

# CORNELL Chronicle

Volume 24 Number 31 May 6, 1993

## Faculty honors

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Yuri F. Orlov and David E. Rogers have been elected to the American Academy of Arts and Sciences; Maury Tigner has been elected to the National Academy of Sciences.

## New assembly

9-10

The university is considering the sanctioning of a Graduate and Professional Student Assembly. The final draft charter for such an assembly is printed in this edition.

## Wettest April is bad news for state's farmers

By William Holder

Record spring precipitation is keeping New York farmers out of their fields and cutting into their profit margins daily.

Although statewide figures are not yet available, Keith Eggleston, a climatologist at Cornell's Northeast Regional Climate Center, said Ithaca has recorded its wettest April since records began in 1879, and he expects other areas to report precipitation near or above records. As of April 27, Ithaca had 8.16 inches of precipitation, substantially above the 6.86-inch prior record in 1986.

Farmers have faced wet springs before, of course, but William Pardee, professor of plant breeding and biometry at Cornell, said he could not recall a time when they were unable to begin work in their fields for such a sustained period.

"This year no one can do anything. We haven't had a break of even a few days, and that's highly unusual," he said.

Pardee added: "Dairy farmers will suffer lower yields. It's already too late for farmers to get high yields of oats and barley. Early sweet corn should be going in right now, particularly in the Hudson Valley."

Farmers depend upon timing their sweet corn correctly to reach markets in New York City and as far south as Atlanta at the optimum time. They are competing with sweet corn grown locally in distant areas and with shippers in the Midwest.

The greatest economic impact will be on dairy farmers, who account for more than one-half of the state's farm income. Corn and alfalfa are the most important sources of livestock feed, and Pardee pointed out that wet weather will prevent farmers from planting new alfalfa seedlings as part of normal, periodic replenishing of stands. As a result, most farmers will keep older stands with lower yield potential.

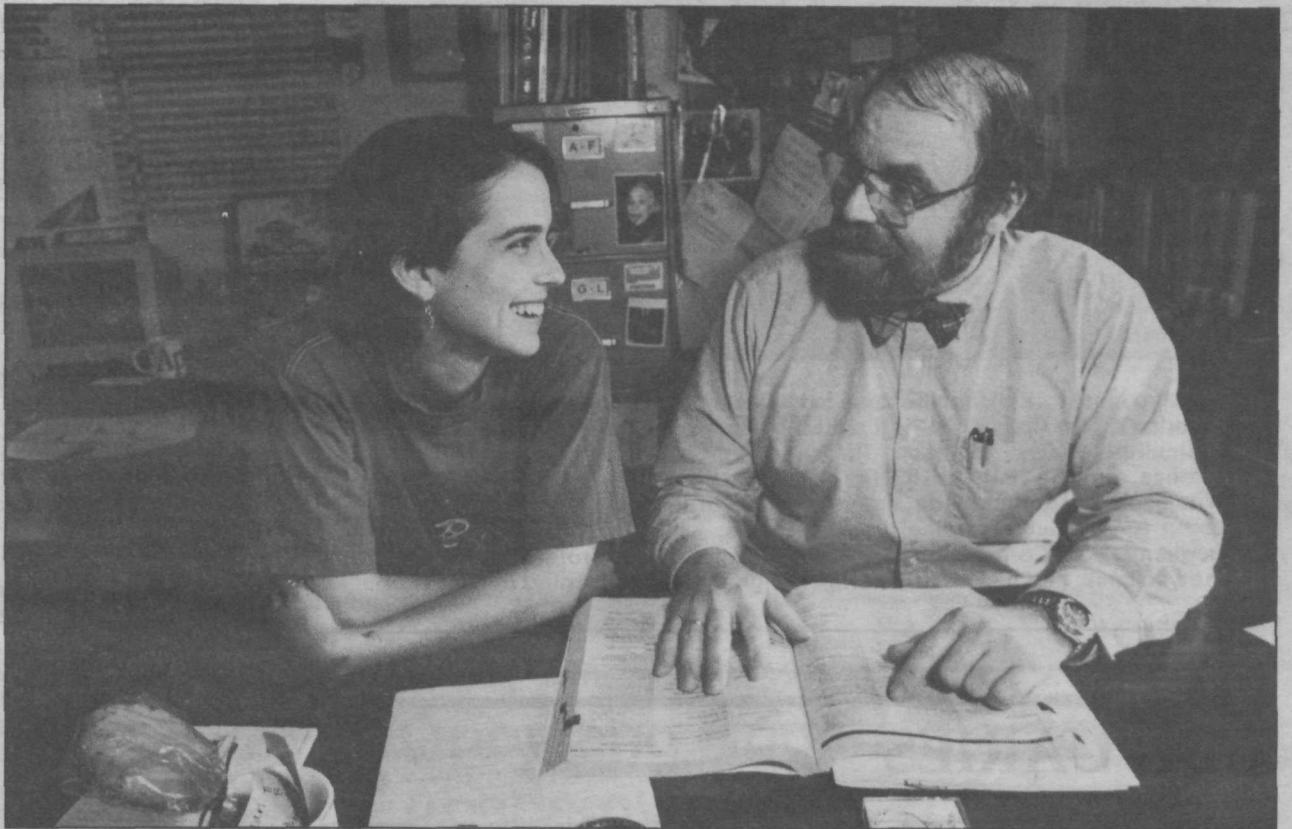
Corn should be in the ground by May 20, but land preparation will take time once soils dry out. "You don't do these things in a day," he said. Nor do farmers have the option of switching to faster-maturing varieties of corn. Cold, wet weather last fall interfered with the seed corn crop, producing a shortage of short-season corn, he said.

