

CORNELL Chronicle

Volume 23 Number 10 October 31, 1991

Student stories

6-7

One turned down athletic scholarships; another had no idea how she would pay for an Ivy League education. One wants to buy her parents their first house; another hopes to improve the infrastructure of his homeland.

The candidates

8

The candidates for mayor of Ithaca — Ben Nichols and Mark Finkelstein — and the candidates for town of Ithaca supervisor — Shirley Raffensperger and Patricia A. Driscoll — share their thoughts on town/gown issues.

What's for dessert?



Peter Morenus

Junior Chris Perez (left) tosses ground beef onto what the Guinness Book of World Records says is the world's largest lasagna, which was baked on the Arts Quadrangle Oct. 26. The 63-by-7-foot lasagna weighed 3,860 pounds before cooking and 3,477 pounds afterward. More than \$1,200 was raised from ticket sales for the Southside Community Center; leftovers went to local soup kitchens.

Freshmen's book on illegal immigrants explores heartache of pursuing a dream

University students and faculty who dream of the day their first book will be published would do well to talk with Phillip Anastos and Christian French, both 18 years old and first-year students in the School of Hotel Administration.

Last spring, while still seniors in high school, they saw their first book published, and their publisher is considering a second printing.

Their book, "Illegal: Seeking the American Dream"

(New York, Rizzoli, 1991), relates the stories of some of the thousands of children who flee every year from war-torn Central America in search of freedom in the United States.

Many of them are boys who are subject to being picked up on the street in their homelands and forced into military service, a method of conscription that is called "cherry picking" in Central America, Anastos and French said.

Crossing into the United States over the Texas border, many of these youngsters are apprehended by the U.S. Border Patrol, interned and often deported, the authors report.

The book was brought to the attention of Sen. Edward M. Kennedy, chairman of the Senate Subcommittee on Immigration and Refugee Affairs, and he wrote a blurb that is published on the cover.

Kennedy wrote: "In their book 'Illegal,' two young authors have captured in word and picture the human drama that occurs daily along our nation's borders. It is a compelling drama of human courage and tragedy, unseen by most Americans."

The 128-page book is illustrated with 86 black-and-white photographs selected from more than 3,500 photos that the two students made during their reporting trip to the Rio Grande Valley during the summer of 1989. They wrote the text from interviews conducted in the Spanish that they learned in high school.

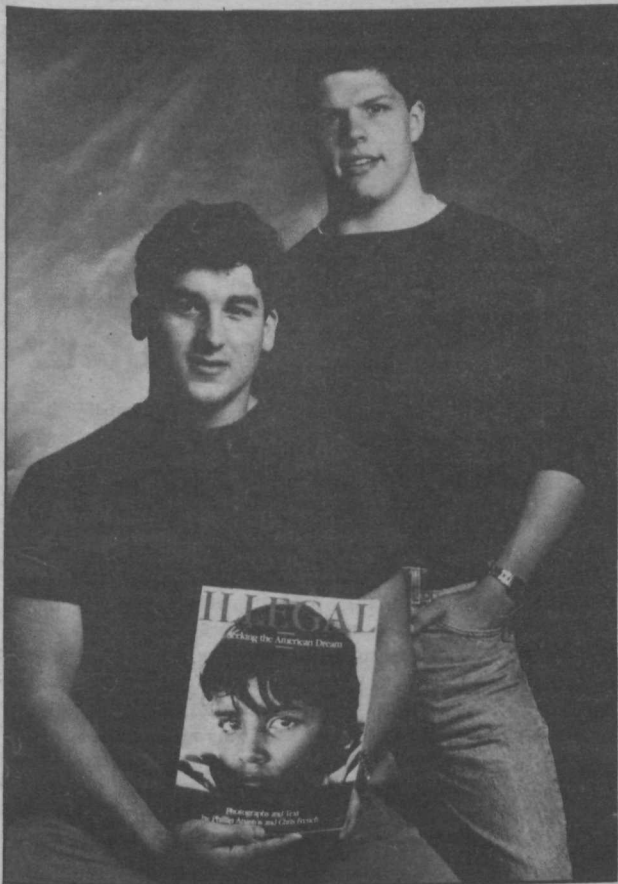
About 30 percent of the book is text, the rest pictures.

In the book's foreword, Roger Winter, director of the United States Committee for Refugees in Washington, D.C., wrote: "This is not a book of abstract photography. It depicts real, flesh-and-blood people; it concerns the core of the American ethos. Despite all the welcome some Americans provide, this book shows we have a good bit of work to do in the decade ahead to live up to our self-image."

David Hume Kennerly, who won a Pulitzer Prize for his photography of the Vietnam War, contributed a note in the front of the Anastos-French book, writing: "'Illegal' is a project born of social conscience. It is impossible not to feel what they felt and to see what they saw. This is the highest form of journalism."

French described how they came to write the book. "Phillip and I have been friends since we were in elementary school in Rye [N.Y.] Country Day School," he said. "Throughout our high school years, we studied photography and participated in our school's photography exhibits. We

Continued on page 2



Peter Morenus

Freshmen Phillip Anastos (left) and Chris French with a copy of their book, published last spring when they were high school seniors.

Global warming could create huge refugee problem, Myers warns here

If for no other reason — and A.D. White Professor-at-Large Norman Myers has plenty that are less selfish — the people of developed nations should try to save the planet in order to avert an influx of "environmental refugees."

As many as 500 million refugees fleeing sea-level rises and other effects of global warming, such as disruption of agriculture, can be expected within the first few decades of the coming century, predicted the Oxford-based environmental consultant and author. Those refugees will be obliged to seek sanctuary in other nations — coincidentally, the ones that produced much of the carbon dioxide that worsened the greenhouse effect, he added.

In his Oct. 24 lecture, Myers said he worries about sounding pessimistic. Rather, the three problems threatening society — an accelerating population explosion, the decline of the environment's resource base and the fading prospect of sustainable development — should be viewed as opportunities, he asserted. The only predicament: There is less than 10 years — more precisely, about 3,500 days — to confront these opportunities, he said.

That urgency is one reason that the 57-year-old Myers talks so fast, moving about the stage and exhorting listeners like a motivational speaker in a global self-improvement seminar. He's been a consultant to international organizations and corporate executives and has written seven books, more than 250 scholarly articles and hundreds of popular-media articles on the environment, population and development, and has visited more than 80 countries.

Still, not nearly enough people in the developed nations understand that they are like a frog in a schoolchildren's experiment: One frog, when dropped into a saucepan of boiling water, immediately hops out. It is a bit scalded but alive, because it made a correct assessment of the seriousness of the situation. But the second frog, dropped into a pan of cold water on a hot stove, swims blissfully about as the water approaches boiling, then falls into a coma and dies without knowing what was killing it.

"Denial," Myers said, quoting the musicians Dire Straits, "is not only a river in Egypt."

He showed a photograph of severe soil erosion in India and said the scene could as easily be Indiana, where there is

Continued on page 2

Welcome, parents! Class of 1995 is worldclass

The familiar freshman plea of "send money" changed to "bring money" this week as the parents of Cornell's Class of 1995 prepared for this weekend's visit to campus.

Freshman parents will hear a lecture on the "Politics of Scandal" by Professor Theodore J. Lowi; appear at panel discussions on housing, financial aid, study abroad, changes in family relationships and other topics; attend cultural events; meet with President Frank H.T. Rhodes and faculty at receptions; and tour campus facilities during their stay.

The sons and daughters whom they are coming to meet came to Cornell from 47 states, almost 50 countries and the full spectrum of racial, ethnic and social backgrounds.

Although America's total pool of 18-to-22-year-olds peaked in 1981 and will keep shrinking until 1995, Cornell again was one of the few schools whose number of applicants increased slightly — to 20,326.

Of the 3,042 freshmen (not a final, official figure) entering Cornell's seven undergraduate colleges, 84 percent came from the top 10 percent of

Continued on page 2

Global warming *continued from page 1*

a similar level of foregone food production because of erosion.

The most daunting reality, Myers said, is the impending population explosion. His prediction of a world population reaching 11.5 billion before it levels off around the middle of the next century is halfway between some experts' low of 8.2 billion and highs around 14.5 billion.

Noting the large numbers of children who are now under 15, Myers said that the most explosive phase of the population explosion is yet to come. Furthermore, population growth could exceed predictions if there continues to be slippage in population planning efforts in places such as China and India, Myers said. He pointed to successful population planning efforts in Thailand, South Vietnam, Sri Lanka, Cuba and Tunisia, and asked, "If they can do it, why can't the rest? We must defuse the population bomb."

"Thirty-five to 50 percent of the developing world's couples wish to limit their family size, but they lack the means, the birth-control 'hardware,'" he said. That hardware and other support for population control would cost citizens of the United States and other developed countries the equivalent of one penny every 20 days. He blames the United States for abandoning leadership in worldwide population control.

Another key to controlling population, Myers said, is improving the status of women. "There is a strong correlation between female illiteracy and population growth rate," he observed.

As close as developed nations are to zero population growth, they are still adding too many resource-consuming humans to the planet, Myers maintained as he displayed a chart called "How many Americans are good for the world?"

Although a poor country such as Bangladesh is growing somewhat faster than the United States, each new American uses 20 times as much energy — and is responsible for producing 20 times as much carbon di-

oxide and other wastes — as each additional Bangladeshi.

He criticized the consumption of barely-taxed gasoline in inefficient U.S. automobiles, saying, "Gasoline in your country is cheaper than bottled water in some places." Raising gasoline taxes would not ruin the U.S. economy, Myers said.

"What would it cost to reverse the problems?" Myers asked. To stop the loss of topsoil and conduct reforestation, to reduce population growth, to achieve energy efficiency and rely more fully on renewable energy, and to erase foreign debt (so that developing countries' economies are not paralyzed by interest payments) would cost \$50 billion each year, he figured.

That amount is a fraction of the world's annual military spending. Redirecting spending to correct imbalances and solve problems "would achieve real security for all," Myers claimed.

But it looks as if leaders of the major powers — even in this post-Cold War era — will not significantly reduce military spending, Myers said.

So the people of the world have to take matters in their hands and spread the good word, Myers said. Follow the Chinese method of "Each one teach one. Posit someone you know who is still in outer darkness." Better yet, persuade two people, Myers said. If one person taught two others, and if each taught two more and so on, within 45 days the world would be informed, he said.

At the same time, Myers advised, "Ask yourself about your own lifestyle. Are you unwittingly but effectively contributing to reducing the resource stocks?"

Ever optimistic, Myers said, "We are at the climactic of the human course. People in the past couldn't confront these problems because they weren't there. People in the future won't be able to because they will have nothing to do but pick up the pieces."

—Roger Segelken

Class of 1995 *continued from page 1*

their high school classes — up from 82 percent the year before. Scores on the Scholastic Aptitude Test also remained at superior levels: 86 percent (the same as last year) scored above 600 in math; 51 percent (a slight dip) scored above 600 in verbal tests.

While the academic profile continues to be impressive by any measure, "these objective data shouldn't be interpreted as the only important factors in the selection process," said Susan H. Murphy, dean of admissions and financial aid. "Other factors, such as high school curriculum and performance, special talents, extracurricular activities, essays and interviews — when they are required by the individual college — are critical to the decision-making process, as well."

Among the characteristics of the new class, as compared with last year's, are:

- The percentage of women increased from 44 to 46 percent.
- Minority-group students increased from 27 to 29 percent of the class. Those from underrepresented groups — African-Americans, Hispanic-Americans and

American Indians — totaled 374 students, up slightly to 12.3 percent of the class, continuing a slow but fairly steady rise; Asian-Americans numbered 502, accounting for 16.5 percent of the class, up from about 14 percent.

- Foreign students increased from about 4 to 5.2 percent.

- Further geographical diversity was achieved by increasing to 28 percent, from 25, the proportion of students not from the Northeast.

- Alumni children constituted 10 percent of the class, down from 12 percent; children of faculty and staff numbered 1 percent.

- Those demonstrating need for financial aid increased from 45 to 48.6 percent.

The Ithaca campus includes almost 19,000 students, with some 13,000 undergraduates and the rest in the Graduate School and three professional schools.

Visiting parents can obtain detailed information about the weekend's activities at the information desks in Robert Purcell Union, Noyes Center and Willard Straight Hall.

—Sam Segal

BRIEFS

■ **Child care:** Students in a College of Human Ecology class are seeking Cornell employees to participate in a study of the needs and concerns of working parents who use child care. The class is working with the Ithaca Child Care Center, the university's Office of Work and Family Issues and the Office of Transportation Services at Cornell. Students will individually interview employees for about 30 minutes. Those interested should contact Dwight Giles, the course instructor, at 255-6579.

■ **Bus change:** The East Ithaca bus, Route 50, will resume its previous route of traveling to East Hill Plaza via Hoy Road and Maple Avenue on Friday, Nov. 1. The East Avenue pickup point to go to East Hill Plaza will again be the bus stop outside Sage Hall.

■ **Safety promotions:** The Department of Public Safety has announced the following promotions: William G. Boice is now a captain responsible for commanding major investigations and crime prevention; Barton R. Ingersoll is now a captain and is commander for administrative services; and Michael Blenman and Linda Hurd are now sergeants with responsibility for field supervision.

■ **Gulf War tape:** An audio tape, "Voices after Desert Storm," has been produced by the Center for Religion, Ethics and Social Policy (CRESP), the Tompkins County Alliance for Peace in the Middle East, and Chapter No. 38 of Veterans for Peace Inc. The tape features two Vietnam veterans, Gil Ott, director of development operations at Cornell, and Richard Dunham, who attended the university in the 1960s and 1970s, sharing their views on the recent Gulf War. Lourdes Beneria, professor of city and regional planning, offers an eco-

nomic analysis of the war. For more information, contact CRESP at 255-5027.

■ **Fellowships:** The Cornell chapter of Phi Kappa Phi National Honor Society is inviting applications from outstanding senior students for fellowships worth up to \$7,000 for first-year graduate or professional study. Fifty awards will be made nationwide. Criteria include scholastic achievement, leadership, and participation in university and community activities. For more information and application forms, contact Associate Professor Peter Schwartz, 201 Van Rensselaer Hall; telephone 255-1937.

■ **Instructors sought:** The Experimental College is seeking instructors for the spring semester. Those who have talents in diverse areas are sought to teach non-credit recreational courses. If interested, contact the Experimental College at 255-9612.

■ **Go to Key West:** Winter Session will offer a three-credit English course titled "The Artist and the Spirit of Place: The Instance of Key West" in Florida Jan. 2 through 15, 1992. The course will be taught by English Professor Phillip L. Marcus. Key West has been a magnet for Ernest Hemingway, Tennessee Williams, Thomas McGuane and Alison Lurie. To learn more about its stimulation for writers and artists, call Marcus at 255-7488.

■ **Or the Virgin Islands:** The sailing vessel Anne Kristine will be home to students in Cornell's Winter Session field study on "Economics of Marine Resource and Environmental Policy" from Dec. 28 through Jan. 18, 1992. The course will be taught by David Wharton, a visiting associate professor of economics. Students will participate in the operation of the 95-foot schooner. For information, call Wharton at 255-4254.

Immigrants *continued from page 1*

wanted to do a project together, and we read in newspapers about kids our own age who were coming up from El Salvador, walking all the way to Texas and being put into detention camps."

They convinced their parents to let them go to the Rio Grande Valley to photograph and collect interviews from the illegal immigrants. Anastos' father, Ernie Anastos, is news anchor for WCBS in New York City, and French's father, Richard French, owns SGI Graphic, a printing firm in Stamford, Conn.

The two students did not immediately realize that their research could be turned into a book. Both of them had worked as interns in the Time-Life photo laboratory in New York City. "We showed our pictures to some of the people at Time-Life, and they told us that we had the possibility of a book," Anastos said.

So during their junior year in high school, French and Anastos worked on the text and selection of pictures. They found a publisher in the fall of their senior year, and the book went to press the following spring.

Their publisher printed and distributed

5,000 copies, about average for unknown authors, and a second printing is being negotiated.

The book has been reviewed in People magazine and written about in The New York Times, The Washington Post, New Age, AdAge and several photography magazines. French and Anastos were interviewed on "CBS This Morning" and other radio and television programs, and they have described their research on illegal immigrants to high school audiences in the Bronx and Westchester County.

Their book is on sale at bookstores nationwide, including the Cornell Campus Store. The authors said they were thrilled this summer to see their book in far places. Anastos found it in a book store in California; French, in Florida.

French and Anastos are donating part of the proceeds from the sale of their book to the U.S. Committee for Refugees.

For the young authors, photojournalism is only a hobby. They came to Cornell to pursue their interest in business and the hospitality industry.

—Albert E. Kaff

GRADUATE BULLETIN

■ **Course Pre-enrollment:** Graduate student course pre-enrollment for the spring semester will be held Oct. 23 through Nov. 6 at Sage Hall. Forms are available at graduate field offices and Sage Graduate Center. The course and time roster is available at Sage.

■ **Council:** The Graduate Student Council will meet Monday, Nov. 4, at 5:15 p.m. in The Henry, Sage Hall.

■ **Thesis/Dissertation:** The thesis/dissertation submission deadline for a January 1992 degree is Jan. 10.

Students should see the Graduate School thesis adviser (walk-in office hours 8:30 a.m. to noon, 1:30 to 4 p.m., weekdays) for approval of the format of their thesis/dissertation before submitting the final copies to the Graduate School.

A late-filing penalty of \$100 is charged to students who submit the final copies of their thesis/dissertation more than 60 days after their final examination.

Public Safety finds stolen computers

Cornell's Department of Public Safety has recovered more than \$20,000 worth of computers and office equipment reported stolen from two campus buildings over the last six months.

According to Public Safety Capt. Barton R. Ingersoll, a student has been charged in connection with the burglaries at Dale R. Carson and Martha Van Rensselaer halls. John Lai of 124 Westbourne Lane was arraigned in Ithaca City Court last week.

Lai was charged with burglary third degree (a class D felony) and petit larceny (a class A misdemeanor), as recommended by the Tompkins County district attorney's office. Capt. William G. Boice said additional charges are possible, pending grand jury action. The computers, printers, office equipment and accessories were recovered from Lai's apartment, Ingersoll added.

Lai, 21, is a senior in the College of Arts and Sciences.

CORNELL
Chronicle

EDITOR: Mark Eyerly

EDITORIAL ASSISTANT: Karen Walters
CALENDAR: Joanne Hanavan

Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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

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

Newman Professor warns against divisiveness of multiculturalism

The current enthusiasm for multiculturalism baffles historian John Higham.

"I'm not sure why there's so much excitement about the word," said Higham, who is visiting Cornell this semester as the university's Newman Visiting Professor of American Civilization.

"Recognition of the diverse elements of American society has been on the agenda of scholars and historians for more than a generation. Nobody who's been active in American studies since the 1960s can escape it," he said, adding, "not that we would want to."

If Higham is ambivalent about multiculturalism — he believes scholarship has advanced by discovering people who have been "beneath history and submerged by it," but he also believes historians have gone too far in this direction — it is because, he said, "Multiculturalism can hide, behind a veil of good intentions, dangerous features of human behavior, such as hatred and undying warfare."

At age 71, an emeritus professor at The Johns Hopkins University, past president of the Organization of American Historians and the Immigration History Society, Higham is an elder statesman in the field of history and one of its most influential practitioners, according to history Professor Michael Kammen.

The course that Higham is teaching in the History Department this semester, "American Identities," reflects his interest in a comparative study of ethnic identities in America.

As Cornell's fourth Newman professor — following Alfred Kazin, David McCullough and George McGovern — Higham will give a public lecture on campus on Tuesday, Nov. 5, when he speaks on "Embodying America: The Gender of National Symbols." His talk will begin at 4:30 p.m. in Room 165, McGraw Hall.

Higham's lecture will examine the images Americans have used to personify the nation — images such as Uncle Sam, the Founding Fathers and an anonymous Indian princess who finally came to be called Pocahontas.

"I'll be talking about whether Uncle Sam has been doing things with Miss Liberty; and if so, what?" Higham said

with a smile. He will emphasize that even in choosing symbols for the nation, Americans have been made aware of the complexity and diversity of this country.

To Higham, the multiculturalism of the 1980s and '90s is double-edged: It brings forward previously neglected groups of people but its emphasis on the uniqueness of each group threatens national unity.

"There is a real danger in pressuring people to conform to a greater unity than actually exists; but on the other hand, if people are encouraged to preserve their separateness, doggedly and uncompromisingly, then we are fueling divisions within society," he said.

"We don't appreciate consistently enough that the American pattern of multiculturalism has by and large avoided the worst side of ethnic experiences.

"When you look around the world and see millions of people every day being killed and driven from their homes because of who their ancestors were, then you see pluralism as a precious feature of the American experience."

Higham flinches at the tendency of multiculturalists to emphasize "the illustrious origins" of various people.

"To say that the Iroquois Confederacy anticipated the U.S. Constitution or to stress the connection between Afro-Americans in the United States and Egyptian pharaohs strikes me as aimed at a kind of group pride that is invidious and competitive," he said. "It's something we've tried with considerable success to get away from in American national consciousness.

