter, leave and traverse campus, particularly during peak commuting hours.

• **Bloodmobile:** The American Red Cross Bloodmobile will be at the Memorial Room in Willard Straight Hall on June 2 from 10 a.m. to 4 p.m. Call the American Red Cross at 273-1900 for an appointment or walk in. Every Thursday from 1:30 to 5:30 p.m., the Red Cross holds a community blood drive in the Henry St. John Building Gym on Clinton Street. Please call 1-800-724-GIVE for an appointment.

• **English teachers:** Interested in helping people from foreign countries associated with the Cornell community? The Cornell Campus Club has a program for teaching English as a second language to persons temporarily in Ithaca. The classes require a two-hour commitment per week, plus preparation, for the six-week summer session. For more information, contact Ann Marie Dullea at 277-2488 or Joan McMinn at 277-0013.

• **Compost correctly:** Cornell Cooperative Extension will be holding a composting workshop at Cooperative Extension on Thursday, May 27, from 7 to 8:30 p.m. For information, call the Cooperative Extension Education Center at 272-2292.

## OBITUARY

**Ruth N. Klippstein**, 70, professor emerita of nutritional sciences, died on May 14 at Emory University Hospital in Atlanta.

A member of the faculty since 1961, Klippstein was responsible for the development of materials on nutrition, including programs on food fads, unconventional foods and nutrition for the elderly. She was Cornell Cooperative Extension leader in the Division of Nutritional Sciences for seven years and wrote many publications.

Before joining the faculty, she was an extension agent in Oregon, a nutritional biochemist with the Western Nutritional Research Project at Oregon State College and an associate professor at Oregon State University.

She received her bachelor's degree in 1944 at the University of Cincinnati and her master's degree in 1946 at Michigan State University.

She served as chair of the New York State Nutrition Council and was a registered dietitian and a member of the American Dietetic Association. She was elected to the Omicron Nu and Iota Sigma Pi honorary societies.

In 1986, Klippstein received an award from Epsilon Sigma Phi, the national honorary fraternity of Cooperative Extension, for her expertise in the field of food and nutrition, for her ability to communicate that knowledge effectively to many audiences, and for her extension activities throughout the years.

Those wishing to make a gift in her memory are asked to send a check, made payable to Cornell University, to Mary Lou Tenney, Room 3M14, Martha Van Rensselaer Hall; an organization to receive the memorial gift is still to be determined.

## GRADUATE BULLETIN

**Commencement reception** will be held for all graduate degree recipients, families and friends in the lounge, Sage Graduate Center, immediately following commencement.

**Ph.D. recognition event** will be held in Barton Hall on Saturday, May 29, at 5 p.m. Family, friends and faculty advisers are invited; reception will follow.

**Faculty:** Graduate faculty meeting will be held on Friday, May 28, at 4 p.m. in the Sage Graduate Center. The meeting is solely for the purpose of voting on May degrees.

## CORNELL Chronicle

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Peter Morenus/University Photography

Paul M. Griffen, associate vice president for facilities planning, construction, transportation and statutory facilities, stands outside Hasbrouck Apartments, where a comprehensive two-year, \$19 million renovation nears completion.

## Griffen retires as construction manager

By Sam Segal

Paul M. Griffen, who in five hectic years managed all or part of the construction of 18 projects that added almost 20 percent to Cornell's building space, will retire May 31 to a homestead east of Saratoga Springs where his family settled 260 years ago.

Griffen's tenure as associate vice president for facilities planning, construction, transportation and statutory facilities saw the completion of almost \$500 million in construction of about 2.6-million-square-foot of space for arts and athletics, housing and hotel space, classrooms, high-tech buildings and infrastructure such as the parking garage.

### Most satisfying project

He says his most satisfying single project was the Carl A. Kroch Library for special collections, which he managed from conception to its completion a year ago. The three-story, 90,000-square-foot underground building required extensive rock blasting beside Olin Library and Goldwin Smith and Stimson halls. It also required the two-year-long closing of East Avenue, perfect timing to complete work between the commencements of 1990 and 1992, and delicate diplomacy to reconcile differing views of where such a building ought to go. The building was completed on schedule and within its budget of \$25.6 million.

"That marvelous building," says President Frank H.T. Rhodes, "summed all of Paul's talents for managing people, complex technical challenges and budgets. It is a superb

example of the fine work he did for Cornell during one of our important periods of facilities expansion."

Griffen says he is retiring partly because that expansion has ebbed — he has reduced his construction-management staff from 36 to 16 — and partly so he and his wife, Sue, can spend more time "enjoying the fruits of our hard labor."

During 22 years of project-management work for General Electric, before Griffen came to Cornell, Sue taught high school Spanish, and they both managed a farm with 150 head of cattle. At the same time, they also managed and maintained a number of houses and apartments that they still own.

### Travel

The Griffens plan to live in the house they built on a 200-acre site, at the edge of the Hudson River Valley, where an original, Griffen family house still stands. They hope to travel more and to spend time with their two grown daughters, 1988 and 1990 graduates of Cornell.

Senior Vice President James E. Morley Jr., who will now oversee the merger of Griffen's unit with the Division of Facilities and Business Operations, said of Griffen's retirement:

"His knowledge and skills in planning and project management, his building of relationships with state and local governments, his sharpening of our capital-projects review discipline, and his work with the trustees' Buildings and Properties Committee have all elevated the quality of Cornell's operations.

"Paul's overall leadership, outstanding service and can-do spirit will certainly be missed."

## Students, faculty and staff in survey give priority to improvement of teaching

By Sam Segal

Giving greater importance to teaching was the top priority of 2,200 students, faculty and staff asked to rank 20 proposed Cornell priorities.

The question was part of a strategic-planning survey that probed feelings about organizational values, institutional priorities and levels of satisfaction with aspects of Cornell.

The choice of "Increase the emphasis on teaching relative to research" was by far the top choice for students and faculty.

The top priority of staff was to "invest in human-development programs," and all three groups gave strong support to eliminating duplication of services and of introductory courses.

### 66 percent response

The mail survey, done between January and March, drew an overall response of about 66 percent: for faculty (including non-tenure-track instructors), there were 588 responses out of 800 mailed; for students, 801 of 1,500; for staff, 775 of 1,000. Almost half the respondents chose to write in answers to open-ended questions, but the summary of those answers has not yet been completed.

At the same time that the Strategic Planning Advisory Board issued its "stakeholder analysis," it also released results of the Class of 1984's retrospective assessment of their Cornell education. The alumni, when compared with alumni of 12 other leading private institutions, ranked eighth in overall satisfaction with their undergraduate education but first in their readiness to recommend Cornell to high school seniors.

When current stakeholders were asked directly how satisfied they were with Cornell, 65 percent of faculty, 74 of students and 57 of staff said "satisfied to very satisfied."

"If this is going to work and have real credibility on campus, the process must reflect genuine and continuing input from Cornell's stakeholders," said Vice President for Planning John Wiesenfeld, who is directing the strategic-planning process with guidance from a 28-member board chaired by President Frank H.T. Rhodes and Provost Malden C. Nesheim.

"We're very pleased with the high response rate and appreciative of the frankness that is giving us real guidance as to what needs improvement," Wiesenfeld added.

The board is to develop by March 1994 a brief document that will directly guide the central administration and offer principles for the colleges to follow in their own future planning. It also hopes to establish strategic planning — with its reassessment of values and priorities — as a permanent part of Cornell operations.

### Informal interviews

The survey questions were based partly on earlier, informal interviews with students, faculty, staff and the Cornell University Council. Their results will go to the advisory board along with recently completed reports from study groups that identified 49 key issues. From those issues and the survey findings, the board will identify a half-dozen critical questions and in the fall will name a task force to pursue each one.

When Rhodes committed Cornell to the process nine months ago, he noted major changes in financing, demographics and public confidence and said that the coming period could be as important for universities as that after World War II.

Ultimately, sound strategic planning, with its clear vision of purpose and priorities, guides an institution on what to choose when choices must be made. "Selectivity," Rhodes said at the time, "is the price of excellence."

## CORNELL *Life*

### Hindsight

*Seniors, if you could do it all over again, or if you could give a simple piece of advice to an incoming freshman, what would you do or what would that advice be?*

"Organize your time," said Sali Qaragholi, who was born in Iraq and grew up in Alexandria, Va. "Most people spend most of their time procrastinating or worrying about how much work they have to do; if you just get your work out of the way, you'll have time to go to lectures and other things you want to do."



"If you're an engineer, you should definitely do Engineering Co-op," said Eugene Huang of Montville, N.J., who spent a semester working at a Motorola plant outside Phoenix, Ariz. "It gave me a glimpse of the outside world, and I'm going to work for them again in the fall, in semiconductor device processes. It means you have to miss a semester at Cornell, but you get good work experience."



"Don't worry; don't take things too seriously," said Jed Tukman, a natural resources major from the San Francisco Bay area who plans to go to Montana this summer or fall to be a fly-fishing guide for a while.

"Too many people here are stressed out. You should just have a good time, and be prepared that when you graduate you'll be as clueless as when you were a freshman."

"I wish I had made more of an attempt to hang out with people who are different from me," he added. "Not just minority students. All kinds of people with different interests from mine. I was a rock climbing instructor for Outdoor Education this year, and I met a lot of different kinds of people. I wish I had done that earlier."



"Don't miss the art museum. I've never been but I plan to visit before I leave," said Alison McKiegan, a communications major from New City, N.Y. "I just never thought of it; it never fit into my plans; a lot of dumb reasons. One of my friends just saw an exhibition there and said that it was very far out, so I thought I'd finally go."



"Make sure you're enrolled in the school or college you want to be in, because if four years later you don't have the degree you want, it was a waste," said Pankaj Talwar from New City, N.Y., who was president of the Student Assembly. "It's a huge change to switch schools, and once you're in Cornell you put the blinders on; you get into your academics and then it takes too much hassle to change. Mostly I'm happy with an engineering degree, I have a job with Procter & Gamble, but I should have checked out Hotel, because if I were a Hotelie, it would all be different now."



"Choose classes carefully," said Craig Senzon of New City, N.Y., who will begin medical school in the fall. "Most people don't realize they're spending \$2,000 to \$3,000 for every course. They should talk to their friends more about how the professors are."



"Go abroad if you have the chance," said Will Andersen, a landscape architecture major who spent a semester living with a family in Copenhagen. Sometimes the differences you observe are minute — like the fact that the Danes eat yogurt and museli or granola and fresh baked bread for breakfast. But also they ride bikes or take mass transit most of the time, and environmental issues are really strong there and what we are doing in recycling they have been doing for a long time, said Andersen, who went to high school in Greenwich, Conn.



"Work less; go out more often," said textiles and apparel major Nancy Goldberg of Woodbridge, Conn.

— Carole Stone



## Clothing drive



Peter Morenus/University Photography  
Graduating senior Staecker Heidjer sorts through some of the 28,000 items of clothing donated by students as part of an annual drive at Ecology House. The clothes are being given to more than a half-dozen local organizations, including the Friendship Center and Southside Community Center.

## Mate selection *continued from page 1*

als of this species – and still have the option of post-copulatory selection.”

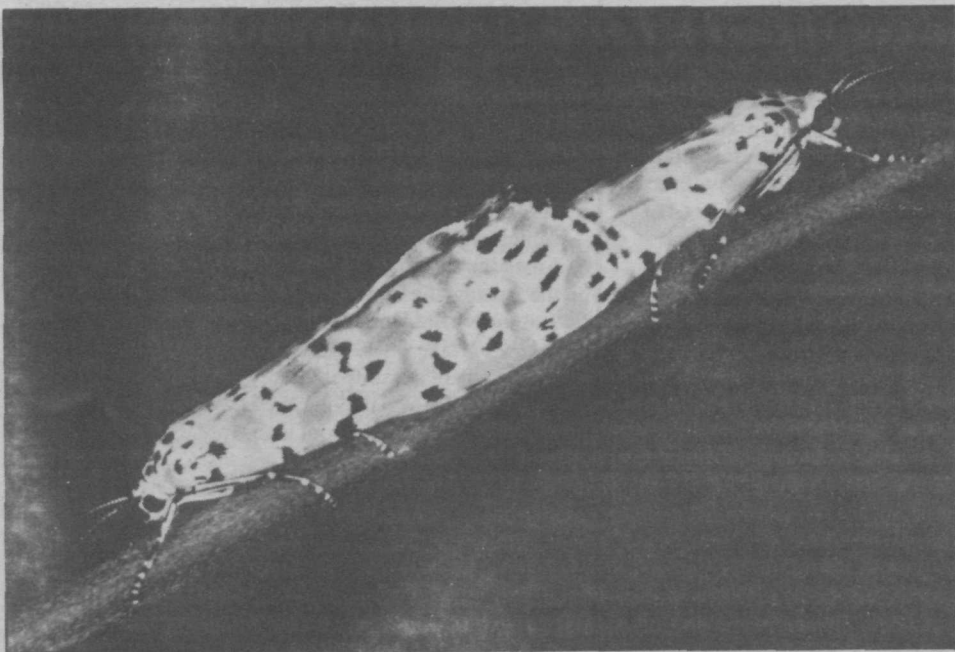
The female moths can be so choosy because they have a remarkable memory for the size of the males’ sperm packets, called spermatophores, which also contain defensive alkaloids and nutrients needed by the female to produce eggs.

The larger the male, the larger its spermatophore, the biologists found. Eisner theorizes that, with more than one sperm packet in her “elaborate subcompartmentalized reproductive system,” the female somehow remembers which spermatophore caused the most distension during copulation. She uses those

sperm at the expense of the rest – while keeping all the males’ nuptial gifts.

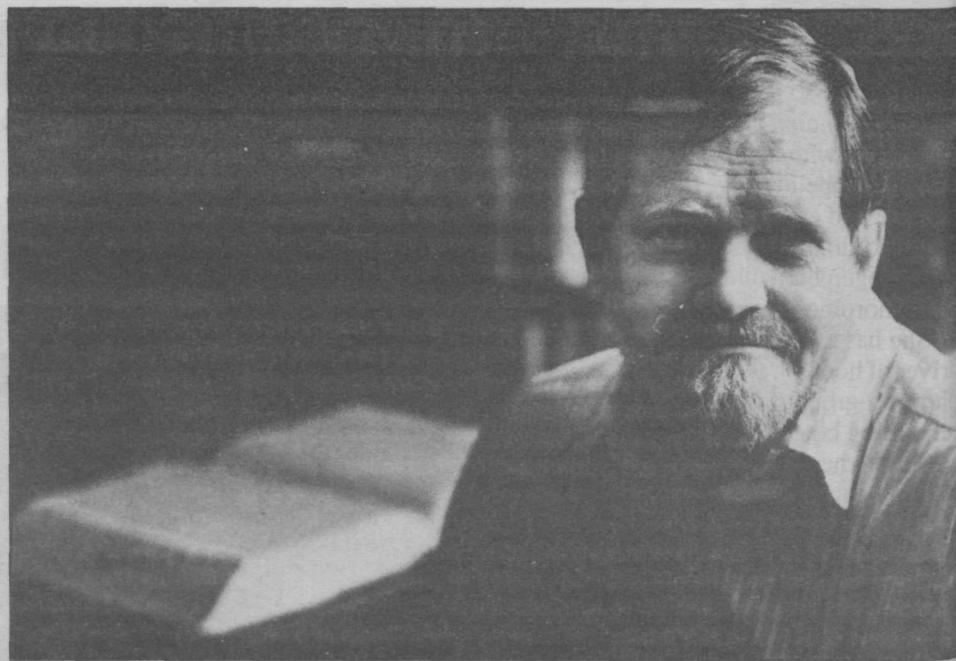
LaMunyon and Eisner demonstrated the importance of size by conducting dozens of laboratory matings with male moths of various sizes, then making enzymatic paternity tests. In most cases, the larger sperm packets from the larger males won – regardless of the order of mating.

“It does make sense to favor genes from the larger male,” Eisner said. “These are genes from a male that has proven himself successful at gathering food and alkaloids, and their transmission to the offspring is likely to produce more large moths that will compete favorably.”



Thomas Eisner

Mating is no guarantee of reproductive success for the male orantrix moth, at left. The female subsequently chooses sperm from the largest male in as many as 15 matings.



Peter Morenus/University Photography

Robert Morgan

## Robert Morgan and memory: ‘The mother of muses’

By Lisa Bennett

The story of Robert Morgan and his muse begins on a farm near Hendersonville, N.C., where, by day, his mother, a Southern Baptist, and, his father, a Pentecostal, debated the fine points of the Bible with an intelligence and intensity, Morgan recalls, that could make arguments about the now-popular literary theory of deconstruction look relatively simple.

By night, the family sat by the fireplace or on the porch, depending upon the season, and told stories. His father liked to tell about the settlement of America, particularly the Southern end of it. His mother spoke of everyday people and things with an attention to details that is the stuff of fiction. His grandfather told of ghosts, goblins and hobos.

“There are two things Southern writers always say,” Morgan said, thinking back on his own beginnings as a writer during a recent conversation in his 1830’s Freeville farmhouse. “One is, ‘I grew up in a family that had a lot of storytellers.’ The other is, ‘I was influenced by the rhetoric of the Bible.’ Both of those things are true in my case.”

And so, he adds, is a later development that also marks the path of many a fiction writer: “I rejected church. I quit going. It just broke my parents’ hearts. It was the toughest thing I ever did. My mother still prays for me. [His father died in 1991.] She tells me I should be going to church. And she probably regrets that I ever went off to college.”

It was in college, at the University of North Carolina at Chapel Hill, that Morgan discovered science, which fueled his independent and passionate exploration of the world.

“Science was an alternative kind of truth that had objectivity and verifiability – something far beyond revelation, the Word, the commandment. I was thrilled with the discovery of that wonderful sense of the goodness of nature, or pantheism: The sense that the world is there to be studied. It doesn’t have designs to send you to hell and you don’t have to measure up to something.”

In spite of this alternate path, he has “measured up” all the same.

Morgan began teaching at Cornell in 1971 and this year was named the new Kappa Alpha Professor of English. He is the author of nine books of poetry, most recently *Green River: New and Selected Poems* (Wesleyan University Press), and two books of short stories: *The Blue Valleys* and *The Mountains Won’t Remember Us* (both by Peachtree Publishers Ltd.).

His first novel, *Hinterland*, will be released next spring by Algonquin Books of Chapel Hill, N.C. A book of essays entitled *Good Measure* is just out.

He has taught courses in creative writing, poetry, narrative writing, 19th century American poetry and contemporary British and American poetry.

“Robert Morgan has established himself among his peers,” one critic observed in the upcoming *Dictionary of Literary Biography*, “not only as one of the most talented and distinct spokesmen of region [rural North Carolina], its people and its culture, but also as one of the most prolific, technically accomplished and consistently interesting Americans writ-

ing at present.”

In his writing, both poetry and prose, it is Morgan’s past – the family stories, the history of the land, its texture and the religious tradition – that he mines and explores. “Not for nothing was Memory the mother of muses,” he writes in the just-published *Good Measure*.

For Morgan, it is a memory that has been ripe since an early age, when his grandfather took the 6-year-old boy to town in his Model-A truck, stood around with friends outside the courthouse and showed-off his grandson’s memory by declaring in front of the others:

“Quote the 23rd Psalm. The 100th. John 3:16. Who was the first president? Who is the president now? Who is the governor?” Morgan laughs with affection, recalling the days.

Like his family, the young Morgan also

CORNELL  
People

was interested in storytelling and the sound of words and music. One day in the sixth grade, his classmates went off on a field trip to the Biltmore Estate and he, lacking the money, stayed behind. His teacher, knowing his interest in storytelling, suggested he spend the day writing about how someone lost in the Canadian Rockies survived and found his way out. That became his first written story.

In college, Morgan studied mathematics and mechanics until one semester he happened to take a course in creative writing, because it was offered at a convenient time slot.

His teacher came in one day after reading one of his stories and said, “When I read this story, I wept,” Morgan recalls, adding, “No math teacher had ever said anything like that.”

Since then, he has gone on writing poetry and fiction, often drawing on family stories, while still avidly reading science, philosophy and the Bible.

For, in truth, there are no simple lines to draw in Morgan’s writing. Despite his rejection of church, there is a sense of spiritual appreciation for things all through his writing. Or as the poet Alice Fulton, Cornell Class of 1982, put it: “Holiness pervades the tiniest as well as the dirtiest mote” in his world.

### Verifiability

And despite his turning from thoughts of a profession in science to a lifetime of writing, the accuracy and verifiability that attracted him to science is perhaps the most characteristic mark of his poetry and fiction as well.

“That’s the first job, I think, of a writer. Finding exactly the right word to embody, to enact, to invoke.” For a great pleasure of reading poetry and fiction is saying, “Wow, that’s really right.” Or, as Frost says, “It reminds me of what I had forgotten that I knew.”

And the great pleasure of writing, he adds, is “feeling that by describing something extremely well, you’re conforming to some higher principle or shape, you’re exploring personal insights and experiences and at the same time feeling that they belong to the much larger world out there.”



# Top essay describes life in Kenya

*Editor's note:* The Cornell Abroad Prize for 1993 went to Mary Helen Immordino of East Lyme, Conn., who is graduating with a degree in French literature.

The competition was open to any student who studied abroad while enrolled here. The prize honors the most creative and engaging essay about the study abroad experience.

Immordino's submission was honored for its vivid description of life in Lamu, Kenya, and its candid reporting of her engagement with the community, including a craftsman boat builder.

Immordino spent the spring and summer of 1992 in Kenya as part of a Long Island University program.

She has a longstanding interest in traditional boat building. She has worked at Mystic Seaport in Connecticut as driver of horse-drawn carriages but spent off hours working in the boat shop. In the summer of 1991, Immordino was part of a group that traveled to Russia to help teach street children respect for skill, teamwork and knowledge by rebuilding boats donated by the Russian Navy.

Before her trip to Kenya, Immordino asked to work with a boat builder there. The program set up a contact with a local boat builder, but the arrangement fell through when he discovered that the visiting student was a woman. So she arranged to observe a *fundi* (professional boat builder), paying him a nominal fee for the privilege of watching him make boats. She sat and watched diligently and persistently until he started to give her instruction in terminology. Immordino started to help out with the labor when needed and won his respect.

Here is an edited version of her essay.

By Mary Helen Immordino

Lounging in my airplane seat and flipping through an article about Lamu, I reflected on my decision to come to Kenya. I had left behind an exciting, frigid and familiar world of intense academics and comfortable accommodations, and now I was heading out into the great world of the unknown.

And now, here I was, well-established in my boat building internship with "fundi" (builder) Muhammed Sadiq, the most knowledgeable and celebrated Muslim boat builder on the entire East African coast.

I was living in Lamu, the very island whose beauty I had drooled over in the magazine pictures.

I was learning fascinating things not only about traditional Swahili boats, people, and language, but about myself.

I was growing to be accepted in a culture so different from my own, a task which meant not only respecting others but learning to understand myself and the cultural biases from which I come.

## Chanting

Every day I would wake up to the sound of Muslim men chanting in the mosque, dress in my own compromise between traditional Muslim and American clothing, and head down to the "Blue Room Motel," my favorite restaurant.

I would walk through the narrow, car-free streets, with all the locals shouting "good morning" in Kiswahili. Friendly hands from the street would reach though the open windows and wave hello to their neighbors; donkey-pulled carts would pick their paths between the narrow walls, their drivers yelling warnings to those in the way.

At the restaurant, I would shout out to the smiling proprietor, brushing one of the establishment's cats from my lap, "Some yogurt and two mandazis [donuts] please!"

When I had finished eating I would head back out into the scorching sunshine and head toward work. More people would greet me and ask where I was heading, and the walk, which could have taken about five minutes, would triple in length.

At first I was frustrated by this slow pace, but eventually I learned to like this leisurely, social atmosphere so unlike anything I had seen in America. Everyone knew me, knew what I was doing and why I was there. They knew where I was living and where I was from. The island really felt like a community, something I grew very much to admire.

When I arrived at the boat shop, the fundi would grunt a straight faced "hello," and his two young apprentices would greet me with huge smiles. I would take a seat on the log in the corner until I was asked to help with some manual task. I would record the techniques and vocabulary of the shop, and often the fundi would stop work to check my notes and verify the

diagrams I had drawn or to quiz me on the name of some tool or part of the boat he had taught me the day before.

He took these lessons seriously and was more disapproving than many of my Cornell professors if I did not know the answer.

## Traditional tools

When the fundi would leave for the afternoon to help with one of his friend's boats, or to talk with a captain friend who had come into port, the two boys would tease me about the way I nod yes and no (which they do with different head movements) and trying to teach me how to use the traditional tools.

They would imitate the fundi's formal way of asking "umeolewa?" (Have you heard/understood me?) after each little demonstration. They would change the word slightly, almost imperceptibly, so that it would mean "are you married?" or "are you drunk?" and at my repeated affirmations they would roll with laughter.

I would laugh as well when I realized I had been duped.

Once they were encouraging me with the bow and string drill when suddenly they fell quiet. I turned to see that the fundi, an old man known for his grumpiness, had returned and was watching me.

I froze, but a second later we were all roaring with laughter. I knew from then on that the man was not as cold hearted as the town people had warned me he was. I was happy, for I saw that he actually enjoyed having me in the shop, and that I provided the "light relief," so to speak.

I finally fit in, despite the fact that I was a woman in an exclusively male trade, and despite the fact that I was one of very few whites on the island.

These factors had been hard to overcome and had required much persistence on my part.

As the end of the summer neared and my time to leave approached, I began to realize the significance of the experience I was having and to cherish every moment of it.

I was learning so much about the world and about different kinds of people.

I had spent several months as a white woman working with a Muslim builder, visiting with his two wives, waking up in the morning to the sound of the praying men. I had made friends with the two apprentices in the shop, and they told me how much they enjoyed having me and that they would miss me.

When, on the last day, I brought them the ceremonial drinks of soda and other sweet juices as a formal gesture of appreciation, they posed for a picture and shook my hand. I knew that this was something they did not take lightly, that they did not open their shop to anyone wanting a casual peak.

I had earned their respect and friendship, and the picture I sent them symbolizes the times we will never forget.



Peter Morenus/University Photography

Jean Robinson

## Jean Robinson is first woman macebearer

By Susan Lang

During this year's commencement, a new official macebearer will carry the university's 17-pound mace. Professor Emeritus Jean Robinson will be the first woman to perform this role in the 30-year-old tradition at Cornell.

Robinson, who filled in two years ago as substitute macebearer, succeeds Professor Emeritus Frank B. Miller, who retired last year as macebearer after 20 years.

The mace, a symbol of the president's authority and of the honor of the institution it represents, is sterling silver and contains a globe with gold continents; it is topped by a little bear holding a gold crew oar.

Designed by Sir Eric Clements of the Goldsmith's Guild in London, it was used for the first time in 1963. Stored in a vault in the Department of Public Safety, the mace is used annually during commencement in Ithaca and at the Cornell Medical College in Manhattan.

It also occasionally is used for highly ceremonial occasions, such as the inaugurations of the university president, Cornell's 100th anniversary and the nation's bicentennial.

The university macebearer is a position appointed by the president.

## Natural choice

"Jean Robinson was the natural choice," says President Frank H.T. Rhodes. "When she filled in as macebearer two years ago, she did so with enormous grace and cheerfulness. She is a well-known and highly respected member of the faculty, and was the unanimous choice of the five-member Executive Commencement Committee."

Robinson is former chair of the Department of Consumer Economics and Housing in the College of Human Ecology. She currently serves as the chair of the Health Careers Evaluation Committee.

"It is an honor to be asked to be the macebearer," says Robinson. "Commencement is exciting, and it is fun to be a part of it."

Originally an iron or steel weapon of offense capable of breaking through armor, maces were originally carried by medieval bishops instead of swords because priests were forbidden to shed blood.

The first Cornell macebearer was Professor George Healey, who was the first to take the mace to Manhattan for the Medical College's graduation in 1963.

He decided to fly, and because the mace is so valuable, he purchased a ticket for the mace to sit next to him. But fearing that the top-heavy staff would topple over during the flight, Healey held it during the entire flight. Since then, an alumnus in the luggage business has made an enormous case for the mace, and it now travels by car with the macebearer and university marshal down to the city every year for the medical students' graduation.

## Oar bent

Although strictly a ceremonial weapon, the mace was bent during the 1970 commencement when it actually was "used." When David Burak of the Students for a Democratic Society tried to grab the microphone during that year's commencement, he was confronted by two Public Safety officers who stand guard near the mace at all times during ceremonies.

As the two officers removed Burak from the stage, the macebearer that year, Cornell historian Morris Bishop, poked Burak with the mace. The bear's fragile oar was bent in the process. Although then-President Dale Corson declared that it should not be repaired, wishing that the bend remain in the interests of Cornelliana, his decision was too late; the oar had already been straightened.

So how will Robinson cope with the 4-feet, 4-inch, 17-pound mace for more than two hours?

"I'll wear pads under my robe on my shoulders and switch shoulders as I need to while the procession goes by. Fortunately, the mace rests on a 'cradle' during most of the ceremony and is held only during the announcement of the degrees," said Robinson.



Peter Morenus/University Photography

Graduating senior Mary Helen Immordino, photographed in the Herbert F. Johnson Museum of Art, overlooking Cayuga Lake on a hazy Ithaca afternoon.



# Doctors of Philosophy

## Energy conversion scheme wins prize

By Melissa Jacobs

Timothy J. Davis is helping revolutionize a common energy conversion for a variety of uses in physics.

A doctoral degree recipient in the Laboratory of Plasma Studies (LPS), where he has studied since 1986, Davis is developing a unique method of converting energy from an electron beam into high-power microwave radiation. He has been working on it for the past three years, under John A. Nation, professor of electrical engineering.

Davis' research in microwave radiation has earned him the second annual Philip Champney Prize from the LPS. The lab made the \$1,250 award in December.

He uses a device called a relativistic klystron "to convert the energy from an electron beam into microwave radiation," he said. He focuses on finding an efficient method to enact the conversion.

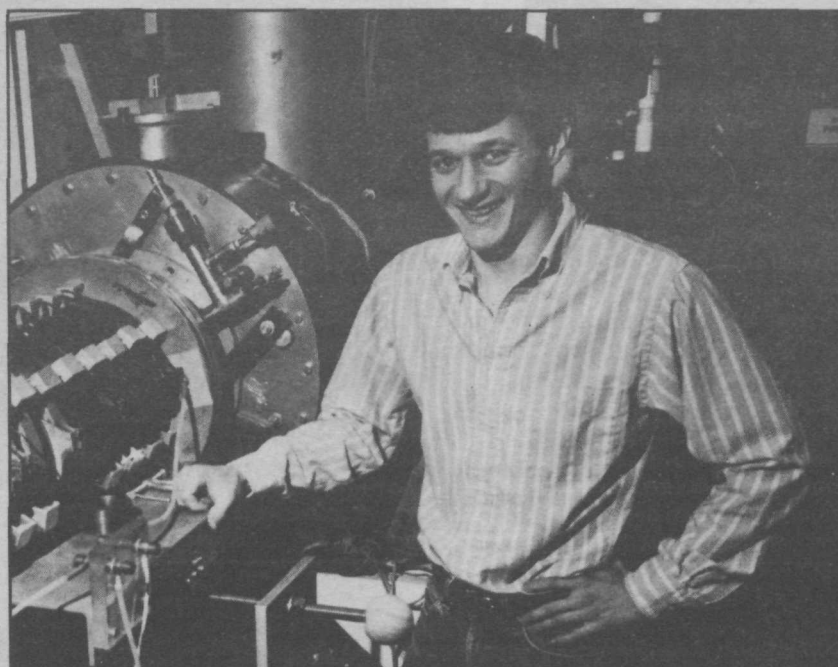
Davis' conversion method differs from conventional processes in the shape of the electron beam. While most researchers use electron beams with a solid, pencil shape, Davis uses beams with a hollow, pipe shape, he said.

The different beam shape is "not quite there yet" in producing an efficiency equivalent to conventional methods, Davis said. But "one could use this geometry as a viable source" of microwave radiation, once improvements are made, he said.

High-power microwave radiation has a variety of uses, such as in accelerators to "power beams to a higher energy," he said, and for plasma heating. Secondary applications include high-resolution radars for detection and remote sensing devices.

Davis received his bachelor's degree in engineering science in 1986 from Pennsylvania State University. Then he entered the Cornell Ph.D. program in electrical engineering, which he completed this year. First, though, he conducted several more microwave radiation experiments.

The prize was created in honor of Philip Champney, a former Cornell visiting scientist who died in 1991 at age 52.



Timothy J. Davis

Peter Morenus/University Photography

Champney spent six weeks at Cornell in 1968 setting up a high-current electron beam accelerator. He helped Cornell scientists use the accelerator for intense electron beam generation and propagation experiments.

Champney made many important contributions to pulsed power and charged particle technology, according to David Hammer, director of LPS. Champney spent the last 12 years of his life as vice president of engineering for Pulse Sciences Inc. Titan/Pulse Sciences Inc., which bought Pulse Inc., sponsored the prize, along with the company's employees and colleagues and friends of Champney.

Nominees for the prize must have completed one year of graduate studies at the LPS and have demonstrated a potential for continued excellence while obtaining a Ph.D. degree, with special consideration to graduate students researching high-power electromagnetic pulses and particle beams.

# Exploring perceptions of tourism industry

By Albert E. Kaff

Developing nations and rural areas in the United States often see tourism as an easy way to improve their economies without counting its environmental costs and cultural conflicts, reports a 1993 doctoral degree recipient.

Hannah R. Messerli, the first and only Ph.D. recipient in the School of Hotel Administration who focused her studies specifically on tourism, hopes to take her expertise to Asia to make tourism a more sustainable industry.

"Over the years, many developing countries and rural areas in the United States have embraced tourism as an answer to their economic problems," said Messerli, whose academic research and professional work has taken her to the pueblos built by ancient Indian tribes in New Mexico and the fabled island of Bali.

"Tourism can be beneficial to the economy, but like any form of economic development, it's not a perfect prescription. It must be planned and managed for acceptable levels of impact on the environment and the lives of local residents," she said.

## Manage tourism

"The focus of my research, really the passion in my life, is to determine if we can manage tourism without overdevelopment in which the quality of life of local residents is lowered dramatically or modified undesirably by the volume of visitors. While the goal is to achieve sustainable tourism, the question is how to do it."

In a survey that she conducted in Santa Fe, N.M., where tourism is the largest private-sector employer, Messerli found that 33 percent of her respondents believed that tourism should not continue to be developed, while 41 percent felt positively about continued development.

With its nearby Indian pueblos, its Hispanic culture and arts, and its historical and natural sites, Santa Fe attracts more than 1 million visitors each year, she said. "Santa Fe is the third largest art market in the United States with a tremendous number of galleries. Since it now has more restaurants per capita than New York City, Santa Fe also is highly attractive for its culinary offerings," she said.

But some local residents believe they pay a price. Her Santa Fe survey disclosed that many residents agree that tourism benefits the community through tax revenues. But they added that they believe tourism increases crime and living costs, and decreases leisure facilities available to local residents.

In her research, Messerli surveyed a number of groups within the community, including senior citizens; high school students; city, county and state government employees; and members of the tourism industry.

Despite this wide range of respondents, Messerli said that she was surprised to find a relatively neutral response overall. "My research shows that local residents in Santa Fe perceive both positive and negative impacts of tourism," she said.

In 1986 and 1987, Messerli developed curriculum and

taught management in a hotel school in Bali, one of the Indonesian islands, while serving as a technical adviser to the International Labor Organization and the United Nations Development Program.

"The World Bank had just developed five major hotels on Bali and built roads and sewers to the hotels," she said. "A three-year hotel school was established and, because of its worldrenown, the Balinese requested someone from Cornell's Hotel School to help develop a fourth year in the school's curriculum."

Over time, the new Bali hotels drew some local criticism. "They were big, Western-style hotel buildings, but some of the local people in particular thought they should be based more on an indigenous style," she said. "For example, instead of air-conditioned rooms, they felt the hotels might have been smaller buildings in a local style with rooms open to the sea breezes. Today's planners are placing more and more emphasis on local styles and practices."

