

Cornell CHRONICLE

Volume 19 Number 3 September 10, 1987

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Celebration planned here for Constitution's bicentennial

Iroquois influences on framers to be explored

More than 200 people will examine growing claims during a conference Sept. 11-12 that fundamental ideas in the U.S. Constitution originated with the American Indians.

Historians, anthropologists and traditional chiefs and speakers of the Iroquois will address the overall theme, "The Iroquois Great Law and the United States Constitution," during a series of lectures and open discussions.

Scores of Native Americans are among those scheduled to attend the two-day event, which will conclude with an Iroquois Social Dance at the International Living

Center.

Some researchers on the subject feel that the U.S. Constitution was based more on the orally transmitted Great Law of Peace that has guided the Iroquois Confederacy through centuries than on the Greek system of democracy.

And one of the upcoming conferences speakers will be Bruce Burton, author of a novel on the founding of the Iroquois Confederacy, who claimed in a recent article that many of the ideas of the 17th century philosopher John Locke grew out of his readings of writings about American

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Muskie to address gathering at Bailey Hall

Former Secretary of State Edmund S. Muskie will speak here Sept. 17 as part of a commemoration of the bicentennial of the United States Constitution.

A plenary session on the topic, "Has the Constitution Endured?", six panel discussions on issues related to the Constitution and an exhibit in Olin Library also are part of Cornell's observance Sept. 17 and 18. The Constitution was signed by 39 delegates from 12 states on Sept. 17, 1787.

Muskie's address will begin at 7:30 p.m. in Bailey Hall. His talk and all other events pertaining to the Constitution are open to the public. Muskie, a 1939 graduate of the

Cornell Law School, spent 22 years in the Senate and was the 1968 Democratic vice presidential nominee. He served as secretary of state under President Carter from May 1980 until January 1981 and was a member of the Tower Commission appointed by President Reagan to investigate the Iran-Contra affair. The title of Muskie's talk was not available at press time.

Muskie's address will follow an academic procession of Cornell deans and others, led by President Frank H.T. Rhodes. Thursday evening also will include performances by fortepianist Malcolm Bilson and violinist

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Claude Levett

HIGH ABOVE CAYUGA'S WATERS: Balancing on the beams of the new Academic I building, a construction worker takes a sighting on the ground.

A look at Islam's concept of justice

With unrest in the Middle East as a backdrop, an understanding of the Islamic idea of justice will be sought during a conference here Sept. 13-15.

Some 30 leading Islamic scholars will take part in the conference, which is designed also to develop an understanding of Islam in comparison to Judaism and Christianity, according to Robert L. Johnson.

Johnson is director of Cornell United Religious Work, the administrative center of chaplains and related religious activities on campus, and coordinator of the conference.

"Our intention is to provide non-Islamicists with a Muslim self-understanding rather than a non-Muslim, Western interpretation," Johnson said.

"The conference is an attempt to fill a critical vacuum in American understanding of Islamic traditions and culture and related issues that are of global significance even beyond the current crisis in the Middle East. For example, every second child born in the Soviet Union today is Muslim," Johnson said.

Nearly 20 lectures, workshops and panel discussions — including one titled "Comparing Justice Within Islam, Judaism and Christianity" — have been scheduled. All events are open and free to the public and almost all will take place in Anabel Taylor Hall, where CURW is housed. Times and places for the activities are available at the main office of CURW in Anabel Taylor Hall. The telephone number is 255-6004.

Keynote lectures will be given by Fazlur Rahman, professor of Islamic studies at the University of Chicago, who will discuss "Islam's Origins and Ideals" at 1 p.m. on Sept. 13, and by Mahmoud Ayoub, of the Center of Religious Studies at the University of Toronto, who will address the subject, "The Concept of Justice (Adl) in Islam," at 3 p.m.

The Sage Chapel Interfaith Service talk will be given the same day at 11 a.m. on "Understanding Islam" by Nicolas Gavrielides, professor of anthropology at SUNY-Cortland.

Among the other subtopics to be addressed during the conference are "Sources of Peace in the Middle East," "Islam and the Nuclear Age: Between Theology and Technology," "Issues of Gender" and "Muslims as Minorities and Muslims and Majorities."

— Martin B. Stiles

Gates edits writing by women who were slaves

Poems, fiction and other works written by a generation of 19th century black women who were slaves or the children of slaves will be published next year in one of the largest collections of black literature ever assembled.

The Oxford University Press will publish the works in 30 volumes in January. Most of the writings are housed in the Schomburg Center for Research in Black Culture, a division of the New York City Public Library.

"This series will allow the history of black literature to be written in all its complexity for the first time," said Henry Louis (Skip) Gates Jr., general editor of the publishing project.

Gates, a writer who won one of the MacArthur prizes awarded to intellectuals,

is a professor of English, Africana studies and comparative literature here.

Texts inaccessible till now

"For even the most diligent scholar, most of these texts have been inaccessible until now. The work of black women writers published prior to 1910 has never been reprinted. Until now, no one had the good fortune to work out a publishing agreement that would allow these works to be brought back into print. I circulated the idea for a year before I could get a commitment. This is literature as written by black women who were slaves in the United States and the West Indies."

Most of the works now are available only in rare book collections. One text is so rare that its only copy is found on microfiche in

the Library of Congress, Gates said.

"The series includes works that have never been reprinted since original publication in the last century and makes available material that has never before appeared together," he said.

Photocopies of original works

The 30 volumes will include 45 titles of fiction, poetry, autobiography, biography, essays, journalism and slave narrative. To provide authenticity, 25 of the volumes will be printed as photocopies of the original works. New type is being set for the other five volumes because the original printed pages no longer exist.

The Oxford Press considered whether to issue the 30 volumes at one time or perhaps

Continued on page 2

Notable

Seven faculty members and a former graduate student were honored at the annual meeting of the American Agricultural Economics Association in East Lansing, Mich., Aug. 2-5.

Daniel G. Sisler, the Liberty Hyde Bailey Professor of Agricultural Economics, was elected a 1987 Fellow of the AAEA for distinguished contributions to the profession.

Six other faculty in the Department of Agricultural Economics of the College of Agriculture and Life Sciences shared the 1986 Distinguished Group Extension Programs Award for directing the National Dairy Herd Buyout Extension Program Committee.

They are Professors **George L. Casler** and **Eddy L. LaDue**, Associate Professors **Wayne A. Knoblauch** and **Andrew M. Novakovic**, Assistant Professor **Harry Kaiser** and Senior Extension Associate **Stuart F. Smith**.

James A. Sinner, who earned a master's degree in agricultural economics from Cornell in August 1986, received the AAEA's 1986 Outstanding Master's Thesis Award for his work titled "An Analysis of Canadian Wheat Export Behavior."

Memorial Services

Eddie Ray Watson

A memorial service for Eddie Ray Watson is scheduled for 4:30 p.m. Sept. 11 in the Interfaith Chapel of Anabel Taylor Hall. Watson, 28, a doctoral candidate in soil sciences, is believed to have drowned Aug. 16 while swimming in Cayuga Lake. His body has not been found.

Felix Reichmann

A memorial service for Felix Reichmann is scheduled for 4 p.m. Sept. 18 in the Interfaith Chapel of Anabel Taylor Hall. Reichmann, a former librarian and professor of bibliography here, died July 24 at the age 87.

We need 10 days

All submissions to the Chronicle, whether items for the Calendar or for any other section, should be sent to the Chronicle office not less than 10 days before the date of publication. The address is Village Green, 840 Hanshaw Road. Campus mail deliveries are made twice daily.

Cornell CHRONICLE

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

Two employees reinstated with pay; envelope theft charges are dropped

The university has rescinded the dismissals of two employees accused of stealing \$65 worth of envelopes and will pay them for the 6 1/2 days they were off the job. But written warnings will be placed in their personnel files for violating departmental procedures or acceptable practices, creating the impression that an effort to misappropriate university property had occurred.

Associate Vice President Harold Craft, who conducted the hearing, found the evidence concerning the theft to be inconclusive so, in view of the employees' long service to the university, decided to resolve doubts in their favor, according to university spokesman David I. Stewart.

John W. Cleveland, a mail courier, and Thomas A. Parkin, head mail courier, had been arrested on Aug. 25 and charged with petit larceny in the theft of four cartons of blank envelopes following an investigation by University Public Safety officers.

The university terminated their employ-

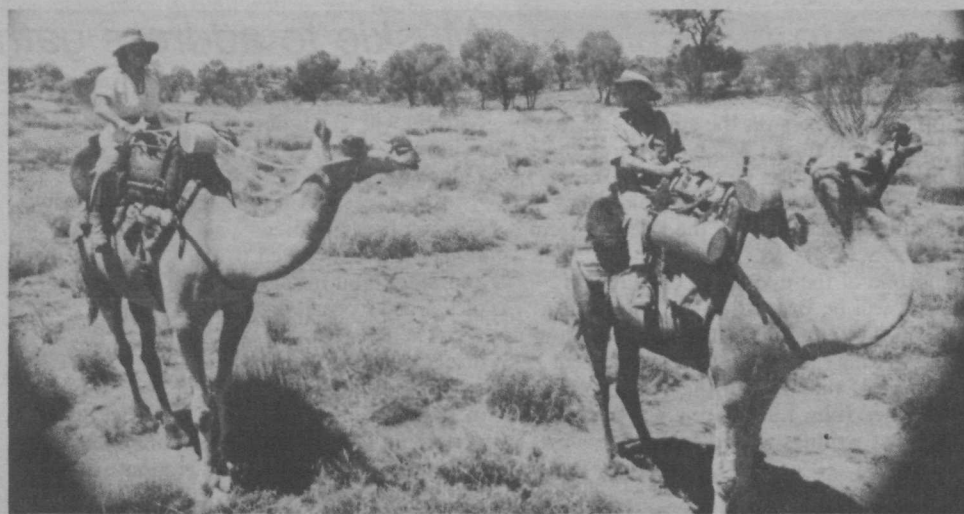
ment after the arrests.

Craft decided to rescind the dismissals following a 90-minute grievance hearing conducted on Sept. 3. Participating were Craft; Cleveland; Parkin; Al Davidoff, president of United Auto Workers Local 2300, which represents the two men; Mark Hall, a union steward; Ronald P. Matthews, director of support services; and John Cerio, a supervisor.

The charges against the men had been interjected into the wage dispute between the university and union when Davidoff accused Cornell of having dismissed the men because of union activity. University officials denied this.

The union had charged the university with an unfair labor practice in dismissing the men. Those charges were to be withdrawn, and the university indicated it would seek dismissal of court charges against Cleveland and Parkin.

— Barry Gross



ON SAFARI: Patricia and Mel Ziegler will be on campus Sept. 14 and 15 for the Personal Enterprise and Small Business Management Forum.

Founders of Banana Republic to deliver lecture, teach classes

Entrepreneurs Mel and Patricia Ziegler will describe how they took an interest in the fashion industry and turned it into a multi-million dollar business, Banana Republic Travel and Safari Clothing Co., when they come to campus Sept. 14 and 15 as guest speakers in the fourth Personal Enterprise and Small Business Management Forum.

This annual event invites individuals who exhibit "outstanding leadership, enterprise and management skills," said Bruce L. Anderson a professor of Agricultural Economics who is in charge of the forum.

Besides giving a public lecture on Sept. 14 at 4 p.m. in Room 45 Warren Hall, the Zieglers will teach classes in a Human Ecology textiles and apparel class, in communications arts. They also will meet in several informal groups with students.

Banana Republic has more than 70 stores nationwide and more than 12 million catalogues in circulation. Mel Ziegler is president and Patricia is chief creative officer.

Eight years ago, the Zieglers both worked

for the San Francisco Chronicle. Their first source for their clothing was government auctions around the world. To supplement dwindling surplus supplies, Patricia Ziegler began designing travel and safari clothing.

Banana Republic's catalogues feature designs as distinctive as the clothes: watercolor drawings illustrate the merchandise and helpful travel hints dot the pages. Often, accounts of recent trips run through the pages as a journal. Illustrious groups of field testers, such as journalists Pierre Salinger and William F. Buckley, appear in every catalogue.

In addition to their award winning catalogue, the Zieglers have created the Travel Bookstore catalogue and the Banana Republic climate desk.

The Personal Enterprise and Small Business Management Program is supported in part by the Moses and Loulu Seltzer Endowment Fund which was established by their son, Samuel Seltzer '48. It is open to all Cornell undergraduates.

— Carole Stone

Gates Continued from page 1

gain more sales and more reviews by publishing one book at a time.

"We decided it would make a bigger impact if we issued the library as a whole rather than on an individual-title basis," Karen Casey, a vice president of Oxford Press, told the magazine Publishers Weekly. "All the reviews will probably look at the import of the entire contribution rather than specific books, anyway."

Gates said that works in the series include "Essays" by Ann Plato, "Poems and Letters" by Phillis Wheatley, the newly discovered novel "Four Girls at Cottage City" by Emma Dunham Kelley and works by Alice Dunbar-Nelson, Harriet Jacobs, C.W. Larrison, Amelia C. Johnson and Gertrude B. Mossell.

Blacks assumed to be illiterate

Gates conceived the idea of publishing 19th century black women while working on the Black Periodical Fiction Project that was started in the 1970s by John W. Blasinghame, chairman of Afro-American stu-

dies at Yale University.

Blasinghame was "overwhelmed by the amount and quality of works written at a time when blacks were assumed to be uneducated and illiterate," a report on the project said.

Gates and his staff located 12,500 works of fiction, 28,200 poems, and 45,000 book reviews and literary notices written by blacks.

These writings are stored with Gates at Cornell, and he hopes to get them all on microfilm within five years. Gates said that in gathering the material he came to realize that little was understood about the role of 19th century black women in literary history, so he decided to assemble the Oxford series.

The series will appear in hardcover, and Oxford plans to bring out a paperback edition later. Because the volumes are so different in content, the publisher will make the books available on an individual basis.

— Albert E. Kaff

Briefs

Tenured faculty sought to direct Cornell-Duke program in Paris: Cornell Abroad seeks applications from tenured members for directorship of the program's joint undergraduate program with Duke University in Paris for 1988-89. Nominations and applications, including a curriculum vitae, should be submitted to the Cornell Abroad office in 474 Uris Hall by Oct. 1. The appointment is scheduled to be made by Oct. 15.

Historic Ithaca lauds design of parking garage, press box: Historic Ithaca and Tompkins County has issued a Letter of Commendation for the design of the parking garage and press box at Schoellkopf Field. The letter states that, "The press box and parking garage are undoubtedly one of the best designed projects constructed at Cornell University in recent years." Saaski and Associates of Boston designed the facilities.

Cornell Cinema is conducting membership campaign: In order to supplement income from ticket sales to cover mounting costs, Cornell Cinema is conducting a membership campaign. Persons who join as basic (\$15), supporting (\$30) and contributing (\$50) members will receive a number of benefits, including \$1 off tickets to all films and a subscription to the Cornell Cinema Calendar. Memberships may be purchased at the Uris Hall Box Office Monday through Friday from 12:15 p.m. to 4 p.m. For more details, call 255-3522.

Information meeting for area high school students set for Sept. 17: Area students in grades nine through 12 and their families are invited to a information meeting to be held from 7:45 to 9:30 p.m. on Sept. 17 in 120 Ives Hall. Representatives from the eight undergraduate admissions offices and the Office of Financial Aid and Student Employment will discuss selective college admissions, procedures for application for financial assistance and specific Cornell programs and opportunities.

