

CORNELL Chronicle

Volume 23 Number 18 January 23, 1992

King remembered

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America is still searching for the "beloved community" that the Rev. Dr. Martin Luther King Jr. saw in 1963, a local minister declared at Cornell's service of remembrance.

Jazz Era ends

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After she gives her farewell concert with the Lowdown Alligator Jazz Band, Peggy Haine plans to build a giant bonfire and burn all of her high-heeled shoes.

Freshmen try gloved hands at research

By Roger Segelken

Would freshmen voluntarily touch diseased animal organs? Who would want to probe the nervous systems of electric fish, trace the brain chemicals of singing birds or prove what killed the former occupant of a human skeleton?

More than 700 students would — and did — last fall.

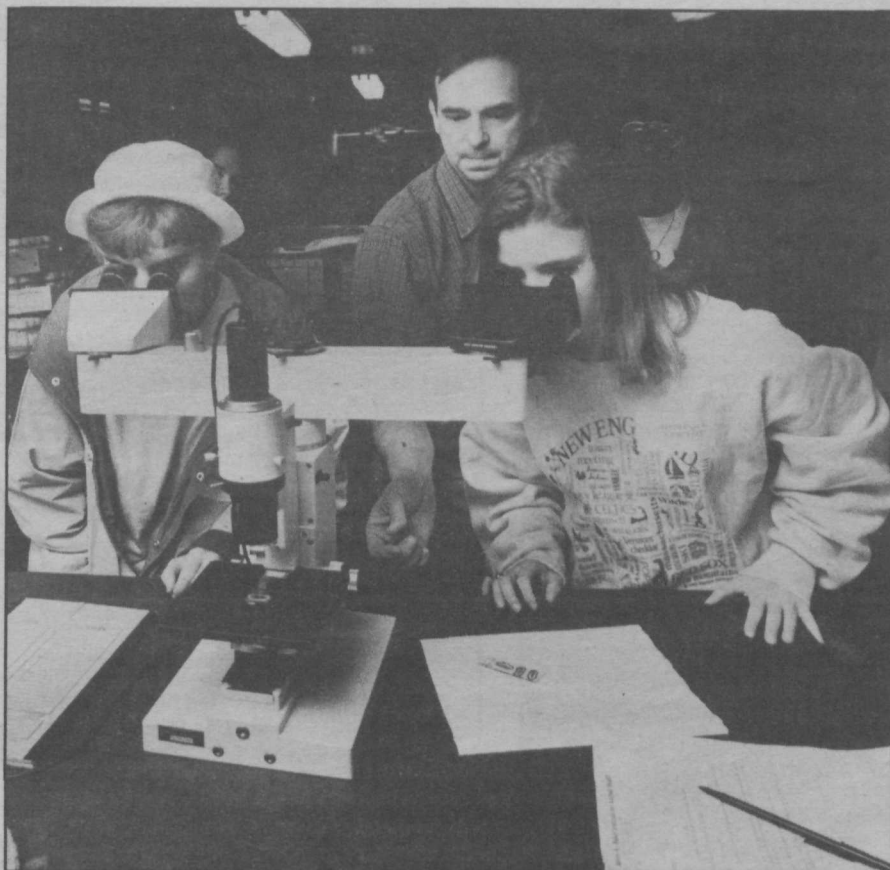
Participating in what is believed to be the first large-scale effort of its kind to transcend classroom walls at a major research university, first-year students did all that and more. They dug for soil microbes, examined batwing muscles, operated scanning electron microscopes, tested artificial kidneys and shot DNA into plants with "gene guns."

It was part of "Explorations in the Biological Sciences: A Program Introducing Undergraduates to Biological Research," a hands-on introduction to more than five dozen research fields at the university. Judging from the responses, most of the scientists-for-a-day had eye-opening experiences.

"I have never witnessed anything like the electrical communication. I was just fascinated," Hannah Greenwald of Kingston, Pa., said after examining electric fish with Carl D. Hopkins, a professor of neurobiology and behavior.

Ann Maria Punaless of New York City found the laboratory of Kenneth A.R. Kennedy "fascinating, different and very, very enjoyable." Kennedy, a professor of ecology and systematics, taught Punaless how to spot the clues in a skeleton that say something about that person's life and death.

Another student in Kennedy's laboratory, Maureen Park of Berkeley, Calif., said: "In a morbid sense, I'm fascinated with forensic anthropology. I loved the small class — in contrast to the impersonal, large lecture halls — and I learned more about the incredible



Freshman biology students look for evidence of genetic imprinting in donkey-horse hybrids under the guidance of Dr. Douglas Antczak, a molecular biologist at the Baker Institute for Animal Health in the College of Veterinary Medicine.

Peter Morenus

resources at Cornell."

The Exploration Program was proposed by Jeffrey Kidder, a Ph.D. candidate in zoology who won a 1990 Outstanding Teaching Assistant Award from the College of Agriculture and Life Sciences.

"These undergraduates are at a university with so much to offer in biology, and yet their lives revolve around the classroom and dormitory," he explained. "When I started voluntary field trips to Cornell Plantations [the university's botanical gardens and arboretum], many students didn't even know the place was here."

So, Kidder contacted every faculty mem-

ber and researcher he could think of in fields related to biology and asked: If funding can be found, would you open your laboratory to freshmen and let them try some cutting-edge research? The response was overwhelmingly positive.

Funding for a three-year pilot program was provided by the Ford Foundation via the Office of the Vice President for Academic Programs. Staff in the Introductory Biology program match 700 students each semester with the laboratories of their choice.

When students registered for the program, they received a booklet filled with an

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State budget proposal will 'be harmful' to CU units

Provost Malden C. Nesheim released the following statement on Jan. 21 in response to the Executive Budget submitted to the Legislature by Gov. Mario M. Cuomo:

"The state of New York is experiencing the most serious fiscal distress, and its problems have direct repercussions for Cornell University.

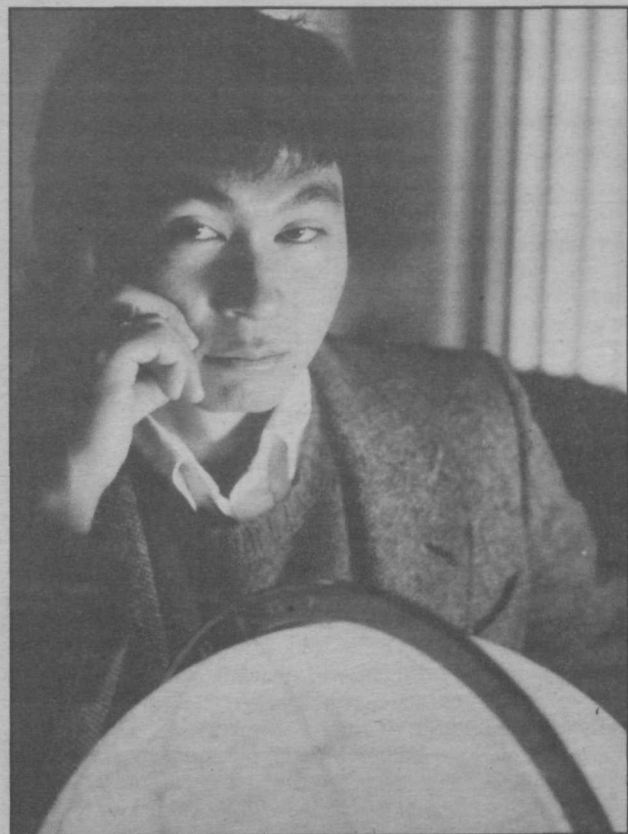
"The proposed reduction of \$143.5 million in state support for the SUNY system will have serious implications for the four statutory colleges at Cornell (Agriculture and Life Sciences, Industrial and Labor Relations, Human Ecology and Veterinary Medicine). This lump sum reduction, offset in part by a proposed major increase in SUNY tuition, will be allocated in the weeks ahead by SUNY to the individual campuses; therefore, we do not yet have specific reduction targets for the individual colleges at Cornell. Nonetheless, we know that this second year in a row of major cuts will definitely be harmful. Ancillary reductions in other state agencies that utilize the research and extension strength of Cornell pose similar problems.

"[Note: The 1991-92 budgets of the statutory colleges totaled \$113.7 million prior to the \$2.6 million reduction we will be required to take in the remaining two months of this state fiscal year.]

"We are particularly concerned that the Executive Budget again makes reductions in the student financial aid available for both current and prospective students. Based on what we have learned so far, it appears that all current Tuition Assistance Program (TAP) recipients would see their awards reduced by at least an additional \$75. Further reductions are proposed for those now receiving the minimum award and for those whose income eligibility is projected to increase from this year to the next. Despite these state cuts, the university will do what is necessary to meet its existing student

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Francis Fukuyama returns with 'The End of History,' the book



Francis Fukuyama '74

Dan Borris, Outline Press

By Lisa Bennett

When Francis Fukuyama meets people who know him as the author of the controversial 1989 essay "The End of History," he often hears: "Did you live that down yet?"

"Look at the collapse of the Soviet Union, the fall of the Berlin Wall, the war in Iraq," others challenge. "How could it be the end of history?"

Thinking recently about such reactions and the worldwide media attention he received, the 1974 Cornell alumnus, former State Department official and current Rand Corp. consultant shook his head and concluded: "I think I mainly confused people."

Now, Fukuyama is back to set his version of history straight in "The End of History and the Last Man," a 339-page book scheduled to be released this month by The Free Press.

One reason Fukuyama believes there was confusion over his essay was that many people didn't actually read it and, as a result, misinterpreted him. It was also difficult to explain one of the most dynamic peacetime periods in the context of History — with, as he says, "a big H" — in only 16 pages of a journal.

But critics say the problem was not that Fukuyama's essay was confusing — but all wrong. "Pernicious nonsense," one called it. "Totally divorced from the real world," another said.

If responses to the essay augur anything, then responses to the book may range from comments like these to Allan Bloom's description of Fukuyama's ideas as "bold and brilliant."

Nothing if not ambitious, in his book Fukuyama aims to:

- Explain why, after millennia of struggle to create the ideal form of society, this is the moment when the world has agreed that liberal democracy is it.

- Explain the corresponding events of the past decade: the collapse of communism and the triumph of liberal democracy.

- Replace deconstructionism with the old idea that history is a universal and intelligible process.

- Propose that a single concept, the Hegelian "struggle for recognition," explains what has driven history to this point and explains today's problems of poverty, nationalism and racism.

- Suggest that the real threat to democracy is now mediocrity.

- Raise awareness of the power of ideas.

"The purpose," he said, "is not to celebrate America in 1992 but simply to recognize the fact that the worldwide development of society is evolving in common, direct terms that were developed a couple hundred years ago, and that there is a recognizable trend toward liberal democracy."

It's a mouthful; and not one Fukuyama has reduced to a sound bite.

"But I'm trying," the 39-year-old said, half-jokingly. Though he frequently invokes G.W.F. Hegel and Friedrich Nietzsche, Fukuyama says he aims to communicate plainly because he wants to appeal to general-interest readers.

"It seems to me there is a hunger among general, educated readers for serious discussions and ideas. But people are not being served well by academic journals that are often so specialized as to be unreadable by non-specialists. And any attempt to see larger trends are dismissed by academics as unprovable theorizing. But I think we need to make the effort, particularly with the world changing as it is," he said.

Fukuyama also addresses specialists because, he says, they lack an understanding of the power of ideas and thereby fail to anticipate events, such as the collapse of the Soviet Union.

During a recent interview in his Washington, D.C., office, Fukuyama discussed his ideas about world events, government and Cornell, where he studied under Allan Bloom, with whom he has remained close, Werner Dannhauser and Neil Hertz; was a

Continued on page 8

Spring semester?



Peter Morenus

Just in time for the start of classes, snow rests on tree branches on the Arts Quadrangle, providing a seasonal frame for McGraw Tower.

CORRECTION

An article in the Jan. 16 Chronicle about a faculty report recommending that teaching be given a greater role in tenure decisions failed to mention the members of the committee that prepared the report. The members are: Dean of the Faculty Walter Lynn, chairman; and professors Jon C. Clardy, Jere Confrey, George A. Hay, Walter LaFeber, James B. Maas and Constance H. Shapiro.

OBITUARY

Crystal-Lyn M. Brooks, a junior in the College of Engineering, died Jan. 13 as a result of accidental carbon monoxide poisoning at her home in Pittsfield, Maine.

A memorial service for **Lori Z. Figelman**, a 1991 graduate who died Jan. 12, will be held Sunday, Jan. 26, at 3:30 p.m. at Temple Beth El, Court and Tioga streets.

BRIEFS

• **Bloodmobile:** The American Red Cross Bloodmobile will be at Willard Straight Hall on Jan. 27 from 10 a.m. to 4 p.m. in a visit sponsored by the Cornell Tradition. Call 273-1900 for an appointment; walk-ins are welcome.

• **Doglovers:** "Canine Nutrition," a short course for dog breeders, trainers, handlers, sled-dog racers, veterinary technicians and others who work with dogs, will be held April 25 and 26. Topics will include anatomy of the digestive system, the function of nutrients, characteristics of commercial foods and feeding programs. For more information, contact Programs in Professional Education, Box 913, B12 Ives Hall; telephone 255-7259.

• **Breakfast with Rhodes:** There are a limited number of openings available for students to have breakfast with President Frank H.T. Rhodes. Those interested are invited to call his

office at 255-5201 to make a reservation. The breakfasts are held from 7:30 to 8:30 a.m. in Willard Straight Hall. Reservations are made on a first-come, first-served basis. Those with reservations will be reminded by mail a few days in advance.

• **ESL:** A non-credit course will be offered for visiting academicians who seek improvement in basic English-language skills, particularly speaking and listening comprehension. This 10-week course, meeting on Monday and Wednesday evenings from either 4:30 to 6 p.m. or 7:30 to 9 p.m., will begin Feb. 3. Registrations must be made by Jan. 30. For information, contact Programs in Professional Education, B12 Ives Hall; telephone 255-7259. Also, registration for Cornell Campus Club English as a Second Language classes will take place today, Jan. 23, from 7:30 to 9 p.m. in the One World Room of Anabel Taylor Hall.

State budget *continued from page 1*

financial aid commitments.

"For students entering next September, the reductions are even more severe, with significant reductions proposed for both award levels and income threshold eligibility through a return to the schedule of awards in effect in 1988-89. This recommendation will put further stress on the families of students interested in attending Cornell and other public and independent sector institutions, impairing yet again our already beleaguered institutional financial aid budget.

"Similarly damaging is the proposed 50 percent reduction in Bundy Aid, unrestricted institutional support to independent sector colleges and universities. This reduction will constitute a further loss of approximately \$1.8 million in the coming academic year. The elimination of \$800,000 in state matching funds for college work study programs constitutes yet another instance of cuts to our hard-pressed financial aid resources.

"In the face of these reductions, the university is gratified that the governor has expressed his support for the Center for Theory and Simulation in Science and Engineering, recommending a continued level of \$800,000 in operating support and proposing \$12.3 million in new capital funding. This recommendation is a strong vote of confidence in the important role played by the center in the state's economic development program.

"As President Rhodes indicated in December, New York's colleges and universities cannot continue to absorb budgetary reductions of this magnitude without significant adverse effects to the instructional, research and public service programs that we have been asked to provide. To the maximum extent possible, we at Cornell will attempt to deal with these reductions through attrition in vacated positions and through other cost-savings measures, but their magnitude suggests that it may not be completely possible to avoid personnel layoffs in the future. We will have a better sense of this situation once we have completed detailed discussions concerning the level of our campus reductions from the State University.

"In the days ahead, we will work vigorously

to bring the effects of these reductions to the attention of our legislative representatives and to help the public understand their significance for higher education throughout the state."

CU opposes state's withholding of TIAA/CREF funds

In a matter affecting approximately 1,300 employees in the statutory colleges, the governor and the Legislature are reportedly seeking to resolve an issue that has disrupted the contributions for TIAA/CREF retirement funds.

State Comptroller Edward V. Regan has begun to withhold state contributions to TIAA/CREF because of uncertainty over the legality of the current contribution rate. The employees affected include faculty and staff in Tiers 2, 3 and 4 of the Optional Retirement Plan. (Employees in Tier 1 and retirees are not affected.)