"Pluralistic integration — the retention of differences but a simultaneous sense of oneness — is our best tradition," he added, recalling the phrase "*E Pluribus Unum*," or "out of many, one," which had judicial and constitutional meanings when it was first applied to the United States as a union of sovereign states but also bore a certain recognition of the many different peoples joined in a single country.

"We're all aware that people need to know more about themselves, and disinherited elements of American society need to be recovered and seen with dignity, but there is a balance to be struck," Higham said.

— Carole Stone

CORNELL Life

Bound for glory

You don't have to like folk music to get a kick out of the 25th anniversary of "Bound for Glory," North America's longest-running live folk concert broadcast.

The point isn't that a small herd of dinosaurs stuck in the 1960s still gathers weekly to relive the old days of Peter, Paul and Mary. Folk music was popular long before Peter Yarrow was a student here in the late 1950s.

A decade earlier than that, the Cornell Folk Song Club thrived under the guidance of English Professor Harold Thompson. So in a sense, Phil Shapiro's Sunday night "Bound for Glory" broadcast on WVBR from the Commons Coffeehouse in Anabel Taylor Hall carries on a Cornell tradition older than the heyday of Joan Baez.

Sure, there was the folk scare of the 1960s, when it looked as if folk music would make it big time. Those were the days of the acoustic guitar, of the Kingston Trio, Pete Seeger, Tom Rush and Judy Collins, of the whole anti-war folk music scene that brought dulcimers down from the mountains and onto college campuses. Those days passed. "Bound for Glory" did not.

The show started in the early 1960s at Brandeis University, when Shapiro was an undergraduate. He named the show for Woody Guthrie's autobiography, "Bound for Glory," a banned book in the 1950s.

When Shapiro came to Cornell to study economics in 1967, he brought the show's name and format with him.

In those early days in Ithaca, "Bound for Glory" was the rage on campus and throughout the countywide listening area. Shapiro was known wherever he went.

By the middle of the 1980s, "Bound for Glory" lost its undergraduate audience to Prince, U2 and INXS. Its live audience of 100 was comprised of Cornell staffers and townspeople, including the folk-as-religion regulars in the front row. For the most part, the audience is still older people.

But "Bound for Glory" is definitely "a stop on the tour" for folk singers, and they come in from all over the country. Last Sunday, Caryl Weiss came up from Austin, Texas. This Sunday, Magpie will be here from Washington, D.C.

"I book as well as any folk club in the country, even though I don't pay performers," Shapiro said. "Some musicians come just to say they played 'Bound for Glory.'"

The show has helped develop the reputations of people who have gone national, including Robin and Linda Williams, who moved to Minnesota Public Radio's "Prairie Home Companion."

While it doesn't attract household names, the show gets just about everyone else in folk music, Shapiro said, including Bill Staines, who might be the most famous folk singer on the scene today. Staines will play "Bound for Glory" April 5.

Shapiro has never been paid for his work. He makes his living selling advertising for WVBR and giving guitar lessons. Part of what sustains the show is political conviction.

"Folk music isn't necessarily left of center, but left-of-center music is folk music," said Shapiro. "The show has a political implication. The message is this: There is music you can make yourself; you don't need a whole music industry behind you to make music."

And yet it was folk music that gave us rock and roll, he explained. Folk music is a branch of American popular music with roots in two ancient folk traditions: the ballads, narratives and dances of the British Isles and the spirituals, slave songs and work songs of black America.

In the southern mountains of this country, English tunes were transformed into hillbilly and country music and, eventually, rockabilly. Black music became blues, jazz and rhythm and blues. When rockabilly and rhythm and blues got together, they created rock and roll. That's where Elvis Presley came in.

"Folk music is constantly changing, absorbing all other forms of music. Eventually, Simon and Garfunkle and the Beatles will become folk music," Shapiro said.

"I could play you fairly obscure early Beatles songs, and I'll bet you wouldn't recognize them as the Beatles' music. But they're neat tunes.

"When the details of who wrote them are forgotten, the music will be transformed and enter folk stock. That way certain songs aren't allowed to die. That way they make their way in."

— Carole Stone

Chemistry lesson



Peter Morenus

John Terry (far right), associate director of technical operations in the Chemistry Department, and his son, Stephen, show 6-year-old Sarah Eyerman (far left) and her sister Katie, 9, how chemicals interact with one another, as the youngsters watch liquid turn deep blue, then colorless, then back again during demonstrations by the department at the Ithaca Farmers' Market Oct. 26.

Meeting to study Spain's tri-cultural era

In 1492, a few months before Columbus sailed the ocean blue, the Spanish government of King Ferdinand and Queen Isabella also expelled the Jews who had lived in Spain for centuries and defeated the Moslems who had once ruled most of the Iberian peninsula and of late retreated to a stronghold in the kingdom of Granada.

That pivotal year in Spanish history — which marked the formal end of a rich Medieval culture in which Jews, Moslems and Christians co-existed as distinct but intermingling ethno-religious groups — will be the subject of a conference here on Friday, Nov. 8.

"These events of 1492 are all interconnected," said Associate Professor Ross Brann, chair of the Department of Near Eastern Studies, a co-sponsor of the workshop. "Columbus' voyages reflect the fact that Ferdinand and Isabella's Spain had come of age, and it is not a coincidence that the confidence and vigor of Christian Spain comes at a

time when Jews were expelled and Moslems were defeated." The Moslems were expelled a short time later, between 1499 and 1502.

The daylong conference, "The Three Cultures of Medieval Spain: A Remembrance of 1492," will examine various aspects of Medieval Christian, Moslem and Jewish culture and their interactions. It will give students a better understanding of the richness of medieval Spanish culture that preceded the year 1492, said Jose Piedra, associate professor of Romance Studies.

The conference will be held in the A.D. White House. Advance registration is not required. Sponsors include Near Eastern Studies, Romance Studies, Program of Jewish Studies, Committee for Arabic and Islamic Studies, Program of Religious Studies, Medieval Studies Program, Society for the Humanities and Western Societies Program.

— Carole Stone

CALENDAR

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

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

Notices should also include the subheading of the calendar in which the item should appear.

DANCE

Cornell International Folkdancers

All events are open to the Cornell community and general public. Admission is free unless stated otherwise. For information, call (315) 789-4621.

Regular dancing, 7:30 to 10:30 p.m., Nov. 3, North Room, Willard Straight Hall.

Department of Theatre Arts

The Cornell Dance Series will be the host for P.S. 122 Field Trips on Oct. 31 and Nov. 1 and 2, at 8 p.m. in the Class of '56 Dance Theatre, Center for Theatre Arts, 430 College Ave. Tickets are \$8 for students/seniors and \$10 general admission, available at the Center for Theatre Arts Box Office at 254-ARTS.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall. For information call, 255-4227.

EXHIBITS

Johnson Art Museum

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

"The Art of Paulanship," through Nov. 24.

Center for Jewish Living

"Little Old New York," a collection of watercolor paintings of cultural centers, historic landmarks and quaint sections of New York City's Lower East Side, will be on display at the Center for Jewish Living, 106 West Ave., through Dec. 20.

Cooperative Extension

Six display cases in the Mann Library lobby feature areas of Cooperative Extension's theme "Helping you put knowledge to work." From production agriculture and health and nutrition to efforts to enhance the quality of Earth, the display links Cooperative Extension programs with references available at Cornell Libraries.

Hartell Gallery

A survey of recent photographic work completed by Barry Perlus, art professor, Nov. 4 through Nov. 15. The exhibition includes work from the White Panel series as well as selections from Made of Light, photographs of architecture in India and Nepal. The Hartell Gallery, located in Sibley Dome, is open 8:30 a.m. to 5 p.m., Monday through Friday.

Home Economics

"Educating Women: The Unique Role of Cornell's College of Home Economics," through Dec. 31, in the John M. Olin Library.

Sibley Fine Arts Library

An exhibit of Artist's Books by Ithaca artist Kumi Korf will be on display in the Sibley Fine Arts Library through Nov. 25. The exhibit is curated by Laurie Sieverts Snyder, visiting lecturer in photography and artist's books in the Fine Arts Department.

Willard Straight Hall

Willard Straight Hall's Art Gallery presents "Cornell United Religious Works," an exhibition of original art by local artists, through Nov. 1.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday), which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

Thursday, 10/31

"Wend Kuuni (The Gift of God)," 4:30 p.m.
 "A Rage in Harlem" (1991), directed by Bill Duke, with Forrest Whitaker, Gregory Hines, Robin Givens, and Badja Djola, 7:30 p.m.
 "Bill & Ted's Bogus Journey" (1991), directed by Peter Hewitt, with Keanu Reeves, Alex Winter, George Carlin and Pam Grier, 10 p.m.

Friday, 11/1

"Boyz N' the Hood" (1991), directed by John Singleton, with Larry Fishburne, Cuba Gooding Jr., Morris Chestnut and Ice Cube, 7 p.m., Uris.
 "Everybody's Fine" (1991), directed by Giuseppe Tornatore, with Marcello Mastroianni, Michele Morgan and Marino Cenna, 7:30 p.m.
 "Bill and Ted's Bogus Journey," 9:45 p.m., Uris.
 "Notorious" (1946), directed by Alfred Hitchcock, with Ingrid Bergman, Cary Grant and Claude Rains, 10 p.m.
 "Enter the Dragon" (1973), directed by Robert Clouse, with Bruce Lee, John Saxon and Jim Kelly, midnight.

Saturday, 11/2

"The Best of the Fests," 15 award-winning children's films, co-sponsored by the Ithaca Youth Bureau, 2 p.m.
 "Project A" (1983), directed by Jackie Chan, with Jackie Chan, 7 p.m., Uris.
 "Everybody's Fine," 7:30 p.m.
 "Boyz N' the Hood," 9:20 p.m., Uris.
 "The Shining" (1980), directed by Stanley Kubrick, with Jack Nicholson, 10 p.m.
 "Bill and Ted's Bogus Journey," midnight, Uris.

Sunday, 11/3

Whitney Biennial Video Program 5, 2 p.m., Johnson Museum. (Free)
 "Boyz N' the Hood," 4:30 p.m.
 "Enter the Dragon," 8 p.m.

Monday, 11/4

"Everybody's Fine," 7 p.m.
 "Way Down East" (1920), directed by D.W. Griffith, with Lillian Gish, Richard Barthelmess and Lowell Sherman, 9:30 p.m.

Tuesday, 11/5

"Boyz N' the Hood," 7:25 p.m.
 "Bill and Ted's Bogus Journey," 10 p.m.

Wednesday, 11/6

"Amadeus" (1984), directed by Milos Forman, with F. Murray Abraham, Tom Hulce and Elizabeth Berridge, 8 p.m.

Thursday, 11/7

"Goldfinger" (1964), directed by Guy Hamilton, with Sean Connery, Gert Frobe and Honor Blackman, 7:35 p.m.
 "What About Bob?" (1991), directed by Frank Oz, with Bill Murray, Richard Dreyfus and Julie Hagerty, 10 p.m.

LECTURES

A.D. White Professors-at-Large

"Order Versus Chaos: Some Lessons from Molecules," Raphael D. Levine, Max Born Professor of Natural Philosophy, The Hebrew University, and A.D. White Professor-at-Large, Nov. 7, 4:30 p.m., Alumni Auditorium, Kennedy Hall.

Africana Studies and Research Center

"An African Woman in America: Travel Anecdotes," Chinyere Okafor, visiting scholar, African Cultural Studies Program, Nov. 5, noon, Hoyt Fuller Room, 310 Tripphammer Road.

Becker Alumni Lecture Series

"The Motion Picture and Television Business in the '90s: Some Observations," Jonathan Dolgen, president, Motion Picture Group of Sony Entertainment, Oct. 31, 4:30 p.m., Film Forum, Center for Theatre Arts, 430 College Ave.

Campus Club

"The Art of Paul Manship: Art Deco and Sculpture," Nancy Jarzombek, associate curator

of painting and sculpture, Nov. 7, 10 a.m., Johnson Museum.

Classics

Townsend Lectures
 "Pagan Sacrifice and Meat Eating," the fifth of seven Townsend Lectures on "Animals: Mind and Morals in Ancient Philosophy," Richard Sorabji, King's College, the University of London, Nov. 5, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Cornell Coalition for Life

"How I Changed my Mind on Abortion," Bernard Nathanson, an abortionist turned pro-life advocate, Nov. 2, 2 p.m., auditorium, Kennedy Hall.

History

"Embodying America: The Gender of National Symbols," (illustrated with slides), John Higham, The Newman Visiting Professor of American Studies, Nov. 5, 4:30 p.m., 165 McGraw Hall.

Hotel Administration

Sadie McKeown, a master's degree candidate in the College of Human Ecology, will talk on banking policies regarding the Community Reinvestment Act, Nov. 5, 10:10 a.m., 190 Statler Hall.

Dale Rosenthal, president of Rosedale Enterprises Inc. Alexandria, Va., a real estate developer, will talk on affordable housing, Nov. 7, 10:10 a.m., 190 Statler Hall.

Industrial & Labor Relations

"The Re-Emergence of Unions in the 1990s," Bruce S. Raynor, international vice president and southern regional director, Amalgamated Clothing and Textile Workers Union (AFL-CIO), Nov. 7, noon, 215 Ives Hall.

Johnson Museum

In conjunction with the exhibit "The Art of Paul Manship," the following lectures will take place: Roberto Bertoia, associate professor, art department, will demonstrate the lost wax process of bronze casting used by Manship, Nov. 1 at 3 p.m. in the Foundry; Donna Hassler, curatorial assistant in the Department of Painting and Sculpture at the Metropolitan Museum of Art, will present a half-hour slide lecture on the lost wax process, followed by a gallery tour, Nov. 2 at 2 p.m.; Roberta Tarbell, associate professor in American sculpture at Rutgers University, will discuss "Paul Manship: Archaism and Art Deco," Nov. 3 at 1 p.m. in the museum.

Landscape Architecture

"The Ecological Aesthetic," a presentation of concept of a spatial partnership involving ecological suitability and visual coherence, Carol Franklin, Andropogen Associates, Nov. 1, 11:15 a.m., 101 West Sibley.

Peace Studies

"Middle East Security and the New World Order: Fact vs. Fiction," Frank J. Gaffney Jr., director of the Center for Security Policy and former assistant secretary of defense, Nov. 7, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Society for the Humanities

"The (Dis)Locations of the Subjects within Chicano/a Cultural Studies: Reframing the Quincentenary," co-sponsored by the Humanities Center and Hispanic American Studies Program, Norma Alarcon, University of California, Berkeley, Oct. 30, 4:30 p.m., Guerlac Room, A.D. White House.

Title to be announced, Judith Butler, Johns Hopkins University and senior fellow, Society for the Humanities, co-sponsored by the Lesbian, Bisexual and Gay Studies Group, Nov. 6, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Bodies and Anti-Bodies: Flesh, Fetish and Culture in Contemporary Social Theory," Terence Turner, University of Chicago and senior fellow, Society for the Humanities, Nov. 7, 4:30 p.m., 165 McGraw Hall.

Theory Center

"Parallel Processing and the Intel Touchstone Program," Joseph Brandenburg, Intel Corp., Nov. 4, 4 p.m., Large Conference Room, Biotechnology Building.

Western Societies Program

"The Wall After the Wall: Some Remarks on the Continuing Division of Germany," Michael Minkenberg, government, Nov. 1, 12:15 p.m., 153 Uris Hall.

MUSIC

Department of Music

Laura Kramer on cello, Andrew Willis on the fortepiano and Zvi Meniker on harpsichord will

perform music by Baroque composers and Beethoven, Oct. 31 at 8:15 p.m. in Barnes Hall.

The Cornell Jazz Ensemble under the direction of Karlton Hester, will perform a concert in memory of Richard Trommer, Nov. 1 at 8:15 p.m. in Barnes Hall.

German trombonist Gustave Hoena will perform music for solo trombone on Nov. 2 from 2 to 3 p.m. in Barnes Hall.

The Cornell Chorus with Thomas A. Sokoloff conducting will perform music by Copland, Elgar, Galuppi, Poulenc and Schiller on Nov. 2 at 4 p.m. in Sage Chapel.

The Mozart Festival will continue with chamber music performed by clarinetist Lawrence McDonald, violinists Sonya Monosoff and Elizabeth Field, violist Marilyn McDonald and cellist Judith Davidoff, on Nov. 2 at 8:15 p.m. in Barnes Hall. The program will feature Divertimento in E-flat Major, K. 563 and the Clarinet Quintet in A Major K. 581. Lawrence McDonald will give a preconcert lecture about the importance of clarinet music in Mozart's compositions at 7:30 in Barnes Hall.

Jonathan Shames will join clarinetist Lawrence McDonald and violist Marilyn McDonald to perform Stravinsky's "Suite Italienne"; Richard Strauss' "Sonata for Violin and Piano"; and the "Adagio" from the "Chamber Concerto for Clarinet, Violin and Piano" by Alban Berg, Nov. 3 at 3 p.m. in Barnes Hall.

Bound for Glory

The folksingers Magpie will perform three live sets on Nov. 3 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBK FM, 93.5.

Cornell Folk Song Club

Fred Small, a former attorney turned topical songwriter, will perform on Nov. 2 at 8 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Small will sing songs of peace, working people, changing women and changing men, and finding the positive. Tickets are \$6 and available at Borealis Books, Rebop Records and the Commons Coffeehouse, Anabel Taylor Hall.

Ecology House

Alice Di Miele, who has won acclaim for her environmentally and socially conscious music, will perform on Nov. 7 at 8 p.m. in Anabel Taylor Hall. Admissions is \$8 at the door.

Near Eastern Studies

Traditional Turkish Music, featuring Tuncel Necdet Yasar Ensemble, co-sponsored by the Council of the Creative and Performing Arts will perform music for lutes, zither, fiddle and voice, Nov. 4 at 8:15 p.m., Barnes Hall.

READING

English/Council for the Creative and Performing Arts

Richard Russo will give a fiction reading on Oct. 31 at 4:30 p.m. at the A.D. White House. Russo, author of two novels, teaches at Cornell College and in the MFA program at Warren Wilson College.

RELIGION

Sage Chapel

Robert L. Johnson, director, University of Ministries, will deliver the sermon on Nov. 3. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 9 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacramental Reconciliation by appointment, G-22 Anabel Taylor Hall. All Saints Day will be observed Friday, Nov. 1, at 12:20 p.m. and 5:15 p.m. in Anabel Taylor Auditorium.

Christian Science

Testimony meeting on Thursdays, 7 p.m. in Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays at 9:45 a.m. adult discussion

meeting for worship, Edwards Room, Anabel Taylor Hall.

Wish
Morning Minyan at Young Israel, 106 West ...
Call 272-5810.

Shabbat Services: Friday: Reform, 5:30 ...
Chapel, Anabel Taylor Hall; Conserva-
tive/Egalitarian, 5:30 p.m., Founders Room,
Anabel Taylor Hall; Saturday: Orthodox, 9:15 ...
Edwards Room, Anabel Taylor Hall;
Conservative/Egalitarian, 9:45 a.m., Founders
Room, Anabel Taylor Hall.
Young Israel (call 272-5810 for time).

Iranian Church
Sundays, 1 p.m., Anabel Taylor Chapel.

Muslim
Friday prayers, 1 p.m., Founders and Ed-
wards Rooms, Anabel Taylor Hall. Zuh-
r prayer, 1 p.m., 218 Anabel Taylor Hall.
Weekly group discussion/classes, 11:30 a.m.
to 12:30 p.m., 218 Anabel Taylor Hall.

Protestant Cooperative Ministry
Sundays, worship at 11 a.m., Anabel Taylor
Chapel, Rev. Barbara Heck. Tuesdays, Taize
prayer, 5:30 p.m., Anabel Taylor Chapel.
Wednesdays, Bible study, 4:30 p.m., G7 Anabel
Taylor Hall. Fridays, celebration, 5:30 to 8
p.m., 401 Thurston Ave.

Swami Sai Baba
Group meets Sundays. For information on
time and place, call 273-4261 or 533-7172.

Seventh-Day Adventist
Worship, Saturday, 9:30 a.m., Seventh Day
Adventist Church, 1219 Trumansburg Road.

Southern Baptist
Richard Foster's "Celebration of Discipline:
Path to Spiritual Growth," Thursday eve-
nings at 8:30 p.m., 316 Anabel Taylor Hall.

Vietnamese Buddhism
Zen meditation every Thursday at 5 p.m.
Anabel Taylor Chapel.

SEMINARS

Applied Mathematics
"Mathematical Modeling of Phase Transfor-
mations in Nonlinear Elasticity," Phoebus Ro-
kis, theoretical and applied mechanics, Nov.
5, 4:30 p.m., 322 Sage Hall.

**Biochemistry, Molecular & Cell
Biology**
"Adenovirus E1A Proteins Can Relieve Re-
pression by the Cellular YY1 Factor," Thomas
Muller, Princeton University, Nov. 1, 4 p.m.,
Large Conference Room, Biotechnology Build-
ing.