Olin staff offers instruction on locating U.S. government publications: A two-hour seminar devoted to the organization, use and location of U.S. government publications will be offered four times this fall to faculty and students by the staff of the Olin Library Reference Department. The sessions are scheduled for 10 a.m. on Sept. 19, for 9 a.m. on Sept. 30, for 7 p.m. on Oct. 13 and for 10 a.m. on Oct. 30. For more information and to register stop at the Olin Reference Desk or phone 255-4144.

Registration open for Experimental College: Registration is open through Sept. 22 for classes in Cornell's Experimental College, which starts Oct. 5. Brochures are available at 538 Willard Straight Hall and at the Day Hall Information and Referral Center. For more information, call 255-7131.

Cornell versus the University of Minnesota on the Disney Channel's College Bowl Sept. 13: Cornell will compete against the University of Minnesota on the first showing of the Disney Channel's College Bowl program. The nationwide program will be aired locally at 5:30 p.m. on Sept. 13 over cable channel 16. The Cornell students in the quiz competition are David Moran, '88; Joseph Richer, '88; Michael Specht, '87; and graduate student Steven Rapkin.

Change in paycheck amounts: The temporary reduction in the cost of supplemental and dependent life insurance coverage will end and the full amount will be deducted again beginning with the exempt employees' checks of Sept. 24 and the nonexempt employees' checks of Oct. 1.

W-4 forms due to payroll office before Oct. 1: If employees fail to return the new W-4 tax withholding forms to the endowed Payroll Office in East Hill Plaza or the state Payroll Office in Mann Library before Oct. 1, withholding will be based on the employees' marital status currently on file with the university. Singles will have one exemption and a married person two exemptions. This could result in a substantial change in the withholding amount on the person's current check. Forms are available from departments and payroll offices.

Two assemblymen hear UAW outline pay complaints

The university's unionized service and maintenance workers and their representatives told a public meeting on Sept. 4 that they are paid less than their counterparts at other educational systems and sometimes less than the federal poverty level.

Two members of the New York State Assembly from New York City who were present requested full details in writing and said they plan to meet later with President Frank H.T. Rhodes to discuss the wage issues.

Mayor John C. Guttenberger was the sponsor and chairman of the four-hour meeting at Ithaca City Hall. He had invited Cornell officials to present their side of the wage dispute. As reported in *The Chronicle* on Aug. 17, university officials had declined, saying that wages are a matter between Cornell and its employees and should be negotiated only at the bargaining table.

Thus, the views of only one side in the dispute were presented at the meeting, which was attended by about 60 persons, most of them members of UAW Local 2300, which represents about 882 university workers.

The two sides have been bargaining since February on wages for the final year of a three-year contract that expires next June, and a federal mediator has participated since June. The last bargaining session took place on Aug. 17. A union official said another session has not been scheduled.

Cornell compared with other schools

State Assemblymen Frank J. Barbaro, chairman of the Labor Committee, and Edward Sullivan, chairman of the Higher Education Committee, heard union officials say that its members at Cornell are paid less than those holding comparable jobs in other Ivy League schools, in units of the State University of New York system and in two rural New York public school districts.

Several workers testified that their pay is so low that they live on food stamps and free school lunches for their children, that they are unable to clothe their children properly for school, that they must live in rented rooms and trailers outside Tompkins County because they can not afford its housing, and that they must hold one or two extra jobs to make ends meet.

In a concluding statement, Barbaro said: "I am an attorney, and I have never seen a more brilliant, powerful indictment of what you say is true. If what you have said is true — and at this point I do not know — President Rhodes and all the rest should hang their heads in shame."

Sullivan told the meeting: "This has been an extraordinary day for me, more than I had expected. I understand that the idea of the chair of the Higher Education Committee coming to this hearing outraged Cornell. Well, I told them that I am an American citizen and can go where I want."



State Rep. Edward Sullivan

"This hearing has not been exactly fun. But when I call up Cornell and ask them about what I've heard, that will be a fun day."

Cornell officials later said they had not communicated with Sullivan about his participation in the meeting or about any aspect of the labor dispute.

Barbaro would oppose funding

Twice during the meeting, Barbaro said that if the information provided by the union was correct — and he emphasized that he could not judge its accuracy solely from the union's presentation — that he would oppose any additional funding for Cornell by New York State.

Barbaro asked the union, "Does Cornell's Board of Trustees know about this wage matter?" A union official replied that the union recently mailed material to trustees, and Barbaro asked the union to give him the names and addresses of all trustees.

Al Davidoff, president of the UAW local and a graduate of the School of Industrial and Labor Relations, opened the meeting by contrasting the university campus with the areas in which he said the service and maintenance employees reside, "workers living in trailers miles from Ithaca, living in poverty."

Cornell's absence noted

Guttenberger and the two Assembly members said they were disappointed that the university did not send representatives to explain Cornell's position.

Barbaro also expressed disappointment that the university had rejected his suggestion that a fact-finder join the negotiations and said that it was not required. "The uni-



Catherine Valentino, financial secretary UAW Local 2300

versity is absolutely wrong," he asserted. "Fact-finding is one of the best methods of resolving a dispute."

Sullivan told the meeting that "the people of New York State invest a great deal of money not only in Cornell but in other academic institutions, and a labor dispute distracts from their academic work."

Catherine Valentino, a local union official, said: "We know that we have about 241 employees who are under the poverty level."

Poverty level wages

In an earlier statement, the university administration said that about two dozen entry-level employees who may have a family of four receive less than \$11,200 annually, the federal poverty level for a family of four. The statement also pointed out that, because of privacy laws, the university does not know whether these employees' families have more than one wage-earner.

Ron Blum, an economist from UAW headquarters in Detroit, told the meeting that many more Cornell workers would be below the poverty level if the formulas used by the federal government to determine this level were updated.

Davidoff rejected the university's position that the wage dispute is a private matter between the union and the school, saying that Cornell presented its position in a letter to university deans, directors, faculty and other employees not under his union's jurisdiction.

During the meeting, Barbaro asked Davidoff to send him copies of the latest university wage proposal, the latest union proposal, a statement on the financial position of Cornell, salaries paid by people



State Rep. Frank J. Barbaro

Claude Levett

doing the same work in state universities and a written report on what he means by poverty wages.

New facilities cited

Davidoff said Cornell spent \$6.5 million to purchase a building for alumni in New York City, holds a \$55 million cash balance and is building new supercomputer and performing arts centers.

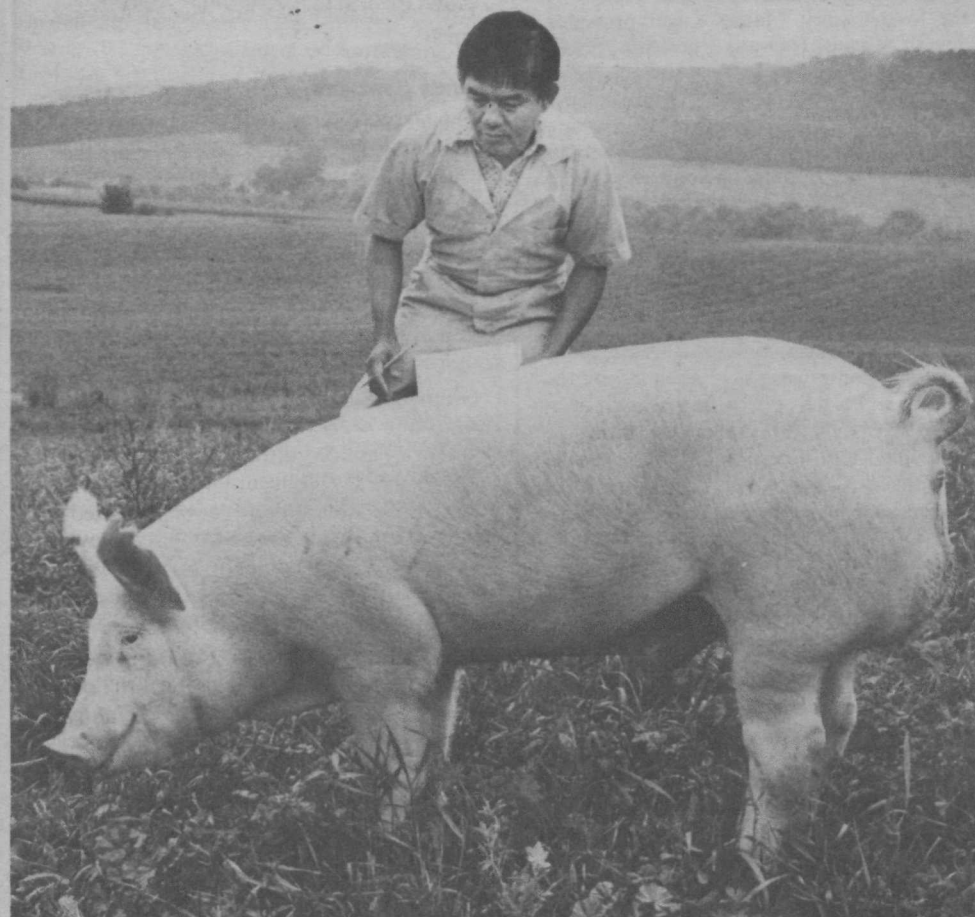
Valentino added, "The university spent \$1 million to buy a satellite dish so that Frank Rhodes and Carl Sagan when they go on national television will not have to drive to New York City. Our members can't buy sneakers for their children."

She apparently was referring to newspaper reports that anonymous donors had given \$500,000 to purchase a van for Cornell containing television equipment, including a satellite uplink. The reports noted that the only way university faculty currently can respond to requests to appear as experts on national television is to interrupt busy teaching or research schedules and travel to and from New York City. The state-of-the-art equipment also would be used for a variety of academic purposes, including continuing education, new instructional programs and communication with off-campus programs such as Cornell Cooperative Extension and Cornell Abroad.

The university maintains that virtually all of its expansion of facilities is underwritten by donations or by federal, state or foundation grants earmarked for specific projects. Two Cornell faculty members appeared at the meeting and addressed this and other questions.

Benjamin Nichols, a professor of electri-

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Claude Levett

CHAMPION BOAR: Tro V. Bui, manager of Cornell's boar performance test program, takes a close look at one of the boars getting ready for a public auction Sept. 19 on campus. This Yorkshire, though only about six months old, weighs nearly 280 pounds.

Auction block awaiting graduates of four-month Cornell test program

Members of a group that will "graduate" from Cornell next week have no job worries: They'll definitely be bringing home the bacon.

The "graduation" will be an auction of up to 23 young boars that are undergoing a four-month test for qualities that would make them top breeding stock for pork producers in New York and neighboring states.

The auction will be held at 2 p.m. on Sept. 19 at Cornell's Livestock Judging Pavilion.

The boars came from New York, Pennsylvania and Maine, according to Tro V. Bui, manager of the boar test program and a swine specialist in the College of Agriculture and Life Sciences.

A growing industry

Cornell serves as the official Boar Test Station for New York State, where the pork industry is expanding rapidly: Annual farm income is now estimated at \$35 million, up \$10 million from a decade ago.

The boars to be auctioned represent major breeds — Yorkshire, Hampshire, Duroc, Landrace and Spots. The Cornell test focuses on daily weight gain, feed efficiency, carcass quality and structural soundness, among other criteria.

The boars under evaluation have gained in weight by an average of more than two pounds daily since the test started in mid-

May. When the test began, the boars were eight to 10 weeks old and weighed about 50 to 60 pounds each. They are expected to weigh in at about 240 to 250 pounds each at the upcoming auction, Bui said.

700-pound pigs

"When these boars become fully mature at the age of two years, they would become 700-pounders," he said. "The useful life of boars as breeding animals on the farm is about three years, and hence they must be replaced with new ones every three years or so."

Unlike many dairy animals, more than 95 percent of sows are bred naturally rather than by artificial insemination, he explained.

Cornell is conducting the test at a newly constructed test facility at the university's Animal Science Teaching and Research Center at Harford, some 15 miles from campus. A fire destroyed the previous facility in 1984 at Cornell's agronomy research farm on Mt. Pleasant.

Cornell's swine testing program is a joint effort of the New York Pork Producers Cooperative, the New York State Department of Agriculture and Markets, Cornell Cooperative Extension, Cornell's Department of Animal Science and the New York State College of Veterinary Medicine at Cornell. The program was initiated in 1984.

— Yong H. Kim

CALENDAR

All items for the 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 must be received 10 days prior to publication and must 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

International Folk Dancing

Beginners Night: two hours of instruction for those who have not folk danced and for those who enjoy the easier dances, sponsored by the Cornell Folkdancers, Sept. 13, 7:30-9:30 p.m. in the Memorial Room, Willard Straight Hall. Requests from 9:30-10:30 p.m. Free and open to all.

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. Call 255-6464 for further information.

Thomas Hart Benton: A selection of lithographs and books illustrated by the American Regionalist Thomas Hart Benton continues through Sept. 13. In conjunction with the exhibition, the museum will feature **Romancing the Stone: The Revival of Lithography in America**, consisting of works by George Bellows, John Stewart Curry, Grant Wood, Yasuo Kuniyoshi, Charles Sheller, and Bolton Brown.

Outsider Art: An exhibition presenting work by 18 American and European artists selected from the Rosa Esman Gallery in New York City continues through Sept. 13. Included are works by Henry Darger, Howard Finster, Pascal Verbena, Scottie Wilson and Oswald Tschirtner.

These artists, who are primarily untrained, were often driven to create art at times of intense psychic crisis in their lives. Although highly personal and idiosyncratic, their styles tend to conform to certain formal criteria that characterize what Jean Dubuffet terms art brut or "raw art."

8 New York Artists: An exhibition organized by the Kenkeleba House in New York City featuring the work of mature artists living and working on New York City's Lower East Side continues through Oct. 25. The eight artists are: Alcopley, James Bohary, Herman Cherry, Dorothy Dehner, Reuben Kadish, Elaine de Kooning, Richards Ruben and Edvins Strautmanis. Approximately 60 paintings, drawings, prints and sculptures, spanning a 40-year period of their careers will be presented.

A roundtable discussion with five of the artists will be held at the museum on Sept. 12 from 10:30 a.m. to noon. The symposium is free and open to the public.

Art Department Faculty Exhibition: Recent works of art by current and emeriti professors comprise this annual exhibition, which continues through Oct. 18. Works in various media, including watercolor, photography, sculpture and oil are on exhibit.

Two Icelandic Artists: Planned in conjunction with an Icelandic symposium hosted by the Fiske Icelandic Collection on Sept. 10-11, the exhibition features two leading Icelandic women artists, Nina Tryggvadottir and Louisa Matthiasdottir. It will on display through Oct. 25.

Gallery reopened: The George and Mary Rockwell Galleries of Asian Art on the fifth floor are now open to the public.

Olin Library

"The Constitution of the United States, 1787-1987," a celebration of the bicentennial of the signing of the U.S. Constitution on Sept. 17, 1787 includes documents, books and pictures that trace the drafting and development of the Constitution and the controversies surrounding its interpretation. The exhibit continues through Sept. 30 and can be seen Monday-Friday 8 a.m.-noon; 1-5 p.m., Olin Library.

FILMS

Unless otherwise noted, films are sponsored by Cornell Cinema. An (*) indicates that admission is charged.

Thursday, 9/10

"Sherman's March," (1986), directed by Ross McElwee, with Ross McElwee, 8 p.m., Uris Hall.