To ensure prompt deposits into retirement accounts, Cornell has had for several years a policy of advancing retirement payments to TIAA/CREF and being reimbursed by the state. Despite the uncertainty surrounding the contribution rate, Provost Malden C. Nesheim directed that Cornell continue its advance payment procedure on a week-to-week basis while the negotiations continue in Albany.

Recognizing the risk at which this places the university, as opposed to the individual employee, Nesheim has written directly to the state comptroller, registering his "strong objection to this unilateral, precipitous action" and added:

"We expect to be reimbursed on a timely basis for the advance payment we have already made to TIAA/CREF for our employees in January" and "for future payments during the time it takes for the appropriate state officials to resolve the concerns you have raised. . . ."

An apparent conflict in provisions of the State Education Law and Retirement and Social Security Law concerning the rate of contribution to the Optional Retirement Plan has generated the controversy.

CORNELL Chronicle

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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, 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 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.

GRADUATE BULLETIN

Register: Late Registration for graduate students, Office of the Registrar, 222 Day Hall.

Enrollment: Course Enrollment is through Feb. 7. Dissertation: A weekly workshop on overcoming writer's block starts Feb. 18 and continues on Tuesdays from 3 to 4:30 p.m. through April 28. Registration starts Jan. 24 at Dean of Students Office, 103 Barnes Hall, 255-3608.

Dissertation: Workshop on overcoming writer's block starts Feb. 18; registration begins Jan. 24 at Dean of Students Office, 103 Barnes Hall, 255-3608.

New students: Return the completed Special Committee Selection and Change form to the Graduate School by Feb. 7. For an entering student the form must bear at least the signature of a temporary adviser.

Active file fee: To avoid the \$200 active file fee, Ph.D. candidates who are not registered for spring 1992 must complete all degree requirements by February 7.

Summer assistance: Applicants must have a complete financial aid file in the Graduate

Fellowship Office by March 2. Seminars: Dissertation and thesis seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, on Monday, Feb. 10, at 1 p.m. for master's theses and on Tuesday, Feb. 11, at 1 p.m. for doctoral dissertations. The thesis adviser will discuss preparing and filing theses and dissertations.

Faculty meeting: Graduate faculty will meet on Friday, Jan. 31, at 4 p.m. in the General Committee Room, Sage Graduate Center, to vote on January degrees.

TA's: Teaching assistant workshops will be held on Saturday, Feb. 1, from 9 a.m. to 4 p.m. For information and registration forms, inquire at B-41 Day Hall, 255-8427.

Elections: Candidate petitions for student trustee and assembly elections are available from Office of Assemblies, 165 Day Hall.

Fellowships: Applications are available for Foreign Language and Area Studies Fellowships, deadline Jan. 31; and Jacob K. Javits Fellowships for doctoral students in the arts, humanities and social sciences, deadline Feb. 3.



America still seeks King's dream, local minister says at Sage service

By Albert E. Kaff

America is still searching for the "beloved community" that the Rev. Dr. Martin Luther King Jr. saw in 1963 when he described his dream of a nation free of prejudice with equal rights for all, a local minister declared on Jan. 20 at Cornell's service of remembrance and celebration for the civil rights leader.

The Rev. Derrick Span of Binghamton told about 250 students, faculty, staff and townspeople in Sage Chapel that with poverty, unemployment and racism increasing in America, "We discover how very far we are from the beloved community."

"With growing racial tensions, gang violence and growing murder rates, we are still in search of the beloved community," said Span, interim pastor at Ithaca's Calvary Baptist Church who teaches and conducts research on King's work.

To bring into being the beloved community requires recognition that people "are not animated tools but are sacred in themselves," he said.

"We must recognize that life must be free," he continued. "The denial of freedom and justice is to deny life itself. To rob a person of freedom and justice is to rob them of life." To achieve King's dream, "We must remove social stigmas, stereotypes and the cancers of society," he added.

Span called for a nation "where more money is spent on bread and not on bombs."

At the noon-hour service on Martin Luther King Day, the Rev. Robert L. Johnson, director of Cornell United Religious Work, spoke about the chapel's new stained-glass memorial window, presented by the Class of 1961 and dedicated last summer during Reunion Weekend.

The window honors three civil rights workers who were killed in Mississippi in 1964: Michael Schwerner '61; Andrew Goodman, whose parents attended Cornell; and James E. Chaney.

The service on King's birthday was attended by several senior administrators, including President Frank H. T. Rhodes, Provost Malden C. Nesheim, Vice President for Academic Programs and Campus Affairs Larry I. Palmer, Vice President for University Relations Henrik N. Dullea and Executive Director for Government Affairs Stephen P. Johnson.

At the conclusion of the service, which included a prayer by evangelist Sonya Hicks, a scripture reading by Tamara Webb, hymns, vocal solos by Debbie Williams and Pauline Small and readings from King's works by the Rev. Gurdon Brewster, Episcopal chaplain at Cornell who worked in King's movement, those present joined hands and sang the civil rights anthem "We Shall Overcome."



Photographs by Peter Morenus

"The denial of freedom and justice is to deny life itself," the Rev. Derrick Span (top) said during a Jan. 20 Sage Chapel service honoring Martin Luther King Jr. At the conclusion of the service, those present joined hands and sang the civil rights anthem "We Shall Overcome" (above).



Vice President Larry Palmer greets a student.

Consumer economists train low-income families on safe credit

By Albert E. Kaff

Consumer economists at Cornell are starting a program that eventually will instruct young, low-income families on how to use credit without getting hopelessly in debt.

"Our approach to credit is to help people stay out of trouble," said Jeanne M. Hogarth, an associate professor who specializes in financial planning and management in the Department of Consumer Economics and Housing in the College of Human Ecology.

Hogarth and her colleagues are developing an education project, "Building an Understanding of Credit Services," or "BUCS," that they believe is unique.

"No one is doing what we are doing in this format," Hogarth said. "There are remedial programs in the United States that are designed to rescue people from debt. But our approach is to prevent credit problems before they arise."

"The goals of the BUCS program are to enable young, low-income families to practice a set of skills related to credit use: deciding when to use credit, shopping for and acquiring credit, choosing appropriate credit plans and setting up an affordable repayment plan."

Last fall, Hogarth and Josephine Swanson, a senior associate in Cornell Cooperative Extension, interviewed families in upstate and downstate New York counties to determine what people know and do not know about credit and its alternatives.

"Many of the people we are talking with do not have credit cards, because their income levels are too low. But almost everyone is involved in credit through utility bills, telephone bills and medical bills, and they often are behind in payments," Hogarth said.

"Another problem is that some of these families are purchasing television sets or furniture through rent-to-own agreements that can increase the total purchase price by as much as two or three times," she added.

Teaching materials are being developed from information collected during this year's interviews and from other sources. To start BUCS rolling, Hogarth and Swanson will work with families who have graduated from the Expanded Food and Nutrition Education Program, also conducted by Cornell Cooperative Extension.

They will train selected families in basic financial management, and those families in turn will train their friends and neighbors.

In pilot counties, Hogarth and Swanson asked nutrition teaching assistants in Cornell Cooperative Extension a number of questions that shed light on local credit problems including:

- Do families from some cultural or ethnic backgrounds use money and credit differently than others?

- What are their top three or four specific credit problems?

- Where do people go for information on money and credit?

"From these key questions, nutrition teaching assistants and people from limited resource families will be helping us decide what to include in the program, how to package it for different groups, what teaching tools to develop and how to get the information to families," Hogarth said.

Russian construction executives will seek advice in visit to College of Human Ecology next week

By Albert E. Kaff

Seeking to privatize the construction industry in Russia, seven representatives of the St. Petersburg Construction Corp. will attend a symposium arranged for them here on Jan. 28 from 10 a.m. to 4 p.m.

The College of Human Ecology has scheduled a number of faculty speakers for a technical exchange symposium titled "The Built Environment in a Market System" to provide the Russians with current technical information on a number of construction issues including house and office technology, land use and housing economics.

The St. Petersburg Construction Corp. is the only construction firm in St. Petersburg, a city of 4.8 million. It builds commercial, industrial and residential properties.

The U.S. National Association of Home Builders and the Levy Partnership Inc., a design and research collaborative in New York City, invited the group to the United States to attend

its national convention and to meet with home-building experts at Cornell, said Joseph Laquatra, an assistant professor in the Department of Design and Environmental Analysis.

As a member of the National Association of Home Builders, Laquatra arranged for the Russians to visit Cornell to talk with academic experts in their field. His liaison with the Russian group was M. Emanuel Levy, president of Levy Partnership and a member of the international committee of the National Association of Home Builders.

"The St. Petersburg Construction Corp. is interested in privatizing its industry, and its leaders are looking into the possibility of academic exchanges between Russia and the United States in fields that relate to housing," Laquatra said.

During the symposium, Boris Surovtzev, first vice president of the St. Petersburg Construction Corp., will speak on the future of the construction industry in Russia.

Norman R. Scott, Cornell's vice president

for the first 18 months of the program, Hogarth and her colleagues will be testing the training program with selected families in the pilot counties. During the next 18 months, they will continue training while revising their teaching materials to meet any instructional problems. By mid-1994, they expect to be able to supply materials for the credit education program to organizations and states throughout the nation.

Major funding for BUCS is provided by the National Coalition for Consumer Education and the American Telephone & Telegraph Consumer Credit Education Fund.

for research and advanced studies, will open the one-day symposium in the faculty lounge of Martha Van Rensselaer Hall with welcoming remarks.

Laquatra will speak on housing technology in the United States. Other speakers and their topics:

- Franklin D. Becker, professor in design and environmental analysis, on Cornell's International Facility Management Program.

- William R. Sims, professor and chairman of the Department of Design and Environmental Analysis, on office lighting and employee productivity and health.

- Patricia B. Pollak, associate professor in consumer economics and housing, on land use regulations.

- Peter Zorn, associate professor in consumer economics and housing, on housing economics.

- Carol L. Anderson, associate director of Cornell Cooperative Extension, on cooperative extension service.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156. Scandinavian Couple Dance Workshop with Michael and Paula Ryan, Jan. 26, workshop, 1:30 to 4:30 p.m.; workshop review, 7:30 p.m.; request dancing, 8:30 p.m. to 10 p.m. For further information, call 257-7711.

Department of Theatre Arts

"Miscellaneous Dances," choreographed by Peggy Lawler, Allen Fogelsanger, Tory Chen and Claire Webster, will be presented on Jan 26 and 27 at 7:30 p.m. in the Class of '56 Dance Theatre, Center for Theatre Arts, 430 College Ave. Tickets are \$2, available in advance by calling 254-ARTS or at the door.

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.

"Electric Spaces: New Installations in Audio and Video Art," an exhibition consisting of the video installation "Brooklyn Bridge" by Joan Jonas and the audio installation "Sound Engine" by Bill and Mary Buchen, Jan. 28 through March 8. In conjunction with the exhibit, a panel entitled "The Art of Installations" will be held Jan. 28 at 4 p.m. in the museum.

A two-part workshop on printmaking for children ages 7 to 10 on Saturdays, Feb. 8 and 15. "Stencils, Screens, Squeezes: Printmaking for Kids" will explore the techniques and processes used in creating a silk-screen print. The program for 7- and 8-year-olds will run from 10 a.m. to noon, and the program for 9- and 10-year-olds from 1 to 3 p.m. The fee is \$14 for museum members and \$15 for non-members. Spaces are limited and participants are asked to register by Friday, Jan. 30. For information and to register, call 255-6464.

Free tours of its collection on Thursdays at noon and on Saturdays and Sundays at 1 p.m. The half-hour Thursday noon "Artbreak" series begins on Jan. 30 with a thematic tour "Reading Art, Speaking Art," a presentation focusing on composition in paintings of the 16th through 19th centuries. For reservations, call 255-6464.

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, 1/23

"Dark Obsession" (1991), directed by Nicholas Broomfield, with Gabriel Byrne and Amanda Donohoe, 8 p.m.
"The Commitments" (1991), directed by Alan Parker, with Robert Arkins and Michael Aherne, 10 p.m.

Friday, 1/24

"My Own Private Idaho" (1991), directed by Gus Van Sant, with River Phoenix and Keanu Reeves, 7 p.m., Uris.
"Dark Obsession," 7:30 p.m., Uris.
"The Commitments," 9:25 p.m., Uris.
"Taxi Blues" (1990), directed by Pavel

Loungine, with Piotr Mamonov, Piotr Zaitchenko and Natalia Koliakanova, 9:30 p.m.

"Brazil" (1985), directed by Terry Gilliam, Jonathan Pryce and Robert DeNiro, midnight, Uris.

Saturday, 1/25

"My Own Private Idaho," 7 p.m., Uris.
"Taxi Blues," 7:30 p.m.
"The Commitments," 9:25 Uris.
"To Have And Have Not" (1944), directed by Howard Hawks, with Humphrey Bogart, Lauren Bacall, Walter Brennan and Hoagy Carmichael, 10 p.m.
"Brazil," midnight, Uris.

Sunday, 1/26

"My Own Private Potato," 4:30 p.m.
"Brazil," 8 p.m.
"The Hour of the Furnaces, Parts 2 & 3" (1968), directed by Fernando Solanas and Octavio Getino, co-sponsored by Pentangle, 7:30 p.m., Uris. Free.

Monday, 1/27

"Numero Deux" (1975), directed by Jean-Luc Godard, with Sandrine Battistella and Pierre Oudry, 7:50 p.m.
"The Commitments," 10 p.m.

Tuesday, 1/28

"The Seven Year Itch" (1955), directed by Billy Wilder, with Marilyn Monroe and Tom Ewell, 7:40 p.m.
"My Own Private Idaho," 10 p.m.

Wednesday, 1/29

"To Have And Have Not," 7:45 p.m.
"Teatro! Theater and the Culture of Change" (1990), co-sponsored by CUSLAR, 8 p.m., Uris. Free.
"Barton Fink" (1991), directed by Joel Coen, with John Turturro, 10 p.m.

Thursday, 1/30

"Barton Fink," 7:20 p.m.
"Dean Again" (1991), directed by Kenneth Branagh, with Kenneth Branagh, Emma Thompson and Derek Jacobi, 10 p.m.

LECTURES

Society for the Humanities

"Post-Colonial Shakespeare: 'Hamlet' in Mizoram," Ania Loomba, Jawaharlal University, India, Jan. 27, 4:30 p.m., Guerlac Room, A.D. White House.
"France: The Political Uses of National Identity," David Goldey, politics, Lincoln College, Oxford, visiting fellow, Western Societies Program, Jan. 30, 4:30 p.m., Guerlac Room, A.D. White House.

MUSIC

Department of Music

World renowned soprano Kathleen Battle, an artist who has been acclaimed one of the greatest singers of our time, will perform on Friday, Jan. 31, at 8:15 p.m. in Bailey Hall. Her program will include works by Mozart, Handel, Liszt, Rachmaninoff and Strauss. Battle, who appears regularly at the Metropolitan Opera in New York City as well as the opera houses of Vienna, Paris and San Francisco and the music festivals of Salzburg, Ravinia and Tanglewood, has toured extensively in North America, Europe and Asia.

Tickets are \$20 to \$32.50 for students and \$24 to \$38 for the general public and may be purchased at the Lincoln Hall ticket office, open Monday to Friday from 9 a.m. to 1 p.m. The telephone number is 255-5144.

Bound for Glory

Roger Deitz, flatpicker of the Norman Blake/John Hartford school of songwriting, will perform in three live sets on Jan. 26 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Robert Williams, pastor, St. James A.M.E. Zion Methodist Church, Ithaca, will deliver the sermon on Jan. 26. 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, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.
Shabbat Services: Friday: Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:30 a.m., Founders Room, Anabel Taylor Hall.
Young Israel (call 272-5810 for time).

Korean Church

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

Muslim

Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhr prayer, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 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. Thursdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

Satya 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: A Path to Spiritual Growth," Thursday evenings at 8:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism

Zazen meditation every Thursday at 5 p.m. in Anabel Taylor Chapel.

SEMINARS

Anthropology

"Reason and Passion: Representation of Gender and Kinship in Malay Society," Michael Peletz, Colgate University, and Southeast Asia Program, Jan. 24, 3:30 p.m., 165 McGraw Hall.

Applied Mathematics

"Models for the Effect on Cancer Chemotherapy of Drug Resistance Due to Gene Amplification," Linda Harnave, Bar-Ilan University, Ramat-Gan, Israel, co-sponsored by program on theoretical and computational theory, Jan. 24, 4 p.m., 165 Olin Hall.