Receiving her Ph.D. this weekend, Messerli is planning to relocate to Asia and hopes to be working in tourism planning and development that values "sensitivity to the culture, economy and environment of the local people." Especially in the developing world, Messerli said, "tourism can be an effective economic development tool if all of its impacts are considered over time. One aspect of this is finding out what people think."

After majoring in Medieval and Renaissance art history at the University of Colorado, Messerli shifted to the hospitality industry. Before starting doctoral studies, she earned a master of professional studies degree in the Hotel School. In conjunction with her doctoral studies, she earned a master of arts in tourism planning and development at George Washington University in Washington, D.C.

She taught tourism at the Institute de Management Hotelier International in Cergy-Pontoise, France; conducted research for the Travel and Tourism Administration in the U.S. Department of Commerce; taught hospitality accounting and marketing in Hosta Ecole Hoteliere & Tourisme in Leysin, Switzerland; and taught hotel administration in the College of Santa Fe.



Peter Morenus/University Photography  
Hannah R. Messerli

# CU honors teachers who inspired top graduates

By Sean Jamieson

From Canada, England and across the United States, high school teachers who most inspired 35 of Cornell's top graduating seniors were honored by the university in ceremonies Tuesday and Wednesday.

The teachers were brought to campus as Cornell's guests — for sessions with Cornell faculty and a lunch given by President Frank H.T. Rhodes — and also were honored with four-year scholarships in their names for future Cornell students from their schools or regions.

Rhodes began the program five years ago "to recognize the singular influence of inspired teaching and the enduring bonds that are often forged between teachers and those they have taught."

The 35 students, from Cornell's seven undergraduate colleges, were chosen for academic excellence and leadership and are called Merrill Presidential Scholars, named for the 1951 alumnus, Philip Merrill, who supports the effort.

Also invited to the culminating lunch was a Cornell professor named by each Merrill Scholar for having made the most significant contribution to the student's university education.

Since 1989, Cornell has established 164 scholarships worth \$647,000 as part of the STAR (Special Teachers Are Recognized) Scholarship Program, which receives special support from 1947 alumni Don and Margi Berens.

While the high school educators honored by the Merrill Scholars teach a wide range of subjects, the tributes written by their former students — and included in the program given out at the lunch — show that they all share a dedication to the intellectual development of their students, both inside and outside the classroom.

Ian Wilson of Banff, Alberta, Canada, recalled his first lessons from Yvonne Machuk: "For the first month, Mrs. Machuk taught us the basics of the French language, and we taught her the basics of stress management and infinite patience. However, the situation soon changed, and I found myself looking forward to learning French each day."

Glenna L. Armstrong of East Northport, N.Y., remembered advice from human anatomy teacher Julius A. Crowell: "Never do anything you cannot take full responsibility for!"

Alison R. Frand of Dresher, Pa., wrote: "Dr. William Ritter taught a generation of Upper Dublin students to respect themselves, their peers and their world."

Additional funding for the STAR program is provided by the William Knox Holt Foundation and the Cornell Alumni Association of Central New York.

The 1993 Merrill Scholars and the Cornell professors, listed with their departments, whom they named as having made the most significant contribution to their university education are:

**College of Agriculture and Life Sciences:** Glenna L. Armstrong and Donald Rakow of horticulture; Laura B. Corson and John Lis of biochemistry; Alison R. Frand and Thomas Fox of genetics; Christopher S. Granger and Richard Aplin of agricultural economics; Russel D. Hammond and Gene German of agricultural economics; Jeffrey S. Karlin and David Deshler of education; Kimberly R. Schultz and Margaret Bar of veterinary medicine; Amy E. Wright and Priscilla Tennant of nutritional sciences; and Amy R. Zarrin and Ronald Harris of neurobiology and behavior.

**College of Architecture, Art and Planning:** Nihal E. Rayess and Elisabeth H. Meyer of art; Paul M.W. Yuen and V. Warke of architecture; and Francesca Romana Forestieri and Richard Booth of city and regional planning.

**College of Arts and Sciences:** Cathy A. Carlson and Lydia Fakundiny of English; Henry Chih-Yuan Ou and Barry Carpenter of chemistry; Gabrielle M. Danek and Edith Cassel of physics; Scott F. Perretta and David A. Dunning of psychology; Daniel W. Dulitz and Alberto Segre of engineering; Benjamin L. Read and Sherman G. Cochran of history; Jessie A. Graus and David A. Dunning of psychology; Jennifer L. Smith and Kyoko Selden of modern languages and linguistics; Jon M. Kleinberg and Daniel P. Huttenlocher of computer science; and Laura A. Spagnoli and Patricia Carden of Russian literature.

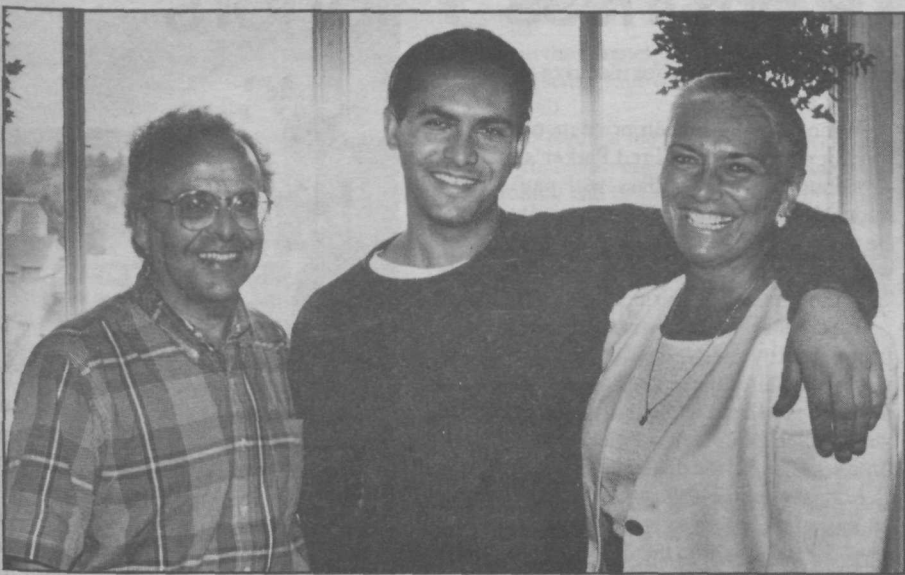
**College of Engineering:** Todd W. Neller and Devika Subramanian of computer science; Eric G. Poon and Lester Eastman of electrical engineering; Joseph L. Kukura II and the late George Scheele of chemical engineering; Ricardo A. Rivera-Cardona and David Delchamps of electrical engineering; Ellen M. Rathje and Mary Sansalone of civil and environmental engineering; and Rajiv A. Patel and Narahari Prabhu of operations research and industrial engineering.

**School of Hotel Administration:** Ian Wilson and Craig Snow of hotel administration; and Catherine J. Zygmunt and Giuseppe Pezzotti of hotel administration.

**College of Human Ecology:** Steven M. Feinberg and Rosemary Avery of consumer economics and housing; Tara L. White and Stephen Ceci of human development and family studies; and Jill E. Salem and Mark Lenzenweger of human development and family studies.

**School of Industrial and Labor Relations:** Stephen C. Payne and Gerd Korman of collective bargaining; and Sarah H. Perry and Ali Hadi of economics and statistics.





Peter Morenus/University Photography

Professor David Owen (left), stands with his son Joshua and his wife, Susan, in their home in a North Campus residence hall. Joshua and Susan will receive bachelor's degrees on Sunday.

## Professor's wife and son to get bachelor's degrees

By Sam Segal

The Owen family will field three marchers in Sunday's commencement.

Professor David Owen, an archaeologist in Near Eastern Studies and director of its Program in Jewish Studies, will join his wife, Susan, who is getting her B.S. degree from the College of Human Ecology's Department of Human Service Studies, and his son Joshua, who is getting his B.F.A. in sculpture from the Art Department in the College of Architecture, Art and Planning.

The Owens' other son, Ethan, is transferring in the fall from SUNY Albany and will enroll in the College of Arts and Sciences. Joshua will keep him company, however, because he will be returning to finish a

second degree — a B.A. in visual studies.

During 10 of the 19 years since David began teaching, the Owens also participated as a Cornell family at David's summer digs in Israel for Cornell students and alumni. Joshua recalls the digs not just as a chance to absorb Cornell culture while learning about Israel and archeology: "We also learned the work ethic," he says, remembering rising at 4:30 a.m. for a long, hot day in the trenches.

This year they tried yet another Cornell experience, as a Faculty-in-Residence family atop High Rise I.

"It was the greatest year ever," says Susan. "We got to know so many students — not only from my own classes and David's teaching and Joshua's work, but also by living here. It's been wonderful."

## On the air with Tashir Lee

By Carole Stone

For Cornell Tradition Fellow Tashir Lee, co-producing a radio show started as an outlet from the pressure of classes; two-and-a-half years later it's the start of a career.

On Saturday nights from 9 p.m. to 1 a.m., Lee and two other ILR students who double as disc jockeys and producers have been spinning hip hop, reggae, and rhythm and blues on a show called *Street Beat* on WVBR-FM.

"Hey, this is Tash. What's up Ithaca?" is the way Lee typically introduced himself — no radio name and no phony radio voice.

The DJs announce upcoming events in the community, and during light weeks and during Black History Month in February, they played excerpts of speeches by African-American leaders, such as Malcolm X and Barbara Justice, backed up by jazz or other sounds.

Volunteering at the radio station was an important part of Lee's education: He discovered that he prefers the business and management side of radio to being on-air, and he prefers all of it to the field of human resources, which he also considered for a career.

This fall, Lee, 21, who is from Ithaca, will begin law school at the University of Pennsylvania, and when he graduates he hopes to get into high-powered entertainment law.

Is this a turnaround for a Tradition Fellow who tutored students in the Ithaca schools and

who designated that his \$2,500 Senior Recognition Award go to the Southside Community Center and the Science and Mathematics Saturday Academy?

"A law degree is not necessarily about making the most money you can," Lee said. "It's to live securely and be able to give something back."

"You can't be an African-American lawyer and not stay involved with the community, doing pro bono work, for example; so many people need your help."

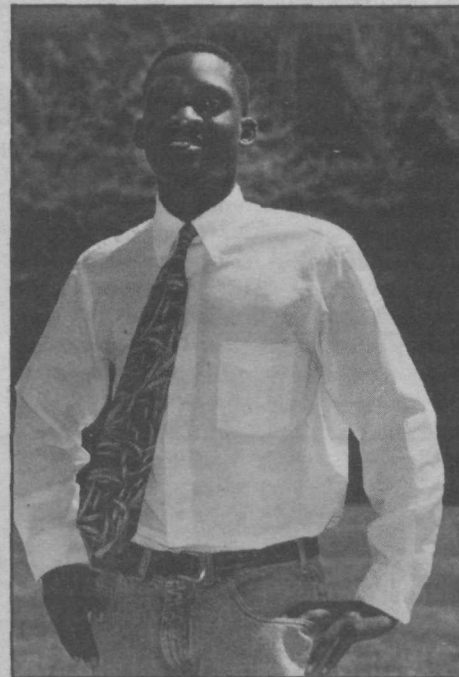
Lee believes the country is in "a bad situation economically and socially, and it is going to take strong African-American males to stand up for the rights and welfare of people who are now experiencing tough times."

As a sophomore in the School of Industrial and Labor Relations, Lee became a Tradition Fellow and in his senior year was named the Cornell Black Alumni Association Cornell Tradition Fellow.

During his sophomore year, Lee worked as the teen outreach coordinator for Cornell's Ujamaa Residence Hall at Ithaca High School.

As an undergraduate Lee also worked with Cornell's Third World Student Programming Board, serving as publicity chairman and treasurer for the student-run organization that arranges events of interest to minorities on campus.

Last summer, he used a stipend from Cornell



Peter Morenus/University Photography

Tashir Lee

Tradition's Summer Program to take a job with the Ithaca Youth Bureau's Youth Employment Service, supervising 23 young people employed in summer jobs in the community.

"One of my goals as an African-American Cornell student from Ithaca was to become a source of inspiration and guidance for other young people in Ithaca," Lee said.

## CU Tradition honors 12

By Carole Stone

"I have always been in favour of combining labor and study," Ezra Cornell, the founder of the university, wrote in 1846. Unfortunately, today it is difficult to earn good grades at an Ivy League university while holding down a job, and that usually leaves precious little time for other activities, such as community service and volunteer work.

But some students do manage, and for the last 10 years an unusual fellowship program here has been rewarding these students for their commitment to work, service and study.

The Cornell Tradition Fellowship, an alumni-endowed program, offers qualified students up to \$2,500 each year to replace loan obligations. Students in turn work 250 hours during each academic year and perform 75 hours of community service, while maintaining a grade point average of at least 2.3.

Cornell Tradition has assisted nearly 2,000 students in the 10 years since it was founded. These students have been given a total of \$10 million in loan replacements, enabling them to graduate college with less debt.

This year the Cornell Tradition has selected 12 graduating students who best exemplify the program's ideals. They will be presented with Senior Recognition Awards. The awards give each of the winners the privilege of choosing to designate either a not-for-profit agency as the recipient of a \$2,500 award or to create a one-year \$2,500 Tradition fellowship.

This year, Cornell Tradition senior award winners gave a total of \$30,000 in charitable contributions, including \$10,000 that will provide fellowships for Tradition fellows. Some \$18,500 of the contributions will stay in the Ithaca area.

The 1993 winners are:

- **Kelly Bey**, of Inglewood, Calif., English and Spanish major; INROADS/Los Angeles and the Los Angeles Mission.

- **Paul Braun**, of Easthampton, N.J., materials science and engineering major; Habitat for Humanity.

- **Nihal El Rayess**, of Rochester, N.Y., fine arts major; Cornell Tradition Fellowship.

- **Abby Freedman**, of Southampton, Pa., human development and family studies major; Cornell Tradition Fellowship.

- **Jeffrey Jabon**, of Queen's Village, N.Y., government major; Tradition Fellowship.

- **Karen Kalista**, of Farmingville, N.Y., human service studies major; Teen Pregnancy and Parenting Program of Tompkins County.

- **Tashir Lee**, of Ithaca, industrial and labor relations; Southside Community Center and Science and Mathematics Saturday Academy.
- **Kirsta Leeburg**, of Puyallup, Wash., government major; Into the Streets and God's Love in Action.

- **Anne Mettler**, of Ithaca, human service studies major; Mental Health Association in Tompkins County.

- **James Murray**, of Rochester, N.Y., biology and society major; Special Children's Center in Ithaca.

- **Aleeza Strubel**, of Wilmette, Ill., anthropology major; UAW Hardship Fund.

- **David Yehl**, of Rochester, N.Y., biochemistry major; Tradition Fellowship.

## Nihal El Rayess follows a call to duty

By Carole Stone

If President Clinton were looking for a spokesperson for his national service program, he could hardly find a better candidate than Cornell Tradition Fellow Nihal El Rayess.

El Rayess, 21, held a job during all four years at Cornell; she did community service; she managed to win a grant this year from Cornell's Council of the Creative and Performing Arts; and she made dean's list every semester. She will graduate on Sunday as a

Merrill Presidential Scholar. This summer El Rayess is joining the Teach for America program and in the fall will head for New York City to teach in an elementary school in either the South Bronx or Washington Heights.

"This might sound a little unbelievable, but I felt something like a call to duty when a mother of one of the kids [at a school where she volunteered] said to me, 'I hope you go on to teach because you would be an asset to the system,'" she said.

El Rayess, who was born in Florence, Italy, and grew up in Aleppo, Syria, and Rochester, N.Y., entered Cornell to study art. Awarded the Marie and John Lavallard Cornell Tradition Fellowship, she looked for a paying job and found one in the graphics office at Willard Straight Hall, the main student center.

In addition to this job creating signs, banners and fliers by hand and by computer, El Rayess also found work teaching photography and, during a semester abroad in Florence, satisfied her Tradition work requirement by working in painting restoration.

"How do I feel about working through school? It would be the best thing for everybody," El Rayess said. "It helps you manage your time. It gets you out of the tunnel vision of just school and other students and introduces you to staff and faculty. Too many students have no connection with the community they're living in besides their group of friends. They do not take advantage of the opportunities that are there," she said.

One opportunity offered to Tradition Fellows that El Rayess made use of is Tradition's summer internship program. The internship program provides students with a living sti-

pend if they work in an unpaid position for a non-profit agency. Essentially, the stipend allows them to create jobs for themselves without having to borrow money to live on.

Last summer, El Rayess approached Ithaca's Community School of Music and Arts and said, in effect, "I'm yours for the summer if you can use me." She became coordinator of a six-week children's art program. The experience was valuable in itself and because it was probably key to her winning a place in Teach for America, she said.

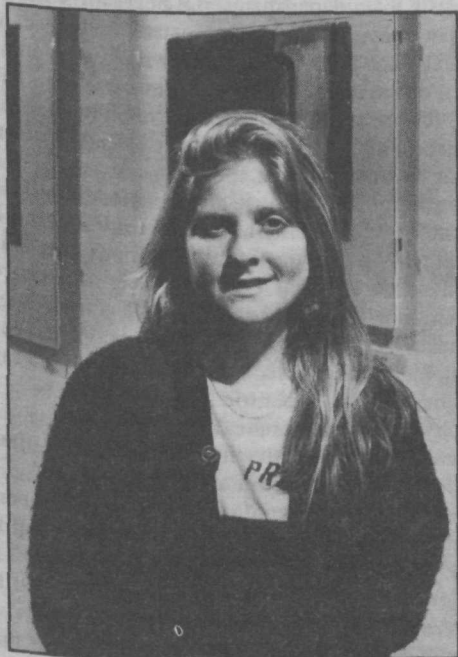
The Teach for America program sends inexperienced teachers into classrooms. Through the program, school districts waive the usual requirement of a teaching certificate. The catch is that these are poor districts, and the teaching is often difficult.

Even so, Teach for America is a competitive program, with more applicants than places. This year, some 3,500 people competed for 300 to 400 places, El Rayess said, and having teaching experience helped.

Then, too, El Rayess probably would not have even applied for a relatively-low-paying position with Teach for America if Tradition had not relieved some of her school loans. Between Tradition and other scholarships, she is graduating with only \$2,500 in debt.

El Rayess was named by the Tradition program to receive a Senior Recognition Award this month. El Rayess designated her award to create a fellowship in her name to sponsor a minority student in the College of Architecture, Art and Planning.

"The Tradition opened doors for me," she said, adding that she's thrilled to be able to help another become part of the Tradition.



Peter Morenus/University Photography

Nihal El Rayess



# Hotel prize will help senior start a business

By Roger Segelken

The same long-range planning that helped a School of Hotel Administration student chart a career in the hospitality industry will guide him in investing the university's largest cash prize to a graduating senior.

Frederick B. Parker Jr. of West Linn, Ore., is the winner of the 1993 Joseph Drown Foundation Prize, worth \$15,000. Five other Hotel School graduating students won \$1,000 each as Drown Prize finalists.

Parker, who takes over June 5 as the executive steward of the Scottsdale (Ariz.) Hyatt Regency, worked his way through college with hotel jobs of increasing responsibility — once he chose a profession. That realization came in Hong Kong, where he served after graduating from West Linn High School as a church missionary from 1986 to 1988, and he "saw the impact of the tourist industry" in a city that is an international crossroad.

Transferring to Cornell as a sophomore, Parker worked summers and school semesters at hotels in Oregon, California, Arizona and New York (at Cornell's 150-room Statler Hotel). While obtaining an Ivy League education in finance, marketing, tourism, business law and architecture, he also washed dishes, carried bags, took reservations, tended bar and waited tables, greeted guests and trained other hotel workers before his most recent position, as a restaurant manager at the Scottsdale hotel that offered him a post-graduation job.

"My education in the Hotel School was

tremendous — it was phenomenal — but the work experience really helped me get some focus," the 26-year-old senior said. He achieved a cumulative grade point average of 3.56 and was on the Dean's List every semester, while working as a teaching assistant in three courses.

Parker also found time to volunteer in community service organizations. As president of Ye Hosts Honorary Society at the Hotel School, he led that group in blood drives, a clothing drive, and a wine auction that netted \$2,600 for Ithaca charities and \$2,200 to help start a scholarship fund.

## Learning curve

The next 20 or so years are just as well-planned by Parker, who said he intends to "continue on the learning curve" while rising through the ranks to become the general manager of a major hotel or hotel chain. Then, he said, he will join with friends he met at Cornell in forming a hotel and restaurant management company, a company "based on empowering employees, open communication and financial stability." That experience should equip him to return as a visiting lecturer, he said.

The Drown Prize was established and endowed at Cornell in 1985 in honor of the late Joseph W. Drown, who owned and operated hotels in Hollywood, San Diego, Las Vegas and Los Angeles. The purpose of the prize is "to enhance not only the knowledge of young people but their independence and self-reliance so that they in turn may contribute to the free society to which Mr. Drown credited his own success." A seven-member panel re-

viewed 40 applications for the prize and interviewed six finalists.

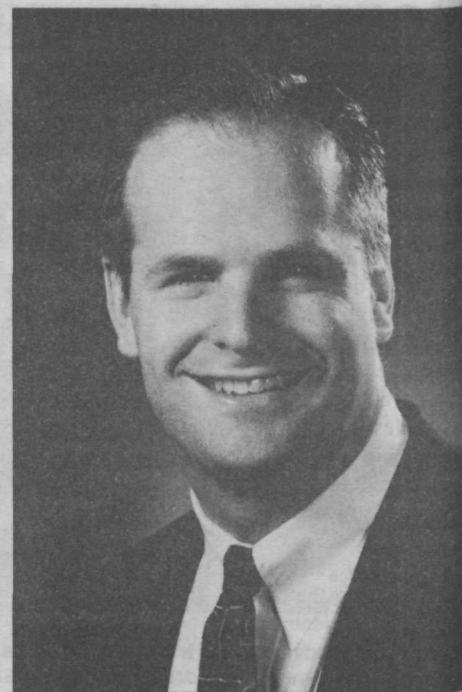
Winners may use their prize money in any way they wish. Here's Fred Parker's plan:

- Four thousand dollars will pay off his student loans. Parker said he managed to graduate with a relatively small debt because of working, saving, selling some of his assets "and the financial sacrifice of my parents."

- He credits his father, a car dealer who "rose from obscurity and survived some tough times" with giving him "the innate business sense and desire to get ahead while pulling others ahead with me." His mother, a housewife and part-time secretary in the dealership near Portland, Ore., "gave me the ability to accomplish goals while remembering to be compassionate and loyal." Parker will be the first in his family to graduate from college.

- Approximately \$2,000 will be used to take classes in management and foreign languages, including Chinese, Japanese and Spanish. Parker is already fluent in Cantonese, from his Hong Kong experience, and he also speaks some Mandarin. Another \$2,000 will go into the bank for "my future children's schooling," Parker said in his application for the Drown Prize.

- Some \$5,500 is allocated to a long-term savings account, not to be touched until Parker is ready to invest in his own company. Hotel management companies provide all the administration, staffing and day-to-day operation for facilities that are owned by other companies, Parker explained.



Charles Harrington/University Photography  
Frederick B. Parker Jr.

- That leaves \$1,500, which will be given to his fiancée to help pay for their wedding. Holly Hart of Vancouver, Wash., is in the hospitality business, too, his friend since high school, "and the best thing that ever happened to me." A July 31 wedding is planned. Then it's back to work.

Drown Prize finalists who received \$1,000 each are Erica Bullock, Michael S. Graham, Winifred E. Larsen, Kimberly A. Meyer and Ian Wilson.

## Cultural enrichment



Peter Morenus/University Photography

Graduating senior Tammy Friedman reads a story about Jamaica to first-graders at Northeast Elementary School earlier this month after Ithaca youngsters collected hundreds of pounds of books to send to elementary schools on the West Indian island. Friedman and other psychology students volunteered for the cultural-enrichment program this semester when Professor of Psychology Frank Keil discovered a severe shortage of schoolbooks during research in Jamaica.

## Commencement continued from page 1

day include tours of Cornell Plantations from 10 a.m. to noon; Cornell Wind Ensemble Concert in the Arts Quad at 3 p.m.; and the Senior Week Concert by the Glee Club and Chorus in Bailey Hall at 8:15 p.m.

### On Sunday, May 30:

**Baccalaureate Service** in Bailey Hall at 8:30 a.m.: Richard Joel, international director of B'nai B'rith Hillel Foundation, will speak. Music will be provided by the Cornell Glee Club, Chorus and Wind Ensemble.

**Procession:** Thousands of students, faculty, trustees and administrators will assemble at the Arts Quad at 9:30 a.m. and proceed to Schoellkopf Field. The academic procession will be led by University Marshal J. Robert Cooke, professor of agriculture and biological engineering, and Macebearer Jean R. Robinson, professor emeritus of consumer economics and housing.

**Commencement** will take place in Schoellkopf Field from 11 a.m. to noon. After the address is presented by Rhodes, he will confer degrees on approximately 5,800 students eligible for degrees at all levels, including those who completed degree work last August and January. Some 2,222 graduates are eligible to receive master's or doctoral degrees, including 1,660 from the Graduate School; 213 from the Law School; 271 from the Johnson Graduate School of Management; and 78 from the College of Veterinary Medicine.

Approximately 3,650 students are eligible for undergraduate degrees, including 920 in the College of Agriculture and Life Sciences; 130 in the College of Architecture, Art and Planning; 1,200 in the College of Arts and Sciences; 610 in the College of Engineering; 180 in the School of Hotel Administration; 390 in the College of Human Ecology; and 208 in the School of

Industrial and Labor Relations.

The ceremony will be broadcast live on Ithaca cable television station Channel 54 beginning at 10 a.m. Ithaca radio station WHCU (870 AM) will broadcast the ceremony at 11 a.m. The ceremony also will be shown in Alberding Field House, Statler Auditorium, Kennedy Hall's Alumni Auditorium and the Martha Van Rensselaer auditorium. Videotape copies of the ceremony coverage can be purchased from Cornell Media Services by calling 255-5431. One of the broadcast announcers covering the ceremony will be trustee Ezra Cornell, a descendant of the university's founder.

In the event of severe weather involving high winds or lightning, commencement will be celebrated in two ceremonies in Barton Hall: at 10:30 a.m. for candidates from Veterinary Medicine, the Johnson School, Agriculture and Life Sciences, and Arts and Sciences, and at 1 p.m. for all other candidates.

Several campus roads will be closed for periods Sunday morning. Campus Public Safety and Ithaca City Police personnel will direct traffic. Signs directing motorists to parking areas will be posted around the campus.

**The Johnson Graduate School of Management** will hold a ceremony in Bailey Hall at 1 p.m.: Dean Alan Merten will speak and award diplomas.

**Cornell Medical College:** Dr. Torsten N. Wiesel, president of Rockefeller University, spoke at commencement ceremonies for the Cornell Medical College in New York City on Tuesday. Receiving doctor of medicine degrees were 96 graduates; 30 graduates received Ph.D. degrees and three received master of science degrees.

## Writing Program presents awards

Eight students and five instructors have won cash awards for excellence in writing and the teaching of writing in the John S. Knight Writing Program. The students received awards for essays they wrote as first-semester freshmen in writing seminars.

The winners are:

**Jessica Cattellino**, of Saxon, Wis., who earned an Elmer Markham Johnson Honorable Mention; **Steven E. Gump**, of Richmond, Ky., who won a James E. Rice Jr. Prize and a Spencer Prize; **Freda Kirkham**, of St. Helena, Calif., who won a James E. Rice Jr. Prize; and **Anil Reddy**, of College Station, Texas, who earned an Elmer Markham Johnson Honorable Mention.

Also, **Adam Sass**, of Ithaca, who earned a James E. Rice Honorable Mention; **Christine C. Veeder**, of Weston, Mass., who won an Elmer Markham Johnson Prize; **Yong Ning Wen**, of College Point, N.Y., who won an Adelphic Award; and **Herman Yang**, of McClean Va., who won a Spencer Prize for his essay.

Winning instructors are: **Jennifer Cornell**, of Boston, who won an Assignment Sequences Honorable Mention; **Christian Jensen**, of Ashland, Ore., who won a Spencer Prize; **Jane Marie Law**, assistant professor of Asian studies, who won a Spencer Prize; **Jennifer Mohlenhoff**, of Monterey, Calif., who won an Assignment Sequences Award; and **D.A. Jeremy Telman**, of Ithaca, who won an Assignment Sequences Honorable Mention.

## Council continued from page 1

executive director; the artistic director of theater; the directors of Cornell Cinema and the Herbert F. Johnson Museum of Art; and the chair of creative writing.

Panel members appointed by the advisory board are practicing faculty artists from departments and programs including architecture, landscape architecture, creative writing, dance, design, media arts and film, music, theater and visual arts.

The council's first major campuswide event will be a Fall Arts Festival, featuring performances, exhibitions, concerts, films, tours, panels and classes presented by Cornell's visual and performing arts departments and programs. Many of the events for this arts collaboration are being planned in conjunction with Cornell's Year of Hispanic Performance.

The festival will be held from Oct. 28 through Nov. 7.

Among the events will be:

- Maria Irene Fornes' play *FeFu and Her Friends* in the Center for Theatre Arts.

- "Revelations/Revelaciones," an eight-artist installation exhibition at the Herbert F. Johnson Museum of Art.

- Reading by visiting writer Elena Castedo.

- Hispanic silent film with live musical accompaniment.

- The Architecture Department's annual Preston Thomas Memorial Lectures with speaker Beatriz Colomina.

- Two Hartell Gallery exhibitions: work from the Rome Program and "Visual Essays/Stories: Documenting Lives of Caribbean Women."

- A Latin American textile exhibition.

- Concerts, including Karel Husa's "Concertino for Piano and Winds," performed by pianist Jonathan Shames; Chamber Music Society of Lincoln Center; and avant-garde jazz.



# Homing pigeons' skills depend on early environment

By Roger Segelken

All homing pigeons are born with the same array of navigational senses, but which abilities they develop depends on their local environment during the first weeks of flight.

That is the conclusion of some biologists who spent decades studying how homing pigeons find their way home when transported hundreds of miles to places they have never seen. The same localized learning may also occur in migrating birds or humans, according to Charles Walcott, an ornithologist who studied pigeons' ability to navigate by the Earth's magnetic field.

"An identical twin child growing up in the streets of New York City will develop a different set of navigational abilities than the sibling raised among the hills and lakes of Ithaca," explained Walcott, professor of biology and executive director of the Laboratory of Ornithology. "A pigeon that learns to find its way by magnetic cues may be confused by an

anomaly in the magnetic field, as can a pigeon that was raised to follow olfactory cues, when it can't smell."

Walcott teaches the introductory neurobiology and behavior class, and guest lectures in other biology and ornithology classes.

CORNELL  
Research

Reporting on flight experiments with pigeons at magnetic anomalies in the *Journal of Experimental Biology* (September 1992), Walcott wrote: "This suggests that the location of the home loft may play an important role in determining which cues pigeons use for their navigation, and that these cues are learned

sometime after weaning from their parents at four to six weeks after hatching."

Walcott, who logged thousands of miles in cars and planes chasing radio-equipped pigeons, said secrets of navigation are of interest to pigeon-racers as well as behavioral scientists. Homing pigeons are the obliging stand-ins (or fly-backs) for birds that make more spectacular travels, such as Arctic terns, which migrate between the North and South poles. "What we learn about pigeons," he said, "may apply to other species."

The learning experience, for biologists, was a competitive affair. Some Italian and German scientists tried to prove that smell was the important cue.

After Walcott found natural magnetite in pigeons in 1979, the rush was on to learn the effects of magnetic fields. The role of familiar sounds or sights was vigorously debated, but virtually all agreed that pigeons use the sun as a compass — when they can see it.

Walcott's team tried to understand mag-

netic direction-finding by observing the flight of birds around so-called magnetic anomalies, the localized disturbances in the Earth's magnetic field that are primarily caused by deposits of iron. Some homing pigeons in the Cornell experiments became disoriented around magnetic anomalies and flew in the "wrong" direction for miles before getting their bearings and heading home. Repeated "separated-at-birth" experiments placed pigeon siblings in different locations to see how they learned to navigate; much to the surprise of biologists, siblings raised in identical lofts only 1.5 miles apart seem to use different cues to find their way home.

"Years ago we thought there was just one secret to pigeon homing," Walcott recalled. "Then the idea was that all pigeons could choose from a 'Chinese menu' of cues. Now many of us believe that there are many possible cues, and which ones a particular bird chooses depends on the circumstances under which it is raised."

## Flexible offices are in our future

By Susan Lang

More than one dozen leading corporations around the world are using innovative work locations, schedules and spaces that provide a glimpse of tomorrow's "office landscape," according to a series of Cornell studies.

Franklin Becker, an organizational ecologist and professor of human-environment relations in the College of Human Ecology, is studying how companies such as IBM, Aetna, Steelcase, DuPont, Shimizu Institute of Technology and Ernst & Young are using emerging workplace innovations. These new ways of working include:

- Neighborhood "telebusiness" centers where unaffiliated workers share space in strip malls or houses to minimize commuting.
- Unassigned, "non-territorial" offices in which workers do not have their own desks but move around as their needs shift.
- Schedules that allow more flex time, compressed work weeks, job sharing and "part-time teleworking" from home several days a week.

### Unassigned offices

"Some of these innovative workplace strategies, such as unassigned offices, are virtually exploding across the 'workscape,'" says Becker, director of the International Facility Management Program here, an international research consortium comprised of 17 leading companies in the United States, Europe, England and Japan.

Becker also teaches courses in the psychology of workplace design, facility planning, and programming methods and design.

"Within 10 to 15 years, we think these innovations will be readily available and acceptable as companies come to realize they need to accommodate a diverse workforce in order to prosper. A pattern will emerge worldwide where employers will allow workers to put together their own place-time combinations



More offices in the future will offer flexible work environments such as this one at Digital Equipment Corp. in Finland, which includes a range of seating areas, movable computers and portable telephones. The environment promotes informal interactions and allows workers to choose where they work depending on their task.

to support their diverse work, family, lifestyle and financial needs," Becker predicts.

"As a result, the workplace of the near future will consist of a series of loosely coupled settings connected by a mobile workforce and electronic information."

Supervisors, he adds, will learn to shift from monitoring their workers on a 9 to 5 schedule to focusing on employee productivity: what people really produce.

Becker and co-authors Kristen Quinn, Andrew Rappaport and William Sims, all of Cornell, write about the workplace trends and case studies in two recent preliminary reports: *New Working Practices: Benchmarking Fifteen International Organizations* and *The Facility Innovation Process: From Pilot Project to Standard Practice*.

The "watershed" will be when the formats for voice, data and graphic video become standardized and compatible with phone lines, a breakthrough that is expected by the turn of the century, Becker says. Once that happens, a

tremendous variety of options in where, when and how people work will emerge.

The innovative workplace strategies save money, Becker maintains, because they allow employers to rent smaller offices as more employees work out of the central office and to comply with growing government regulations that require businesses to help reduce traffic congestion and air pollution. They also help attract and keep workers who become increasingly valuable as companies downsize. The flexibility and variety offered by the diverse workstyles boost both employee productivity and satisfaction, according to research by Becker and his co-workers.

As the "international interconnectivity" of offices from anywhere in the world becomes established, companies will be forced to offer a range of workstyle options, Becker predicts.

"To stay competitive, more and more companies will recognize that their employees are more productive when they can choose where and how they work," he says.

## Computer helps assess forest damage

By William Holder

The toll of acid rain, drought and ozone pollution on trees now can be predicted with a dynamic computer model that simulates tree growth from the roots to the top of the canopy.

The ability to predict as much as 100 years ahead provides a powerful tool for management of natural resources, said David Weinstein, a research scientist at the independent Boyce Thompson Institute for Plant Research, located on campus. As a result, the model is being used by the federal Environmental Protection Agency, the National Forest Service and the National Park Service, as well as universities and national laboratories.