Physics
"Novel Techniques in Laser Tomography,"
Enrico Gratton, University of Illinois, Nov. 6,
3:30 p.m., 700 Clark Hall.

Ceramics Program
"Ceramics Afternoon," co-sponsored by the
materials science and engineering department
and the Materials Science Center, will be held
Friday, Nov. 1 in 140 Bard Hall. "Modeling
and Simulation in Ceramics: Fracture and Sin-
tering" is the theme. "On Understanding Frac-
ture: Is There Hope?" Robb Thomson, NIST,
Center for Materials, Gaithersburg, Md., 2:25
p.m.; "Simulation of Curvilinear Crack Growth
in Ceramics," Tony Ingrassia, civil engineer-
ing, 3:05 p.m.; "Discrete Computational Mod-
els for Sintering," Anand Jagota, DuPont,
Wilmington, Del., 3:45 p.m.

Chemical Engineering
"Vapor Phase Epitaxy of Compound Semi-
conductors: Tailoring the Growth Chemistry,"
Thomas F. Kuech, University of Wisconsin,
Nov. 5, 4:15 p.m., 165 Olin Hall.

Chemistry
"A Chemical Perspective on Protein-DNA
Interactions," Greg Verdine, Harvard Univer-
sity, Nov. 4, 4:40 p.m., 119 Baker Laboratory.
"Dynamics of Chemical Reactions in Liq-
uids," Raphael D. Levine, Hebrew University,
Jerusalem, A.D. White Professor-at-Large,
Nov. 5, 11:15 a.m., 119 Baker Laboratory.

Ecology & Systematics
"Population Dynamics of African Elephants
and the Ivory Trade," Andrew P. Dobson, Prin-
ceton University, co-sponsored by Program on
Theoretical and Computational Biology and
Center for Applied Mathematics and biological
sciences, Nov. 6, 4:30 p.m., Morison Seminar
Room, Corson/Mudd Hall.

Ecosystems Research Center

"Trace Gas Modeling Using Global-Scale
Spatial Databases," E. Matthews, NASA God-
dard Institute of Space Studies, New York, the
third in the series on "Advanced Methods for
Mapping and Visualizing Environmental Data,"
Nov. 4, 2:30 p.m., G01 Biotechnology Building.

Electrical Engineering

"Overview of the DARPA Cornell/UCSB/
UCSD/RPI Optoelectronics Technology Center,"
Chung L. Tang, electrical engineering, Nov. 5,
4:30 p.m., 219 Phillips Hall.

Energy Engineering

"Power Generation in the 90s," Jeffrey Smith,
NYSEG, Oct. 31, 12:20 p.m., 111 Upson Hall.

Entomology

"What Do Laboratory Bioassays of Dicofol
Resistance Tell Us About Resistance in Field
Population," Tim Martinson, entomology,
aNYSAES, Geneva, Oct. 31, 4 p.m., Morison
Seminar Room, Corson/Mudd Hall.
"The Evolution of Dioptrinae (Lepidoptera:
Notodontidae)," James Miller, American Mu-
seum of Natural History, Nov. 7, 4 p.m., Mori-
son Seminar Room, Corson/Mudd Hall.

Floriculture & Ornamental Horticulture

"The Use of Hydrogel as a Root Dip to Re-
duce Transplant Shock," Dan Brockett, grad stu-
dent, Oct. 31, 12:15 p.m., 404 Plant Sciences.
"Auxin-Induced Ethylene Evolution & Inhibi-
tion of Bud Break of Rooted Rose Cuttings,"
Wen Quan Sun, grad student, Nov. 7, 12:15 p.m.,
404 Plant Science Building.

Food Science & Technology

"NMR Applications in Food Analysis," Tho-
mas Eads, Purdue University, Nov. 5, 4 p.m.,
204 Stocking Hall.

Fruit & Vegetable Science

"Developing Broad-Based Insect Resistance
in Tomato," Martha Mutschler, plant breeding,
Oct. 31, 4:30 p.m., 404 Plant Science Building.
"Parasitic Wasps and Pheromones for Control
of Stink Bugs in California Tomatoes," Mike
Hoffman, entomology, Nov. 7, 4:30 p.m., 404
Plant Science Building.

Geological Sciences

"Plate Tectonics of the Northeast Pacific and
Western North America Revisited," Tanya Atwa-
ter, University of California, Santa Barbara, Nov.
5, 4:30 p.m., 1120 Snee Hall.

International Nutrition

"The Effects of Seasonal Fluctuations on
Household Food Security in Indonesia," Carol
Levin, agricultural economics, Oct. 31, 12:40
p.m., 200 Savage Hall.
"Is Small Healthy? Some Answers From the
Guatemala Follow-up Study," Reynaldo Mar-
torell, nutritional sciences, Nov. 7, 12:40 p.m.,
200 Savage Hall.

Materials Science & Engineering

"The Silicon: Germanium Material System as
a Type II Alloy (Fun and Games with Electrons
and Holes)," B. Meyerson, T.J. Watson, IBM,
Oct. 31, 4:30 p.m., 140 Bard Hall.
"Properties of Ceramic Fibers at Elevated
Temperatures," Richard Tressler, Penn State,
Nov. 7, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Accelerated-Lief Testing of Materials for
Environmental and Waste Applications," Natha-
niel R. Quick, Applicate Associates, Oct. 31,
4:30 p.m., 155 Olin Hall.
"Thermal Management of Single Chip Elec-
tronic Modules," Charles Lamb, IBM, Nov. 5,
4:30 p.m., 111 Upson Hall.
"Engineering and Law," George M. Dentes,
Tompkins County; Dave Plant, Fish & Neave;
Stuart J. Sinder, Kenyon & Kenyon, Nov. 7, 4:30
p.m., 155 Olin Hall.

Microbiology

"Signaling Behavior in Bacteria: Agro-
bacterium TI Plasmid Conjugation as a Model
for Regulation by Extrinsic and Intrinsic Com-
munication Factors," Steve Farrand, University
of Illinois, Oct. 31, 4 p.m., Conference Room,
Biotechnology Building.

Natural Resources

"The Role of the Forest Service in the Finger
Lakes Region," Jorge Negron, Finger Lakes Na-
tional Forest, co-sponsored by rural sociology,
Nov. 6, 7:30 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"The Neurobiological Cornucopia: Many Mo-
tor Patterns from One Neural Network," Ron
Harris-Warrick, neurobiology and behavior, Oct.
31, Morison Seminar Room, Corson/Mudd Hall.
Title to be announced, Tom Bartol, neurobiol-
ogy and behavior, Nov. 5, 12:30 p.m., Morison
Seminar Room, Corson/Mudd Hall.
"Molecular Mechanisms of Mechanosensitiv-



An exhibit of photographs by Barry Perlus, an assistant professor of art, will be on view at the Hartell Gallery from Nov. 4 through Nov. 15. The exhibition is entitled **Selections from the Past Five Years**. The photograph above is from a current project, as yet untitled, that explores relationships between earth and sky.

ity," Owen Hamill, neurobiology and behavior,
Nov. 7, 12:30 p.m., Morison Seminar Room,
Corson/Mudd Hall.

Ornithology

"Birds of the Prairie: A Photographic Safari,"
Tim Gallagher, editor, Living Bird, Nov. 4, 7:45
p.m., Laboratory of Ornithology, 159 Sapsucker
Woods Road.

Peace Studies Program

"Multilateral Negotiation: Lessons from the
Environment and Security," Fen Hampson, Nor-
man Paterson School of International Affairs,
Carleton University, Oct. 31, 12:15 p.m., G08
Uris Hall.

Pharmacology

"The Adrenergic Receptors," Robert J.
Lefkowitz, Duke University, Medical Center,
Nov. 4, 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy

"Molecular Analysis of the Function of the
Skeletal Muscle Calcium Channel," Kurt Beam,
Ft. Collins, Colo., Nov. 5, 4:15 p.m., G-3 Vet
Research Tower.
"Normal and Epileptic Activity in Neocorti-
cal Slices: Recordings with Voltage Sensitive
Dyes," Birgit Albowitz, Max-Planck Institute for
Biophysikalische Chemie, Gottingen, Germany,
Nov. 6, 12:15 p.m., 828 Vet Research Tower.

Plant Biology

"Net Fluxes of NH₄⁺ and NO₃ at the Surface
of Intact Barley Roots," Gordon Henriksen, plant
biology, Nov. 1, 11:15 a.m., 404 Plant Science
Building.

Plant Breeding & Biometry

"Molecular Mapping in Polyploids," Mark
Sorrells, plant breeding, Nov. 5, 12:20 p.m., 135
Emerson Hall.

Plant Pathology

"Expression Strategy of Potexvirus RNSs,"
Joseph G. Atabekov, A.N. Belozersky Labora-
tory of Molecular Biology and Bioorganic
Chemistry, Moscow
University, Russia, Nov. 5, 10:10 a.m., 336
Plant Science Building.

Program on Theoretical & Computational Biology

"Networks in Neurophysiology: Mathware for
Wetware," Nancy Kopell, Boston University,
Nov. 7, 4:30 p.m., G01 Seminar Room, Biotech-
nology Building.

Psychology

"On the Perceptual Organization of Speech,"
Robert E. Remez, Barnard College, sponsored by
the Pew Program, Nov. 1, 3:30 p.m., 202 Uris
Hall.

Reproductive Biology

"Hormonal Influences on Oocyte Maturation
in Mammals," Dave Albertini, Tufts University,
Nov. 6, 4:15 p.m., 348 Morrison Hall.

Rural Sociology

"The Rural Population Lab at the Mary Imo-
gene Bassett Research Institute," Thomas Pear-
son, director, Mary Imogene Bassett Research
Institute, Cooperstown, and professor, Columbia
University, Nov. 1, 3:30 p.m., 32 Warren Hall.

Science, Technology & Society

"Techno-Regions: Place and History in the
Origins of Silicon Valley," Robert Kargon, Johns
Hopkins University, Nov. 4, 4:30 p.m., 609

Clark Hall.

Southeast Asia Program

"Artistic Cultures of Burma, Cambodia,
Thailand and Laos: A Scholarly Perspective
from the Soviet Union," Oct. 31, Sergey
Ozhegov, USSR Academy of Sciences,
Moscow, and Southeast Asia visiting fellow,
Oct. 31, 12:20 p.m., 102 West Ave.

Stability, Transition & Turbulence

Title to be announced, P.F. Kiu, chemical
engineering, Nov. 5, 12:30 p.m., 178 Theory
Center.

Textiles & Apparel

"Rural Water Supplies," Ann Lemley, tex-
tiles and apparel, Oct. 31, 12:20 p.m., 317 Van
Rensselaer Hall.
"Costume at the Court of Duke Cosimo I
de' Medici in Florence, Circa 1539-1562,"
Candace Adelson, Museo Stibbert, Florence;
National Gallery of Art, Washington, D.C.,
Nov. 5, 12:20 p.m., 317 Van Rensselaer Hall.

SPORTS

(Home Games Only)

Saturday/Sunday, 11/2-11/3

Volleyball, Cornell Invitational

Monday, 11/4

J.V. Football, Cortland, 4:30 p.m.

SYMPOSIUMS

Near Eastern Studies

"The Three Cultures of Medieval Spain in
Perspective: A Remembrance of 1492," a
workshop co-sponsored by romance studies,
Jewish studies and Arabic and Islamic studies,
will take place on Nov. 8, 10 a.m., Guerlac
Room, A.D. White House. An examination of
various aspects of Christian, Muslim and Jew-
ish culture and society in medieval Iberia and
their interaction will be discussed.

THEATER

Africana Studies & Research Center

"The Engagement," a one-act play by Nige-
rian playwright Femi Osofisan, Nov. 1 at 8
p.m., Kaufmann Auditorium, Goldwin Smith
Hall. Admission is \$3.50 at the door. Osofisan
will direct the performance and appear in the
three-person cast. Co-sponsored by the Coun-
cil for the Creative and Performing Arts, De-
partment of Theatre Arts, Institute for African
Development and the Cornell African Students
Association, the performance will be the U.S.
premiere of the work.

Department of Theatre Arts

A concert reading of Edward Albee's one-
act play, "The American Dream," will be given
on Nov. 3, 8 p.m., Black Box Theatre, Center
for Theatre Arts, 430 College Ave. Allen Zad-
off, former Cornell theater student, will direct.
For more information call 254-ARTS.

What does Cornell mean to these students?

Basketball captain seeks career that's 'useful to people'

How does the daughter of a former migrant worker and a clothing factory stitcher from Mexico, neither of whom attended high school, get to be a senior at one of the best engineering colleges in the country and captain of the women's basketball team?

With hard work. But Angelina Rodriguez is making it, bolstered by encouragement from parents and coaches, sibling rivalry, personal pride, persistence and down-home grit.

Rodriguez had discovered early that she was good at math, but so was her older brother, Francisco. He wanted to go to Cornell to become an engineer, but he wasn't offered admission.

"He'd talk about how good an engineering school Cornell had, though, and so I got really interested in it," says Rodriguez, whose brother went to Texas A&M instead. "Also, we were always very competitive, so I wanted to prove I could get into Cornell," she added with a giggle.

Once here, though, the Cornell senior admits she wanted to quit several times during her freshman and sophomore years. "I was so homesick, I used to cry. Being so far from home and with school so hard, it was so difficult for me," says Rodriguez, the first member in her family to be born in the United States.

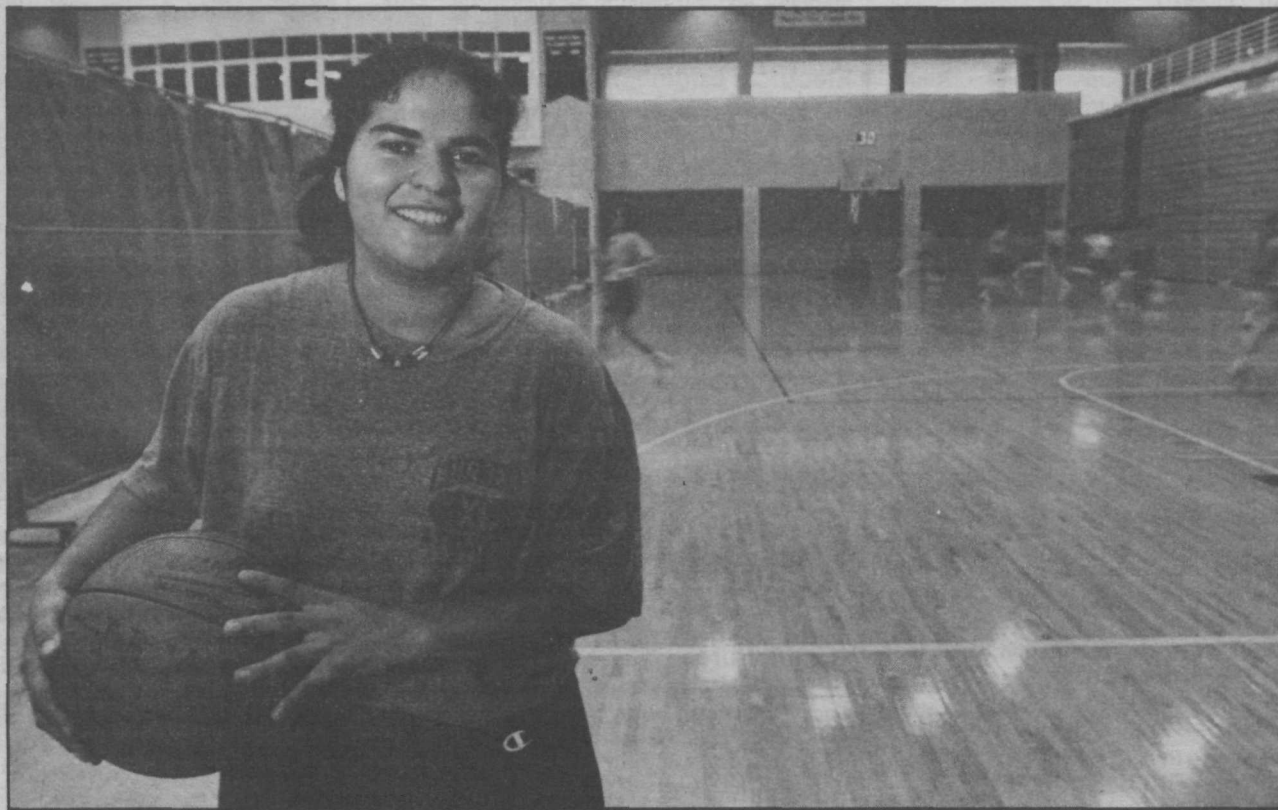
She had attended high school in a low-income area of El Paso, Texas, where the math and science courses were a far cry from those taken by most of her fellow engineering students who had attended prep and academic high schools. As a result, Rodriguez wasn't as academically prepared for the rigors of the College of Engineering as her fellow students.

On top of that, Rodriguez's English was rusty when she got to Cornell. At home, only Spanish is spoken. At her all-Hispanic high school, English was spoken only in the classroom; students made fun of one another for speaking English at other times. And she had never really interacted with non-Hispanics before coming to Cornell, so she felt uncomfortable among them at the time, she says.

But Rodriguez had set her sights high, in part due to the influence of the National Hispanic Institute, a private, non-profit corporation devoted to promoting Hispanics into more visible and productive roles in America.

During her sophomore year in high school, a guidance counselor suggested she apply to the institute's one-week Young Leaders Conference, developed to promote leadership skills and expand upon the "experiential readiness" of the nation's top Hispanic college prospects. Almost 60 universities and colleges, including Cornell, belong to the institute's College Register, which helps them locate some of the most talented Hispanic high school students in the nation.

"The institute taught us not to let race or culture limit our goals, but to be proud of who we were and to aim high," Rodriguez says. During its college fair, Rodriguez made a beeline for the Cornell booth. Although she also got into



Peter Morenus

Angelina Rodriguez, a senior in the College of Engineering.

Stanford (where the basketball team was so good that she feared she wouldn't have the opportunity to play as often), the Massachusetts Institute of Technology (where the basketball team wasn't good enough), and Texas A&M (her "safe" school, she'd tell her brother), Rodriguez's first choice was Cornell for its College of Engineering and basketball team.

During the difficult times, Rodriguez's mother and father (who earned a high school equivalency degree a few years ago — "We were so proud of him."), a high school coach with whom she speaks often and Kim Jordan, her college basketball coach, continued to encourage Rodriguez to persevere, assuring her that "it would be all right in the long run."

And they seem to have been right. Although the course work is still hard, the worst times seem long gone. This semester, Rodriguez is doing her best work yet. Engineering is grueling, hard work, and she is one of few minority women in the field. She wants to prove herself, in class and on the basketball court, where she practices two hours a day, six days a week during the season, plus time for weight lifting and traveling.

As captain, she's helping to mentor younger women on the basketball team — two of whom are in engineering.

Although she stands at less than 5-foot-6, Rodriguez has been such a successful player through the years that she's the only player to rotate among three different positions. Her particular strength: shooting three-pointers.

Although basketball has taken a lot of time away from her studies, it has also provided her with a support and

social network that has helped her get through the toughest times.

"I can't imagine not playing basketball. I love it," says Rodriguez, who has been shooting hoops since the seventh grade. "I admit there have been days when I've been totally stressed out and thought that having to go to practice was the worst thing I had to do, but I'd go and become totally drained. After my shower, though, I'd feel so refreshed and ready to study."

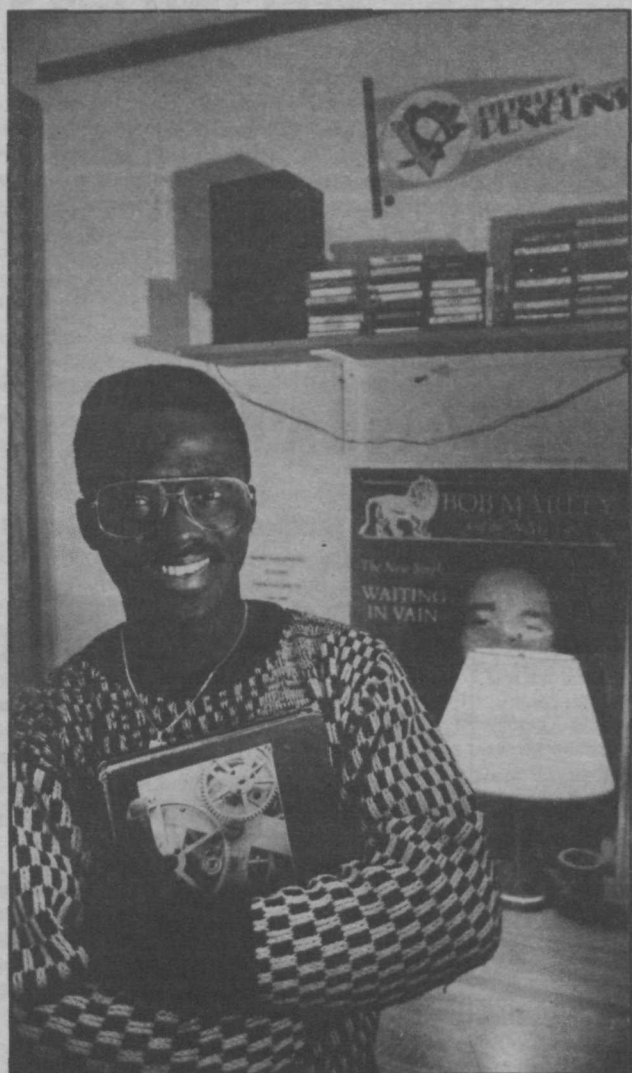
While Rodriguez says she used to fret about her studies, now she "just does it," throughout the night when she has to. She's taken advantage of tutors as needed, and her grades have been acceptable. She's now excited about her undergraduate research grant from General Electric to design an assistance device for a local man who recently suffered from a stroke and can't use his right arm well anymore. That sort of biomechanical engineering is the foundation upon which she hopes to build her future career.