Biophysics

"Granulocyte-Macrophage Colony-Stimulating Factor: Fold, Family and Function," Andy Karplus, biochemistry, molecular and cell biology, Jan. 29, 4:40 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, Jan. 24 in 140 Bard Hall. "Fracture in Ceramic Composites: Theory, Simulations and Experiments" will be the theme. "Effect of Fiber Misalignment on the Fracture Toughness of Ceramic Composites," William Hillig, RPI, 2:25 p.m.; "Scalings in Fracture Probabilities for a Brittle Matrix Fiber Composite," S. Leigh Phoenix, theoretical and applied mechanics, 3:05 p.m.; "Fiber Pull-Out and Strain Localization in Ceramic Matrix Composites: Statistical Issues, Simulations, and Experiments," William A. Curtin, BP Research Center, Warrensville, Ohio, 3:45 p.m.

Chemical Engineering

"Molecular Dynamics Studies of the Freezing Transitions in Two Dimensions," Hans C. Anderson, chemical engineering, Stanford University, Jan. 28,

4:15 p.m., 165 Olin Hall.

Chemistry

"Carbon Radicals: Applications to the Semi-Synthesis of B-Lactam Antibiotics," Larry Blaszcak, Lilly Research Laboratories, Jan. 27, 4:40 p.m., 119 Baker Laboratory.

"High Resolution Laser Spectroscopy of Large Molecules in Molecular Beams," David Pratt, University of Pittsburgh, Jan. 30, 4:40 p.m., 119 Baker Laboratory.

Ecology & Systematics

"Conservation Education in Botanical Gardens and Arboreta," James M. Affolter, Cornell Plantations, Jan. 29, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"Lasers in Next Generation Optical Communication Systems," Yu-Hwa Lo, electrical engineering, Jan. 28, 4:30 p.m., 219 Phillips Hall.

Entomology

"Potato leafhopper: Another 'Pied Piper' Becomes a True Migrant," Elson Shields, entomology, Jan. 23, 4 p.m., Morison Room, Corson/Mudd Hall.

Genetics & Development

"A Family of Interacting Genes that Regulate Replication Initiation in Yeast," Bik Tye, biochemistry, cell and molecular biology, Jan. 27, 4 p.m. Conference Room, Biotechnology Building.

Immunology

"Resolving Macrophage Heterogeneity by Molecular Phenotyping: What Effects Do Hematopoietic Growth Factors Have on Macrophage Activation?" Lawrence B. Schook, University of Illinois, Jan. 24, 12:15 p.m., auditorium, Boyce Thompson Institute.

International Nutrition

"Intestinal Parasites and Malnutrition in Children," Lani Stephenson, nutritional sciences, Jan. 30, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"Making (No-, Non-?) Sense of Plan and Market at the Wane of the Twentieth Century," Poru Olpadwala, city and regional planning, Jan. 24, 12:15 p.m., 115 Tjaden Hall.

Mechanical & Aerospace Engineering

"Orthopaedic Implants: The Interface," D.J. Bartel, Jan. 28, 4:30 p.m., 111 Upson Hall.

Olin Library

A general, two-hour seminar on using Olin Library for research in the humanities or the social sciences. Information on the online catalog, finding journal articles, computerized data bases, reference materials, search strategies and interlibrary service will be provided. Sign up at the Olin Reference Desk or call 255-4985 for the following seminars: Saturday, Jan. 25, at 1 p.m. (humanities); or Tuesday, Jan. 28, at 7 p.m. (social sciences).

Peace Studies Program

"Proliferation Challenges After Iraq," Lawrence Scheinman, peace studies program, Jan. 23, 12:15 p.m., G08 Uris Hall.

Plant Biology

"Genetic Dissection of Blue Light Responses in Plants," Roger Hangarter, Ohio State University, Jan. 24, 11:15 a.m., 404 Plant Science Building.

Plant Breeding & Biometry

"Genetic Improvement of Apple," Susan K. Brown, NYS Agricultural Experiment Station, Geneva, Jan. 28, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"New Prospects in the Study of the Parasitic Weed, Oro banche," Daniel M. Joel, Jan. 28, 4:30 p.m., 404 Plant Science Building.

"Managing Potato Early Blight with Cultivar Nutrients and the PCM (Potato Crop Management) Program," Walt Stevenson, the 1992 Dimock Lecturer, University of Wisconsin, Madison, Jan. 30, 7:30 p.m., 404 Plant Science Building.

Population & Development

"The Role of Marriage Functions in Demography," Carlos Castillo-Chavez, biometrics, Biometrics Unit, co-sponsored by rural sociology, Jan. 24, 12:30 p.m., 32 Warren Hall.

Statistics

"Non-informative Priors for Robust Bayesian Inference," Martin Wells, industrial and labor relations, Jan. 29, 3:30 p.m., 100 Caldwell Hall.

SPORTS

(Home games only)

Friday, 1/24

Wrestling, SUNY-Buffalo, 4 p.m.

men's JV hockey, Mohawk CC, 8 p.m.
restling, Ithaca College, 8 p.m.

Monday, 1/25

men's track, Cornell Invitational
27. Women's track, Cornell Invitational
men's JV hockey, Norwood Prep, 2 p.m.
Women's basketball, Columbia, 5 p.m.
men's basketball, Columbia, 7:30 p.m.

Tuesday, 1/26

Women's gymnastics, Massachusetts, 1 p.m.

Wednesday, 1/27

Women's basketball, Bucknell, 7:30 p.m.

IIISC.

Cooperative Extension

Small Landlord Educational Seminar" addresses the needs of owners who rent residential properties, Thursdays, Jan. 23 and Feb. 6. "Money Matters: Basic Financial Management," a session workshop on basic financial decision making, organizing and setting up records, credit maintenance, etc., co-sponsored by the Family & Children's Credit Counseling Program, Jan. 28 through Feb. 25. For information call 272-2292.

Guitar Lessons

Eight one-hour weekly group folk guitar lessons begin Monday, Jan. 27, in the North Room of the Straight Hall. Open to the general public, the course, given by Phil Shapiro, costs \$40, payable at the first session when students register for lessons. A course for beginners will start at 7 p.m. and a course for intermediates will start at 8 p.m. For information call Shapiro at 844-4535.

Chinese painting seminar with Jim Hardesty

A seminar on Chinese painting will be offered by local artist Jim Hardesty at the Johnson Museum on Sundays in February and March.

Hardesty will present five slide lectures and demonstrations on aspects of Chinese painting: bamboo painting, Feb. 2; landscape painting, Feb. 16; bird and flower painting, March 1 and 8; and seal carving, March 29. The programs will run from 1:30 to 3 p.m.

Participants may register for one or more sessions. The cost is \$13 for museum members and

\$15 for non-members for each individual session or \$60 for members and \$70 for non-members for the entire program.

Registration is required one week in advance of each program and full payment is required in advance for those who wish to enroll in all five programs. The museum reserves the right to cancel any part of the program in response to inadequate registration.

For more information and to register, call the education department at 255-6464.

Video and audio art on display this term

From Tuesday, Jan. 28, through Sunday, March 8, the Johnson Museum will present "Electric Spaces: New Installations in Audio and Video Art." The exhibition, which was organized by Parabola Arts Foundation Inc. and is touring under the auspices of the Gallery Association of New York State, consists of the video installation "Brooklyn Bridge" by Joan Jonas and the audio installation "Sound Engine" by Bill and Mary Buchen. "Electric Spaces" has received support from the New York State Council on the Arts and the David Berman Foundation.

In "Brooklyn Bridge," Jonas focuses on the experience of a foot or bicycle traveler crossing the Brooklyn Bridge. The work was inspired by the image of "a structure that has mythic/poetic associations due to the beauty of its form and its place in history," says the artist. Jonas combines manipulated photographs and other images with a series of basic line drawings that, for her, represent the magical structures that make up the bridge. The installation uses a transparent projection screen that allows viewers to see the video image from

both sides.

The audio installation "Sound Engine" is a design for sonic architecture. As the participant enters the installation, sounds are triggered by motion detectors. Halogen lights beam light energy along the same vectors as the sound waves. The work is symbiotic, redefined and transformed by the way each participant interacts with the system, and it changes with each architectural space in which it is installed.

Since 1972 the Buchens have been collaborating to produce works of sonic architecture, often influenced by sonic phenomena they have discovered in cultures throughout the world.

Also, the museum will present a panel entitled "The Art of Installations" on Tuesday, Jan. 28, at 4 p.m. Moderated by Richard Herskowitz, adjunct curator of film and video and director of Cornell Cinema, the panel will address the aesthetics and special needs of museum installations. Joining Herskowitz on the panel will be Jonas, the Buchens and Leanne Mella, director of Parabola Arts Foundation.

Museum tours offered on Thursdays, weekends

The Johnson Museum offers free tours of its collection on Thursdays at noon and on Saturdays and Sundays at 1 p.m.

The half-hour Thursday noon "Artbreak" series begins on Jan. 30 with a thematic tour "Reading Art, Speaking Art," a presentation focusing on composition in paintings of the 16th through 19th centuries.

Artbreaks are scheduled for every Thursday during the spring semester, except for March 19. After the tours, participants are welcome to eat their lunches on the museum's sixth floor.

Weekend tours begin on Feb. 8. Reservations are not required, except for groups of five or more. For reservations and more information, call 255-6464.

Printmaking workshop for children next month

The Johnson Museum is offering a two-part workshop on printmaking for children ages 7 to 10 on Saturdays, Feb. 8 and 15. "Stencils, Screens, Squeegees: Printmaking for Kids" will explore the techniques and processes used in creating a silk-screen print.

The program for 7- and 8-year-olds will run from 10 a.m. to noon, and the program for 9- and 10-year-olds will run from 1 to 3 p.m. The fee is \$14 for museum members and \$15 for non-members. Scholarships are available. Spaces are limited and participants are asked to register by Friday, Jan. 30.

For more information and to register, call 255-6464.

Alumni coaches like the scholar/athlete focus here

by Martin B. Stiles

Cornell athletics is the best of both worlds: top notch students and top notch athletics, ice hockey coach Brian McCutcheon '71 said, echoing the sentiments of eight other colleagues who are Cornell graduates and now Cornell coaches.

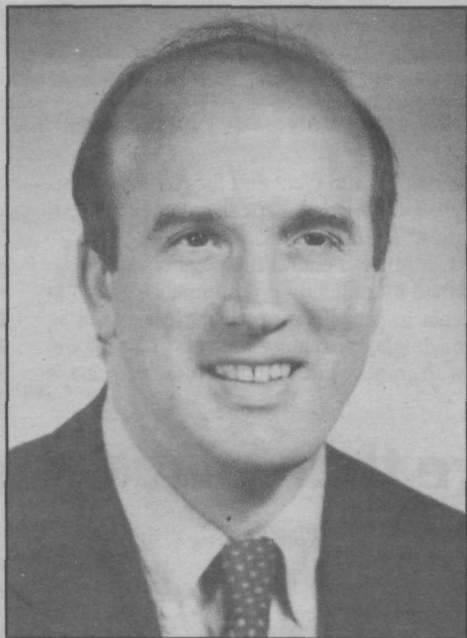
They are head coaches Jim Hofher '79, football; Dave Sarachan '76, soccer; John Dunn '73, women's crew; Dave Eldridge '81, men's and women's equestrian polo; and assistant coaches Jim Knowles '87, football; Casey Jones '90, lacrosse; and Keith Reitenbach '78 and Paul Schimoler '89, lacrosse.

And in the spring, a ninth alumnus will be added to the total. She is 1990 All-Ivy field hockey goalie Yanaka Bernal, who had been playing on the U.S. field hockey team for nearly a year when she turned down an opportunity to play on the U.S. team in the Olympic trials in New Zealand this fall.

True to Cornell's tradition of education first, athletics second, she returned to campus to complete courses for a degree in child psychology; she was scheduled to receive her degree in January.

"My education is a lot more important than a trip to New Zealand," said Bernal, who will help with the field hockey and women's lacrosse teams in the spring term.

When she begins coaching this spring, Bernal



John Dunn, the women's crew coach.

will join a long list of alumni coaches at Cornell, a list that boasts one of the world's most renowned

football coaches, Glenn S. (Pop) Warner, an 1894 graduate of the Law School whose illustrious career and innovative contributions to football strategy are recorded for posterity in the Encyclopedia Britannica. He coached at Cornell in 1897 and 1898 and again from 1904 to 1906.

"I don't have any ambitions of ending up in an encyclopedia," said Bernal. "I just want to coach and eventually design toys and end up happy."

It is interesting, however, to note how much Bernal's extra-athletic interests in art and design match those of the legendary Warner. He was an amateur artist. Many of his works are on display at the Pop Warner Museum in his hometown of Springville, N.Y.

As the story goes, alumnus Billy Atkinson, manager of football at Cornell before the turn of the century, visited Warner in Springville in 1897 and paid Warner \$200 for a number of his paintings so he could return to Ithaca and have enough to live on for at least a year while coaching a team.

Nearly a century later, crew coach John Dunn said he was willing to work for little or nothing during his first years of coaching at Cornell after his graduation from the College of Engineering.

"I knew my senior year I didn't want to be an engineer, and that I wanted to coach and that I was willing to make the sacrifices. I guess Cornell is in my blood," he said.

While all the coaches emphasized what Dunn called the "tremendous diversity and breadth of the Cornell educational experience," Dunn expanded on that thought by explaining that more than 80 percent of the crew members on this year's team never rowed before being given the opportunity here.

Looking back at his student days, McCutcheon recalled that "the education we received in the classroom speaks for itself, but we also gained an education while competing on the playing field."

He said that in later years, after played collegiate and professional hockey, that "once I determined that I wanted coaching to be my career, there was no better place for me to be than at Cornell University. I hope that the student-athletes on our team can look back someday and feel that competing on our hockey team was a part of their education at Cornell."

Cornell fields 35 intercollegiate varsity teams, 20 men's and 15 women's, with 1,200 participants. Another 10,000 students are enrolled in nearly 150 different physical education courses, and there are some 30,000 participants on more than 2,000 intramural teams.

Polo coach Eldridge said that when the head coaching job opened up at Cornell, he jumped at the opportunity because "I hoped that I could give back to the program some of what it had given me. Polo was in my blood. My dad and brother both played here." He pointed out proudly that five of his volunteer coaches are alumni.

Football coach Hofher reflected this Cornell spirit in what he said he valued most as coach and former student athlete — "the friendships that were developed with teammates on the competitive playing fields, the shared experiences of success and failure that create a lasting bond."

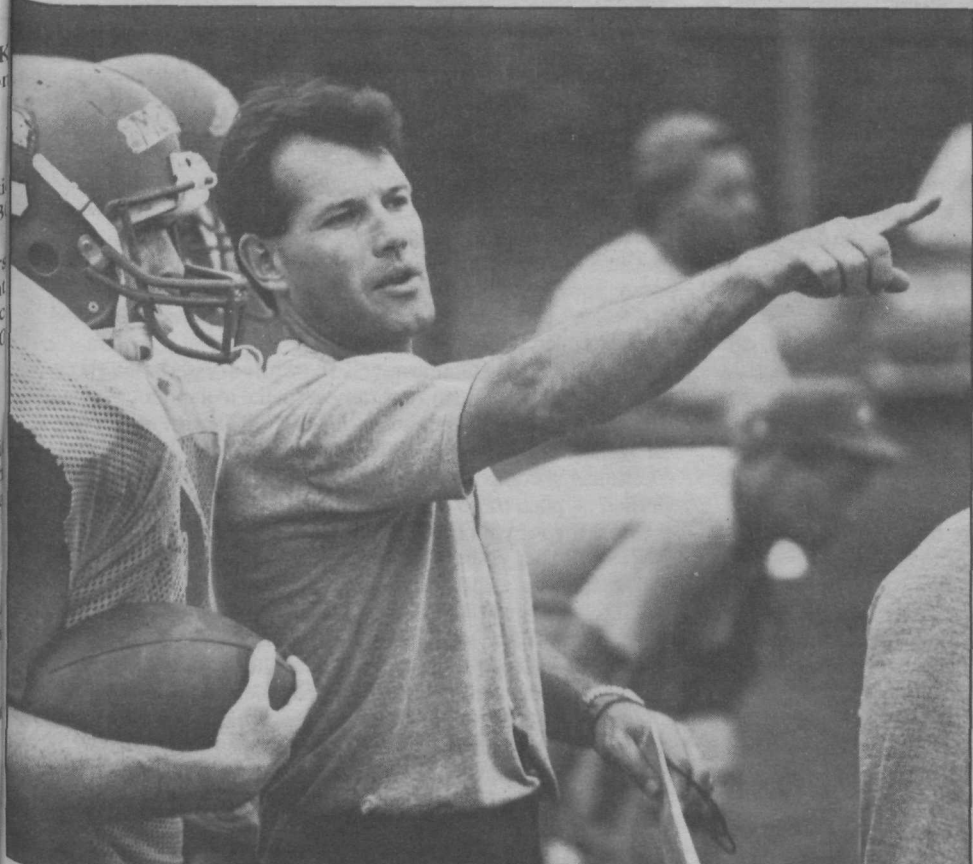


Peter Morenus

Yanaka Bernal, the 1990 All-Ivy field hockey goalie and an artist, is helping coach field hockey and women's lacrosse.