Some farmers may plant soybeans, kidney beans or other crops that can go in the ground later, he suggested. In addition, good weather in May could help stem the losses farmers suffer.

Wet weather also has played havoc with onions, one of the state's top vegetable crops, according to Roy Ellerbrock, Cornell associate professor of fruit and vegetable science. Normal plantings of onions during late March and April are as much as 50 percent behind in Orange County and in the Batavia region — two areas of onion concentration.

"The impact is definitely serious," he said. "I think many acres just won't be planted."

Ellerbrock also warned that attempts to work wet soil with heavy equipment may produce long-term damage that will lower yields for years in the future. Soil cannot withstand such treatment without harm to its normal structure, he said.



Peter Morenus/University Photography

Peter Schwartz (right), associate professor of textiles and apparel and a member of a Quality Improvement Team studying improvements to student advising in the College of Human Ecology, confers with junior Niki Rivers.

## QIP is beginning to show results

By Sam Segal

Nick Brooks is working to keep students out of his office — not by turning them away or closing early but by improving services so that visits become unnecessary.

Brooks, the associate bursar, heads a six-member QIP team formed last June to develop specific steps to shorten the average time students spend in line.

But as the team went through the analysis that is part of the Quality Improvement Process — including two surveys of people actually standing in line at the bursar's office — they found that many visits weren't necessary at all. Many administrative requirements for registration — making payments, for instance — can be handled by mail. The team then changed its focus from shortening average time to eliminating needless visits; it is aiming at a cut of 25 percent in visitors by next fall's registration.

Brooks' Student Payment Quality Team is one of 21 "task teams" working to solve specific problems in offices dealing with student advising, facilities, accounting and other areas of administration or student services.

Cornell's administration, with active leadership from Senior Vice President James E. Morley Jr., began last summer to train the team leaders and team members in a seven-step process that defines a problem, sets objectives for its solution

and develops the means of measuring progress.

QIP, akin to "total quality" programs adopted by many corporations, accepts that the people who work in an office or on a process are best equipped to identify problems and suggest solutions. One of the implied commitments of the Quality Improvement Council — senior administrators guiding the process — is that suggestions that issue from the QIP team process will be adopted in virtually all cases. The process includes regular up-and-down communication, with separately trained "facilitators" sitting in on the weekly meetings of each team and with periodic reporting to "lead teams" — groups of administrators responsible for the units in which the individual teams are working.

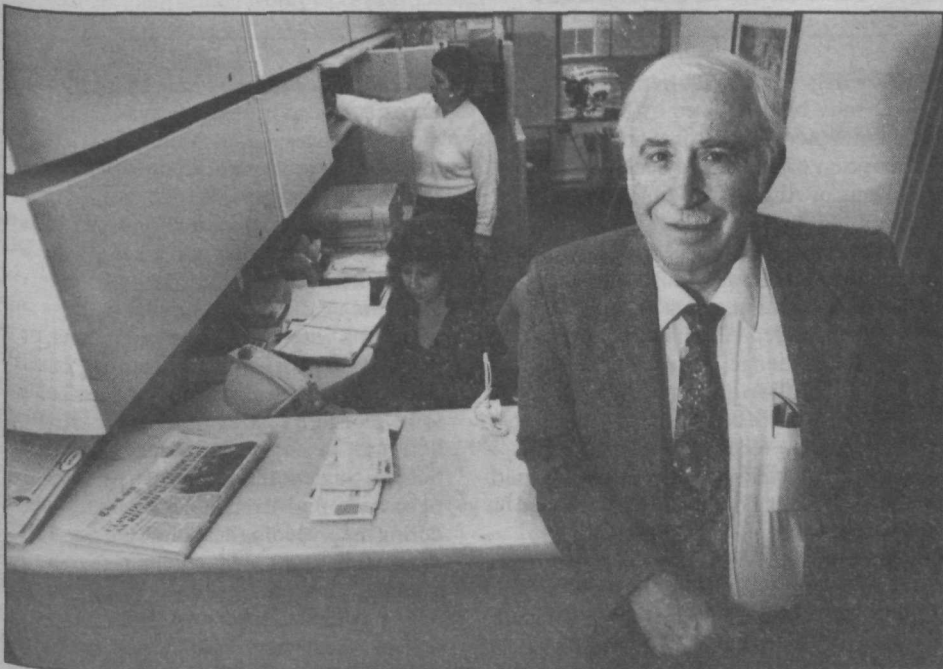
### Seven-step process

The seven-step process and the organizational structure are intended to support — not impede — the task teams, says Clint Sidle, director of institutional planning and research and head of the QIP Transition Team. Both help ensure that the recommended solutions will be adopted.

Brooks adds that the process is not rigid and says that some of the most helpful results of his team's work fell a little outside its defined problem.

"We don't work in a vacuum," Brooks says. "There's no real line of demarcation between our team's work and the

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Peter Morenus/University Photography

Dean of Faculty Walter Lynn with his staff, Sandra Phelps (front) and Judith Bower.