Whatever job she takes next year, "it has to be useful to people — not just improving a perfume's scent or some company's car carpet," she says.

And wherever it is, "My parents will probably join me," Rodriguez says. She paused. "Everything I have done I really owe to them. It's been their encouragement and support that have inspired me to do the best I can at whatever I do."

She and her older brother, now an engineer, hope to stop competing with each other long enough to work together to buy their parents their first house.

— Susan S. Lang



Peter Morenus

Kwame Nyanin

Sophomore from Ghana looks forward to improving infrastructure in his homeland

Saturday night at Cornell. Kwame Nyanin, a prospective student, was prepared for a round of partying. He was surprised, to put it mildly, when his close friend, a Cornell freshman, took him instead to Goldwin Smith Hall for an evening of studying.

Surprised, but not disappointed. "It gave me the impression that Cornell is not all about partying," he said. "My visit wound up having a very strong impact on me."

As a serious student with a vision of how he can contribute to his native country of Ghana, Nyanin has brought drive and determination to Cornell. His family left Ghana in 1987 because of poor economic conditions, and he subsequently graduated from Abraham Lincoln High School in Brooklyn. Cornell, he said, has given him support and has opened doors.

"I think opportunity is one great thing about this school," he said. "For instance, I met engineers from various companies during my first semester. I realized that if I do well, there will be a company out there that will be interested in me."

Now a sophomore, Nyanin has an uncommonly clear view of his future.

First, he would like to work for a major communications firm — beginning, perhaps, as an intern placed for a semester through the Engineering Cooperative Program. This program enables engineering students to graduate with their class in four years, while spending eight months working in a carefully monitored industrial or related job. It is a popular option with undergraduates, because it offers them a practical dimension to their education that cannot be found in the classroom. Employers are enthusiastic, too, because it affords them a good preview of individuals they may wish to hire.

Later, he sees opportunity and an obligation to establish a communications firm in Ghana to improve the country's inadequate electronic infrastructure. "There are so many

places in Ghana where there are no firms to supply technological services," he said. "This is one way I can make a contribution to my native country."

Meanwhile, he cheerfully acknowledges that his sophomore year is "very intense." Resources such as the Learning Skills Center, however, have provided him with access to tutoring, support groups and workshops.

Operated by the Committee on Special Education Projects (COSEP), the center is an important academic support service that assists students in developing the skills and insights that lead to success in academic work. Studies show that students who take advantage of these services are more likely to stay in school and get better grades than those who do not.

In return, he has helped others by serving as a peer counselor in a special COSEP summer program designed to assist selected students accepted at Cornell. His purpose was "to serve as a role model, to be a friend, a 'big brother.'" This program provides about 150 pre-freshman students with help in making the cultural transition to upstate New York as well as course work to improve their preparation and study skills.

Nyanin also has served as one of several Engineering Ambassadors, a network of student volunteers who introduce prospective freshmen to the College of Engineering. The ambassadors participate in group information conferences, in which they provide a student's view of the college, and they serve as escorts to lunch and classes.

In spite of a workload that often keeps him up until the early hours of the morning, Nyanin also looks beyond his engineering horizons.

During the summer, for instance, he took a course in American Indian history. Calling them the most forgotten minority group, he said, "I think we can all learn from their culture."

— William Holder

The opportunity to achieve and to serve

Small-town native heads to Czechoslovakia with a pocketful of contacts and no debt

Before she left her Minnesota farm town of 1,018 people, one drugstore and no traffic lights, Sara Litke knew how to work a grinder-mixer, pick rocks and pen up pigs. She also knew she was smart and that it was probably a good idea to travel.

A teacher suggested that she consider Cornell. "You mean in Iowa?" she said. After Litke discovered he meant the university in Ithaca, N.Y., not the college in Iowa, she made a trip east, knowing that neither family savings nor her income from working as a drugstore clerk would cover an Ivy League tuition. When she saw the campus, she said, it matched her mental picture of what a university was supposed to be like.

Now, four years later, Litke will graduate from Cornell's College of Arts and Sciences with a bachelor's degree in Russian-Soviet studies, work experience arranged by Cor-

desk manager. She volunteered 75 hours each academic year to community service groups, including a local soup kitchen and the Protestant Cooperative Ministry; she also worked as an orientation counselor to incoming Cornell students and as an undergraduate admissions representative to prospective Cornell students.

During summers, she worked full time as a camp counselor and last year was about to go off to work for the Park Service in Oregon when she got a call from the Cornell Tradition office.

"It was during finals week in my junior year when they called and said they had a position to fill in the Czechoslovakian Embassy and asked if I had any plans for the summer," Litke said.

A Cornell alumnus familiar with the Cornell Tradition program had arranged the job opening, knowing the program offers summer fellowships and public service internships.

"We contacted Sara because we knew of her Russian-Soviet studies major and that she was very much interested in the geopolitical changes going on then," said Janiece Bacon Oblak, director of Cornell Tradition. "She snapped it up, and they absolutely raved about her."

Litke, who speaks Russian, worked in Ambassador Rita Klimova's office and the cultural affairs office of the embassy, where she was the only non-Czechoslovak among a staff of about 50 people. Her job included answering the phone and responding to some of the ambassador's simpler letters.

"Some people wrote to the ambassador for the silliest reasons, like, 'Can I have the president's address?'" she explained. Others wrote to ask if they collected and offered baseball equipment to the people of Prague, would it be welcomed. Litke would write to say yes, please, go ahead, thank you.

With no definite plans after graduation, beyond a general desire to pursue an interest in Eastern Europe that began when she started studying Russian in high school, Litke also read the ambassador's mail with an eye toward collecting addresses of prospective employers. Answering the phone was another way to learn about job possibilities.

"American people, recent grads, were calling constantly, wondering about positions. There is definitely a need for teachers because they used to teach mainly Russian, but now they're opening it up," she said.

"I know I can go over and get a job teaching English," she continued, adding, on reflection that the calls were from potential competitors, "it did worry me a little." But not too much.

"Once there, it's easier to get a position," said Litke,



Peter Morenus

Sara Litke works as desk attendant at the Straight.

who has made several Czechoslovakian friends who have returned home and invited her to stay while she looks for work.

And, now, as she prepares to go, Litke looks back at her farm-community values, and the slew of odd jobs she has worked, including a two-year stint as a drugstore clerk, and recognizes one of the benefits of having some less exotic jobs plus a Cornell education behind her.

"I think there's a strong possibility that, as Cornell graduates, we will be the people on the other end of the stick — and it is good to know what the other side is like," she said.

— Lisa Bennett

Knowing that neither family savings nor her income from working as a drugstore clerk would cover an Ivy League tuition, Sara Litke visited Cornell at the suggestion of a high school teacher. When she saw the campus, she said, it matched her mental picture of what a university was supposed to be like. The Cornell Tradition program made it possible for her to study here.

nell at the Czechoslovakian Embassy in Washington, D.C., and plans to travel to Czechoslovakia — with a pocketful of contacts and no student loans to repay.

Litke is a Cornell Tradition fellow, one of some 600 students who receive up to \$2,500 annually to replace loans through an alumni-endowed program that recognizes students' determination to work to earn money for their education, volunteer in community service organizations and maintain excellent grades.

"They had the money and that's really nice," she said, "because I didn't."

But Litke did have the necessary energy. During each academic year, she worked 200 to 250 hours at paid jobs, including as program assistant for the Campfire Counsel; game room attendant at the student lounge in Willard Straight Hall; the Straight's desk attendant, where she sold candy and gave directions; and, this year, as the Straight's

Wrestling star hopes studies in nutrition lead to medical school

Mark Fergeson has had a lot of explaining to do. People ask him often why he turned down full athletic scholarships at Penn State University, the University of North Carolina at Chapel Hill, and the Universities of Oklahoma and Nebraska, as well as acceptances from Harvard and Yale, to come to Cornell.

A wrestler from Tulsa, Okla., who narrowly missed All-America status as a sophomore last year, Fergeson explains it this way: He balanced his desire to wrestle on a top team with his lifelong ambition to attend an Ivy League university. "Cornell had the best combination of the two," he said.

"It was hard to turn down all those scholarships," he acknowledged. That he would wrestle in college was never

in doubt: This self-acknowledged "competitive person" had wrestled in organized meets since kindergarten, was a three-time Oklahoma state champion and was named Ivy League Rookie of the Year as a Cornell freshman. He was ranked fourth in the country in his weight class (134 pounds) last year, but thanks at least partly to an injury, fell short of his expectations at the national championships and missed being named All-America.

This year he thinks he has a good shot at the top. "I think I'm better; I'm shooting for the national championship," he said.

Weaving a deep interest in sports with a premed curriculum has been demanding, but never contradictory. "I think the discipline of wrestling has helped me a lot," he said.

The transition from his high school to Cornell demanded a good measure of that discipline. "I spent a lot of Friday and Saturday nights in the library, which I wasn't used to," he said.

His course work, the 16 or more hours he puts into wrestling every week and his 10 hours a week in a work study job at the tennis courts leaves limited time in his schedule. Nonetheless, he participates in the Intervarsity Christian Fellowship, a group of about 80 individuals involved in fellowship, singing and Bible study, and in two service organizations: Athletes in Action, a national group, and the Cornell Red Key Society, a group of athletes/scholars who sponsor activities that benefit charitable and community organizations.

His social life has centered around his wrestling friends ("It's good to have roommates who understand you," he said.), but he also "takes extra effort to get involved socially with people who are not athletes."

Wrestling led him to his major in nutritional science. He started at Cornell in the College of Arts and Sciences as a biology major, but soon realized that he could shift to the College of Human Ecology to pursue his special interest in the physiology of weight control. One of Cornell's unusual aspects is that such shifts are transparently easy for students, even though the College of Arts and Sciences is private and supported by endowed funds, while the College of Human Ecology is part of the State University of New York and is publicly funded.

"Weight control is an important element of wrestling," he said. To be competitive, a wrestler has to be able to weigh in at 10 to 15 pounds below natural weight, but must regain those pounds between meets or risk losing muscle mass instead of the more easily shed fat and water content. The dynamics of energy balance within the body — including the balancing of weight loss with the need to maintain energy for strenuous exertion — is a topic that he has been able to pursue in his course work and hopes to explore next summer in research with a nutritional sciences professor.

The College of Human Ecology has provided him with some eye-opening courses in human service studies, human development and the sociology of minorities. These topics mesh well with his long-term goal of serving as a physician in a clinic for disadvantaged people, possibly for American Indians in Oklahoma.

"Cornell," he said, "is helping me to achieve all my goals."

— William Holder



Peter Morenus

Mark Fergeson has wrestled in organized meets since kindergarten.

Candidates for mayor, town supervisor discuss Cornell

The Cornell Chronicle asked the candidates for mayor of Ithaca — Democratic incumbent Ben Nichols and Republican challenger Mark Finkelstein — and the candidates for town of Ithaca supervisor — Democratic incumbent Shirley Raffensperger and Republican challenger Patricia A. Driscoll — to write essays sharing their views on town/gown issues. Election Day is Tuesday, Nov. 5.

Ben Nichols, who was elected mayor of Ithaca in 1989, is a Cornell professor emeritus of electrical engineering. He earned bachelor's (1946) and master's (1949) degrees in engineering from Cornell and his doctorate (1958) from the University of Alaska.

by Ben Nichols

The relationship between the city and Cornell is of great importance to all Ithacans. Cornell is not an outside corporation that happens to have located a plant in Ithaca. From its earliest founding in his hometown by Ezra Cornell, the university has played a major role in the growth and development of the city.

Faculty, staff and students are members of our community. Many take an active interest in our social, cultural and political life. My own history is matched by many others. I first arrived in Ithaca as an undergraduate student and came back later to teach at Cornell.

As an alumnus, longtime member of the Cornell faculty and an Ithacan, I have loyalties to both. Readers of the Chronicle will understand how it is possible to value the educational and research functions of the university while questioning some of the policies of its administration and trustees. In particular, I continue to believe that Cornell has not been a sufficiently responsible member of the community.

After my election as mayor less than two years ago, I appointed a community commission to study and document the relation of Cornell to the city. The members, each of whom has some Cornell connection, included the owner of a downtown business, a banker, an assistant dean, two graduate students, two residents of the East Hill neighborhood, a Cornell Cooperative Extension associate and a Cornell professor. The chairwoman, a downtown resident, recently completed graduate study in city and regional planning at Cornell.

All of the commission meetings were open to the public and were regularly attended by a Cornell representative. Much information was sought from and provided by the university.

The report of that commission, a public document containing 50 pages of text and 102 pages of appendices, has been officially transmitted to the university by Common Council. We are awaiting a response.

There are many city services — fire, police, roads and bridges, snow plowing, street cleaning and traffic controls — where the city must take on a large burden because of the size and demand of the Cornell community. The city's limited property-tax base cannot continue to carry that load.

More recently we have been pleased to have representatives of Cornell participate in the work of my Downtown Vision Task Force. Senior Vice President James E. Morley Jr. and others have demonstrated a commitment to the revitalization of our downtown. The administration has revised the policy that allowed outside vendors to use the tax-exempt campus in competition with local merchants. We are discussing the possibility of Cornell's shifting more of its purchases to local businesses.

Another area of cooperation is the agreement among the city, Cornell and Tompkins County to build a joint public-transit facility.

Patricia A. Driscoll retired as an associate professor of human service at the SUNY College of Technology at Utica/Rome. She served as a supervisor for the Onondaga County Department of Social Services and Gov. Cuomo appointed her to the Board of Visitors at the Willard Psychiatric Center.

by Patricia A. Driscoll

As a retired social work academician, I would reach out to involve students and faculty in appropriate endeavors of town business. This might involve planning activities for recreational areas, or working together in joint projects, such as developing the East Ithaca commercial zone. I would like to see a 1 percent managed growth of commercial activity in the town. We need more revenues to be prepared for the state aid funding cuts that are occurring.

We must meet the housing needs of town residents. The long-overdue comprehensive plan of the town reports in its October working draft that just a decade ago college students made up approximately one-third of the town's population. It is essential that the needs of this population be addressed, and it is a shame that the incumbent's promise of effective planning is taking so long to reach a policy and implementation stage. Graduate students and their families live in Cornell apartment complexes that are in the town of Ithaca. I support the need for appropriate recreational and other relevant services for these resi-



Peter Morenus

Ithaca Mayor Ben Nichols (left) and challenger Mark Finkelstein discussed local issues during an Oct. 21 debate in Olin Hall, sponsored by student Republican and Democrat groups.

I would like to see these steps toward cooperation expanded to include the areas of payment for city services; housing, parking and traffic problems; employment policies; and interaction with the neighborhoods surrounding the campus. An important recommendation of the commission was that an agreement be negotiated between the university and the city such as those reached between Yale and New Haven, and Harvard and Cambridge. A written understanding will make for even better town-gown relations.

■ ■ ■

Mark Finkelstein, Republican candidate for mayor of Ithaca, graduated from Cornell in 1970. After receiving law degrees from SUNY Buffalo and Harvard, he began an international law career that took him from New York to Mexico City to Paris. Finkelstein then returned to Ithaca, where he built Gun Hill Residences. Among other activities, he is a director of the Cornell Alumni Association of Tompkins County.

by Mark Finkelstein

Imagine a married couple. Each partner has great qualities and strengths. Unfortunately, their relationship has been troubled by a lack of communication, and at times it has been downright stormy. Yet under some peculiar quirk of the law, it is impossible for this couple ever to divorce.

Now imagine that the couple wants to improve its marriage. One of the partners sets up a group to study the relationship. But it invites only people sympathetic to its side to be members of the group. It excludes any representatives of the other partner and even tries to prevent the other partner from finding out when and where the first meetings will be held!

The couple in question is, of course, made up by the city of Ithaca and Cornell University. And because we are forever wedded to each other by geography, we must find ways to live with each other in harmony.

Unfortunately, the negative approach described above is exactly what was adopted by the current city administra-

tion. A commission was set up for the supposed purpose of studying in a fair and objective way the relations between Cornell and the city. Was the commission fair and objective? Here's what a former commission member who resigned in protest, a highly respected member of Cornell's law faculty, had to say in his resignation letter:

"... the commission has assumed a partisan character that is inconsistent with its ostensible purposes and that has undermined its credibility.

"How can the city and the university begin the kind of dialogue necessary for cooperation benefiting both when no representative of the university is a member of the commission, and indeed when several members of the commission initially were opposed to permitting university officials from even attending meetings of this public body?"

As can be expected, the commission has yielded no tangible results.

Since the approach adopted by the city was clearly inappropriate, how can we go about improving Cornell/city relations? Let's go back to our marriage example. Good, open communications in which all parties participate are obviously the answer.

As mayor, I will be proposing the creation of a permanent commission on town-gown relations. Far from excluding Cornell representatives, I will invite Cornell to be represented by the highest-level officials possible, and I am confident that the university will respond positively to the invitation. Naturally we would also have other interested sectors of our community on the commission. Representatives of workers, neighborhoods, students and merchants come to mind.

In this atmosphere of mutual trust and respect, I am convinced that great strides can be made to make relations between the city and Cornell more productive for all concerned. On the one hand, the university would benefit from increased awareness of the contributions it makes to our community. On the other hand, we can explore ways in which Cornell's contribution could be expanded so as to reduce the burden on our local taxpayers. There is a way for both parties to come out ahead; I look forward to making that possible!



Patricia Reynolds

Patricia A. Driscoll

dents, and would work actively with Cornell to plan and provide such resources.

Park-and-ride facilities must be provided at reasonable costs. Transportation arrangements must be re-evaluated, particularly in regard to evening needs.

Shirley Raffensperger, who was elected town supervisor in 1989, holds a bachelor's degree from Pennsylvania State University. She is treasurer of the Southern Cayuga Lake Intermunicipal Water Commission. Prior to election as supervisor, she was a 14-year member of the Ithaca Town Board.

by Shirley Raffensperger

The interaction between the town of Ithaca and Cornell centers around land use issues. As the central campus has filled up, Cornell looks more and more to the southeast area of the town for expansion space.

Concerns about this policy and its effect on the quality of life in the town of Ithaca led to the town requiring a Generic Environmental Impact Statement (GEIS) to be submitted by Cornell to the town's Planning Board. An important part of this process has been its cooperative nature. The town and Cornell have worked together on the GEIS, avoiding the all-too-usual adversarial nature of environmental reviews.

I hope that this process will be a model for further cooperation between Cornell and the town. The town and Cornell's interests do not always coincide; we need to address outstanding issues of utility capacity, traffic management, an equitable distribution of costs for fire services, town review of development proposed by the statutory divisions, and the like.

Over the 16 years I've been involved in town government, I have seen Cornell's at-



Peter Morenus

Shirley Raffensperger

titude toward its neighbors undergo substantial changes. Its increased willingness to provide information, to work cooperatively with the town and to make accommodations for the wider community good has improved town/gown relations.

CORNELL Employment News

Special Benefits Edition

Volume 3 Number 42 October 31, 1991

Published
by the
Office of
Human Resources

BENEFAIR '91

Benefair '91 will be held in the Statler Ballroom on Monday, November 4 from 10:00 a.m. to 6:00 p.m., and on Tuesday, November 5 from 9:00 a.m. to 4:00 p.m. Both statutory and endowed employees are encouraged to "drop in" to ask questions about their benefits, meet representatives from the endowed and statutory benefits offices and obtain information regarding the university's employee benefit programs.

Some of the highlights of Benefair '91:

- Staff from the endowed and statutory Benefits Offices will be available to review your insurance coverages, answer questions, and assist you in the annual enrollment process for Select Benefits and health coverage.
- Sign up to win a vacation trip for two to the Bahamas, a camcorder, a VCR, a TV, or a gift certificate! (Door prizes available entirely through donations from the following vendors: Aetna, CIGNA/Equicor, Dreyfus, Fidelity, Seabury & Smith, and TIAA/CREF.)
- Employees age 55 and over who participate in CURP or ORP through TIAA/CREF have the opportunity to schedule an individual preretirement counseling session with a TIAA/CREF representative. Contact TIAA/CREF directly at 1-800-842-8412 to schedule a one-on-one session during Benefair '91.