The model, called TREGRO, has produced new insights into the role of environmental stresses on tree growth. For example, although one might expect that a tree in poor health because of inadequate nutrients would be especially susceptible to ozone damage, TREGRO predicted the opposite because such a tree would take in less ozone than normal, Weinstein said.

In a significant confirmation of the model's validity, Weinstein and John Lawrence, also a research scientist and program director of environmental biology at Boyce Thompson, examined the effect of severe defoliation of red spruce trees, an event occasionally produced by bitter winter cold. TREGRO predicted a 41 percent reduction in growth, by volume, in the first three years after a 50 percent defoliation. The prediction concurs well with field observations of a 32-percent reduction in growth over a three-year period following a 40 percent defoliation, he said.

### Five forest types

"We're using the model to evaluate potential reductions in growth within five major forest types around the United States," he said. These range from the sugar maples and red oaks common in eastern forests to the northwestern ponderosa pine and white fir forests.

In addition to stresses such as pollution and drought, the researchers are assessing the effects of global warming on the giant sequoia forests in the West. They want to learn, for instance, whether lowland species will migrate to higher altitudes and displace sequoia if the average temperature rises.

Used in conjunction with a computer model of forest growth, TREGRO revealed that a predicted decline of ponderosa pine under ozone stress was delayed in a mixed stand with white fir. The reason: Stressed ponderosa pines grew more slowly, but for a period of about 20 years they gain a competitive advantage over white fir, injured more severely by ozone — although the advantage disappears with time.

The model is being used to examine questions where experiments are difficult or impossible to perform.

For instance, in a collaboration with researchers at Carnegie-Mellon University, Weinstein showed with the model that the susceptibility of red spruce to ozone damage depends more than anything else on the rate of root growth — an area where experimental data is in short supply.

## Black elderly more likely than white to be poor

By Susan Lang

Using a new method that takes into account assets rather than just income of the elderly, a Cornell demographer and his Brown University co-author have found that the poverty gap between black and white elderly is significantly worse than previously believed.

The new measure shows that a black elderly person is 4.5 times more likely to be poor than is a white elderly person, a difference that is about 50 percent higher than when the usual type of poverty measure is used. But the improved method also shows that poverty among the elderly is about one-third less than usual measurement methods indicate, and does not increase as senior citizens move into their 70s and 80s, as previously thought.

"Our findings suggest that the elderly do, in general, provide well enough for anticipated and unanticipated longevity," said Michael Rendall, assistant professor of consumer economics and housing who teaches

family and household demography in the College of Human Ecology. "On the other hand, they also suggest that minorities, especially blacks, are even more economically vulnerable relative to whites than previously believed."

Previous methods of poverty looked only at income, which can distort the true economic well-being of the elderly, the researcher said. The new model shows that 9 percent of the elderly are poor when income and assets are considered, compared with 15 percent when only income is considered. With an estimated 31.2 million people age 65 and older, Rendall and Alden Speare Jr. of Brown University estimate that 2.8 million elderly are poor, rather than 4.7 million.

The researchers used a definition of poverty that is 1.25 times the 1984 poverty level for two-person households in which the head is 65 or older because many researchers assert that this figure better characterizes the public's perception of what constitutes poverty. The

official government poverty rate for a family of two age 65 or older in 1989 was \$7,905 income per year.

Whites fare so much better than blacks because, according to the new method which includes assets, the median total assets owned by elderly whites and his or her co-resident spouse, if any, is \$84,760 (in 1984 dollars), 10 times higher than for black elderly, which is \$8,499.

"Our method provides a much more realistic portrayal of the economic well-being of the elderly and one that is not affected by economic swings, as other methods are," Rendall said. Rendall and Speare published their findings in the March issue of the *Review of Income and Wealth*.

Using Rendall and Speare's definition of poverty, 28 percent of black elderly are considered poor, compared with only 7 percent of whites. When only income is considered, 33 percent of blacks are considered poor compared with 13 percent of whites.



# Students and faculty honored for their achievements

This list of faculty and student awards is only a sampling of the honors presented this year. Congratulations to all!

## College of Arts and Sciences

The Barry M. Goldwater Scholarship and Excellence in Education Program has awarded juniors **Nobl Barazangi** and **Demetrio Munoz**. The scholarship awards up to \$7,000 a year to selected sophomores and juniors in the natural sciences, mathematics or engineering

## Phi Beta Kappa

Glen Lawrence Abramson, Syed-Ali Tarik Ahsani, Elizabeth Whitney Allen, Debra Lynn Alzner, Catherine Margaret Arms, David L. Aronstein, Lauren Michelle Bailyn, Robert Jason Becher, Souhir Ben Hamida, Jessica Benjoya, Nora Jean Bensahel, Lauren Margo Bernstein, Ross Bernard Bernston, Katherine Laura Biers, Jeremy Scott Billetdeaux, Allison Hope Binder, Efrat Blaich, Matthew Lawrence Boesch, Kathryn Anna Bueker, Matthew David Butka, Jonathan William Butler, Cathy Ann Carlson, Richard Peter Catanzaro, Paige Ellen Chabora, David Chie-Well Chang, Andrew Chin, Valerie Chung Ming Ching, Aaron Sze-Ting Chou, Eric Chu, Amanda Chase Cramer, Jason Asher Damsker, Gabrielle Marina Danek, William Ralph DeCoste, Daisy Jeanne Delogu, Aarati Devi Didwania, Lisa Sophia Dogim, Jeffrey Alan Drayer, Michael Jacob Drexler, Dan Wesley Dulitz, Paul Jerrold Epstein, Jennifer Blake Froneberger, Shinju Fujihira, Tanya Elizabeth Ghaleb, Daniel J. Gil, Jonathan Joseph Goodman, Jessica Anne Graus, Suzanne Jordan Grosso, Hilary R. Hahn, Robert Martin Hardies, Stephen Craig Harris, Robert Gene Houck, Scott Alexander Hughes, Jennifer Lynne Huret, Anwar Ahmed Hussain, Charles Andrew Irwin, James Augustine John, Leigh Loula Karavasilis, Cary Patrick Kelly, Alyssa Tara Kennedy, Melia Sachi Kimura, Jon Michael Kleinberg, Ryan D. Klinefelter, Matthew Wayne Krom, Robert Lap Yen Lam, Donna Lee, Lillian Jane Lee, David Avrum Levitt, Daniel Nathan Lipson, Jonathan Andrew Lobell, Katherine Elizabeth Lockwood, Romana Mancini, Susan Jennifer Matula, Karen S. McCarthy, Jonathan McQueen Medline, Sendhil Mullainathan, Jennifer Lisa Muller, Suresh Raghu Mulukutla, Chatwaruth Musigchai, Jiro Nakamura, Ken Nakamura, Scott Ian Newman, Henry Chih-Yuan Ou, Deborah Naomi Pearlstein, Scott Francis Perretta, David Alan Pykon, Nashra Rahman, Sujay Rao, Benjamin Lelan Read, Joshua Abram Redstone, Daniel Ree, Stacey Elizabeth Rich, Norvin Waldemar Richards III, David Eli Rojer, Jeremy Brooks Rosen, Rachel Mara Rosenfeld, Amy Sue Rozman, GERALYN RUANE, Eric Frank Schneider, Erick Mark Schonfeld, Theodore Alan Schott, Seema C. Shah, Adam Jon Shapiro, Joseph Benjamin Shatz, Emily Suzanne Skolnik, Jennifer Lynn Smith, Steven Francis Solga, Sandra Song, Laura A. Spagnoli, Michelle Nadia Steinberg, Jason Allen Stone, Aleeza Malkah Strubel, Taras Sudhikam, Wendy S. Susser, Jennifer Elisa Thomure, Joshua Christopher Toll, Cindy Wei-Yi Tung, Alissa Lee Vradenburg, Amanda Lee Wagenman, Benjamin Martin Wattenmaker, Robin Marie Wilcox, Abigail Benna Wilentz, Andrew David Wilson, John Luis Wilson, Christopher Mark Wittemann, Frederic Robert Yarm, David Albert Yehl and Daniel Shi-Chen Zhao.

## Department of Mathematics

A group of undergraduate students placed fifth out of 284 teams in the 53rd annual William Lowell Putnam Mathematical Competition, a contest for colleges and universities nationwide and in Canada. The three-student Cornell team won an award of \$1,000 and individual awards of \$100. Team members were: **Jon Kleinberg**, a senior majoring in math and computer science from Wales Center, N.Y.; **Demetrio Munoz**, a junior majoring in math and computer science from McLean, Va.; and **Mark Krosky**, a freshman majoring in math from Brooklyn, N.Y.

**Tong Zhang**, a sophomore math and computer science major from Cambridge, Mass., placed 11th in individual rankings out of 2,421 students and received a \$500 prize. Krosky and Munoz received honorable mentions for their individual performances. Munoz also garnered an honorable mention in last year's contest.

The contest, held in December, involved 393 colleges and universities. The exam consisted of 12 mathematical questions that participants had to solve in six hours.

## Women's Studies Program

Sophomore **Laura Conklin** won the Judith Ellen Kram Award. She will use the award to do research in Cochabamba, Bolivia, on body perceptions and childbirth interpretations. The Kram Award was established by Ruth Kram and Daniel Kram in memory of their daughter, Judith, a member of the Class of 1977 at Cornell and an advocate of field research opportunities for undergraduates.

Six graduate students have won Beatrice Brown Awards, small grants to graduate students working on some aspect of women and gender. They are: **Bernadette Andrea**, **Catherine Corson**, **Hye-Young Kang**, **Dana Luciano**, **Barbara Mennel** and **Dara Silberstein**.

**Nimat Hafez Barazangi**, a visiting fellow, was awarded a scholarship from the Oxford University Center for Islamic Studies in support of her research on Muslim women.

## Department of Psychology

Senior **Robin M. Wilcox** received the 1993 Thomas Arthur Ryan Undergraduate Research Prize for the best undergraduate

honors thesis, titled "Over-marking among golden hamsters: The male response."

## Department of German Studies

Arts and sciences junior **Toni Querry** won the \$250 first prize in the Goethe Prize competition for her essay, "Wenn du geredet hattest, Desdemona." A second prize of \$150 went to **Susanne Hafner**, a graduate student in medieval studies, for her essay, "Erotic Shifts: Parzival's Fetishistic 'Erbe'."

In 1941 Dr. Lucretia Simmons left in her will a certain sum to the Department of German Studies to be set aside for the Simmons Award in German to a student who has done the best work in German. This year the Simmons Award goes to senior **Michael Beckman**.

## Department of English

This year's winner of the Dorothy Sugarman Poetry Prize is **Julie Orringer**. The winner of the 1993 George Harmon Coxe Award is **Barry Allan Matthews**.

The Guilford Essay Prize to Ph.D. recipient **Tamar Katz** for her dissertation, "Abstraction and Epistemology in Modernist Fiction."

## Peace Studies

The Tenth Annual Harrop and Ruth Freeman Prize in Peace Studies has been won by Cornell seniors **Stacey Schwartz**, an independent major in the College of Arts and Sciences whose studies focus on "Social Position and Identity in the United States," and **Frank Woods**, a social work/human service studies major in the College of Human Ecology.

## Department of Music

**V. Kofi Agawu**, professor of musicology, won the Dent Medal, given annually in memory of Edward J. Dent by the Royal Musical Association in association with the International Musicology Society for outstanding contributions to musicology.

**Karel Husa**, the Kappa Alpha Professor Emeritus, won the 1993 Grawemeyer Award for music composition for his *Concerto*, for violoncello and orchestra. The Czech Ministry of Culture appointed Husa an honorary member of the "Spring in Prague" Festival Committee.

**James Webster**, professor in musicology, won the Otto Kinkeldey Award, given annually by the American Musicology Society for the best new book in musicology.

**Anna Weesner**, graduate student in composition, won the Wladimir and Rhoda Lakonde Scholarship from the American Academy of Arts and Letters. Her composition *Suddenly Red* has been selected for reading and recording by the Women's Philharmonic this June in San Francisco.

**Marc Mellits**, D.M.A. candidate in composition, was a prize winner in the 1993 ASCAP Foundation Grants to young composers competition; Ph.D. candidates in musicology **Berthold Hockner** and **Mary Ann Smart** won American Musicological Society AMS' 50 Fellowships; **Ruth Bingham**, Ph.D. candidate in musicology, received the Donald Jay Grout Memorial Scholarship; **Michael James** received the Otto R. Stahl Memorial prize; and **Nancy Jang** and **Michele Pasek** received Harold A. Falconer Memorial Voice Scholarships. The John James Blackmore prizes went to fortepianist **Tom Beghin**, composer **Laurence Bitensky**, cellist **Laura Kramer**, pianist **Catherine Labelle**, and cellist **Tania Simoncelli**.

Composer **Steven Stucky** has been appointed to the Barlow Endowment's Board of Advisers. This endowment supports three programs: the Barlow International Competition, the Barlow Commissions, and the Barlow Educational Grants. He has also been elected to the board of directors of the MacDowell Colony and the board of governors of the New York Foundation of the Arts.

## Department of Government

The Sherman-Bennett Prize to **Noal Baylin** and **Elaine Tseng**; Clyde A. Duniway Prize to **Robert Houck**; and the Kasdan-Montessori Peace Prize to **Nora Bensahel**.

## Institute for European Studies

European Summer Research Program undergraduate awards to **Osa Armi**, **Jennefer Russo**, **Lara Sullivan** and **Lynn Sullivan**; and Michele Sicca Summer Research Grants went to graduate students **Eileen Crosby**, **Catherine Gelbin**, **Barbara Mennel**, **Elizabeth Guzynski**, **Saundra Knaisch**, **Nicholas Fowler**, **Ewa Dornisch**, **Sidney Watts**, **Giancarlo Lombardi** and **Elena Tzeneva**; the Manon Michels Einaudi Travel Grant to graduate student **Pamela Thurschwell**; the Luigi Einaudi Graduate Fellowship to **Andromakhe Tsara** and **Bernie Heise**; and Ford Scholars Clusters to undergraduates **Andrea Forgacs**, **Jeffrey Engel**, **Robert Kronzak**, **Jessica Ellen Bury**, **Jane Hexter** and **Tristanne Walliser**.

## Department of Chemistry

For undergraduate students, the A.W. Laubengayer Prize to **Phillip Geissler**, **Christopher Spahr** and **Florence Watson**; the ACS Analytical Prize to **Katherine Hutchison**; the American Institute of Chemists Medal to **Taras Sudhikam**; the George C. Caldwell Prizes to **Henry Ou** and **Ross Bernston**; the Harold Adlard Lovenberg Prize to **Brent Stockwell**; the Merck Index Award to **Ken Nakamura** and **Jennifer Frederick**; and the Leo and Berdie Mandelkern Prize to **Jonathan Lobell**.

For graduate students, the DuPont Teaching Prizes to **Brian**

**Bocknack**, **Maria Gelabert**, **Steve Jones**, **Pat McLoughlin**, **Clayton Spencer** and **Elizabeth Starr**; the Howard Neal Wachter Prize to **Sara Perkovic**; the Outstanding Graduate Student Symposium prizes to **Rebecca Miller**, **David Neyer** and **Harold Wood**; and the Richard Evans Prize to **Priscilla Ewert**.

## Department of Animal Science

**Annette Wells** won the Undergraduate Teaching Assistant Award.

**American Dairy Science Association Undergraduate Scholarship Recognition Awards** were presented to senior **Jennifer Dye**; juniors **Stacia Emo**, **Jonathan Gilbert**, **John Greene**, **Marc Larabee** and **James Stone**; and sophomore **James Meyer**.

**American Society of Animal Science Undergraduate Scholarship Recognition Awards** were presented to senior **Jennifer J. Dye**, **Adnan M. El-Korchi**, **Christopher E. Graziano**, **Nathan C. Heilman**, **Raina A. Holm**, **Jennifer R. Morin**, **Gabrielle F. Ravina**, **Kimberly R. Schultz** and **Victoria L. Trouern**; juniors **Kristen M. Andresen**, **Stacia L. Emo**, **John M. Greene**, **Johanna L. Kosofsky**, **Marc F. Larabee**, **Fred R. Levy**, **Kirsten A. Mixer**, **Polly C. Protos**, **Susan A. Scott**, **James Stone** and **Glenn M. Updike**; and sophomores **Heather L. Danboise**, **Jennifer E. Evans**, **Clare T. Fahy**, **Susan E. Fernaays**, **Robert P. Hargreaves**, **Elizabeth S. Hart**, **Melissa J. Murray**, **Shawna R. Rau**, **Amie M. Smith**, **Paul D. Virkler**, **Karin C. Wilson** and **Tina K. Woolston**.

**F.B. Morrison Memorial Scholarship Awards** were presented to **Kristen Andresen**, **Heather Danboise**, **Stacia Emo**, **Jennifer Evans**, **Clare Fahy**, **Susan Fernaays**, **Jonathan Gilbert**, **John Greene**, **Robert Hargreaves**, **Elizabeth Hart**, **Melissa Held**, **Teresa Hyatt**, **Johanna Kosofsky**, **Jonathan Lamb**, **Marc Larabee**, **Fred Levy**, **Christine Liu**, **James Meyer**, **Kirsten Mixer**, **Melissa Murray**, **Polly Protos**, **Shawna Rau**, **Susan Scott**, **Amie Smith**, **James Stone**, **Glenn Updike**, **Paul Virkler**, **Annette Wells**, **Karin Wilson** and **Tina Woolston**.

## Department of Food Science

Professor **Dennis D. Miller** is the 1993 recipient of the Teaching Excellence Award.

The following graduate awards were presented: The winner of the Albert Flegenheimer Memorial Research Fund award of \$750 was **Michael Dunn**. The Henry and Ruth Herzog Research Fund award recipients were **Archana Shukla**, \$750, and **Yeou Cherng Bor**, **Xiaowen Lu** and **Bhajmohan (Ricky) Singh**, who received \$500 each. The Julian S. Colyer Award of \$100 went to **Yeou Cherng Bor**. The Germain Mocquard Award of \$500 went to **Nada Bsat**. **Ajay Bhaskar** won the Kosi Award of \$500. **Kristin Wright** was named Outstanding Teaching Assistant, and runners-up were **Colleen Corneliussen Clark** and **Stephanie Clark**.

## Division of Nutritional Sciences

Ph.D. candidate **Usha Ramakrishnan** won the Student Young Investigator's Award in International Nutrition Research from the Society for International Nutrition Research. She was recognized for her research paper titled "Effect of Vitamin A supplementation on growth and morbidity among preschool children in South India."

The College of Human Ecology has selected four nutritional sciences students as Outstanding Seniors for 1992-93. They are: **Mark Ferguson**, **Loren Rosenzweig**, **Paul Sethi** and **Melissa Turner**.

Professor **David Levitsky** was selected by the College of Human Ecology as its 1992-93 nominee for the State University of New York Chancellor's Award for Excellence in Teaching.

Professor **Michael Latham** won the first annual International Nutrition/Kellogg Prize from the Society for International Nutrition Research. Latham has been director of the International Nutrition Program at Cornell for 25 years and in that time has developed what many consider to be the strongest and biggest international nutrition training program in the world.

The **Community Based Nutrition Monitoring Project**, a joint effort of the Division of Nutritional Sciences and the New York State Department of Health, won an Impact 2000 Award from the U.S. Department of Agriculture Extension Service for "exemplary extension programming."

## Rural Sociology

**Robin Blakely** and **M.P. Rouse** received Outstanding Teaching Assistant awards from the College of Agriculture and Life Sciences.

Inducted into Alpha Kappa Delta were **Beth Barham**, **Barbara Brazill**, **Angela Chapman**, **Melissa Coughlin**, **Mikhail Elias**, **Elizabeth Klose**, **Daniel Kraft** and **Andrew McDonald**.

Also, **Mikhail Elias** and **Cara Torruellas** received the Old F. Larson Merit Award for their outstanding academic performance; and **Barbara Brazill** received the Sanderson Award for Excellence for her exemplary academic performance.

## Gamma Sigma Delta

The Cornell Chapter of Gamma Sigma Delta, the Honorary Society of Agriculture and Life Sciences, Human Ecology, and Veterinary Medicine, presented the following awards:

Professor **Richard P. Korf** received the Distinguished Teaching Award; Professor **Alex Winter** received the Distinguished Research Award; Professor **Stephen F. Hamilton** received the Distinguished Research and Extension Award.

Continued on page 11



# For track star Loren Mooney, the team always comes first

By Scott Stapin

In athletics, placing team success ahead of individual recognition is a true test of character, and judging by the performances of graduating senior track star Loren Mooney over the past year, this All-American runner has plenty of character.

Perhaps the most impressive example of her willingness to make sacrifices for the team came during the indoor Heptagonal championships this past winter. There, she was named All-Ivy twice, after winning the mile and half-mile events and leading the Big Red to an impressive second-place finish.

The fact that she won both races was incredible enough, but even more amazing was her competing in back-to-back events. After she won the mile in an ECAC qualifying time of 4:55.95, she never left the track. She went back to the starting blocks and proceeded to win the half-mile with a clocking of 2:11.46, also an ECAC qualifying time.

Despite being placed in a situation that was less than desirable, Mooney managed to win both events for the good of the team.

"Winning back-to-back events like that is extremely tough, not only physically, but also mentally," said Cornell head track coach Lou Duesing.

"Ever since I've been here, Loren has been perfectly willing to do whatever it takes to help the team compete and score the most points.

"While it's everyone's goal to be a champion, there has never been any element of selfishness with her concerning individual titles. She just says, 'Whatever you want me to do, I'll do.'"

Mooney, a two-time track captain, faced a similar situation earlier this month with similar results. After winning the outdoor Heps title in the 1,500 meters (4:30.01), she returned with little rest to win the 800-meter run in 2:12.14. Once again the Red placed second as a team, and she earned



Loren Mooney (left) runs with teammate Jenn Cobb. *Tim McKinney*

All-Ivy recognition in two events.

"Loren was really tested in the 800, after winning the 1,500," said Duesing.

"A runner from Brown, who was fresh, came right up on Loren's shoulder in the last 50 meters. Loren just put her head down and refused to lose. You can't ask for any more than that from an athlete."

That kind of dedication and intensity has been a Mooney trademark and is reflected in the many accomplishments of this talented trackster.

She owns numerous Cornell records, including the indoor 1,000-meter mark (2:49.7), the indoor 3,000-meter record (9:30.79) and several university relay marks.

The highlight of her career came during her junior campaign, when she earned All-America status with a fourth-place finish in the indoor mile.

Other top performances for Mooney include a sixth-place finish in the 1,500 at the 1993 ECAC championships (4:27.15), a fifth-place finish in the indoor ECAC mile last winter and qualifying for the NCAAAs every year since she was a sophomore.

To top it all off, Mooney recently received Academic All-Ivy honors for her efforts in the classroom. After the winter semester, she was sporting a 3.54 GPA as an English and history major.

"A lot of people have the ability to excel, but they don't have the determination and commitment that those who end up being successful have," said Duesing. "That's what has allowed Loren to have the kind of year, and the kind of career, that she's had."

Mooney's track career is winding down but is definitely not over. According to Duesing, the Birmingham, Ala., native should rank in the top 16 among the nation's best 1,500-meter runners and will represent Cornell June 3-6 at the NCAA championships in New Orleans. There she will get one final chance to win one for the Big Red and for herself.

## Awards *continued from page 10*

Professor **David K. Bandler** received the Distinguished Extension Award; and **Donald Burgett**, coordinator of student services in the College of Agriculture and Life Sciences, received the Distinguished Administration Award.

Three students received Academic Achievement awards for the highest grade point average in their colleges. Each is in the junior year: **Clara Leer-Lun Chang** in the College of Agriculture and Life Sciences; **Deborah L. Serviente** in the College of Human Ecology; and **Beth Francine Schwartz** in the College of Veterinary Medicine.

## College of Engineering

Winner of an essay contest, **Melissa Ho**, agricultural and biological engineering, received the Filippo Guani Award to defray the costs for international study. She also received the Rotary Ambassadorial Scholarship to study at the University of Nairobi.

The 1992 Hewlett-Packard Calculator Award was given to **Elizabeth Downs**, applied and engineering physics.

Senior **Ana Gomez**, civil and environmental engineering, received the Crystal Lynn May Brooks Motivational Award of \$525.

Selected for the Computer & Information Sciences and Engineering (CISE) Symposium, which honors the top 100 women computer science students nationwide, was **Liana Lorigo**.

Operations research and industrial engineering major **Greta Pangborn** won the Intel Scholarship for academic distinction.

**Ellen Rathje**, civil and environmental engineering major, won the 1992-93 Clark/George Hyman/Omni Construction Scholarship, as well as being named a Merrill Presidential Scholar.

**Peter J. Mucha** was winner of a 1993-94 Winston Churchill Scholarship and will study physics at Churchill College, Cambridge University.

## Theoretical and Applied Mechanics

Graduate students **Brian Collier** and **Chris Wohlever** shared the 1992-93 H.D. Block Teaching Prize for their outstanding efforts.

## Department of Computer Science

Assistant Professor **Daniel Huttenlocher** won both the Stephen and Margery Russell Distinguished Teaching Award from the College of Arts and Sciences and the Cornell Society of Engineers Tau Beta Pi Award for Excellence in Teaching; Assistant Professor **Ronitt Rubinfeld** won the Office of Naval Research Young Investigator Award; Professor **Fred B. Schneider** was named fellow of the American Association for the Advancement of Science; Professor **Juris Hartmanis** received an Alexander von Humboldt Foundation Senior U.S. Scientist Award for an eight-month stay in Germany next year; and Professor **Dexter Kozen** received a prize from the Polish Ministry of Education for his survey paper, "Logics of Programs."

**Alexander Vinogradov**, a junior, received a \$10,000 Microsoft Corp. scholarship; senior **Jon Kleinberg** will attend MIT to study for a Ph.D. under an Office of Naval Research Graduate Fellowship; senior **Scott Devine** received National

Science Foundation and Department of Defense fellowships; senior **Adrian Robert** accepted an NSF Fellowship to pursue a Ph.D. at the University of California at San Diego; and **Todd Neller** received an NSF honorable mention.

Graduate student **Prasad Jayanti** received the Mu Sigma Tau Excellence in Teaching Award given by the College of Engineering Co-op Program.

## Chemical Engineering

Among undergraduates, the ABB/Lummus Crest Award to **Margot Vigeant**; the American Institute of Chemical Engineers Prize to **Kathleen M. Vaeth**; the American Institute of Chemists Award to **Eric Hanson**; the Dow Outstanding Junior Award to **Kathleen M. Vaeth**; the Hoechst-Celanese Award for Excellence to **Ho Ki Bennet Au**; the NSF Incentive for Excellence Award to **Tanya Viramontes**; the Outstanding Service Award to **Ann Curson**; the Procter & Gamble Technical Excellence Award to **Michael Kennedy**; the Twin Tiers Outstanding Scholar award to **John Konz**; and the Outstanding Teaching Assistants award to **Martha Jones** and **Todd Stern**.

Among graduate students, Acheson Fellowships to **Jason Chow**, **Gene Lee** and **Todd Stern**; Amoco Foundation Fellowship to **Peter Scheidle**; the Charles Winding Scholarship to **Arun Kumar** and **Gene Lee**; the Clyde Mason Scholarship and the Robert York Fellowship to **Todd Stern**; the DuPont Ph.D. Fellowship to **Jeffrey Willits**; the DuPont Teaching Fellowship to **Christian Lastoskie**; the Fred H. Rhodes Scholarship to **Srinvasa Valiveti**; the H.N. Scholarship and the Henry L. Mattin Scholarship to **Tim Carroll**; the McMullen Fellowship to **Kennie Dee**; and the Sage Fellowship to **Susanne Sowers**.

## Hotel Administration

The Clyde Robinson Awards presented through the National Society of Hotelmen in memory of Clyde Robinson, a Hotel School student who graduated in 1989 and died in 1991, based upon recommendations from faculty and students: for academic excellence—**Danielle Greer**; for service—**Ramona Connors**; the Dean's Award—**Raynika Trent**.

The Class Marshals and Banner Bearers are Catherine Zygmunt, Ian Wilson, Brett Bloom, Oliver Chong, Claas Elze, Maisie Ganzler and Fred Parker.

## Fraternities and Sororities

Communication Professor **Donald F. Schwartz** was named the A.D. White Faculty of the Year by the Panhellenic Association and the Interfraternity Council.

**Christine Watters** was named the Panhellenic Outstanding Greek Female; **Andrea Jeffers**, **Monica Stamm**, **Mary Lou Mercer**, **Deb Stein** and **Amy Scheingold** were named Panhellenic Outstanding Members; **Michael McMahon** and **Josh Bernstein** were named Interfraternity Council Outstanding Greek Male; and **Michael Levine**, **Adam Hemlock**, **William Rideout**, **Chris Fenton**, **Andrew Regenbaum** and **Christopher LeVine** were named Interfraternity Council Outstanding Members.

**Claudia Humphrey** received the Cornell Black-Latino

Greek Council Outstanding Member Award; and **Allison Ford** and **Jeremy Miller** were named Outstanding New Members.

## Public Service Center

This year's recipients of the Robinson-Appel Humanitarian Award are **Martin Brooks** (Habitat for Humanity), **Jeffrey Kidder** (curriculum enrichment in local schools) and **Loren Rosenzweig** (service to the elderly). Each student was awarded \$1,000 to further their proposals for an innovative approach to a community's social needs.

## President's Council of Cornell Women

1993 grants have been awarded to **Lorna Bayer**, Ph.D. candidate in psychology; **Kathleen Curnow**, instructor in pediatrics at the Medical College; **Marcia L. Fisher**, Ph.D. candidate in plant breeding; **Cheryl R. Franchina**, Ph.D. candidate in neurobiology; **Deedra K. McClearn**, assistant professor in ecology and systematics; **Paula F. Moon**, assistant professor of anesthesiology, veterinary medicine; **Paula E. Berg**, law student; **Abby H. Eller**, director of Continuing Education and Summer Sessions; undergraduate **Hilary R. Hahn**; **Sally McConnell-Ginet**, professor of linguistics; **Karen-edis Barzman**, assistant professor of history of art; **Lois Brown**, assistant professor of English; **Lenore F. Coral**, librarian and adjunct professor of music; **Joan A. Sereno**, acting assistant professor of modern languages and linguistics and psychology; and **Dorothy Patricia Wallace**, Ph.D. candidate in medieval studies.

## National Endowment for the Humanities

The National Endowment for the Humanities named 75 high school and 82 college students who have been awarded "Younger Scholars" grants for 1993. The winners from Cornell University are: **Jeffrey Engel**, for a research proposal titled "United States-France, Economic Blocs and the Origins of the Cold War"; **Amanda Lin**, for a research proposal titled "The Origins of Democracy in the Philippines"; and **Arvind Manocha**, for a research proposal titled "The Influence of Indian Philosophy on Thoreau's *Nature* and *Walden*."

The NEH Younger Scholars program provides grants to outstanding students of the humanities to conduct independent research projects during the summer months. College Younger Scholars receive \$2,000 to support their projects.

## AT&T Awards

Electrical engineering sophomores **Wendy Rabiner** and **Ho-Ying Amy Chan** and computer science sophomore **Beilei He** received \$100 awards from AT&T for academic distinction among women sophomores. Computer science graduate student **Lillian Lee** received the AT&T Bell Labs Graduate Research Program for Women \$1,500 award for academic distinction; she also received a Harvard Fellowship and will study there for a Ph.D.



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

All events are free and open to the Cornell community and general public unless stated otherwise. No partner needed. For further information, call 277-3638.

May 28 and June 4: Call 272-6874 for location. Request dancing: 7 to 8 p.m. and 8:30 to 10 p.m.; teaching, 8 to 8:30 p.m.

## EXHIBITS

### Johnson Art Museum

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

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

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

- "Photogenics," through June 27.

- The museum is exhibiting prints from the permanent collection featuring scenes of drinking and merriment from the 16th to 19th centuries. The exhibit runs through June 13.

- An exhibition of prints from Olive Press, a collaborative printmaking project initiated by the Department of Art, will be on display from May 25 through June 27. The artists represented in the show are Gary Stephan, John Walker, Rebecca Purdum, Richard Artschwager, William Wegman, Al Loving, John Baldessari, David Diaio, Andrew Spenceman and Richard Bosman.

- **Wednesday Artbreak Series:** Starting June 2, the museum will be open late. The first Wednesday Artbreak program will be June 9 from 5:30 to 6:30 p.m., and the topic will be "Science and Art Interface," with artist Tom Rockwell.

- **Thursday Box Lunch Tours:** From summer in Ithaca to summer in Italy - come to the museum for five half-hour tours of Italian works in the permanent collection. Then enjoy refreshments *al fresco* on the Sculpture Court. Noon, June 17, July 1, 15 and 29, and Aug. 12.

- **Summer workshops:** "Studio Art Workshops for Adults: Printmaking with Peter Kahn," June 12, 19 and 26, 11 a.m. to 1 p.m., register by June 4, fee.

"Chinese Brush Painting with Jim Hardesty," June 20, and 27, July 11 and 25, Aug. 8 and 22, 11:30 a.m. to 1 p.m., register by June 11, fee.

- **Free tours:** Every Saturday and Sunday from 1 to 2 p.m., the museum offers a free tour of its collections and exhibitions. The Johnson Museum also offers foreign language tours by appointment. For more information and to schedule a tour, please contact the education department at 255-6464.

### Kroch Library

"Nature's Garland: An Exhibition of Books and Prints From the Botanical Collections of Cornell University Library," Exhibit Gallery, Level 2B, Kroch Library, through July 2.

### Martha Van Rensselaer Hall

An exhibit of historic batik textiles from Indonesia is now on display in the Cornell Costume Collection Showcase outside room G19A in MVR Hall. The exhibit will continue through May.

## MUSIC

### Department of Music

#### Senior Week Concerts, May 29:

- Cornell Wind Ensemble, conducted by Mark Scatterday, 3 p.m., Arts Quad, free.

- Cornell Glee Club and Chorus, conducted by Ron Schiller, 8:15 p.m., Bailey Hall. Tickets are \$5 in advance at the Lincoln Hall ticket office and are \$6 at the door. Seating is limited.

### Bound for Glory

May 30 and June 6: Albums from the studio until June 27. Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## RELIGION

### Sage Chapel

The Baccalaureate Service will be held May 30 at 8:30 a.m. in Bailey Hall. Richard Joel, international director of B'nai B'rith Hillel Foundation, will be the speaker.

### African-American

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

### Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 10 a.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall. The Mass schedule for Commencement Weekend is 5 p.m. Saturday, May 29, and 8:30 a.m. Sunday, May 30.

### Christian Science

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

### Episcopal (Anglican)

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

## High five!



Last year's College of Veterinary Medicine graduates celebrate despite the rain. Peter Morenus/University Photography

### Friends (Quakers)

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

### Jewish

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

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

### Korean Church

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

### Muslim

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

### Protestant Cooperative Ministry

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

### Sri Satya Sai Baba

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

### Zen Buddhist

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

## SEMINARS

### Agricultural Economics

"Land Claims, Ecotourism and the Kruger National Park: Its Future in a New South Africa," Duane Chapman, June 7, noon, 145 Warren.

### CISER

"A Researcher's Guide to the 1990 Census," Warren Brown, Cornell Institute for Social and Economic Research, June 9, 9 a.m., 100 Caldwell.

### Fruit & Vegetable Science

"Effects of Carbon Dioxide Enrichment, Chilling, Gibberellic Acid and Irradiance on *Ex Vitro* Performance of Apple and Blueberry Microcuttings," Dorcas Isutsa, graduate student, May 27, 4 p.m., 404 Plant Science.

## SPORTS

(Home contests in all caps)

### Men's Hwt. Crew

May 29, PENNSYLVANIA  
June 3-5, IRA at Syracuse

### Men's Ltwt. Crew

June 5, national champs. at Syracuse

## MISC.

### Laboratory of Ornithology

Bird Watchers' Open House, June 12, rain or shine, 10 a.m. to 4 p.m., 159 Sapsucker Woods Road. Learn about Project Tanager; view a slide show on migratory birds; use interactive computer displays from Bird Population Studies; take guided tours; participate in bird song identification competition (with prizes).