## Outgoing Dean of Faculty Lynn was 'an activist in the job'

By Sam Segal

Walter Lynn never seems hurried. As dean of the faculty, he's involved in every major Cornell issue. Yet on his frequent walks to the president's or provost's office — at the opposite end of the floor from his own Day Hall office — he is easy prey for anyone with a joke, complaint or question on Cornell policy, history, weather or golf.

However weighty his mission, he'll stop, talk, refill his coffee cup in the nearest office. Usually tieless, with a smile almost always bending his white mustache, he hardly seems to be working.

But he always gets to the other end of the hall, and he usually accomplishes his mission. In fact, as Lynn looks to the end of his five-year deanship — to be assumed in July by physics Professor Peter Stein — he is satisfied

that he has served the interests of his 1,600 faculty colleagues while also improving the university he came to 31 years ago.

The job needs a diplomat. Though the dean is not a member of the administration, he joins most senior-administration councils and has to represent the administration to the faculty. Since this often means explaining why money isn't available and will be less so in the future, an easy smile helps.

He also has to represent the faculty to the administration, partly as titular head of the Faculty Council of Representatives and partly in a more amorphous role — the expert who presumably knows what 1,600 entrepreneurs think and can secure the ad-hoc services of individual faculty members to work on administration projects and problems.

As the only universitywide official to deal

*Continued on page 8*



## Mr. Chicken



Peter Morenus/University Photography

Looking more formal than he does in television commercials, Frank Perdue — America's "Mr. Chicken" — is flanked by David Call, dean of the College of Agriculture and Life Sciences (left) and Robert Gravani, professor of food science, during a visit April 23. Perdue was in Ithaca for a promotional event at Wholesale Depot and made his first trip to Cornell for informal conversation about food industry topics. Perdue Farms, which he heads, has worked frequently with Cornell's poultry expert, Robert Baker, professor emeritus of food science, and has hired a number of graduates, according to Gravani.

## OBITUARIES

**John E. Kinsella**, 55, a 23-year member of the Cornell faculty who in 1990 became dean of the College of Agricultural and Environmental Sciences at the University of California at Davis, died May 2, apparently of a heart attack, according to the UC Davis News Service.

He collapsed at his El Macero, Calif., home at approximately 6:15 p.m. and was rushed to Sutter Davis Hospital, where he was pronounced dead shortly after 7 p.m.

An authority on the biochemistry of dietary fatty acids, Kinsella was an internationally distinguished scientist and active researcher and recipient of numerous awards for his scholarly achievements.

"I'm deeply shocked and immensely grieved," said UC Davis Chancellor Theodore L. Hullar. "We've all lost a profoundly caring colleague and friend, and the fields of nutrition and health have lost a distinguished scholar. Our hearts go out to his family at this time of immense personal pain."

Kinsella earned his bachelor's degree from National University in Dublin in 1961 and his master's and doctorate degrees from Pennsylvania State University in 1965 and 1967, respectively.

He joined the Cornell faculty in 1967. Among the positions he held here were chair of the

Department of Food Science, associate director and then director of the Institute of Food Science, the Liberty Hyde Bailey Professor of Food Chemistry and the General Foods Distinguished Professor of Food Science.

He is survived by his wife, Ruth Ann; two sons, Sean, 26, and Kevin, 22; and two daughters, Helen, 25, and Kathryn, 24.

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**Thomas H. Canfield**, 77, professor emeritus of architecture, died April 8 at his home.

Canfield joined the faculty in 1946. Among his many accomplishments were the design of most Ithaca College buildings, the Community College of the Finger Lakes, the campus plan for the State University of New York Agriculture and Technical College at Alfred, and several private homes in the Ithaca area. He also helped establish a new school of architecture at the University of Puerto Rico. He was a recipient of the American Institute of Architects Medal and the Alpha Rho Chi Medal.

He earned a bachelor's degree from Ohio State University in 1939 and served with the U.S. Navy during World War II.

Canfield is survived by his wife, Dorothy; a daughter, Anne; a son, Thomas Jr.; two grandchildren; and one sister.

## BRIEFS

• **Commencement ushers:** Volunteers are needed to serve as ushers for Cornell's 125th Commencement on Sunday, May 30. Ushers help guide students, trustees, parents, faculty and staff at various points around campus. Employees who volunteer will be granted complimentary time off equivalent to their standard work day. To volunteer or for more information, contact Connie Mabry at the Commencement Office, B13 Day Hall, telephone 255-9541.

• **Media grants:** Four \$500 grants for film and video projects are available from Media Ithaca, a coalition of local independent and cable access film and video makers, teachers and programmers, funded in part by the New York State Council on the Arts. Applications are at the Channel 13 studios on Green Street, the Cornell Cinema offices in Willard Straight Hall, Paparazzi Clothing Store in DeWitt Mall and the Greater Ithaca Activities Center. Applications and supporting materials must be received no later than May 14. For more information, call Graham Leggat at 277-5443.

• **Cornell chimes:** The Cornell chimes exam week concert schedule will be in effect from Thursday, May 13, through Friday, May 21. Weekday concerts will begin at 8:45 a.m., 11:45 a.m. and 6 p.m. Saturday concerts are at 9:55 a.m., 1:10 p.m. and 6 p.m. Sunday's concerts begin at 10:40 a.m., noon and 6 p.m. The door to McGraw Tower opens to visitors 10 to 15 minutes before each concert. The concert schedule for Senior Week (May 24-28) will be posted in the lobby of McGraw Tower and will be available by calling the Information and Referral Center at 254-4636.