Hockey coach Brian McCutcheon, as a Big Red player.



Charles Harrington

Jim Hofher, a former Cornell quarterback, gives directions during a football practice.

New book cites economic ills facing higher education

By Albert E. Kaff

Admired around the world, American universities and colleges face economic problems that, if unsolved, may weaken their ability to serve the students of the future, reports a new book written by four economists at Cornell, Duke and Vanderbilt universities.

Published in January by the University of Chicago Press, "Economic Challenges in Higher Education" deals with well-known issues that trouble educators, parents and students: rising tuition, fluctuating supply of professors and demographic shifts in student population.

But the book offers a new analysis of these problems by explaining how higher education is being affected — often adversely — by changes in the nation's economy.

"The three major concerns of this volume — undergraduate enrollments, the supply of academics and costs — lend themselves to economic analysis and in fact have generated significant scholarly attention," they write. "Much of the resulting research is not, however, easily accessible to non-economists."

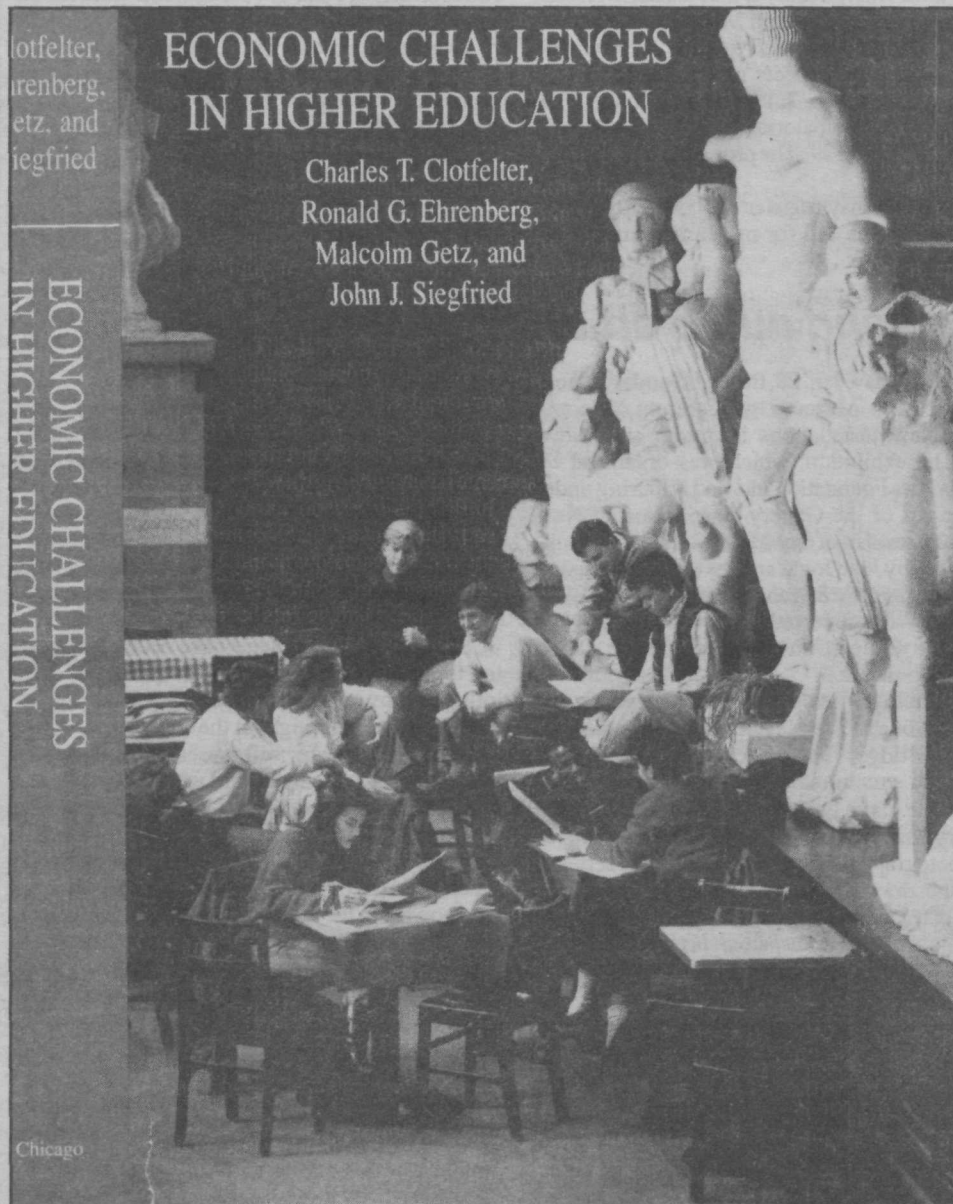
The authors then set out to explain the economic underpinnings of the current crisis in higher education.

While avoiding rigid prescriptions, the book outlines a number of possible cures for college ills. These include reducing federal grants to students in proprietary institutions, giving students more grants and fewer loans in early years, hiring more faculty without Ph.D. degrees and improving the fiscal management of universities.

The book is a product of a higher education project of the National Bureau of Economic Research, funded by the Andrew W. Mellon Foundation. The authors are:

- Charles T. Clotfelter, a professor of public policy studies and economics at Duke.
- Ronald G. Ehrenberg, the Irving M. Ives Professor of Industrial and Labor Relations and Economics at Cornell and director of the Cornell Institute for Labor Market Policies.
- Malcolm Getz, an associate professor of economics and associate provost for information services and technology at Vanderbilt.
- John J. Siegfried, a professor of economics at Vanderbilt.

The book maintains that "American higher education is often held up as a model for the world." But the authors warn that economic problems are bringing into question "our capacity to serve all capable college students in the future."



The jacket for "Economic Challenges in Higher Education" is a photograph taken in the Temple of Zeus in Goldwin Smith Hall by Chris Hildreth of University Photography.

"Economic Challenges in Higher Education" is divided into three parts that address issues that the authors say are "among the prominent issues in current discussions about higher education [and] are especially noteworthy and amenable to economic analysis."

Clotfelter writes on the demand for undergraduate education, Ehrenberg on the academic

labor supply, and Getz and Siegfried on costs and productivity in American colleges and universities. Their points include:

- Clotfelter: Federal financial aid could be reformed by reducing or eliminating grants to students in proprietary schools (for example, trade schools); providing students of traditional age with grants while requiring older students to

rely on loans, because presumably they have better employment prospects; increasing the amount of aid to poor students by changing the formula used for need analysis; and providing students with grants in early years of study, allowing loans to finance later years.

"This [latter] approach might overcome reluctance, especially among minority students, to borrow for college before they are confident that they will obtain a degree," Clotfelter writes.

• Ehrenberg: While the number of Ph.D.'s granted by U.S. universities has been roughly constant in recent years, other factors are taking Ph.D.'s away from teaching and university research, including non-academic job opportunities and the increasing number of Ph.D. recipients who are citizens of other countries.

The academic labor market appears to be responding to current and projected shortages of doctorates, but "whether the response will actually prove sufficient to prevent these shortages is not known." Ehrenberg suggests that "one way to economize on doctorate faculty is to substitute more non-doctorate faculty in the undergraduate educational process."

Ehrenberg asks: "How important to [institutional objectives] is the 'prestige' that accrues from having more doctorate faculty?" He says the question of whether a Ph.D. degree in itself makes for a better teacher requires more research.

• Getz and Siegfried: Critics say that university presidents and faculties are taking a larger share of the national income through tuition charges, but that they are producing less.

College costs are rising for several reasons, they write, including a competitive market in education that forces colleges to provide an increased range of services; shortages of faculty that have caused faculty salary increases to outpace inflation; limited managerial experience and skills of some college presidents and administrators; and increased government regulations such as affirmative action programs, safety and health regulations, and services for handicapped people that place new demands on education.

Getz and Siegfried conclude: "We observed that individual institutions with declining enrollments tend to have higher costs per student than other similar institutions."

"Colleges and universities have many fixed costs, obligations that persist for some considerable period of time even when enrollments decline. To avoid these fixed costs, institutions must restructure significantly, including, for some, closing down."

Teacher turns city planning into more than places and buildings

By Carole Stone

Susan Christopherson walked quickly into class, coffee cup in hand, apologized for her cold and then launched into a discussion of urban America that included private investment, office parks and mass production versus high-technology innovation.

In the next 90 minutes, she touched on the flight of manufacturing plants overseas, deregulation of the 1980s and Japanese and American savings rates.

Macroeconomics, right? Not quite.

This is "Introduction to the Built Environment," a graduate seminar in the Department of City and Regional Planning in the College of Architecture, Art and Planning. It's a course that examines the forces behind change in the built environment, forces involving political economy, sociology and public policy.

It's not exactly new, but it could be called the new wave in city and regional planning. And Christopherson's way of teaching it

earned her the College of Architecture, Art and Planning's Burnham A. Kelley Teaching Award in 1990-91 and an intradepartmental student-selected teaching prize.

"My aim is to produce planners who have a sense of themselves as independent professionals, not employees; people who know their own values and what they think a good society is," Christopherson said.

"Granted, there are very different views about this. But a planner has to start out from a notion of what makes a good society. That takes intellectual training, not just technical skills," she added.

Planners, she said, can educate policy-makers about their alternatives and help politicians make more informed decisions. An often neglected aspect of planning is the presentation of ideal solutions, she added. "Unless you first imagine it, you can't take steps toward it," she said.

Students in city and regional planning are trained in quantitative skills, basic law, policy analysis and world politics, and questions of equity, according to Richard Booth, the department chairman, who is a lawyer by training.

It is expected that graduates will work in city and county government, community organizations, state and federal agencies and international organizations. Some will specialize in issues such as transportation or housing, others in land use and the environment, others in historic preservation.

The strength of Cornell's Department of City and Regional Planning has traditionally been in international planning, especially in the Third World, and in local governments' work to stimulate economic development.

Almost as soon as she arrived here from the University of California at Los Angeles in 1987, Christopherson and colleagues Pierre Clavel and Margaret Wilder began a review of the curriculum in regional planning.

Christopherson created her course on the built environment to expose students to the often conflicting approaches of economic developers and historic and cultural preservationists.

The other major course she added, "Industrial Restructuring, Implications for Local and Regional Policy" examines the relationship between economic change and government policy.

"There is a saying, 'Think globally, act locally.' But what I'm saying in that course is that this may not be enough," Christopherson said. "To act locally you need to understand national decision-making and the impact of a lack of national health care or the disappearance of a tax base because of de-industrialization or the end of government job training programs."

While Christopherson is not unique in exploring the interre-

latedness of these subjects, she "has certainly added a big element to Cornell's department" by adding courses it never had before, Booth said.

"She's a skilled academic, but she has a good deal of political savvy, too," Booth added. "Her ideas aren't just based on research. She's been involved in a lot of political campaigns. That gives her work additional credibility."

The teaching awards Christopherson won last year reflect her personal style and 20 years of teaching; she started teaching at 23 and knows universities well.

"She's a tremendous teacher, a superstar," said Porus Olpadwala, an associate professor of city and regional planning.

Students say she's personable and accessible, welcomes interruptions and doesn't control discussions more than she needs to. As a result, her office hours are always full and she devotes another two hours a week to unscheduled advising.

"I imagine she writes more recommendations than any other professor in the department," said Kathy Rankin, teaching assistant for "The Built Environment."

Christopherson sits on numerous thesis committees in city and regional planning, industrial and labor relations, and rural sociology, but the one that tickled her most was a committee for a student in comparative literature.

The student read Gothic novels and wrote a dissertation about the concept of home, using a variety of spatial metaphors. "It was wonderful for me," Christopherson said. "At another university, for someone in a planning department to be on a dissertation committee in comparative literature would be unthinkable. But Cornell is much more interdisciplinary than many places."

More than anything else, it is the breadth of Christopherson's interests and her vision of what planners can do that set her apart as a teacher and an adviser.

"It's her comprehensiveness that keeps the course interesting," said Eric Clay, a student in "The Built Environment." "She does more justice to the subject matter than most professors because she brings in psychology, aesthetics and sociology."

In the past 10 years, Christopherson has done extensive studies of the movie industry and the reasons for its location in Hollywood, and on labor patterns, especially women's employment, in the industrialized countries.

She has consulted for the Organization for Economic Cooperation and Development in Paris, the U.S. Department of Labor and the United Nations.

She is spending the next six months at the Wissenschaftszentrum, or Science Institute, in Berlin.

Her other current projects include a book on the U.S. path of adjustment in the world economy.



Peter Morenus

Associate Professor Susan Christopherson

The end of Peggy's Jass Era

Haine's band to give a farewell concert in Statler on Feb. 1

By Carole Stone

After she gives her farewell concert with the Lowdown Alligator Jass Band, Peggy Haine plans to build a giant bonfire and burn all of her high-heeled shoes.

"I never want to wear a pair of heels again," said Ithaca's sultriest singer, who will feed the fire with 18 pairs of size 11 shoes.

Later in the year, she will auction off her costumes and donate the take to Ithaca's new Sciencenter.

Haine is giving up vaudeville.

But first, there will be one more show: a grand finale on Saturday, Feb. 1, at 8 p.m. in Statler Auditorium.

"I'm going out with a bang," Haine said, promising as many costume changes as she can manage and "an amazing parade of half-naked men."

She's sure to sing the song that she's made her theme — Willie Dixon's 1950s blues classic "Built for Comfort." That's the one that goes: "I am not built for speed. I've got everything papa, everything you'll ever need. . . . Hey, it's all here in one big . . . soft . . . package."

Will she miss the music?

"Sure," she said. "There's nothing like performing in front of 3,000 people, which we do at the Finger Lakes Jazz Festival, especially after years of playing dingy bars where the people are fighting and they think of you as the wallpaper."

"To have 3,000 people not only looking at you but also screaming for you is wonderful."

But after 14 years with the Lowdown Alligators, Haine, a writer and analyst in Cornell's Office of Communication Strategies, said she is "looking forward to having a life again."

She is forsaking the Ziegfeld Follies, feather boas and sequined gowns for the pleasures of country living: clean air but the same dirty talk.

Driving around town in a Ford pickup truck complete with shotgun rack, she proclaims, by bumper sticker, that if your beer doesn't have dirt in it, you're not having fun yet. On the



Mike Wellen

Red Hot Mama Peggy Haine poses with her Lowdown Alligator Jass Band (from left): Harry Aceto, banjo and guitar; Rick Bogel, trombone; Dane Marion, tuba; Michael Wellen, drums; Brian Earle, clarinet and saxophone; and Molly MacMillan, piano and arranging.

weekends, she heads out to her country cabin to hunt deer and to ice skate.

One of these days, Haine would like to get together with her new neighbors to revive the area's old country minstrel shows. And she'd also like to start a madrigal group to sing bawdy madrigal songs.

But none of this will be for pay. Haine's career as a professional musician is over.

Instead, she's taking on science writing for teen-agers.

Can the resurrection of a Red Hot Mama find true satisfaction telling teens about the birds and the mammals?

Well, biology was one of Haine's earliest interests — along with music. She planned to study biochemistry when she came to Cornell as a freshman in 1961.

Eleven years later she graduated with a bachelor's degree in rural sociology, having taken seven years off to play music in New York City.

Before joining the Office of Communication Strategies, Haine spent six years as director of Cornell's Summer College for high school students.