Friday, 9/11

"Nightmare on Elm Street 3," (1987), directed by Chuck Russell, with Robert Englund and Craig Wasson, 11:15 p.m., Uris Hall.*

"Will Vinton's Festival of Claymation," (1987), directed by Will Vinton, 7:15 p.m., Uris Hall.*

"Mohammad, Messenger of God," (1976), Britain, directed by Moustapha Akkad, with Anthony Quinn, Irene Papas and Michael Ansara, co-sponsored with CURW, 8 p.m., Anabel Taylor.*

"Outrageous Fortune," (1987), directed by Arthur Hiller, with Shelley Long, Bette Midler and Peter Coyote, 9 p.m., Uris Hall.*

Saturday, 9/12

"Nightmare on Elm Street 3," midnight, Uris Hall.*

"Will Vinton's Festival of Claymation," 7:45 p.m., Uris Hall.*

"Mohammad, Messenger of God," 8 p.m., Anabel Taylor.*

"Outrageous Fortune," 9:45 p.m., Uris Hall.*

Sunday, 9/13

"Outrageous Fortune," 7:15 p.m., Uris Hall.*

"The Bandung File," (1986), Britain, Third World News program from Channel 4 in England, co-sponsored with CCPA, 2 p.m., Johnson Museum.

Monday, 9/14

"Will Vinton's Festival of Claymation," 8 p.m., Uris Hall.*

Tuesday, 9/15

"The Good Father," (1987), Britain, directed by Mike Newell, with Anthony Hopkins, Jim Broadbent and Harriet Walker, 8 p.m., Uris Hall.*

"A Balinese Family," "Karba's First Years," "Childhood Rivalry in Bali," Margaret Mead Series, film footage from the 1930's, sponsored by the Southeast Asia Program Film Series, 4:30 p.m., 310 Uris Library Media Center.

Wednesday, 9/16

"Rear Window," (1954), directed by Alfred Hitchcock, with James Stewart and Grace Kelly, 8 p.m., Uris Hall.*



'Sukay' will bring the sounds of the music of the Andes to campus Sept. 15 at 8 p.m. in Barnes Hall.

LECTURES

A.D. White Professor-at-Large

"Molecular Biology and the Study of Adaptation," Harold Woolhouse, director of research, John Innes Institute, and A.D. White Professor-at-Large, Sept. 16, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Agricultural Economics

"Banana Republic Travel And Safari Clothing Co.: The Entrepreneurial Spirit on Safari," Mel and Patricia Ziegler, president and chief creative officer, Sept. 10, 4 p.m., 45 Warren Hall.

Mechanical and Aerospace Engineering

"The Fluid Mechanics and Heat Transfer Aspects of Injection Molding," C. A. Hieber, Sept. 15, 1 p.m., 282 Grumman Hall.

Near Eastern Studies

"The City of David: Recent Archaeological Evidence," Sept. 10, 3:45 p.m., 374 Rockefeller Hall.

"In Potiphar's House: Early Interpretations of the Joseph Story," James Kugel, professor of Jewish Studies, Harvard University, Sept. 17, 4:15 p.m., 360 Rockefeller Hall.

Southeast Asia Program

"Thailand 1962-64/1985-86," A. Thomas Kirsch, professor of anthropology, Sept. 10, 12:20 p.m., 102 West Avenue Ext.

MUSIC

Bound for Glory

This coming Sunday Bound for Glory welcomes Sparky Rucker for the first time. One of the few black singers on the folk circuit, he is committed to black traditional music. Bound for Glory presents three live sets, at 8:30, 9:30 and 10:30 p.m., every Sunday at the Commons Coffeehouse, Anabel Taylor Hall. Admission is free and children are welcome. The show can also be heard live on WVBR-FM93.

Department of Music

Jonathan Shames, piano, Sept. 12, 8:15 p.m., Ithaca College, Ford Hall.

Latin American Studies Program

"Sukay," music of the Andes performed by Quentin Howard, Carlos Crespo, Sandro Barrios and Richard Estrada, Sept. 15, 8 p.m., Barnes Hall. Admission is free. Sponsored by the Council for the Creative and Performing Arts, the Latin American Studies Program and CUSLAR.

RELIGION

Sage Chapel

Nicolas Gavrielides from the Department of Anthropology at SUNY-Cortland will open the service at Sage Chapel, Sept. 13, 11 a.m.

Catholic

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

Christian Science

Testimony Meeting: Every Thursday, 7 p.m., the Anabel Taylor Founders Room.

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

Morning Minyan: Young Israel House, 106 West Avenue. Call 272-5810.

Conservative/Egalitarian Services: Friday 5:30 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings, Young Israel House, 106 West Avenue. Call 272-5810. Saturday, 9:15 a.m., Anabel Taylor Edwards Room.

Reform Services: Friday evenings, 5:30 p.m., Anabel Taylor Chapel.

Korean Church

Every Sunday, 2:30 p.m. Anabel Taylor Hall.

Muslim

Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall. Friday 1 p.m. Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Every Sunday, 11:15 a.m., Anabel Taylor Chapel.



all. Admission is free.

Zen Buddhism

Zazen meditation: Every Tuesday 7 p.m., Edwards Room, Anabel Taylor Hall; every Thursday 5:10 p.m., Anabel Taylor Chapel. For more information or to arrange beginner's instruction, phone Ian Dobson at 277-4364.

SEMINARS

Applied Mathematics

"Systems of Differential Equations Describing Phase Boundaries," Gunduz Caginalp, University of Pittsburgh, Sept. 11, 4 p.m., 322 Sage Hall.

"Large Deviations For The Ginzberg-Landau Model," S.R.S. Varadhan, Courant Institute, Sept. 18, 4:30 p.m., 322 Sage Hall.

Agricultural Engineering

"An Investigation into a Non-chemical Method for Controlling the Colorado Potato Beetle," Roelof de Vries, graduate student, Sept. 14., 4 p.m., 105 Riley-Robb.

Agronomy

"Precipitation Chemistry in the U.S.: Some Spatial and Temporal Characteristics," Warren Knapp, Department of Agronomy, Sept. 15, 4 p.m., 135 Emerson Hall.

Astronomy

"Numerical Models of the Geophysics of the ICY Satellite," Paul Thomas, Sept. 10, 4:15 p.m., 105 Space Science Building.

Atomic and Solid State Physics

Topic to be announced, David Thouless, University of Washington, Sept. 10, 1:15 p.m., 701-702 Clark Hall.

Biological Sciences

"Repair of Alkylation Damage of DNA," Leona Samson, Laboratory of Toxicology, Harvard School of Public Health, Sept. 11, 4:30 p.m., 204 Stocking Hall.

Biophysics

"Calcium Channels In Planar Lipid Bilayers: Phenomenology, Pharmacology and Phylogeny," Barbara E. Ehrlich, Physiology and Cardiology, University of Connecticut, Sept. 16, 4:30 p.m.

Boyce Thompson Institute

"Protein Toxins of Bacillus thuringiensis as Novel Insecticides," Brian A. Federici, Division of Biological Control, University of California-Riverside, Sept. 16, 3:15 p.m., Boyce Thompson Institute auditorium.

Chemistry

"Organometallic Chemistry in Biology: The Role of Vitamin B12," Jack Halpern, University of Chicago, Sept. 10, 4:40 p.m., 119 Baker Laboratory.

"Synthesis of Natural and Unnatural Products," Jeffrey D. Winkler, University of Chicago, Sept. 14, 4:40 p.m., 119 Baker Laboratory.

"Dissociation Dynamics of Energy Selected Ions and Ion-Dipole complexes," Thomas Baer, University of North Carolina, Sept. 16, 4:40 p.m., 119 Baker Laboratory.

Food Science and Technology

"Food Science, International Agriculture, and World Food Issues," Edwin B. Oyer, director of International Agriculture, Sept. 15, 4:30 p.m., 204 Stocking Hall.

International Nutrition

"Agriculture, Social Organization and Nutrition," Frank Young, Department of Rural Sociology, Sept. 10, 12:15 p.m., Faculty Commons, 1st Floor, New Wing, Martha Van Rensselaer Hall.

Microbiology

"Oncogenic Transformation and Kirsten Sarcoma Virus," Roger Avery, Department of Veterinary Microbiology, Sept. 10, 4:30 p.m., 124 Stocking Hall.

"A Novel Approach to Enzyme Mechanism: Comparative Biochemistry and Molecular Genetics of Eubacterial and Archaeobacterial Enzymes," J.G. Ferry, Virginia Polytechnic Institute and State University, Sept. 17, 4:30 p.m., 124 Stocking Hall.

Natural Resources

"Impacts Of The Bioeconomic Model On Fisheries Management," Colin Clark, visiting professor from the University of British Columbia, Sept. 10, 12:20 p.m., 304 Fernow Hall.

Ornithology

"The Piping Plover: Its Conservation, Protection and Research Needs in the Eastern U.S.," Dick Dyer, Piping Plover Recovery Team leader, U.S. Fish & Wildlife Service, Sept. 14, 7:45 p.m., Fuertes Room, Laboratory of Ornithology.

Peace Studies Program

"The Cuban Missile Crisis: Rethinking The Lessons," Ned Lebow, director of Peace Studies Program, Sept. 10, noon, G-08A Uris Hall.

Plant Biology

"Agrobacterium Rhizogenes T-DNA Root-Inducing Genes," Brenda Biermann, USDA Plant, Soil and Nutrition Laboratory, Sept. 11, 11:15 a.m., 404 Plant Science Building.

Plant Pathology

"Tobacco Mosaic Virus and the Chloroplast," Milt Zaitlin, Sept. 15, 4:30 p.m., 404 Plant Science Building.

Statistics Center

"Majorization orderings for experimental design," Friedrich Pukelsheim, Institute fur Mathematik, University of Augsburg, Germany, Sept. 16, 3:30 p.m., 345 Warren Hall.

Textiles and Apparel

"Apparel Design Education in Europe," Beate Ziegert, Department of Textiles and Apparel, Sept. 15, 12:20 p.m., 317 Van Rensselaer Hall.

Theoretical and Applied Mathematics

"The Fifth Force: Observations and Tests of Newton's Gravity," Anna Nobili, University of Pisa, Sept. 16, 4:30 p.m., 205 Thurston Hall.

THEATRE

Theatre Cornell

"John O'Neal," a one-man show, Sept. 11 and 12, 8 p.m., in the Drummond Lab Theatre, Lincoln Hall.

O'Neal, founder of the Free Southern Thea-

tre who will open the Drummond Lab Theatre's season, has been the recipient of the Louisiana Artists' Fellowship and of Rockefeller and Ford Foundation playwriting grants. He is currently at work on a play about the life of Nat Turner. For further information, call 255-5165.

"Aunt Dan and Lemon," by Wally Shawn, Sept. 20, 8 p.m., in the Drummond Lab Theatre, Lincoln Hall.

A reading of Shawn's play with guest director Irene Lewis, as part of Theatre Cornell's New Works Reading Series. Shawn is best known for his film roles in "My Dinner With Andre" and "Annie Hall." He has been and remains an accomplished writer before and after these popular events. Free and open to the public. Call 255-5165 for information.

MISC

Alternatives Library

Located in 122 Anabel Taylor Hall, this library contains more than 5,000 books, 180 periodicals and 350 tapes and slide shows on topics of individual, social and ecological transformations. Areas include eco-justice, holistic health, Native Americans, sustainable agriculture, appropriate technology, gay issues, political and economic analysis, and spirituality and mysticism.

Campus Club

The Campus Club will hold its annual Fall Tea on Sept. 15 in the Robert Purcell Union Lounge from 1-3 p.m. to welcome newcomers and for activity group sign-ups for the 1987-88 year. All women connected with Cornell are eligible for membership including women who work at Cornell, whose husbands work here, graduate student women and wives of graduate students. For further information call Joan McMinn at 277-0013.

Cornell Equestrian Program

The Cornell Equestrian Program will resume its fall activity on Sept. 14. The program, which offers all levels of Hunt Seat instruction, is open to members of the Cornell community regardless of age or skill level. Inquiries are invited at 255-3625. The stable office is at Oxley Arena, Route 366 and visitors are welcome Monday-Friday, 4:30-5:30 p.m.

CUSLAR

Committee on U.S./Latin American Relations meets at 5 p.m. on Mondays in the Commons Coffee House. For more information call 255-7293.

Fuertes Observatory

Fuertes Observatory, located on the hill behind Helen Newman Hall, will be open to the public every clear Friday night from 8 p.m. until midnight. Call the observatory at 255-3557 after 8 p.m. on clear Fridays for more information.

Intramural golf (men, women)

Deadline for entries is Sept. 17 at 4 p.m. in the intramural office, Helen Newman Hall. Fee is \$8 per person, due with roster. Teams will consist of two players. Play will be 1-9 hole on Sept. 27 starting at 11 a.m.

Intramural sailing (men, women)

Deadline for entries is Sept. 14 at 4 p.m. in the intramural office, Helen Newman Hall. Fee is \$10 per team. Minimum of two to enter. Date of meeting Sept. 18 at 4:50 p.m., Helen Newman Lounge. Attendance at the meeting is mandatory. Race will be held Sept. 19 and 20.

Olin Library orientation tours

Orientation tours for faculty and graduate students which provide introduction to Olin's services, facilities and resources and last approximately 45 minutes meet in the lobby across from the circulation desk at the following times: Sept. 10 at 2:10 p.m.; Sept. 11 at 10:10 a.m.

The next Olin Library Research Seminar will be offered Sept. 12 at 10 a.m. For information and registration, call or stop by the Olin Reference Desk at 255-4144.

Personal Growth Workshops

New series beginning the week of Sept. 14 will include assertiveness, building self-esteem, building satisfying relationships, stress management, women, food and self-esteem.

Lesbian? Bisexual?, a support group for women, meets Wednesdays 7-9 p.m., 103 Barnes Hall; Gay? Bisexual, a support discussion group for men meets Tuesdays, 6-8 p.m., 103 Barnes Hall. Groups are free and confidential and open to all members of the Cornell community. Signups begin, Sept. 3. For more information or to sign up, call 255-3608 or stop by 103 Barnes Hall.

Shotokan Karate Club

Shotokan Karate Club welcomes new members, beginners and advanced. The club meets Monday through Friday in front of Barton Hall, 5:30 to 6:45 p.m. For information call Scott in the evenings at 272-2512.



'Will Vinton's Festival of Claymation' will be shown this Friday, Saturday and Monday evenings by Cornell Cinema. Check the listings for time and place.

Job Opportunities

In compliance with the Immigration Reform and Control Act of 1986, Cornell University is now required to check the identity and employment eligibility of all new hires.

Effective June 1, 1987, if you accept a position, you must show documents on or before your first day of work, that indicate your identity and employment eligibility; for example, a state issued driver's license and a birth certificate. For more information, contact Staffing Services, 255-5226.

-Send cover letters and resumes to Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.

-Employment and employee transfer applications forms are available at both Staffing Services locations-160 Day Hall and East Hill Plaza.

-Requests for referral and/or cover letters are not accepted unless specified in the ad.

-Cornell University is an Affirmative Action/Equal Opportunity Employer.

-This listing is also available on CUINFO, Cornell's computerized info service.

Administrative and Professional

Minimum salaries listed are for recruitment purposes only.

COUNSELOR (PA3409) State Programs Office Assist Dir., State Programs & Asst. Dir. in providing academic, personal & financial counseling to H EOP students. Assist with recruitment & provide info. about program guidelines & institutl. policies & procedures to students, parents, CU community & guidance counselors.

Req.: BA/BS Strong interper. skills. Able to work effectively with diversified minority & non-minority population. Able to communicate effectively with various publics. Send cover letter & resume to Cynthia Smithbower by 9/25.