### Latin American Studies Program

Latin American coffee hour will be held on Tuesdays at 5 p.m. in G-08 Uris Hall.

### Plantations

"Cornell Plantations: Bugged Down," June 3, 7 to 8:30 p.m., and June 5, 9 a.m. to noon. Recommended for adventurous children over 7. Children must be accompanied by an adult at no extra charge. Advance registration is necessary. Call 255-3020 for information.

## FILMS

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

### Thursday, 5/27

The Best of the International Tournees of Animation, 7:50 p.m.

"The Graduate" (1967), directed by Mike Nichols, with Anne Bancroft, Dustin Hoffman and Katharine Ross, 10 p.m.

### Friday, 5/28

"Wings of Desire" (1987), directed by Wim Wenders, with Bruno Ganz, Peter Falk and Otto Sander, 7:15 p.m.

The Best of the International Tournees of Animation, 10 p.m.

### Saturday, 5/29

"Honeymoon in Vegas" (1992), directed by

Andrew Bergman, with James Caan, Nicolas Cage and Sarah Jessica Parker, 7:15 p.m.

"The Graduate," 9:30 p.m.

### Sunday, 5/30

The Best of the International Tournees of Animation, 8 p.m.

### Monday, 5/31

"Drowning by Numbers" (1991), directed by Peter Greenaway, with Joan Plowright, Juliet Stevenson and Joely Richardson, 7:25 p.m.

"Honeymoon in Vegas," 10 p.m.

### Tuesday, 6/1

"Motion and Emotion: Films of Wim Wenders" (1989), directed by Paul Joyce, 7:15 p.m.

"Wings of Desire," 9:30 p.m.

### Wednesday, 6/2

"Love Field" (1992), directed by Jonathan Kaplan, with Michelle Pfeiffer and Dennis Haysbert, 7:15 p.m.

The Best of the International Tournees of Animation, 9:45 p.m.

### Thursday, 6/3

"Aria" (1988), directed by Jean-Luc Godard, Robert Altman, Ken Russell, Derek Jarman, etc., with Theresa Russell, Bridget Fonda and Genevieve Page, 7:30 p.m.

"Fried Green Tomatoes" (1991), directed by Jon Avnet, with Kathy Bates and Jessica Tandy, 9:45 p.m.

### Friday, 6/4

"Love Field," 7:30 p.m.

"Fried Green Tomatoes," 10 p.m.

### Saturday, 6/5

"Fried Green Tomatoes," 7:15 p.m.

"La Femme Nikita" (1991), directed by Luc Besson, with Anne Parillaud, Jean Anglade and Tcheky Karyo, 10:05 p.m.

### Sunday, 6/6

"A Streetcar Named Desire" (1951), directed by Elia Kazan, with Vivien Leigh, Marlon Brando and Kim Hunter, 8 p.m.

### Monday, 6/7

"La Femme Nikita," 7:15 p.m.

"Aria," 9:55 p.m.

### Tuesday, 6/8

"An Angel at my Table" (1991), directed by Jane Campion, shown with "The Audition" (1990), directed by Anna Campion, 6:40 p.m.

"A Streetcar Named Desire," 10:15 p.m.

### Wednesday, 6/9

"Brother Bread, Sister Puppet" (1992), directed by Jeff Farber, with the Bread and Puppet Theatre, 7:30 p.m.

"An Angel at my Table" and "The Audition," 9:30 p.m.

### Thursday, 6/10

"Gigi" (1958), directed by Vincente Minnelli, with Leslie Caron, Maurice Chevalier and Louis Jordan, 7:15 p.m.

"Casablanca" (1942), directed by Michael Curtiz, with Humphrey Bogart, Ingrid Bergman and Claude Rains, 10 p.m.



# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## Editor's Overview

In addition to a short article designed to clarify the job family matrix published in last week's special supplement on the Compensation Research Study, this week's issue of *The Cornell Workplace* focuses on some of the developments that are occurring in the benefits arena—both endowed and statutory. I would draw your attention in particular to the call for focus group participants to discuss managed care possibilities and to the lead article on the upcoming changes in the endowed retiree healthcare program. Together, the concepts underlying the programs discussed in these two articles form some of the critical building blocks of the comprehensive and integrated approach to individual and organizational health and wellness that University Human Resource Services is in the process of developing.

The lead article discusses the changes in the endowed retiree healthcare program that will become effective on July 1, 1993 and phased in by July 1, 1994. Although the details of these changes are still being worked out and will be covered in subsequent articles, the underlying directions prompting these changes have already been widely

discussed in the Cornell community. Cornell retirees were notified in 1992 that the Employee Benefits Advisory Committee was reviewing the design of the endowed retiree health program, and were reminded in January 1993 that this comprehensive review was underway, when they learned that their premium rates for 1993 would not change until the review was completed. Over the past several weeks, Beth I. Warren, associate vice president for human resources, has been meeting with members of the Cornell Retiree Association, and the staff from University Human Resource Services have held a series of meetings to discuss these changes with the Employee Assembly, the University Assembly, representatives from the bargaining units, the academic deans, and members from Human Resource Network. Today's article is a follow-up article to the article that appeared in *The Cornell Workplace* on April 29, 1993, and will, itself, be followed by further details as they become finalized.

The article on the managed care focus groups asks for volunteers from the Cornell community to provide input on the managed care program

design that is now available in the Ithaca area. We are attempting to restore choice to the healthcare program by offering a program that will mesh with emerging local, state and national endeavors to redesign healthcare delivery systems. This newly developing program provides choice in healthcare coverage for Cornell faculty and staff and has been structured to keep people healthy with more comprehensive coverage for routine, preventive and wellness-related care.

We are also reprinting the article that appeared two weeks ago on the expanded services of the Employee Assistance Program (which, among other things, has been expanded to include Cornell retirees and their dependents), and include reminders on the deadlines for TIAA/CREF Retirement Applications and on COBRA coverage for dependents of staff and faculty.

Finally, I would draw your attention to the article on the Service Recognition Dinner, which, in addition to being an expression of appreciation for the many years of service Cornell staff have given to the university, has been redesigned this year to provide another build-

ing block in a comprehensive approach to health and well-being. The reception this year will be substance-free; instead of having an open bar as we have had in years past, we will be offering a wide variety of hors d'oeuvres and non-alcoholic beverages. Though we know that some people will be disappointed by this change, this decision stemmed from the tragic incident that happened this past winter; we believed that it was important that the major event sponsored by University Human Resource Services on behalf of the university community be carried out in the spirit of wellbeing that we are promoting through all our other programs.

So, in all these ways—to your good health and to a wonderfully re-creative summer! And, by the way, we will continue printing *The Cornell Workplace* on a weekly basis for yet a few more weeks, as we continue to follow the Compensation Research Study implementation process and the developments in Benefits.

—Nancy J. Doolittle

## Healthcare Program for Endowed Retirees Redesigned

As the result of a year-and-a-half of review by the Employee Benefits Advisory Committee, the endowed retiree healthcare plan has been redesigned to make the plan benefits more consistent with those received by active faculty and staff, as well as help contain the costs of Cornell's endowed healthcare program. As of July 1, 1993, those endowed faculty and staff who have already retired will be able to choose between their current retiree healthcare program, called the Medicare Supplement Program, and a new program, called the 80/20 Plan for Retirees. Beginning July 1, 1993, faculty and staff who may be considering retirement will be able to choose between the two plans for one year. As of July 1, 1994 the 80/20 Plan for Retirees will be available for all faculty and staff who are not enrolled in the Medicare Supplement Program.

Several factors prompted this redesign. One is the ever-increasing cost of healthcare, especially prescription drugs. The increasing number of

faculty and staff who are approaching retirement age (see chart 1), the need to replace those retiring with new active participants in the Cornell Endowed Healthcare Program, and the increasing life expectancies for those who are already retired (see chart 2), have all contributed to a continuing growth in the number of faculty and staff covered under Cornell's overall healthcare program.

Another major, and unforeseen, factor is a new federal accounting requirement, FAS 106, which changes the way institutions and organizations report and fund the costs of their retiree healthcare program. Had Cornell continued to offer its current retiree healthcare program to all future endowed retirees, it would have had to formally account for and at least partially fund a projected \$80 million. The changes presented in this new program design reduce the overall reported liability to the \$60-\$65 million range.

In addition to the requirements of FAS 106, federal legislation is also changing for faculty considering retirement, with the uncapping of the mandatory retirement age.

In its assessment of the current endowed retiree healthcare program, the Benefits Advisory Committee worked with the following as guiding principles:

- retirement should be structured so that it is a benefits neutral decision—i.e., that people would decide whether or not to retire for reasons beyond the benefits they could expect to receive;

### Numbers of Cornell Full- and Part-time Faculty and Staff, and Retirees

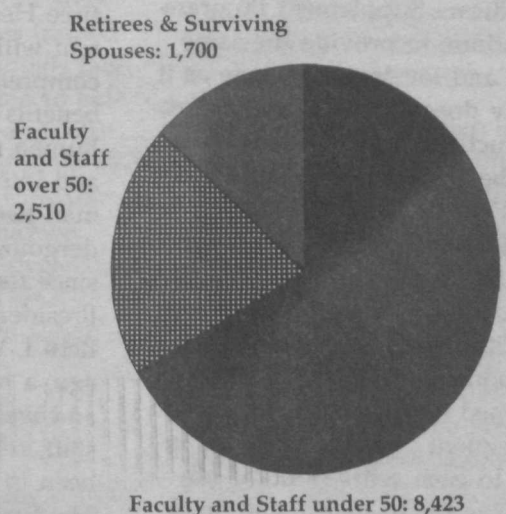


Chart 1

(continued on p. 2)



## Healthcare

(continued from p. 1)

- benefits should be consistent across active, early retiree, and retiree populations;
- the university should be positioned so that its current liability for the cost of retiree health coverage is reduced and its future costs stabilized.

The Benefits Advisory Committee also recommended that in meeting the last of these objectives, Cornell not consider eliminating its retiree healthcare program, as some institutions and companies have done, because of the uniquely close relationship that exists between Cornell University and its retirees. Also considered but not pursued were the ideas of asking for service-based contributions or putting an annual cap on the benefits any one retiree or their dependents might receive.

cable option, at any time, to move from the Medicare Supplement Program to the 80/20 Plan for Retirees.

Beginning July 1, 1993, faculty and staff who may be considering retirement, and those who retired early but will reach age 65 prior to July 1, 1994, will be able to choose between the two plans for one year, to allow for a transition period. As of July 1, 1994, the Medicare Supplement Plan will be closed to new retirees, and those who retire in the years following will enroll in the 80/20 Plan for Retirees.

Regardless of the plan chosen, changes in the ways sick leave credit is applied for endowed faculty and staff retirees will also take effect, beginning July 1, 1993. Currently all unused sick leave may be converted into a monthly value that is credited against the cost of retiree health insurance. This principle will still apply to the endowed retiree health programs, but sick leave credit will be limited to one-half of the amount a retiree

is required to pay for single coverage. This amount will be updated annually, or as the required retiree contribution changes.

The method of determining premium amounts for a surviving spouse will change for any faculty or staff member retiring after July 1, 1993. Currently the surviving spouse receives the same university contribution as does a single endowed retiree, resulting in free coverage for a Medicare eligible surviving spouse. The new contribution method provides a surviving spouse with the

same university contribution as that provided to the family.

The changes in the Endowed Retiree Healthcare Program are consistent with the findings of the comprehensive review of Cornell benefits and the goals of the overall human resource strategic planning and integration that University Human Resource Services has been undergoing for the past year. Ever since the arrival of Associate Vice President for Human Resources Beth I. Warren to Cornell a year ago, a holistic approach to health and wellness issues for faculty, staff, retirees, and their families has been in the development stages. The first initiatives in developing this holistic approach were the articulation of the Work and Family Matrix of Policies, Programs, and Practices (see *The Cornell Workplace*, September 28, 1992 issue; we will

reprint this matrix next week), and the Faculty/Staff Health Program (see *The Cornell Workplace*, February 18, 1993 issue).

Already in the planning stages is a Life/Work Planning and Development Consortium, which, like the Faculty/Staff Health Program, will develop a systematic context for looking at these issues at an integrated level. Over the course of the next six months, refinements to the Endowed Healthcare Program will also be introduced as part of this holistic, programmatic approach. The new 80/20 Plan for Retirees and the changes in spousal rates

and sick leave credit constitute Phase I of these refinements; Phase II will include a new prescription program and a new managed care option; Phase III will look at the possibility for HMOs in the area.

Other benefit program changes that are pending include the possibility for group long term care and an enhanced life insurance program. The enhanced life insurance program will include increased levels of coverage for spouses, options for higher coverage in retirement, and a terminal payout rider, available to all endowed and statutory faculty and staff.

## Managed Care Focus Groups Sponsored by UHRS and Employee Benefits Advisory Committee

University Human Resource Services and the Employee Benefits Advisory Committee (EBAC) are co-sponsoring a series of one-and-one-half hour advisory group meetings to review a new healthcare option that has recently become available in our community. A subcommittee of the Employee Benefits Advisory Committee devoted to managed care (including faculty, union and staff representation) has spent the past year evaluating managed care alternatives, including local development of a physician network.

These meetings will provide an opportunity for Cornell staff and faculty and others to review and suggest changes to this newly available healthcare opportunity. Cornell faculty and staff have consistently asked about the availability of Health Maintenance Organizations (HMOs) or Preferred Provider Organizations (PPOs) for Cornell's healthcare program. We now have the opportunity to offer a managed PPO, with the possibility that one or more HMOs may be available within the year.

Initial efforts undertaken by the Managed Care subcommittee have been structured to meet some specific needs that emerged as a result of the last healthcare program

modification. We are attempting to restore choice to the healthcare program by offering a program that will mesh with emerging local, state and national endeavors to redesign healthcare delivery systems. This newly developing program has been structured to keep people healthy with more comprehensive coverage for routine, preventive and wellness-related care. Another important consideration is the availability of a healthcare option that requires lower out-of-pocket expenses.

We need the input and feedback of the Cornell community to help evaluate how well we have done with our preliminary design. If you are interested in attending one of the advisory group meetings listed below, please contact Maryanne Reagan at 255-7508 or by E-mail at [MLR@CORNELL.EDU](mailto:MLR@CORNELL.EDU). Openings will be filled on a first-come, first-served basis with 10-12 participants at each meeting to encourage an open dialogue. Participants will receive a confirmation with the location of your meeting.

Thursday, June 10—8:00-9:30 a.m.

Tuesday, June 15—1:30-3:00 p.m.

Wednesday, June 16—9:30-11:00 a.m. and 2:00-3:30 p.m.

### Distribution of "Over 65" Population: 1993

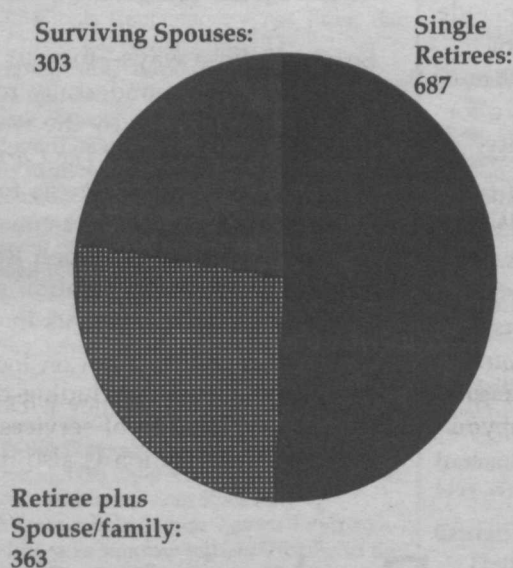


Chart II

The new 80/20 Plan for Retirees, and the ways in which it is being phased into Cornell's Retiree Health Program, meets these objectives. The Medicare Supplement Program will continue to provide the same benefits and levels of coverage as it presently does to endowed retirees, but deductibles will be increased to match the current 80/20 Endowed Health Plan deductibles (\$200 single, \$400 family) and a new premium structure using similar sharing ratios to those established for the 80/20 plan will be introduced. (The amount of increase is yet to be determined and will be announced in subsequent articles as well as in a letter to each retiree's home address.) The 80/20 Plan for Retirees, will have lower premiums than will the Medicare Supplement Program, and its benefits will be the same as those covered by the current 80/20 Plan for Endowed Employees. Current retirees will have an irrevoc-

## TIAA/CREF Retirement Applications

### Reminder: June 1, 1993 Deadline

A number of endowed staff members (340) recently received a certified letter from the university regarding their participation in the Cornell University Retirement Plan. In an effort to enroll every staff member when eligible and apply the university contribution retroactively to the date of eligibility, the benefits staff has made this contact through certified letter and requested that all TIAA/CREF appli-

cations be returned by June 1, 1993 to receive the retroactive contribution. If you received one of these certified letters and have not yet responded, please complete the application and return immediately. Applications will be accepted after June 1, but with NO retroactive contribution. Please contact a client service team member at 255-3936 if you have questions or need assistance.



## 38th Annual Service Recognition Dinner to Be Held June 8, 1993

—Nancy Doolittle and Cheryl Bishop  
co-chairs of the Service Awards Committee

As the Cornell population continues to age, (see Chart I, this issue), the number of Cornell staff who have given 25 years of service or more continues to increase. This year the university is recognizing 126 awardees celebrating 25, 30, 35, or 40 years of service and 389 special guests, who are celebrating between 26 and 29, 31 and 34, 36 and 39, and 41 and 44 years of services. These numbers represent a total of 36 Cornell staff more than were recognized last year.

The total number of participants in the 1993 Service Awards—including awardees and special guests and their guests, executive staff, deans, Employee Assembly, University Assembly, and Service Awards committee members—is 622 to date.

Some of the challenges of having such a large celebration are to determine a menu that meets the needs of many individuals and to ensure that everyone is served in a timely manner. This year, in attempting to meet the challenges, we are moving to a buffet-style service, with appetizers, dessert, and beverages served at the table. Our hope is to sustain the same level of el-

egance and refinement as has characterized this event in the past, but to ensure that people are able to dine in both a leisurely and timely fashion.

Finely, as mentioned in the "Editor's Overview," in keeping with the promotion of health and wellness that underlies so many of the programs in University Human Resource Services, the level of alcohol being served at the Service Awards dinner has been diminished. Wine will be served with dinner; the reception will be substance-free.

In keeping with the festive and celebratory nature of this event, a variety of hors d'oeuvres and non-alcoholic beverages will be offered, and we anticipate that the reception will provide ample opportunity for socializing and sharing.

We encourage all who were invited this year to let us know, after you participate in the evening's events, whether these changes are appropriate as we continue to refine the ways in which the university recognizes the fine work of its faculty, staff, and retirees.

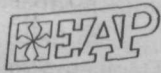
## A Few Points of Clarification about the Classification Review Study

Last week we printed a supplemental issue of *The Cornell Workplace* on the results of the Classification Review Study (the Compensation Research Study). To clarify a couple of points that have been raised on how to read the job family matrix and the hiring minima chart:

1. The job titles in the job family matrix are the new university job titles for those positions. They do not necessarily correspond with current job titles—even when they have numbers such as I, II, or III—though there is some overlap. In all likelihood, Cornell staff will be able to guess at their new job titles but will not know for sure how the study results affect them individually until they receive notification the week of June 22. While this uncertainty may cause some anxiety, we wanted to make the results known publicly as soon as feasible, so that staff could attend the informational sessions with a shared level of understanding already in their grasp.
2. The university job titles do not affect your current working title. For resumé and other purposes, you may wish to retain your working title, which in many cases will be more individualized and descriptive than the university job title.
3. The job families were developed by looking at jobs requiring similar

skills or functions. They do not correspond to any one unit or college, nor are they indicative of any organizational structure.

4. The hiring minima indicate only the lowest possible salary a person may be hired at for any particular job. Not everyone in each hiring pay band will receive the minimum salary; but everyone in each pay band will receive at least the minimum salary for that pay band. Depending on a number of factors, some people will be hired at higher than the hiring minimum for their pay band.
5. No one will receive decreases in their current rate of pay as a result of the Classification Review Study, i.e., no one who is currently working at above the hiring minima for their job in a particular pay band will be brought down to the hiring minimum of that pay band as a result of this study.
6. The index of the university job title summaries and of the incumbents in their new university job titles and pay bands will be made available on July 1, 1993, when the results of the study go into effect.
7. When we have brought to resolution those positions that are still under review, we will print a revised job family matrix in *The Cornell Workplace*.



## Cornell Employee Assistance Program Expands Services to Campus Community, Includes Retirees

*Editor's Note: Two weeks ago we printed the article below. I failed to mention, however, that the Employee Assistance Program is now available to Cornell retirees. Rerun below is the corrected text.*

Beginning June 1, 1993, the Employee Assistance Program sponsored by Cornell University will expand its services to the Ithaca-based Cornell campus community. Over the past few months, Family & Children's Service of Ithaca, Inc. and Family Enterprises, Inc. have worked with University Human Resource Services to structure a program for Cornell faculty, staff, and retirees designed to compliment the initiatives of the University Human Resource Faculty/Staff Health Program.

### Expanded Hours

As of June, the number of counseling sessions available for faculty, staff, and retirees and their dependents will increase from 8 to 10 sessions. Appointments to see an Employee Assistance counselor may be scheduled Monday through Friday at either a downtown or campus location. Evening hours are also available Monday through Thursday at the downtown offices of Family & Children's Service of Ithaca. By offering a greater number of counseling sessions through the Employee Assistance Program,

we are able to help faculty, staff, and retirees and their dependents work through a broader range of personal, family and work-related problems. This service is free and confidential. For more information on the counseling services available through the Employee Assistance Program, call (607) 273-1129.

### Serving Teens and Parents

Just in time for summer, a new service is being added to the Cornell Employee Assistance Program. TeenLine, a phone assistance service for parents and teenagers, will be available to the Cornell community. Offered through Family Enterprises, Inc., this toll-free line is staffed by professionals experienced in working with adolescents. These professionals will be available to answer questions about problems teenagers are experiencing and the most appropriate method to deal with the situation. TeenLine is not a diagnostic service, but an educational resource to help parents become more aware of the range of options available. TeenLine is also a resource for teenagers. The 800 line is available for teenagers to use and ask questions on a variety of issues, including substance abuse, sexuality, school problems, communication with parents and other concerns. This service offers teens a chance to talk to someone, have questions answered, and hear about

additional resources, without giving a name. Call TeenLine at 1-800-242-TEEN (8336) whenever you have questions about adolescent care. The call costs you nothing—the guidance may be invaluable.

### Serving Those Dealing with Eldercare

In recognition of the fact that today one in four working adults provides care for a parent or older adult relative, Cornell University has also added ELDER CARE to the services available through the Employee Assistance Program. ELDER CARE is a consultation and referral program of Family Enterprises, Inc. which provides trained specialists to assist individuals facing the difficulties of trying to balance the needs of family and job responsibilities with those of an aging relative. This service is available free of charge and may be used as often as the employee wishes. When you call ELDER CARE, a staff member can assist with the following:

- Provide expert help in understanding aging.
- Clarify and assess your family's elder care needs.
- Conduct a search for resources to meet your elder's identified needs.

- Provide information on local service providers, including the cost and availability of services. The same information is also mailed to you.
- Conduct follow-up with you to determine if your elder care needs have been met or if additional assistance is needed.
- Provide you with a copy of *The Family Guide to Elder Care*, which contains information about the many aspects of aging and ways to meet the related lifestyle changes. The book also contains information and check lists to help caregivers evaluate services.

**The ELDER CARE consultation and referral service can be reached by calling 1-800-392-5374.**

Family & Children's Service of Ithaca, Inc. and Family Enterprises, Inc. are pleased to have the opportunity to work with University Human Resource Services to provide a comprehensive Employee Assistance Program designed to serve the needs of the Cornell staff, faculty, and retiree community. For more information about the Employee Assistance Program sponsored by Cornell University, call (607) 273-1129 or contact Linda Staff, the EAP campus representative, at (607) 255-6276.





THE

# Bulletin Board

**Free Teen Shopping Spree**

Maplewood Park Community Center is sponsoring this free "shopping" for teens on Friday, May 28 at 3:30 p.m. Teens are welcome to come "shop" for clothing, household items and lots of great stuff left behind by college students from all over the world. For more information call 255-9506.

**Workshop Cancelled**

*Career Exploration and Effectively Marketing Yourself* which was being offered on June 1, 3, and 8 from 9:00 a.m.-4:00 p.m. at 20 Thornwood Drive has been cancelled.

If you have questions, please contact Human Resource Relations and Development at 255-7170.

**Parenting Support Network**

Come to the second meeting of the parenting support network on Thursday, June 3, 12:00-1:00 p.m. in 163 Day Hall. We will identify the issues and subjects that we would like to examine more closely through our facilitator, Marilee Bell. Whether you want to share your personal story, see something from a new perspective or just feel better knowing you're not alone, come join us. Bring a friend and your lunch; hot beverages provided. Call 255-3649 for more information.

**Empty Nesters Support Network**

The next meeting of the Empty Nest group will be Wednesday, June 2 from 12:00-1:00 p.m. in 163 Day Hall. This group meets for discussion about all aspects of children living away from home. Letting go is never easy, but sharing your feelings with others can help. Come listen and share your perspective. Bring a lunch; hot beverages provided. For more information, or just to let us know you're interested call 255-3649.

**CHRISP Demographic Module Training**

Demographic Inquiry Screens, Friday, June 4, 9:30 a.m.-12:00 noon

Demographic Input/Update Screens, Friday, June 11, 9:30-11:00 a.m.

Training sessions will be held in 163 Day Hall. Call Beth Hebert at 255-2534 to register.

**Layoff Support Group**

UHRs Employment Services is sponsoring a support group for university staff who are on layoff status or who have been informed of

impending layoff. Activities will be determined based upon the participants needs, and may include guest speakers on assessing personal and professional options, developing networks inside and outside of Cornell, and other topics relating to re-employment strategies. The next meeting will be held on June 14 from 3:00-4:30 in Room 101, 20 Thornwood Drive.

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

**Weight Watchers at Work**

The next Weight Watchers at Work series kicks off on Wednesday, May 26 at 12:00 noon to 1:00 p.m. with a registration and orientation meeting in 250 Caldwell Hall. Members can also join on Wednesday, June 2. For further information, call Jacquie Corso at 1-800-234-8080.

**Employment Services Staff Phone Numbers**

Patricia Hutton, director	254-8369
Dee Dee Berry	254-8366
Allan Bishop	254-8359
Holly Cary	254-8355
Sandy Dennis-Conlon	254-8354
Courtney Fletcher	254-8350
Micaela Grill	254-8374
Anita Harris	254-8357
Mary Beth Jordan	254-8360
Monica Lacey	254-8361
Wendy Manzanara	254-8372
Karen McLean	254-8371
Karen Raponi	254-8368
Peggy Reynolds	254-8373
Esther Smith	254-8367
Cynthia Smithbower	254-8352
Sue Tvaroha	254-8362
Teresa Walding	254-8370
Sam Weeks	254-8353

Employment Services staff can also be contacted through QuickMail, E-Mail, and Audix. There is also a "drop-box" in 130 Day Hall. You may also pick up forms at 130 Day Hall: requisitions, ACSS, employee transfer applications and position authorization forms.

**Location**

Employment Services is located on 20 Thornwood Drive, Cornell Business/Technology Park near the Tompkins County Airport.

**Directions**

Route 13 to Warren Road; notice sign for airport. Warren Road to Brown Road-first right. Thornwood is the first right turn off Brown Road. The reception area for Employment Services is room #106.

**Upcoming Planned CRC Trips**

A sampling of upcoming Cornell Recreation Community events includes:

June 5 - Vernon Downs

June 19 - Annual June Picnic

July 18 - Beck's Grove Dinner Theatre, "The Odd Couple"

July 20-21- Tanglewood and the Boston Symphony; Norman Rockwell Museum

August 7 - Thousand Islands

September 18-19 - Toronto: Phantom of the Opera

October 2 - Pork Roast/Square Dance

October 22-28 - Cancun, Mexico

October 30 - Halloween Party at the Park

November 6 - Franklin Mills Shopping

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

**Select Benefits Claims Schedule 1993**

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

6/04	7/30	9/24	11/18*
6/18	8/13	10/8	12/3
7/01*	8/27*	10/22	12/16*
7/16	9/10	11/5	

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

**Statutory Health Insurance COBRA Reminder**

If you have a dependent who is a graduate from college or who is 19 and will not be a full-time student in the fall, you must let the Statutory Benefits Office know that they are no longer eligible for health coverage.

To continue coverage for that dependent, you must contact the New York State Department of Civil Service within 60 days of the change in status and request COBRA coverage. COBRA allows your child to be covered under an individual policy for up to three years, provided he or she does not become eligible for coverage under another policy. The cost of single coverage

under COBRA for the Empire Plan is \$202.96 per month (this includes the full cost plus a 2% administrative fee).

To contact the NYS Department of Civil Service you can call 1-800-833-4344 or you can write to:

New York State Department of Civil Service  
COBRA Unit  
W. Averell Harriman  
State Office Building Campus Albany, NY 12239

If you have any questions, or need further assistance, please feel free to contact the Statutory Benefits Office (607) 255-4455.

**Endowed Health Care Reminder for Dependents Graduating from College**

Do you have a dependent child covered under the Endowed Health Care Program who is graduating from college? If so, coverage for that child will cease as of his or her graduation date. In order to continue your child's coverage under the Endowed Health Care Program after graduation, it is your responsibility to contact Benefit Services at 255-3936 within 60 days of the date of graduation to request a COBRA continuation application.

COBRA allows your child to continue coverage under a single policy for up to 36 months, pro-

vided he or she does not become eligible for coverage under another group health plan. The cost of single coverage under COBRA is \$139.32 per month (which includes a 2% administrative fee) and is billed on a monthly basis. Failure to pay the required premium within 30 days of the billing date results in immediate termination of coverage.

If you have any questions, or would like to request a COBRA application, please call Benefit Services at 255-3936 or contact us in writing via Q-mail at:

Benefit\_Services@QMRELAY.citcornell.edu



# CAREER Opportunities

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

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

## Professional

### Director of Alumni Affairs (PA7008) HRI Ag and Life Sciences/Public Affairs-Statutory Posting Date: 5/27/93

Under the overall supervision of the assistant dean for public affairs, and in close collaboration with university public affairs staff. Provide overall direction an leadership for the college's alumni affairs program and serve as a senior level development officer for the college. The college has 6,300 dues paying alumni association members, 250 active alumni association board members and regional leaders, and 40,000 alumni who receive a regular college newsletter. The college has raised over \$95million during the past three years and is an active partner in Cornell University \$1.25 billion capital campaign.

**Requirements:** Bachelor's degree or equivalent, plus 10 yrs. of progressively responsible experience in alumni affairs, development, or a closely related field or a Master's degree and 5yrs. of progressively responsible experience in alumni affairs, development, or a closely related field; outstanding written and verbal communication skills; strong self-motivation; the ability to work as a team member within a comprehensive university setting; and willingness to travel frequently both nationally and regionally. Applicants should submit a letter of interest, curriculum vitae, and four names of reference postmarked no later than July 1, 1993 to Cynthia Smithbower.

### Director of Cornell Fund (PA6902) HRIII University Development/Public Affairs-Endowed Posting Date: 5/20/93

Senior staff position responsible for managing and directing the University's \$38+ million annual giving program that includes direct mail, phonathons, reunion class campaigns and personal solicitations with strong regional and national components.

**Requirements:** Bachelor's degree or equivalent required. Proven record of executive ability. Strong writing and communication skills. Thorough knowledge of the principles and practices of university development and fund raising. Knowledge of modern management practices and techniques including data-based computerized information systems. 7-10yrs. of experience in annual giving. Demonstrated commitment to institutional advancement in higher education. Send cover letter and resume to Cynthia Smithbower.

### Technical Consultant II (PT7003) Level 33 English-Endowed Posting Date: 5/27/93

Manage the growth and routine maintenance of 3 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support. Manage a graduate computer facility overseeing the student support staff.

**Requirements:** BS/BA or equivalent experience. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong interpersonal and communication skills essential. Ability to effectively manage a group of student workers. Send cover letter and resume to Sam Weeks.

### Application Programmer/Analyst II (PT6403) Level 33

#### University Registrar-Endowed Posting Date: 4/15/93

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

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

### Service Analyst (PT6603) Level 32 CIT/Network Resources-Endowed Posting Date: 4/29/93

Provide and facilitate a variety of information, installation and trouble related services for a broad array of voice/video/data products. Maintain information systems which support service provision by teams; act as primary communications interface for NR service teams and customers on day-to-day basis.

**Requirements:** Bachelor's degree or equivalent required. 1-2yrs. telecommunications or related experience. Supervisory experience, as well as excellent interpersonal, written, verbal, and organizational skills are essential. Send cover letter and resume to Sam Weeks.

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

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

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

### Counselor/Therapist (PA7001) HRII Health Services-Endowed Posting Date: 5/27/93

Provide crisis intervention and short-term therapy to students in emotional distress, couple and family counseling, lead group therapy sessions, consult with campus personnel, including dean of students, residence life, etc. Provide consultation for faculty and students including after-hours emergency service. This is a one term appointment until May 1994.

**Requirements:** An A.C.S.W. or S.W. degree. If psychologist, a PhD in clinical or counseling psychology from an APA approved program. APA approved interns preferred. 1-2yrs. experience in crisis intervention, knowledge of personality theory, psychopathology and short-term crisis intervention with experience in teaching or outreach. Send cover letter and resume to Cynthia Smithbower.

### Assistant Director for Recognition Programs (PA7005) HRII Development/Public Affairs-Endowed Posting Date: 5/27/93

Work with the associate director to plan and implement specific aspects of the Cornell Fund personal solicitation effort. Includes coordination of the effort between the fund and the regional campaign coordinators. Staff 1-2 cities for the regional campaign and will serve as the main contact for the young alumni chair.

**Requirements:** Bachelor's degree or equivalent is required. 3-5yrs. related experience with volunteers and fund-raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability is necessary. Managerial skills necessary. Send cover letter and resume to Cynthia Smithbower.

### Director of Minority Programs (PA6904) HRII Engineering Minority Programs-Endowed Posting Date: 5/20/93

Lead, manage and coordinate a program to support success of underrepresented minority students enrolled in Cornell's college of engineering.

**Requirements:** Bachelor's degree required (engineering field preferred). Master's degree in engineering or appropriate professional area preferred. Minimum 5yrs. engineering experience required. Send cover letter and resume to Cynthia Smithbower.

### Associate Director (PA6901) HRII Undergraduate Admissions-Endowed Posting Date: 5/20/93

Provide leadership for university's recruitment program, school relations and alumni admissions volunteer program in the Metro New York region. Plan and implement based on market research and demographic analysis, recruitment activities for students in this region.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. of experience in progressively responsible positions in admissions. Candidates should have experience with a quantitative, market research based approach to planning, recruitment activities. Excellent public speaking and writing abilities a must. 6-8 weeks of travel required. Send cover letter and resume to Cynthia Smithbower.

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

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

**Requirements:** Bachelors degree or equivalent required; graduate degree or study desirable. Minimum of 5yrs. experience in journalism/communications; experience in university news office desirable. Demonstrated excellence in writing and demonstrated success in placements of news articles in the print and broadcast media. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Assistant/Associate Director of Admissions (PA7007) HRI

#### Academic Programs/CALS-Statutory Posting Date: 5/27/93

Perform all admissions activities, including planning and participating in recruitment travel, interviewing and advising prospective students, evaluating applications, making admission decisions, and interacting with all segments of the college and university. Recruitment includes working with students, counselors, alumni, and other university representatives, both on and off campus. Some travel. Limited evening and weekend commitments.

**Requirements:** Bachelor's degree or equivalent with training and experience in admissions or related fields; Master's degree preferred. Title and salary commensurate with experience. Strong interpersonal and organizational skills. Must be able to make independent decisions, organize events and projects, make public presentations, and incorporate creativity and sensitivity into work. Computer skills as well as experience in writing and preparing publications highly desirable. Send cover letter and resume to Cynthia Smithbower.