- A Blood Pressure Clinic, sponsored by the Tompkins County Health Department, will be held Monday and Tuesday, 11:00 a.m. - 3:00 p.m. only.
- A Basic Investment Workshop, presented by Fidelity Investments, is scheduled for Monday at 12:30 and 4:00 pm, and Tuesday at 12:30 and 2:30 pm in the Statler Ballroom. All interested employees are invited to attend!
- Representatives from the following insurance carriers, campus departments and organizations, and local agencies will also be available:

Aetna	CIGNA/Equicor
CIT	Cornell Recreation Club
Cornell Wellness Program	Dreyfus
Fidelity	Gannett Health Center
Public Safety	Seabury & Smith
Social Security	TIAA/CREF
Tompkins County Health Department	Unionmutual (UNUM)

Time Away from Work Policy

Time spent at Benefair '91 can be considered time worked, as described in Policy 408 "Release Time from Work," in the *Personnel Manual*.

An Overview of Your Cornell University Benefits

This special issue of *Cornell Employment News* provides an overview of many of the university's benefit plans and introduces you to various members of the benefits staff. We hope all university employees will take advantage of the opportunity to attend this year's Benefair.

Endowed Health Care Program

Most medical expenses covered under the 80/20 Plan are subject to an annual deductible (individual \$200, family \$400). Once the deductible is satisfied, most eligible medical expenses are shared; the university pays 80% and you pay 20% (your copay amount) until the out-of-pocket maximum (individual \$1,000, family \$2,000) is reached. Reimbursement of all eligible expenses increases to 100% for the rest of the year if the deductible and your 20% copay reach \$1,000 for any covered individual. If a family's combined eligible out-of-pocket expenses reach \$2,000, reimbursement of eligible expenses will increase to 100% for all persons covered through the rest of the year.

(Be sure to read page 2 of this issue, describing the Select Benefits Program. Information is provided on how you can use a Medical Reimbursement Account to help cover your deductible and 20% copay amount.)

1992 Biweekly Cost

The new biweekly contributions for coverage under the 80/20 Plan are:

	1991	1992
Single	\$ 2.49	\$ 2.99
Family	\$25.51	\$29.14
Dual Spouse*	\$12.75	\$ 9.27

*Dual Spouse covers married employees who both work in an endowed unit, are both benefits eligible and have children covered under the plan.

You will see the new payroll deduction in the paycheck of January 23, 1992 (exempt) or January 30, 1992 (nonexempt), depending on which week you receive your paycheck.

Reimbursement of Expenses for Routine/Preventive Care

The 80/20 Plan provides coverage for routine/preventive care on an age-related basis. Expenses for routine/preventive care are not subject to the annual deductible and are reimbursed at 80%. The coverage is described as follows:

Biennial Physical Exam

Employees are eligible to receive 80% reimbursement (up to the reimbursement limits) of expenses for routine or preventive care such as an annual physical exam or a routine ob/gyn visit. The amount that you will receive in reimbursement differs depending on your age. Employees age 40 or over are eligible to receive up to \$250 in reimbursement every other year and employees under age 40 are eligible to receive up to \$150 in reimbursement every other year. Since this benefit includes reimbursement limits, you can actually submit charges totaling \$187.50 (80% reimbursement = \$150) or \$312.50 (80% reimbursement = \$250.00).

Well-Baby Care

Well-baby visits are covered for children age 2 or younger. Your child is considered eligible for this benefit until he/she turns age 3. You are eligible to receive up to \$200 annually in reimbursement of well-baby expenses for each qualifying child. Since this is a reimbursement limit, you may submit up to \$250 in expenses (80% reimbursement = \$200).

Mammograms

Women age 35 and over may receive reimbursement at 80% for a mammogram and charges are not subject to the annual deductible. Women age 35 to 39 are eligible to receive reimbursement for one baseline mammogram. Between the ages of 40 and 49, the plan reimburses one mammogram every other year. Women age 50 and over may receive reimbursement for one mammogram each year.

Coverage for Mental Health Care

Mental health expenses of up to \$50,000 annually for inpatient hospitalization as a means of treating mental and emotional problems are eligible for reimbursement after the plan deductible (\$200/\$400) has been satisfied. You must precertify the inpatient stay by calling Healthline

(1-800-331-2595). The 20% that you pay for mental health care is not credited toward your out-of-pocket maximum.

Reimbursement for outpatient coverage of mental health care is at the rate of 50% after the annual plan deductible is satisfied. You may receive up to \$1,000 in reimbursement annually, which means you may submit up to \$2,000 in expenses (50% reimbursement of \$2,000 = \$1,000). If the outpatient treatment follows inpatient treatment, your annual reimbursement limit increases to \$2,000, with up to \$4,000 in expenses eligible (50% reimbursement of \$4,000 = \$2,000). The 50% that you pay for outpatient treatment of mental and nervous disorders is not credited toward your out-of-pocket maximum.



Dianne Cottrell, benefits assistant

Commonly Asked Questions about the Endowed Health Care 80/20 Plan

Q: How are prescription drugs covered under the 80/20 Plan?

Out-of-hospital drugs and medicines that require a doctor's prescription and insulin are covered at 100% after a \$4.00 copayment when you use an Aetna-participating pharmacy. The prescribing doctor may be a doctor of medicine (M.D.), a doctor of osteopathy (D.O.), a dentist or a podiatrist.

Q: Is a mail order prescription drug service available?

Yes. If you require regular medication for a long-term illness or condition such as diabetes or high blood pressure, you may obtain up to a 90-day supply of certain maintenance prescription drugs through a mail-order prescription drug service, Express Pharmacy Service. In addition to the fact that there are no copayments when you use this program, you can take advantage of extended evening and weekend service to order refills by telephone, or use the program's postage-paid order forms. Enrollment forms for the mail order drug program are available in 130 Day Hall, or by calling Employee Benefits at 255-3936.



Endowed benefits staff, left to right, first row: Bill Douglas, Pat Cooke, June Franklin, Tammy Kroboth, Kathy Newell; second row: Dianne Cottrell, Bonnie Clark, Jean Samuelson, Dianna Parrish, Donna Bugliari; third row: Susan Boedicker, Alice Boose, Pat Smith, Maureen Brull, Grace Gunn

Q: How can I help manage my health care costs?

- Consider the Select Benefits medical reimbursement account for pre-tax payment of your health care plan deductible and planned out-of-pocket medical expenses. Be sure to read the "Select Benefits" portion of this issue for more detail.
- Use the 80/20 plan's preventive care benefits. An illness detected in its early stages is much easier to treat and cure.
- If you are not comfortable with your treating physician's diagnosis or treatment plan, get another opinion. In many cases, there are a number of treatment alternatives available and your physicians plan of treatment may vary based on the type medicine he/she practices.
- Lead a healthy lifestyle. Lifestyle related practices such as smoking, lack of exercise, and excess weight affect your health.
- Be certain to call HEALTHLINE at 1-800-331-2595 to precertify hospital stays or to determine whether your physician's fees are within Reasonable and Customary charges covered by the 80/20 Plan. Call Healthline with the 9-digit procedure code (your physician's office should supply this) and the amount your physician will charge. Remember - amounts that exceed Reasonable and Customary charges are not reimbursable under the health care program and do not get credited toward your out-of-pocket maximum.

CCTS

The Cornell Children's Tuition Scholarship Plan (CCTS) awards scholarships to children of eligible employees for study at Cornell and other accredited institutions. Eligibility and benefit levels vary based on your hire date. If you have questions regarding the CCTS plan, a representative from the Employee Benefits Office will be available at Benefair '91, or you can call the Benefits Office at 255-7509.



Maureen Brull, benefits specialist

Select Benefits for Endowed and Statutory Employees

The Select Benefits Program includes three different accounts: the health care premium account, the medical care reimbursement account, and the dependent care reimbursement account.

Health Care Premium Account

The health care premium account permits you to pay the employee contribution for your health care plan with pre-

tax dollars. Your employee contribution is deducted before federal, state or social security taxes are assessed against your earnings. If you do not wish to pay your contribution for the health care plan with pre-tax dollars, be sure to complete a Select Benefits enrollment form during the annual enrollment period (November 1 through November 30) or at Benefair '91.

Medical Care Reimbursement Account

By using a medical care reimbursement account you can pay eligible medical, dental and vision expenses for you and your family with pre-tax dollars. If you are participating in the 80/20 Plan, you can use a medical care reimbursement account to cover your out-of-pocket expenses (the deductible + 20% copay amount). Whether you are an endowed or statutory employee, you gain two advantages by using a medical care reimbursement account: your taxable income is reduced and you have an account to cover out-of-pocket medical expenses as they are incurred.

The following example shows how one employee uses a medical care reimbursement account to cover the out-of-pocket expenses on a maternity claim.

Example: Tim and his wife, Elaine, are expecting a baby in January. Tim estimates that his family's out-of-pocket medical expenses for 1992 will total approximately \$1,300, and he decides to put \$50.00 biweekly into a medical reimbursement account.

This contribution to the reimbursement account reduces Tim's taxable income by \$50.00 biweekly, and he will have \$1,300.00 (\$50.00 x 26 pay periods) in his reimbursement account to pay out-of-pocket medical expenses.

Elaine has a baby girl on January 15 and reaches her out-of-pocket maximum. After her \$200 deductible is satisfied, the first \$4,000 in expenses are shared: the university pays 80% (\$3,200) and Elaine pays 20% (\$800). Then the university pays Elaine's eligible charges at 100% (\$800) for the rest of the calendar year.

Federal regulations governing medical spending accounts require that the whole annual contribution amount is available at the start of the calendar year. When Elaine receives the bill for her portion of the medical expenses (\$1,000), Tim has only contributed 2 payroll deductions to the medical reimbursement account. However, since Tim's annual contribution will equal \$1,300.00, the whole \$1,000 is reimbursed through the medical reimbursement account. Tim and Elaine still have \$300.00 left to use for additional out-of-pocket expenses. Since Elaine has reached her out-of-pocket maximum, her eligible expenses will be reimbursed at 100% for the rest of the year.

Tim knew that his family would have medical expenses, so he has chosen to open a medical reimbursement account. If you are not certain that your family will have medical expenses during the upcoming year, but desire protection just in case they do, consider carefully whether you want to start a medical reimbursement account and how much you should have deducted from each paycheck. If you set aside too much, you do not receive a refund at the end of the year and it cannot be carried over to the following plan year. In other words, **if you do not use it, you lose it.**

Employees participating in the Select Benefits Program are sent notices each October reminding them to check the balance in their reimbursement account. If an unused balance remains in your account as of October, you can schedule dental appointments, purchase eye glasses or submit other unreimbursed medical expenses toward the remaining funds.

Additional information on these accounts will be available at Benefair, or you can call your Benefits Office (endowed, 255-3936; statutory, 255-4455) to arrange an individual counseling session.

Dependent Care Reimbursement Accounts

Through a dependent care reimbursement account, you may use pre-tax dollars to pay someone to care for your dependents, disabled spouse, dependent parents, or other disabled dependents so that you, and your spouse if you are married, can work.

Like the medical reimbursement account, contributions are made to your account from each paycheck, before taxes are assessed. Regulations governing Dependent Care Accounts differ from those that apply to Medical Reimbursement Accounts. If you are interested in a dependent care account, contact your Benefits Office (endowed, 255-3936; statutory, 255-4455) or stop by Benefair '91.

Enrollment

If you wish to participate in Select Benefits for 1992, you must enroll during the annual enrollment period. Changes can be made at other times only if you experience a change in family or employment status and notify your benefits office within 30 days.

Reminder: Federal regulations require you to complete a new Select Benefit Enrollment form each year. If you are already participating in Select Benefits during 1991 and wish to continue your participation, you **MUST** complete and return a new enrollment form for 1992.

Internal Revenue Code Regulations

Since these reimbursement accounts are governed by Internal Revenue Code, the rules affecting them must be strictly adhered to. Violation of any regulations governing these accounts results in loss of the tax advantage to all participants. Regulations prevent the Benefits Office from accepting any enrollment forms after January 1, so please be sure to complete your enrollment form and send it to the Benefits Office within the open enrollment period. We cannot accept late forms.

Under federal law, amounts remaining in a reimbursement account at the end of the plan year cannot be returned to the employee.

Q: What are the advantages of enrolling in Select Benefits?

By paying certain eligible expenses on a before-tax basis, less of your gross salary is subject to personal income tax, state income tax, and Social Security deductions (FICA).

Also, nearly every Cornell employee who makes a health care plan premium contribution can save money each paycheck by making that contribution with before-tax dollars using the Select Benefits plan. Through this option you automatically convert a portion of your salary to pay your health care premium on a before-tax basis. Savings from participation in a reimbursement account will depend on individual circumstances.

Many employees with high predictable dependent care expenses and some employees with moderate predictable dependent care expenses may be able to achieve significant savings through a Dependent Care Reimbursement Account. Employees with out-of-pocket predictable medical care expenses, including dental expenses, may be able to realize substantial savings by participating in a Medical Care Reimbursement Account.

Q: Can I change my election at any time?

During the plan year, you cannot change your decision to participate in Select Benefits or your level of participation (for example, the amount you contribute per pay period to a reimbursement account) unless you have a change in family or employment status as defined in the plan and described in plan materials. You have 30 days from the time the change becomes effective to change your selection, and the change applies to expenses incurred on or after the date of the change.

Q: How do I request payment from a reimbursement account and how long will it take?

You submit your completed claim form to the statutory (B-22 Mann Library) or endowed (130 Day Hall) benefits office. Claim forms can be obtained at either office. Normally, you will receive reimbursement within two to four weeks from the time the claim is submitted.

Group Life Insurance

Group life insurance provides income security for endowed and statutory employees and their beneficiaries in the event of death. The university provides Basic Coverage equal to one-half the faculty or staff member's budgeted annual salary up to a maximum benefit of \$50,000 at no cost to the employee.

CORNELL Employment News

Published

by the

Office of

Human Resources

Volume 3 Number 42 October 31, 1991

JOB OPPORTUNITIES

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801
Day Hall: (607) 255-5226
East Hill Plaza: (607) 255-7422

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit a resume and cover letter for each position, specifying the job title, department and job number. Employees should include an Employee Transfer Application.

Technical Specialist I, (PT8710) Level 36 CIT-Endowed Posting Date: 10/17/91

Install, maintain and tune the MVS/ESA operating system and subsystems running on CIT mainframe computers. Analyze errors in the computer system as they occur. Assist in the planning, acquisition and maintenance of basic software services; and the education of the user community.

Requirements: BS degree with computer courses in operating system and fundamentals or equivalent. 5-7 years experience with MVS operating systems and significant subsystems. Knowledge of IBM/370 assembler language and SMP/E are essential. Knowledge of VTAM, TCP/IP, VM and UNIX would be a plus. Send cover letter and two resumes to Sam Weeks.

Technical Specialist (PT5206) Level 36 Information Technologies-Endowed Posting Date: 10/10/91-Repost

Working with the CIT and Cornell-NSF mainframe IBM computers, design, implement, install, document, and maintain systems software and significant subsystems in VM-based systems. Provide leadership in designing and adapting functional enhancements to VM-based systems. Educate and assist users and CIT and Cornell-NSF staff.

Requirements: Bachelor's with computer courses in operating system fundamentals or the equivalent. 3-5 yrs. experience with VM operating systems and significant subsystems. Knowledge of Hardware concepts as they relate to software issues. Knowledge of IBM/370 assembler language is essential. Knowledge of other operating systems such as UNIX, MVS, and subsystems such as VMTAPE, VMBACKUP, and VMAM would be a plus. Send cover letter and resume to Sam Weeks.

Senior Systems Programmer/Analyst (PT8904) Level 35 Lab of Nuclear Studies-Endowed Posting Date: 10/31/91

Provide technical leadership in developing, modifying and maintaining large scale computer systems for high energy physics data analysis at the CLEO experiment. Assist in systems administration and provide systems support for a computer network facility composed of 150 UNIX and VAX/VMS work stations and service nodes. Adapt and support CERN lab's specialized system software components and methods for data analysis. Assist users with software and/or hardware problems.

Requirements: BS degree in experimental high energy physics or equivalent. 5 yrs. experience in programming working with UNIX, VMS, FORTRAN and C. An intimate knowledge of high energy physics computing and CERN software systems. Send cover letter and 2 resumes to Sam Weeks.

Sr. Scientific Software Analyst Level 35 (PT8805) Theory Center-Endowed Posting Date: 10/24/91

Provide technical leadership in the development, implementation, documentation, and maintenance of highly specialized and complex scientific applications software on the Cornell National Supercomputer Facility (CNSF). Help in developing and enabling application software on parallel and other architectures. Facilitate the successful transfer of technology within and between CNSF programs including educational programs. Participate in the design and implementation of new mathematical software for distributed systems. Provide staff support and con-

sulting in special areas of expertise.

Requirements: MS degree in computer science, a scientific discipline or equivalent. 5 plus years experience in a scientific computing environment programming in FORTRAN and C. Familiarity with UNIX operating system fundamentals. Parallel programming experience highly desirable. Background in supercomputing helpful. Send cover letter and 2 resumes to Sam Weeks.

Micro Systems Manager Level 35 (PT8804) JGSM-Endowed Posting Date: 10/24/91

Provide systems and software support for the school's diverse microcomputers, workstations, networks, intelligent printers, and file servers. Provide general systems consulting to the computing department staff and to the user community as required. Prepare systems documentation and training materials.

Requirements: BS degree in computer science or equivalent in coursework and experience. 2-4 yrs. work experience in computer systems. Knowledge of programming practices. Experience (in order of priority) with DOS, UNIX, Novell, TCP/IP, and Appletalk. Send cover letter and 2 resumes to Sam Weeks.

Scientific Software Analyst (PT8606) Level 34 Theory Center-Endowed Posting Date: 10/10/91

Provide support for complex scientific packages on the Cornell National Supercomputer Facility. Design, modify, maintain, document, test and install complex libraries and packages on scientific computing hardware. Analyze functional and performance requirements and develop software alternatives to support users application s programming needs. Assist technical staff and users in identifying and solving software related technical problems. Participate in the design and implementation of new mathematical software for distributed systems.

Requirements: BS degree in computer science or equivalent. Advanced degree desirable. 3-5 yrs. relevant experience including FORTRAN and C programming. Familiarity with UNIX operating system fundamentals. Parallel processing experience highly desirable. Send cover letter and resume to Sam Weeks.

Technical Consultant Trainer (PT8502) Level 34 CIT - Endowed Posting Date: 10/3/91

Develop training curriculum to encourage the faculty to use and integrate Macintosh learning technologies in the classroom. Train faculty, staff and students as trainers for the Learning Technologies Program (LTP). Assist in the development and delivery of support strategies for the program. Provide consulting support. Submit activity reports. 1 year appointment.

Requirements: Bachelor's degree or equivalent experience. 2-5 years in computer training, curriculum design, training evaluation. Strong technical background (especially Mac) in information technologies in a university setting. Send cover letter and resume to Sam Weeks.

Teaching Lab Coordinator (PT8903) HRI Food Science-Statutory Posting Date: 10/31/91

Prepare, instruct and supervise food processing/engineering lab courses. Be responsible for the operation, maintenance and inventory of all lab teaching equipment: retort, microwave oven, fiberoptic temperature probes, extruder, freezer, ultrafiltration unit, reverse osmosis unit, spray dryer, vacuum evaporator, drum dryer, etc. Schedule equipment use and teaching assistants. Maintain supplies as needed. Present lectures and lecture demonstrations, as needed. Assist faculty in lecture preparation. Maintain computerized lab and lecture manuals, and course records. Supervise teaching assistants.

Requirements: BS degree in food science or chemical engineering and MS degree in food science or equivalent. 3-5 yrs. related experience. Previous teaching experience and computer skills desirable. Send cover letter and 2 resumes to Sam Weeks.

Manager, Parking Information and Field Services (PA8901) HRI Transportation Services-Endowed Posting Date: 10/31/91

Under the general supervision of the Director of Transportation Services and working closely with

the Transportation Services managerial staff, develop programs and services to assure the effective and efficient implementation of university policies related to parking traffic and circulation on the Ithaca campus including special events.

Requirements: Bachelor degree or equivalent required. Minimum 3-5 yrs. supervisory experience. Training experience desirable. Excellent written and oral communication skills, familiarity with office and information systems, previous experience in a university setting. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager (PA8902) HRI Rural Sociology-Statutory Posting Date: 10/31/91

Coordinate and supervise the personnel and business aspects of the department. Assist the Chairperson in his/her task of managing a college academic department with teaching, research and extension functions.

Requirements: Bachelor's or equivalent experience. 3-5 yrs. administrative experience. Demonstrated knowledge and familiarity with microcomputers and database management. Strong organizational skills. Knowledge of CU accounting, grants and contracts, personnel and administrative procedure highly desirable. Ability to effectively supervise employees and interact with faculty and administrative personnel. Send cover letter and resume to Cynthia Smithbower.

Editor I (PC8907) HRI Engineering Dean's Office-Endowed Posting Date: 10/31/91

Responsible for all aspects of preparation and production of printed matter; includes writing, editing, obtaining cost estimates, developing production schedules, preparing layout, proofreading, making assignments to photographers, and working with clients. Prepares bibliography for Engineering Quarterly; writes and edits articles for Engineering News. Assists in general operation of the office.