• **Investment seminar:** On March 19, the Board of Trustees approved the addition of Fidelity Investments to the Cornell Retirement Program for Endowed Employees. The addition of Fidelity is intended to offer a broad range of investment options, along with the information needed to make informed choices about retirement planning. This change, effective July 1, allows for the allocation to retirement contributions as well as the university's contributions to Fidelity's mutual funds. From Monday, May 10, through Wednesday, May 12, Fidelity, in conjunction with Human Resource Services, will sponsor an open house in the Alice Statler Auditorium for staff to meet Fidelity representatives and to attend investor information sessions.

• **Michael Latham's birthday:** There will be an open reception today, May 6, at 12:20 p.m. to celebrate Professor Michael Latham's birthday and the 25th anniversary of his directorship of the Program in International Nutrition. The reception will be held in The Flora Rose Room, Savage 200. Refreshments will be served, and all are welcome to attend.

• **Road closing:** In anticipation of a large gathering to celebrate the last day of classes on Friday, May 7, West Avenue on campus will be closed from 7 a.m. to 9 p.m. No parking or traffic will be permitted on this road between

these hours. Individuals who normally park along West Avenue (WE and R permits) may park as follows: WE may park in WD and A areas, R may park in WE, A, CC and ND areas. Call the Transportation Office at 255-4600 with any questions.

• **Tower Road stays open:** The scheduled closing of Tower Road for work on a steam line has been postponed indefinitely until the necessary pipes arrive.

## Basketball coach goes to Vanderbilt

Men's basketball coach Jan van Breda Kolff has been named head basketball coach at his alma mater, Vanderbilt University.

Van Breda Kolff spent two years leading the Big Red, who compiled a 23-29 (14-14 Ivy) record under his leadership.

During a Monday press conference in Nashville, Tenn., Van Breda Kolff told reporters that he has dreamed of returning to coach Vanderbilt, according to the *Cornell Daily Sun*.

"There's no place I'd rather be," the *Sun* quoted him as saying. "It's a dream come true. I don't want to leave again; I hope I'll retire right here."

Athletics Director Laing E. Kennedy told the student newspaper that he already has begun to search for a successor to Van Breda Kolff.

## FCR to consider aid policy May 12

The Faculty Council of Representatives will consider a resolution to alter the university's policy on financial aid at its May 12 meeting, beginning at 4:30 p.m. in Schwartz Auditorium.

The current policy promises to "assist" students in meeting the costs of education — with some combination of grants, loans and work opportunities for students with demonstrated need.

The resolution, from the FCR's Committee on Admissions and Financial Aid, suggests that Cornell pledge "full financial aid . . . to as many accepted applicants as the budget permits, after which some students will be accepted without full aid."

## Chronicle seeks awards information

Each year, the *Chronicle* publishes a sampling of student and faculty awards in its commencement issue.

This year, the May 27 *Chronicle* will include a listing of awards. Please send via campus mail information about awards (such as recipients for inclusion in this listing to Awards, Cornell Chronicle, 840 Hanshaw Road.

Submissions must be received by Friday, May 14.

## CORNELL Chronicle

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

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

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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, N.Y. 14853-2801. Other questions or requests for special assistance may also be directed to that office.

## GRADUATE BULLETIN

**May degree:** All requirements for a May degree must be completed by May 21.

**Commencement** is on Sunday, May 30. Information packets have been mailed to all recipients of August 1992 and January 1993 degrees. Candidates for May 1993 degrees may pick up packets at the Graduate School information desk, Sage Hall.

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

**Diplomas** will be available at the post-commencement reception for degree recipients who completed requirements by mid-March (bring ID). Diplomas will be mailed for other recipients.

**Ph.D. event:** A new ceremony to honor Ph.D. recipients will be held in Barton Hall on May 29 at 5 p.m. Family, friends and faculty advisers are invited; reception will follow.

**Travel:** Conference Travel Grant Applications are due at the Graduate Fellowship and

Financial Aid Office by June 1 for July conferences. Application forms are available at graduate field offices. Grants for transportation are awarded to registered graduate students invited to present papers.

**Summer registration:** Forms for Summer Graduate Registration will be available May 10. Students must register if they are receiving financial aid during the summer (such as summer loans, assistantships, travel grants, or tuition awards); wish to use campus facilities during the summer; or are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School. Student ID is required. Students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Students approved for summer residence credit must pay the appropriate pro-rated Graduate School tuition rate. Tuition must be paid for summer courses taken through the School of Continuing Education and Summer Sessions.



# Effort helps high-schoolers find their way to college

By Sean Jamieson

Megan Spisak leaned over the lunch table and explained that her friends at school were surprised about how she was spending her day. "I told them, 'I'm going to college today,' and they said, 'What? In the ninth grade?'"

Spisak and about 30 other ninth-graders from Cortland and Cincinnatus recently spent a day at Cornell as part of the Access to College Education Initiative, a collaborative effort of Ithaca College, SUNY Cortland, Tompkins Cortland Community College and Cornell. The A.C.E. program seeks to encourage high school students with academic promise to think about higher education, according to Katherine Doob, Cornell's director of public service programs.