RESEARCH SUPPORT SPECIALIST (PT3402) Chemistry

Perform organic synthesis of new molecules, research & evaluate synthetic routes, supervise 1-2 upper-level graduates & organize daily operation & maintenance of synthetic lab.

Req.: BS in chem. or MS in organic chem. pref.; add'l. exp. in synthetic organic lab. Knowl. of chromatography & NMR technique. Send cover letter & resume to Judi Deane by 9/25.

RESEARCH SUPPORT SPECIALIST (PT3407) Vet. Micro.-Baker Inst.

Supv. daily operation of CU Biotech. Inst.'s Cell Hybridization lab & CU Equine Genetics Ctr. lab of Immunogenetics. Develop new techniques for both labs (i.e. cell culture, biochem. & recombinant DNA work). Teach, supv. & assist those using Cell Hybrid. lab. Maintain cell lines, animals, supplies. Lab maintenance, cytotoxicity, ELISA & mixed lymphocyte culture assays, immunization & absorptions, sched. surgery & horse exp.

Req.: BA in bio., MS pref. 3-5 yrs. exp. in monoclonal antibody production & general immunogenetic techniques. Send cover letter & resume to Judi Deane by 9/29.

THEATRE PROPERTIES COORDINATOR (PG3410) Theatre Arts

Initiate, implement & supv. acquisition of stage properties for theatre productions & events. Design, build, find & organize stage properties for theatre productions. Recruit & train student assts. & crews. Maintain prop inventory. Assist in general scene shop operations. 9 month position, Sept.-May.

Req.: BA/BFA in Design/Technical Theatre pref. Exp. in basic properties construction, scenic painting & specialty crafts. Exp. reading & interpreting draftings & designs. Professional theatre exp. pref. Good org. skills & exp. supervising interns/students. NYS driver's lic. req. Send cover letter & resume to J. Courtney Fletcher.

SENIOR TECHNICIAN (PA3406) Coop Extension NYC Program, SBEEP

Provide promotional & ed. materials on energy conservation to target audiences, screen energy audit requests & gather pre-audit information concerning potential clients.

Req.: AAS with core course work in math/science or related skills. Exp. as small business or non-profit energy auditor, verbal & written comm. skills. Send cover letter & resume to Cynthia Smithbower by 9/11.

GRANT & CONTRACT OFFICER (PA3408) Sponsored Programs

Assist assigned faculty with preparation of proposals, review proposals for signature & negotiation agreement with sponsors. Assist faculty with post award admin. of sponsored projects.

Req.: BA/BS or 3-4 yrs. of equiv. work exp. Requires good written/oral comm. skills. Send cover letter & resume to Cynthia Smithbower by 9/25.

PROGRAMMER/SOFTWARE DESIGNER (PT3411) Education

Designing multirepresentational software, be involved in educat'l. research on use of visual images across a variety of contexts in teaching math. Until 8/14/89-position depends on grant avail. funding.

Req.: BS or equiv. plus math & sci. course-work. 3-5 yrs. related exp. Proficient in programming Macintosh interface, writing programs in lightspeed Pascal, interest in exploring new programming languages. Send cover letter & resume to Judi Deane by 9/18.

PROGRAMMER/SOFTWARE DESIGNER (PT3403) Mathematics

Develop multirepresentational software for teaching introductory math; implement design features, modify them in response to student feedback. Until 8/14/88. Position depends on grant funding.

Req.: BS or equiv. with Math/Comp. Sci. 3-5 yrs. related exp. Proficient in programming Macintosh interface, writing programs in lightspeed Pascal & interest in exploring new programming languages. Send cover letter & resume to Judi Deane by 9/18.

ASSISTANT TO BUSINESS MANAGER (PC3314) (Minority Trainee)/Division of Campus Life 1 yr. appt.

Provide staff support to Busn. Mgr./Campus Life (\$60 M budget). Analyze finan. & operational info., prepare reports, with division staff

(at least 50% of time) using PC & mainframe computer apps. Assist in admin. of personnel EEO & labor agreement policies, practices, procedures. This appt. provides exp. in a variety of univ. admin. functions sufficient to prep. indiv. to assume possible mgmt. resp. with Cornell.

Req.: BA busn. admin., fin. or acctg. with 2-3 yrs. exp. req. MBA pref. Able to work with a variety of groups; staff, students, admin. on an independent basis nec. Good written/verbal comm. skills essent. Familiar with IBM PC desir. Send cover letter & resume to Bettie Thompson by 9/30.

RESEARCH SUPPORT SPECIALIST I (PT3311) Vet Micro.-Baker Instit.

Operate & maintain research service function. Schedule users, maintain & operate HPLC. Maintain & repair a wide range of analytical equip. (i.e. refig. centrifuge, CO2 incubators, laminar flow hoods, spectrophotometers, etc.). Competence in diagnosis of equip. failure & perform simple repairs. Maintain operating log on major equip. Assist in developing integrated equip. arrays. Provide user instruction.

Req.: BS in bio. or biochem. 2 yrs. exp. Demonstrated mechanical aptitude. Send cover letter & resume to Judi Deane by 9/18.

MGR., SYSTEMS DEPT. (PT3317) Bursar

Manage & coord. automated Bursar receivable system incl. student finance, student loan, Cornellcard & installment plan. Supv. daily systems operations & data processing staff. Serve as principal liaison for Bursar's Office with Computer Services & user depts.

Req.: BA/BS or equiv. exp. in computer related field. Supv. exp. & microcomputer knowl. essential. Familiar with CU student accts, programs, acctg. systems & CU computer environ. pref. Send cover letter & resume to Judi Deane by 9/18.

TECHNICAL CONSULTANT/SYSTEMS PROGRAMMER (PT3316) CISER

Provide systems prgrmg. & support for social sci. community using IBM 4381. Responsible for maint., development & documentation of user interface software at both mainframe & micro levels incl. development of social sci. workbench that integrates microcomputers with mainframes.

Req.: BS or equiv. Social sci. research exp. pref. Exp. with IBM mainframes running VM/SP CMS nec. Prgrmg. exp. using system interpreter (REXX) & ISPF is a plus; skills in prgrmg. languages such as FORTRAN or RL/I with willingness to learn. Exp. with IBM PC's incl. software pkgs. such as dBase III, Lotus 1-2-3, Kermit, DOS; bkgrnd. with Macintosh & knowl. of SAS &/or SPSS pkgs. Exc. writing & comm. skills. Send cover letter & resume to Judi Deane by 9/18.

RESEARCH SUPPORT SPECIALIST III (PT3301) Agricultural Economics

Examine electricity use on NYS Farm. Assist in construction & estimating of models to forecast electricity consumption with & without conservation incentives. Until 8/10/89.

Req.: MS in Ag. Econ. or Economics. Strong econometric skills, familiar with SAS, conditional demand & discrete-choice models. Send cover letter & resume to Judi Deane by 9/18.

TECHNICAL CONSULTANT III (PT3302, PT3303) Theory Center

Provide full range of consulting svcs. to researchers using resources at Cornell National Supercomputer Facility.

Req.: BS, grad. study in either computer sci. or physical/bio./enrg. sci., 3-5 yrs. related exp. Exp. with mainframe computers essen., with VM/CMS & array processors desir. Fluency in 2 prgrmg. languages. Demonstrated ability to work with complicated programs. Strong written & interper. skills. Send cover letter & resume to Judi Deane by 9/18.

TECHNICAL CONSULTANT III (PT3304, PT3305) Theory Center

Provide support in numerical analytical techniques in supercomputing; train staff & researchers in efficient use of scientific & math pkgs. Identify appropriate pkgs., evaluate, obtain, install & monitor.

Req.: BS or equiv. pref. 3-5 yrs. prgrmg. exp.; strong bkgrnd. in numerical tech. or a computational sci.; scientific FORTRAN desir.; demonstrated ability to work with numerically intensive programs; strong written & interper. skills. Send cover letter & resume to Judi Deane by 9/18.

AREA MANAGER I (PT3307) Theory Center

Provide technical & admin. leadership of scientific software support group; establish & implement goals for CNSF in this area.

Req.: BS or equiv. MS in computer sci. or I of the hard sciences or engr. or equiv. 3-5 yrs. computing exp.; IBM VM/CMS & scientific FORTRAN desir.; exc. comm. (verbal/written) skills. Send cover letter & resume to Judi Deane by 9/18.

NETWORK SYSTEMS PROGRAMMER (PT3308) Computer Services

Write & enhance programs for micro computers to implement packet network protocols & associated user interfaces.

Req.: MS in computer sci. or engr. Strong exp. in 2-3 of following: Assembly language; "C" language prgrmg. for IBM PC; knowl. of 3270 data stream protocols & TCP/IP protocols; exp. with local area network equip.; IBM mainframe prgrmg. Send cover letter & resume to Judi Deane by 9/18.

SYSTEMS PROGRAMMER III (PT2406, PT2407) Theory Center-repost

Resp. for analysis of scientific codes for researchers using CNSF, incorporate parallel processing, vectorization, numerical methods, & other computational techniques.

Req.: BA or equiv. 3-5 yrs. programming exp. Demonstrated ability to work in a scientific or large-scale computing environment. IBM VM/CMS & Fortran exp. desir. Send cover letter & resume to Judi Deane by 9/18.

Clerical

REGULAR EMPLOYEES Submit an employee transfer application, resume & cover letter. Career counseling interviews are available by appt. **EXTERNAL APPLICANTS** Submit an employment application & resume. Interviews are conducted Wed. from 1-6pm at Staffing Services, East Hill Plaza by appt. Contact Esther Smith (255-6878) or Lauren Worsell (255-7044).

INTERLIBRARY SRVS. ASST., GR16 (C3412) Access Svcs., Olin Library

Prepare interlib. materials for mailing; route loan requests to campus lib. units; search; compile statistics; discharge returned loans; answer phone; maintain interlib. loan files.

Req.: H.S. dip. or equiv. Lt. typing. Org. skills & able to work under pressure while maintaining accuracy. Able to work with foreign languages. Work exp. in lib. or offc. desir.

Minimum Biweekly Salary: \$401.78

SECRETARY, GR18 (C3418) Agricultural Economics

Provide admin./sec. support for 2 professors involved in areas of teaching, research & ext. lib. search (retrieval). Prepare all class materials; sched. rooms; handle inquiries; travel arrangements; type. Other duties as assigned.

Req.: AAS or equiv. exp. Med. typing. Good computer knowl. using WP, spreadsheet & database software. Accurate, fast typing. Able to operate dictaphone. High level of confidentiality. Exc. org., interper. & comm. (written/oral) skills. Able to set priorities & work in a complex, active environ.

Minimum Biweekly Salary: \$443.13

SR. RECORDS ASST., GR18 (C3411) Physical Sciences Lib.

Resp. for searching all new titles; prepare orders for Olin; process material on receipt.

Req.: AAS or equiv. Lib. tech. svcs. exp. highly desir. Med. typing.

Minimum Biweekly Salary: \$444.37

ACCOUNTS ASST., GR18 (C3405) Controller's/Endowed Acctg.

Provide asst. in maintaining acctg. records & generating payments; resp. for financial data entry into acctg. system. Other duties as assigned.

Req.: H.S. dip. or equiv. Exp. with CU acctg. procedures pref. Able to work well with variety of individuals. Pay attention to detail; work accurately while meeting a variety of deadlines.

Minimum Biweekly Salary: \$444.37

SECRETARY, GR18 (C3408) Civil & Environmental Engr.

Provide support for Endowed Chair fac. member & WP support for 2 faculty. Assist in service-oriented main offc. duties as assigned.

Req.: H.S. dip. or equiv. Busn. or sec. school desir. Min. 2 yrs. work exp. Exc. org., interper. & comm. skills. Able to perform detailed work accurately. Willing to learn tech. WP.

Minimum Biweekly Salary: \$444.37

PERSONNEL ASST., GR19 (C3414) Admin. Operations-Olin Library

Provide clerical support for Personnel Assoc., Personnel Dir. & Facilities Coord.; type corresp.; open & sort mail; answer phones; manage confidential personnel files; greet visitors; monitor 90-day probationary reviews & performance evaluations; serve as back-up to Payroll Coord.; update Univ. & Lib. staff directories. Other duties as assigned.

Req.: AAS or equiv. Sec. training pref. Heavy typing. Previous sec. exp. Demonstrated org., comm. (written/oral), & interper. skills. Microcomputer exp. specifically WP pref. Familiar with database mgmt. on PC desir. Able to handle confidential material with discretion, set priorities & work in complex, active environ.

Minimum Biweekly Salary: \$470.80

ADMINISTRATIVE AIDE, GR19 (C3406) Undergrad. Admissions

Provide sec. support for Assoc. & Asst. Dirs. of Admissions. Handle corresp.; schedule mtgs. & appts.; maintain regional, alumni & H.S. files; organize travel plans for both; prepare vouchers & maintain acct. files; assign H.S. to appropriate alumni committee on computer; organize & send large mailings; proof decision letters & facilitate folder flow.

Req.: H.S. dip. or equiv. Busn. or sec. school pref. Min. 1-3 yrs. admin./sec. exp. Good org. skills. IBM PC XT exp.

Minimum Biweekly Salary: \$470.80

OFFICE ASST., GR19 (C3409) Computer Services

Resp. for processing sales orders & invoices for range of CU clients. Provide tech. consulting for microcomputers & related equip.; liaison with customers for microcomputer hardware in person & by phone.

Req.: AAS or equiv. Lt. typing. Strong interper. & org. skills essential. General offc. skills. Able to set priorities & work in complex, active environ. Send cover letter & resume to Esther Smith by 9/18.

Minimum Biweekly Salary: \$470.80

SECRETARY, GR20 (C114) Johnson Grad. School of Mgmt.-repost

Provide admin. & sec. support. Data entry of personnel records; acctg. & budgeting functions for Busn. Offc.; incl. typing & WP. Other duties as assigned.

Req.: AAS or equiv. req. Fast, accurate typist. Familiar with LOTUS & computer hardware desir. Heavy typing.

Minimum Biweekly Salary: \$496.80

FINANCIAL AID ASST., GR20 (C3419) Grad. Fellowship & Financial Aid Offc.

Process student loans; need analysis using GAPSFAS methodology; handle all financial aid corresp.; maintain student files; enter financial info. on computer via CRT; financial aid counseling.

Req.: AAS or equiv. BA or equiv. desir. Med. typing. Some counseling exp. pref. 1 yr. of related or equiv. exp. Able to maintain high level of confidentiality. Exc. interper., org. & comm.

skills. Able to set priorities & work in a complex, active environ.

Minimum Biweekly Salary: \$496.80

ACADEMIC COMPUTER CTR. COORD., GR22 (C3416) Hotel Admin.

Manage, maintain & coord. video ctr. operations. Schedule classes, equip. & 25 student employees. Comm. computer cts. schedules & info. on regular basis to faculty & students; resp. for maint. of all video & computer software & hardware.

Req.: AAS in computer sci. or equiv. Knowl. of microcomputers operation & software (IBM PC & Mac) nec. Supv. exp. highly desir. Able to interact with a variety of people on a regular basis. Send cover letter & resume to Esther Smith by 9/18.

Minimum Biweekly Salary: \$556.14

General Service

REGULAR EMPLOYEES Submit an employee transfer application to Staffing Services, East Hill Plaza. **EXTERNAL APPLICANTS:** Employment applications are available at Staffing Services, East Hill Plaza 9-noon, Mon.-Thurs.