### Managing Editor (PC7012) HRI Hotel Administration-Endowed Posting Date: 5/27/93

Under general supervision of the director of publications for producing (writing, editing, designing, composing) publications of the school of hotel administration.

**Requirements:** Bachelor's degree or equivalent. 2-3yrs. experience in publications, journalism, design or related positions. External applicants send cover letter, resume & sample publication to Esther Smith. Employees should include employee transfer application.

### CRESP Executive Director Center for Religion Ethics and Social Policy Posting Date: 5/27/93

Link the people and resources of Cornell and CRESP to many wider communities and create new and innovative approaches to human services, education and social change. Provides leadership and executive assistance to a group of well-established and independent social, educational and spiritual projects and programs that serve a range of individuals and needs. Plan, organize and direct center-wide administrative functions including finance, human resources, strategic planning, fundraising, public relations and volunteer management.

**Requirements:** Excellent communication and presentation skills and significant experience in leading and directing religious, educational, social or human services organizations. Particularly experienced in financial management and community-based/educational fundraising. Sense of humor, flexibility in working style and the ability to create strong working relationships is essential. Bachelor's degree is required and graduate training in religion, theology philosophy, human development or the social sciences is desirable. Salary is modest but carries full Cornell benefits. Reports to the executive committee of the CRESP board. Candidates should send cover letter and resume to Gil Ott, Co-chair CRESP, 55 Brown Road, Cornell University, Ithaca, NY 14850. Applications and nominations will be accepted until and appointment is made.

### Assistant Materials Manager (PA7006) HRI Campus Store-Endowed Posting Date: 5/27/93

Assist in directing warehouse operations for the Campus Store. Assume responsibilities of warehouse manager in his absence. Has primary responsibility for day-to-day supervision of student, temporary, and

regular employees. 7:30am-4:30pm.

**Requirements:** Associate degree or technical/vocational equivalent required. 3-5 yrs. related retail experience. Strong communication and interpersonal skills. Must be able to lift 50lbs. Send cover letter and resume to Cynthia Smithbower.

### Public Affairs Assistant (PA7004) HRI JGSM-Endowed Posting Date: 5/27/93

Work with the director of development and associate director of annual giving in the planning and implementation of the school's annual fund and leadership gift and tower club/dean's society efforts. Provides leadership of student phonathons and assists with reunion campaigns. Supervises the MBA II class program and gift acknowledgment system.

**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. related experience required. Excellent writing, communications and interpersonal skills. Prior knowledge of fund-raising through professional or volunteer experience. Ability to communicate with a diverse faculty/staff, alumni and student body. Knowledge of Cornell and public affairs information systems. Knowledge of Macintosh computers and software. Send cover letter and resume Cynthia Smithbower.

### Research Support Specialist II (PT7006) HRI Soil, Crop and Atmospheric Sciences-Statutory Posting Date: 5/27/93

Conduct applied climatological research projects resulting in information useful to the service program of the northeast regional climate center. Participate in assessment of procedures and derivation of algorithms necessary to pursue each project. Acquire the necessary climatological and other data; design and implement quality control procedures; and implement the data-analytic algorithms on computer systems running the VMS and UNIX operation systems. Contribute computer graphics and written material to project reports and other deliverables.

**Requirements:** BS degree or equivalent in atmospheric sciences or closely related field. Proficiency with computer programming in XMS and/or UNIX environments, with interfaces to computer graphics. Good organizational and writing skills. Send cover letter and resume to Sam Weeks.

### Executive Staff Assistant I (PC6907) HRI Center for the Environment-Statutory Posting Date: 5/20/93

Assist director of water resources institute in coordinating and administering projects. Three main functions: administrative support and coordinator of WRI projects, especially those performed jointly with Cornell faculty and off-campus groups; financial oversight of projects, and administration of training and educational activities of WRI.

**Requirements:** Associates or equivalent, Bachelor's preferred. 1-2yrs. related experience. Highly developed diplomatic skills. Administrative experience, including budget management. Understanding of government and water resources. Working knowledge of computer software, including databases, spreadsheets and desktop publishing. Demonstrated writing ability. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Research Support Specialist I (PT6902) HRI Veterinary Pathology-Statutory Posting Date: 5/20/93

Provide investigative assistance, technological support in biological and flow cytometry lab. Plan/execute

## The Cornell Workplace

**Mission of University Human Resource Services: "to advance the practice of human resource management in the Cornell workplace."**

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PRODUCTION: Cheryl Bishop, 255-6890

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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).

Cornell University is committed to assisting those persons with disabilities who have special needs. A brochure describing services for persons with disabilities may be obtained by writing to the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801. Other questions or requests for special assistance may also be directed to that office.



experiments; supervise staff; and perform data analysis. Order supplies. Conduct literature surveys.  
**Requirements:** BS degree or equivalent required. 2-3yrs. related lab experience required. Knowledge of related techniques to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cov ltr & resume to Sam Weeks.

**Assistant Director (PA6907) HRI**  
**University Development/Public Affairs-Endowed**  
**Posting Date:** 5/20/93  
Reports to director of student aid development and stewardship. Responsible for establishing and maintaining stewardship programs for university student aid funds. Includes working with office of financial aid to systematize information flows, designing and appropriate report format, and reporting to donors and friends associated with non-college specific funds. Also includes design and implementation of student-to-donor thank you system. Responsible for major scholarship reception, Cornell club and class contacts. Will involve extensive contact with university staff and donors.  
**Requirements:** B.A. degree or equivalent. 2-3yrs related experience. Good communication skills, especially writing. Good people skills; tact, diplomacy, and quiet persistence will be required, as well as enthusiasm and warmth. Computer literacy and good familiarity with Macintosh and/or IBM systems. Interest and experience in creating systems to make efficient and effective information flows between groups of people, offices, and individuals. Proven good judgment. Send cover letter and resume to Cynthia Smithbower.

**Assistant Front Office Manager (PA6906) HRI**  
**Statler Hotel-Endowed**  
**Posting Date:** 5/20/93  
Under supervision of director of rooms division, coordinates and participates in front desk, and telephone operations to achieve the highest quality of service possible to the guest. Flexible nights and weekends.  
**Requirements:** B.S. degree in hotel administration or equivalent preferred or 2yrs. plus or related experience required. Excellent interpersonal and communication skills. Must demonstrate leadership qualities. Send cover letter and resume to Cynthia Smithbower.

**Development Assistant (PA6908) HRI**  
**Public Affairs/Johnson Museum-Endowed**  
**Posting Date:** 5/20/93  
Assist the development officer at the Johnson art museum with all aspects of public affairs. Coordinate museum related events on and off campus. Help with fundraising activities and provide stewardship to museum donors.  
**Requirements:** Bachelor's degree or equivalent. Minimum 2yrs. museum/public affairs experience preferred. Experience with Apple Macintosh and IBM software (Microsoft Word and WordPerfect) and the public affairs records systems is preferred. Send cover letter and resume to Cynthia Smithbower.

**Extension Support Specialist I - 4-H Youth Development (PA6905) HRI**  
**Cooperative Extension-Statutory**  
**Posting Date:** 5/20/93  
Plan and implement at least 15 comprehensive on-campus educational experience for over 400 youth. Design and distribute publicity for program. Support Youth-At-Risk program efforts.  
**Requirements:** Bachelor's degree from accredited university or equivalent education and experience. 2-3yrs. demonstrated experience in organizing and conducting programs. Send cover letter and resume to Cynthia Smithbower.

**Copy Editor I (PC6809) HRI**  
**University Relations/Publications Services-Endowed**  
**Posting Date:** 5/13/93  
Edits and proofs manuscripts, assists in creating subsequent production stages, and works with clients, designers, and support personnel during the entire process of producing printed publications.  
**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. related working experience with computers and word-processing programs (Specific experience with Macintosh computers, Microsoft Word, and PageMaker is desirable). A sensitivity to language, nuance, and tone. A high regard precision and accuracy. Attention to details and facts. Ability to work both independently and closely with others, and administer multiple tasks and procedures. External applicants send completed application, cover letter, resume and marked up editing samples (minimum 2 pages, 8 1/2x11, double-spaced copy) to Esther Smith. Employees should include employee transfer application.

**Business Writer (PC6814) HRI**  
**University Relations/News Service-Endowed**  
**Posting Date:** 5/13/93  
A 12-month term appointment to serve as Business Writer for the Cornell News Service. Publicize in the national and international print and broadcast media research and educational programs in the Schools of Hotel Administration and Industrial and Labor Relations, Johnson Graduate School of Management, and other units as assigned. Also responsible for internal communications in assigned areas. Monday-Friday occasional nights/weekends.  
**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. experience in journalism/communications. Demonstrated excellence in writing and demonstrated success in placements of news articles in the print and broadcast media. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Research Support Specialist I (PT6705) HRI**  
**Nutritional Sciences-Statutory**  
**Posting Date:** 5/6/93  
Take charge of running a lab involved in biopsychology (cognitive testing) research. Supervise and integrate the activities of 10-12 undergrads, grads and post docs. Participate in testing 100 animals daily. Trouble shoot the 11 computer operated testing chambers. Perform data management and analysis. Participate in designing experiments.  
**Requirements:** BS degree or equivalent. Biopsychology background desirable. 2-3yrs. related experience. Be able to work under pressure and meet deadlines. Accuracy a must. Excellent interpersonal, communication and organizational skills. Ability to work independently and prioritize work. Supervisory experience helpful. Experience with computers for data analysis, knowledge of electronics and statistics are all desirable. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT6503) HRI**  
**Agricultural and Biological Engineering-Statutory**  
**Posting Date:** 4/22/93  
Determine criteria and methods for delineating hydrologically critical areas as part of the NYC/Cornell Whole Farm Planning Process. Develop models to establish criteria for hydrologically critical areas. Work closely with county projects teams, farmers and other Cornell team members.  
**Requirements:** Bachelor's degree in earth science or engineering. 1-2yrs. of related experience. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PC6503) HRI**  
**Chemistry-Endowed**  
**Posting Date:** 4/22/93  
Complete administrative responsibility for content of the international journal "Accounts of Chemical Research", including coordination of the solicitation and peer review of manuscripts and special marketing efforts. Also prepare other correspondence and scientific papers.  
**Requirements:** Bachelor's degree or equivalent in chemistry; Master's degree desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Familiarity with scientific computing and French/German helpful. 1-2yrs. experience desirable. External applicants send cover letter, resume and 3 references to Esther Smith. Employees should include employee transfer application.

**Research Support Specialist I (PT5701) HRI**  
**Anatomy-Statutory**  
**Posting Date:** 4/22/93 **Repost**  
Perform a wide variety of morphologically-based techniques in support of an anatomically-based research program. Design experiments, analyze data and developing computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.  
**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT6306) HRI**  
**Food Science-Statutory**  
**Posting Date:** 4/8/93  
Provide technical support to an extensive research project in the area of high pressure and/or extrusion processing of food and other related biomaterials.  
**Requirements:** M.S. in food science/engineering or equivalent. Minimum 2yrs. of related experience. Send cover letter and resume to Sam Weeks.

## Professionals Part-Time

**Applications Programmer/Analyst III (PT6806) Level 34**  
**History of Art-Endowed**  
**Posting Date:** 5/13/93  
Provide all technical computer support and development for the Aegean Dendrochronology Project. Support 15 users in applications including Paradox WordPerfect, CMS, DOS and internet communications. Develop, upgrade and document applications to user specifications. Administer a Novell network. Flexible hours.  
**Requirements:** Bachelor's degree or equivalent required. 3-5yrs experience, at least as a student programmer required. Novell network experience preferred. Send cover letter and resume to Sam Weeks.

**Technical Consultant II (PT7002) Level 33**  
**Physics-Endowed**  
**Posting Date:** 5/27/93  
Manage the growth and routine maintenance of 2 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support.  
**Requirements:** BS degree or equivalent. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong organization, interpersonal and communication skills essential. Send cover letter and resume to Sam Weeks.

## Professionals Casual

**Research Support Specialist (PT6904)**  
**Nutritional Sciences**  
**Posting Date:** 5/20/93  
Assist with various aspects of the development of the Regional Food Guide, a collaborative project. Help conduct a review of past and current northeast agricultural production and processing. Conduct a review of U.S. and Canadian dietary guidance. Help assemble a group of food system representatives from the northeast to serve as a project advisory committee. Coordinate communications with the project advisory committee. Assist in evaluation of consumer attitudes and knowledge about regional food selection and meal planning.  
**Requirements:** BS or equivalent in nutrition or other relevant field. Ability to write and communicate with urban and rural community leaders. Strong organizational skills. Ability to work independently. Attention to detail. Good communication (oral and written) and people skills a must. Knowledge of northeast agriculture and food processing preferred. Experience in social science; consume or nutrition education research method; in questionnaire development; and project coordination highly desirable. Familiarity with computer word processing and graphics desirable. Interest in food system issues helpful. Send cover letter and resume to Sam Weeks.

## Professional Off-Campus Temporary

**Waste Assessment Technicians (3) and Senior Waste Assessment Technician (1)**  
**Tompkins County Cooperative Extension**  
**Posting Date:** 5/20/93  
Help businesses reduce and recycle their wastes. Tasks: commercial waste assessments, onsite education, waste characterization, computer data entry, word processing, report writing. Intensive training provides. Bachelor's required. Must start June 7 for 18 weeks; supervisory position for 24 weeks. Contact: Nancy B. Potter, Tompkins County Cooperative Extension, 615 Willow Avenue, Ithaca, NY 14850, phone 607-272-2292 by May 24, 1993.

## Professionals Temporary

**Research Support Specialist (PT6303)**  
**Nutritional Sciences/CFNPP**  
**Posting Date:** 5/27/93 **Repost**  
Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning and labor supply.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or Ithaca.

**Senior Technician (PT6809)**  
**Mammalian Cell Culture/Animal Science**  
**Posting Date:** 5/13/93  
Provide technical support in mammalian cell culture research involving studies on the role of a novel peptide, found in mammary tissue and milk, that effects cell proliferation and differentiation.  
**Requirements:** Skilled in cell culture, immunocytochemistry and various analytical techniques such as PAGE, Western, Northern and Southern blotting. Experience in confocal microscopy and cell cycle analysis is preferred. Send Curriculum vitae, work history and names of 3 references to Dr. R.C. Gorewit, Department of Animal Science, Cornell University, Ithaca, NY 14853.

## Technical

**Technician GR18 (T7005)**  
**Biotechnology Program-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date:** 5/27/93  
Provide general lab assistance: maintain glassware and sterile media; prepare media; and care for plants, bacteria and tissue cultures. Assist in development, organization and instruction of workshops in molecular biology techniques. Give tours of the facility to student groups. Supervise student helpers.  
**Requirements:** BS or equivalent in related scientific field. Lab experience preferred. Some computer data entry experience. Send cover letter and resume to Sam Weeks.

**Laboratory Technician GR19 (T6901)**  
**James A. Baker Institute-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date:** 5/20/93  
Assist with experiments in molecular biology and biochemistry. Perform CDNA/RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, *in situ* hybridization, immunoprecipitation, SDS Page, and autoradiography. Assist with lab organization, maintenance and experimental planning. Keep detail records of experiments.  
**Requirements:** Associates degree or equivalent in biochemistry, biology, chemistry, or molecular biology. Minimum of 2 years related experience required. A good working knowledge of standard lab equipment procedures and including working with radioactive isotopes. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T6501)**  
**Veterinary Pathology-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date:** 4/22/93  
Provide technical assistance in carrying out various experiments using molecular, biochemical and cell biological methods. Assist with routine lab operations and maintenance. Perform tissue cultures; prepare media and solutions; and maintain cell stocks. Assist in maintaining lab supplies.  
**Requirements:** AAS in biology, biochemistry, chemistry or related field. Lab experience desired. On-the-job training provided. Send cover letter and resume to Sam Weeks.

**Animal Health Technician (T5612) GR20**  
**Veterinary Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date:** 2/18/93  
Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.  
**Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T6701)**  
**CIT/CR-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date:** 5/6/93  
Operate large scale computer systems and associated peripheral equipment. Monitor data communications network. Consult with vendor engineers and department support staff. Also, monitor server systems and consult with server administrators. Swift-work/weekends.  
**Requirements:** A.A.S. degree or equivalent combination or education and experience in large data processing facilities required. Computer operating experience with minimum 3yrs. related data communications experience helpful. Knowledge of computer hardware, software, operating systems and programming languages. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T4807)**  
**Microbiology, Immunology, and Parasitology-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date:** 4/22/93 **Repost**  
Provide technical support for an immunology lab. Conduct nutritional and cellular immunology experiments using rat and chicken animal models and *in vitro* cellular systems. Evaluate cellular immunity, flow cytometry and other related assays. Maintain rats. Perform routine lab duties including data analysis, lab maintenance, record keeping and preparation of supplies and reagents, etc.  
**Requirements:** BS degree or equivalent, in biology, biochemistry or related field. 2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T6703)**  
**Psychology-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date:** 5/6/93  
Assume operation and supervision of Infant Research Center. Plan, conduct, and analyze data from research with human infants. Explain research to parents and summarize experimental findings. Supervise 10 undergrad assistants.  
**Requirements:** B.A. or B.S. degree or equivalent required. 2-4yrs. related research experience required. Experience with statistics and database software preferred. Must have good supervisory, organizational and interpersonal skills. Must like working with infants. Send cover letter and resume to Sam Weeks.

**Electronics Technician GR22 (T6602)**  
**Vet Physiology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date:** 4/29/93  
Provide general support in the areas of electronics and

computing. Fabricate, calibrate, maintain and repair electronic and electro-mechanical physiological measuring equipment. Assist in setting up equipment and recording experimental data. Enter data and maintain computerized data bases. Assist in the maintenance and trouble shooting of PC's and LAN. Participate in computer programming and configuring hardware for data acquisition and real-time monitoring and control of experimental systems.

**Requirements:** BS degree or equivalent with some course work in computers and electronics. Several years related experience. Knowledge of LAN's and PC repair. Electro-mechanical skills. Knowledge of physiology helpful. Send cov letter & resume to Sam Weeks.

**Computer Operator GR22 (T6502)**  
**Law-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date:** 4/22/93  
Serve as night supervisor/lab manager and consultant for networked public computing facility. Maintain and administer activities on multivendor, multi-server LAN connecting 200 workstations with 4 Gb. on-line storage. Establish and maintain user accounts. Perform security audits. Manage mass storage devices and perform system-wide backups. Provide user support. Maintain and repair hardware PC's, printers, modems, and CD-ROM players. Maintain the network. Provide software support. 2:30-11pm, Sunday-Thursday (flexible).  
**Requirements:** BS degree in computer related field or equivalent combination of education and experience. Knowledge of IBM and Mac PC's. Experience and ability in providing software support for non-technical users. Familiarity with Novell network and administrative tools highly desirable. Strong interpersonal and writing skills. Send cov letter & resume to Sam Weeks.

**Technician GR23 (T6807)**  
**Fruit and Vegetable Science-Statutory**  
**Minimum Biweekly Salary: \$669.23**  
**Posting Date:** 5/13/93  
Provide technical and group leadership support for vegetable crops applied research and extension program. Participate in design of experiments and coordinate arrangements for field studies and demonstrations. Plant and maintain field and greenhouse crops used in research. Install equipment for monitoring plant, soil, and weather parameters. Record data on crop development, yield, and fruit quality. Assist with laboratory procedures such as photosynthesis measurements and plant and soil chemical analysis. Use computer software to organize, statistically analyze, and graphically present results. Contribute to written reports and oral presentations for scientific and lay audiences.  
**Requirements:** BS degree or equivalent in the plant sciences, biology, or related field required. Minimum of 2-4yrs. experience including 1-2yrs. in applied research and crop production. Good working knowledge of farm equipment and standard plant growing techniques is essential. Basic knowledge of computers necessary; familiarity with spreadsheet, statistics, and graphics software is highly desirable. Must be organized and have demonstrated ability to work independently. Pesticide applicators license desirable. Send cover letter and resume to Sam Weeks.

**CHES Operator GR24 (T6805)**  
**CHES-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date:** 5/13/93  
Provide technical support (computer, scientific engineering, machining, etc.) for CHES user groups. Supervise enforcement of safety codes. Monitor status of X-ray synchrotron facilities. Correct system malfunctions and software problems associated with instrument control. Maintain lab equipment. Design new equipment using CAD. May assist in experimental problems.  
**Requirements:** BS or equivalent in technical/scientific field such as engineering or physics. Good mechanical lab skills. Computer programming experience preferred. Send cover letter and resume to Sam Weeks.

**Electronics Technician GR24 (T6604)**  
**Biomedical Electronics Service-Statutory**  
**Posting Date:** 4/29/93  
Provide technological support for the research, teaching and clinical programs at the College of Veterinary Medicine with emphasis on component level repair of sophisticated electrical and electronic instrumentation. Some computer workstation and peripheral equipment repair. Some network installation and support.  
**Requirements:** Education and experience equivalent to a certified biomedical electronics technician required. Strong computer science background preferred. Experience troubleshooting sophisticated medical and analytical electronic instrumentation to the component level. Some experience troubleshooting and repairing micro-computers and peripherals. Ability to interact with lay users and translate technical jargon into terms they can understand. Send cover letter and resume to Sam Weeks.

## Technical Off-Campus

**Technician GR17 (T6905)**  
**Plant Pathology/Lake Placid-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date:** 5/20/93  
Provide technical assistance in tissue culture and greenhouse production of potatoes. Laboratory duties include preparation of media and buffers, assist in testing plants (e.g., serology tests) and propagation and maintenance of tissue culture plantlets. Greenhouse duties include maintenance, care and harvesting of plants. Field duties include transplantation and harvesting of plantlets.  
**Requirements:** High school or equivalent. Careful work and attention to detail are required. Laboratory and/or greenhouse production experience desired. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Research Aide GR21 (T7004)**  
**ILR Extension and Public Service-Statutory**  
**Minimum Full-Time Equivalent: \$615.42**  
**Posting Date:** 5/27/93  
Provide support for the ILR's Mutual Gains Bargaining (MGB) research project which trains about 200 people/month and surveys trainees (currently about 10,000). Maintain MGB database. Send out surveys and code returns. Transfer data from registration forms to customized Dbase program. Ensure accuracy and consistency. Pull names form database, produce computerized mailing labels. Manually write ID numbers on surveys and match them with the correct labeled envelopes. Retrieve and analyze anecdotal data from surveys.  
**Requirements:** BS/BA or equivalent or other formal 4yr. training. 1-2yrs. related research experience. Knowledge of database management. Must work well without supervision and be reliable and accurate. Send cover letter and resume to Sam Weeks.



## Technical Temporary Full-time

### Research Aide (T6907)

#### Plant Breeding

Hiring Minimum: \$7.56

Posting Date: 05/27/93

Responsible for entering data into the USDA Plant Genome Databases (tomato, potato, rice and wheat) maintained at Cornell. Enter genetic data directly from autoradiograms with digitizing pad and video imaging, and from spreadsheets and text files obtained from other databases.

**Requirements:** BS or equivalent in biology required. 2-4 years related experience preferred. Experience with Macintosh computers and UNIX systems desired. Full-time position with some flexibility in hours. Send cover letter and resume to David Matthews, Plant Breeding, 252 Emerson Hall, Cornell University, Ithaca NY 14853.

### Technician (T6908)

#### Soil, Crop and Atmospheric Science

Hourly rate: \$5-6

Posting Date: 05/27/1993

Provide technical support to a cryobiology lab investigating cryopreservation of *Drosophila melanogaster* embryos. Assist with routine lab operations and maintenance; prepare media and solutions; rear insects for experiments; collect data.

**Requirements:** B.S. or equivalent in biology or related field. Knowledge of and experience with routine lab techniques. Previous lab work desirable, but training will be provided. Position will be part time for June and July with hours to include days and evenings. From August through April 1994 the position will be full time, hours 8:00a.m. to 4:00p.m. Send cover letter and resume to Shannon Caldwell, Soil, Crop and Atmospheric Sciences, 620 Bradfield Hall, Cornell University, Ithaca, NY 14853.

### Research Support Specialist (T6903)

#### Nutritional Sciences/cnapp-Statutory

Posting Date: 5/20/93

Perform research on the dynamics of micro-enterprise development data from Conkary, Guinea. Verification & reorganization of a unique 2-year panel data set for 1,100 micro-enterprises. Be responsible for matching these enterprises and then allocating returns to the main proprietors within the household.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Strong background in database management & knowledge of database management programs essential. Some knowledge of French preferred but not necessary. Work to be carried out in Washington, DC or Ithaca. Position available immediately, appointment up to 6 months for 39 hrs/wk. Salary commensurate w/experience and work location. Send cov letter & resume to Sam Weeks.

### Technician (T6802)

#### Fruit and Vegetable Science-Statutory

Posting Date: 5/13/93

Assist in vegetable crops studies including planting, maintenance, and harvest of field plots and greenhouse experiments. Assist with plant and soil sampling procedures; yield and fruit quality measurements; and use of lab and field research equipment.

**Requirements:** Experience with farm equipment, plant production methods, and research data collection desirable. Must have NYS driver's license. Send cover letter and resume to Sam Weeks.

### Photographer (T6706)

#### University Relations-Endowed

Posting Date: 5/6/93

Produce high quality photographic images to be used for public relations.

**Requirements:** 3yrs. in location photography. Ability to interact with diverse clients and subjects including VIPs. 3 month temporary position. Send resume and work sample to Chris Hildreth, Comstock Hall, Cornell University, Ithaca, NY 14853.

### Research Technician (T6401)

#### Clinical Sciences-Statutory

Hiring Rate: \$7.80

Posting Date: 4/15/93

Manage a research laboratory including ordering supplies, maintaining inventories, preparation and assistance with research surgeries, media preparation and tissue/cell culture. Monday-Friday/8:00-5:00, less than 6 months

**Requirements:** B.S. in animal or biological sciences. Experience with in vitro fertilization or mammalian cell culture as well as electron microscopy. Send cover letter, three references and resume to Sam Weeks.

## Office Professionals

### Temporary Office Professional Positions

The temporary service at Cornell University is presently recruiting for the following areas: Receptionist, Office Assistant, Data Entry Clerk, Secretary, and Administrative Aide. Individuals will need to be proficient in the use of the Macintosh or IBM computers. Programs that are in great demand would be Microsoft Word, Filemaker, Pagemaker, Excel, WordPerfect and Lotus. A typing speed of 45-60 wpm is preferred. Minimum of one year office experience is necessary. If you are not presently employed and would consider temporary opportunities, please send a cover letter stating your interest in temporary opportunities and a resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

### Secretary GR18 (C7005)

#### Natural Resources-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 5/27/93

Provide administrative assistance to cooperative extension staff. Schedule meetings; answer telephones; distribute, organize, and maintain large volume of publications; transcribe machine dictation; prepare travel itineraries and reimbursements; use PROCORE to access CENET electronic mail.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1yr related work experience. Strong Mac and IBM background and working knowledge of WordPerfect 5.1. Must have excellent communication skills; Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR18 (C6803)

#### Health Services-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 5/13/93

To assist in management of requirements area in Gannett Health center. To maintain records of students eligible to use the health center and to record immunizations of patients as required by NYS law.

**Requirements:** High school diploma or equivalent.

Some college coursework preferred. 1-2yrs. related medical office experience. Must be able to type at least 60 wpm and have basic computer skills. Excellent interpersonal skills required. Confidentiality is essential. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR18 (C6707)

#### University Health Services-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 5/6/93

To assist in management of the reception area for the Contraception, Gynecology and Sexuality Service (CGSS) unit. To act as liaison between CGSS staff and patients. To assure and maintain smooth and efficient patient scheduling and flow. 10-month position from the middle of August - the middle of June.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2 yrs general secretarial/office skills. Computer experience desirable, must know WordPerfect. Strong administrative skills. Family planning knowledge helpful. Ability to elicit and discuss personal information in a non-judgmental manner. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Office Assistant GR18 (C6701)

#### Vet Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 5/6/93

Mornings work in Clinics Business Office duties include computer input of hospital vouchers, assist in functions of accounts receivable and cash control. Afternoons and Saturdays work in Small Animal Clinic front office reception, gathering patient history and client information; operate computer terminal for medical records; handle admission discharge and cashiering of small animal patients.

**Requirements:** High school diploma or equivalent. Coursework in accounting and medical terminology desirable. Monday - Saturday 39hrs/wk 1-2 yrs. related experience. Strong organizational, interpersonal and communication skills required. Able to work independently in an active complex environment. Light typing. External applicants send a cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Searcher GR18 (C6905)

#### Acquisitions/CTS University Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 5/20/93

Search for and create preliminary records for books and orders for the library system using local/national databases and various trade bibliographies. Pre-catalog search, revise, and edit. Other duties as assigned. **Requirements:** Two years of college or equivalent. Previous library technical services experience required. Additional education may be substituted for experience. Knowledge of one or more Western European languages required. Strong interpersonal skills. Ability to interact with a variety of staff members. Medium typing. External applicants send cover letter and resume to Esther Smith. Employee include an employee transfer application.

### Secretary GR18 (C6906)

#### University Development/Public Affairs-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 5/20/93

Provide a range of secretarial and office support to the Assistant Director of Student Aid Development. These include but are not limited to proofreading, typing, filing, organizing, mail and receptionist duties. Special emphasis is placed on preparing, processing, and proofreading annual scholarship reports.

**Requirements:** High school diploma or equivalent. Excellent organizational and interpersonal skills. Service orientation. Good proofreading abilities. Experience with IBM or Macintosh word processing systems preferable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Information Secretary GR19 (C7007)

#### Graduate School/Records-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 5/27/93

Greet, direct and assist students. Field general questions regarding basic graduate school policies to students and staff; type correspondence and labels; perform on line computer transactions; maintain inventory of forms; process application requests; assist other employees in the records office.

**Requirements:** High school diploma or equivalent. Some college courses desirable. Knowledge of Apple computers, Microsoft word, CU mainframe, data entry. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C7004)

#### Family Life Development Center-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 5/27/93

Provide support to FLDC administrative staff. Input, format, and produce final copy for reports, publications, manuscripts, correspondence and proposals. Develop and maintain data base; coordinate on and off campus meetings and conferences. Monday-Friday, 8am-4:30pm, until 9/30/94, contingent upon funding.

**Requirements:** High school diploma or equivalent. 2yrs. experience. Some college coursework desired. Excellent organizational, communication and interpersonal skills. Macintosh or PC computer experience required/experience with word processing spreadsheets, data bases, publishing, graphics. Broadbased secretarial skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C6605)

#### Center for Advanced Imaging Technology-Statutory

Minimum Full-Time Equivalent: \$566.28

Posting Date: 4/29/93

#### Cornell Employees Only

Assist director in the performance of administrative duties required for the smooth operation of the Center, including budgeting, accounting, payroll, and secretarial support.

**Requirements:** High school diploma equivalent in business and office administration preferred. Some college course work. Knowledge of Statutory Accounting System. 2yrs. previous office experience. Working knowledge of IBM PC, Microsoft Word, and Excel. Data base management skills very desirable. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

### Secretary GR19 (C6903)

#### Hotel Administration-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 5/20/93

Provide administrative and secretarial support for three faculty members. High level of confidentiality essential, requiring independent judgment and decision making.

**Requirements:** High school diploma or equivalent.

Some college course work in Secretarial or Business Science or equivalent and/or training. Knowledge of IBM software including Word Perfect 5.1, Lotus 123, and Harvard Graphics. Ability to organize work priorities to meet deadlines. Strong communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application. Women and minorities encouraged to apply.

### Secretary GR19 (C6808)

#### Chemical Engineering-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 5/13/93

Provide academic/research related clerical/administrative support to several faculty and their research groups. Type correspondence, class work, technical material and prepare purchase orders; oversee completion and submission of research proposals; schedule appointments and coordinate meetings; handle travel arrangements and reimbursements; maintain vendor cards and petty cash; process incoming/outgoing mail and deliveries for building; serve as school's receptionist; answer phones; assist with various social functions; handle room reservations; supervise student employees and manage business office operations.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience. Excellent typing skills required. Must be able to organize work, set priorities and work with frequent interruptions. Strong interpersonal and communication skills essential. Knowledge of Macintosh required. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include an employee transfer application.

### Administrative Aide GR20 (C7008)

#### Development/Public Affairs-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 5/27/93

Provide administrative assistance to the director, associate director, and assistant director of foundation relations. Coordinate flow and oversee completion of work within the office; i.e., prepare reports, arrange meetings, compile data, maintain computer database information, and assist in special projects.

**Requirements:** Associates degree or equivalent required. 2-3yrs. related experience in providing high level executive support. University staff and faculty contacts, as well as development and public affairs staff, foundation officers and alumni. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR20 (C6802)

#### Athletics-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 5/13/93

#### Cornell Employees Only

Provide administrative and secretarial support for director and assistant directors of athletic public affairs. Assist with preparation of newsletters, phonathons, special events and projects; manage work-flow; prioritize and prepare all incoming and outgoing correspondence; handle confidential correspondence.

**Requirements:** Associate's degree or equivalent. Minimum 2-3yrs. related experience. Excellent organizational communications and interpersonal skills. Ability to handle confidential information. Experience with IRIS; Macintosh computers and knowledge of PageMaker desirable. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

### Personnel Assistant GR20 (C6705)

#### Cornell Cooperative Extension-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 5/6/93

Provide administrative and clerical assistance for two personnel associates in maintenance, analysis, and review of federal retirement, federal employees' group life insurance, workers' compensation and unemployment insurance accounts for cornell cooperative extension statewide (1400+ employees).

**Requirements:** Associate's degree in accounting, business/personnel or equivalent. Monday - Friday 8:00a.m. - 5:00p.m. Medium typing. Minimum 2 years related experience. Attention to detail, public contact, judgment and accuracy. Complete familiarity with word processing and spreadsheets. (WordPerfect, Lotus (or Quattro). Good with numbers and familiar with accounting procedures. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Editorial Assistant GR20 (C6706)

#### Agricultural Economics-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 5/6/93

Assists managing editor in editorial activities. Specific emphasis on updating existing home study courses and developing new course materials. Designs, produces mechanical and tracks production of these materials. Also writes and designs two quarterly newsletters, and designs brochures and promotional materials. Medium typing.

**Requirements:** Associates degree or equivalent. Bachelor's degree preferred. Well grounded in english language. Desktop publishing on Macintosh required with some publishing experience. Knowledge of graphic design, printing, photography and editing procedures are required. Strong written, oral, and visual communications skills needed. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR20 (C6708)

#### School of Hotel Administration-Endowed

Minimum Biweekly Salary: 590.45

Posting Date: 5/6/93

Provides administrative and clerical support for the Director of Development and the Director of Publications in the daily operations of the Department of External Affairs at the school of Hotel Administration. The position will report jointly to both directors, and workload will be apportioned by and through them as needs vary.

**Requirements:** Associate's degree in business or office professional preferred: 2-3 yrs comparable work experience desired. Excellent communication (written and oral) and interpersonal skills required. Excellent work process skills essential. Medium typing. Flexibility key: ability to move from one assignment to another with ease, with sensitivity to the variations in development & publications demands. Ability to understand, respect and maintain confidentiality. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application. Women and minorities are encourage to apply.

### Accounts Assistant GR20 (C6711)

#### Administrative Services-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 5/6/93

#### Cornell Employees Only

Provide administrative and accounting support for facilities and business operations departments (directors, business managers, superintendents, plant/account/section managers & support staff). Until 6/30/94

**Requirements:** High school education or equivalent. Associates degree in accounting preferred. Experience using typewriter and personal Macintosh/Mainframe computers necessary. Cornell accounting experience desirable. Excellent interpersonal communications (written & oral) skills necessary. Send employee transfer application, cover letter and resume to Esther Smith.

### Administrative Aide GR21 (C7011)

#### Theory Center-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Perform extensive and complex administrative and secretarial functions for the director of corporate and external relations and associated professional staff. Requires considerable initiative, independent judgment and decision making, & high degree of confidentiality.