### College-bound

"The kids in this program are students who would not necessarily have been college-bound," Doob said, watching the students eat brown-bag lunches in the Robert Purcell Union. "We're looking at kids who have potential and with some assistance will not only be admitted to postsecondary schools but will be equipped with the skills to succeed."

The presidents of the four area institutions agreed to create the A.C.E. program more than three years ago at the suggestion of school superintendents in Ithaca and Newfield. The four spent a couple of years organizing the program before recruiting the first 250 incoming high school students from throughout Tompkins and Cortland counties.

Teachers nominated students; interested

students and their parents then agreed to participate in the program. "We've got to have the parents involved to make it work," Doob said. It was parents, for example, who requested that A.C.E. emphasize the development of study skills. This summer, Cornell will host an intensive two-day workshop for students who want to improve their writing.

The colleges have pledged to give special consideration to qualified A.C.E. students who apply, and the schools will help them with admissions and financial aid counseling. "The hope is that if the students have been in the program since ninth grade, then the colleges will know them," Doob said.

Between ninth grade and college application time, the A.C.E. program will offer participants opportunities to be involved in a wide variety of activities. Each year there will be two or three large-scale conferences hosted at one of the colleges for all A.C.E. students and their parents. These conferences feature a motivational speaker and a number of smaller concurrent sessions on topics of interest, such as the scholarships available and what it's like to play collegiate sports.

**Tutoring**

College students who are interested in tutoring are currently being identified so that in the fall they will receive training and then go out into the schools to provide additional academic support to A.C.E. students.

Saturday and evening workshops for students and parents will be held on a regional basis at the high schools featuring speakers of interest from the colleges, and special cultural



Peter Morenus/University Photography

Graduate student Sharon Douglas talks with some of 30 ninth-graders from Cortland and Cincinnatus who spent a day on campus recently as part of the Access to College Education Initiative.

opportunities at the colleges will be made available to the A.C.E. students and their families. Each month A.C.E. families receive a monthly newsletter that provides a listing of upcoming events and study tips, as well as a feedback page to elicit comments and ideas. Many programs are developed based on the ideas and feedback from students, parents and school personnel.

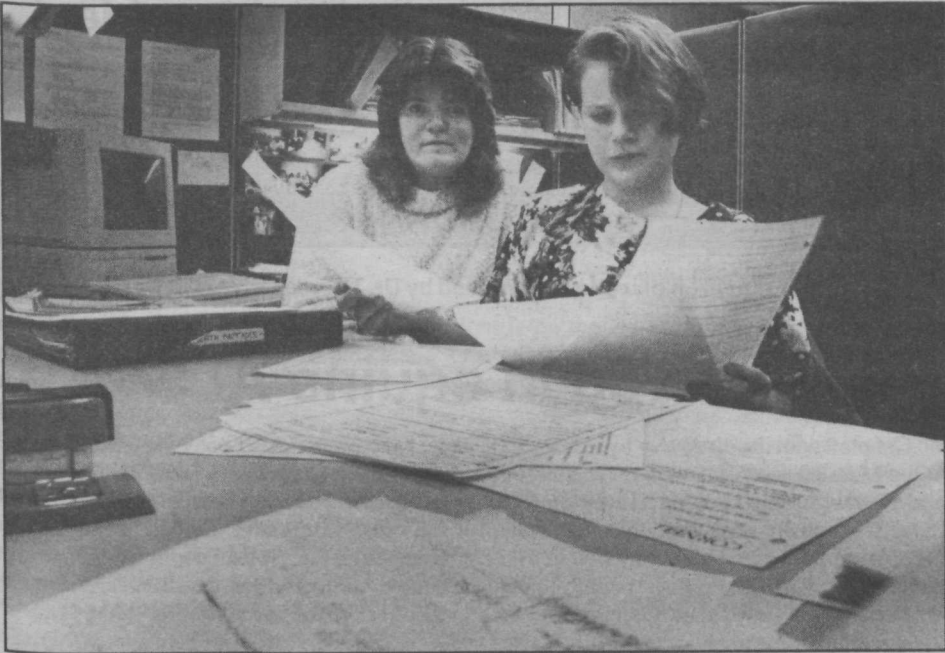
About 180 A.C.E. students were scheduled to visit Cornell in April. Their visits included a campus tour, a tour of a dorm, a question-and-answer session with a group of Cornell students, and activities designed to instill con-

fidence and cooperation among the students.

Lindsey Shaw, who had lunch with Spisak, said, "I thought the campus tour was neat. College life is different from what I thought it would be." The amount of free time and the amount of work students have to do outside of class is much greater than she expected.

The current class will stay with A.C.E. until it graduates from high school, and A.C.E. will recruit incoming high school students each year. Eventually, Doob expects some 850 students to be in A.C.E..

"We'll be developing a program that's more grade-specific as we go along," she said.



Peter Morenus/University Photography

Tammy Kroboth (left), personnel assistant in Human Resource Services, and her daughter, Cassandra, 11, sort papers on "Take Our Daughters to Work Day" on April 28. Cassandra "was fascinated by Quickmail and the computer and learned a lot of different skills," her mother said.

# Daughters join parents at work 'to realize the things they can do'

By Linda Grace-Kobas

The world of work became more real for the daughters of Cornell staff and faculty who brought them to their workplaces last Wednesday to participate in "Take Our Daughters to Work Day."