CUSTODIAN, SO16 (G3402) U&A-Noyes Ctr.-Endowed

Provide general custodial care of bldgs. & grnds. in immediate vicinity of assigned area; incl. mopping, dusting & vacuuming. Tues.-Sat., 5:42 p.m.-2 a.m.

Req.: H.S. dip. or equiv. Able to operate a variety of commercial cleaning equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Able to follow instruction & work for extended periods without supv. 6 months related exp. pref.

Minimum hourly rate: \$5.14

CUSTODIAN, SO16 (G3407-Statutory; G3408, G3409-Endowed) Buildings Care

Provide general custodial care of bldgs. & grnds. in immediate vicinity of assigned area. Mon.-Thurs., 6 a.m.-2:30 p.m.; Fri. 6 a.m.-1:30 p.m.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills.

Minimum hourly rate: \$5.14

CUSTODIAN, GR16 (G3405, G3406) NYC Coop. Ext.-Statutory

Provide general custodial care of bldgs. & grnds. in immediate vicinity of assigned area.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills.

Minimum Biweekly Salary: \$400.67

PHOTOGRAPHIC ASST., GR18 (G3307) Media Services

Accept, advise & write client orders; make & mount slides; make/finish & assemble photographic prints; do photographic copy work.

Req.: Degree or cert. in photography desir. Some trng. & exp. doing photographic copy work, film processing & printing. Customer sales & services helpful but not essential.

Minimum Biweekly Salary: \$443.13

COPY PREPARATION SPECIALIST, GR20 (G2529) Media Services-repost

Operate Compugraphic 8400 Typesetting system serving NYS Colleges of Ag. & Life Sci., Human Ecol. & NYS Coop. Ext.

Req.: H.S. dip. or equiv. Lt. typing. Formal training or exp. in Graphic Arts, Telecommunications & computers desir. Proven proficiencies in complex typesetting, formatting & coding. Able to adapt to new technology in typesetting. Strong interper. skills.

Minimum Biweekly Salary: \$496.80

UNIVERSITY SERVICE OFFICER, GR02 (G3403) Public Safety

Resp. for prevention & detection of criminal behavior; external & internal patrol of Univ. property within assigned area for fire, safety & crime hazards; enforcement of parking regulations on campus.

Req.: H.S. dip. or equiv. Formal ed., training or basic Univ. Service Officer training. US citizenship; eyesight 20/40 corrected to 20/20; no record of convictions other than minor traffic infractions. NYS driver's lic.; able to obtain NYS pistol permit within 90 days of employment. Must pass physical exam.

Minimum hourly rate: \$6.50

STOCKROOM MGR. (G3404) Boyce Thompson Institute

Manage small research oriented stockroom. Coord. shipping, receiving & fixed asset inventory; assist with distribution of reprints & provide backup to Accts. Payable & Purchasing.

Req.: H.S. dip. or equiv.; AAS busn./acctg. pref. Able to lift 50 lbs. NYS driver's lic. req. Send cover letter & resume to John Dentes, Boyce Thompson Institute, or apply in person at Boyce Thompson, Mon.-Fri., 8 a.m.-4 p.m. (257-2030).

Minimum hourly salary: \$11.500

Technical

REGULAR EMPLOYEES: Submit an employee transfer application, resume & cover letter. **EXTERNAL APPLICANTS:** Submit an employment application, resume, & list of laboratory techniques/equipment, or computer languages/hardware with which you are familiar. Submit a cover letter for each position for which you apply (specify title, dept. & job number) to Judi Deane 160 Day Hall. Interviews are conducted the first Thursday of each month from 1:30-4:30 p.m. at Staffing Services, East Hill Plaza. The following backgrounds are highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech. No appt. is necessary, however a brief wait may be required.

September 10, 1987
Number 34
Office of Human Resources
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

TECHNICIAN, GR18 (T3401) Equine Drug Testing

Perform analysis of blood & urine samples in field drug testing lab to serve Saratoga Raceway. Assist lab dir. as req. 5 days/wk. Incl. Sat., Sun. & Holidays.

Req.: AAS lab tech. degree or equiv. lab exp. Some exp. with Thin Layer Chromatography & general lab procedures. Familiar with gas chromatography. Send cover letter & resume to Fred Wilson, Equine Drug Testing, 925 Warren Drive, Ithaca by 9/18.

Minimum Biweekly Salary: \$443.13

TECHNICIAN, GR18 (T3402) Equine Drug Testing

Perform analysis of blood & urine in field drug testing labs at Yonkers & Roosevelt Raceways. Assist lab dir. as needed. Sat., Sun. & holidays incl. 1:30 p.m.-10:00 p.m. daily.

Req.: AAS in chem. or related field or equiv. exp. Familiar with general lab procedures, thin layer chromatography pref. Send cover letter & resume to David Sondak, Equine Drug Testing, 925 Warren Drive, Ithaca by 9/18.

Minimum Biweekly Salary: \$443.13

TECHNICIAN, GR18 (T3308) Food Science

Lipid extraction, separation of classes; TLC, fatty acid analyses; radioimmunoassays; HPLC; conduct nutritional studies. Assist with animal care/operations.

Req.: BS in biochem. nutrition. Some exp. in lipid research. Apply by 9/18.

Minimum Biweekly Salary: \$443.13

TECHNICIAN, GR19 (T3404) Genetics & Development

Provide tech. & admin. support for efficient operation of genetic lab. Duties incl. participation in research, maintenance & ordering of lab supplies & maintenance of a collection of genetic strains of C. elegans.

Req.: BS in bio. pref. with course work in genetics. Min. 1-3 yrs. lab exp. Apply by 9/18.

Minimum Biweekly Salary: \$469.53

TECHNICIAN, GR20 (T3306) Neurobiology & Behavior

Schedule appts. of mothers, infants & adults for vision testing; photograph same. Maintain records & enter data into computer; analyze data. Aid in prep. of grant proposals & manuscripts. Construct special lab equip.; maintain lab & order supplies.

Req.: BS in sci. 1-2 yrs. related exp. Apply by 9/18.



IT'S YOU: Students like David Cherry, who's from Philadelphia and a junior in the College of Arts and Sciences, buy clothing for the fall in front of Willard Straight Hall.

Claude Levett

CU donates land for fire station

Cornell is donating two acres of land on West Hill for a proposed fire station, City and Town of Ithaca officials announced on Tuesday.

In a letter notifying City of Ithaca Mayor John C. Gutenberg of the upcoming gift, Cornell's vice president for university relations, John F. Burness, noted that the university agreed last November to increase its voluntary support of the local fire service by 50 percent to \$106,020.

Burness went on to praise local government leaders for their efforts in reaching the fire service agreement, adding that Gutenberg, in particular, deserves "a good deal of credit for providing leadership to establish a regular forum" in which university and municipal officials can discuss issues of common concern.

"The whole long-range agreement between the city and the town for fire protection has a very positive impact on the entire community, and Cornell's willingness to participate in the endeavor speaks very well of [Cornell President] Frank H.T. Rhodes and his staff," Gutenberg said.

The land that will go for the fire station is among West Hill property designated for use by the School of Hotel Administration. Burness said in the letter that Hotel School Dean Jack Clark considers the property to be "an attractive real estate asset that will help support future programs," but agreed to part with the two acres because "he shares our view that locating a new station on West Hill is an important component of efforts to improve area fire protection.

— Barry Gross

Muskie Continued from page 1

Sonya Monosoff, both professors of music; the Cornell Chorus; the Cornell Glee Club; and the Cornell Orchestra.

A dramatic reading titled "1787," written by Isaac Kramnick, professor of government and associate dean of the College of Arts and Sciences, will be read by Kramnick; David Feldshuh, Theatre Cornell artistic director; and Bruce Levitt, professor and chairman of theater arts. Ithaca Mayor John C. Gutenberg also will participate in the Sept. 17 program.

At 9 a.m. on Sept. 18, three Cornell faculty members and a federal appeals judge will meet in Bailey Hall to discuss "Has the Constitution Endured?" That session will feature Judge Ruth Bader Ginsburg of the U.S. Court of Appeals, District of Columbia Circuit; Theodore J. Lowi, the John L. Senior Professor of American Institutions; Joel H. Silbey, the President White Professor of History; and Robert S. Summers, the William G. McRoberts Research Professor in Administration of the Law.

Also on Sept. 18, panel sessions will be held from 11 a.m. to 12:30 p.m. on issues related to the Constitution. The panels will be led by Cornell faculty and will include political figures. Panel topics and locations are as follows:

- The Constitution and the federal system, Hans Bethe Auditorium (Room 700), Clark Hall.
- Original intent and other theories of constitutional interpretation, 165 McGraw Hall.
- The Constitution and free expression, Bailey Hall.
- The Constitution and religion, Hollis E. Cornell Auditorium, Goldwin Smith

We the People

more democracy. tranquility, security for the commonwealth and our country, its order and stability, its freedom.

Hall.

- The Constitution in historical perspective, Room 701 Clark Hall.
- The Constitution and discrimination, Kaufmann Auditorium, Goldwin Smith Hall.

In Olin Library's gallery, Rare Book Room and other locations on the first floor and lower level is an exhibit organized by Silbey featuring documents, books and pictures on the drafting of the Constitution and its 200 years of history. Included are works about the Constitution by Cornell authors such as Michael Kammen, Kramnick and Milton R. Konvitz.

A hand-written draft of a speech by Benjamin Franklin urging the convention to adopt the Constitution is displayed, along with a copy of the Emancipation Proclamation signed by Abraham Lincoln. Other materials explore women's suffrage and the development of the Constitution through Supreme Court interpretations. There also are reports about the celebrations of the Constitution's 100th and 150th anniversaries.

Most of the exhibit can be viewed during library hours; the Rare Book Room is open from 8 a.m. to noon and 1 to 5 p.m., Monday through Friday. The exhibit will be displayed through Sept. 30.

— Mark Eyerly

Graduate Bulletin

Course enrollment for graduate school students: Bring completed course enrollment form to Sage Hall Lounge as soon as possible to avoid waiting in long lines. Sept. 18 is the last day for filing course enrollment forms, nomination of committee (check with field regarding number of faculty signatures) and addition to/change of special committee forms.

Dissertation deadline: Ph.D. candidates who have defended their dissertations and submitted two acceptable copies to the Graduate School by Sept. 18 will not be charged the \$200 Active-File fee for fall 1987.

Fellowships and financial aid: Fellowship applications are available in the Fellowship Office, 116 Sage Graduate Center. The telephone number is 255-5819.

Iroquois Continued from page 1

Indians.

Other scheduled guest speakers include:

- Leon Shenandoah, head chief of the Six Nations Grand Council, who was featured in the September issue of National Geographic magazine's extensive article on the survival of the Iroquois as a nation.

- Bruce Johansen, author of "Forgotten Founders: Benjamin Franklin, the Iroquois and the Rationale for the American Revolution."

- John Mohawk, Seneca Indian writer, professor of American Studies at SUNY-Buffalo and author of "Basic Call to Consciousness."

- Robert T. Coulter, executive director of the Indian Law Resource Center in Washington, D.C., a law firm representing the Six Nations Grand Council and other traditional Indian governments.

- Tom Porter, chief of the Mohawk Bear Clan and director of the Akwesasne Freedom School.

- Donald Grinde, author of "The Iroquois and the Founding of the American Nation."

- Audrey Shenandoah, Onondaga clan-mother, an authority on the traditional law and workings of the Six Nations Grand Council of Chiefs.

Charlotte Heth, newly appointed director of the Cornell's American Indian Program, said the conference "will provide a forum of scholars, lawyers, Indian leaders and other interested persons to discuss the influence of the political system and world view of the Iroquois Confederacy upon the framers of the U.S. Constitution."

The conference will center around three open lecture-and-discussion sessions scheduled in 120 Ives Hall starting at 7:45 p.m. on Sept. 11 and in Uris Auditorium at 9:30 a.m. and 2 p.m. Sept. 12.

Other details are available at the program's office at 300 Caldwell Hall. The telephone number is 255-6587.

The conference is a Bicentennial program, officially recognized by the New York State Bicentennial Commission.

— Martin B. Stiles

Job Opportunities

Req.: H.S. dip. or equiv. Med. typing. Exc. grammatical skills req. Training & exp. in Apple (Mac) WP req. Good phone technique essential. Confidentiality essential.

Minimum full-time equivalent: \$420.76

SECRETARY, GR17 (C3407) Nutritional Sci.
Sec. support for EFNEP staff. Type corresp. & manuscripts; type from tapes & rough drafts; proofread; assist with large-scale mailings; handle travel arrngmts., filing Other duties as assigned. Mon.-Fri.; 20 hrs./wk. Contingent on renewed funding.

Req.: H.S. dip. or equiv. Med. typing. Sec. skills (proofreading, type from tapes, etc.). Familiar with CU procedures. Exc. org., interper. & comm. (written/oral) skills. Exp. with IBM PC (Wordperfect) desir.

Minimum full-time equivalent: \$420.76

SEARCHER, GR18 (C3410) Mann Library
Perform variety of acquisitions functions incl. pre-order searching of monographs; place orders on automated system & process direct acquisitions; may assist with receiving & invoicing of materials. Mon.-Fri.; hrs. to be arranged.

Req.: 2 yrs. college or equiv. Lt. typing. Previous lib. exp. Some foreign language skills desir. Minimum full-time equivalent: \$443.13

NIGHT SUPV., GR18 (C2807) Music Library-

repost

Supv. & assist circ. in procedures. Provide info. & reference asst. to patrons; resp. for security of Lincoln Hall during eve. & weekend hrs.; assist with processing operations. Other duties as req. 20 hrs./wk. during eve. & weekends.

Req.: BA in music with emphasis in music history or equiv. Med. typing. Previous exp. supervising. Strong interper. & org. skills. Reading knowl. of at least 1 foreign lang., pref. German.

Minimum full-time equivalent: \$444.37

SECRETARY, GR18 (C3404) Education
Provide sec. support for 4 professors. Type & compose corresp., class & research proposals & materials; duplicating; make travel arrngmts.; maintain files; answer phones. Other duties as assigned. Anticipate this may become full-time 1/88.

Req.: H.S. or equiv. Busn. or sec. school pref. Min. 1-3 yrs. sec. exp. Med. typing. WP skills. Transcribing. Good org., interper. & comm. skills. Able to set priorities & work in a complex, active environ.

Minimum full-time equivalent: \$444.37

COOK, SO18 (G3302, G3303-2 positions) Residence Life-Endowed

Clean, prepare & cook food for Univ.-owned fraternity. Clean all food prep. areas, cooking

areas & assist in keeping storerooms & refrigerators sanitary. Aid student steward in menu-planning & food purchases as needed. P-1; 20 hrs./wk.

Req.: H.S. dip. or equiv. 1-3 yrs. cook exp. Able to follow recipes accurately, operate standard food prep. & cooking equip. Exp. in large quantity prep. essential. Good org. skills. Able to work with little supv. pref. Apply at East Hill Plaza Staffing Office, Mon.-Thur., 9 a.m.-noon. Minimum hourly rate: \$5.71

DRAFTER, GR20 (G3401) CLEARS

Resp. for cartographic & printing functions in area of remote sensing/resource inventory analysis activities. Maintain air photo lib. 20 hrs./wk. until 8/23/88; added hrs. possible after 6 months; continuation contingent upon funding.

Req.: BS in natural resources, landscape arch., geography, related fields, or equiv. exp. 2-3 yrs. tech. work exp. in graphic &/or cartography. Knowl. of standard cartographic convention. Familiar with printing machines helpful. Exc. verbal/written comm. skills. Apply at East Hill Plaza Staffing Office, Mon.-Thur., 9 a.m.-noon. Minimum full-time equivalent: \$495.35

Temporary

Experienced & skilled individuals specifically interested in temporary clerical/secretarial work can contact Lauren Worsell (255-7044).