While working on a brochure for Admissions and the Division of Biological Sciences, she was struck by "how much work there is to be done to reach students and their teachers."

"I'm not going to become a scientist," she said. "But I think I'm a good translator."

So, before this Jass Era ends, just how did it all begin?

Haine — who once competed in a Trumansburg demolition derby, represented the Fourth Ward on Ithaca Common Council and was named Best Dressed and Worst Dressed in the same year in an Ithaca Times reader's poll — began her Red Hot Mama act in 1976 at the Unicorn nightclub above T. G. Miller's in downtown Ithaca.

In a loud red dress "that didn't cover enough," she "sang nasty songs to piano accompaniment" and found a style that suited her.

She had played with the Even Dozen Jug Band and the Iron Mountain String Band in New York City and several more bands in Ithaca — Angel Band, "a folk group that played biker bars"; Goin' Home, a blues band "whose other members were collectively employed as the dishwasher at Johnny's Big Red Grill"; Country Cookin'; and the Correctones, "a band that threw me out because I wouldn't stand in back behind the others."

She found her stride when she, tuba player Dane Marion and

clarinetist Brian Earle formed the Lowdown Alligator Jass Band, taking their name from a Ma Rainey song that goes, "You lowdown alligator, just watch me. Sooner or later I'm gonna catch you with your britches down."

The Alligators played the music of Jelly Roll Morton and Bix Beiderbecke, Bessie Smith

and Ethel Waters. For nine-and-one-half years they played Sunday brunches at Plum's restaurant on the Commons, and they were regulars at the Ithaca Festival and innumerable Cornell events.

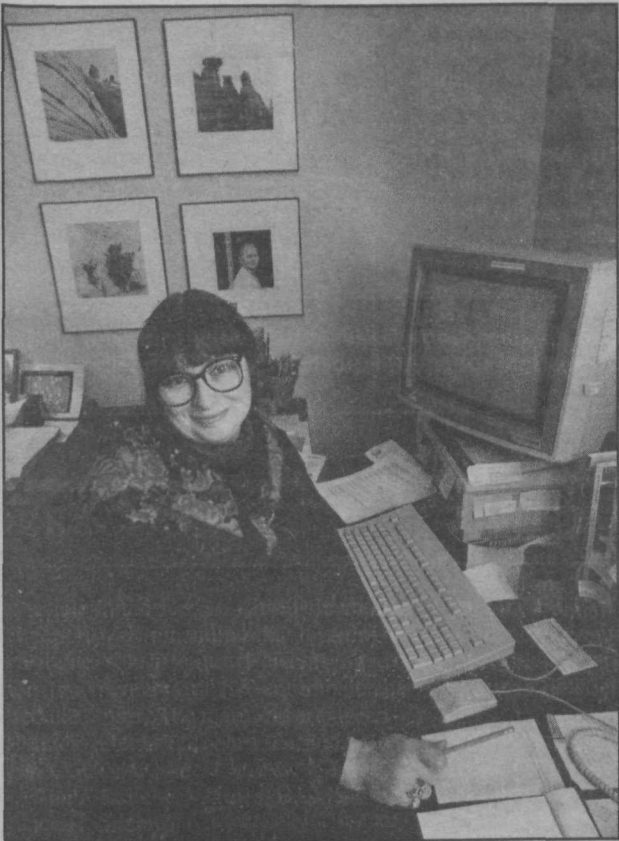
The band also travelled up and down the East Coast of the United States, to New Orleans several times and four times to the Sacramento, Calif., Jubilee, the largest gathering for traditional jazz in the world.

Haine's one regret about her show business career is that she never toured Europe with the Lowdown Alligators — although she did perform in Amsterdam at 2 a.m. in the city's largest gay disco.

But that's another story.

Tickets for Haine's grand finale are on sale at the DeWitt Mall ticket center and by calling Ticketmaster at (800) 382-8080. Admission is \$10 in advance and \$12 at the door.

CORNELL
People



Peter Morenus

Writer and analyst Peggy Haine at work in the Office of Communication Strategies.

Expert calls for robust safeguards against nuclear proliferation

By Carole Stone

The international agency that monitors nuclear proliferation should begin implementing its policy of making special inspections in countries suspected of clandestinely assembling nuclear weapons, Professor Lawrence Scheinman told a Senate Foreign Relations subcommittee on Jan. 14.

While the International Atomic Energy Agency has authority to make these inspections, which cover any location, including those suspected of hiding undeclared nuclear materials, the agency has never made use of this provision, primarily because there never has been plausible evidence suggesting the existence of clandestine activity in Non-Nuclear Proliferation Treaty states, Scheinman said.

To become more robust, the IAEA should implement a number of other measures, too, Scheinman said:

- Enforce the requirement for early notification to the IAEA of plans to construct nuclear facilities.

• Implement a universal reporting system covering all nuclear materials, equipment, components and technology centered on the IAEA to make national nuclear activities more transparent.

• Achieve cooperation of national intelligence services in providing information to the IAEA.

Scheinman, a nuclear proliferation specialist and government professor in Cornell's Peace Studies program, was one of three experts who testified before the Senate Subcommittee on East Asian and Pacific Affairs in anticipation of high-level talks between the Bush administration and North Korea.

Officials of the two countries were scheduled to meet on Jan. 22.

Although North Korea signed the Non-Proliferation Treaty in 1985, agreeing to negotiate a safeguards agreement within 18 months, North

Korean officials have not yet completed a safeguards agreement allowing inspections of the country's nuclear facilities.

North Korea is believed to have at least one new 30-megawatt nuclear reactor that could produce 30 grams of weapons-grade plutonium a day and possibly a reprocessing plant to recover that plutonium. Neither the new reactor nor the alleged reprocessing plant is safeguarded by international agreements.

Recently, officials in Pyongyang said they would agree to international inspections and safeguards. However, many American experts, including Scheinman, are doubtful.

"There is good reason to be concerned that North Korea is intent on following the example of Iraq," Scheinman said.

North Korea has for years been one of the world's most secretive countries, which casts further doubts on the ability of the IAEA to monitor its activities.

"Safeguards have primarily been a mecha-

nism for providing assurance of compliance by states firmly committed to nonproliferation . . .," Scheinman said.

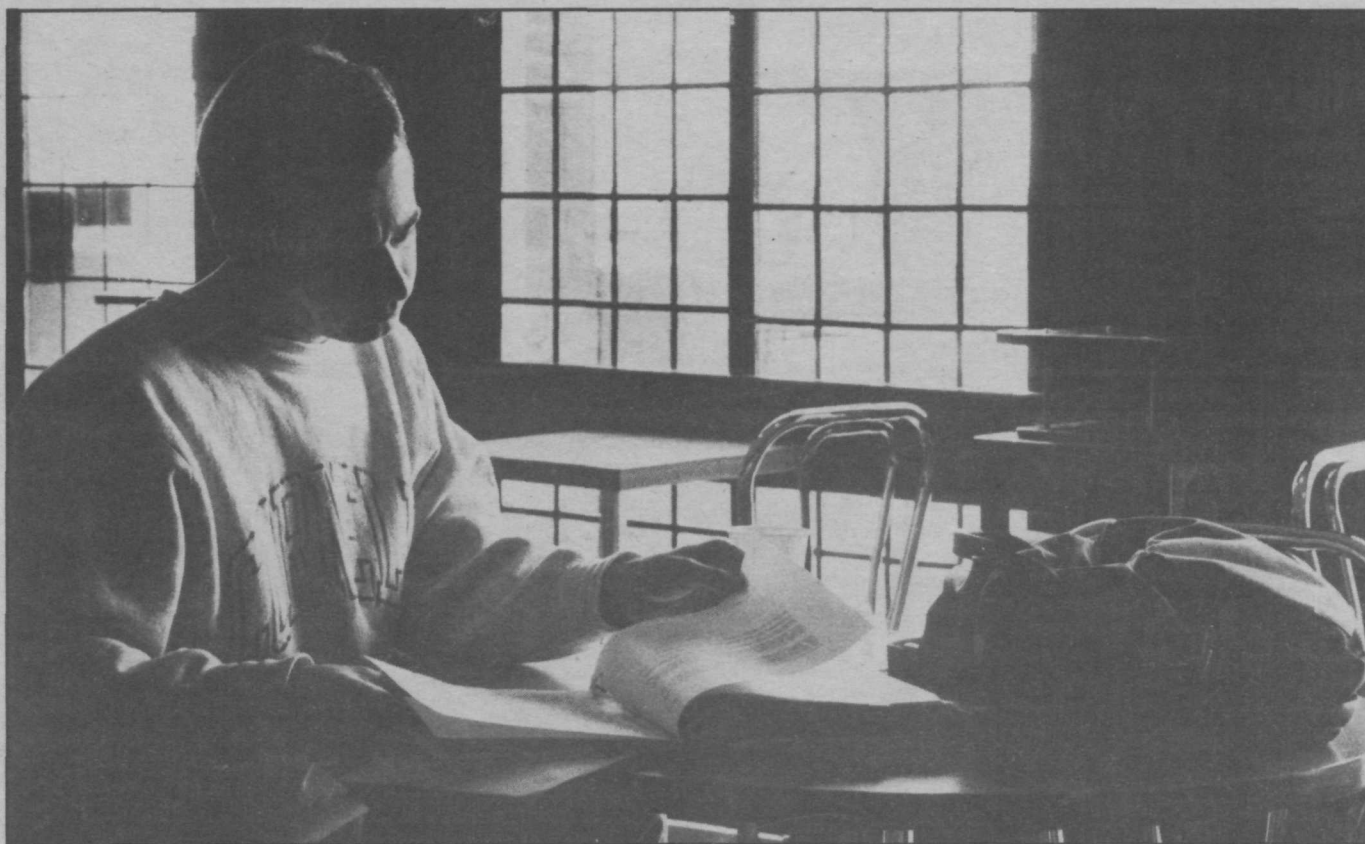
"They have not been designed to, nor have they focused on, the malevolent NPT party who with malice aforethought pursues a dual track program and relies on clandestine nuclear activity to achieve what it has forewarned in joining the NPT . . ."

But with additional support and more robust implementation, the IAEA can become a more effective agency, Scheinman said.

Scheinman was special adviser to the director general of the Vienna-based IAEA from 1986 to 1988.

He served as principal deputy to the deputy undersecretary of state for security assistance in the State Department during the first two years of the Carter Administration and as senior policy analyst and head of international policy planning at the U.S. Energy Research and Development Administration from 1976 to 1977.

Solitude



James Beam, a student in the Johnson School, finds a quiet moment for study in Willard Straight Hall.

Peter Morenus

End of History *continued from page 1*

resident of the Telluride House; and, in a completely uncharacteristic move, one night destroyed a guitar while doing a Jimi Hendrix impersonation.

These days, Fukuyama has an easy-going style, laughs more often than one might expect and speaks in a calm voice that is peppered with enthusiasm when he recalls intellectual discoveries as "moments of epiphany."

Fukuyama's office — the temporary one he used to write his book — is ornamented with nothing fancier than cardboard boxes and an extra large can of Maxwell House coffee. There is no nameplate on the door, no secretary or colleagues nearby. This is simply the place that offered the peace and quiet in which he researched and wrote his book in 13 months.

"It's been marvelous," he said with a youthful grin.

The son of a professor of religion, Fukuyama came to Cornell in 1970 intrigued by Telluride House, where he lived with other students interested in self-government of everything from finances to special programming, and he debated Plato until 3 a.m. on several occasions with Bloom.

Fukuyama majored in classics and English, torn by a dual interest in public policy and literature. He went on to study with Jacques Derrida and Roland Barthes in Paris and later entered a Ph.D. program in comparative literature at Yale University. Then he discovered literature was the wrong choice.

"I decided deconstructionism was intellectually bankrupt, a degenerative form of Nietzscheism," Fukuyama said. He said he re-

'For all our efforts, now, we cannot imagine something different and better than liberal democracy. We can imagine a better society by implementing its principles more fully. But we cannot imagine better principles.'

— Francis Fukuyama

jected Marxist professors who failed to acknowledge that Marxism, too, could be deconstructed, and he abhorred deconstructionism itself for undercutting the power and influence of ideas — the very thing he cares so much about today.

He moved to Harvard University and completed a Ph.D. in Soviet foreign policy and Middle Eastern politics in 1981. Then he spent most of the 1980s as a consultant to Rand Corp., where he wrote papers such as "The Soviet Threat to the Persian Gulf."

But as he was disdainful of deconstructionism in academe, so he was disheartened by people in Washington, because "they are not reflective,

they don't read books, they only focus on policy issues."

He witnessed this firsthand while deputy director of planning for the State Department from 1989-90, when, he said, Washington failed to recognize one of the most important new ideas of the time: perestroika.

"There was a major reaction of disbelief about perestroika," he said. "Many saw the imposing structure of communism and believed power was more important than ideas. They would not understand that when ideas start changing, the foundation of the social structure starts changing. That being the case, they could not anticipate the implications."

But, Fukuyama added coyly, he could. "It seemed there were things going on that were larger than people here could contemplate," he added. "That's why I ended up writing 'The End of History.'"

Fukuyama's essay was published in the summer of 1989 in *The National Interest*, a small neo-conservative foreign policy journal, and accompanied by six responses from the likes of Bloom and Sen. Daniel Patrick Moynihan.

There was an unexpected storm of responses worldwide. Some wondered whether it reflected Bush administration thinking, which it did not; others found his ideas about "endism" seductive — and brilliant, or pernicious. The essay was reprinted in Paris, Tokyo, Rome, Sydney and Amsterdam. Fukuyama was profiled in *The New York Times Magazine*, interviewed by David Frost in London and followed by a horde of reporters in Brazil.

The phrase had caught on, if not the concept. What, then, is Fukuyama's idea about the "end of history?" To understand it, one must follow his attempt to popularize Hegel.

Hegel argued that what drives history is "the struggle for recognition" as a human being with a certain worth or dignity, Fukuyama writes. Once, people fought to force others to "recognize" their value and the others submitted to them, under fear for their physical safety. This gave birth to a string of master-slave relationships: theocracies, monarchies, feudal aristocracies. But each form of society failed to satisfy the desire for recognition; for masters, the rub was that for their recognition they depended upon slaves.

Then the French and American revolutions broke out and unequal recognition was replaced with rights to universal, reciprocal recognition — something Hegel believed was more satisfying than material prosperity. With this, he declared that the struggle for recognition was satisfied — and history had come to an end.

But if Hegel declared the end then, why is Fukuyama touting it now?

"Hegel did not anticipate things like the rise of communism and fascism," Fukuyama explains, "and people argued that they demonstrated that it was not the end of history."

"The 1980s proved the truth of Hegel's original assertion. For all our efforts, now, we cannot imagine something different and better

than liberal democracy. We can imagine a better society by implementing its principles more fully. But we cannot imagine better principles."

Consequently, Fukuyama argues, we can now also return to the old idea that history is universal, intelligible process — an idea he says was abandoned in the 20th century because totalitarian governments distracted and filled us with pessimism. Now that is over and we can pick up the pieces of Hegel's idea of history and recognize democracy as the end of the struggle.

Is Fukuyama, in the end then, simply a lionizer of the recent triumph of democracy and the American way?

Many have thought so. But there is a twist to his argument. It appears in the second part of his title: in Nietzsche's phrase, "the last man."

To Nietzsche, democracy represented the victory of the slave and slavish morality. The typical citizen, Fukuyama writes, was a "last

Freshmen *continued from page 1*

apparent hodgepodge of listings and this advice from Kidder: Consider each topic; leave your preconceptions about careers behind and follow your fancy.

Topic Number 1, for no particular reason, was "Cell Replication and Differentiation in Early Embryos," led by physiology Professor Robert H. Foote and his research collaborator, Xiangzhong Yang. "The Contractile Proteins of Muscle: Making Bats Fly and Horses Leap" was the 26th offering from John W. Hermanson, assistant professor of veterinary anatomy.

Number 67 was "Animal Communication from Science to Conservation," with Christopher Clark, director of bioacoustics at the Laboratory of Ornithology and an internationally noted whale researcher.

The students spent afternoons, evenings or weekends in laboratories or in data-gathering in the field. When they were through, they provided written comments to Kidder and Jon C.

Glase, a senior lecturer in neurobiology and behavior and laboratory coordinator in the Introductory Biology program. Glase said he helped Kidder with the program because "some students may have a strong interest in the life sciences, but they've probably never considered research. Career paths in the human-service professions have a definite predetermined beginning, middle and end — whereas people who go into research often happen upon something that interests them."