**Requirements:** Associate's degree or equivalent in education, training, and experience. 2-3 years related experience. Strong interpersonal, communication, and organizational skills. Demonstrated ability to take initiative and responsibility, work independently, set priorities, and coordinate many on-going activities. Ability to handle confidential matters. Experience with use of computers, including word processing, spreadsheets, databases, and electronic mail. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Telecommunicator GR21 (C7009)

#### Public Safety-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Responsible for operating centrally located communications center for the Department of Public Safety. Shift Work.

**Requirements:** Associate's degree preferred with 2-3 years of related experience. Ability to qualify for certification in NYS Police Information Network System. Eye for detail essential, ability to handle highly confidential information with discretion. Strong communication skills (written and oral). Ability to work under pressure. Ability to pass a background investigation. Familiar with PC's and terminal computers desirable. Radio communication skills preferred. External applicants send cov ltr & resume to Esther Smith. Employees should include an employee transfer application.

### Research Aide GR21 (C7006)

#### University Development-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Meet the information needs of those persons engaged in development work. More specifically, the research aide locates, compiles, organizes and evaluates public and confidential information about Cornell alumni/ae and friends, foundations and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs and development staff and alumni/ae of Cornell for fund raising activities.

**Requirements:** Associates degree or equivalent. Bachelor's degree or equivalent preferred. Two to three years related experience. Demonstrated writing ability. Good interpersonal skills. Ability to use personal computers and to use standard library reference materials. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Administrative Aide GR21 (C7013)

#### Office of Equal Opportunity-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

#### Cornell Employees Only

Provide executive/administrative support to Director, Associate Director and professional staff. Supervise daily office operations and two clerical staff. Position plays key role in team support of the units mission through organizing the logistics of the office's daily delivery of services, internally and externally. Perform advanced typing and editing including correspondence, reports, brochures, minutes, etc. Perform all accounting functions, including payroll for staff and student employees, and assist in budget preparation/monitoring. Responsible for supervision, training and maintenance of Macintosh computer system and software. Heavy typing.

**Requirements:** Associate's degree or equivalent combination of education and administrative experience. 3-5 years administrative work experience. First rate knowledge of Macintosh computers using Microsoft Word, Microsoft Excel, Pagemaker, and Filemaker Pro. Working knowledge of endowed accounting, student payroll and personnel processes. Supervisory experience required. High level of confidentiality essential. Send employee transfer application, cover letter and resume to Esther Smith.

### Box Office Manager GR21 (C7002)

#### Theatre Arts-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Manage box office and associated audience services operations in Department of Theatre Arts. M-F 10:00am - 6:00pm plus evenings and weekends as required.

**Requirements:** Bachelor's degree preferred. Associates degree or equivalent. 2-3 years previous experience in position of financial responsibility and/or theatre management. Experience with personal computers, preferably Macintosh. Excellent organizational/communications skills. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Administrative Aide GR21 (C6902)

#### CIT/Information Resources-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/20/93

#### Cornell Employee Only

Provide administrative leadership and guidance in support of the division's mission, including Human Resource, accounting and support activities. Participate in budget process, monitor and generate required spreadsheet and electronic reports. Assist contribute and influence decisions on setting policies and procedures within CIT.

**Requirements:** Associates degree or equivalent experience in secretarial sciences. 3-4 years related experience preferably at Cornell or equivalent. Excellent command of Macintosh and software programs including EXCEL, Filemaker, Microsoft Word, etc. Excellent interpersonal, communication and supervisory skills necessary. Heavy typing. Send cover letter and employee transfer application to Esther Smith.

### Administrative Aide GR21 (C6812)

#### Cornell Tradition-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 5/13/93

#### Cornell Employees Only

Provide a variety of complex administrative functions in support of the Cornell Tradition. Office management on-line system maintenance; supervision of office assistant, temporary and student employees; some desk-top publishing, maintenance of the operating budget handling correspondence and inquiries (includ-



ing drafting correspondence) reconciliation of accounting statements (including fellowship accounts), statistical reports on fellowship program, assistance with student employment accounts for program participants. **Requirements:** Associate's degree or equivalent. 2-3yrs. related experience in a busy office with numerous program components. Excellent communication (written and oral) required as well as knowledge of computer systems and Macintosh desk-top publishing skills. Ability to handle confidential information on both students and donors a necessity. Knowledge of accounting procedures. Supervisory skills important and ability to remain flexible in small, busy office. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

**Administrative Aide GR21 (C6709)**  
**Computer Science-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/6/93**  
Assist two senior faculty in conduct of all aspects of their university work; assist in monitoring current research programs; implement leading edge information management technologies to organize administrative functions (WAIS, LATEX); coordinate administrative activities and software distribution for a large research group. Assist faculty and senior researchers in design and writing of scientific research grant proposals for submission to government and industry sponsors. Research and compile statistics, reports and correspondence for projects delegated by faculty supervisor. Manage budget (\$80,000) for LICS (Logic in Computer Science) annual conference. Function as electronic information management expert and consultant for department administrative staff. Manage software distribution effort including documentation, for a large software project. Use complex graphics and typesetting software for proposals, reports and manuscripts. **Requirements:** A.A. degree or equivalent; 2-3 years related office experience. Demonstrated communication, interpersonal and public relations skills. Must be able to work without direct supervision; requires a high degree of autonomy in identifying and resolving problems and screening requests. Aptitude to learn complex computer system structure requiring programming skills and creativity. Demonstrated general administrative and organizational skills essential, including technical typing, writing skills. Scientific and accounting background desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR22 (C6806)**  
**Institutional Planning/Statutory Affairs-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/13/93**  
Provide with minimal supervision, administrative support for the director of institutional planning and research, the director of statutory affairs and other members of their staff. **Requirements:** Associate degree or equivalent. 2-3yrs. experience required. Excellent organizational, interpersonal and communication (written/oral) skills. Ability to handle confidential information. Experience with Macintosh computers using Excel and Microsoft Word. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Professionals Part-Time

**Collections Assistant GR18 (C7010)**  
**Law Library/University Library-Endowed**  
**Minimum Full-Time Equivalent-\$542.89**  
**Posting Date: 5/27/93**  
Responsible for overseeing and executing the updating of American legal materials in the law library collection. Oversee law library operations on Saturdays, consisting of opening and closing the building and supervising the circulation desk. Assist in training and supervision of work-study students. Handle basic information questions. 26hrs/week, T, TH, F, 8am-4pm. **Requirements:** High school diploma or equivalent. Some college coursework preferred. Attention to detail necessary. Good organizational and communication skills. Ability to work with a variety of people in a public service setting. 1-2yrs. related experience required. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Receptionist/Secretary GR18 (C7015)**  
**University Human Resource Services-Endowed**  
**Minimum Full-Time Equivalent: \$542.89**  
**Posting Date: 5/27/93**  
Support the functioning of a six-person unit providing rehabilitation consultant and employee assistance program services by serving as receptionist, use of word processing, assistance with client intake and preparation of reports. Monday-Thursday, 8:30-2:30. **Requirements:** High school diploma or equivalent. Some college coursework desirable. Minimum 1-2yrs. experience. Ability to work with confidential materials. Knowledge of Macintosh word processing. Excellent interpersonal communication skills (written and oral) necessary. Ability to maintain strict confidentiality. Ability to set priorities and work independently. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Medical Transcriptionist GR18 (C6804)**  
**Health Services-Endowed**  
**Minimum Full-time Equivalent: \$542.89**  
**Posting Date: 5/13/93**  
Transcribe and print all dictated confidential office visit notes for GHC medical patient charts. Monday-Friday, 20hrs/week. 9month position, August-May. **Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. transcription experience required; familiarity with medical terminology. Accurate typing (80wpm); Lanier dictating system and Macintosh computer WriteNow 2.2 word processing preferred. Ability to work under pressure and deal with a variety of people. Ability to maintain strict confidentiality. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Secretary GR18 (C6601)**  
**CISER-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/29/93**  
*Cornell Employees Only.*  
Provide clerical and administrative support to the CISER staff and members. M-F, 12pm -4pm. **Requirements:** High school diploma or equivalent required. Formal training of 1-2yrs., college course work preferred. Position requires exemplary communication and interpersonal skills. Familiarity with C.U. accounting system. Computing experience to include extensive use of IBM PC, WordPerfect, and familiarity with mainframe basics is essential. Dbase III+ and basic knowledge of the Mac desirable. Medium typing. Send cover letter, resume, and transfer application to Esther Smith.

**Administrative Aide GR19 (C6813)**  
**Law-Endowed**  
**Minimum Full-Time Equivalent: \$566.28**  
**Posting Date: 5/13/93**  
Provide secretarial and administrative support for a Law school professor. Manage all administrative aspects of his work in affiliation with the American Law institute. Monday-Friday, 25hours/week, flexible. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 2-3yrs. secretarial/administrative experience. Ability to work independently and exercise good judgment. Coordinate and prioritize tasks. Excellent communication (written and oral) skills. Knowledge with personal computers and word processing (WordPerfect preferred). Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C7003)**  
**Biotechnology Program-Endowed**  
**Minimum Full-time Equivalent: \$590.45**  
**Posting Date: 5/27/93**  
Provide administrative support to executive director of national agricultural biotech council. Handle correspondence; arrange travel; distribute reports and maintain computer databases. 20hrs/week, to be arranged. **Requirements:** 2yrs. college coursework or Associates degree. 2-4yrs. administrative experience, including computer usage (preferably MAC). Must have excellent organizational and telephone skills. Research information via computer. Editing and writing a plus. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Graduate Coordinator GR20 (C6901)**  
**English-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/20/93**  
Job share until 6/30/94. Provide full range administrative support for the department's graduate program. Act as liaison between department and Graduate School. Serve as department contact for graduate students, providing information and referral to resources within and outside the department. Coordinate graduate admissions and placement procedures, publish course offerings and informational brochures, set up and maintain graduate records. Draft and prepare both general and specialized correspondence. **Requirements:** Associates degree or equivalent. 2-3 years related experience, Strong organizational and communication skills. Computer experience, preferably on the Macintosh; knowledge of database (Filemaker Pro) and word-processing software. Familiarity with Cornell or the academic environment. Ability to work independently. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Assistant to the Coordinator of University Education GR21 (C6811)**  
**Johnson Art Museum-Endowed**  
**Minimum Full-Time Equivalent: \$615.42**  
**Posting Date: 5/13/93**  
To assist the coordinator of university education with outreach to student organizations and university staff by developing, teaching, documenting, and evaluating programs which focus on exhibitions and the museum's permanent collection. To provide computer and general office support as requested. Flexible, some evenings and weekends. Appointment until 5/96. **Requirements:** BA. in art history/art education. Coursework in museum studies a plus. 2yrs. minimum teaching experience in art programs at the high school/college level. Excellent communication (verbal and written) skills. Ability to work independently on several projects simultaneously. Proficiency in Mac software highly preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR21 (C6710)**  
**Veterinary Administration-Statutory**  
**Minimum Full-Time Equivalent: \$615.42**  
**Posting Date: 5/13/93**  
*Cornell Employees Only*  
Provide administrative support to the associate dean for research and graduate education and two grant and contract coordinators. Includes coordinating independent projects, preparing documents, reports, and correspondence, maintaining office file index, and providing administrative assistance. Monday-Friday, 5.5hrs/day. 10month, September-June. **Requirements:** AAS degree or equivalent. 2-3yrs. administrative experience; 2-3yrs. sponsored research/program administration desirable. Excellent interpersonal/communication skills. Accuracy and organizational skills essential. Knowledge of databases and WordPerfect is required. Heavy typing. Send cover letter, resume and employee transfer application.

**Administrative Aide GR21 (C6807)**  
**Cognitive Studies-Endowed**  
**Minimum Full-time Equivalent: \$615.42**  
**Posting Date: 5/13/93**  
Provide administrative, secretarial and accounting support related to the cognitive studies program and its undergraduate and graduate program. Act as liaison for members of the program, co-directors, faculty, students and visitors. Coordinate speaker series, conferences and workshops. Manage program account and payroll. 20hrs/week. **Requirements:** Associate's degree or equivalent. Minimum 2-4yrs. job-related experience. Ability to work independently. Must have excellent organizational, interpersonal and communication skills. Experience with CU accounting procedures preferred. Familiarity with Macintosh. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Professional Casual

**Program Secretary (S7001)**  
**Language House**  
**Posting Date : 5/27/93**  
Assist the Academic Administrator with typing correspondence, reports and promotional materials. Process Language House applications and accounting forms. Handle phone calls, mail, copying and other daily office tasks. **Requirements:** A.A.S. degree in secretarial science or equivalent. 2-3 years related experience preferred. Familiarity with IBM computers and Word Perfect 5.1 necessary. Basic knowledge of accounting procedures and spreadsheets desired. Appointment begins July 1993 through June 1994. 10 hours per week, flexible schedule to be arranged. External applicants send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Dr., Cornell employees should include a transfer application.

Office Professional Temporary

**Medical Transcriptionist**  
**Gannett Health Center**  
**Hiring rate: \$7.00 hr**  
**Posting Date: 5/6/93**  
Transcription of confidential records for psychological and medical patients using Lanier Centralized Dictating System and Macintosh computer WriteNow 2.2 wordprocessing. Also typing of handwritten letters, memos, forms and reports. **Requirements:** High school graduate with at least 2 years transcription experience. Heavy typing. Must be able to accurately type 75-80 wpm. Familiarity with medical terminology. Ability to work under pressure and to maintain strict confidentiality. Hours 9:00am to 1:00pm, Monday through Friday, 20 hours a week. Please send a cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

General Service

**Lab Attendant SO01 (G7001)**  
**Pharmacology-Statutory**  
**Hiring Rate: \$6.63**  
**Posting Date: 5/27/93**  
Wash scientific glassware for all research groups (8) in this area and provide overall cleaning and maintenance of equipment areas and laboratories. **Requirements:** High school diploma or equivalent. Experience in glassware washing and maintenance of laboratories world be beneficial but not required. External applicants send application and indicate posting # to Esther Smith. Employees should include an employee transfer application.

Academic

**Instructor**  
**DVM-Curriculum**  
**Course: Host, Agent, and Defense**  
**Veterinary Medicine**  
**Posting Date: 5/27/93**  
2yr, non-faulty, instructor. May develop into a long-term college-based instructorship. Involves the preparation of teaching and laboratory materials for the course entitled "Host, Agent, and Defense" in a new multidisciplinary, problem-based, DVM curriculum. Major responsibility will be supporting the assimilation, networking, and integration of details developed from concepts and laboratory practices assembled by an interdisciplinary/interdepartmental faculty into a unified and functional whole. Works closely with the course leader and faculty epidemiologists to ensure that the developed materials have a strong interdisciplinary nature overlaid on the environmental/epidemiological basis of the course. Assist in the preparation of case and laboratory material for the first offering in the fall of 1994 and will coordinate laboratory development between this and the other courses in the curriculum. Assist with teaching through the tutorial process and by assisting in laboratories. Expected to have some expertise with both Apple and IBM computers an will be expected to assist faculty in the incorporation of computers and software into case materials and laboratory exercises. Should possess a DVM degree, an preference will be given to candidates with experience in epidemiology and infectious diseases. Experience working in a laboratory of immunology or infectious disease would also be viewed favorably. Submit a current curriculum vitae and names of three references to Dr. Dwight D. Bowman, Course Leader, Dept of Microbiology, Immunology, and Parasitology, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401 (phone 607-253-3406; FAX:607-253-3384). Applications will be accepted through June 11, 1993.

**Instructor**  
**Pathology/Veterinary Medicine**  
**Posting Date: 5/27/93**  
**One-year Position**  
Work closely with the course leader and faculty pathologists to ensure that developed materials are in place for the first offering of the laboratories in a new multidisciplinary, problem-based DVM curriculum. Includes the collection, preparation, and organization of pathologic specimens and assistance in the preparation of a laboratory manual. Provide insight into small group, problem-based learning and experience with a variety of innovative teaching methods. Includes direct interaction with and supervision by faculty of the department of Pathology, and will offer the opportunity to attend seminars and journal clubs, that will fulfill requirements for ACVP board eligibility. Abundant case material available for board preparation. DVM degree and two years of residency training in atomic pathology are the preferred background training. Candidates should submit a current curriculum vitae and names of three references to Dr. Dwight D. Bowman, Course leader, Microbiology, Immunology, and Parasitology, College of Veterinary Medicine, Cornell Univ, Ithaca, NY 14853-6401 (phone: 607-253-3406; FAX 607-253-3384). Applications will be accepted through June 11, 1993.

**Faculty Position**  
**Comparative Orthopedic Surgery**  
**Clinical Sciences/Vet Medicine**  
**Posting Date: 5/27/93**  
Primary clinical responsibilities in small animal orthopedic surgery. Expected to share clinical, teaching and service responsibilities with other surgery faculty, to participate in didactic teaching programs at both the professional veterinary and graduate levels, and to develop a research program. Clinical service and related instruction are expected to constitute approximately 50% of the work effort, with the remainder being devoted to teaching, research and other scholarly

activities. Must possess the DVM degree or equivalent, and have postgraduate clinical and research training and experience. Ph.D. in an appropriate field preferred. Board certification by the American college of veterinary surgeons is desirable. Rank and salary will be commensurate with the experience and credentials of the applicant. Send a letter of application, curriculum, vitae and names and addresses of three suitable referees to Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

**Faculty Position**  
**Veterinary Nutrition**  
**Posting Date: 5/27/93**  
Required to teach nutrition in the veterinary medical curriculum, to provide consultation in the veterinary medical teaching hospital on matters related to nutrition and to develop independent and collaborative research programs in veterinary nutrition. Must possess the DVM degree or equivalent, as well as a Ph.D. in an appropriate field. Clinical experience would be a distinct advantage. Rank and salary will be commensurate with the experience and credentials of the applicant. Interested individuals should send a letter of application, curriculum vitae and names and addresses of three suitable referees to Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

**Reference Librarian**  
**Cornell Law Library (Assistant or Sr.Assistant Librarian)**  
**Posting Date: 5/27/93**  
The Cornell Law Library, serving a law student population of 600 (including 30 graduate students) and approximately 35 faculty, contains over 410,000 volumes and 385,000 microforms. The Law Library is an RLG member and a participant in the campus-wide NOTIS automated library system. It occupies a newly renovated and expanded building, and has a staff of 25, including 8 librarians. **Responsibilities:** Shared responsibility for extensive reference services to faculty, students and the general public. Challenging environment promoting the use of new technologies and combining it with a tradition of excellent reference service. Teaching of legal bibliography and computer-assisted legal research. Online searching of other databases. Participation in collection development. Additional responsibilities dependent on qualifications and interest. Regular evening and periodic weekend reference hours. **Qualifications:** Required: MLS and JD degrees from accredited schools; strong service orientation; ability to communicate effectively and work well with faculty, students, and staff; flexibility; good problem-solving skills; knowledge of legal bibliography. Preferred: Experience in a public service position, preferably in an academic law library; experience in teaching legal bibliography; familiarity with computers; understanding of Internet; foreign language skills desirable, but not required. Available: September 1, 1993  
Closing Date: Applications are requested by July 15, 1993, but will be accepted until position is filled. Contact: Ann Dyckman, Director of Human Resources, 201 Olin Library, Cornell University Library, Ithaca, NY 14853-5301. Send cover letter, and resume with names, addresses and phone numbers of three references

**Assistant Librarian**  
**Original Cataloging Unit, Central Technical Services, Cornell University Library**  
**Posting Date: 5/27/93**  
This position will formulate guidelines for cataloging of National Engineering Education Delivery System (NEEDS) data in a networked environment. The intellectual content of NEEDS is to be comprised of data objects or elements such as text, formatted text, graphic images (slides), full motion video and compound multimedia objects such as coursework modules. **Qualifications:** MLS; 2 yrs cataloging experience using AACR2 and LCSH, using an automated system, preferably NOTIS; familiarity with the MARC bibliographic and authorities formats. Demonstrated ability to deal with complex problems. Good interpersonal skills. Highly desirable: experience cataloging remote files and working with various kinds of hardware; reading knowledge of at least one foreign language. Available: Position is full-time, term apptmt., from June 1, 1993 to November 30, 1993. Apply to: Ann Dyckman, Director Human Resources Cornell University Library 201 Olin Library Ithaca, NY 14853-5301 Send resumé with cover letter and names, addresses and telephone numbers for three references

**Senior Research Associate II CA08**  
**Avian and Aquatic Animal Medicine**  
**Posting Date: 5/20/93**  
Conduct research on infectious diseases of ducks, and to participate in service programs involving production and testing of duck biologics and diagnosis of avian diseases. **Requirements:** Graduate veterinarian or microbiologist with an advanced degree. Preference will be given to the former. Research or diagnostic experience in avian medicine, preferably both.

**Postdoctoral Associate**  
**James A. Baker Institute-Statutory**  
**Posting Date: 5/20/93**  
2yr NIH-funded position on a project concerned with fetal-maternal immunological interactions during early pregnancy. Interdisciplinary study involving cell and molecular biology designed to analyze expression of immunologically relevant genes in the uterus and placenta during implantation. **Requirements:** PhD with experience in molecular biology and/or immunology. Familiarity with mammalian systems and an interest in developmental biology or reproductive physiology is desirable.



# WorkPlace

*Sharing human resource perspectives*

Produced by University Human Resource Services

## Over 1,600 Attend Compensation Research Study Open Sessions

### Editor's Note

During the past two weeks, an estimated total of over 1,600 people attended the open sessions held by University Human Resource Services and the Steering Committee on the Compensation Research Study (CRS). These two-hour sessions were held in Geneva, with the ILR Extension, and at three locations on the Ithaca campus (Uris, Kennedy, and Statler). At each, roughly half of the time was spent on a presentation by Beth I. Warren, associate vice president for human resources, and Patricia Hutton, director and senior consultant for

Employment Services. The last hour was spent in a question-and-answer dialogue with the audience.

Over the next several weeks and on into the summer, we will be including a column in *The Cornell WorkPlace* to answer those questions that were most commonly asked at the sessions and those that continue to arise as the Cornell community moves toward implementation of the new compensation system created through the study. Today's article summarizes some of the discussion that took place during those open sessions.

Also included in this week's issue are an article by Cristen Gardner on the Cornell Recreation Community (CRC) and a reprint of the Work and Family Matrix of Policies, Programs, and Practices. Though seemingly unconnected to the concept of compensation, both of these articles deal with concepts that are related to the strategic directions the new compensation program supports: a less hierarchical culture, signified in this case by extending the membership of the CRC to all Cornell faculty, staff, and retirees, and their families; and a more holistic work world as we

strive to enhance the quality of our work and the quality of our lives. This holistic approach is conveyed, in part, through the Work and Family Matrix.

### Compensation in Its Broader Contexts

Beth I. Warren began each open session by positioning the CRS (which, to reflect its broad scope and purpose, she prefers to call the Compensation Research Study instead of the Classification Review Study) within the context of the 1993 priorities of University Human

*(continued on p. 2)*

## Something for Everyone - Fun for All A Prescription for Community Building

—Cristen W. Gardner

Did you know that as of July 1, 1993, if you are a member of the Cornell faculty or staff or are a retiree, you are a member of the Cornell Recreation Community?

The Cornell Recreation Community, formerly called the Cornell Recreation Club, at the request of the CRC Board of Directors, has been organizationally aligned with University Human Resource Services and will be working closely with Marilee Bell, director of Work and Family Services. One of the reasons for this organizational alignment is the recognition by the Board that University Human Resource Services' philosophy of a comprehensive approach to human resources, the promotion of social and recreational health, and the interlocking worlds of work and family reinforce the mission of the Cornell Recreation Community.

The Cornell Recreation Community was established in 1982 for the purpose of building a sense of community by providing social, cultural, and recreational activities for members of the Cornell community. Since its creation, the Cornell Recreation Community and its dedicated Board of Directors and committee volunteers have worked diligently, promoting diverse opportunities for fellowship among its membership and network to enjoy each other's company outside of the normal workday experience. To realize this objective, trips as long as two weeks and as far away as Hawaii and the Panama Canal have been planned for those looking for an extra special vacation; or for a day or

two to places like the Cherry Blossom Festival in Washington and Toronto to see Phantom of the Opera for a quick getaway with friends and family. Annual events include a picnic at the Cornell Recreation Community Park and a holiday dinner dance. With the reorganization of the Cornell Recreation Community from the Office of the Assemblies to University Human Resource Services, the intent is to continue these types of events, and also to expand the opportunities for fun and community building. This must be what Beth Warren calls synergy at its best: that is,

- |    |                                       |
|----|---------------------------------------|
| 1  | (Cornell Recreation Club)             |
| +1 | (University Human Resources Services) |
| =3 | (Cornell Recreation Community)        |

Cornell is blessed with many who are willing to volunteers their time, knowledge and enthusiasm. A debt of gratitude is due to all those who have worked to create and nurture the Cornell Recreation Community by serving on the Board of Directors and the Cornell Recreation Community committees. As Winston Churchill once said, "We make a living by what we get, but we make a life by what we give." For those of you who have practiced this philosophy, we hope you will contribute to the success of the Cornell Recreation Community by sharing your ideas, by giving your time, and by participating in Cornell Recreation Community events.

As of July and the opening of membership to all faculty, staff and

retirees, all will have the opportunity to participate in the fun. Do you have a good idea for a program, event or trip that you would like to share? How about a talent show, a poetry contest, or a culinary competition? Your ideas and suggestions on activities you and your family might enjoy would be appreciated. The Board of Directors is also seeking new members and committee volunteers. If you are interested in serving on the Board or would be willing to contribute your time and energy to one of the Cornell Recreation Community committees, please call Janet Beebe at 255-7565. We hope to hear from you or see you at one of our events so that we can personally welcome

you to the Cornell Recreation Community.

### Cornell Recreation Community Board of Directors:

*(Nominations sought by June 9, 1993)*

11 members (5 openings)

### Cornell Recreation Community Committees:

Recreation Committee

Park and Development Committee

Communications Committee

Internal Operations Committee

*For trip or volunteers information call 255-7565*



CRC, first row, l to r: Cris Gardner, Bertha Petersen, Rick Guardiola, Marlene Reitz, Janet Beebe, George Peter, Beth Warren; second row, l to r: Donna Vose, Arlene Smith, Karl Pendleton, Helena Wood, Julie Delay, Annelise Delay Schuepbach, Bill Genter, Al Reed; absent: Jim Sheehan and Marilee Bell



## Classification

(continued from p. 1)

Resource Services, and she closed the formal presentation by showing how the Compensation Research Study dovetails with and supports the overall strategic directions of the university.

For those who read *The Cornell Workplace* with some degree of regularity, the 1993 priorities of University Human Resource Services should sound very familiar:

1. To develop **strategic partnerships** both within UHRS and throughout the university in order to promote excellence in the practice of human resource management. In order to sustain these strategic partnerships, a cultural change will need to occur, involving working in a team-based, egalitarian environment of cooperation and collaboration. The Compensation Research Study supports this environment through its broader pay bands and decreased emphasis on hierarchy, as well as its single pay structure, which includes both overtime eligible and overtime ineligible jobs in one seamless job family matrix.

2. The **Cornell Human Resource Information Systems Project** (CHRISP), which is in development, and which, when completed, will provide one integrated and comprehensive employee database. It is especially critical that CRS and CHRISP be coordinated, both because the database will be critical to the tracking and monitoring of positions and their incumbents and because both CHRISP and the CRS are designed to empower colleges and major units to become responsible for administering compensation at the decentralized levels.

3. **CRS itself**, which still has policies in development, and which will need further attention in the implementation stages in the weeks following staff notification the week of June 21st.

4. The **Quality Improvement Program**, which supports the concept of strategic partnerships, teamwork, and job enhancement, and which therefore will dovetail with the CRS.

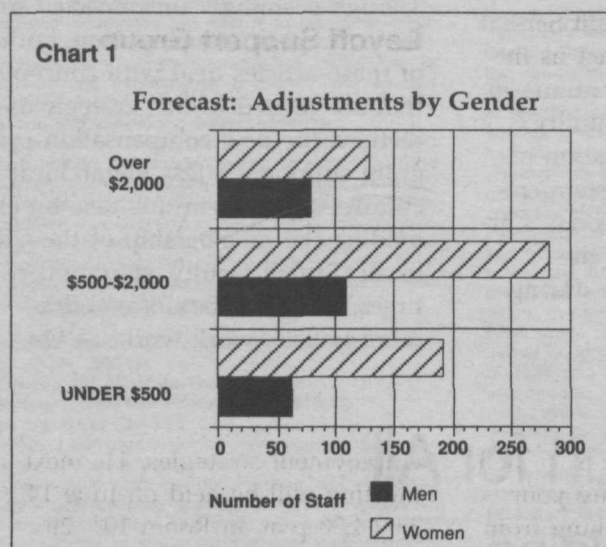
5. **Strategic Policies and Practices**, of which Compensation is a part, but so are Benefits (some of the upcoming developments in Benefits programs were discussed in last week's issue of *The Cornell Workplace*); faculty and staff health (see Cristen Gardner's article on the Cornell Recreation Community, this issue, which supports the re-creation of the Cornell community); Work and Family issues (see the Work and Family Matrix, this issue, for an integrated approach to some of these policies and practices); and Labor Relations (bargaining units were not included in the Compensation Research Study).

6. **Human Resource Development**, both within University Human Resource Services and across campus, as managers, supervisors, and staff become further educated in the new compensation program, in QIP, and in the principles of constructive human resource management; and as

staff look to ways to enhance their jobs, their careers, and their lives.

In closing the formal presentation, Beth Warren also referred to the strategic directions of the university as a whole, to show how the new compensation program supports these campus-wide endeavors. She amplified the ways in which the new compensation program supports the Quality Improvement Process through:

- a team-based environment (which will be aided by the decreased number of pay bands in the new compensation system);
- continuous improvement (the Compensation Research Study lays the foundation and is the beginning, not the end, of a new compensation program);



- continuous learning (which can happen both within a current job, as staff enrich their work experience by learning new skills and taking on new challenges, and by lateral and vertical movement across the job family matrix, as the new compensation system gives a clearer idea of possible career paths);
- supervisory and leadership education (as the decentralized levels take on the responsibilities for administering compensation, and University Human Resource Services moves toward a consultative rather than policing role. This educative process will become increasingly important to maintain consistency and equity between the colleges and units and to uphold the integrity of the new compensation system);
- the Life/Work Consortium (its "seeds" are in the Work and Family Matrix, but more on this in subsequent issues);
- management by fact: value-added research and analysis (in this case through ongoing market analysis to help supervisors and college and unit administrators make informed decisions about pay and salary levels);
- improving administrative systems, of which CHRISP is a part.

She also discussed the changes needed in how people derive a sense of self-worth through their jobs; that, rather than weighing the success or failure of each other's careers by the title or rank a person might hold relative to others in the university, we will need to learn to value the work and skills of all in-

dividuals, regardless of their status or eligibility or ineligibility for overtime pay. These changes in self-concept become particularly necessary in a rightsizing environment, where change and a flatter organizational structure are the norm.

Looking ahead to Cornell's developing competitive, international, and world-class human resource management practices, Beth Warren touched on other central issues we will be facing in the future: cost-containment; policy revision; diversity; flexible workplaces; monitoring the impact of technology on the human system; international services; public policy and social change.

### Study Results

By far the greatest interest in the presentation was shown when Patricia Hutton displayed some of the charts that showed the demographic and financial ramifications of the Compensation Research Study. Of the approximately 5,800 positions included in the study, their distribution by pay band was highest in bands B, C, D, and E.

Of these 5,800 positions, approximately 1,950 are male-occupied, 3,630 are female-occupied, and 220 are vacant. Not surprising, considering the high number of office professionals employed at Cornell and the fact that the Compensation Research Study did not include the predominantly male bargaining unit staff, women comprised approximately 65% of the study population. When examining which positions will be receiving salary adjustments to pay band minima as a result of the study, forecasted adjustments for women also accounted for approximately 66% of the total adjustment dollars.

Overall, 15% of all staff included in the study will receive adjustments; this divides equally between statutory and endowed (i.e., 15% of statutory and 15% of endowed). The adjustments are forecast to fall into the following general categories:

Annualized Amount	Approximate Number
Under \$500	225
\$500-\$2,000	375
Over \$2,000	175

Those staff receiving an adjustment in salary will see these adjustments reflected in their first paycheck in July.

### Questions and Answers

While many significant and thoughtful questions and comments were raised during the question-and-answer period, two questions recurred throughout the sessions.

The first addressed the issue of pay equity, comparable worth, and the distribution of positions occupied by women throughout the pay bands. Beth Warren and Patricia

Hutton explained that this study took pay equity principles into account, but was not a total pay equity study, which would have needed other data that was not available at the time, and would have taken much longer. Nor was it what is considered a comparable worth study, and to that extent its results are reflective of the values in our economy as a whole. They noted, however, that job evaluation results had been examined for possible gender bias, and were found to be "gender-neutral." (The job evaluation factors, such as education, experience, skills, etc., were explained in *The Cornell Workplace Supplement* of May 20, 1993.)

The second most prevalent concern was that of what is known in compensation as "compression in a band," where a high number of jobs in each pay band fall near the hiring minimum for that pay band. This compression occurs, in the new system, when adjustments to the minimum hiring rate are made for those who otherwise would have fallen beneath the minimum, while those who have worked for years to bring their salaries up may now find that their salaries are suddenly close to those recently brought up to minimum. The fairness of this compression to those good performers who have worked at Cornell for a long time was questioned.

Both Beth Warren and Patricia Hutton conceded that this perceived compression is a concern at the central levels. However, because of the complexities involved in rewarding performance and weighing length of service (both of which more properly belong in the domain of those closest to the individual—i.e., at the college/unit level), this concern will need to be addressed over time on an individualized, college/unit and departmental level. The scope of the Compensation Research Study was to create a "level playing field," so to speak, that would reflect, overall, the values the university places on the work that is done. In other words, the Compensation Research Study created a new compensation program that evaluates the relative worth of the job done, not the worth or the performance of specific individuals doing those jobs.

Many other questions and concerns arose dealing with the ways in which Beth Warren hopes to realize her vision of a less stratified, more team-based workforce, with greater opportunity for position and career enhancement. Other questions about pay structure and about possible future pay band maximums also arose; at present the structure has no stated maxima. It should be noted that though the minimum for the hiring range for each pay band is the same as that for the wage band, in reality the range of wages in each pay band is wider than are the hiring ranges.

Questions about an appeals process were raised as well, and Beth Warren and Patricia Hutton indicated that, subsequent to employee notification, there will be an appeals window administered by each col-

(continued on p. 3)



## Classification

(continued from p. 2)

lege and unit to an umbrella appeals resolution team. These questions and others will be addressed in future columns in *The Cornell Workplace*, especially as the policies and procedures that will promote them are given final shape.



## THE Bulletin Board

### Statutory Health Insurance COBRA Reminder

If you have a dependent who is a graduate from college or who is 19 and will not be a full-time student in the fall, you must let the Statutory Benefits Office know that they are no longer eligible for health coverage.

To continue coverage for that dependent, you must contact the New York State Department of Civil Service within 60 days of the change in status and request COBRA coverage. COBRA allows your child to be covered under an individual policy for up to three years, provided he or she does not become eligible for coverage under another policy. The cost of single coverage under COBRA for the Empire Plan is \$202.96 per month (this includes the full cost plus a 2% administrative fee).

To contact the NYS Department of Civil Service you can call 1-800-833-4344 or you can write to:

New York State Department of Civil Service  
COBRA Unit  
W. Averell Harriman  
State Office Building Campus  
Albany, NY 12239

If you have any questions, or need further assistance, please feel free to contact the Statutory Benefits Office (607) 255-4455.

### Endowed Health Care Reminder for Dependents Graduating from College

Do you have a dependent child covered under the Endowed Health Care Program who is graduating from college? If so, coverage for that child will cease as of his or her graduation date. In order to continue your child's coverage under the Endowed Health Care Program after graduation, it is your responsibility to contact Benefit Services at 255-3936 within 60 days of the date of graduation to request a COBRA continuation application.