A national effort sponsored by the Ms. Foundation, the day was instituted to help girls ages 9 to 14 see how many career options exist for women and to allow them to see women in action in a variety of roles.

Merilee Bell, coordinator of Cornell's Working Family Programs, said that while the day was important for young girls to help them "get out of the stereotypical thinking of the past," it also had value for the university. "For so long there was so much emphasis on separating people's work and family lives," she said. "We are trying to find ways to help find a good balance between the two, so that people can work well in both environments."

Janice Merrill in Campus Affairs brought daughter Becky, 10, to her office.

"She really enjoyed it," Merrill said. "I think it's always good for them to see what all that schooling's for and to see that things are really possible if you work for them." Merrill

thinks this sort of experience would be valuable for sons, as well.

Cassandra, age 11, helped out mom, Tammy Kroboth in Human Resource Services, quite a bit, Tammy reports. "She was fascinated by Quickmail and the computer and learned a lot of different skills."

Aura Hoetzlein, 15, whose mother, Nancy, works at Health Services, visited the News Service because she is interested in writing. As part of her experience, she wrote a commentary on the day:

"I think that girls going to the workplace was an interesting idea. It gives girls a chance to open their minds, and realize all the things they can do with their lives," she wrote. "I am 15, and to say I know what I want to do for a career wouldn't be true. . . . In all, I feel that this career day for girls was a good idea. Just as long as the girls who do it are open to it. It's not hard to open yourself to the adult world, because soon my generation will be taking on adult responsibilities. . . . In terms of the parents who work and bring their kid to their workplace, it's a great opportunity to see what their parents do to support their lives and make them better. Therefore, they can probably appreciate it more."

# Orlov and Rogers elected to Academy of Arts & Sciences

By Larry Bernard

Yuri F. Orlov, a physicist on the Ithaca campus, and Dr. David E. Rogers, a physician and professor of medicine at the Cornell Medical College in Manhattan, have been elected to the American Academy of Arts and Sciences.

They were among 195 new fellows elected April 15 in recognition of their distinguished contributions to science, scholarship, public affairs and the arts.

The academy was founded in 1780 by John Adams and other leaders "to cultivate every art and science which may tend to advance the interest, honor, dignity and happiness of a free, independent and virtuous people."

Orlov, 68, is a senior scientist in the Laboratory of Nuclear Studies in the Physics Department. A former Soviet Union dissident who was interred in labor camps for almost 10 years, Orlov founded the Helsinki Watch Group in 1976 to monitor Soviet adherence to the 1975 Helsinki human rights accords. He had been at the Moscow Institute of Theoretical and Experimental Physics but was fired because



Orlov



Rogers

of his political activities.

Freed from exile in Siberia in 1986, he came to Cornell that December after emigrating to the United States. He currently works in particle accelerator design, beam interaction analysis and quantum mechanics. He also is an investigator at Brookhaven National Laboratory.

Rogers, 67, is the Walsh McDermott University Professor of Medicine at Cornell. He is senior adviser to the president of the New York Academy of Medicine and has numerous appointments on AIDS committees: He is vice chair of the National Commission on AIDS, chair of the New York City Mayoral Task Force on AIDS and chair of the Advisory Council of the AIDS Institute of New York State. He also is a member of the New Jersey Governor's Council on Alcohol and Drug Abuse.

Rogers received his M.D. at Cornell in 1948. He has been at Cornell in various positions since 1954, when he began as an assistant professor of medicine. He also was dean of the medical faculty at the Johns Hopkins University School of Medicine from 1968 to 1971.

# Tigner is elected to NAS

Maury Tigner, a Cornell physicist, was elected April 27 to the National Academy of Sciences.

Tigner, 56, was one of 60 new members and 15 foreign associates from 11 countries elected to the academy. Election to the academy, one of the highest honors for scientists, is in recognition of distinguished and continuing achievements in original research.

Tigner, a professor of physics in the Laboratory of Nuclear Studies, has been at Cornell since 1963. He started as a research associate in the Physics Department and became a professor in 1977.



Tigner

From 1984 to 1989, he directed the design of the Superconducting Super Collider now being built in Texas to investigate particle physics.

Tigner earned his doctorate from Cornell in experimental physics and electrical engineering in 1962 and an undergraduate degree in physics from Rensselaer Polytechnic Institute in 1958.



# Soil erosion costs the U.S. \$43.5 billion per year

By Roger Segelken

The cost of soil erosion and the associated water runoff is as much as \$43.5 billion a year in the United States and the land-degradation problem is worsening worldwide.

Writing on "Soil erosion and agricultural productivity" in a new book, *World Soil Erosion and Conservation* (Cambridge University Press), a team of Cornell agricultural scientists addresses the relationship of soil erosion to the world economy and concludes: The poor are getting poorer, and soon the prosperous will be, too. Severe soil erosion and rapid water runoff

constitute a worldwide crisis that affects the world food economy, according to the researchers. As farmers try to feed an exploding world population from depleted soils, they predict, security of nations will be threatened, as well.

"Soil degradation – primarily erosion – is not only reducing the potential productivity of soil to supply food, but it is the prime cause of deforestation. About 80 percent of the world's deforestation is due to the spread of agriculture into forest lands," said David Pimentel, the professor of entomology who led the study by 13 graduate students in the College of Agriculture and Life Sciences.