DATA COLLECTOR (C3403) Nutrit'l. Science
Evaluate nutri. & health effects of home-delivered meals program on elderly. Data collected in NYC until mid-Oct. Would be in NYC 3-4 days/wk. Through Oct. 87.

Req.: H.S. dip. or equiv. Exp. in community nutrition programs pref. Out of town travel expenses will be covered + hourly wage. Call Laurie Worsell at 255-7044.

ANIMAL TECHNICIAN, GR18 (G3310) Lab Animal Services

Provide weekend care of lab animals (care, feed, water, exercise); general cleaning & maintenance of cages & pens. Maintain I.D., breeding & inventory records.

Req.: H.S. dip. or equiv. Previous animal handling exp. in an institutional environ. desir. NYS

driver's lic. & able to lift 100 lbs. Pre employment physical req. Apply at East Hill Plaza Staffing Office, Mon.-Thur., 9 a.m.-noon

SECRETARY (C2307) Language House Program-repost

Type corresp., reports & agendas; answer phone; process applications for positions in Language House; process expenditures. 10 hrs./wk

Req.: AAS or equiv. in sec. sci. Med. typing Strong org., comm. & sec. skills. Able to set priorities & work in a complex, active environ. Call Laurie Worsell at 255-7044.

Academic

EXTENSION ASSOCIATE III (A3401) Integrated Pest Management

Send curriculum vitae, transcripts, names addresses & phone numbers of 3 references to James P. Tette, IPM Support Group, NYS Agricultural Experiment Station, Geneva, NY 14456 by 10/1. Phone: 315-787-2208.

Shades of aggression: study links uniform color, penalties

Football and ice hockey teams that wear black uniforms are unusually aggressive and are penalized more than teams that do not wear black, according to a Cornell study.

Also, teams that change their uniform colors to black become more malicious, and referees are more likely to penalize teams wearing black than they are other teams that commit the same action, the study indicates.

"Merely donning a black uniform can increase a person's willingness to be aggressive," said Thomas Gilovich, assistant professor of psychology.

The findings, to be published in the January 1988 issue of the *Journal of Personality and Social Psychology*, are based on penalty statistics since 1970 for teams in the National Football and National Hockey leagues and on experiments conducted with college students and referees of high school and college football games.

Winning not affected

Chances of winning and losing are not affected by the color of a team's uniform, added Gilovich and fellow researcher Mark Frank, a doctoral psychology student here.

"Aggressive teams might play with more enthusiasm or be able to intimidate the opposition, but the penalties against them probably offset those advantages," Frank explained.

Five NFL and five NHL teams wear uniforms in which more than half of the colored area is black. The Cornell researchers found that:

- People who know nothing about the sports or teams rate uniforms with black as more evil, mean and aggressive than other uniforms.
- Teams with black uniforms are leaders in penalties.
- Teams that change to black uniforms are penalized more than they were before the switch.

From 1970 through 1985, the Los Angeles Raiders, Pittsburgh Steelers, Chicago Bears (whose dark blue uniforms are widely perceived as black) and Cincinnati Bengals were among the top eight football teams in yards penalized per game. The New Orleans Saints ranked 14th out of 28 teams.

From 1970-71 through the 1985-86 seasons, the Philadelphia Flyers, Pittsburgh Penguins and Vancouver Canucks — in uniforms with significant amounts of black — led all hockey teams in penalty minutes per game. The Boston Bruins and Chicago Black Hawks were among the top 10 out of



BOLDER IN BLACK: Cornell hockey player Rob Levasseur battles for a puck with a player from Princeton as a referee keeps an eye on the action. A recent study says teams that wear black uniforms are more aggressive and incur more penalties.

21 teams.

The Penguins were averaging eight penalty minutes a game before adopting a black-and-gold uniform during the 1978-79 season and 12 penalty minutes a game afterward, Gilovich and Frank report. Pittsburgh moved from 17th to second and Vancouver moved from seventh to third in penalty minutes per game after adopting black uniforms.

Why are teams in black penalized more often? The researchers pointed to two possible causes:

- Referees are more likely to penalize teams wearing black than those in white that commit the same action.
- Wearing a black uniform can make people more aggressive.

Twenty high school and college football officials with eight to 35 years of experience and 40 self-described football fans watched tapes of two staged football plays involving violent defensive hits as part of the study.

Even though the plays were virtually identical, viewers — including referees — were more likely to call a penalty, to describe the hit as one intended to inflict injury and to stress the importance of calling a "tight" game when the defense was dressed

in black than when the defense wore white, Gilovich and Frank said.

"Referees are likely to associate black with evil and aggressiveness and to view certain actions as more vicious when performed by a player in a black uniform," they said.

Also, 72 male Cornell students who volunteered for an experiment on competition were each asked to pick five activities from a list of 12 that ranged in aggressiveness from chicken fights and dart gun duels to putting golf balls.

When put into teams of three and asked to select again as a group before competing against another team, students given black jerseys wanted to engage in more aggressive activities than did those who were given white jerseys, the researchers reported.

"If wearing a black uniform has this effect in the laboratory, there is every reason to believe that it would have even stronger effects on the playing field or rink, where many forms of aggression are considered acceptable behavior," Gilovich said.

"It would have been interesting to let them compete against each other to see if those in black jerseys were more aggressive," he added. "We refrained from doing

so because of ethical considerations."

Researcher expects skepticism

The researchers reject the suggestion — the Los Angeles Raiders notwithstanding — that black-uniformed teams are more aggressive solely because the management of those teams recruit especially tough players and chose black uniforms to enhance that image. That interpretation does not explain the immediate increase in penalty minutes leveled against two hockey teams when they switched to black uniforms, they said.

Gilovich said that he expects the sports world to look askance at his latest conclusion, just as some naysayers refused to believe his finding that there is no such thing as a "streak shooter" in basketball. That study showed that a basketball player who makes two or three shots in a row still has only about the same chance of making his next shot as he would if he had missed his several previous attempts.

Studying athletics is important because "sports illustrate fundamental aspects of human behavior," Gilovich said. "The basketball study demonstrated how people misperceive random events, how they believe in things that do not exist."

"This study shows how flexible our identities really are." It is unlikely that donning any black uniform in any situation would make a person more inclined to act aggressively, the researchers said, pointing to the black garments worn by clergy as an example. But there is a link in areas such as sports that are competitive, confrontational and physically aggressive, they claimed.

For example, are police officers or prison guards who wear black uniforms more aggressive than those who don't? Are a disproportionate number of career-ending athletic injuries inflicted by players in black uniforms? Those questions should be studied, the researchers suggest.

Just as people have different identities in different situations — the extrovert around family members is subdued in the company of socialites — "wearing a uniform compels a particular pattern of behavior," according to Gilovich and Frank.

"When the uniform is that of a football or hockey player, part of that image — and therefore part of what one becomes — involves toughness, aggressiveness and machismo," they said.

"The excessive penalties amassed by black-uniformed teams stem from their own aggressiveness and harsher treatment by the referees."

— Mark Eyerly

UAW meeting Continued from page 3

cal engineering, told the meeting: "The administration has set a policy that our faculty salaries should be among the top five or 10 in U.S. universities. It seems to me that, at the very least, some attempt should be made at the lower end."

Nichols said that "several hundred faculty have signed a petition which will be delivered to the administration asking them to come forward on this matter in public."

Steve Jackson, an assistant professor of government, testified that the "university is wealthy enough not only to make a one-time adjustment to the workers but to continue it over a period of years."

Jackson said that university assets total \$2 billion and that Cornell plans to spend \$500 million on new buildings over 10 years.

He said the buildings are required, "but if Cornell can raise \$250 million in gifts, they can mandate the development office to raise money for salaries."

At this point, Barbaro said: "If upon investigation I find that the figures presented here today are in fact true, I will do everything in my power to prevent any more state money going to Cornell. This is a strong indictment against Mr. Rhodes. I don't know if your claims are true or just a bunch of union rhetoric, but we are going to find out."

Dollars and cents

Perry Husted, a union representative, said that bus drivers at Cornell earn \$9.34 an hour compared with \$9.56 an hour in the Groton School District and that custodians at Cornell earn \$5.14 an hour compared with \$6.27 an hour in the Newfield School District. "These are small rural communities where the cost of living is less than in Ithaca," he said.

Using charts, he compared workers'



Thomas Parkin, UAW member

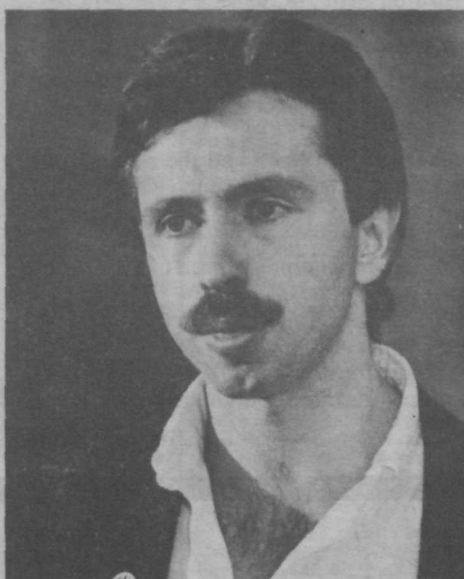
wages at Cornell with those at other universities in urban areas, including these average starting hourly wages in jobs under union jurisdiction: Cornell, \$5.98; Yale, \$8.97; Pennsylvania, \$8.96; Harvard, \$8.89; Columbia, \$9.29; Brown, \$6.91; Princeton, \$8.33; and Boston University, \$10.32.

"The union does not want to strike, but we've told the university we will go out if we have to," Husted said.

Michael Campon, a field representative of unions in the SUNY system, testified that a second-scale food server at Cornell earns \$10,591 annually compared with \$16,611 in the SUNY schools.

"We found those differences between Cornell and SUNY go through all job categories," he said. "Cornell's low salaries tend to keep wages down in our community."

One of the assemblymen, noting that "we



Al Davidoff, president of UAW Local 2300

are hearing only one side," asked Davidoff what was Cornell's reply in the salary comparison with SUNY. "What they said was that not every food worker in SUNY is an employee, that they are sub-contract workers," the union chief said.

Valentino said that the average cost of a house in Ithaca is \$69,000, and that banks require people "to make over \$30,000 a year to buy a home in Ithaca, and no one in our bargaining unit earns that much."

Barbaro asked: "Where are your people living?"

"They are moving beyond Tompkins County," she answered, "driving an old car to work, getting up early to drive to a job that starts at 5 or 6 a.m. before the snow is cleared from the roads."

The union called several workers to describe their own economic conditions. They



Mayor John Gutenberger

Claude Levett

included:

- A woman bus driver who said: "I'm a single parent. I had to move to Spencer because it's cheaper to live there, and I have to pay car insurance, a baby sitter, food and I've got a student loan to repay."

- A man who said: "I've got a family of six, and we lived in a one-room trailer until I could buy a house in Spencer. We've been on food stamps for five years. I've worked for Cornell 13 years, earn \$13,500 a year and no way can I make it."

- The wife of a Cornell worker: "I have 12 children, and my husband works at Cornell and brings home \$315.38 every two weeks. We get food stamps, Medicare, free meals for the children in school. My husband does odd jobs after work to make it."

— Albert E. Kaff

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 8, Number 9

Thursday, September 10, 1987



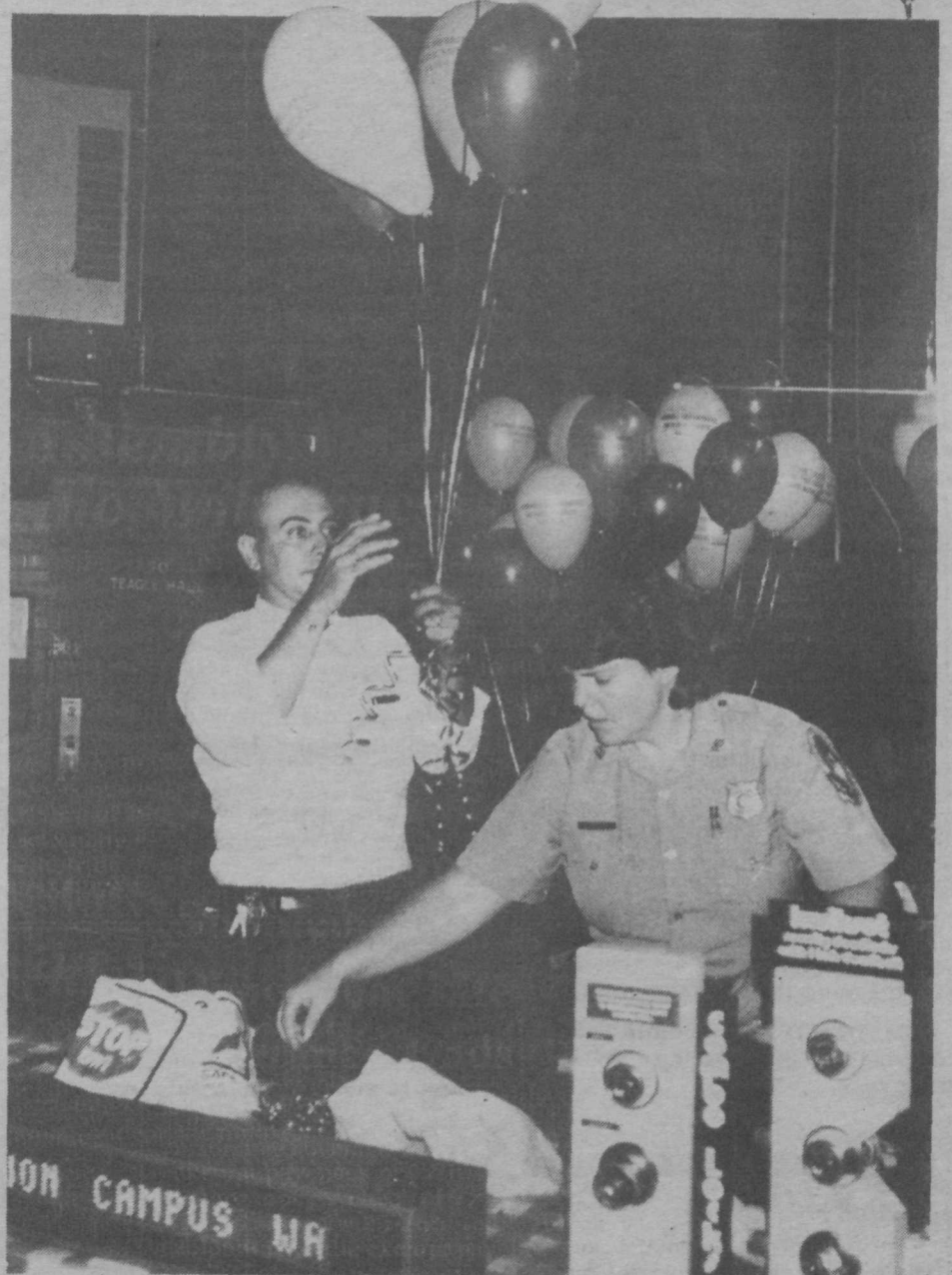
Mary Ella

Law School Staff Offers Best Wishes to Departing Colleague

The Law School wishes to take this opportunity to say farewell to Mary Ella Christie who has followed husband John's career move to Ohio. Mary Ella joined the Law School staff in 1978 as a senior administrative secretary in charge of accounting and fiscal matters. In June 1985, on the retirement of Ann Pendleton, Mary Ella was promoted to director of Personnel and Finance.