For example, Steven R. Thompson, a freshman from Wattsburgh, Pa., called Professor of Veterinary Pathology John M. King's necropsy lab "truly fascinating" and "gross but educational." To be fair, Dr. King had warned the potentially squeamish that "actual fresh but pathologically affected organs and tissues will be available for handling" and added, parenthetically, "with gloves."

Thompson was so intrigued that he received

Trustees meet Jan. 23 to 25 in New York

The Board of Trustees will discuss implications of the continuing state budget crisis during meetings in New York City today through Jan. 25.

The state budget will be discussed in open sessions of the Executive Committee — today at 2 p.m. in Room A/B of the Cornell Club, 6 E. 44th St. — and of the full board, Jan. 24 at 9 a.m. in Room A-126 of the Harkness Building at the Cornell Medical College, 1300 York Ave.

In its open session, which will run till about noon, the board will also discuss the status of applications for next year, hear reports on the university's research and on improving the evaluation of teaching, be updated on the capital campaign, and discuss the university's response to the report of the city of Ithaca's Cornell-City Relations Study Commission.

Other committee sessions that will be open are:

- Buildings and Properties: today, 9 a.m., Room A/B of the Cornell Club, for a brief discussion of future plans for the School of Industrial and Labor Relations.

- Land Grant and Statutory College Affairs: today, 4:30 to 6 p.m., Room A-126 of the Harkness Building.

- Academic Affairs: today, 6:30 p.m.; also, a subcommittee will begin discussion of 1993-94 financial-aid policies at 7:30 p.m.

man" who "gave up his or her prideful belief in his own superior worth in favor of comfortable self-preservation."

Fukuyama himself is not so disparaging. There is "genius" in democracy, he says, in that it allows people to struggle for recognition in ways that serve the greater good, in the arts and science, for example.

But there is rationale to Nietzsche's argument, too, Fukuyama says.

"You would not be motivated to do anything excellent if you were simply motivated by a desire for equal recognition. A democratic society cuts down the peaks and fills in the valleys and, in the long run, mediocrity is the real danger to democratic stability," he said.

Therefore, Fukuyama concludes, the important question is no longer, Will democracy prevail against communism? It is, How good is what we've got?

permission to attend more necropsies (the fact-finding autopsies performed on animals) that are normally reserved for graduate and veterinary students.

Another freshman, Sally S. Yang of Orlando, Fla., worked on "Measuring and Understanding Sex Differences in the Brain" with Timothy DeVoogd, an associate professor of psychology. "The best part," she said, "was actually participating in the experimental process — analyzing the various parts of a song sung by a female bird and determining what the syllables were, how many different types there were and when the syllables repeated themselves."

Although some students said they would now take elective courses in newly discovered fields, it's too early to tell whether the brief research experiences will change any career directions, said Kidder, a former high school teacher.

The Explorations Program is looking for additional researchers to open their labs during the spring semester, and during subsequent years, Glase noted.

As the educators prepare for another semester of shepherding students to laboratories on and around the Cornell campus, they are buoyed by the first round of comments.

"It gives students a look at what Cornell is doing beyond instruction," said one student, who was surprised to discover the Laboratory of Ornithology. "This is how to get people interested in research," said another, after producing an electrocardiogram from heart tissue.

"We were actually able to hold a human brain, which was a unique experience," said a visitor to the Psychology Department's Cornell Brain Collection.

"It left me inspired," said another student who had studied bird brains. "Biology is more than fearing tests and practicals!"

CORNELL Employment News

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Human Resources

Volume 4 Number 2 January 23, 1992

President's Council of Cornell Women Seeks Applicants for Grants

Cornell University faculty, staff, and students are invited to apply for a grant, available through the President's Council of Cornell Women. The purpose of this offering is to support Cornell women and to address issues of particular concern to women.

Application may be made for a grant to support either 1) research by women faculty or students, or 2) projects by faculty, staff, or students which advance leadership skills among faculty, staff, and/or students, or which deal with issues affecting women. Examples of such projects might include providing specialized management training in areas of the university where there are large numbers of women, addressing problems of sexism, or setting up guest lectureships. Special consideration will be given to proposals that involve multiple constituencies—i.e., projects or research that involve faculty and students, students and staff, faculty and staff, or all three.

Grant applications ranging from \$1,000 to \$25,000 will be considered. All materials must be submitted by March 1, 1992. The grant starting date would be either June 1, 1992 or September 1, 1992.

The proposal submitted should be concise (no more than 10 double-spaced pages and cover page) and should include the following sections:

1. an abstract of the proposal (1 page)
2. statement of the problem or topic
3. detailed plan of the proposal
4. relevance to a particular social issue or need
5. anticipated results
6. evaluation techniques
7. detailed budget, allowing for 10% university administrative costs
8. time schedule for planned work.

Supporting documents are also requested. For more information about these, and for further information about the grants, contact Martha E. Eller, Director, President's Council of Cornell Women, Alumni House, 626 Thurston Ave., 255-6624.

Employee/Family Night at the Court This Saturday, January 25

Reminder: Chicken Barbecue Location Has Been Changed to Alberding Field House Multipurpose Room

Chicken Barbecue: 4:30-7:00 p.m., Women's Game: 5:00 p.m., Men's Game: 7:30 p.m.

Tickets are no longer available for the chicken barbecue, but discount tickets for the Columbia/Big Red Women's and Men's basketball games, January 25, are still available through tomorrow, January 24, at the price of \$2.00 each. You may purchase basketball tickets in person from the Alberding Field House Ticket Office (10:00 a.m.-2 p.m.); Cornell Recreation Club, 165 Day Hall (8 a.m.-4:00 p.m.); and the Campus Store Service Center (8:30 a.m.-5:30 p.m.).

A reminder to all that the chicken barbecue has been moved from Barton Hall to the Alberding Field House Multipurpose Room. Parking in the garage is encouraged, and a sign at the main entrance of the Alberding Field House will direct you to the Multipurpose Room.

Select Benefits Claims Schedule 1992

Reminder: The deadline for remitting claims for reimbursement of expenses incurred during 1991 is March 31, 1992.

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

1/31	4/10	6/26	*8/27	*11/19
2/14	4/24	7/03	9/11	12/04
2/28	5/08	7/17	9/25	*12/17
3/13	*5/28	7/31	10/23	
3/27	6/05	8/14	11/06	

*Early deadlines due to Memorial Day, Labor Day, Thanksgiving and winter holidays.

Physical Activity Classes Spring 1992

Open to all Cornell Employees through the C.U. Wellness Program

Early-bird Aerobics

6:30 - 7:30 am M-W-F Dance Studio HNH

This class emphasizes body sculpturing and fat burning through movement. This is for our early birders! Men are encouraged to attend. Any level of skill will be accommodated. Start your morning out with a bang. Class has already begun and will finish May 29th for the Spring term.

Evening Aerobics

5:15 - 6:15 pm M-W Dance Studio HNH

These classes emphasize low-impact movements with high intensity aerobic work and fat burning. Monday will be a beginners bench step class and Wednesday will be the regular low impact aerobics class. Join the hottest aerobics class around for men & women. Class has already begun and will finish on May 29th for the Spring term.

7:00 - 8:30 pm	M-W	HNH Gym
7:00 - 8:00 pm	T-R	HNH Gym
3:00 - 4:30 pm	F	HNH Gym

This class is for students and employees. It is high intensity with a variety of impact. It is recommended

If you are interested in any of these classes, come for a complimentary class. To register, contact the Wellness Office at 255-5133. Course fees are \$2.00 per class. Fees are due when you begin the course and will be prorated as to the number of classes remaining in the semester.

Reminder: For those employees interested in joining the 1992-93 Wellness Program new applications are being accepted at this time. Contact the Wellness Program at 255-5133 for more information. New members are accepted in late Spring. Over the summer you will undergo your orientation, medical screening and physical fitness appraisal. Members will be ready to begin their programs in late August.

for those who are aerobically trained and are looking for an alternative activity. This is not for beginners.

Classes begin Jan. 20th and will finish on May 8th. This aerobic program is offered for only \$20 per semester no matter how many times you come per week. This is the best bargain in Ithaca!

Toner-cise

12:25 - 1:10 pm M-W Teagle Hall Wrestling Room

This class will emphasize the strengthening, toning and flexibility of the upper and lower body. This is a great complimentary class to your aerobic workout sessions. This class has been affectionately named, "the moan and groan class". Come see what it's all about. The class has already begun and will finish up on May 29th.

HNH Pool

7:00 - 7:45 am M-W Water Aerobics

This class is an interesting option to the land aerobics. Exercising in the water is so refreshing and very easy on the joints. No prior experience is needed. Come try our new class! Class has already begun and will finish on May 29th for the Spring term.

Calendar to Be Distributed Mid-February

The Spring/Summer 1992 Calendar of Workshops and Seminars offered through the Office of Human Resources will be distributed to all employees by mid-February. In addition to the courses normally offered to help enhance professional and career growth, several new courses have been added. These include *Homophobia in the Workplace: How Do We Respond?*; *Conducting Productive Meetings: How to Develop Effective Teams*; *Providing Exceptional Service over the Phone*; *Sensational Supervisory Skills*; *Strength, Stamina and Self-Confidence for Office Professionals*; *Work Smarter, Not Harder*; *Managing Your Time Effectively*; *Dilemmas about Alcohol and Drugs in the Workplace*; *Discipline Decisions: What, Where, When, How*. Further information will follow.



English as a Second Language

Intermediate-to-beginning level English as a Second Language courses are again being offered free of charge for employees at Cornell. The courses offer employees an opportunity to practice English speaking, reading and writing skills in an informal setting on campus. Discussions on similarities and differences among cultures and other topics of interest to the participants will also be included. Classes began January 6 at 4:45 p.m. in 163 Day Hall (please use main entrance). Registration will be during your first visit to class (on-going enrollment). Questions regarding registration can be directed to Julie Coulombe at 273-4095.

1992-93 Holiday Schedule

Memorial Day	Monday, May 25
Independence Day	Friday, July 3
Labor Day	Monday, September 7
Thanksgiving	Thursday, November 26 Friday, November 27
Winter Holiday	Friday, December 25 through Friday, January 1, 1993 (six working days)

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, re-search 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 Em- ployee Transfer Application.

Director, Career Counseling (PA0208) HRI Law-Ended
Posting Date: 1/16/92
CounselJ.D. and LL.M. students and alumni in various aspects of career planning including inter- view skills, job search strategies, and lifetime ca- reer development. Develop and implement creative and innovative programming related to career choices.
Requirements: CORRECTION
J. D. with 2-5 yrs. legal practice experience. Ad- vanced degree in counseling with 2-5 yrs. profes- sional career counseling experience may be con- sidered. Send cover letter and resume to Cynthia Smithbower.

Director, Leadership Gifts (PA0202) HRIII University Development-Ended
Posting Date: 1/16/92
Responsible for the identification, solicitation and cultivation of gifts from alumni and friends of Cor- nell who have the capacity to make gifts in the \$25k-\$100k range. Develop new programs working closely with the Cornell fund, Cornell's college and unit Public Affairs Officers and the Regional Of- fices to facilitate such gifts. Responsible for deter- mining the volunteer and staff structure as well as goals and objectives for the Leadership Gifts pro- gram.
Requirements: Bachelor's degree or equivalent. 5-7 yrs. development experience and experience in working with volunteer group organizations. Annual fund or individual giving experience is required. Ability to communicate effectively and persua- sively. Excellent writing and communications skills. Send cover letter & resume to Cynthia Smithbower.

Senior Technical Advisor/Security Officer (PT0101) Level 40
Cornell Information Technologies-Ended
Posting Date: 1/9/92
Assess and monitor the security of Cornell's com- puters, networks, and data, and advise, train, and coordinate department liaisons on procedures for ensuring the continued security of these systems and data. Work with CIT management, Cornell's Audit office, the University Computers and Net- works Security Committee, and other university representatives to establish and promulgate secu- rity policies. Serve departments as a key resource, especially in regard to local, state, and federal regulatory conditions and changes affecting the university.
Requirements: BS degree or equivalent and 10 yrs. relevant experience with knowledge of audit procedures. In-depth knowledge of security policies and procedures and network systems appropriate to university environments is essential. Familiarity with local, state, and federal regulations is a plus. Send cover letter and 2 resumes to Sam Weeks.

Senior Network Engineer (PT9506) Level 36 CIT/Network Resources-Ended
Posting Date: 12/19/91
Provide technical support for the development of video services across the campus communication system. Participate in the selection and planning of the appropriate technologies to deliver video ser- vices. Provide staff planning assistance to Network resources director and assistant directors in the de- velopment of a comprehensive campus video com- munication plan.
Requirements: Bachelor's degree or equivalent experience. 5-7 yrs. related experience. Ability to perform a variety of tasks requiring in-depth knowl- edge/skills within a broad functional area and in related areas. Requires advanced communication skills and the ability to influence and persuade. Send cover letter and resume to Sam Weeks.

Project Leader II (PT9503) Level 36 CIT/IR-Ended
Posting Date: 12/19/91
Perform activities that support the applications environment of computer technologies, including data, programs, and support tools. Design, de- velop, or maintain administrative applications soft- ware written in natural, Cobol, PL1, or Mark IV. Recommend modifications in support of organiza- tional goals. Analyze functional and performance requirements and design procedures for evalua- tion. Identify and monitor problems. Propose and implement solutions.
Requirements: Bachelor's degree or equivalent. Master's in Business or Computer Science pre- ferred. 5-7 yrs. of related experience. Responsible for performing a variety of tasks requiring in-depth

knowledge and skills within a broad functional area and related areas. Interaction requires advanced communications skills and the ability to influence and persuade. Send cover letter and 2 resumes to Sam Weeks.

Technical Consultant III (PT0202) Level 34 Theory Center-Ended
Posting Date: 1/16/92
Provide technical support to the scientific commu- nity by analyzing and evaluating their distributed computing needs. Define and develop training modules and provide training for researchers, edu- cators and support staff on the effective use of high performance computing tools and resources. Provide primary training support for the Latin American Program. Will require travel to Latin America.
Requirements: BS degree in scientific discipline or equivalent combination of education and experi- ence. MS degree preferred. 3-5 yrs. FORTRAN or C experience in a scientific computing environ- ment. Extensive UNIX training a plus. Demon- strated ability to work with complex scientific pro- grams. Experience in support services preferred. Previous teaching or training experience a plus. Send cover letter and 2 resumes to Sam Weeks.

Applications Programmer/Analyst II (PT0208) Level 33
Financial Systems Development-Ended
Posting Date: 1/16/92
Design, develop, modify and document straight forward applications software in support of a major administrative system. Analyze functional and per- formance requirements and develop software alter- natives to increase usability and efficiency. Diag- nose problems in production system software and make repairs. Write production procedure, JCL, and user manuals. Assist and advise users. Main- tain a working knowledge of two major commercial programing languages. Attend appropriate semi- nars and classes.
Requirements: BS degree or equivalent with com- puter courses. Knowledge of at least 2 languages (PL/I, Natural, COBOL). Knowledge of applications for interactive and batch administrative systems, database management systems, machine architec- ture and system utility programs. Send cover letter and 2 resumes to Sam Weeks.

Computer Staff Specialist (PT0305) HRIII Section of Ecology and Systematics-Statutory
Posting Date: 1/23/92
Support and document software for a natural his- tory database (MUSE). Work with a programmer to incorporate changes in customized versions. As- sist users including on site system setup. Publish newsletter and initiate an on-line bulletin board. Or- ganize and coordinate user workshops.
Requirements: BS degree or equivalent experi- ence in computer science, biology, technical com- munications, or related field. MS preferred. 3 yrs. of education experience with computer systems, including system development methods. Experi- ence with word processing and database software essential. Exposure to various types of microcom- puter hardware helpful. Send cover letter and 2 resumes to Sam Weeks.

Assistant Director, Corporate Relations (PA0205) HRII University Development-Ended
Posting Date: 1/16/92
Assist the Director in the development and stew- ardship of the university's relationship with corpo- rations. Coordinate initiatives with staff, faculty, alumni and corporate officers designed to increase support for the university. Assist in the overall co- ordination of a broad range of non-individual fund raising programs.
Requirements: Bachelor's degree or equivalent required. 3 yrs. related experience. Knowledge of corporations or other fundraising experience. Ex- cellent communication skills. Knowledge of Cornell or a comparable major research university. Travel required. A demonstrated commitment to institu- tional advancement in higher education. Some knowledge of computerized record keeping and word processing. Send cover letter and resume to Cynthia Smithbower.