Traditional methods of calculating erosion's cost account only for reduced crop yields, the researchers noted. That approach neglects the long-term costs of replacing soil nutrients and organic matter, as well as the cost of replacing water wasted in farming practices that cause erosion in the first place. Cost-accounting also should measure off-site effects, such as damage to the environment from farm chemicals and the expense of dredging silt from waterways.

Erosion-prevention measures, such as terracing and contour planting, can save more than they cost, the researchers note.

But they see three impediments to imple-

menting sound soil and water management practices: Low farm prices discourage adoption of conservation technologies and force some farmers to use low-cost, often poor management practices on marginal land. For larger, more prosperous U.S. farms, the increase in monoculture and specialization interferes with soil-management policies.

Furthermore, the effects of erosion on soil productivity and water supplies are so gradual that they usually go unnoticed, they report. "For instance, 15 tons of soil lost from a hectare of land during a single storm removes only about 1 millimeter of soil from the surface."

## Olive oil gets good grade in fat metabolism

By William Holder

Some common dietary fats – except olive oil – suppress a key enzyme that clears heart disease-causing substances from the bloodstream, according to a Cornell scientist.

The finding suggests one mechanism by which fats may contribute to clogged arteries. It also represents the first time fats themselves have been implicated as regulators of lipoprotein lipase, an enzyme that is responsible for clearing triglycerides and very-low-density lipoproteins from the blood. Both of these substances have been linked to heart disease, said André Bensadoun, Cornell professor of nutritional science.

**CORNELL**  
*Research*

"It would be clearly premature for consumers to change eating habits, based on this research," he stressed. Other kinds of nutritional studies, however, have pointed to health benefits of olive oil.

Olive oil was alone among the common dietary fats in showing no suppression of lipoprotein lipase in tests on avian fat cells, say Bensadoun and co-author Michael Montalto of Ross Laboratories in Columbus, Ohio, in the March issue of the *Journal of Lipid Research*. Avian fat cells are a commonly used model for obtaining fast, repeatable results about nutrition in cells, Bensadoun said, noting that these results will prompt the researchers to conduct nutrition experiments in animals.

"Our experiments clearly show that feeding the fatty acid mix present in olive oil to avian cells had no effect on lipoprotein lipase secretion," he added. "But exposing cells to triglyceride fatty acids from MaxEPA or safflower oil inhibited secretion of the enzyme. The effect was more accentuated with safflower oil than with MaxEPA (a commercially available oil derived from fish oils)."

### Safflower oil

Safflower oil belongs to the class of fatty acids designated n-6, which includes polyunsaturates such as corn oil. The researchers found that n-6 oils and polyunsaturated fish oil (n-3) suppressed enzyme activity by as much as 70 percent. Monounsaturated oil designated n-9, such as oleic acid in olive oil, had no effect on enzyme activity.

Research, however, has suggested that a diet rich in polyunsaturated fatty acids may decrease the incidence of cardiovascular disease by lowering plasma triglycerides and very-low-density lipoproteins. Benefits have been ascribed, in particular, to fatty acids in fish oil. Bensadoun acknowledged that his results are inconsistent with that view, and pointed out that, "There still isn't overall agreement that fish oil is beneficial."

Lipoprotein lipase is synthesized mainly in certain cells of fat, heart and skeletal muscle tissues. It is responsible for breaking apart triglycerides and very-low-density lipoproteins in the blood. Its synthesis and secretion had previously been linked to hormones, such as insulin.

Their data show that the synthesis and secretion of lipoprotein lipase depends not upon the total concentration of fatty acids within cells, but on the composition of those fats.



A horse displaying the muscle-wasting effect of equine motor neuron disease is examined by Dr. Thomas Divers at Cornell's Large Animal Clinic.

Peter Morenus/University Photography

## Vitamin deficiency considered in equine ALS

By Roger Segelken

Cornell veterinary medical researchers who study equine motor neuron disease (EMND), which closely resembles a form of amyotrophic lateral sclerosis (ALS) or Lou Gehrig's disease in humans, see vitamin deficiency as one possible clue to debilitating nerve damage.

There is evidence in EMND horses that an "oxidative insult" may be involved in motor neuron death, and that a deficiency in protective antioxidants may be at least partially responsible for the disease, according to Dr. Thomas J. Divers of the College of Veterinary Medicine. Blood tests in EMND cases referred to Cornell found "incredibly low, even undetectable levels" of vitamin E, said Divers, an associate professor of medicine. Vitamin E is an antioxidant that counteracts the harmful free radicals that are naturally produced during metabolism in animals and humans.

Coupled with the discovery by researchers at the Massachusetts Institute of Technology and Massachusetts General Hospital of the defective human gene that fails to initiate production of anti-radical enzymes in ALS patients, the Cornell finding "could indicate an interplay of antioxidant vitamins and enzymes, all working together in healthy bodies, and a similar mechanism for the neurodegenerative disorder in humans and horses."

The underlying changes in EMND were first recognized in 1989 by Dr. John F. Cummings, professor of anatomy and member of a team that published the finding in 1990, and the horse is now an animal model for ALS research.

The Cornell veterinary clinic became a national "magnet" for suspected EMND cases, as an interdisciplinary research team was assembled with funding from the ALS Association, National Institutes of Health, American Horse Shows Association and college alumni.