COBRA allows your child to continue coverage under a single policy for up to 36 months, provided he or she does not become eligible for coverage under another group health plan. The cost of single coverage under COBRA is \$139.32 per month (which includes a 2% administrative fee) and is billed on a monthly basis. Failure to pay the

Perhaps most interesting was the final question posed on the final day of the open sessions, when someone in the audience asked if Beth Warren would hold more "town meetings" in the future, once the compensation program is implemented. Beth Warren welcomed this suggestion, and agreed that this dialogue with the Cornell community should continue. If the campus-wide interest is there, she will

required premium within 30 days of the billing date results in immediate termination of coverage.

If you have any questions, or would like to request a COBRA application, please call Benefit Services at 255-3936 or contact us in writing via Q-mail at: [Benefit\\_Services@QMRELAY.citcornell.edu](mailto:Benefit_Services@QMRELAY.citcornell.edu).

### Parenting Support Network

Come to the second meeting of the parenting support network on Thursday, June 3, 12:00-1:00 p.m. in 163 Day Hall. Issues and subjects will be identified that we would like to examine more closely through our facilitator, Marilee Bell. Whether you want to share your personal story, see something from a new perspective or just feel better knowing you're not alone, come join us. Bring a friend and lunch; hot beverages provided. Call 255-3649 for more information.

### Single Parents Support Network

The Single Parents Support Network will meet on Tuesday, June 8 from 12:00-1:00 p.m. in 163 Day Hall. This lunch time network is free and open to the entire Cornell community. Come share ideas and concerns about single parenting and feel better knowing you are not alone. This network is facilitated by Linda Starr of the Employee Assistance Program. For more information call Linda at 255-6276 or Cindy Wright at 255-3649.

### Juggling Work and Personal Life Network

The Juggling Work and Personal Life Network will meet on Wednesday, June 9 from 12:00-1:00 p.m. in 163 Day Hall. This lunch time network is free and open to the entire Cornell community. A good time to share situations and coping strategies and a wonderful way to get new ideas. This network will be facilitated by Marilee Bell of Work and Family Services. For more information call Marilee Bell or Cindy Wright at 255-3649.

### Caregivers Support Network

The Caregivers Support Network will meet on Monday, June 14 from 12:00-1:00 p.m. in 163 Day Hall. This lunch time network is free and open to the entire Cornell commu-

be working with the staff in University Human Resource Services, not just to hold a future town meeting later this summer or at the beginning of the fall semester on the implementation of the Compensation Research Study, but to hold town meetings on developments in benefits, supervisory issues, faculty/staff and organizational health, or other strategic human resource issues.

nity. The topic of this group will be "Caring for the Caregiver." Special guest speaker, Sunny Bator, CSW, caregiver counselor for Family and Children's Service will lead the discussion. This network is facilitated by Evelyn Kalish of the Tompkins County Office for the Aging. For more information call Evelyn at 274-5482 or Cindy Wright at 255-3649.

### Layoff Support Group

UHRs Employment Services is sponsoring a support group for university staff who are on layoff status or who have been informed of impending layoff. Activities will be determined based upon the participants needs, and may include guest speakers on assessing personal and professional options, developing networks inside and outside of Cornell, and other topics relating to re-employment strategies. The next meeting will be held on June 14, 3:00-4:30 p.m. in Room 101, 20 Thornwood Drive.

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

### Employment Services Staff Phone Numbers

Patricia Hutton, director	254-8369
Dee Dee Berry	254-8366
Allan Bishop	254-8359
Holly Cary	254-8355
Sandy Dennis-Conlon	254-8354
Courtney Fletcher	254-8350
Micaela Grill	254-8374
Anita Harris	254-8357
Mary Beth Jordan	254-8360
Monica Lacey	254-8361
Wendy Manzanares	254-8372
Karen McLean	254-8371
Karen Raponi	254-8368
Peggy Reynolds	254-8373
Esther Smith	254-8367
Cynthia Smithbower	254-8352
Sue Tvaroha	254-8362
Teresa Walding	254-8370
Sam Weeks	254-8353

Employment Services staff can also be contacted through QuickMail, E-Mail, and Audix. There is also a "drop-box" in 130 Day Hall. You may also pick up forms at 130 Day Hall: requisitions, ACSS, employee transfer applications and position authorization forms.

### Location

Employment Services is located on 20 Thornwood Drive, Cornell Business/Technology Park near the

In closing, Beth Warren wished to convey her appreciation for the participation of the Cornell community, and the articulation of questions, concerns, and comments. She would encourage staff to ask their supervisors if they have other questions, and she looks forward to continued dialogue at the future "town meetings." We will announce the dates of these meetings as they are finalized.

Tompkins County Airport.

### Directions

Route 13 to Warren Road; notice sign for airport. Warren Road to Brown Road-first right. Thornwood is the first right turn off Brown Road. The reception area for Employment Services is room #106.

### CHRISP Demographic Module Training

Demographic Input/Update Screens, Friday, June 11, 9:30-11:00 a.m.

Training sessions will be held in 163 Day Hall. Call Beth Hebert at 255-2534 to register.

### Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

June 19 - Annual June Picnic

July 18 - Beck's Grove Dinner Theatre, "The Odd Couple"

July 20-21 - Tanglewood and the Boston Symphony; Norman Rockwell Museum

August 7 - Thousand Islands

September 18-19 - Toronto: Phantom of the Opera

October 2 - Pork Roast/Square Dance

October 22-28 - Cancun, Mexico

October 30 - Halloween Party at the Park

November 6 - Franklin Mills Shopping

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

### Select Benefits Claims Schedule 1993

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

6/18	8/13	10/8	12/3
7/01*	8/27*	10/22	12/16*
7/16	9/10	11/5	
7/30	9/24	11/18*	

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



Work and Family Matrix of Policies, Programs, and Practices at Cornell University

Life Course Needs and Cornell Responses

Financial assistance	Services	Counseling and Information	Time
<b>Individual worker is hired</b> <ul style="list-style-type: none"><li>• Health insurance</li><li>• Disability insurance – short &amp; long term</li><li>• Life insurance</li><li>• Pension and/or other retirement programs</li><li>• Other benefits<ul style="list-style-type: none"><li>– AD&amp;D</li><li>– Tax-deferred plan</li></ul></li><li>• Dental insurance (statutory)</li><li>• Home owners insurance</li><li>• Auto insurance</li><li>• Medical Reimbursement Account</li><li>• Workers' Compensation</li></ul>	<ul style="list-style-type: none"><li>• Fitness center</li><li>• Employee assistance programs (EAPs)</li><li>• Health risk appraisals</li><li>• Career development opportunities<ul style="list-style-type: none"><li>– Workshops and seminars</li><li>– Extramural program</li><li>– Employee degree program</li><li>– Tuition aid program</li></ul></li><li>• Work &amp; family services</li><li>• Employee health program</li><li>• Cornell Recreation Club</li><li>• Elder care services</li><li>• Child care services</li></ul>	<ul style="list-style-type: none"><li>• Wellness and health promotion programs</li><li>• EAP</li><li>• Disability management services</li><li>• Benefits consultation</li><li>• Literacy training (CLASP)</li></ul>	<ul style="list-style-type: none"><li>• Flextime</li><li>• Part time</li><li>• Holidays</li><li>• Vacations</li><li>• Sick time</li><li>• Disability leave</li><li>• Leave of absence</li><li>• Death in family –Funeral leave</li><li>• Other<ul style="list-style-type: none"><li>– Personal leave</li><li>– Health care leave</li><li>– Jury duty</li><li>– Release time</li></ul></li></ul>
<b>Marriage</b> <ul style="list-style-type: none"><li>• Life insurance</li><li>• Spouse benefits</li><li>• Flexible benefits (Select)</li><li>• Spouse becomes joint annuitant in pension plan</li><li>• AD&amp;D</li></ul>	<ul style="list-style-type: none"><li>• Family relocation services</li><li>• Job search assistance for spouse (dual career)</li><li>• Work &amp; family services</li><li>• Cornell Recreation Club</li><li>• Elder care services</li></ul>	<ul style="list-style-type: none"><li>• Comprehensive health program</li><li>• EAP</li><li>• Disability management services</li><li>• Literacy training (CLASP)</li></ul>	<ul style="list-style-type: none"><li>• Vacation</li><li>• Flextime</li><li>• Sick leave</li><li>• Health care leave</li><li>• Personal leave</li><li>• Funeral leave</li><li>• Holidays</li></ul>
<b>Pregnancy and adoption</b> <ul style="list-style-type: none"><li>• Medical coverage for pre- and postnatal care</li><li>• Coverage for delivery at hospital or birthing center</li><li>• Change in beneficiary coverage for employee benefits</li></ul>	<ul style="list-style-type: none"><li>• Work &amp; family services</li></ul>	<ul style="list-style-type: none"><li>• Prenatal courses</li><li>• Information from benefits</li><li>• Benefits consultation</li><li>• EAP</li></ul>	<ul style="list-style-type: none"><li>• Leave of absence</li><li>• Disability leave</li><li>• Use of accumulated sick leave</li><li>• Vacation</li><li>• Alternative work schedules and job arrangements</li></ul>
<b>Family care</b> <ul style="list-style-type: none"><li>• Medical coverage for dependents</li><li>• Well-baby care</li><li>• Dependent care assistance plans (DCAPs)</li><li>• Life insurance for dependents</li><li>• CCTS</li><li>• AD&amp;D</li></ul>	<ul style="list-style-type: none"><li>• Child care</li><li>• Family day care</li><li>• School-age care</li><li>• Breast-feeding on-site</li><li>• Family relocation services</li><li>• Work &amp; family services</li><li>• Cornell Recreation Club</li><li>• Elder care services</li></ul>	<ul style="list-style-type: none"><li>• Comprehensive health program</li><li>• Referrals</li><li>• seminars</li><li>• Support groups</li><li>• Handbooks</li><li>• EAP</li><li>• Parenting classes</li><li>• CLASP</li><li>• Benefits consultation</li></ul>	<ul style="list-style-type: none"><li>• Leave of absence</li><li>• Flexible work hours</li><li>• Use of accumulated sick leave</li><li>• Vacation</li><li>• Flextime</li><li>• Health care leave</li></ul>
<b>Divorce</b> <ul style="list-style-type: none"><li>• Step-children coverage in medical plans</li><li>• Divorced spouse and dependents can continue medical coverage for up to 36 months (COBRA)</li></ul>	<ul style="list-style-type: none"><li>• Work &amp; family services</li></ul>	<ul style="list-style-type: none"><li>• EAP</li><li>• Benefits consultation</li></ul>	<ul style="list-style-type: none"><li>• Leave of absence</li><li>• Personal leave</li></ul>
<b>Retirement</b> <ul style="list-style-type: none"><li>• Pensions</li><li>• Retiree health care; life insurance</li><li>• 403b plans and other before-tax savings plans</li></ul>	<ul style="list-style-type: none"><li>• Post-retirement job opportunities</li><li>• Work &amp; family services</li><li>• Cornell Recreation Club</li><li>• Elder care services</li></ul>	<ul style="list-style-type: none"><li>• Pre-retirement counseling</li><li>• Newsletters for retirees</li><li>• Benefits consultation</li><li>• EAP</li></ul>	<ul style="list-style-type: none"><li>• Part-time employment for retirees</li><li>• Sick leave conversion program</li></ul>
<b>Death</b> <ul style="list-style-type: none"><li>• Spouse and eligible dependents can continue medical coverage</li><li>• Beneficiaries receive life insurance and other benefits</li><li>• Spouse receives at least 50% of remaining benefits</li></ul>	<ul style="list-style-type: none"><li>• Work &amp; family services</li></ul>	<ul style="list-style-type: none"><li>• Grief counseling through EAP</li><li>• Benefits consultation</li><li>• Crisis intervention services</li></ul>	<ul style="list-style-type: none"><li>• Funeral leave</li><li>• Leave of absence</li><li>• Personal leave</li></ul>

Footnote: These services are currently available through benefits and other services on campus. For specific information call 255-3649.



# CAREER Opportunities

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

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

## Professional

### Director of Alumni Affairs (PA7008) HRII Ag and Life Sciences/Public Affairs-Statutory Posting Date: 5/27/93

Under the overall supervision of the assistant dean for public affairs, and in close collaboration with university public affairs staff. Provide overall direction and leadership for the college's alumni affairs program and serve as a senior level development officer for the college. The college has 6,300 dues paying alumni association members and regional leaders, and 40,000 alumni who receive a regular college newsletter. The college has raised over \$95million during the past three years and is an active partner in Cornell University \$1.25 billion capital campaign.

**Requirements:** Bachelor's degree or equivalent, plus 10 yrs. of progressively responsible experience in alumni affairs, development, or a closely related field or a Master's degree and 5yrs. of progressively responsible experience in alumni affairs, development, or a closely related field; outstanding written and verbal communication skills; strong self-motivation; the ability to work as a team member within a comprehensive university setting; and willingness to travel frequently both nationally and regionally. Applicants should submit a letter of interest, curriculum vitae, and four names of reference postmarked no later than July 1, 1993 to Cynthia Smithbower.

### Project Leader I (PT7104) Level 35 CIT/Information Resources-Endowed Posting Date: 7/3/93

Provide routine monitoring of all office support services (OSS) projects to assure quality. Manage and implement specific projects. Projects involve the application of Mandarin technology to solving end-user business problems. Work effectively with technical and non-technical people. High degree of visibility to both the university community and to other CIT divisions.

**Requirements:** Bachelor's degree or equivalent combination of education and experience required. Extensive computer and systems experience including the design of major systems, in both IBM and Macintosh micro computers. Experience with a broad range of micro based hardware and software, 4th Dimension, DBase(FoxBase), ADABAS, NATURAL, and Cornell operating systems. Send cover letter and resume to Sam Weeks.

### Technical Consultant II (PT7003) Level 33 English-Endowed Posting Date: 5/27/93

Manage the growth and routine maintenance of 3 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support. Manage a graduate computer facility overseeing the student support staff.

**Requirements:** BS/BA or equivalent experience. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong interpersonal and communication skills essential. Ability to effectively manage a group of student workers. Send cov letter & resume to Sam Weeks.

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

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

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

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

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

**Requirements:** Bachelor's degree in computer

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

### Counselor/Therapist (PA7001) HRII Health Services-Endowed Posting Date: 5/27/93

Provide crisis intervention and short-term therapy to students in emotional distress, couple and family counseling, lead group therapy sessions, consult with campus personnel, including dean of students, residence life, etc. Provide consultation for faculty and students including after-hours emergency service. This is a one term appointment until May 1994.

**Requirements:** An A.C.S.W. or S.W. degree. If psychologist, a PhD in clinical or counseling psychology from an APA approved program. APA approved interns preferred. 1-2yrs. experience in crisis intervention, knowledge of personality theory, psychopathology and short-term crisis intervention with experience in teaching or outreach. Send cover letter and resume to Cynthia Smithbower.

### Assistant Director for Recognition Programs (PA7005) HRII Development/Public Affairs-Endowed Posting Date: 5/27/93

Work with the associate director to plan and implement specific aspects of the Cornell Fund personal solicitation effort. Includes coordination of the effort between the fund and the regional campaign coordinators. Staff 1-2 cities for the regional campaign and will serve as the main contact for the young alumni chair.

**Requirements:** Bachelor's degree or equivalent is required. 3-5yrs. related experience with volunteers and fund-raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability is necessary. Managerial skills necessary. Send cover letter and resume to Cynthia Smithbower.

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

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

**Requirements:** Bachelor's degree or equivalent required; graduate degree or study desirable. Minimum of 5yrs. experience in journalism/communications; experience in university news office desirable. Demonstrated excellence in writing and demonstrated success in placements of news articles in the print and broadcast media. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Executive Staff Assistant II (PC7105) HRI Human Dvlpmnt & Family Studies-Statutory Posting Date: 6/3/93

Responsible for coordinating and directing the administrative, business and personnel operations of the Cornell Youth and Work Program. Provide significant staff assistance to the associate director of the Cornell youth and work program.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. experience. Excellent written and oral skills. Previous proven work experience in a busy office environment. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Assistant/Associate Director of Admissions (PA7007) HRI Academic Programs/CALS-Statutory Posting Date: 5/27/93

Perform all admissions activities, including planning and participating in recruitment travel, interviewing and advising prospective students, evaluating applications, making admission decisions, and interacting with all segments of the college and university. Recruitment includes working with students, counselors, alumni, and other university representatives, both on and off campus. Some travel. Limited evening and weekend commitments.

**Requirements:** Bachelor's degree or equivalent with training and experience in admissions or related fields; Master's degree preferred. Title and salary commensurate with experience. Strong interpersonal and organizational skills. Must be able to make independent decisions, organize events and projects, make public presentations, and incorporate creativity and sensitivity into work. Computer skills as well as experience in writing and preparing publications highly desirable. Send cover letter and resume to Cynthia Smithbower.

### CRESP Executive Director Center for Religion Ethics and Social Policy Posting Date: 5/27/93

Link the people and resources of Cornell and CRESP to many wider communities and create new and innovative approaches to human services, education and social change. Provides leadership and executive assistance to a group of well-established and independent social, educational and spiritual projects and programs that serve a range of individuals and needs. Plan, organize and direct center-wide administrative functions including finance, human resources, strategic planning, fundraising, public relations and volunteer management.

**Requirements:** Excellent communication and presentation skills and significant experience in leading and directing religious, educational, social or human services organizations. Particularly experienced in financial management and community-based/educational fundraising. Sense of humor, flexibility in working style and the ability to create strong working relationships is essential. Bachelor's degree is required and graduate training in religion, theology philosophy, human development or the social sciences is desirable. CRESP is a private non-profit educational organization with a formal affiliation agreement with Cornell University. Salary is modest but carries full Cornell benefits. The executive director reports to the executive committee of the CRESP board. Candidates should send cover letter and resume to Gil Ott, Co-chair CRESP, 55 Brown Road, Cornell University, Ithaca, NY 14850. Applications and nominations will be accepted until and appointment is made. CRESP is an equal opportunity/affirmative action employer. People of color, women, physically challenged/other-abled individuals, Vietnam and Persian Gulf veterans are encouraged to apply.

### Public Affairs Assistant (PA7004) HRI JGSM-Endowed Posting Date: 5/27/93

Work with the director of development and associate director of annual giving in the planning and implementation of the school's annual fund and leadership gift and tower club/dean's society efforts. Provides leadership of student phonathons and assists with reunion campaigns. Supervises the MBA II class program and gift acknowledgment system.

**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. related experience required. Excellent writing, communications and interpersonal skills. Prior knowledge of fund-raising through professional or volunteer experience. Ability to communicate with a diverse faculty/staff, alumni and student body. Knowledge of Cornell and public affairs information systems. Knowledge of Macintosh computers and software. Send cover letter and resume Cynthia Smithbower.

### Executive Staff Assistant I (PC6907) HRI Center for the Environment-Statutory Posting Date: 5/20/93

Assist director of water resources institute in coordinating and administering projects. Three main functions: administrative support and coordinator of WRI projects, especially those performed jointly with Cornell faculty and off-campus groups; financial oversight of projects, and administration of training and educational activities of WRI.

**Requirements:** Associates or equivalent, Bachelor's preferred. 1-2yrs. related experience. Highly developed diplomatic skills. Administrative experience, including budget management. Understanding of government and water resources. Working

knowledge of computer software, including databases, spreadsheets and desk-top publishing. Demonstrated writing ability. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Research Support Specialist I (PT6902) HRI Veterinary Pathology-Statutory Posting Date: 5/20/93

Provide investigative assistance, technological support in biological and flow cytometry lab. Plan/execute experiments; supervise staff; and perform data analysis. Order supplies. Conduct literature surveys.

**Requirements:** BS degree or equivalent required. 2-3yrs. related lab experience required. Knowledge of related techniques to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

### Copy Editor I (PC6809) HRI University Relations/Publications Services-Endowed Posting Date: 5/13/93

Edits and proofs manuscripts, assists in creating subsequent production stages, and works with clients, designers, and support personnel during the entire process of producing printed publications.

**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. related working experience with computers and word-processing programs (Specific experience with Macintosh computers, Microsoft Word, and PageMaker is desirable). A sensitivity to language, nuance, and tone. A high regard for precision and accuracy. Attention to details and facts. Ability to work both independently and closely with others, and administer multiple tasks and procedures. External applicants send completed application, cover letter, resume and marked up editing samples (minimum 2 pages, 8 1/2x11, double-spaced copy) to Esther Smith. Employees should include employee transfer application.

### Business Writer (PC6814) HRI University Relations/News Service-Endowed Posting Date: 5/13/93

A 12-month term appointment to serve as Business Writer for the Cornell News Service. Publicize in the national and international print and broadcast media research and educational programs in the Schools of Hotel Administration and Industrial and Labor Relations, Johnson Graduate School of Management, and other units as assigned. Also responsible for internal communications in assigned areas. Monday-Friday occasional nights/weekends.

**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. experience in journalism/communications. Demonstrated excellence in writing and demonstrated success in placements of news articles in the print and broadcast media. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Research Support Specialist I (PT6705) HRI Nutritional Sciences-Statutory Posting Date: 5/6/93

Take charge of running a lab involved in biopsychology (cognitive testing) research. Supervise and integrate the activities of 10-12 undergrads, grads and post docs. Participate in testing 100 animals daily. Trouble shoot the 11 computer operated testing chambers. Perform data manage-

## The Cornell Workplace

Mission of University Human Resource Services: "to advance the practice of human resource management in the Cornell workplace."

EDITOR: Nancy Doolittle, 255-3541  
PHOTOGRAPHY: University Photography

PRODUCTION: Cheryl Bishop, 255-6890

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Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Cornell University, 20 Thornwood Drive, Ithaca, NY 14850-1265.

It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).

Cornell University is committed to assisting those persons with disabilities who have special needs. A brochure describing services for persons with disabilities may be obtained by writing to the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801. Other questions or requests for special assistance may also be directed to that office.



ment and analysis. Participate in designing experiments.

**Requirements:** BS degree or equivalent. Biopsychology background desirable. 2-3yrs. related experience. Be able to work under pressure and meet deadlines. Accuracy a must. Excellent interpersonal, communication and organizational skills. Ability to work independently and prioritize work. Supervisory experience helpful. Experience with computers for data analysis, knowledge of electronics and statistics are all desirable. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT6503) HRI Agricultural & Biological Eng.-Statutory**  
**Posting Date:** 4/22/93

Determine criteria and methods for delineating hydrologically critical areas as part of the NYC/Cornell Whole Farm Planning Process. Develop models to establish criteria for hydrologically critical areas. Work closely with county projects teams, farmers and other Cornell team members.

**Requirements:** Bachelor's degree in earth science or engineering. 1-2yrs. of related experience. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PC6503) HRI Chemistry-Endowed**  
**Posting Date:** 4/22/93

Complete administrative responsibility for content of the international journal "Accounts of Chemical Research", including coordination of the solicitation and peer review of manuscripts and special marketing efforts. Also prepare other correspondence and scientific papers.

**Requirements:** Bachelor's degree or equivalent in chemistry; Master's degree desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Familiarity with scientific computing and French/German helpful. 1-2yrs. experience desirable. External applicants send cover letter, resume and 3 references to Esther Smith. Employees should include employee transfer application.

**Research Support Specialist I (PT5701) HRI Anatomy-Statutory**  
**Posting Date:** 4/22/93 Repost

Perform a wide variety of morphologically-based techniques in support of an anatomically-based research program. Design experiments, analyze data and develop computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT6306) HRI Food Science-Statutory**  
**Posting Date:** 4/8/93

Provide technical support to an extensive research project in the area of high pressure and/or extrusion processing of food and other related biomaterials.

**Requirements:** M.S. in food science/engineering or equivalent. Minimum 2yrs. of related experience. Send cover letter & resume to Sam Weeks.

## Professional Off-Campus

**Research Support Specialist I (PT7103) HRI Nutritional Sciences/Albany, NY-Statutory**  
**Posting Date:** 6/1/93

Provide a variety of statistical, administrative and other support services to collaborative nutrition surveillance projects of the division of nutritional sciences at Cornell and division of nutrition of the New York State department of health (DOH). Specifically, assist with community based nutrition monitoring (CBNM) project and the diet and chronic disease project. Act as liaison between Cornell, DOH and other state agencies. Position located in Albany, NY.

**Requirements:** Bachelor's degree or equivalent in nutrition, public health, social sciences or related field required with 2-3yrs. related experience. Master's degree preferred. Experience in statistical analysis of survey data, preferable dietary data, and other aspects of data collection, management and use, including large data sets. Familiarity with department of health's data sets desirable. Experience with community-based programs highly desirable. Ability to interact effectively in a team and on a one-on-one basis, and to communicate and work collaboratively with state agency officials. ability to take direction, implement project activities, problem-solve, and meet deadlines. Send cover letter and resume to Wendy Wolfe, CU-Division of Nutritional Sciences, 3M6 MVR, Ithaca, NY 14853.

**PA#28 Sea Grant Specialist/Associate Director**  
**Location:** SUNY Buffalo, Buffalo, NY  
**Posting Date:** 6/3/93

Plan, implement, and evaluate and extension education outreach program on Great Lakes ecosystem issues based on research activities generated at University at Buffalo, the SUNY College at Buffalo, Cornell University and other institutional members of the Great Lakes Research Consortium. As Associate Director of the Great Lakes Program at the University at Buffalo, provide day to day management for the program's outreach activities including: publications and research or educational conferences. Assist the New York Sea Grant Institute in identifying Great Lakes environmental problems, solutions, and opportunities, and faculty capable of addressing such matter through the research proposal process.

**Minimum Qualifications:** Masters degree in marine, environmental of equate sciences, environmental engineering, environmental governmental/ law, natural resources management, continuing education, or a directly related field. At least 4 yrs. professional experience in a field related to the Great Lakes or aquatic resources, and/or public educational/policy programming. Demonstrated program management, communications, educational, networking, and computer skills. Desirable: Ph.D. degree in relevant field. Familiarity with outreach/extension programs. Experience with the academic/research community. Direct experience in academic/agency research. Send letter of intent, resume and transcript(s) by June 17, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**PA#29 4-H Youth Development/Human Development**  
**Location:** Sullivan County, Liberty, NY  
**Posting Date:** 6/3/93

Responsible for providing leadership in planning, implementing, and evaluating educational

programs in areas of strengthening individual, family and community resources and developing human potential for the Cornell cooperative Extension Association of Sullivan County. In conjunction with the Program/Issue Leaders, develop program objectives and plans within assigned areas of responsibility. Act as a subject-matter resource to the program committees, staff, and clientele, including schools, agencies, and other groups, as they are identified. Seek out, prepare and submit proposals to secure additional program funding, actively involving the Program Leaders, program committees, Board of Directors, Cornell faculty, and Extension Administration.

**Minimum Qualifications:** Bachelor's degree and progress toward the acquisition of a master's degree appropriate to the responsibilities of the position. It is preferred the applicant have three years as a Cooperative Extension Agent or equivalent professional experience in teaching or education in an academic, human service, or industry setting; OR a master's degree with one year relevant experience. Salary: \$23,000 commensurate with qualifications. Send letter of intent, resume and transcript(s) by June 17, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**Applications Programmer/Analyst III (PT6806) Level 34**  
**History of Art-Endowed**  
**Posting Date:** 5/13/93

Provide all technical computer support and development for the Aegean Dendrochronology Project. Support 15 users in applications including Paradox WordPerfect, CMS, DOS and internet communications. Develop, upgrade and document applications to user specifications. Administer a Novell network. Flexible hours.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. experience, at least as a student programmer required. Novell network experience preferred. Send cov ltr & resume to Sam Weeks.

**Technical Consultant II (PT7002) Level 33**

**Physics-Endowed**

**Posting Date:** 5/27/93

Manage the growth and routine maintenance of 2 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support.

**Requirements:** BS degree or equivalent. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong organizational, interpersonal and communication skills essential. Send cover letter & resume to Sam Weeks.

## Professional Part-Time

**Teaching Support Specialist (PA7102) HRI Human Dvlpmnt & Family Studies-Statutory**  
**Posting Date:** 6/3/93

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5yr. olds. Plan and supervise daily activities for children in cooperation with Head Teacher. 11 month position, M-F, 8-2.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalent in education and experience is required. Minimum of 2yr. experience with preschool children. Send cover letter and resume to Cynthia Smithbower.

**Teaching Support Specialist I (PA7103) HRI Human Development and Family Studies-Statutory**  
**Posting Date:** 6/3/93

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5yr olds. Plan and supervise daily activities for children in cooperation with head teacher. 11 month position, M-F, 12-6.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalency in education and experience is required. A minimum of 2yrs. experience with preschool children. Send cover letter and resume to Cynthia Smithbower.

## Professionals Casual

**Research Support Specialist (PT6904)**

**Nutritional Sciences**

**Posting Date:** 5/20/93

Assist with various aspects of the development of the Regional Food Guide, a collaborative project. Help conduct a review of past and current northeast agricultural production and processing. Conduct a review of U.S. and Canadian dietary guidance. Help assemble a group of food system representatives from the northeast to serve as a project advisory committee. Coordinate communications with the project advisory committee. Assist in evaluation of consumer attitudes and knowledge about regional food selection and meal planning.

**Requirements:** BS or equivalent in nutrition or other relevant field. Ability to write and communicate with urban and rural community leaders. Strong organizational skills. Ability to work independently. Attention to detail. Good communication (oral and written) and people skills a must. Knowledge of northeast agriculture and food processing preferred. Experience in social science; consume or nutrition education research method; in questionnaire development; and project coordination highly desirable. Familiarity with computer word processing and graphics desirable. Interest in food system issues helpful. Send cover letter and resume to Sam Weeks.

## Professionals Temporary

**Research Support Specialist (PT6303)**

**Nutritional Sciences/CNPP**

**Posting Date:** 5/27/93 Repost

Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning and labor supply.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or Ithaca.

**Senior Technician (PT6809)**  
**Mammalian Cell Culture/Animal Science**  
**Posting Date:** 5/13/93

Provide technical support in mammalian cell culture research involving studies on the role of a novel peptide, found in mammary tissue and milk, that effects cell proliferation and differentiation.

**Requirements:** Skilled in cell culture, immunocytochemistry and various analytical techniques such as PAGE, Western, Northern and Southern blotting. Experience in confocal microscopy and cell cycle analysis is preferred. Send Curriculum vitae, work history and names of 3 references to Dr. R.C. Gorewit, Department of Animal Science, Cornell University, Ithaca, NY 14853.

## Technical

**Technician GR18 (T7005)**

**Biotechnology Program-Statutory**

**Minimum Biweekly Salary:** \$542.89

**Posting Date:** 5/27/93

Provide general lab assistance: maintain glassware and sterile media; prepare media; and care for plants, bacteria and tissue cultures. Assist in development, organization and instruction of workshops in molecular biology techniques. Give tours of the facility to student groups. Supervise student helpers.

**Requirements:** B.S. or equivalent in related scientific field. Lab experience preferred. Some computer data entry experience. Send cover letter and resume to Sam Weeks.

**Lab Technician GR19 (T7101)**

**James A. Baker Institute-Statutory**

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 6/3/93

Provide technical services to a virology/molecular biology lab investigating viral diseases of animals and/or humans. Prepare and maintain cell culture viruses, bacteria and plasmids. Conduct a variety of virological, immunological, molecular biological and bacteriological procedures. Assist in lab maintenance. Assist with occasional studies involving infections or immunizations of animals.

**Requirements:** AAS degree or equivalent in biological sciences. 1-2yrs. related experience, including aseptic procedures. Ability to conduct routine lab procedures form protocols such as prepare buffers and solutions. Some experience with molecular biological techniques useful. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Technician (T5908) GR19**

**Division of Nutritional Sciences-Statutory**

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 6/3/93 Repost

Provide technical support in the areas of chemical analysis or diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/94.

**Requirements:** Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS required. Some lab experience helpful. Interest and ability in learning new procedures, training will be provided. Send cover letter and resume to Sam Weeks.

**Laboratory Technician GR19 (T6901)**

**James A. Baker Institute-Statutory**

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 5/20/93

Assist with experiments in molecular biology and biochemistry. Perform CDNA/RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, *in situ* hybridization, immunoprecipitation, SDS Page, and autoradiography. Assist with lab organization, maintenance and experimental planning. Keep detail records of experiments.

**Requirements:** Associates degree or equivalent in biochemistry, biology, chemistry, or molecular biology. Minimum of 2 years related experience required. A good working knowledge of standard lab equipment procedures and including working with radioactive isotopes. Send cover letter and resume to Sam Weeks.

**Animal Health Technician (T5612) GR20**

**Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary:** \$590.45

**Posting Date:** 2/18/93

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.

**Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3303)**

**Diagnostic Lab/Clinical Pathology-Statutory**

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 6/3/93 Repost

Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval.

**Requirements:** AAS in medical technology required. BS in medical technology and ASCP certification. 1-2yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

**Research Aide GR21 (T7102)**

**Plant Breeding and Biometry-Statutory**

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 6/3/93

Enter data into the USDA plant genome databases maintained at Cornell (tomato, potato, rice and wheat). Enter genetic data directly from autoradiograms with digitizing pad and video imaging, and form spreadsheets and text files obtained from other databases.

**Requirements:** Bachelor's degree or equivalent required. 2yrs. experience in biological sciences, molecular genetics preferred. Computer experience helpful. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T6701)**

**CIT/CR-Endowed**

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 5/6/93

Operate large scale computer systems and associated peripheral equipment. Monitor data communications network. Consult with vendor engineers and department support staff. Also, monitor server systems and consult with server administrators. Swift-work/weekends.

**Requirements:** A.A.S. degree or equivalent combination or education and experience in large data processing facilities required. Computer operating experience with minimum 3yrs. related data communications experience helpful. Knowledge of computer hardware, software, operating systems and programming languages. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T4807)**

**Microbiology, Immunology, and Parasitology-Statutory**

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 4/22/93 Repost

Provide technical support for an immunology lab. Conduct nutritional and cellular immunology experiments using rat and chicken animal models and *in vitro* cellular systems. Evaluate cellular immunity, flow cytometry and other related assays. Maintain rats. Perform routine lab duties including data analysis, lab maintenance, record keeping and preparation of supplies and reagents, etc.

**Requirements:** BS degree or equivalent, in biology, biochemistry or related field. 2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T6703)**

**Psychology-Endowed**

**Minimum Biweekly Salary:** \$641.92

**Posting Date:** 5/6/93

Assume operation and supervision of Infant Research Center. Plan, conduct, and analyze data from research with human infants. Explain research to parents and summarize experimental findings. Supervise 10 undergrad assistants.

**Requirements:** B.A. or B.S. degree or equivalent required. 2-4yrs. related research experience required. Experience with statistics and database software preferred. Must have good supervisory, organizational and interpersonal skills. Must like working with infants. Send cover letter and resume to Sam Weeks.

**Technician GR23 (T6807)**

**Fruit and Vegetable Science-Statutory**

**Minimum Biweekly Salary:** \$669.23

**Posting Date:** 5/13/93

Provide technical and group leadership support for vegetable crops applied research and extension program. Participate in design of experiments and coordinate arrangements for field studies and demonstrations. Plant and maintain field and greenhouse crops used in research. Install equipment for monitoring plant, soil, and weather parameters. Record data on crop development, yield, and fruit quality. Assist with laboratory procedures such as photosynthesis measurements and plant and soil chemical analysis. Use computer software to organize, statistically analyze, and graphically present results. Contribute to written reports and oral presentations for scientific and lay audiences.

**Requirements:** BS degree or equivalent in the plant sciences, biology, or related field required. Minimum of 2-4yrs. experience including 1-2yrs. in applied research and crop production. Good working knowledge of farm equipment and standard plant growing techniques is essential. Basic knowledge of computers necessary; familiarity with spreadsheet, statistics, and graphics software is highly desirable. Must be organized and have demonstrated ability to work independently. Pesticide applicators license desirable. Send cover letter and resume to Sam Weeks.

**CHESS Operator GR24 (T6805)**

**CHESS-Endowed**

**Minimum Biweekly Salary:** \$701.22

**Posting Date:** 5/13/93

Provide technical support (computer, scientific engineering, machining, etc.) for CHESS user groups. Supervise the enforcement of safety codes. Monitor status of X-ray synchrotron facilities. Correct system malfunctions and software problems associated with instrument control. Maintain lab equipment. Design new equipment using CAD. May assist in experimental problems.