Requirements: Bachelor's degree or equivalent. 2-3 yrs. related experience in writing and editing technical material; experience in desktop publishing; knowledge of printing production methods. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2

Payroll Coordinator (PC8808) HRI Payroll-Statutory Posting Date: 10/24/91

Supervise the Payroll Office receptionist/customer service function and coordinate payroll deduction activities. Responsible for payroll processing, training and maintaining reference documents. Requires direct contact with University employees and outside agencies. Provides assistance to Director and Assistant Director.

Requirements: Bachelor degree or equivalent in payroll/accounting. 2-3 yrs. related experience. Excellent communication and interpersonal skills. Adept in dealing with problem situations and with highly confidential materials. Strong organizational skills. Computer systems/personal computer oriented. Excellent attitude toward service. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Assistant Regional Director (PA8803) HRI Public Affairs Regional Office, Northeast Office, Wellesley, Mass-Endowed Posting Date: 10/24/91

Will assist the Director in implementing a comprehensive regional Public Affairs program representing the University in its alumni affairs, public relations secondary school activities, and development efforts. Will focus its efforts primarily on club events, the creation of new initiatives to involve a broader spectrum of alumni, and some annual fund projects. Will be an integral member of a team in the northeast region requiring close coordination with the university's central public affairs and college programs.

Requirements: Candidates should have a bachelor's degree, at least 2 yrs. experience in higher education development or alumni affairs preferred. Must have a strong commitment to volunteerism and have excellent communication skills. Familiarity with Macintosh preferred. Some travel required. For consideration, send a letter and resume to Cynthia Smithbower.

Manager, Cornell Recognition Program (PA8802) HRI University Development-Endowed Posting Date: 10/24/91

Manage the Cornell Recognition Project by coordinating the identification and public recognition aspects of honoring donors whose cumulative giving or commitment levels reach \$500,000 or more. Work with Presidents Office, university and public affairs staff in carrying out responsibilities. Prepare briefing, documents and other materials. Coordinate recognition ceremonies and related events. Assist with management, coordination and implementation of other fund raising initiatives toward individuals who have major gift potential.

Requirements: Bachelor's degree or equivalent required. 2-3 yrs. related experience. Excellent written and oral communication skills; strong interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Development Assistant Major Gifts (PA8801) HRI University Development-Endowed Posting Date: 10/24/91

Assists the Director of Major Gifts with the management, coordination, and implementation of fundraising initiatives toward individuals who have the capacity to give Cornell between \$1 and \$5 million. Works closely with Director, Associate Directors, and Assistant Directors of Major Gifts and with other staff, faculty and volunteers in carrying out assigned projects and designated responsibilities in support of major gift fundraising.

Requirements: Bachelor's degree or equivalent required. 2-3 yrs. related experience. Excellent written and oral communication skills; strong interpersonal skills; some management and organizational skills; and an aptitude for detail oriented work. Send cover letter and resume to Cynthia Smithbower.

Production Editor (PC8101) HRI C.U. Press-Endowed Posting Date: 9/5/91

Coordinate and supervise work on manuscripts that are assigned by the Managing Editor. Act as a liaison among freelance copyeditor, Press staff, and authors. Serves as project manager from a manuscript's arrival in the department through to bound books.

Requirements: B.A. or equivalent. Several years experience in the editing department of a scholarly scientific, or trade publisher. Send cover letter, resume and salary expectation to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Professional Part-Time

Coordinator (PT8906) Level 32 CISER-Endowed Posting Date: 10/31/91

Provide support to the CISER Survey Research Facility by overseeing the facility's routine operations and all survey data processing. Provide the manager with data processing cost specifications. Develop coding and data entry schemes on all contracts and consult with clients regarding associated problems. Recruit, train and supervise temporary personnel for all data processing activities. Prepare all product deliverables related to survey data. Flexible 4hr/day, some nights and weekends required, Master's preferred. 2yrs. experience in operations management, preferably in survey research. Knowledge of PC and Mac required. Must be familiar with SPSS-PC, SPSS-DE, DBase, and WordPerfect. Working knowledge of LANs desirable. Send cover letter and 2 resumes to Sam Weeks.

Teaching Support Specialist II (PT8315) HRI Biochemistry, Molecular and Cell Biology-Statutory Posting Date: 9/19/91

Maintain laboratory organization, prepare reagents, order supplies and aid instructors in setting up experiments. Do routine maintenance on equipment and arrange for service/repair when necessary. 20 hours weekly.

Requirements: B.S. in Biochemistry or closely related field or equivalent. 2-3 years related experience with various types of electrophoresis, chromatography, ultracentrifugation, protein pu-

rification, bacterial cell culture and liquid scintillation counting desirable. Previous experience in a teaching laboratory helpful. Send cover letter and resume to Sam Weeks.

Boyce Thompson Institute

Research Specialist

Plant Protection

Salary: Commensurate with experience

Posting Date: 10/17/91

Will conduct and support research in molecular entomology lab. General laboratory duties will include insect rearing and inset bioassays. Research projects in biological control of insects will require experience in isolation and analysis of proteins and/or nucleic acids and routine recombinant DNA techniques. Additional training will be provided.

Requirements: M.S. or B.S. in biology with 3 to 5 years experience in biochemistry/molecular biology or related fields. Contact Anne Zientek at 254-1239.

Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit 2 resumes and cover letter for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Technical Assistant GR17 (T8713)

Plant Breeding and Biometry-Statutory

Minimum Biweekly Salary: \$530.38

Posting Date: 10/17/91

Execute and maintain greenhouse, growth chamber, and field operations for a plant breeding program. Plant and maintain alfalfa and other forage crops; cross-pollinate; harvest; apply pesticides and fertilizers; packaging seed and collecting data. Occasional supervision of 1-2 part-time employees. Assist in laboratory analyses of forage quality.

Requirements: High School diploma or equivalent. Some experience in agriculture or related biological science required. NYS Drivers license (Class III desirable, not required). Willingness to obtain Certified Pesticide Applicators License. Experience in greenhouse and field plant culture; record-keeping skills; operation of farm equipment. Experience in lab techniques desirable. Send cover letter and 2 resumes to Sam Weeks.

CRT Operator GR18 (T8503)

Plantations-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/3/91

Maintain Plantation's gift management system using a PC. Design and implement a successor system integrating Cornell's Public Affairs Records database and Macintosh software. One year position.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2 years knowledge of Macintosh computers and familiarity with Cornell's Public Affairs info system required. Experience with DBase desired. Send cover letter and 2 resumes to Sam Weeks.

Animal Technician GR18 (T8506)

Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/3/91

Provide care, (feed, clean and monitor) for research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treating and vaccinating animals. Will include weekend hours, Every Saturday and Sunday.

Requirements: High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certification helpful. 1 year lab animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required. Send cover letter and 2 resumes to Sam Weeks.

Technician GR18 (T8403)

Chemistry-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 9/26/91

Provide staff support to Safety and Laboratory Services. Prepare, package and distribute reagents, supplies and equipment. Assist with inventory control, stockroom management, lab maintenance and chemical disposal.

Requirements: AAS in chemical technology or equivalent required. Strong chemistry background with at least 1 yr. of general and organic chemistry with lab experience preferred. Ability to follow directions, keep records and meet deadlines. Send cover letter and 2 resumes to Sam Weeks.

Technician GR19 (T8505)

Animal Science-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 10/3/91

Assist in reproductive physiology research program; conduct experiments; analyze sperm motility and membrane integrity; use tissue culture techniques to study oocyte maturation and in-vitro fertilization. Assist with sperm, oocyte and embryo cryopreservation studies. Prepare reagents; maintain lab.

Requirements: Associate's or equivalent in animal science or biological sciences. 1 yr. lab experience highly desirable. NYS Driver's license. Send cover letter and 2 resumes to Sam Weeks.

Lab Technician GR20 (T8409)

Veterinary Microbiology Baker Institute-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 9/26/91

Assist in the molecular analysis of gene expression in the immune system of rodents. Prepare cDNA and cRNA probes, including: 1) growth

and maintenance of bacteria with plasmids, 2) purification of plasmid DNA and enzymatic modifications of cDNA, 3) enzymatic labeling of nucleic acids. Assist in situ hybridizations for RNA detection, northern blots and electrophoresis of nucleic acids. Perform routine lab duties. Assist with lab animals.

Requirements: Bachelor's degree or equivalent in microbiology or biochemistry. 1-2 years lab experience in eukaryotic molecular biology including RNA preparation. Ability to prepare reagents, follow detailed written procedures and keep accurate records. Radioisotope use preferred. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8316)

Clinical Sciences-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 9/19/91

Provide technical assistance in a lab that conducts research on dog and horse reproduction. Collect and prepare blood; perform endocrine analysis including radioimmunoassay and enzyme immunoassay; prepare frozen tissue and stain by immunohistochemistry; perform tissue incubations; and maintain lab.

Requirements: BS in Science, preferably in biological sciences. 1-2 yrs. related experience. Must be able to perform quantitative chemical analysis. Previous experience with endocrine analysis by RIA and ELISA is highly desirable. Microcomputer skills: wordprocessing, database management, data analysis, graphics and biographic searches are very desirable. Must be willing to work with radioactive and potentially hazardous chemicals and tissue. Pre-exposure rabies vaccination and pre-employment physical required. Send cover letter and 2 resumes to Sam Weeks.

Technician GR21 (T8803)

Center for Advanced Imaging Technology-Statutory

Minimum Biweekly Salary: \$615.42

Posting Date: 10/24/91

Provide technical assistance in the daily operation and maintenance of the Center for Advanced Imaging Technology. Train and assist faculty, staff, students and visitors as needed. Teach and assist with: scanning and electron microscope diagnostic activities; general specimen preparation; chemical fixation; ultramicrotomy; critical point drying; metal coating techniques; immunoelectron microscopic and autoradiographic studies; operation of the microscopes and accessory instruments; and preparation and production of photographs and micrographs. Prepare reagents. Assist in maintaining lab accounts receivable and payable.

Requirements: BS or equivalent in biological or physical sciences with technical/vocational degree in electron microscopy. 1-2 yrs. relevant experience. Demonstrated ability and knowledge to use electron microscope and to produce high quality photographs. Send cover letter and resume to Sam Weeks.

Computer Operator GR21 (T8703)

Dining Services-Endowed

Minimum Biweekly Salary: \$615.42

Posting Date: 10/17/91

Acquire a basic working knowledge of the various functions of the Dining units computer system. Assist the systems manager in systems related operations. Issue accurate and timely reports. Monitor and maintain equipment. Schedule repairs. Perform file saves and disk backups. Provide basic technical support to staff. Create spreadsheets. Audit system output for accuracy and make corrections when necessary. Maintain supplies.

Requirements: AAS degree or equivalent with related computer coursework. Minimum 6-12 months related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, and telecommunication lines. Knowledge of DOS 3.3 (and higher), WordPerfect, Lotus and Foxbase+ preferable. Knowledge of IBM compatible PC hardware desirable. Strong communication and interpersonal skills. Send cover letter and two resumes to Sam Weeks.

Research Aide GR22 (T8806)

Center for the Environment-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 10/24/91

Assist in the conduct of research on the physiological ecology of algae and their link to global climate. Run experiments involving maintenance and monitoring of algal cultures; and analysis of sulphur compounds by gas chromatography. Evaluate results and plan experiments with supervisor. Some travel required.

Requirements: Bachelor's in chemistry or biology. Lab experience in analytical chemistry, algal physiology, biochemistry or microbiology. Statistics background and experience in use of spreadsheets and statistics packages on Mac helpful. Must be able to work competently and independently in a laboratory situation. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T8706, T8707, T8709)

Pharmacology-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 10/17/91

Provide technical support for research programs on the mechanisms of chemical (dioxin) toxicity/carcinogenesis. Perform experiments using established protocols for standard lab experiments involving radioligand binding assays, protein determinations, and gel electrophoresis. Modify procedures for different ligands, concentrations, time dependencies, or other variables. Maintain lab supplies, records, cultures and equipment.

Requirements: BS degree in biological sciences or equivalent. 2-4 years research experience including radioligand-binding techniques. Good working knowledge of standard lab procedures and equipment: centrifuges, balances, microscopes, computers, pH meters, etc. Send cover letter and resume to Sam Weeks.

Technician GR22 (T8604)

Pharmacology-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 10/10/91

Conduct experiments and analyze results on biochemical research related to calcium channels. Contribute to experimental design and the discussion of results. Calculate and analyze data using statistics and graphs. Perform radioligand binding, tracer flux, and enzyme assays. Maintain cell culture and perform tissue preparations. Prepare solutions. Keep records, maintain lab and order supplies. Supervise and train staff.

Requirements: BS degree in biochemistry,

neurobiology, or related field. 2-4 yrs. relevant lab experience. Familiarity with lab balance, pH meter, centrifuge, gamma and scintillation counter, spectrophotometer, light microscope and tissue culture equipment. Send cover letter and resume to Sam Weeks.

Technician GR22 (T8603)

Pharmacology-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 10/10/91

Perform experiments employing established molecular cloning protocols such as restriction enzyme digests, ligations, transformations, DNA mini-preps, agarose gel electrophoresis, etc. Perform DNA sequencing. Maintain supplies, equipment, bacterial cultures and radioactivity use records.

Assist in planning and execution of experiments and discussions of results.

Requirements: BS degree in the biological sciences or equivalent. 2-4 years related experience, including molecular cloning. Working knowledge of standard lab procedures and use of general lab equipment: centrifuges, balances, pH meters, etc. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Research Aide GR22 (T8905)

Nutritional Sciences-Statutory

Minimum Biweekly Salary: \$641.92

Posting Date: 10/31/91

Assist in computer programming, data processing and analysis of a large hierarchical nutritional database. Assist and/or participate in research and literature review. Provide some office support with office activities including xeroxing, filing, or mailing.

Requirements: B.S. degree or equivalent. Course work in nutrition, computer science, and statistics preferred. Experience with the Cornell computing environment essential. Knowledge of IBM/CMS, SAS, SPSS-X, DBase, Lotus. Some experience with IBM/DOS and Macintosh preferred. Send cover letter and 2 resumes to Sam Weeks.

Technical Temporary

Temporary Computer Electronics Technician (T8907)

Human Ecology-Statutory

Hiring Rate: \$10.00

Posting Date: 10/31/91

Provide technical hardware and software support to the College of Human Ecology. Assist with the installation of a large microcomputer network. Provide support for IBM and Mac hardware and compatible software. Provide data recovery services using utilities such as Norton and Mace. Install peripherals. Provide user assistance with large LAN. 5 month position.

Requirements: AAS degree or equivalent in computer electronics. Minimum of 2 yrs. related experience. Knowledge of IBM/compatible, Mac hardware and a variety of peripherals. Excellent interpersonal skills and service orientation required. Ability to solve problems. Knowledge of application software and experience with LAN helpful. Send cover letter and 2 resumes to Sam Weeks.

Temporary Technician (T8708)

Clinical Pathology/Diagnostic Lab-Statutory

Hiring Rate: \$8.50

Posting Date: 10/17/91

Perform diagnostic tests in hematology, cytology, urinalysis, coprology, chemistry and immunology. Operate, maintain and trouble shoot equipment. Prepare reagents. Use computer for specimen accession, data entry and information retrieval. Hours 3-11pm, some week-ends and call rotation.

Requirements: AAS degree or equivalent in medical technology, BS and ASCP certification preferred. 1-2 yrs. current experience in all areas of lab testing. Send cover letter and 2 resumes to Sam Weeks.

Technical Off-Campus

Technician GR20 (T8704)

Equine Drug Testing, Saratoga NY-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 10/17/91

Provide technical support for a field drug testing lab at the Saratoga Raceway in Saratoga, NY. Extract and analyze blood and urine samples. Provide routine operation of gas-liquid chromatographs. Prepare thin layer plates.

Requirements: AAS degree or equivalent experience. 1-2 yrs. experience with thin layer chromatography and general lab procedures. Familiar with gas chromatography. Send cover letter and 2 resumes to Sam Weeks.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Office Assistant GR17 (C8714)

ILR Extension and Public Service-Statutory

Minimum Biweekly Salary: \$530.38

Posting Date: 10/17/91

Provide secretarial support for Director and 2 Project Directors for ILR Program on Employment and Disability a federally funded project to provide training and material development for rehabilitation professionals working with the dis-

abled. Typing and word processing of correspondence, grant applications, manuscripts and reports, mailing list maintenance; assist in coordination, etc. of training materials. Serve as office receptionist. Considerable phone contact. **Requirements:** High School diploma or equivalent. AAS preferred. Word processing experience using IBM and WordPerfect. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Regular CU employees include transfer applications.

Accounts Assistant GR18 (C8905)

National Nanofabrication Facility-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 10/31/91

To process and maintain department financial records, including: purchasing, payable/receivable, and expense processing; accounts reconciliation; related record keeping and follow up; and providing complete and timely information necessary for decision-making concerning department finances to other department administrative personnel. The incumbent works within established guidelines under the routine, daily supervision of the Administrative Manager. Monday-Friday 8:30-5:00pm

Requirements: High School diploma or equivalent required. AS degree or experience in a related business or financial area preferred. 1-2 yrs. experience with Cornell's accounting procedures is required. Experience with computerized accounting and/or spreadsheet programs is required. Close attention to detail and the ability to see a project to completion, initiating follow-up when necessary, are essential. Ability to work as part of a team in a busy research-oriented environment is essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Secretary GR18 (C8813)

Human Service Studies-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 10/24/91

Provide secretarial and receptionist support for 4-8 faculty in a large department. Type classwork, reports, manuscripts, correspondence and vouchers; answer telephones; distribute mail; arrange travel, library reserve lists, conferences and meetings; order texts; make copies; run campus errands; keep faculty files. Other duties as assigned.

Requirements: High School diploma or equivalent. Business or secretarial school desirable. 1-2 yrs. previous secretarial experience in academic setting helpful. IBM PC and/or Mac experience helpful. Knowledge of WordPerfect 5.0 or Microsoft Word 4.0 desirable. Ability to work under pressure. Good interpersonal and organizational skills. Able to set priorities and work in a complex active environment. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C8812)

Cornell Cooperative Extension-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/24/91

Main receptionist for 8 professionals and 3 office professionals. Directly responsible for the secretarial responsibilities for 2 of the professionals; travel and appointment scheduling; maintain calendars; organize incoming mail and phone messages; a variety of typing (many items confidential).

Requirements: High School diploma or equivalent with major in secretarial. Minimum of 1-2 years experience. Knowledge of IBM computers using WordPerfect program. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C8810)

ILR-Extension and Public Service-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/24/91

Clerical support and preparation of administrative correspondence and maintenance of office files for Office of Management and Executive Education staff. Make travel arrangements and process reimbursements; maintain activity schedule of administrative staff. Development and maintenance of systematic mail list procedure for OMEE. Involvement in presentation of programs and conferences from beginning to end, including preparation of materials, attendance at some activities, which may involve evening and/or weekend hours, etc.

Requirements: High School diploma or equivalent. Business School preferred. Knowledge of WordPerfect. Familiarity with Lotus 1-2-3. 1-2 yrs. experience in a client/customer-service setting. NYS drivers license required. Familiarity with University procedures desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C8902)

Hotel Administration-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 10/31/91

Provide secretarial, clerical and administrative support in the Registrar's office. Extensive contact with students, handle numerous inquiries and act as office receptionist. Data entry on student records.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related office experience. Excellent interpersonal skills. Knowledge of Macintosh required. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Secretary GR19 (C8807)

ILR-Labor Economics-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 10/24/91

Provide secretarial and administrative support to four full-time faculty members. Organize and prioritize assignments in areas of teaching, research and public service for faculty members; provide administrative and clerical support to Chair, Department of International and Comparative Labor Relations including course scheduling, etc; type, format and proofread correspondence, class handouts, manuscripts containing mathematical equations, tables and graphs, spreadsheets, etc. Other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. Ability to use software including Microsoft Word, Microsoft Excel, Wordperfect and various graphics and math packages on IBM PC and Macin-

tosh computers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C8707)
Cornell University Press, CUP Services-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 10/17/91

Work in the business office located downtown receiving payments on assigned accounts. Process checks for deposit. Correspond with customers regarding problems on their accounts. Review credit applications and establish new accounts, entering data on computer.

Requirements: High School diploma or equivalent required. Some college coursework in bookkeeping/accounting preferred. 2 yrs experience in Accounting/Bookkeeping. Good communication skills, familiar with computer/data processing. Accuracy and attention to detail. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Office Assistant GR19 (C8702)
CIT Sales-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 10/17/91

Provide pre-sales consulting, which includes needs analysis and problem-solving, on microcomputer configurations, printers, facsimile machines, and other related office equipment and applications software supported by CIT. Process orders and sales transactions as an integral part of the CIT sales marketing operations.