Mechanical Engineer (PA0206) HRII Facilities Engineering-Ended
Posting Date: 1/16/92
Design or manage mechanical engineering projects that relate to campus utility systems; prepare cost estimates and drawings, specifications and con- struction documents for maintenance, repair, and alteration projects.
Requirements: BS in Mechanical Engineering or equivalent, professional engineering license desir- able, valid driver's license. 2 yrs. as mechanical engineer or utilities construction. Proven track record of problem solving innovations, ability to access physically restrictive areas for inspections, field checks, etc., strong communication skills. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager II (PA0204) HRII CIIFAD/International Agriculture Prog-Statutory
Posting Date: 1/16/92
Serve as the administrative officer for the Cornell

International Institute for Food, Agriculture and Development (CIIFAD) and the International Agri- culture Program (IAP), responsible for financial management and control, contracts, personnel and facilities. The Institute and Program are respon- sible for a broad range of educational, research, extension and training activities on-campus and abroad.
Requirements: Bachelors degree. 5 yrs. account- ing/contracts/personnel management. Excellent communication skills. Experience with international programs highly desirable, within an academic environment preferred. Experience with computer- ized accounting required. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT0304) HRI Nutritional Sciences Sciences-Statutory
Posting Date: 1/23/92
Provide routine management of a rat laboratory involved in nutrition research. Organize and main- tain a breeding colony of 400 rats. Hire, train and supervise 8-12 undergrads. Provide an intellectual and practical perspective. Oversee computer man- agement of a large database. Make routine deci- sions concerning the conduct of experiments and data collection.
Requirements: BS degree or equivalent with strong background in biology/psychology. 2-3 yrs. related experience. Solid lab (animal) experience. Strong and extensive supervisory and organiza- tional experience. Pass pre-employment physical exam. Send cover letter and 2 resumes to Sam Weeks.

Administrative Manager (PA0201) HRI Textiles and Apparel-Statutory
Posting Date: 1/16/92
Responsible for financial planning/management, personnel including supervision of support staff. Coordination of course scheduling/planning and facilities/equipment maintenance. Serve as key re- source person in department.
Requirements: BS/BA or equivalent. 3-5 yrs. ad- ministrative/supervisory responsibility in academic setting, with demonstrated interpersonal and com- munication skill. Knowledge of computers essential especially Lotus 123 and DBase III plus. Send cover letter and resume to Cynthia Smithbower.

Coordinator, Pilot Program (PA8101) HRI Residence Life-Ended
Posting Date: 1/9/92-Repot
Responsible for providing direction and leadership in establishment of computer networking services in the residence halls. During this academic year support 300+ students during the course of a pilot project.
Requirements: Minimum of BS in Computer Sci- ences or Engineering. Strong background in net- work design and support. Ethernet/Novell experi- ence preferable. Experience with IP based services highly desirable. Send cover letter and resume to Cynthia Smithbower.

Computer Aided Engineering Specialist (PT9301) HRI Lab of Nuclear Studies-Ended
Posting Date: 12/5/91
Provide technical leadership in introduction and application of modern computer aided engineering (CAE) methods to the Laboratory of Nuclear Stud- ies development effort. Provide other engineering and computing support as required. Assist users with CAE problems. Provide mechanical engineer- ing expertise for staff. Assist in system administra- tion and management for distributed computer fa- cility.
Requirements: B.S. in engineering or equivalent, plus at least 2 yrs. experience in computing and/or engineering at a high energy physics or related research facility. Thorough knowledge of modern computer aided engineering methods is required, with programming experience in UNIX, VMX, FOR- TRAN and C. Send 2 resumes and cover letter to Sam Weeks.

Professional Part-time

Senior Network Programmer (PT0306) Level 36 CIT/Network Resources-Ended
Posting Date: 1/23/92
Provide programming support to a network envi- ronment of computer technologies, including data and telecommunications. Design, develop and maintain network software. Provide supervision to technical staff.
Requirements: BS degree or equivalent experi- ence. 5-7 yrs. related experience with responsibil- ity for a variety of tasks requiring broad and in- depth knowledge and skills of related areas. Staff and client interactions require advanced communi- cation skills and the ability to influence and per- suade. Send cover letter and 2 resumes to Sam Weeks.

Public Information Coordinator (PC0216) HRI Veterinary Administration-Statutory
Posting Date: 1/16/92
To promote the interests of the College of Veteri- nary Medicine with the media through news re-

leases, articles in local, regional and national press, Cornell publications and other sources. Also, to focus on development communications eg: donor recognition articles, funding needs of the college, etc. Monday-Friday 8:30-12:30 (flexible).
Requirements: Bachelors degree or equivalent. Journalism or media skills helpful. Knowledge of interface between the academic environment and the public would be useful. Good interpersonal and communication (written and oral) skills. Send cover letter and resume to Esther Smith, Staffing Ser- vices, East Hill Plaza #2. Employees should in- clude employee transfer application.

Physical Therapist Assistant (PA0302) HRI University Health Services-Ended
Posting Date: 1/23/92
Independently carry out treatments as directed by department's physical therapists. 25 hrs./week.
Requirements: AS degree as Physical Therapy Assistant. Current NYS Llcense and Registration. Experience in orthopedic and sports physical therapy preferred. Participation in post-graduate continuing education programs. Send cover letter and resume to Cynthia Smithbower.

Assistant Curator (PA0207) HRI Anthropology-Ended
Posting Date: 1/16/92
Act as curator of Anthropology collections; write and submit grant applications to improve support of the collections; catalog the collections; super- vise work study student(s); produce teaching ma- terials for faculty. Monday-Friday, 20 hrs/week.
Requirements: Masters degree in museum re- lated field and familiarity with ethnographic and archaeological artifacts. 2-3 yrs. related experi- ence. Knowledge of computer software relevant to record keeping of complex collections. Send cover letter and resume to Cynthia Smithbower.

Professional Part-time Temporary

Technical Consultant I (PT9103) CIT-Ended
Posting Date: 11/14/91
Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM main- frame, Macintosh, VAX mainframe, and telecom- munications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Informations Technologies and facili- tate back line consulting services. Provide support via service on the Help Desk, group and individual contacts, etc. Irregular Hours, Monday-Friday 12:30am-4:30pm, occasional Saturday.
Requirements: BS degree or equivalent. Course work in computer science, business, education pre- ferred. 1-3 yrs. of computing service delivery (con- sulting, instruction, or related client support ser- vices). Outstanding oral and written communica- tion skills. Send cover letter and resume to Sam Weeks.

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, chemis- try, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in par- ticular demand.
All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send cover letter and resume for each position, specifi- ing 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 valu- able aid when applying for computer or laboratory related positions.

Technician GR18 (T0302) Laboratory of Ornithology-Ended
Minimum Biweekly Salary: \$542.89
Posting Date: 1/23/92
Edit and incorporate field tape recordings of animal sounds into the collection of the Library of Natural Sounds. Prepare and enter data into a computer- ized information storage and retrieval system, and catalog data for recordings in the library. Provide routine maintenance of equipment.
Requirements: Associates degree or equivalent in biology or related field. Strong interest or coursework in Ornithology. Experience in the op- erations of studio audio equipment, highly desir- able. Good organizational skills essential. Ability to learn quickly and work independently. Send cover letter and 2 resumes to Sam Weeks.

Technician GR18 (T0211) Chemistry-Ended
Minimum Biweekly Salary: \$542.89
Posting Date: 1/16/92
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 required or equivalent. 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 GR18 (T0209)

Food Science-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Conduct routine chemical analyses of milk and dairy products. Use Lotus 1-2-3 for data summarization.

Requirements: Associates degree in dairy technology or food science. Minimum 1 yr. related experience. Course and laboratory class training in routine dairy product analyses (i.e. Kjeldahl, Mojonnier, Babcock). Send cover letter and 2 resumes to Sam Weeks.

Animal Technician GR18 (T0103)

Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 1/9/92

Monitor and provide routine care (feed, water and clean) for research animals. Follow protocols for sterile or disease control environments. Follow animal welfare regulations. Maintain records. Assist vets in treating animals when required. Take animal care courses. Weekends and holiday coverage required.

Requirements: High School diploma or equivalent. AAS degree in animal science desired. Assistant Animal Technician Certificate helpful. 1 yr. animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 pounds. NYS driver's license. Must pass pre-employment physical and take all necessary immunizations required. Send cover letter and 2 resumes to Sam Week.

Animal Technician GR18 (T9507.8)

Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 12/19/91

Monitor and provide routine care (feed, water and clean) for research animals. Follow protocols for sterile or disease control environments. Follow animal welfare regulations. Maintain records. Assist vets in treating animals when required. Take animal care courses. Weekends and holiday coverage required.

Requirements: High School diploma or equivalent. AAS degree in animal science desired. Assistant Animal Technician Certificate helpful. 1 yr. animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 pounds. NYS driver's license. Must pass pre-employment physical and take all necessary immunizations required. Send cover letter and 2 resumes to Sam Week.

Technician GR19 (T0307)

Food Science-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 1/23/92

Provide technical assistance to the extrusion research program in the form of set-up, operation and maintenance of a twin-screw extruder. Write reports, analyze computer data, and perform routine product analyses related to extrusion research. Obtain supplies.

Requirements: AAS in engineering technology, food technology or other related science. 1 yr. experience in food or other processing environment and/or computer data acquisition systems, spreadsheets, and word processing is required. Heavy lifting is required. Send cover and 2 resumes to Sam Weeks.

Technician GR19 (T0308)

Biochemistry, Molecular and Cell Biology-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 1/23/92

Provide technical support to a biochemical and molecular biology lab. Perform experiments involving protein purification, DNA isolation, radiolabeling of nucleic acids, and running and blotting of gels. Design and carry out extensive computer analysis of resulting data. Instruct grad students in use of programs for microcomputers and VAX/VMS.

Requirements: AAS degree or equivalent in biochemistry with course work in genetics. Minimum 2 yrs. related experience. Work with computer assisted genetic analysis desirable. Ability to work independently. Send cover letter and 2 resumes to Sam Weeks.

Animal Health Technician GR20 (T9003)

Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 11/7/91

Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.

Requirements: AAS degree in Veterinary Technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred.

Technician GR20 (T0303)

CIT/Consumer Services-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

To set up, install and test computers and other related technologies. Deliver and pick up systems at customer locations. Perform courier service.

Requirements: High School diploma or equivalent. A.A.S. preferred or experience in related areas. Valid NYS Driver's license. Must be bondable. Must be able to lift up to 100 lbs. Send cover letter and 2 resumes to Sam Weeks.

Technician GR21 (T0206.7)

Food Science-Statutory

Minimum Biweekly Salary: \$615.42

Posting Date: 1/16/92

Provide technical support for a food science research program. Perform chemical and instrumen-

tal analysis (fat, protein, moisture and salt) of milk and dairy products. Prepare reagents and clean glassware. Use Lotus 1-2-3 and word processing for data summarization reports.

Requirements: BS degree or equivalent with a minimum of 2 yrs. relevant experience in chemical analysis. Experience with may of the following food analysis methods: Kjeldahl, nonprotein nitrogen, casein, Mojonnier, Babcock, total solids, silver nitrate titration, gas chromatography (for fatty acids and cholesterol), SDS-PAGE electrophoresis, infrared analysis and differential scanning calorimetry. Experience in cheese making desirable. Send cover letter and 2 resumes to Sam Weeks.

Computer Service Coordinator GR22 (T0210)

Administrative Operations/CUL-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 1/16/92

Provide technical computer support for a library system. Diagnose computer problems and repair, exchange or refer equipment. Make decisions regarding when to repair or replace equipment. Monitor repaired equipment. Maintain computer inventory. Provide administrative supervision for student assistants.

Requirements: BS degree or equivalent in a technical field preferred. 2-4 yrs.. of experience in trouble shooting microcomputer hardware and software problems and providing hardware support. Good verbal communication, interpersonal and organization skills. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0102)

Pharmacology-Endowed

Minimum Biweekly Salary: \$641.92

Posting Date: 1/9/92

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 2 resumes to Sam Weeks.

Technical Temporary

Temporary Technician (T0212)

Fruit and Vegetable Science-Statutory

Posting Date: 1/16/92

Conduct chemical analyses of fruit products. Will be responsible for maintaining laboratory facilities in a safe manner. Must be capable of keeping research results, and searching for new information in the library.

Requirements: BS or BA with Organic Chemistry courses or equivalent lab experience. Send cover letter and resume 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 GR18 (C0303)

Division of Summer Session, Extramural Study, and Related Programs-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Provide clerical, logistical, research support to the director, program coordinator, and administrative aide and to the department's programs. Word processing; file; mailings; run errands; answer phones; type. Other duties as assigned.

Requirements: HS diploma required. Some college coursework preferred. 1-2 yrs. related office and word processing experience. Excellent interpersonal and communication skills. WordPerfect on IBM PC and Macintosh experience preferable. Knowledge of Cornell desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Searcher GR18 (C0306)

Serials/CTS/Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Perform pre-order and pre-catalog searching of serial publications.

Requirements: High School diploma or equivalent; some college coursework preferred. 1-2 yrs. related experience. Good interpersonal skills. Reading knowledge of one or more foreign languages. Strong written and oral communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Records Assistant GR18 (C0308)

Catalog/Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Locate and retrieve in-process library material. Process straight forward LC catalog records, added copies, added locations, transfers and Cornell dissertations. Perform pre-catalog searching, management of cataloging backlogs.

Requirements: HS diploma required. 2 yrs. of college or the equivalent preferred. 1-2 yrs. previous library technical services experience desirable. Good interpersonal skills. Must be dependable and have an aptitude for detailed work. Familiarity with foreign languages preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C0307)

Access Services/Olin Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/23/92

Responsible for all aspects of billing library users for overdue or lost library materials. Resolve billing problems and correspond with library patrons regarding billing. Work at the Circulation desk. Responsible for knowing all aspects of online and manual circulations systems.

Requirements: High School diploma required. Some college coursework preferred. 1-2 yrs. related experience. Organizational ability and aptitude for detailed work. Ability to work well with a variety of people in a public services setting; Strong interpersonal and communication skills. Experience with microcomputers. Some background with business math desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Preservation Assistant GR18 (C0211)

Preservation/Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Coordinate the Brittle Book Replacement Program under the direction or the Preservation Reformatting Librarian; evaluate the physical condition of books, search online databases for catalog copy and replacements, prepare materials for microfilming. Term: until 1/1/93.

Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Excellent organizational and work-flow management skills, ability to work independently, previous library experience, knowledge of micro-filming techniques and equipment highly desired. Familiarity with WordPerfect and PC file. Strong interpersonal and communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Preservation Assistant GR18 (C0212)

Preservation/Conservation-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Assist the Preservation Formatting Librarian of the Great Collections Microfilming Project III in pre-and post filming procedures. Until 12/93.

Requirements: High School diploma or equivalent required. 1-2 yrs.. related experience. Excellent organizational and work-flow skills. Attention to detail. Ability to work independently. Previous library experience especially in searching and acquisitions procedure. Knowledge of microfilming techniques and equipment. Computer skills especially with IBM-PC and WordPerfect. Strong interpersonal and communication skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Searcher GR18 (C0208.9)

Acquisitions/Olin Library-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Search monograph orders and books for the library system using local/national databases. Create preliminary original machine-readable bibliographic records for orders and books in the NOTIS database using RLIN and other bibliographic sources following established standards and guidelines.

Requirements: HS diploma or equivalent. Previous library technical services experience. Some college coursework preferred. Knowledge of one or more western european languages required. Ability to use several microcomputer systems for creating bibliographic records, searching, and updating. Strong interpersonal and communications skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees include employee transfer application.

Secretary GR18 (C0205)

Consumer Economics and Housing-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 1/16/92

Perform secretarial duties for 4-5 faculty. Type classwork, grant proposals, reports, manuscripts, correspondence, using WordPerfect; set priorities to meet deadlines; maintain files of department research papers and mail out as requested.