**Requirements:** BS or equivalent in technical scientific field such as engineering or physics. Good mechanical lab skills. Computer programming experience preferred. Send cover letter and resume to Sam Weeks.

**Electronics Technician GR24 (T6604)**

**Biomedical Electronics Service-Statutory**

**Posting Date:** 4/29/93

Provide technological support for the research, teaching and clinical programs at the College of Veterinary Medicine with emphasis on component level repair of sophisticated electrical and electronic instrumentation. Some computer workstation and peripheral equipment repair. Some network installation and support.

**Requirements:** Education and experience equivalent to a certified biomedical electronics technician required. Strong computer science background preferred. Experience troubleshooting sophisticated medical and analytical electronic instrumentation to the component level. Some experience troubleshooting and repairing micro-computers and peripherals. Ability to interact with lay users and translate technical jargon into terms they can understand. Send cover letter and resume to Sam Weeks.

## Technical Off-Campus

**Technician GR17 (T6905)**

**Plant Pathology/Lake Placid-Statutory**

**Minimum Biweekly Salary:** \$530.38

**Posting Date:** 5/20/93

Provide technical assistance in tissue culture and greenhouse production of potatoes. Laboratory duties include preparation of media and buffers, assist in testing plants (e.g., serology tests) and propagation and maintenance of tissue culture plantlets. Greenhouse duties include maintenance, care and harvesting of plants. Field duties include transplantation and harvesting of plantlets.

**Requirements:** High school or equivalent. Careful work and attention to detail are required. Laboratory and/or greenhouse production experience desired. Send cover letter and resume to Sam Weeks.

## Technical Temporary Full-time

**Research Aide (T6907)**

**Plant Breeding**

**Hiring Minimum:** \$7.56

**Posting Date:** 05/27/93

Responsible for entering data into the USDA Plant Genome Databases (tomato, potato, rice and wheat) maintained at Cornell. Enter genetic data directly from autoradiograms with digitizing pad and video imaging, and from spreadsheets and text files obtained from other databases.

**Requirements:** B.S. or equivalent in biology required. 2-4 years related experience preferred. Experience with Macintosh computers and UNIX systems desired. Full-time position with some flexibility in hours. Send cover letter and resume to David Matthews, Plant Breeding, 252 Emerson Hall, Cornell University, Ithaca NY 14853.



### Technician (T6908) Soil, Crop and Atmospheric Science

Hourly rate: \$5-6

Posting Date: 05/27/1993

Provide technical support to a cryobiology lab investigating cryopreservation of *Drosophila melanogaster* embryos. Assist with routine lab operations and maintenance; prepare media and solutions; rear insects for experiments; collect data.

**Requirements:** B.S. or equivalent in biology or related field. Knowledge of and experience with routine lab techniques. Previous lab work desirable, but training with be provided. Position will be part time for June and July with hours to include days and evenings. From August through April 1994 the position will be full time, hours 8:00a.m. to 4:00p.m. Send cover letter and resume to Shannon Caldwell, Soil, Crop and Atmospheric Sciences, 620 Bradford Hall, Cornell University, Ithaca, NY 14853.

### Research Support Specialist (T6903)

Nutritional Sciences/cnnepp-Statutory  
Posting Date: 5/20/93

Perform research on the dynamics of micro-enterprise development data from Conkary, Guinea. Verification & reorganization of a unique 2-year panel data set for 1,100 micro-enterprises. Be responsible for matching these enterprises and then allocating returns to the main proprietors within the household.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Strong background in database management & knowledge of database management programs essential. Some knowledge of French preferred but not necessary. Work to be carried out in Washington, DC or Ithaca. Position available immediately, appointment up to 6 months for 39 hrs/wk. Salary commensurate w/experience and work location. Send cover letter and resume to Sam Weeks.

### Technician (T6802)

Fruit and Vegetable Science-Statutory  
Posting Date: 5/13/93

Assist in vegetable crops studies including planting, maintenance, and harvest of field plots and greenhouse experiments. Assist with plant and soil sampling procedures; yield and fruit quality measurements; and use of lab and field research equipment.

**Requirements:** Experience with farm equipment, plant production methods, and research data collection desirable. Must have NYS driver's license. Send cover letter & resume to Sam Weeks.

### Photographer (T6706)

University Relations-Endowed  
Posting Date: 5/6/93

Produce high quality photographic images to be used for public relations.

**Requirements:** 3yrs. in location photography. Ability to interact with diverse clients and subjects including VIPs. 3 month temporary position. Send resume and work sample to Chris Hildreth, Comstock Hall, Cornell University, Ithaca, NY 14853.

## Office Professionals

### Temporary Office Professional Positions

The temporary service at Cornell University is presently recruiting for the following areas: Receptionist, Office Assistant, Data Entry Clerk, Secretary, and Administrative Aide. Individuals will need to be proficient in the use of the Macintosh or IBM computers. Programs that are in great demand would be Microsoft Word, Filemaker, Pagemaker, Excel, WordPerfect and Lotus. A typing speed of 45-60 wpm is preferred. Minimum of one year office experience is necessary. If you are not presently employed and would consider temporary opportunities, please send a cover letter stating your interest in temporary opportunities and a resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

### Secretary GR18 (C7005)

Natural Resources-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 5/27/93

Provide administrative assistance to cooperative extension staff. Schedule meetings; answer telephones; distribute, organize, and maintain large volume of publications; transcribe machine dictation; prepare travel itineraries and reimbursements; use PROCOMM to access CENET electronic mail.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1yr related work experience. Strong Mac and IBM background and working knowledge of WordPerfect 5.1. Must have excellent communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Office Assistant GR18 (C6701)

Vet Medical Teaching Hospital-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 5/6/93

Mornings work in Clinics Business Office duties include computer input of hospital vouchers, assist in functions of accounts receivable and cash control. Afternoons and Saturdays work in Small Animal Clinic front office reception, gathering patient history and client information; operate computer terminal for medical records; handle admission discharge and cashiering of small animal patients.

**Requirements:** High school diploma or equivalent. Coursework in accounting and medical terminology desirable. Monday - Saturday 39hrs/wk 1-2 yrs. related experience. Strong organizational, interpersonal and communication skills required. Able to work independently in an active complex environment. Light typing. External applicants send a cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR19 (C7103)

Public Affairs-Endowed  
Minimum Biweekly Salary: \$566.28  
Posting Date: 6/3/93

Provide administrative support to the director of special projects, the associate director and development assistant. Act as office receptionist. Maintain dean's public affairs calendar, the department's event list and the general public affairs events calendar.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience in a busy office. Macintosh computers. Editing and transcribing experience. Database maintenance and various mailing lists updates. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR19 (C7104)

Veterinary Administration-Statutory  
Minimum Biweekly Salary: \$566.28

Posting Date: 6/3/93

Cornell Employees Only

Provide receptionist and secretarial support for the office of education development. Responsible for maintaining OED budget, upgrades, preparing manuscripts and some correspondence. Provide support for foundation courses (duplicating and maintaining curricular materials).

**Requirements:** High school education or equivalent required. Some college coursework preferred. 2yrs. related office experience, preferably at Cornell. Excellent communication (oral and written) skills. Ability to work independently. Working knowledge of Macintosh, a major word processing and spreadsheet program. Desktop publishing skills helpful. Good organizational skills important. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

### Information Secretary GR19 (C7007)

Graduate School/Records-Endowed  
Minimum Biweekly Salary: \$566.28

Posting Date: 5/27/93

Greet, direct and assist students. Field general questions regarding basic graduate school policies to students and staff; type correspondence and labels; perform on line computer transactions; maintain inventory of forms; process application requests; assist other employees in the records office.

**Requirements:** HS diploma or equivalent. Some college courses desirable. Knowledge of Apple computers, Microsoft word, CU mainframe, data entry. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C7004)

Family Life Development Center-Statutory  
Minimum Biweekly Salary: \$566.28

Posting Date: 5/27/93

Provide support to FLDC administrative staff. Input, format, and produce final copy for reports, publications, manuscripts, correspondence and proposals. Develop and maintain data base; coordinate on and off campus meetings and conferences. Monday-Friday, 8am-4:30pm, until 9/30/94, contingent upon funding.

**Requirements:** High school diploma or equivalent. 2yrs. experience. Some college coursework desired. Excellent organizational, communication and interpersonal skills. Macintosh or PC computer experience required/experience with word processing spreadsheets, data bases, publishing, graphics. Broadbased secretarial skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C6605)

Center for Advanced Imaging Techn.-Statutory  
Minimum Full-Time Equivalent: \$566.28

Posting Date: 4/29/93

Assist director in the performance of administrative duties required for the smooth operation of the Center, including budgeting, accounting, payroll, and secretarial support.

**Requirements:** High school diploma equivalent in business and office administration preferred. Some college course work. Knowledge of Statutory Accounting System. 2yrs. previous office experience. Working knowledge of IBM PC, Microsoft Word, and Excel. Data base management skills very desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include a transfer application.

### Secretary GR19 (C6903)

Hotel Administration-Endowed  
Minimum Biweekly Salary: \$566.28

Posting Date: 5/20/93

Provide administrative and secretarial support for three faculty members. High level of confidentiality essential, requiring independent judgment and decision making.

**Requirements:** High school diploma or equivalent. Some college course work in Secretarial or Business Science or equivalent and/or training. Knowledge of IBM software including Word Perfect 5.1, Lotus 123, and Harvard Graphics. Ability to organize work priorities to meet deadlines. Strong communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application. Women and minorities encouraged to apply.

### Secretary GR19 (C6808)

Chemical Engineering-Endowed  
Minimum Biweekly Salary: \$566.28

Posting Date: 5/13/93

Provide academic/research related clerical/administrative support to several faculty and their research groups. Type correspondence, class work, technical material and prepare purchase orders; oversee completion and submission of research proposals; schedule appointments and coordinate meetings; handle travel arrangements and reimbursements; maintain vanda cards and petty cash; process incoming/outgoing mail and deliveries for building; serve as school's receptionist; answer phones; assist with various social functions; handle room reservations; supervise student employees and manage business office operations.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience. Excellent typing skills required. Must be able to organize work, set priorities and work with frequent interruptions. Strong interpersonal and communication skills essential. Knowledge of Macintosh required. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include an employee transfer application.

### Administrative Aide GR20 (C7008)

Development/Public Affairs-Endowed  
Minimum Biweekly Salary: \$590.45

Posting Date: 5/27/93

Provide administrative assistance to the director, associate director, and assistant director of foundation relations. Coordinate flow and oversee completion of work within the office; i.e., prepare reports, arrange meetings, compile data, maintain computer database information, and assist in special projects.

**Requirements:** Associates degree or equivalent required. 2-3yrs. related experience in providing high level executive support. University staff and faculty contacts, as well as development and public affairs staff, foundation officers and alumni. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR21 (C7102)

Public Affairs-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 6/3/93

Cornell Employees Only

Provide administrative support to the director of

public affairs and director of development. Assist with tracking of gifts to the college. Act as liaison with the deans office for scheduling meetings and travel.

**Requirements:** Associate's degree or equivalent. 2-3yrs. related experience in a busy office. Macintosh computers, IRIS. Cornell accounting. Ability to work under pressure. Cornell employees only. Medium typing. Send transfer application, cover letter and resume to Esther Smith.

### Computing Administrative Assistant GR21 (C7101)

Computer Science-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 6/3/93

Provide administrative and organizational support to the director of computing facilities and facilities staff. Provide problem resolution and front-line response and tracking for all problems and requests from faculty, staff, and students to the computing facilities support group. Organize and maintain computer accounts, inventory records, and computer backup tapes for the computer science departments computing facility, consisting of approximately 300 users on 200 departmental workstations and servers.

**Requirements:** Associate's degree or equivalent required. Minimum 3yrs. experience with computer systems is essential, and experience with a multi-user system such as the UNIX operating systems is extremely valuable. Familiarity with standard editing, printing, and text processing tools. Medium typing. High level of general administrative and organizational skills is essential. These should include demonstrated initiative and problem solving abilities, the ability to evaluate and act on varying priorities, technical typing, and the ability to run a small documentation library. Experience in computer operations such as account maintenance, file backup and recovery, and on-line documentation maintenance is extremely valuable. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Administrative Aide GR21 (C7011)

Theory Center-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Perform extensive and complex administrative and secretarial functions for the Director of Corporate and External Relations and associated professional staff. Requires considerable initiative, independent judgment and decision making, and a high degree of confidentiality.

**Requirements:** Associate's degree or equivalent in education, training, and experience. 2-3 years related experience. Strong interpersonal, communication, and organizational skills. Demonstrated ability to take initiative and responsibility, work independently, set priorities, and coordinate many on-going activities. Ability to handle confidential matters. Experience with use of computers, including word processing, spreadsheets, databases, and electronic mail. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Telecommunicator GR21 (C7009)

Public Safety-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Responsible for operating centrally located communications center for the Department of Public Safety. Shift Work.

**Requirements:** Associate's degree preferred with 2-3 years of related experience. Ability to qualify for certification in NYS Police Information Network System. Eye for detail essential, ability to handle highly confidential information with discretion. Strong communication skills (written and oral). Ability to work under pressure. Ability to pass a background investigation. Familiar with PC's and terminal computers desirable. Radio communication skills preferred. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Research Aide GR21 (C7006)

University Development-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Meet the information needs of those persons engaged in development work. More specifically, the research aide locates, compiles, organizes and evaluates public and confidential information about Cornell alumni/ae and friends, foundations and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs and development staff and alumni/ae of Cornell for fund raising activities.

**Requirements:** Associates degree or equivalent. Bachelor's degree or equivalent preferred. Two to three years related experience. Demonstrated writing ability. Good interpersonal skills. Ability to use personal computers and to use standard library reference materials. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Administrative Aide GR21 (C7013)

Office of Equal Opportunity-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Cornell Employees Only

Provide executive/administrative support to Director, Associate Director and professional staff. Supervise daily office operations and two clerical staff. Position plays key role in team support of the units mission through organizing the logistics of the office's daily delivery of services, internally and externally. Perform advanced typing and editing including correspondence, reports, brochures, minutes, etc. Perform all accounting functions, including payroll for staff and student employees, and assist in budget preparation/monitoring. Responsible for supervision, training and maintenance of Macintosh computer system and software. Heavy typing.

**Requirements:** Associate's degree or equivalent combination of education and administrative experience. 3-5 years administrative work experience. First rate knowledge of Macintosh computers using Microsoft Word, Microsoft Excel, Pagemaker, and Filemaker Pro. Working knowledge of endowed accounting, student payroll and personnel processes. Supervisory experience required. High level of confidentiality essential. Send employee transfer application, cover letter and resume to Esther Smith.

### Box Office Manager GR21 (C7002)

Theatre Arts-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/27/93

Manage box office and associated audience services operations in Department of Theatre Arts. M-F 10am-6pm plus eves and weekends as required. **Requirements:** Bachelor's degree preferred.

Associates degree or equivalent. 2-3 years previous experience in position of financial responsibility and/or theatre management. Experience with personal computers, preferably Macintosh. Excellent organizational/communications skills. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

### Administrative Aide GR21 (C6902)

CIT/Information Resources-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/20/93

Cornell Employee Only

Provide administrative leadership and guidance in support of the division's mission, including Human Resource, accounting and support activities. Participate in budget process, monitor and generate required spreadsheet and electronic reports. Assist contribute and influence decisions on setting policies and procedures within CIT.

**Requirements:** Associates degree or equivalent experience in secretarial sciences. 3-4 years related experience preferably at Cornell or equivalent. Excellent command of Macintosh and software programs including EXCEL, Filemaker, Microsoft Word, ETC. Excellent interpersonal, communication and supervisory skills necessary. Heavy typing. Send cover letter and employee transfer application to Esther Smith.

### Administrative Aide GR21 (C6709)

Computer Science-Endowed  
Minimum Biweekly Salary: \$615.42

Posting Date: 5/6/93

Assist two senior faculty in conduct of all aspects of their university work; assist in monitoring current research programs; implement leading edge information management technologies to organize administrative functions (WAIS, LATEX); coordinate administrative activities and software distribution for a large research group. Assist faculty and senior researchers in design and writing of scientific research grant proposals for submission to government and industry sponsors. Research and compile statistics, reports and correspondence for projects delegated by faculty supervisor. Manage budget (\$80,000) for LICS (Logic in Computer Science) annual conference. Function as electronic information management expert and consultant for department administrative staff. Manage software distribution effort including documentation, for a large software project. Use complex graphics and typesetting software for proposals, reports and manuscripts. **Requirements:** A.A. degree or equivalent; 2-3 years related office experience. Demonstrated communication, interpersonal and public relations skills. Must be able to work without direct supervision; requires a high degree of autonomy in identifying and resolving problems and screening requests. Aptitude to learn complex computer system structure requiring programming skills and creativity. Demonstrated general administrative and organizational skills essential, including technical typing, writing skills. Scientific and accounting background desirable. External applicants send cov letter & resume to Esther Smith. Employees should include employee transfer application.

## Office Professionals

### Part-Time

### Collections Assistant GR18 (C7010)

Law Library/University Library-Endowed  
Minimum Full-Time Equivalent-\$542.89

Posting Date: 5/27/93

Responsible for overseeing and executing the updating of American legal materials in the law library collection. Oversee law library operations on Saturdays, consisting of opening and closing the building and supervising the circulation desk. Assist in training and supervision of work-study students. Handle basic information questions. 26hrs/wk, T, TH, F, 8am-4pm, Sat. noon-5pm.

**Requirements:** HS diploma or equivalent. Some college coursework preferred. Attention to detail necessary. Good organizational and communication skills. Ability to work with a variety of people in a public service setting. 1-2yrs. related experience required. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Receptionist/Secretary GR18 (C7015)

University Human Resource Services-Endowed  
Minimum Full-Time Equivalent: \$542.89

Posting Date: 5/27/93

Support the functioning of a six-person unit providing rehabilitation consultant and employee assistance program services by serving as receptionist, use of word processing, assistance with client intake and preparation of reports. Monday-Thursday, 8:30-2:30.

**Requirements:** High school diploma or equivalent. Some college coursework desirable. Minimum 1-2yrs. experience. Ability to work with confidential materials. Knowledge of Macintosh word processing. Excellent interpersonal communication skills (written and oral) necessary. Ability to maintain strict confidentiality. Ability to set priorities and work independently. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Medical Transcriptionist GR18 (C6804)

Health Services-Endowed  
Minimum Full-Time Equivalent: \$542.89

Posting Date: 5/13/93

Transcribe and print all dictated confidential office visit notes for GHC medical patient charts. Monday, 20hrs/week. 9month position, August-May. **Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. transcription experience required; familiarity with medical terminology. Accurate typing (80wpm); Lanier dictating system and Macintosh computer WriteNow 2.2 word processing preferred. Ability to work under pressure and deal with a variety of people. Ability to maintain strict confidentiality. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Secretary GR18 (C6601)

CISER-Endowed  
Minimum Biweekly Salary: \$542.89

Posting Date: 4/29/93

Cornell Employees Only.

Provide clerical and administrative support to the

CISER staff and members. M-F, 12pm-4pm. **Requirements:** High school diploma or equivalent required. Formal training of 1-2yrs., college course work preferred. Position requires exemplary communication and interpersonal skills. Familiarity with C.U. accounting system. Computing experience to include extensive use of IBM PC, WordPerfect, and familiarity with mainframe basics is essential. Dbase III+ and basic knowledge of the Mac desirable. Medium typing. Send cover ltr, resume, & transfer application to Esther Smith.



**Accounts Assistant GR19 (C5306)****Plant Pathology-Statutory****Minimum Full-time Equivalent: \$566.28****Posting Date: 6/3/93 Repost**

To provide clerical/accounting support to the administrative manager processing vouchers, payroll, account reconciliation, mail, purchase orders, and various internal transaction. 30hours/week, hours negotiable.

**Requirements:** High school diploma or equivalent. Some college coursework required. Minimum 1yr. in the bookkeeping/accounting area, preferably with Cornell, but not required. Some knowledge of familiarity with computer usage. Light typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Administrative Aide GR19 (C6813)****Law-Endowed****Minimum Full-Time Equivalent: \$566.28****Posting Date: 5/13/93**

Provide secretarial and administrative support for a Law school professor. Manage all administrative aspects of his work in affiliation with the American Law Institute. Mon-Friday, 25hours/week, flexible.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 2-3yrs. secretarial/administrative experience. Ability to work independently and exercise good judgment. Coordinate and prioritize tasks. Excellent communication (written and oral) skills. Knowledge with personal computers and word processing (WordPerfect preferred). Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Evening Supervisor GR20 (C7107)****Circulation/Urns Library-Endowed****Minimum Full-time Equivalent: \$590.45****Posting Date: 6/3/93**

Responsible for the Urns library building when senior staff are absent during the evening hours. Supervise the work of staff and student assistants at the service desks and coordinate the efforts on a variety of evening routines and special projects. 25hrs/week.

**Requirements:** Associate's degree or the equivalent required. 2-3yr. related experience. Dependability and punctuality absolutely essential. Supervisory experience desirable. Ability to work well with a variety of people in a public setting and in a supervisory capacity. Sound judgment and ability to act in an emergency situation. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C7003)****Biotechnology Program-Endowed****Minimum Full-time Equivalent: \$590.45****Posting Date: 5/27/93**

Provide administrative support to executive director of national agricultural biotech council. Handle correspondence; arrange travel; distribute reports and maintain computer databases. 20hrs/week, to be arranged.

**Requirements:** 2yrs college coursework or Associates degree. 2-4yrs. administrative experience, including computer usage (preferably MAC). Must have excellent organizational and telephone skills. Research information via computer. Editing and writing a plus. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Graduate Coordinator GR20 (C6901)****English-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 5/20/93**

Job share until 6/30/94. Provide full range administrative support for the department's graduate program. Act as liaison between department and Graduate School. Serve as department contact for graduate students, providing information and referral to resources within and outside the department. Coordinate graduate admissions and placement procedures, publish course offerings and informational brochures, set up and maintain graduate records. Draft and prepare both general and specialized correspondence.

**Requirements:** Associates degree or equivalent. 2-3 years related experience. Strong organizational and communication skills. Computer experience, preferably on the Macintosh; knowledge of database (Filemaker Pro) and word-processing software. Familiarity with Cornell or the academic environment. Ability to work independently. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Research Aide GR21 (C7109)****Learning Skills Center-Endowed****Minimum Full-time Equivalent: \$615.42****Posting Date: 6/3/93***Cornell Employees Only*

Provide administrative and limited clerical support to the LSC center director and staff. Assist with the management of budgetary affairs of the unit, including bill paying and journal voucher transactions. Assume the administrative duties involved with the hiring of LSC faculty and staff, students tutors, and assistants. 20hrs/week.

**Requirements:** Associates degree or equivalent required. Excellent organizational, communication (oral and written), and interpersonal skills. Minimum of 2yr. related administrative/clerical/accounting experience (Cornell preferred). Confidentiality, tact, and flexibility essential. Working knowledge of word processing and data management on Macintosh computers necessary. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

**Research Aide GR21 (C7106)****Financial Aid/Student Employment-Endowed****Minimum Biweekly Salary: \$615.42****Posting Date: 6/3/93**

Provide research support for the Cornell tradition research, working with the research associate. Conduct and analyze the Cornell tradition survey research which includes, but not limited to, the Cornell tradition one-year post-graduation survey, three-year follow-up post graduation survey, five-year follow-up post graduation survey, and undergraduate evaluation of the Cornell tradition program. Monday-Friday, 9-1.

**Requirements:** Bachelor's degree or equivalent required. Basic knowledge of survey research essential. Experience with WordPerfect, Harvard Graphics, Pagemaker, Lotus 1-2-3, SAS and mainframe computer systems desirable. Ability to write effectively. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Assistant to the Coordinator of University****Education GR21 (C6811)****Johnson Art Museum-Endowed****Minimum Full-Time Equivalent: \$615.42****Posting Date: 5/13/93**

To assist the coordinator of university education with outreach to student organizations and university staff by developing, teaching, documenting, and evaluating programs which focus on exhibitions and the museum's permanent collection. To provide computer and general office support as requested. Flexible, some evenings and weekends. Appointment until 5/96.

**Requirements:** BA. in art history/art education. Coursework in museum studies a plus. 2yrs. minimum teaching experience in art programs at the high school/college level. Excellent communication (verbal and written) skills. Ability to work independently on several projects simultaneously. Proficiency in Mac software highly preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR21 (C6807)****Cognitive Studies-Endowed****Minimum Full-time Equivalent: \$615.42****Posting Date: 5/13/93**

Provide administrative, secretarial and accounting support related to the cognitive studies program and its undergraduate and graduate program. Act as liaison for members of the program, co-directors, faculty, students and visitors. Coordinate speaker series, conferences and workshops. Manage program account and payroll. 20hrs/week.

**Requirements:** Associate's degree or equivalent. Minimum 2-4yrs. job-related experience. Ability to work independently. Must have excellent organizational, interpersonal and communication skills. Experience with CU accounting procedures preferred. Familiarity with Macintosh. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

## Office Professional Casual

**Program Secretary (S7001)****Language House****Posting Date : 5/2793**

Assist the Academic Administrator with typing correspondence, reports and promotional materials. Process Language House applications and accounting forms. Handle phone calls, mail, copying and other daily office tasks.

**Requirements:** A.A.S. degree in secretarial science or equivalent. 2-3 years related experience preferred. Familiarity with IBM computers and Word Perfect 5.1 necessary. Basic knowledge of accounting procedures and spreadsheets desired. Appointment begins July 1993 through June 1994. 10 hours per week, flexible schedule to be arranged. External applicants send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Dr., Cornell employees should include a transfer application.

## General Service

**Lab Attendant SO01 (G7001)****Pharmacology-Statutory****Hiring Rate: \$6.63****Posting Date: 5/27/93**

Wash scientific glassware for all research groups (8) in this area and provide overall cleaning and maintenance of equipment areas and laboratories. **Requirements:** High school diploma or equivalent. Experience in glassware washing and maintenance of laboratories would be beneficial but not required. External applicants send application and indicate posting # to Esther Smith. Employees should include an employee transfer application.

## General Service Off-Campus

**Electrical Apprentice/Maintenance Assistance****GR20 (G7101)****Buildings and Properties/Geneva, NY-Statutory****Minimum Biweekly Salary: \$590.45****Posting Date: 6/3/93**

Assist with electrical work and other trades to maintain, add to or improve buildings, properties and related facilities.

**Requirements:** HS diploma or equivalent and a valid NYS driver's license. Minimum 1-2yrs. experience in basic maintenance work. Knowledge of electrical circuits and general wiring with the ability to use Vom's and AMP probes. External applicants send cover letter and resume to David Lasher, NYS Ag Experiment Station, Building and Properties, Geneva, NY 14456. Employees should include employee transfer application.

## General Service

**Groundsworker (B5201) SO04****Grounds Department-Endowed****Hiring Rate: \$7.52****Posting Date: 6/3/93 Repost**

Perform all general landscape maintenance and landscape construction. Tasks: may be assigned other groundsworkers, both regular and seasonal to aid in carrying out assignments. Frequent nights and weekend work during winter snow season.

**Requirements:** High school diploma or GED equivalent. Courses in agronomy horticulture or related fields desirable. Pesticide applicators license desirable: 1-2yrs. related experience in commercial landscape maintenance, landscape construction and related equipment. Minor equipment repair experience desirable. Valid drivers license. Send cover letter and resume to Cynthia Smithbower.

## Academic

**Extension Administrator Program Leader for****Agricultural Competitiveness and Profitability****Location: Cornell University, Ithaca, NY****Posting Date: 6/3/93**

Provide statewide leadership and support for campus and Cornell Cooperative Extension association work related to vision, scope, and direction of adult and youth educational programs to improve agricultural competitiveness and profitability. Facilitate collaborative efforts among faculty and on- and off-campus staff to address contemporary issues related to the sustainability of New York's animal and field crop industries including those related to environmental, consumer, and community concerns. Provide administrative leadership for ensuring that quality, nonformal educational programs are developed, delivered, evaluated, and marketed to diverse audiences in New York State. Work with local, state, and national agen-

cies and organizations, and Extension Associations on issues of common concern.

**Qualifications:** An earned Master's degree appropriate to the responsibilities of the position. Significant professional employment or at least one degree related to production agriculture. 8yrs. of progressively responsible experience including five years of demonstrated success in nonformal educational program development, implementation, and evaluation. An earned doctoral degree with six yrs. of professional experience including three yrs. in nonformal educational programming is preferred. Coursework in adult education, human development, program administration, and management desirable. Salary: Commensurate with qualifications. To Apply: Send letter of intent; current resume that includes responsibilities and accomplishments for each significant position; and names, addresses, and telephone numbers of three references by August 1, 1993 to: R. David Smith, Chair Search Committee Associate Director Cornell Cooperative Extension Box 8 Kennedy Hall (276 Roberts), Cornell University, Ithaca, NY 14853-4203.

**Senior Extension Associate I****Human Development and Family Studies****Posting Date: 6/3/93**

Participate in continued development of a research and demonstration project on youth apprenticeship. Provide leadership in statewide and national training and dissemination. Serve as an internal consultant in team building and organization development.

**Requirements:** Doctorate and at least 5yrs. of experience linking work and learning in both educational and the private sector. Teamwork skills and excellent training, speaking, and writing skills. Contact: Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853

**Research Associate II****Human Development and Family Studies****Posting Date: 6/3/93**

Collect, code, and analyze observation data on young people learning in workplaces and interview data from them, their parents and the adults who work with them. Use these data as a basis for internal reports, feedback to participants, and scholarly papers.

**Requirements:** Doctorate in a relevant field of education or social science and evidence of advanced ethnographic research skills. Familiarity with program evaluation, adolescent development and education, and youth employment is desirable. Contact Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853.

**Instructor****DVM-Curriculum****Course: Host, Agent, and Defense****Veterinary Medicine****Posting Date: 5/27/93**

2yr, non-faulty, instructor. May develop into a long-term college-based instructorship. Involves the preparation of teaching and laboratory materials for the course entitled "Host, Agent, and Defense" in a new multidisciplinary, problem-based, DVM curriculum. Major responsibility will be supporting the assimilation, networking, and integration of details developed from concepts and laboratory practices assembled by an interdisciplinary/interdepartmental faculty into a unified and functional whole. Works closely with the course leader and faculty epidemiologists to ensure that the developed materials have a strong interdisciplinary nature overlaid on the environmental/epidemiological basis of the course. Assist in the preparation of case and laboratory material for the first offering in the fall of 1994 and will coordinate laboratory development between this and the other courses in the curriculum. Assist with teaching through the tutorial process and by assisting in laboratories. Expected to have some expertise with both Apple and IBM computers and will be expected to assist faculty in the incorporation of computers and software into case materials and laboratory exercises. Should possess a DVM degree, a preference will be given to candidates with experience in epidemiology and infectious diseases. Experience working in a laboratory of immunology or infectious disease would also be viewed favorably. Submit a current curriculum vitae and names of three references to Dr. Dwight D. Bowman, Course Leader, Department of Microbiology, Immunology, and Parasitology, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401 (phone 607-253-3406; FAX: 607-253-3384). Applications will be accepted through June 11, 1993.

**Instructor****Pathology/Veterinary Medicine****Posting Date: 5/27/93****One-year Position**

Work closely with the course leader and faculty pathologists to ensure that developed materials are in place for the first offering of the laboratories in a new multidisciplinary, problem-based DVM curriculum. Includes the collection, preparation, and organization of pathologic specimens and assistance in the preparation of a laboratory manual. Provide insight into small group, problem-based learning and experience with a variety of innovative teaching methods. Includes direct interaction with and supervision by faculty of the department of Pathology, and will offer the opportunity to attend seminars and journal clubs, that will fulfill requirements for ACVP board eligibility. Abundant case material available for board preparation. DVM degree and two years of residency training in atomic pathology are the preferred background training. Candidates should submit a current curriculum vitae and names of three

references to Dr. Dwight D. Bowman, Course leader, Microbiology, Immunology, and Parasitology, College of Veterinary Medicine, Cornell Univ. Ithaca, NY 14853-6401 (phone: 607-253-3406; FAX 607-253-3384). Applications will be accepted through June 11, 1993.

**Faculty Position****Comparative Orthopedic Surgery****Clinical Sciences/Vet Medicine****Posting Date: 5/27/93**

Primary clinical responsibilities in small animal orthopedic surgery. Expected to share clinical teaching and service responsibilities with other surgery faculty, to participate in didactic teaching programs at both the professional veterinary and graduate levels, and to develop a research program. Clinical service and related instruction are expected to constitute approximately 50% of the work effort, with the remainder being devoted to teaching, research and other scholarly activities. Must possess the DVM degree or equivalent, and have postgraduate clinical and research training and experience. Ph.D. in an appropriate field preferred. Board certification by the American college of veterinary surgeons is desirable. Rank and salary will be commensurate with the experience and credentials of the applicant. Send a letter of application, curriculum, vitae and names and addresses of three suitable referees to Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

**Faculty Position****Veterinary Nutrition****Posting Date: 5/27/93**

Required to teach nutrition in the veterinary medical curriculum, to provide consultation in the veterinary medical teaching hospital on matters related to nutrition and to develop independent and collaborative research programs in veterinary nutrition. Must possess the DVM degree or equivalent, as well as a Ph.D. in an appropriate field. Clinical experience would be a distinct advantage. Rank and salary will be commensurate with the experience and credentials of the applicant. Interested individuals should send a letter of application, curriculum vitae and names and addresses of three suitable referees to Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

**Reference Librarian****Cornell Law Library (Assistant or Sr. Assistant Librarian)****Posting Date: 5/27/93**

The Cornell Law Library, serving a law student population of 600 (including 30 graduate students) and approximately 35 faculty, contains over 410,000 volumes and 385,000 microforms. The Law Library is an RLG member and a participant in the campus-wide NOTIS automated library system. It occupies a newly renovated and expanded building, and has a staff of 25, including 8 librarians.

**Responsibilities:** Shared responsibility for extensive reference services to faculty, students and the general public. Challenging environment promoting the use of new technologies and combining it with a tradition of excellent reference service. Teaching of legal bibliography and computer-assisted legal research. Online searching of other databases. Participation in collection development. Additional responsibilities dependent on qualifications and interest. Regular evening and periodic weekend reference hours.

**Qualifications:** Required: MLS and JD degrees from accredited schools; strong service orientation; ability to communicate effectively and work well with faculty, students, and staff; flexibility; good problem-solving skills; knowledge of legal bibliography.

**Preferred:** Experience in a public service position, preferably in an academic law library; experience in teaching legal bibliography; familiarity with computers; understanding of Internet; foreign language skills desirable, but not required.

Available: September 1, 1993

Closing Date: Applications are requested by July 15, 1993, but will be accepted until position is filled.

Contact: Ann Dyckman, Director of Human Resources, 201 Olin Library, Cornell University Library, Ithaca, NY 14853-5301. Send cover letter, and resume with names, addresses and phone numbers of three references

**Assistant Librarian****Original Cataloging Unit, Central Technical Services, Cornell University Library****Posting Date: 5/27/93**

This position will formulate guidelines for cataloging of National Engineering Education Delivery System (NEEDS) data in a networked environment. The intellectual content of NEEDS is to be comprised of data objects or elements such as text, formatted text, graphic images (slides), full motion video and compound multimedia objects such as courseware modules.

**Qualifications:** MLS; 2 yrs cataloging experience using AACR2 and LCSH, using an automated system, preferably NOTIS; familiarity with the MARC bibliographic and authorities formats. Demonstrated ability to deal with complex problems. Good interpersonal skills. Highly desirable: experience cataloging remote files and working with various kinds of hardware; reading knowledge of at least one foreign language.

**Available:** Position is full-time, term apptmt., from June 1, 1993 to November 30, 1993. **Apply to:** Ann Dyckman, Director Human Resources Cornell University Library 201 Olin Library Ithaca, NY 14853-5301 Send resume with cover letter and names, addresses and telephone numbers for three references