Requirements: High School diploma or equivalent required. Some college coursework required. Sales/marketing experience. Familiarity with microcomputers. Excellent communications, organizational, and interpersonal skills. Commitment and dedication to quality service in a fast-paced, challenging user environment essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. CU employees should include employee transfer application.

Shipping/Supply Clerk GR19 (C8407)
Diagnostic Lab-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 10/10/91

Manage receiving and shipping function for lab, office and mailing supplies. Includes receiving and distributing all incoming packages. Responsible for shipping lab specimens, testing kits, etc.; prepare and ship orders for sample collection; maintain current, accurate supply records; interface with Vet receiving.

Requirements: High School diploma or equivalent. Must have drivers license. 2 yrs. experience in a receiving/shipping function. Some experience with data entry and retrieval desirable. Knowledge of General Stores operations and U.S. Mail/Courier regulations desirable. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C8417)
Council of the Creative and Performing Arts and AAP Deans Office-Endowed
Minimum Biweekly Salary: 590.45
Posting Date: 10/31/91

Provide administrative assistance equally distributed in two office: 1) Council for the Creative and Performing Arts-assist to expedite arts programs, handle inquiries, schedule meetings, gather information for arts project proposals, assist with publication of EVENTS in the arts and humanities, maintain budget and grant accounts. 2) AAP Dean's Office-Assist with college accounting and administration, including preparation of journal vouchers and scholarship awards. Continuing 11 month appointment from August-June.

Requirements: Associate's degree or equivalent in office experience. Ability to work independently, manage multiple tasks with strong organizational and communication skills. Experience on the Macintosh with Knowledge of Microsoft Word, Excel, and Pagemaker needed. Familiarity with Cornell accounting procedures and knowledge of arts and humanities departments and programs at Cornell helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8903)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/31/91

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

Requirements: Associate's degree or equivalent. Excellent communication (oral and written) skills. 2-3 yrs. experience in providing high level executive support. Good organizational skills. Experience with Macintosh computer. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8906)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/31/91

Provide administrative and secretarial support for the Division of Nutritional Sciences Extension nutrition education efforts, including the Expanded Food and Nutrition Education Program (EFNEP). Currently this includes 3 professionals (1 professor and 2 Extension Associates). The professional staff work with Cooperative Extension professionals and paraprofessionals in NY's 57 counties, NYC, and the Cornell community. Specific duties include responding to inquiries, preparing correspondence, maintaining file system, arrange meetings and conferences, maintain accounts.

Requirements: AAS or equivalent required. 2-3 yrs. related work experience. Excellent organizational and interpersonal skills; proficiency w/ current version of WordPerfect and basic desktop publishing techniques and appropriate electronic mail systems; familiarity w/food and nutrition subject matter, Cornell Cooperative Extension including EFNEP highly desirable; flexible; able to work under pressure, set priorities, work independently and use sound judgement. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Personnel Assistant GR20 (C8809)
Cornell Cooperative Extension-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/24/91

Provide administrative and clerical assistance for 2 Personnel Associates in maintenance, analysis, and review of federal retirement, federal employees group life insurance, workers compensation, and unemployment insurance accounts for Cornell Cooperative Extension statewide (1400+employees).

Requirements: Associates degree in Accounting/Business/Personnel or equivalent. Minimum 2 yrs. related experience. Attention to detail, public contact, judgment and accuracy. Computer familiarity, word processing, and spreadsheets (WordPerfect, Lotus(or Quattro)). Good with numbers, familiarity with accounting procedures. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C8708)
Law-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Assist in daily operation of the Law School Alumni Office including organization of annual alumni luncheons, dinners and receptions, Law School annual reunion, collection of dues, handling correspondence for the Associate Dean of Alumni Affairs, and processing alumni outreach mailings.

Requirements: Associates Degree with 2-3 yrs of related office experience. Excellent interpersonal, communication and organizational skills required. Excellent judgment, and ability to work independently. High level of confidentiality. Excellent w-p skills. Shorthand a plus. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8711)
Engineering Dean's Office-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Receptionist and Administrative Aide for the Dean's office. Provide administrative support to the Associate Dean for College Affairs, Associate Dean for Research, Director of Administration, Planning and Facilities and the Executive Assistant to the Dean.

Requirements: Associates degree or equivalent combination of education and experience required. Two years of Cornell experience, preferably in an academic unit. Must have excellent oral and written communication skills. Must possess excellent interpersonal skills and service orientation towards visitors. Basic computer skills and familiarity w/Cornell accounting procedures preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C8701)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Serves as Microcomputer Resource person for department administration. Responsible for accounting functions such as interdepartmental charges, C.U. Stores billing, maintenance of petty cash and weekly deposits. In addition, responsible for daily posting to MUMPS and monthly reconciliation to SF&BS. Will prepare and analyze monthly account reports for department courses.

Requirements: Associates degree in accounting or business administration or equivalent experience. 2-3 yrs. related experience. Microcomputer expertise required. Proficient in MS-DOS, WordPerfect, Lotus 1-2-3 and Foxbase+/Foxpro. Experienced in use of Norton Utilities or other diagnostic software. Experience with Cornell Accounting system essential. Excellent oral/written communications skills and organizational skills. Ability to work independently. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8703)
JGSM-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Coordinate and perform a broad set of accounting and administrative duties for the Director of Business Operations and the Business Manager and approximately 60 faculty members. This position combines two posts and the individual hired will need to work independently under the general supervision of the Business Manager in establishing priorities and overseeing the facilities, while working closely with Accounts Coordinator and others

Requirements: Associates degree in Secretarial Science. Minimum of 3 yrs. of general office and accounting experience preferred. Macintosh experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Personnel Assistant GR20 (C8716)
Computer Science-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Assist in coordinating personnel management within a large academic/research unit; process all appointments; provide administrative support to the Director of Administration.

Requirements: Associates degree or equivalent combination of education and experience. 2-3 yrs. related experience. Demonstrated attention to detail, organizational skills and initiative a must. Excellent judgement, communication, interpersonal and problem solving skills; ability to prioritize and work effectively with diverse groups also required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C8504)
Veterinary Library - Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/3/91

Responsible for the operation of the Veterinary Library during evening and some weekend hours, includes: circulation/reserves, security, and student supervision. Perform various information-related services, including assistance to patrons in locating materials, interpreting the online catalog, searching CD-Rom databases, and using audio-visuals and equipment. Staff the Public Service Desk. Other duties as assigned, includes: daily cash management and bindery preparation. Full-time, regular position with evenings, Mon.-Fri.; Sat or Sun.

Requirements: AAS degree or equivalent. Minimum 2 years previous library public service and/or customer service experience preferred. Able to work and interact with a wide variety of people. Excellent interpersonal, organizational, and communications skills. Able to work independently. Knowledge of NOTIS or microcomputer applications helpful. Some supervisory experience helpful. Light Typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Telecommunicator GR21 (C8802,C8803)
Public Safety-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/24/91

Operate centrally located communications center for the department to include: Incoming telephone lines and radio traffic; sole source of information to callers after hours; monitor and operate NYSPIN; maintain detailed logs; monitor all incoming alarms systems and Blue Light Emergency phones.

Requirements: AAS degree preferred with 2-3 yrs experience. Ability to qualify for NYSPIN certification. Ability to pass a background investigation. Familiar with PC's essential. Eye for detail is essential. Ability to handle highly confidential materials. Strong communications skills (written and oral). Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Coordinator GR21 (C8709)
Biotechnology-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/17/91

Under very general supervision, provide administrative support to the Directors of five biotechnology research facilities. Budgeting, accounting, user scheduling and billing, grant applications.

Requirements: Associates degree or equivalent in accounting preferred. Minimum 2-3 yrs. related experience with Cornell accounting systems required. Knowledge of IBM PC or Macintosh desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR22 (C8615)
Human Resources-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91

Act as primary source for survey requests. Assist Senior Compensation Specialist with survey data; gather survey data for internal and external requests, prepare reports. Provide data analysis and research aide support for the compensation unit of the Office of Human Resources.

Requirements: Associates degree or equivalent. Bachelor's degree or equivalent preferred. Some related experience and ability to use computer, e.g., IBM/Macintosh with a good working knowledge of spreadsheets. Strong organizational and analytical skills. Knowledge of statistical packages preferred. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR22 (C8718)
Public Affairs/College and Unit-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 10/17/91

The Administrative Aide to the Director provides high level secretarial and administrative support to the Director, Business Manager and other senior managers as needed. The Administrative Aide to the Director of College and Unit Public Affairs often acts as the principal contact between the College and Unit Public Affairs Office and all of the on and off campus constituencies with whom the office works.

Requirements: Associates degree or equivalent in education, experience and training. 3-4 yrs. related experience. Ability to initiate tasks and independently see them through completion; ability to set priorities, handle frequent interruptions and work under pressure. Excellent writing skills; strong interpersonal skills and telephone techniques. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Offcie Professionals Off-campus

Office Assistant GR16 (C8904)
NYC Cooperative Extension, NYC-Statutory
Minimum Full-time Equivalent: \$511.68
Posting Date: 10/31/91

Prepare and post daily mail; assist with photocopying; collate and sort materials; inventory and distribute office supplies; maintain office, supply and copy room; assist with errands in and outside the central office; provide general assistance as needed. Monday- Friday 1:30-5:30pm. New York City-Cooperative Extension. **Requirements:** High School diploma or equivalent. Good organizational skills. Ability to use office/mail equipment. Typing/keyboarding skills desirable. Location-New York City. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Secretary GR18 (C8901)
Sea Grant Extension-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 10/31/91

Provide general secretarial support to the Zebra Mussel Clearinghouse project of New York Sea Grant Extension, under the supervision of a Regional Extension Specialist. Typing; financial record keeping; filing; voucher processing. Extension Administration-Brockport, NY. Monday-Friday 9:00am-4:40pm, 35 hrs/week until May 92.

Requirements: High School diploma or equivalent. 1-2 yrs. related experience. Experience with a PC. Strong telephone skills. Knowledge of Wordstar desirable. Location-Brockport, NY. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professional Part-Time

Secretary GR18 (C8706)
Physics-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 10/17/91

Provide administrative and secretarial assistance to academic administrator and staff of autotutorial physics course with enrollment of approximately 400 students a semester and 50 students during summer. Monday-Friday 4hrs/day.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 1 yr related office/secretarial experience. Strong interpersonal and organizational skills. Familiarity with academic environment helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C8715)
Floriculture and Ornamental Horticulture-Statutory
Minimum Full-time Equivalent : \$529.35
Posting Date: 10/17/91

Provide accounting and budgeting support to Accounts Coordinator and Administrative Manager. Process all department payables and receivables. Prepare standard vouchers, requisitions, L-orders, interdepartmentals, receivable invoices, reimbursements and deposits. Manage CU Stores vouchers and receipts. Monitor transaction statements. Maintain accounting files. 20hrs./week

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience; Cornell accounting desirable. Personal computer skills and previous work with computerized accounting systems helpful. Excellent organizational, interpersonal and communication skills. Ability to interact with wide variety of personalities. Attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C8717)
Agricultural Economics- Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/17/91

Support/maintain FarmNet office mechanics. Provide support to individuals using the 800# information, referral, consulting system for NY farm families. Days/Hours negotiable. Until 3/31/92.

Requirements: High School diploma or equivalent required. College coursework desirable and preferred. 1-2 yrs related experience in office operation. Strong listening and interpersonal skills. Self directed. Familiar with farming and farm families desirable. Familiar with Cornell Cooperative Extension. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Historical Core Literature Project Assistant GR19 (C8510)
Albert R. Mann Library - Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/3/91

Assist in the compilation of subject bibliography of historic materials to be used for preservation purposes. Duties include bibliographic searching of computer databases, use of database management software, editing and verifying of bibliographic information, data entry and maintaining statistics and records of project. Additional duties in library bindery. Regular, part-time position until 12/31/92.

Requirements: AAS degree or equivalent required; additional coursework preferred. Computer experience including word processing ability required, 1-2 years experience searching bibliographic databases, including NOTIS and RLIN highly desirable. Experience with database management software (particularly Procite) desirable. Ability to be self-directed, to meet deadlines, and attention to detail are essential. Send cover letter, resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Senior Night Supervisor GR20 (C8614)
Physical Sciences Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/10/91

Responsible for the security, maintenance, and provision of all services of the library during evening and/or weekend hours usually without the presence of any library staff except students. Responsible for the provision of the Table of Contents and photocopy services. Use both general guidelines and specific procedures for guidance as supervisor is usually unavailable for consultation. 24 yrs./week: Monday-Thursday 6-12 Midnight.

Requirements: Associates degree with course work in Physical Sciences desirable. 2-3 yrs. related experience. Must be able to work effectively in a challenging environment with constant interruptions. Demonstrated ability to communicate effectively with the public. Familiarity with computers required. Library experience desirable. Must be able to push loaded book trucks and occasionally lift boxes up to 100 lbs. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR20 (C8413)
Classics-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 9/26/91

Responsible for operating Kurzweil optical scanner which converts printed texts into computer files for the CCCGI (1/2 time), and correcting tests of Greek inscriptions from publications converted into computer-readable form by the Kurzweil Optical scanner for inclusion in a database on the Ibycus computer system (1/2 time). Flexible Hours.

Requirements: B.A. in Classics, humanities, history or related field preferred. 1-2 years related experience. Proficiency in Ancient Greek, some knowledge of Latin, familiarity with word processing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR21 (C7211) Veterinary Administration-Statutory Minimum Full-time Equivalent: \$615.42 Posting Date: 9/19/91

Provide administrative support to the Director/College Registrar. Includes full range of general secretarial duties, assistance with processing various forms, and extensive entry and verification of data. Days and hours Monday-Friday, 10:00-2:00.

Requirements: Associates required. 2-3 yrs prior experience in a student services office preferred. Accuracy and attention to detail and excellent interpersonal skills are essential. Familiarity with advanced Word Perfect applications and proficiency in use of university main-frame and Lotus 1-2-3 required. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Programming Coordinator (S8801) Residence Life

Hourly Rate: \$6.25
Posting Date: 10/24/91

The programming Coordinator will work with the graduate and family residence staff to provide a well balanced programming effort to students and families living in graduate and family housing. Interest and/or experience working with families and/or graduate students preferred. Casual appointment, 19 hours per week, until 6/1/92. Mostly daytime hours with some weekend days likely. Send cover letter and resume to Karen Raponi, Staffing Services, East HILL Plaza #2.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Custodian SO02 (G8902,G8903) Residence Life-Endowed, Regular Full-time (39Hrs/week); at least one weekend included. Hiring Rate: \$6.55

Provide general custodial care of buildings and grounds in assigned area.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Must be able to communicate with students. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Custodian SO02 (G8801, G8802, G8803, G8804, G8805) Residence Life-Endowed, Regular Full-time (39hrs/week): at least one weekend included. Hiring Rate: \$6.55 Posting Date: 10/24/91

Provide general custodial care of buildings and grounds in assigned area.

Requirements: Basic reading and writing skills. Able to Operate a variety of heavy power equipment, lift 50 pounds and climb a 8 foot ladder. Must be able to communicate with students. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Vehicle Mechanic SO09 (G8901) Grounds-Endowed

Hiring Rate: \$9.17
Posting Date: 10/31/91

Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal and construction equipment with emphasis on small engine repair. Make frequent road calls, manage shop including inventory, safety, cleanliness and accurate records.

Requirements: High School diploma or equivalent with additional coursework desirable. Must maintain a valid NYS drivers license. Minimum of 5 yrs. experience in automotive, truck (2 and 4 wheel drive) tractors, snowplows, and lawn maintenance equipment repairs. Send cover letter and resume to Esther Smith, Social Services, East Hill Plaza #2. Employees should include an employment transfer application.

General Service Temporary

Temporary Shop Mechanic (S8204) Grounds

Posting Date: 10/3/91

Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal, and construction equipment with emphasis on small engine repairs. Make frequent road calls and repair equipment on site. Manage shop facility to include keeping inventory of tools and supplies, shop safety and cleanliness, and accurate records on equipment and materials.

Requirements: High school diploma or equivalent required with associates degree or additional technical training school coursework desirable. Minimum of five years experience in automotive, truck (2 and 4 wheel drive), tractors, snowplows, and lawn maintenance equipment repairs including: repair of 2-cycle/4-cycle gasoline engines, and diesel engines. Must have and maintain a valid NYS driver's license, with a class 1 or 3 desirable. Send cover letter and resume to Karen Raponi, Staffing Services, Department S8304, East Hill Plaza #2.

General Service

Send application materials for the following positions to Cynthia Smithbower, 160 Day Hall.

Lead Gardener SO08 (B8801)

Grounds-Endowed

Hiring Rate: \$8.73

Posting Date: 10/24/91

Perform skilled landscape maintenance and field supervision of the activities of a crew of landscape personnel consisting of groundsworkers, equipment operators and seasonal workers.

Requirements: Associates degree with green industry related major. 2 yrs. experience with grounds maintenance. Working knowledge of the principles of supervision and safety procedures. Strong leadership and motivational skills. NYS motor vehicle license. NYS pesticide applicators license desirable. Send cover and resume to Cynthia Smithbower.

Academic

Assistant Professor Horticultural Sciences,NYS Agricultural Experiment Station Hudson Valley Laboratory, Highland, NY

Posting Date: 10/31/91

Research 60% A research program directed at solving production problems faced by the New York State tree fruit industry will be established. Potential areas of specialization are:

- 1) Control of fruit set and tree growth
- 2) Influence of climatic and edaphic factors on performance of rootstock/interstem/scion combinations
- 3) Influence of pest and/or environmental stress on fruit-tree performance in a multi-disciplinary effort to advance the goals of IPM

In addition, this position will cooperate with other Cornell University faculty on research projects conducted in eastern New York.

Extension 40% A tree fruit extension program will be developed and carried out to serve the eastern New York industry in particular and New York State in general.

Position Available: April 1, 1992, or as negotiated.

Application: Send resume and the names of 3 references by December 1, 1991 to: Dr. Hugh C. Price, Department of Horticultural Sciences, New York State Agricultural Experiment Station, Cornell University, Geneva, NY 14456.

Assistant Professor English

Start Date: July, 1992

Posting Date: 10/31/91

The Asian American Studies Program and the Department of English invite application and nominations for a tenure-track assistant professorship in English. A primary commitment of teaching, publishing and directing research on Asian American literary and cultural topics is required, but candidates with interests in theory and in other Anglophone literatures are welcome. Ph.D. should be in hand or close to completion. Please send letter of application, vita and dossier by 15 November 1991 to Fredric Bogel, Acting Chair, 250 Goldwin Smith Hall.

Assistant Professor English

Start Date: July, 1992

Posting Date: 10/31/91

The Hispanic American Studies Program and the Department of English invite applications and nominations for a tenure-track assistant professorship in English. A primary commitment to teaching, publishing, and directing research on Hispanic American literary and cultural topics is required, but candidates with in-

terests in theory and in other Anglophone literatures are welcome. Ph.D. Should be in hand or close to completion. Please send letter of application, vita and dossier by 15 November 1991 to Professor Jose Piedra and Professor Fredric Bogel, 250 Goldwin Smith Hall.

Assistant, Associate, or Full Professor English

Start Date: July, 1992

Posting Date: 10/31/91

One tenured or tenure-track position in African-American literature. Send letter of application, vita and dossier to Fredric Bogel, acting Chair, 250 Goldwin Smith Hall, by 15 November, 1991.

Rank Open, Agricultural and Biological Engineering Tenure Track, 12 Month Position Start Date: August 1, 1992, or as negotiated Agricultural and Biological Engineering, College of Agriculture and Life Sciences, Cornell University, Ithaca, NY 14853-5701 Posting Date: 10/31/91

50% teaching and 50% research responsibility in the area of machine systems engineering. Major teaching responsibility will be centered around the development and teaching of a senior level capstone engineering design course, which would include introduction to higher-level computer analysis tools, and oversight of technology courses in the machine systems area. Major research responsibility will center on advanced machine system applications for agricultural and biological engineering production and processing systems, including expert systems, robotics, imaging, sensor technology, safety engineering, and biomechanical systems.

Requirements: A Ph.D. in agricultural engineering or closely related engineering discipline is required. Appointment as Associate Professor or Professor requires appropriate experience at a similar educational institution or a related industrial organization. Evidence of education and ability related to integration of biological systems with machine systems, including robotics, is expected. Evidence of strong interpersonal skills and program organizational ability is very important. Strong analytical and leadership skills in research and teaching are required. Applicants are to submit a letter of application, vita, transcripts and names of three references to: Ronald B. Furry, Chair, Department of Agricultural and Biological Engineering, 104 Riley-Robb Hall, Cornell University, Ithaca, NY 14853-5701 by February 1, 1992.

Assistant Professor of Bacteriology-tenure track position. Appointment at a higher level may be possible for an exceptional candidate.

Cornell University, College of Veterinary Medicine, Department of Microbiology, Immunology and Parasitology.