A multi-talented person, Mary Ella not only had a firm grasp of accounting and

personnel procedures, her personal interests in music and social work showed variety as well. She found time in her busy schedule to cofacilitate workshops for the Dean of Student's Office; a possible future career goal includes becoming a music therapist. We wish Mary Ella the best of luck, and though we will miss her, are convinced of her continued success in any project she undertakes.



Employee Day 1986

Employee Day Tickets on Sale Now Until Next Friday

Ticket Sale Ends Next Friday

Tickets for Cornell's Thirteenth Annual Employee Day went on sale last Tuesday and you have until next Friday, September 18, to purchase your chicken barbecue and discount football tickets for this all-employee event.

Special Entertainment

Join your fellow employees cheer Cornell on to a home opener victory against Colgate, enjoy a great chicken

barbecue, view exhibits on display, and sit back with your family and friends and listen to a variety of entertainment. This year's entertainment will include a special performance by a group of employees from our Puerto Rico radio-telescope facility in Arecibo.

A Good Buy

The committee has worked hard this year to keep costs as low as possible and barbecue tickets are only \$2.00 each and

discount football tickets are \$3.00 each. Please remember Employee Day tickets will not be sold after next Friday. To buy your tickets, take the coupon from your Employee Day letter to the Grumman ticket office across from Teagle before 4:30 on Friday, September 18.

Volunteers Needed

The committee would welcome your input and ideas and the next planning



meeting is Monday, September 14 at 12:00 noon in the Ed Marinaro Room. If you would like to volunteer to help set up or to serve on Employee Day or if you would like to provide entertainment, please call Donna Updike, 5-4429, for details.



Leadership Leads

NESRA Names Samuel C. Johnson, Chairman and Chief Executive Office of Johnson Wax, Employer of the Year

by George Peter

Too often people are led to believe that Cornell trustees are cold, calculating industrialists who are concerned only with the almighty dollar. It just happens that just the opposite is true. I see Cornell trustees devoting hours and hours of work for the University. They do this in addition to the outstanding financial support they give to Cornell.

Here is a more accurate picture of one of the long time and very active trustees of Cornell University. Here are excerpts of a reprint of the June 1987 issue of "Employee Service Management," a Johnson Wax & Sons, Inc. international publication. It is a report in response to the employer of the year award which Cornell Trustee Sam Johnson received from NESRA.

NESRA Names Samuel C. Johnson, Chairman and Chief Executive Office of Johnson Wax, Employer of the Year

Management's concern for the employee has not only been maintained from the start, but has been developed, making Johnson Wax "America's best" in terms of corporate fitness programs, according to Runner Magazine, and is listed in "The 100 Best Companies to Work for in America" by Robert Levering, Milton Moskowitz and Michael Katz.

Employee Services Management recently interviewed Sam Johnson to learn how such a large company has prospered by this commitment. From top-management philosophies, to human resource standards, to views on employee services and recreation-fitness, to employee attitudes, the overwhelming success of Johnson Wax may just be in the concern for their workers.

ESM: Describe the commitment Johnson Wax has made to its employees.

JOHNSON: We consider our employees to be partners. We have always sought good employees . . . and always expected good work. We believe that the fundamental vitality and strength of our company lies in our people, and we strive to maintain good relations among all employees, based on a sense of participation, mutual respect and an understanding of common objectives. Our company philosophy has been printed in a statement named, "This We Believe"

ESM: What is your general management strategy regarding employee development?

JOHNSON: Throughout our period of international growth, employee development has been a key consideration. We offer a broad training curriculum including courses in communication, job skills, management training, career planning and personal development.

ESM: How would you describe the atmosphere at Johnson Wax?

JOHNSON: In a word, PRIDE. The employees are encouraged to work to their potential. They have a voice, and their opinion matters. Our incentive programs along with recognition programs nurture their sense of pride. We respect our employees and strive to:

- Manage our business in such a way that we can provide security for regular employees and retirees.
- Create environments which are conducive to self-expression and personal well-being.
- Develop the skills and abilities of our people.
- Provide equal opportunities in employment and advancement.
- Protect the health and safety of all employees.

ESM: How does an employer create such an environment?

JOHNSON: It doesn't just happen. It's the result of a philosophy applied from generation to generation. Our family leadership has always made an effort to treat employees in a manner which keeps them dedicated. We also have made a point of rewarding employees who have imaginative solutions to company challenges.

ESM: What do you consider to be the strongest element in employee relations?

JOHNSON: We've always been good listeners. We encourage our managers to get out of their offices, to be visible and directly involved. It's called participative management, and while it's not new, it works.

ESM: What programs are devoted to maintaining communication channels among employees?

JOHNSON: Because communication is an important element in our business, our "Just Ask" program is a method to obtain formalized feedback in addition to our employee surveys. The program provides mail-in forms throughout Johnson Wax U.S. company offices which employees can use to ask questions about the company and its operating policies. Signed questions are answered in a personal letter, and anonymous questions are answered in a monthly report distributed to all managers. "Participation Plus" is another effective program whereby small employee groups help make decisions about the work they do and discuss solutions to problems they may be having.

ESM: In a company with so many levels of employees, how do you avoid "class" distinctions?

JOHNSON: In an effort to maintain the attitude that all Johnson Wax employees are working on the same team, we have no executive washrooms, cafeterias or limousines. There are company vehicles; however, the same van or station wagon is used to transport a technician and an executive vice president. We emphasize individual accomplishment rather than position, and we encourage a sense of unity rather than status.

ESM: What role does recreation play in this effort?

JOHNSON: Recreation programs bridge the gap between all levels of employees. Our Lighthouse Resort complex of lakeside cottages is a prime example. The facility is made available to newer employees. Those with the least seniority and lowest base salary are usually given first choice reservations.

ESM: What does your basic employee services and recreation programming include?

JOHNSON: Armstrong Park in Racine, County serves as a recreation center for all employees, their immediate families and guests. It's the location for the Johnson Wax Mutual Benefit Association Recreation Center which contains one of the finest fitness centers in the country. We are also in the process of adding an aquatic center with an Olympic size swimming pool. Parties, hobby clubs, annual picnics and sports instruction and competitions are offered throughout the year. In addition, we have a medical center and Center for Counseling and Personal Development among other programming opportunities.

ESM: What part does recreation play in establishing the relationship between the feeling of unity and individuality among employees?

JOHNSON: Johnson employees have always demonstrated a strong spirit of competition. There is a transfer between the competition in our recreation-sport programs and competition in the workplace.

ESM: Do you consider Johnson Wax to be a pioneer in employee services and recreation?

JOHNSON: Recreation has been part of the Johnson Wax employees' way of life since the founding of our company in 1886. For example, it was the custom of my great-grandfather to give the employees a picnic every summer in the backyard of his home. Our main objective has always been to promote employee loyalty, fellowship, high morale, and physical and mental development. We've continued providing recreation and progress in recreation innovations has continued to the present. It's well-documented that recreation is a great equalizer, a good ice-breaker and often an incentive for employment, combating absenteeism and turnover. Intangible as they may be, both individual and corporate benefits are many.

ESM: Is the world a better place because of Johnson Wax?

JOHNSON: My great-grandfather held the notion that businesses should put something back into the communities in which they operate. For my part, I will continue to exert my fullest efforts in productive ways to build the kind of society I believe in: one that is humane, caring, and dedicated to developing the talents of all its people. I believe the greatest profit in any company is a result of the sum of its efforts to achieve excellence in everything it does. Part of corporate pride is that employees believe the company is a useful and contributing part of society.

American Cancer Society Bike-a-thon

September 20 is the date for the American Cancer Society's Bike-a-thon. Hundreds of riders will be collecting pledges for the Tompkins County Unit. Prizes will include T-shirts, gift certificates from local bike shops, personal stereos, and 10-speed bicycles. For more information call the American Cancer Society at 273-0430.

Making a Report to Public Safety ... What to Expect

by Officer George Sutfin, Department of Public Safety

When you report a crime or suspicious activity, seconds seem like hours. Your first contact will most likely be the public safety dispatcher. The dispatcher's function is to notify the officer of complaints or calls for service via college radio. The dispatcher must obtain vital information about the reported incident and relay it to the officer. Remember, things that seem obvious about the incident are not obvious to the responding officer because he or she did not see it happen.

You can expect to be asked the following questions:

What happened?
When?
Where?
Vehicle description?
Vehicle license number?
Direction of travel?
Description of person (including clothing)?
Your name?
Phone number and location where you can be reached? (In case more information is needed.)

These questions must be answered if the officer is to effectively handle the situation. When reporting, please do not hang up the telephone until the

dispatcher tells you to do so because the responding officer may need additional information.

Public Safety needs to be alerted to the presence of any suspicious persons or activity on campus because they simply cannot be everywhere at once. Any activity which you feel is unusual may be a sign of a criminal act. Become familiar with your surroundings and report any activity which is not normal.

The incident you report could be innocent, but give the office the opportunity to check the situation. Remember, your report could prevent a crime against a friend or yourself.

Report incidents by calling 255-1111.

Questions to the Director

"Questions to the Director" include comments, concerns, and questions addressed to Director of Human Resources Lee M. Snyder by respondents of the employee attitude survey.

"More training programs are needed to relate to personal health issues - smoking cessation, stress management, weight control and exercise."

Training and Development offers, through its quarterly calendar of workshops and seminars, various personal health issue programs and at the same time helps focus attention on worthwhile community-based programs. The recently distributed fall calendar describes "Managing Stress on the Job" and "High Blood Pressure: Progressive Relaxation Training." Two community programs for smoking cessation are listed in addition to a CPR instructor's course, a program addressing the assessment and response of emotional crisis, and right-to-know training.

Course offerings are evaluated each quarter and your suggestions for more courses addressing personal health issues will be considered.

"I was a supervisor and could have used ongoing discussions with experienced supervisors to help me figure out exactly what is the role of the supervisor amid the everyday business."

Ten courses are offered in our fall calendar's management and supervisory development section covering many topics vital to the new and not-so-new supervisor. A sample of topics covered in these workshops include building supervisory support groups; understanding your legal responsibilities as a supervisor; dealing effectively with problems such as poor performance or lack of motivation; applying University personnel policies more effectively; developing communication skills for building trust, morale, and teamwork; holding effective meetings; and improving your employment interviewing process.

The nine-session Results-Oriented Supervision program is now required for all new supervisors and presents essential information for new or less-experienced Cornell supervisors as they become effective members of the

University's management team.

In addition, as part of the recently enacted human relations agenda, beginning this fall, all current nonacademic supervisors - including the executive staff - will participate in a one-day human relations training workshop. This one-day workshop is designed to help supervisors identify and deal with inappropriate behaviors and workplace climates that make it difficult for minorities and women to perform effectively.

Ithaca Rape Crisis Seeks Counselors

Ithaca Rape Crisis seeks concerned women to be volunteer counselors and is now accepting applications for its fall training program. Counselors are involved in short-term counseling and act as advocates for survivors of sexual assault and their significant others.

No previous experience necessary. For further information contact Ithaca Rape Crisis, P.O. Box 713, Ithaca, NY 14851 or call 273-5589.

Staff Participation in Personal Growth Workshops Program

Are you a Cornell staff person who would like to learn to communicate better with family, friends and colleagues? Do you wish you were more assertive with spouses, children, supervisors, parents and friends? Would you like to feel better about who you are? The Personal Growth Workshop program offers a range of topics that help you learn new skills in communication, assertiveness and self-esteem. The workshops are also designed to heighten awareness to the strengths and resources you already possess.

All workshops, sponsored by the Dean of Students Office, are free, confidential and open to staff, faculty and students. They are small and short-term, with the focus on building a support system and learning new skills. They are facilitated by trained volunteers under the

supervision of a professional counselor. Staff can benefit by learning how to function more competently and cooperatively in day to day interactions. The skills are also useful for job development and promotion.

Some comments from past staff participants include:

"I learned to identify faulty thinking patterns and feelings about myself and I learned skills to change and become more the person I want to be."

"I found the workshop to be one of the most friendly and open experiences I've had. The people were very supportive and nonjudgmental."

The next series of Personal Growth Workshops begin the week of September 14. Signups began Thursday, September



3. The series will be repeated beginning early November. For more complete

information or to register, please call 5-3608 or stop by 103 Barnes Hall.

Food for Thought

by Nancy Mozenter Simmons

During the day Diane Williams works as an administrative aide in the Department of Russian Literature -- but in the evenings you can often find her catering an affair on campus.

Such was the case when I met Diane. Even though she claims to be a bit hyper before a "job comes off," she appeared calm and self-assured as she heated and arranged a variety of finger foods for last-minute presentation at a reception in A.D. White House for 90 people. My mouth began to water and she graciously offered me some nibbles. What a delight!

As Diane prepared the serving platters with care, I learned more about her. Formerly a resident of Long Island, Diane has been working at Cornell for almost 22 years and began her part-time catering business more than two years ago.

"Cooking ethnic foods is my hobby -- that hobby led to forming my own small catering business," Diane says. Both jobs keep her extremely busy. At times Diane is booked for several affairs during one week, but during an open week, she can be found at dinnertime trying out new recipes on her husband.

Since Diane specializes in ethnic cooking, working in the Russian Literature Department and meeting the students and faculty there have taught her a great deal about the Russian culture and the food. A favorite dish she wanted to share with us (recipe below) was given to her by a Russian friend. According to Diane, "this recipe is easy and quick to make, lovely to look at, and delicious to eat!"

Diane's catering business is going strong and so is her interest in foods.

When she finds a spare moment, she continues to work on a cookbook of Slavic recipes. I'm waiting for the book to be published -- I'll be the first one in line to get an autographed copy!

Russian Salad
1 16-oz. can cooked beets, drained well, and chopped
1 10-oz. package frozen peas and carrots, cooked 2-3 minutes and cooled
3-4 medium-sized potatoes, diced, boiled until barely tender and cooled
1 medium-sized dill (or Polish-style) pickle, minced
1 apple, with skin, diced
1-2 cup sour cream
1-2 cup mayonnaise
1-2 to 1 teaspoon dried dill
3 to 4 hardboiled eggs, cut into halves
Toss together vegetables, pickle and apple. In a separate small bowl, combine



Diane Williams

dill, sour cream and mayonnaise. Combine sour cream mixture with vegetable mixture. Gently pack down into a bowl or fancy mold that has been lined with plastic wrap. Chill at least six hours. Unmold onto lettuce-lined plate or platter, and remove plastic. Surround salad with egg halves. Serves about six.

Please contact Nancy Simmons, Office of Development, 726 University Avenue, if you have a special recipe you wish to share with the readers of Networking.