Requirements: HS diploma or equivalent, secretarial school training desirable. 1-2 yrs. related experience. Working knowledge of WordPerfect and/or Macintosh computer systems. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C0215)

Cooperative Extension Administration 4-H-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 1/16/92

Coordinate and expedite the statewide work of the New York State 4-H Foundation executive director/program coordinator and the executive staff assistant by providing secretarial services, receiving and processing all monetary contributions, ensuring confidentiality at all times. Function as a team member in the 4-H unit to facilitate the Cornell Cooperative Extension 4-H Youth Development Program.

Requirements: HS diploma or equivalent with 1-2 yrs. experience. Some college coursework preferred. Computer knowledge of spreadsheets, databases, communications packages. Strong on office procedures. Able to work independently. Some travel involved. Must be able to relate to and communicate with others effectively. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C0202)

Graduate School, Fellowships and Financial Aid-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 1/16/92

Provide receptionist support; coordinate outside fellowship information; type correspondence; general office duties. Disburse graduate student checks and maintain check records.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Excellent typing skills. Thoroughness and attention to detail essential. Strong organizational interpersonal and communication skills. Ability to work under pressure and independently. Knowledge of Macintosh computers, Microsoft Word and Excel required. Pagemaker knowledge desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill plaza #2. Employees should include employee transfer application.

Student Account Representative GR19 (C0201)

Bursar's Office-Endowed

Minimum Biweekly Salary: \$566.28

Posting Date: 1/16/92

Maintain student finance and cornellicard billing systems; direct contact with students, parents and other C.U. departments in person, via telephone and written correspondence concerning student billing; processing adjustments and other transactions; reconciling statements; processing deposits, vouchers and journal entries.

Requirements: High School diploma or equivalent. College coursework preferred. 1-2 yrs. related experience. Knowledge of general accounting. Strong interpersonal skills. Ability to work in an active, complex environment. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Coordinator GR20 (C0309)

CIIFAD/International Agriculture-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Serve as the graduate field secretary for the two graduate fields of International Agriculture and Rural Development and International Development (IARD and ID) and provide administrative and secretarial support to the Director and Executive Staff Assistant of the Cornell International Institute for Food, Agriculture and Development (CIIFAD) and the International Agriculture Program (IAP). The Institute and Program are responsible for a broad range of educational, research, extension and training activities on-campus and abroad.

Requirements: Associates degree or equivalent experience. Minimum 3 yrs. experience in secretarial/administrative position. Graduate field experience, multicultural background and WordPerfect skills desired. Superior interpersonal communication, organizational skills required. Ability to work with constant interruptions essential. 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 (C0305)

Cornell's Adult University-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Works closely with CAU executive staff to administer CAU on and off campus programs; works directly with program participants to explain programs, take and process registrations, and assist with all their needs. Works closely with vendors, faculty and alumni.

Requirements: AAS (business major) or equivalent. 2-3 yrs. office experience. Excellent written and verbal communication skills. PC experience; word processing and database management. Demonstrated ability to deal harmoniously with many people and work independently. 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 (C0310)

CIIFAD/International Agriculture-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Provide administrative and secretarial support to the Assistant Director/Training Officer of the Cornell International Institute for food, Agriculture and Development (CIIFAD) and the International Agriculture Program (IAP). The Institute and Program are responsible for a broad range of educational, research, extension and training activities on-campus and abroad. Must work in an international, professional environment under extreme pressure and must possess exceptional organizational and interpersonal skills.

Requirements: Associates degree or equivalent experience. Minimum 3 yrs. experience. Experience in administrative/secretarial position; advanced WordPerfect essential, database and graphics software desirable. Superior interpersonal, communication and organizational skills needed. Experience in multicultural environment desired. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR20 (C0302)

Human Service Studies-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 1/23/92

Provide secretarial and administrative support to the Graduate Field Representative and Undergraduate Advising Coordinator; maintenance of student records, compilation of special reports (CASA etc.), coordinate grade submission, preparation of semester course roster, catalog copy, and student guide, assign classrooms, share in answering department phones and other duties as assigned.

Requirements: Associate degree or equivalent. 2-3 yrs. secretarial experience. Knowledge and experience with Macintosh using Microsoft Word and EXCEL. 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 (C0214)

Public Affairs, Law School-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 1/16/92

Provide secretarial and administrative support to the Associate Dean for Development and Public Affairs. Research and prepare complex special reports on budget matters and gift accounts; process bills and monitor all accounts for the Law School's Office of Development and Public Affairs; extensive contact with alumni and volunteers; handle Major Gift, Special Gift, Law School Fund, and University Campaign correspondence.

Requirements: Associates Degree or equivalent combination of education and experience. 2-3 yrs. related experience. Excellent typing, word processing, editing and interpersonal skills necessary. Experience with WordPerfect essential and experience with spread-sheet software preferred. Make travel arrangements. Ability to be self-directed and set priorities essential. 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 (C0218)
University Development/Public Affairs-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/16/92

Provide administrative and secretarial support to the director of corporate relations. As requested by the director, some secretarial support is provided to the development assistant as well.

Requirements: Associates degree or equivalent. 2-3 yrs. related experience. Excellent typing skills and ability to operate (or learn to operate) and be comfortable with advanced office machinery such as the Apple Macintosh. Strong organizational skills. Good communication skills-oral and written. Telephone skills. Ability to work independently and without supervision. Send cover letter & resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer Application.

Administrative Aide GR20 (C0206)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 1/16/92

Responsible for accessing the Public Affairs database and generating reports using IRIS. Responsible for inputting alumni membership information into Public Affairs database. Receive, record, and deposit incoming gifts to the college. Prepare gift acknowledgement correspondence, drafting personalized responses when needed. Provide support for Sloan Alumni Program fund raising activities. Maintain internal donor database.

Requirements: Associates degree or equivalent combination of education and experience. 2-3 yrs. related work experience. Ability to work independently. Good organizational skills are essential. Computer experience a must: Microsoft Word, Excel, FileMaker Pro, as well as mainframe experience. Communications (written and oral) skills. Diplomacy and confidentiality essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR20 (C0213)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/16/92

Provide secretarial support for a large research facility. Prepare technical manuscripts for publication; act as receptionist; arrange travel and meetings for faculty and staff; assist with workshops.

Requirements: AAS degree or equivalent. 2-3 yrs. related experience. Extensive experience with technical typing; experience with TEX, MicroSoft Word, Filemaker preferred. Good knowledge of Scientific Equations. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C0203)
CIT-Management and Budget Office-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/16/92

Provide primary assistance in basic accounting/bookkeeping functions to Budget Manager. Also provide administrative support to CIT Business Manager and other professionals within management and budget office.

Requirements: AAS or equivalent; Concentration in bookkeeping/accounting. 1-2 yrs. bookkeeping experience; familiar with use of electronic spreadsheets; experience in use of Macintosh-based computer applications. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C0104)
JGSM-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/9/92

Schedule corporate recruiting and related student activities. Responsible for administrative duties associated with student activities. Responsible for bidding and sign-up programs for on-campus interviewing. Key responsibility for start to finish handling of block of recruiting/presentation events.

Requirements: Associates degree in relevant field or equivalent work experience. 2-3 yrs. related experience. Strong interpersonal and organizational skills. Ability to deal with sensitive situations and confidential material. Familiarity with computers and programing beneficial. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C0301)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 1/23/92

Provide assistance to the Senior Research Associate in the implementation and coordination of projects for the Technical Assistance and Direction to improving the quality of Hospital Care. This in-

cludes grant management and accounting for a budget of approximately \$400,000. Also, responsible for maintaining schedules and coordination of projects and appointments for the Senior Research Associate.

Requirements: Associates degree or equivalent. 2-3 yrs. related experience. Excellent organizational skills. Ability to work independently. Knowledge of IBM personal computers, wordperfect and LOTUS 123. General knowledge of office systems. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Research Aide GR21 (C0210)
University Development-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 1/16/92

Meet the information needs of those persons engaged in development work. Locate, compile, organize and evaluate public and confidential information about Cornell alumni/ae and friends, foundations and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs and development staff and alumni/ae of Cornell for fundraising activities.

Requirements: Associates or equivalent. Bachelors degree is preferred. Minimum of 1-2 yrs. related experience. Knowledge of research materials, library methods, and computer. Excellent communication and writing skills. Ability to work with confidential materials with high degree of discretion. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C9402)
Chemical Engineering-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 12/12/91

Provide broad-based accounting, purchasing, personnel and administrative services for the School of Chemical Engineering. Manage faculty grant monies which includes reconciling monthly statements, processing purchase orders and vouchers, requesting quotations and distributing charges among accounts. Assist faculty with research budgets and projecting future budget needs. Assist Accounts Coordinator with various departmental accounting reports. Handle travel arrangements for faculty, students and visitors and prepare academic visitor appointment material.

Requirements: Associate's degree or equivalent. At least 2 yrs. related experience. Knowledge of Cornell accounting and spreadsheet analysis required. Experience with Macintosh and Microsoft Excel necessary. Knowledge of Cornell personnel policies and procedures desirable. Excellent organizational, interpersonal and communication skills essential. Must be able to work under pressure and with limited supervision. Medium typing. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Accounts Coordinator GR21 (C9324)
Administrative Operations/CUL-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 12/5/91

Provide reconciliations and projections for grants and contracts. Prepare monthly, quarterly and yearly fiscal reports to assist with the monitoring of account balances. Reconcile in-house library system with university records. Research vendor inquiries and statements and resolve problems. Review all transactions and maintain financial records for 170 library general purpose, designated, grant-funded and other restricted accounts. Coordinate accounting transactions for 32 endowed library units.

Requirements: Associates degree in Accounting or Business. Advanced knowledge of accounting and bookkeeping procedures and experience with grants Contract Accounting. 2-3 yrs. related experience, high degree of accuracy and strong attention to detail; demonstrated skill in problem solving. Experience with PC.s and applications (preferably IBM). Strong organizational, communication and interpersonal skills. Thorough knowledge of Cornell accounting system preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR22 (C0304)
Division of Summer Session, Extramural Study, and Related Programs-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 1/23/92

Assist the Summer Session/Extramural Study registrar in the development, implementation, and execution of all processes necessary to register participants for Extramural Study and Summer Session. Functionally supervise two permanent staff members and temporary staff.

Requirements: Associates degree required. 3-4 yrs. related experience. Ability to work independently, coordinate details, make decisions and work with diverse public. Strong organizational and analytical skills required. Excellent written and oral communication skills. Knowledge of various colleges within Cornell preferred. some accounting. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professional Part-Time

Administrative Aide GR20 (C0217)
Communications Strategies/University Relations-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 1/16/92

Manage department calendar, answer telephones, and receive visitors into office; handle accounting procedures and maintain filing systems; coordinate luncheons and special events; draft correspondence and provide support to director and staff as needed. 30 hrs/week to be arranged.

Requirements: Associates degree or equivalent. 3 yrs. of secretarial experience. Knowledge of Cornell University highly desirable. Excellent telephone, interpersonal, organizational and communication skills essential. Must have cooperative and team-oriented approach to projects, and ability to meet deadlines, prioritize projects, and maintain confidentiality. Must have proficient proofreading and editing skills. Must be professional and willing to act on initiative within this position. Knowledge of Macintosh. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Reference/Information Assistant GR22 (C9510)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$641.92
Posting Date: 12/19/91

Coordinates professional fee-based hospitality industry information service, HOSTLINE; provides information and reference services for SHA students, faculty, administrators, and staff (such as the Development Office; coordinates reference collection maintenance; trains three student assistants (loose-leaf filing and shelving) and supervises one student; suggests topics for bibliographies and handouts, and compiles information on same; and participates in collection development decisions.

Requirements: Bachelors degree or equivalent required. Graduate work in hospitality or information/library desirable. 3-4 yrs. related work experience. specific subject knowledge of business/hospitality industry, or previous equivalent library experience (2 yrs.). Strong interpersonal, organizational, and communications skills; ability to explain complex research procedures and teach the use of complicated resources to clientele with varying degrees of comprehension including those who lack research experience or English language competency. Ability to use simple communications software for data input or wordprocessing software for the creation of simple documents and reports. Ability to perform searches in three or more computer systems, knowledge of several additional databases, and the ability to instruct users in searching one or more CD-ROM systems. Creativity, attention to detail, and ability to meet deadlines and work independently. Fluent English language skills. Send cover letter, resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

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.

Secretary (S8305)
Human Ecology Administration-Statutory
Posting Date: 12/5/91

Provide clerical and office support to the Executive Staff Assistant for the Dean of the College of Human Ecology in a very busy office with a high volume of confidential and sensitive materials. 15hrs. per week; mornings preferred.

Requirements: High School diploma or equivalent experience. 1-2 yrs. of related office experience. Experience with IBM compatible computers and familiarity with WordPerfect desired. Confidentiality, attention to detail, good communication skills required. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Extension Support Specialist (S9003)
Cooperative Extension-Human Ecology
Posting Date: 11/7/91

Assist with the development and organization of a program evaluation handbook and with the assessment of the statewide program committee structure. Responsibilities include: Reviewing materials, writing drafts, developing case studies, gathering and compiling information. Researching and analyzing format. Arrange meetings, draft interview guides, arranging and conducting interviews, summarize findings, and draft summary report of results and recommendations.

Qualifications required: Knowledge and understanding of and practical experience with program evaluation and evaluative research processes, basic word processing skills, strong interpersonal skills. Direct experience in conducting individual and group interviews is desirable. Experience with

informal education processes and programs is very helpful. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

General Service

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

Gardener SO08 (B0205)
Plantations-Statutory
Hiring Rate: \$8.73
Posting Date: 1/16/92

Under general supervision, responsible for the development, management, and interpretation of (3) botanical collections: the Pounder Heritage crops garden, and the Clement Bowers Rhododendron collection, and the Meunscher Poisonous Plants Garden.

Requirements: B.S. preferred in Plant Science, Horticulture or related field, or equivalent experience. Good writing, communication and interpersonal skills required; 2-3 yrs. work experience required. Send cover letter and resume to Cynthia Smithbower.

Academic

Assistant Professor, tenure track, salary commensurate with qualifications and experience. Oral Communication Business, School of Hotel Administration

Posting Date: 1/23/92

Applications are invited from communication generalists with primary emphasis in managerial oral communication. Experience teaching written communication as a secondary subject, and the ability to relate all subject matter to a multicultural business environment, are highly desirable. Opportunity to teach both undergraduate and graduate communication courses as well as to team teach other business offerings with a communication component. The successful candidate will have a strong student-centered orientation, enjoy participating in collaborative teaching activities, and have high potential for conducting significant research and publication in business communication. Expected to contribute to faculty committees, curriculum development, and other projects.

Requirements: PhD required, business experience an advantage. Appointment begins August 1992. Send letter of application, resume, and three letters of recommendation by February 4, 1992 to: Michael H. Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853.

Research Associate III (CA05)
Microbiology (CALS)

Posting Date: 1/23/92

Conduct nutritional trials, culture strictly anaerobic rumen microorganisms, make various chemical and biochemical measurements. Summarize and interpret research results. Write papers for peer-reviewed scientific journals. Write research grants, serving as co-principal investigator. Interact with people from the animal industry

Requirements: PhD in Animal Science, Nutrition or Microbiology. Specific skills and technical/admin training: Knowledge of animal nutrition and anaerobic techniques, experience with radioactive isotopes and computers, familiarity with a variety of biochemical and chemical techniques (spectrophotometry, gas liquid chromatography, gas chromatography, flame photometry, phase contrast microscopy, etc.). The person must be able to write clearly. Appointment start date: February 1992. Contact: Dr. James B. Russell, Associate Professor in the Section of Microbiology, W 111 Wing Hall.

Hotel Administration: Written Communication in Business

Posting Date: 1/23/92

Lecturer: Hotel Administration invites applications from individuals specializing in written business communication. Major teaching responsibility is an undergraduate course emphasizing exposition and argument in business/technical contexts. Opportunity to teach required undergraduate course in oral managerial communication and upper level course in written managerial communication, and to team teach other undergraduate offerings. Expected to advise students and to contribute to faculty committees, curriculum development, and other projects.

Requirements: Masters degree or equivalent required. Business knowledge or experience and advantage. Salary commensurate with qualifications. non tenure track appointments are for two years. Appointment begins August 1992. Send letter of application, resume, and three letters of recommendation by February 25, 1992 to: Michael H. Redlin, Associate Dean of Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853.

CORNELL Employment News

EDITOR: Nancy Doolittle

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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.