Posting Date: 10/31/91

Applicants must have a Ph.D. and demonstrated evidence of research productivity. Preference will be given to candidates who also have a DVM. The successful applicant will teach a course in Bacteriology and Mycology to veterinary students and will be provided with resources to initiate and independent research program focusing on bacterial diseases of animals. Research in infectious diseases continues to be a prominent feature of work preformed in several Departments at the College of Veterinary Medicine. To apply, send cover letter and names and addresses of 3 references to Dr. Roger Avery, Department of Microbiology, Immunology and Parasitology, College of Veterinary Medicine, 14853-6401.

Lecturer in Biopsychology Psychology

Posting Date: 10/24/91

The department of Psychology at Cornell University is considering candidates for a lecturer appointment in the biopsychology area. Lecturer is an academic appointment with responsibilities that are primarily in teaching. This appointment will require teaching two to three courses in the Fall and Spring semesters of each academic year. The courses would include an advanced undergraduate lecture course on hormones and behavior, and could include advanced seminars and laboratory or field courses. Professional qualifications should be comparable to those for the position of Assistant Professor. Appointments are for periods of not more than three years and are renewable. The position will begin in January, 1992. Review of applications will begin November 1, 1991. Interested applicants should submit a curriculum vitae, reprints or preprints of completed research, and letters of recommendation sent directly from three referees to: Secretary, Lecturer in Biopsychology Search Committee, Department of Psychology, Uris Hall, Cornell University, Ithaca, NY 14853-7601 USA.

Postdoctoral Associate Theory Center

Posting Date: 10/24/91

The Cornell Theory Center, jointly with Professor Harold Scheraga of the Cornell Chemistry Department, is seeking a postdoctoral associate in the field of modeling of protein folding, with a major emphasis on the development of algorithms and software for parallel computers. A Ph.D. with a strong background in physical chemistry, protein folding, biochemical systems, and numerical methods, as well as experience in large scale computing is required. Send curriculum vita and the names of three references to: Julia Addy, Personnel Manager, Cor-

nell Theory Center, 529 Engineering and Theory Center Building, Cornell University, Ithaca, NY 14853-3801.

Assistant Professor Section of Microbiology, Division of Biological Sciences

Posting Date: 10/17/91

Tenure-track, 12-month appointment; highly competitive start-up funds, laboratory space, salary and benefits. Interests and expertise in environmental microbiology preferred.; candidates with backgrounds in other areas of prokaryotic physiology or diversity are also encouraged to apply. Ph. D. in microbiology or a closely-related subject, at least one year of postdoctoral experience, and a strong commitment to research and teaching are required. The successful candidate will be expected to develop and maintain a strong, externally funded research program, to participate in undergraduate and graduate training, and to teach upper-level courses in bacterial physiology. Applicants should provide a curriculum vitae, list of publications, statement of future research interests, and should also arrange to have three letters of recommendation sent to the chairman of the search committee: Dr. Valley Stewart, Section of Microbiology, Cornell University, Wing Hall, Ithaca, NY 14853-8101 (telephone 607-255-2416; fax 607-255-3904; electronic mail vjs@cornella.cit.cornell.edu) by December 16, 1991. Women and minority candidates are strongly encouraged to apply.

Assistant Psychology Professor, tenure track Department of Psychology

Posting Date: 10/3/91

Candidates sought for a tenure-track assistant professorship in any area of cognition. Areas of specialization include but are not limited to: memory, attention, language and speech processing, concepts, knowledge representation, reasoning and problem solving, mathematical psychology, motor control and action. The position will begin in August, 1992. Review of applications will begin November 15, 1991. Interested applicants should submit a curriculum vitae, reprints or preprints of completed research, and letters of recommendation sent directly from three referees to: Secretary, Cognitive Psychology Search Committee, Department of Psychology, Uris Hall, Cornell University, Ithaca, NY 14853-7601, USA.

Veterinary Diagnostic Pathologist, tenure-trade Vet Diagnostic Laboratory

Professional rank determined by experience. Shared responsibility for pathology service and a pathology residency program in the Pathology Department and Diagnostic Laboratory. Interact with professionals and staff of a full-service Diagnostic Laboratory and Veterinary Extension/Field Service Unit concerning service, extension, teaching and research, consistent with the mission and goals of the Diagnostic Laboratory.

Requirements: DVM or equivalent degree and membership - the American College of Veterinary Pathology (ACVP) with established expertise in Diagnostic Pathology. MS or PhD degree highly desirable. Please submit a resume with 3 or more names for references by December 15, 1991 to Dr. Donald H. Lein, Director, Diagnostic Laboratory, New York State College of Veterinary Medicine, Cornell University, Box 786, Ithaca, NY 14851, Telephone (607-253-3900).

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland

PHOTOGRAPHY: University Photography, Susan Boedicker

Published weekly except for one week each in January and November and two weeks in December by the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.

Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, NY 14853.

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

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



Pat Smith, administrative aide

Employees may purchase Supplemental Coverage in an amount equal to one, two, three, four or five times their budgeted annual salary up to a maximum benefit of \$500,000. Dependent coverage, for spouse and eligible children, may also be purchased through this plan.

Q: Can I increase the amount of life insurance coverage I have at any time, or during the annual enrollment period?

To increase the amount of life insurance coverage, you must submit proof of good health, subject to approval by CIGNA/Equicor. A physical examination will also be required if you wish to add more than \$25,000 in coverage. Contact Employee Benefits or come to Benefair for more information.

Accidental Death and Dismemberment Plan (AD&D)

The AD&D Plan provides 24-hour coverage in the event you or your covered family members are in an accident that results in death, dismemberment (loss of a limb, sight, speech or hearing), or permanent paralysis. Unlike the Group Life plan, which only provides a benefit in the event of your death, the AD&D Plan pays a benefit in the event of a dismembering accident or if the accident results in permanent paralysis. If your death is the result of an accident, full benefits are payable from both the Group Life and AD&D plans to your designated beneficiary.

You may select AD&D coverage up to \$250,000 or 10 times your salary, whichever is greater, to a plan maximum of \$500,000. Your spouse may be covered for 50% or 100% of your coverage amount (up to a \$250,000 maximum) and your dependent children may be insured for 10% of your coverage amount (up to a \$25,000 maxi-

mum). You pay the full cost of this coverage. Participation is voluntary, and you may change your coverage at any time.

If you have questions regarding the AD&D Plan, or if you wish to change your coverage level, contact Employee Benefits at 255-3936, or come to Benefair '91!

Cornell University Retirement Plan (CURP)

University contributions to the Cornell University Retirement Plan (through TIAA/CREF) provide endowed employees with annuity income at retirement. The university contributes an amount equal to 10% of base salary to TIAA/CREF on a biweekly basis for the purchase of retirement annuities. Eligibility and waiting periods for participation are based on job title. Employees designate the percentage invested in TIAA—a fixed annuity—and CREF—a variable annuity. Contributions are immediately and fully vested. TIAA/CREF sends an annual report with a breakdown of premiums as well as quarterly statements directly to participants.

Representatives from TIAA/CREF and the Benefits Office will be available at Benefair '91 to answer your questions regarding the Cornell University Retirement Plan.

Employees age 55 and over who participate in CURP (or in the New York State Optional Retirement Program [ORP] through TIAA/CREF) may wish to schedule an individual preretirement counseling session with a TIAA/CREF representative. To schedule a one-on-one session during Benefair '91, call TIAA/CREF directly at 1-800-842-8412.

Using a Tax Deferred Retirement Savings Plan

The Tax Deferred Retirement Savings Plan offers employees the opportunity to save for retirement by contributing to a variety of investment options with before-tax dollars. You will be taxed on your contributions and earnings when you begin receiving distributions from your account.

Investment alternatives are provided through a variety of companies—TIAA/CREF, Unionmutual, Dreyfus, and Fidelity—and range from conservative vehicles which will normally yield a stable, guaranteed return over the lifetime of your investment to high-risk funds which fluctuate up or down over the lifetime of your investment with no guarantee on return.

Representatives from TIAA/CREF, Dreyfus, Fidelity, and UNUM will be on hand at Benefair to assist you with

questions regarding the Tax Deferred Retirement Savings Plan. In addition, Fidelity is offering a "Basic Investment Workshop" twice a day during Benefair '91. The workshop will be held in the Statler Ballroom on Monday, 11/4, at 12:30 and 4:00 p.m., and Tuesday, 11/5, at 12:30 and 2:30 p.m. All employees are invited to attend.

Workers' Compensation, Short and Long Term Disability

The university provides benefits for employees who become disabled and unable to work through a variety of programs.

If your illness or injury is job-related, both income protection and medical benefits are provided by Workers' Compensation. Employees who become disabled due to a non-job-related illness or injury are covered by the Short Term Disability Plan. In the event that either type of



June Franklin, assistant manager

disability extends for more than six months, you may be eligible to apply for benefits under the university's Long Term Disability program.

If you are a statutory employee vested in the New York State Employees' Retirement System (NYSERS), Federal Employees' Retirement System (FERS), or the Civil Service Retirement System (CSRS), you are eligible to apply for Long Term Disability benefits through NYSERS, FERS, or CSRS. Statutory employees who are Optional Retirement Plan (ORP) participants or who are not vested in NYSERS, FERS, or CSRS are covered by the Cornell Long Term Disability Plan. (Vested statutory employees may participate in both plans. Please refer to page 4 for more information.)

If you have questions regarding Workers' Compensation, Short Term Disability or Long Term Disability, contact Employee Benefits, 255-3936.

Statutory Employee Benefits

Statutory Health Coverage Update

Most statutory employees at Cornell are covered by the Empire Plan. Following are some commonly asked questions regarding this coverage.

Q: What is the copay for outpatient hospital services under Empire Blue Cross?

Employees on the Empire Plan must pay a copay of \$15 when they receive one or more of the following hospital outpatient services billed to Empire Blue Cross:

- Emergency care within 72 hours of an accidental injury or within 24 hours of the sudden onset of an illness
- Surgery
- Diagnostic x-rays
- Diagnostic lab tests
- Pre-admission testing
- Administration of Desferal for treatment of Cooley's Anemia

The copay does **not** apply to the following outpatient hospital services: Chemotherapy, Radiation Therapy, Physical Therapy, and Kidney Dialysis.

You will not have to pay the hospital outpatient copay if you are treated in the outpatient department of a hospital and you are immediately admitted as an inpatient.

REMEMBER: The Emergency Room physicians at Tompkins Community Hospital are not participating in the Empire Plan. Their charges must be submitted under Major Medical and reimbursed subject to the deductible and coinsurance.

Q: Can you explain the Empire Plan Prescription Drug Program requirements?

\$5 Copay

A \$5 copay will be required for all prescriptions and refills, even those filled through the Empire Plan mail order pharmacy, NRx Services, Inc.

Mandatory Generic Substitution

When an Empire Plan participant orders a brand-name prescription and a generic drug is not available, the plan will pay for the brand-name prescription minus the \$5



Statutory employee benefits staff, left to right, first row: Nancy Zinzola, Helen Rogers, Anne Klug; second row: Midge Kelsey, Marc Catone, Mary Slaght, Gwen Harper

copay. However, if a brand-name drug is prescribed and a generic is available, the participant will be required to pay the difference between the cost of the generic and the brand-name drug in addition to the \$5 copay. Eight brand-name drugs are excluded from the mandatory substitution list: Coumadin, Dilantin, Lanoxin, Premarin, Slo-bid, Synthroid, Tegretol and Theodor. (An Empire participant can file an appeal if his or her doctor determines that it is medically necessary for the participant to take a brand-name drug rather than the generic equivalent.) Participants who would like information concerning the mandatory generic substitution appeals process should contact the Statutory Benefits Office at 255-4455.

Acute Care Medication

Any medication used to treat an illness on a short-term basis (or maintenance supply of a controlled medication) will be limited to a 21-day supply plus one refill.

Maintenance Drug Program

When a prescription is a maintenance prescription and must be taken regularly over a long period of time, a participant can receive a 90-day supply and refills up to one year. The prescription can be filled through:

- A Participating Pharmacy - these pharmacies are listed in the Directory of Maintenance Drug Program Pharmacies or a participant can call 1-800-626-6270 to find out which pharmacies are participating.

OR

- NRx Services, Inc. - the Empire Plan mail order pharmacy.

Whether a maintenance prescription is ordered through a participating pharmacy or NRx Services, Inc., the participant must pay a \$5 copay for each prescription or refill.

Q: What do I need to do if I wish to change my health coverage status (switch from Family to Individual or request a voluntary cancellation)?

Contact the Statutory Benefits Office to obtain the necessary forms to make the change. Because your health insurance contribution is deducted on a pre-tax basis (unless you specify otherwise), IRS regulations do not allow you to make changes in your health coverage status, such as:

- changing from Family to Individual coverage while dependents are still eligible

OR

- voluntary cancellation of your health insurance coverage while you are still eligible

UNLESS the change stems from a qualifying event. The only time during the year when these limitations do not apply is during Option Transfer.

The following is a list of qualifying events:

- You have a change in family status (marriage, birth, death, legal separation, divorce, attainment of the maximum age of 19 for coverage of a dependent child - or until age 25 if a full-time student).
- You are enrolled in an HMO and move out of that HMO's service area and you must choose another HMO or the Empire Plan.
- Your spouse loses his/her coverage due to termination of employment and you apply for coverage for your spouse under your health plan.
- Your employment terminates.
- Your spouse has a change in employment status which results in either acquiring or losing eligibility for health insurance coverage.
- You receive a divorce/legal separation and are required under a court order to provide health insurance coverage for your eligible dependent children.
- There is a significant change in your or your spouse's health coverage which is attributable to your spouse's employment.
- You leave active employment status and enter Leave Without Pay.

IMPORTANT: When you experience a change in family status, it is important to review all your benefits to determine how they will be affected - health insurance, dental insurance, life insurance, Select Benefits, and retirement (for beneficiaries).

Q: What happens to my health insurance if I go on Leave Without Pay?

While you are on leave you will be responsible for paying the full employee and employer share for each pay period you are off payroll unless you decide to cancel your health insurance coverage PRIOR to going on leave.

If you know in advance that you do not wish to continue your health insurance coverage while you are on any type of Leave Without Pay, you must fill out a Cancellation of Coverage form and return it to Statutory Benefits Office (B-22 Mann Library) prior to your last day on payroll. If you cancel your health coverage and wish to have health coverage when you return to payroll, you must re-enroll and fulfill the necessary waiting period.

If you wish to continue coverage, please remember that it is your responsibility to provide the Statutory Benefits Office with your correct mailing address so that Civil Service can bill you.

Q: What do I do when one of my dependents is no longer eligible for health coverage because of graduation, divorce, or a child is over the age of 19 (or over 25 if a full-time student)?

If you, your spouse or your child becomes ineligible for health coverage because of:

- divorce
- death of spouse
- termination of employment (for reasons other than gross misconduct)
- losing dependent status - your child is 19 and is no longer a full-time student (or is a full-time student over the age of 25)

then you or they may be eligible to purchase extended coverage through COBRA (Consolidated Omnibus Budget Reconciliation Act).

COBRA allows you, your spouse or your child to purchase the same coverage that was in effect prior to the change in eligibility status. In order to become eligible for COBRA coverage, you must write to the New York State Department of Civil Service COBRA Unit within 60 days of a change in eligibility and request an application for COBRA coverage. Requests should be sent to:

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

Employees who terminate employment will be sent COBRA information automatically.

Q: Are routine mammograms covered under the Empire Plan?

Mammograms are covered under routine preventive care at any participating provider or hospital, subject to an \$8.00 copay. Mammograms are covered at 80% after the deductible, if services are provided by a non-participating provider, BUT the cost of the corresponding office visit is NOT covered. Coverage is available according to the following conditions:

- For covered persons 35 through 39 years of age for a single baseline mammogram;
- For covered persons 40 through 49 years of age, the plan allows a mammogram once every two years unless recommended more frequently by a physician;
- For covered persons age 50 or older, the plan allows an annual mammogram;
- If a physician recommends a mammogram because the patient has a prior history of breast cancer, or if the patient's mother or sister has a prior history of breast cancer;
- Mammograms are always covered when a medical condition is suspected or known to exist.



Nancy Zinzola, health benefits specialist

Q: Are routine physical exams covered under the Empire Plan?

Yes, according to the following conditions:

Participating Providers - routine physicals are covered subject to an \$8.00 copay per visit. An additional \$8.00 copay can be charged for diagnostic lab or x-rays done in conjunction with the routine physical.

Non-Participating Providers - routine physicals are covered under the Major Medical portion of the Empire Plan for active employees age 50 or older up to a maximum of \$125.00 once every two years and their spouses age 50 or older up to a maximum of \$75.00 once every two years. Payments are not subject to a deductible or coinsurance. **The itemized bill you submit must indicate the diagnosis: Routine Physical in order to be properly reimbursed by Metropolitan.**

Q: What is the Benefits Management Program "HealthCall"?

HealthCall applies to all enrollees and dependents whose primary health insurance coverage is the Empire Plan. You must abide by HealthCall requirements and services if you live or seek treatment anywhere in the United States including Alaska and Hawaii.

The HealthCall Number is 1-800-992-1213

- You MUST call HealthCall for any hospital admission that will include an overnight hospital stay as soon as a doctor determines that you or one of your enrolled dependents should be admitted as an inpatient.
- You MUST call within 48 hours after an emergency or urgent hospital admission.
- You MUST call before a hospital admission for the birth of a child, preferably as soon as the doctor confirms the pregnancy.
- You MUST call before having any of the following 14 procedures performed in or outside of a hospital setting:

Arthroscopy	Foot surgery
Coronary Artery Bypass	Gastric Stapling
Cesarean Section	Hemorrhoidectomy
Colonoscopy	Hernia Repair
Cystoscopy	Hysterectomy
D & C	Laryngoscopy
Endoscopy (Esophageal, Gastrointestinal)	Varicose Vein Surgery

Statutory Retirement Update

NYSERS Tier III and Tier IV Loans

Tier III and Tier IV New York State Employees' Retirement System (NYSERS) members who are active Statutory employees and have at least one year of credited service can borrow up to 75% of their employee contributions. Loans must be for at least \$1,000 and must be repaid within five years (the minimum payment must be

2% of salary) through payroll deductions. The interest rate on loans for the fiscal year 1991-92 will be 7.75%. A service charge will be deducted from the loan. The service charge for loans granted between July 1, 1991 and March 31, 1992 is \$10.00.

If your current contribution balance, including interest, does not total at least \$1,334 you are not eligible for a loan. A NYSERS participant's year-to-date 3% contribution total is shown on his/her annual NYSERS statement. All loan applications must be notarized, and loan processing will take approximately six to eight weeks.

Tier III and Tier IV participants who are interested in applying for a loan can contact the Statutory Benefits Office (255-4455) in B-22 Mann Library to request a loan application.

TIAA/CREF Cashability & Transferability Optional Retirement Plan (ORP)

Cashability

TIAA/CREF participants can withdraw their accumulations upon termination or retirement from full-time employment, provided they have reached the earliest service retirement age for the corresponding Tier in the New York State Employees' Retirement System (spousal concurrence is required).

CREF accumulations can be paid out immediately in one lump sum.

TIAA accumulations will be paid out in equal annual lump sum payouts over a ten-year period (anytime during the ten-year period a participant can convert the remaining amount in his/her Transfer Payout Annuity to lifetime annuity income.)

TIAA Transferability

OPR (TIAA/CREF) participants have always been allowed to transfer all or part of their CREF accumulations into TIAA. Now, they can transfer their TIAA accumulations into CREF. However, transfers from TIAA will be made in annual disbursements of equal payments over a ten-year period. This gradual payout system was developed to protect TIAA's long-term investment objectives from the sudden outflow of funds. Participants can redirect their transfer each year and send it to a new CREF account, or send it back to TIAA, where it will earn interest at the rate credited to new TIAA premiums.

ORP (TIAA/CREF) participants who would like additional information concerning TIAA and/or CREF Cashability and Transferability may contact Marc Catone in Statutory Benefits at 255-7924.

Long Term Disability Coverage Update

A New One-Time Benefit Opportunity! Purchasing Long Term Disability Coverage through Cornell's LTD Plan

Statutory employees vested in the New York State Employees' Retirement System (NYSERS), the Federal Employees' Retirement System (FERS) or the Civil Service Retirement System (CSRS) receive their Long Term Disability coverage through their retirement system. Long Term Disability coverage provides income protection if an employee is not able to work due to an illness or accident which causes them to be totally disabled for longer than six continuous months.

During the annual enrollment period (November 1991), participants who are vested in NYSERS, FERS or CSRS will be offered a one-time opportunity to purchase LTD coverage under the Cornell Long Term Disability Plan in addition to the LTD coverage provided by the retirement system.

Participants not yet vested will be given the option of continuing coverage in Cornell's LTD Plan as of the date they become vested and will receive enrollment information prior to vesting.

Any participant who waives enrollment, or fails to enroll in the Cornell Long Term Disability Plan when offered the opportunity to do so, will not be allowed to enroll in the plan at a later date.

Additional information, including a Cornell Long Term Disability Plan booklet, will be mailed out in the next few weeks to statutory employees. Statutory participants who have questions concerning enrollment in Cornell's LTD plan may contact the Statutory Benefits Office at (607) 255-4455.