Cornell Plantations Sponsors Hamilton Lecture Series

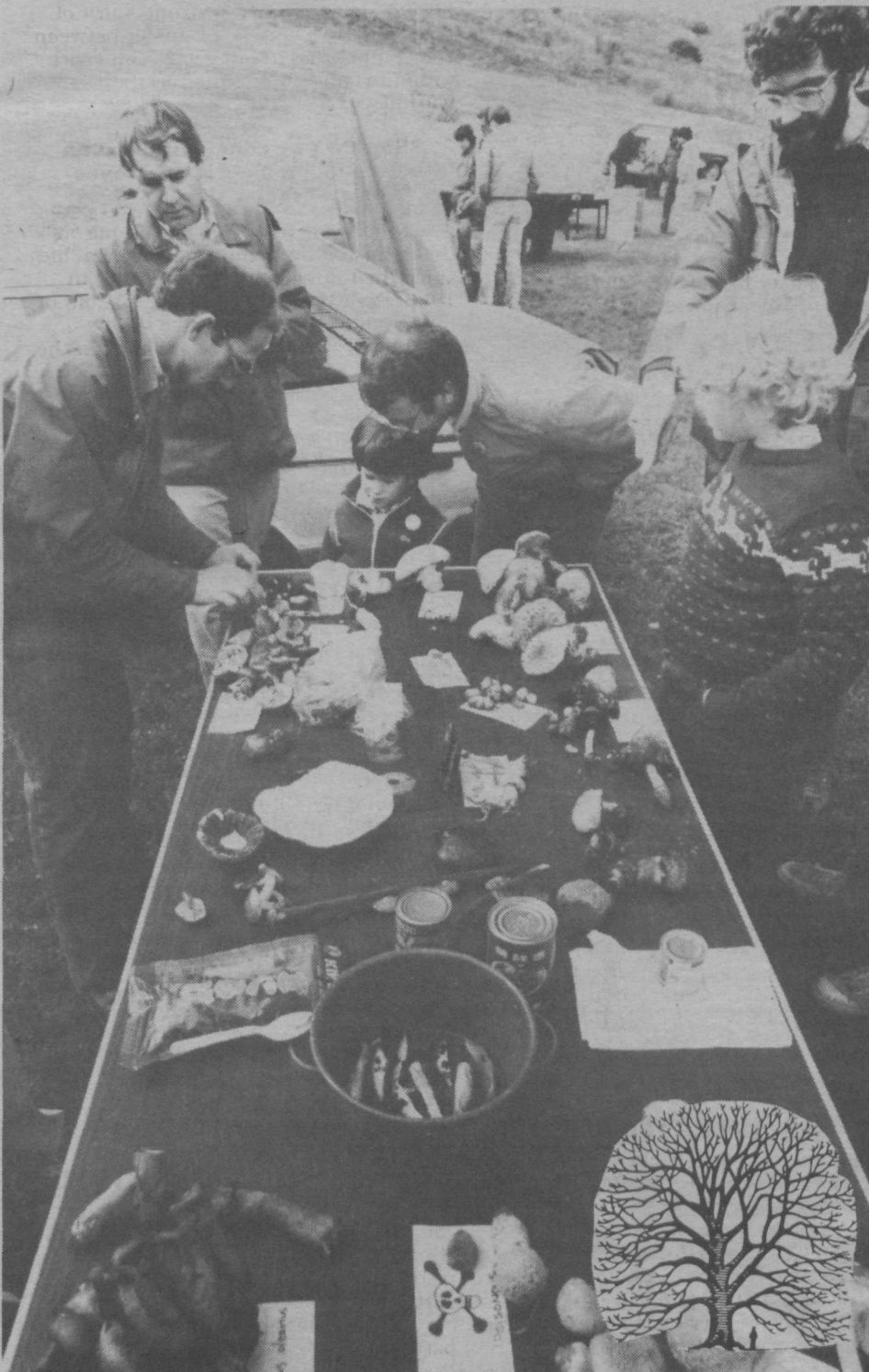
Fall is the time to plant many spring-blooming bulb plants or their seeds, and Jim and Jenny Archibald, a husband and wife team from England who are experts on the subject, will be in Ithaca September to share their how-to information. The Archibalds will be the second guest speakers for the Hamilton Lecture Series, sponsored by Cornell Plantations and the Adirondack chapter of the American Rock Garden Society.

The William J. Hamilton Lecture Series has been organized to further interest in gardening by providing information of scientific interest and value to northeastern gardeners. The lecture is open to the public, free of charge. It will be held Saturday, September 26, at 1:30pm in the multipurpose room of the Robert Purcell Union on the Cornell campus in Ithaca. Parking is available adjacent to the building.

The lecture series is an annual event and is being made possible through the gifts of friends and former students of Hamilton, professor of zoology emeritus at Cornell. Initiating the Hamilton endowment, which is managed by Cornell Plantations, was a major contribution from the Adirondack Chapter of the American Rock Garden Society. Both organizations have benefited from Hamilton's active membership for many years. For more information or directions call Cornell Plantations, 5-2407.

Mushroom Festival

On Saturday, September 19, Cornell Plantations hosts its second Mushroom Festival. Between the hours of 1:00 and 5:00 p.m., there will be mushroom talks, spore print art demonstrations, and a microscope workshop on mushrooms. Participants should collect and bring in mushrooms for identification. Donation: \$2.00 - Cornell Plantations members - \$1.00. Call Cornell Plantations for more information (607) 255-3020.



Junior League Bowling Party Planned

Cornell junior league bowling party will be held at Helen Newman lanes on Saturday, September 26 at 10:00 a.m. Open to children ages 5-17, free refreshments. Call Helen Newman Lanes at 255-4200 to sign-up. Registration for the Cornell 1987-88 Junior Bowling Program will be available. This year's Junior Bowling Program, starting on October 3 at 10:00 a.m., will include three games of bowling for children ages 10-18, two games of bowling for children ages 5-9, shirts for all bowlers, holiday parties, end-of-year party, awards for all bowlers, certified weekly instruction, and lots of fun and new friends!

Free Relaxation Training Class Offered

Are you stressed? Do you have high blood pressure? A free three-week course in relaxation training is being offered by a registered nurse. Statistics have shown that blood pressure can be significantly lowered by easily learned relaxation techniques. If you have high blood pressure and are interested in learning to relax and reduce stress, you may be eligible for participation in a research project beginning in September. Volunteers will receive three two-hour sessions in relaxation training, followed by an individual session to assess your progress. This class is being supported by Cornell University Health Center and SUNY Health Science Center in Syracuse. Interested? For more information, please call or leave a message for Mark Sammo, R.N., at (607) 844-9550 or 273-3253.

Unclassified Ads

- 1. Please submit all unclassified ads to Networking Unclassifieds, 240 MVR - no phone calls please.
- 2. For our information your name and campus phone number MUST be submitted with ads. Otherwise your ad will be omitted.
- 3. Any ads that are hand delivered to 240 MVR Hall will be omitted. Send through campus mail ONLY.
- 4. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
- 5. Please limit your ad to 30 words or less. If an ad is longer than 30 words it may be shortened by the Networking staff.
- 6. Unclassified ads are for nonbusiness purposes only.
- 7. The deadline for the September 24th issue is September 14th.
- 8. If an error appears in your ad, please resubmit the ad to be published in next available Networking.

For Sale

1986 Z-28 T-top, 14K miles, loaded. \$14,765. Bernie, 5-6143 or 564-9375.
1985 Dodge Daytona Turbo, 5 speed, low mileage, lots of extras, exc. gas mileage. Kelly, 5-8686, 659-4429.
1979 AMC Spirit, 4 spd., hatchback, 68K miles, well cared for. Carol, 5-1610 days, 257-3564 after 4.
1977 Olds Cutlass Supreme, AT, 8 cyl, 4 door, NYS inspected, 107K miles. Call Lokesh, 5-7655 (daytime), 347-6647 (after 6 p.m.).
1977 Ford Granada, excellent cond., no rust, nice interior, 6 cyl, 4 dr., AT AC, depend. well-kept family car. Must sell \$900 OBO. Victor, 5-5954.

Send all ads to Donna Updike, 240 MVR
Send in campus mail only.
No phone calls please.

1976 Camaro, 67k miles, rear quarter damaged, runs good. \$900. Paul 589-6662.
1976 Pontiac Sunbird, 2 dr., sunroof. Good cond., \$850. 257-7541 eves.
1975 VW Rabbit, Calif. car, no rust, New battery, very good cond., \$485 negot. S. Chen, 272-3446 after 11 p.m.
1974 Olds Cutlass Wagon, Good 350 V-8 engine. Good in snow, new radiator, tires, exhaust. \$400. Glenn, 5-5093 or 533-4791.
1971 brown Buick sedan, runs well, sturdy construction. \$490. 272-4099.
1976 Mustang, 4 cyl. standard, no rust. \$1,200 OBO.
1976 Nova. \$200. 564-9375 or Carol, 5-8545.
Motorcycle lock (kryptonite), rainsuit, battery charger. 277-1948 eves.
G L 2000E bass guitar, \$475; Fender standard statocaster. \$400; Sunn Coliseum bass amp head. \$175. Donald, 273-5163.
Lovebirds, pair peach-faced w—large cage; 2 Goodyear Arriva radial tires, P15580R13 w—rims, low mileage. Best offers. Marlene, 3-3314.
Bassett crib (dark wood), exc. cond., incl. new mattress, bumper pads, both sides raise and lower. Originally \$200, asking \$100. Jayne, 5-7018, or 589-4607.

Piano. \$200. Bruce, 5-8588 (days), 564-7367 (eves.). Full set Slingerland drums w— good cymbals, \$175. 257-7914 after 5 p.m.
New NAVA helmet, only worn twice. \$80 new, will sell for \$50. Kelly, 5-8686 or 659-4429.
2 carpet remnants, 5' x 8' and 10' x 12'. Good cond., \$20—ea. Grant, 5-7195, 277-6011 (leave mess.)
Dining room table with four chairs, three leaves and pads, dropleaf style, seats 12-14, \$125. 272-3931.
Rosewood r-drawer chest with legs, 41.5"x20"x31.5" (high), exc. cond. \$100. 272-0568 or 5-5265.
Queen-size bed, frame and mattress, good cond. \$80. 272-0568 or 5-5265.
Manual typewriter with carrying case and pad, Smith Corona, good cond. \$30. 272-0568 or 5-5265.
Blue couch, exc. cond. \$225. 5-6587 or 273-1024 after 6pm.
Large green couch with two easy chairs, colonial style, \$125 set; Singer sewing machine, golden touch-and-sew in maple cabinet. \$75; lawn edger, electric. Black & Decker, mirror, 3'x3 1-2" with wood-like frame, \$10. 5-6101 or 257-6578.
Lawnboy 19" power mower, best offer. 257-4872 eves.

Schilke Trumpet MII, silver, case and mouthpiece incl. exc. cond. \$250. (315)364-7559 after 7:00 p.m.
1970, 12x60 mobile home, Hillside Acrea - Varna, two bdrm, washer and dryer, 12x8 shed, private end lot, \$9,000. 277-0187 or 844-4173.
1974 Skyline 12 x 70 mobile home, some furn., new kitchen floor, fixtures, painted ceiling and exterior. Shed, 275 gal. kero., skirted, on private rented lot, can stay or be moved. \$6,500 firm. 898-5222.
Handsome chestnut gelding, quiet, well-mannered. \$650 OBO. 564-9375.
Lot for sale, 12 minutes from Cornell. Quiet, semi-wooded, 1 acre, 1—4 mile off main road. \$19,500. Marge, 5-4088, 277-6933 eves.

Wanted

Wooden and— or wrought iron park bench(es); children's monkey bar and— or gym set; and children's outdoor playhouse. Susanne, 5-9536 or 273-7642.
Good quality 10-12 spd bike in salvagable cond. 21" frame. David 5-4929 days or 272-3931 eves.
Ride from Newark Valley to Cornell. Louise 5-4830 days.
Babysitting in my Newfield home. Mon-Fri days, references avail. Betty 564-7591.
Roommate to share large 2 BR trailer in Hillside Acres, prefer female, cats OK. \$300 includes utilities. 277-6942 or 564-9375.

For Rent

2 BR, unfurn. mobile home near Plantations. No pets, quiet locat. \$275—mo. utilities. 257-7541 eves.
Share 2BR duplex in Dryden, 10 mi. from campus. \$200—month utilities. Prefer a male non-smoker. Jody Enck, 5-2830 or 844-4091.
Log cabin in Newfield, 14 miles to Ithaca, near Arnot Forest. 1 1/2—2 BR, wood heat w— elec. back-up. \$425—mo. util. Great for pets. w— deposit. Margaret. 5-7221 or 564-7023.

Notes from Your Employee Assembly
Open Forum: Your Voice in the Wilderness

by Bill Staffeld

Open Forum is your opportunity to bring before the Employee Assembly ideas, suggestions, and sentiments on the many issues that concern employees and impact campus life.
Employee Assembly invites any member of the Cornell community to take advantage of Open Forum. Open Forum takes place at the beginning of each Assembly meeting. Speakers are allowed up to five minutes to address an issue. If the issue calls for further discussion beyond the allotted time, the

Assembly may vote to have the issue placed on the agenda under "New Business." Employee Assembly meets twice each month on Wednesdays at 12:15 p.m. This year we will convene in the third floor conference room in Day Hall. Our next meeting will be Wednesday, September 16.
To reserve time for Open Forum, or if you would like more information, contact Assembly Chairperson Joan Heffernan at 255-0988. You may also contact another member of the Employee Assembly or call the Office of Assemblies at 255-3715.

Many critical issues demand the attention of the Cornell community, many "great ideas" remain unheard. Open Forum is a place for you to speak your mind and participate in the self-governance system.

Temporary
Reduction in Cost of
Supplemental
Dependent Life
Insurance Ends

The temporary reduction in the cost of supplemental and dependent life insurance coverage will end with the exempt paycheck of 9/10/87 and the nonexempt paycheck of 9/17/87. Contributions will return to the full amount with the exempt paycheck of 9/24/87 and the nonexempt check of 10/1/87.

LTD Premium
Holiday Ends for
Statutory and
Extension

The Long Term Disability (LTD) premium holiday has ended for statutory and extension employees. Revised contributions for participants will begin with the next paycheck.

Aerobics Sign-Up

Noon Hour Aerobics with Amy Brill
Starting Date: Monday, September 14, 1987
Ending Date: Friday, December 18, 1987
Class Days: Monday, Wednesday, and Friday
Time: 12:10 - 1:20 p.m.
Fee: \$55.00 for entire class (make checks payable to "Cornell University" pay before September 14)
Deadline for Sign-up: September 14
Contact: Debbie Gatch, Main Office, Upper Level, Helen Newman Hall, 255-5133

Just For Your Information
How to Correct Your Outdated Mailing Address



Is your campus address incorrect? Did you change job location and your mail still goes to your former work address? Did you know that you can do something about it?

First, look at the bottom line of the label. If you see the code RPT followed by a four digit number, followed by a route number (example: RPT 4714 RTE3), you have a label which was generated through the Office of Human Resources system. To change an address with an RPT code on the bottom line, send your name, correct address, and social security number to Human Resource Information, 147 Day Hall. Corrections usually take at least three weeks to become effective.

If your home mailing address or home telephone number has changed, also send the new information to Human Resource Information.

To change an incorrect mailing label which does not have an RPT code on the bottom line, contact the department which sent the mailing to help you identify the source of their mailing list.

Dedicated Service Award
Nomination Procedures

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description.

Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? Networking is looking for special

people you feel should be recognized for their special contribution. The Dedicated Service Award is open to any Cornell employee, regardless of rank.

Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award
I NOMINATE

Employee's Name: _____

Phone: _____ Department: _____

Working Address-Phone: _____

Person Submitting Nomination: _____

Dept.-Address: _____

Phone: _____

Mail to: Donna Updike, 240 MVR Hall

Networking

Deadlines

September 14 for September 24
October 5 for October 15
October 19 for October 29
November 2 for November 12
November 16 for December 3
December 7 for December 17
January 4 for January 14
January 18 for January 28
February 1 for February 11
February 15 for February 25
March 7 for March 17
March 28 for April 7
April 11 or April 21
April 25 for May 5
May 9 for May 19
June 9 for June 23
July 7 for July 21

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