Like human ALS patients, EMND horses experience progressive muscle wasting as dying motor neurons fail to transmit signals to muscles, Cummings noted. Motor neuron changes in the spinal cords of human and equine victims of the diseases "are virtually identical – the same cranial nerves are affected, and the same ones are spared," Divers reported. Weight loss, difficulty standing and fasciculations (quivering of the leg and shoulder muscles) are others signs of EMND.

The epidemiologist on the Cornell EMND team, Dr. Hussni O. Mohammed, is sorting through 123 putative risk factors in the search for disease causes. Among the variables under consideration are management practices, breed, horse vices (such as chewing wooden stall materials) and nutrition.

Nutrition may be a factor, he speculates, after noting that many EMND horses are not pastured where they eat can fresh grass but rather are fed commercial feed and cut hay.

## Idle chatter pervades computer bulletin boards

By William Holder

A Cornell study of scientific communication on computer bulletin boards during the cold fusion controversy reveals that the technology did little to promote discussion among experts assessing the phenomenon.

Problems of information overload and irrelevancy appear to be characteristic of many bulletin boards – a form of communication that is rapidly proliferating worldwide, according to Bruce Lewenstein, assistant professor of communication and of science and technology studies. The study was carried out for the congressional Office of Technology Assessment and released in December 1992 under the title: "The Changing Culture of Research: Communications Technologies and Knowledge Transfer." It concluded that few scientists attempting to assess the cold fusion claims were using electronic bulletin boards to

share their findings.

Instead, Lewenstein says, the 5,000 or more messages placed on cold fusion bulletin boards between April 1989 and June 1992 represented mostly the technical and non-technical conversations of interested bystanders. Lewenstein is director of the cold fusion archives at Cornell, which documents the ongoing controversy over this much-disputed phenomenon.

Millions of people have access to several thousand bulletin boards distributed through the international computer network, the Internet. While messages on some bulletin boards are screened by a moderator, most are unscreened. The result is that comments range from the germane to bizarre or insulting.

"Bulletin boards have a tendency to lead to harmless but unproductive rambling," Lewenstein said. "They can be a useful way for people to exchange ideas, but the people

contributing have to take responsibility to keep things on track."

In his study of an Internet bulletin board devoted to cold fusion – sci.physics.fusion – Lewenstein found that almost 75 percent of messages were non-technical discussion and speculation or requests for technical information such as reprints. During that period, only one researcher regularly posted his own experimental findings, and more than 6,500 pages of text appeared on the bulletin board.

In related research, Lewenstein and students in his course, "Qualitative Methods in Communication Research," are studying free-nets – community-based networks that can be compared to old-fashioned town squares, with access to libraries, city governments, medical information and more. Their initial impressions confirm that many bulletin boards are dominated by a few individuals, despite their wide distribution.



# Potato blight fungus poses serious threat

By William Holder

Variants of the fungus that caused the Irish potato blight of the 1840s are spreading throughout the world with potentially serious repercussions for home gardeners and commercial growers.

Now well-established in Europe and Mexico, the variants have gained a foothold in the United States during the past three years. Last summer, infestations were reported at numerous new locations, ranging from New York to Washington state, according to Cornell plant pathologists.

The ongoing migrations may be the first worldwide spread of potato late blight since the devastating migration that produced famine in Ireland, although that assertion has yet to be proved, said William Fry, professor of plant pathology.

While no one expects famine from the blight, which infects potatoes and tomatoes, scientists are concerned that the new fungus will significantly complicate efforts to control infestations, and that uncontrolled infections could diminish yields and profits for farmers. They could not estimate the potential damage from this outbreak. Some of the variants are resistant to metalaxyl, the fungicide most commonly used for control.

"This disease is remarkably explosive," Fry said. "An affected field looks like it has been burned."

The new migration contains forms known as the A2 mating type of *P. infestans*, which can sexually reproduce with the already well-established A1 mating type (cause of the Irish potato famine). This worries scientists, because sexual reproduction produces spores that can survive possibly for months in the soil. Such spores have been observed in Europe and Mexico, but not so far in the United States.

Steven Slack, Cornell professor of plant pathology, cited his concern that spores in the soil would lead to more blight outbreaks. Without spores, the disease must overwinter in

tubers or plant material to survive.

Compounding the problem for New York growers is that the wet weather of 1992 caused some potato and tomato fields to be abandoned, and these have become ideal repositories of disease.

Representatives of Cornell Cooperative Extension and industry have formed a blight working group in New York to facilitate adoption of disease management strategies. A forthcoming publication, written by Rosemary Loria, associate professor of plant pathology, warns that the abundance of blight sources resistant to metalaxyl "does set the stage for major disease management problems." Control of the disease in Washington state over the last several years has proved to be much more difficult than growers expected.

The disease poses special risks to home gardeners and organic farmers, who typically do not adopt the chemical control measures used by commercial farmers. The Cornell researchers urged both groups to destroy any infected plants and, in areas where blight is present, to keep potato or tomato plant material out of composts, where the disease may survive through the winter.

The first signs of blight are brown flecks on leaves and stems, but the disease is most easily characterized a few days after onset by white, velvety growth at the edge of brown-black lesions.

"Commercial growers and producers of seed potatoes will have to be very careful," Slack said. Because it's impossible for farmers to keep out the disease, they will have to adopt strategies to minimize a recurrence. These include eliminating sources of disease, adopting resistant cultivars and using protective fungicides — once infected, a plant cannot be saved.

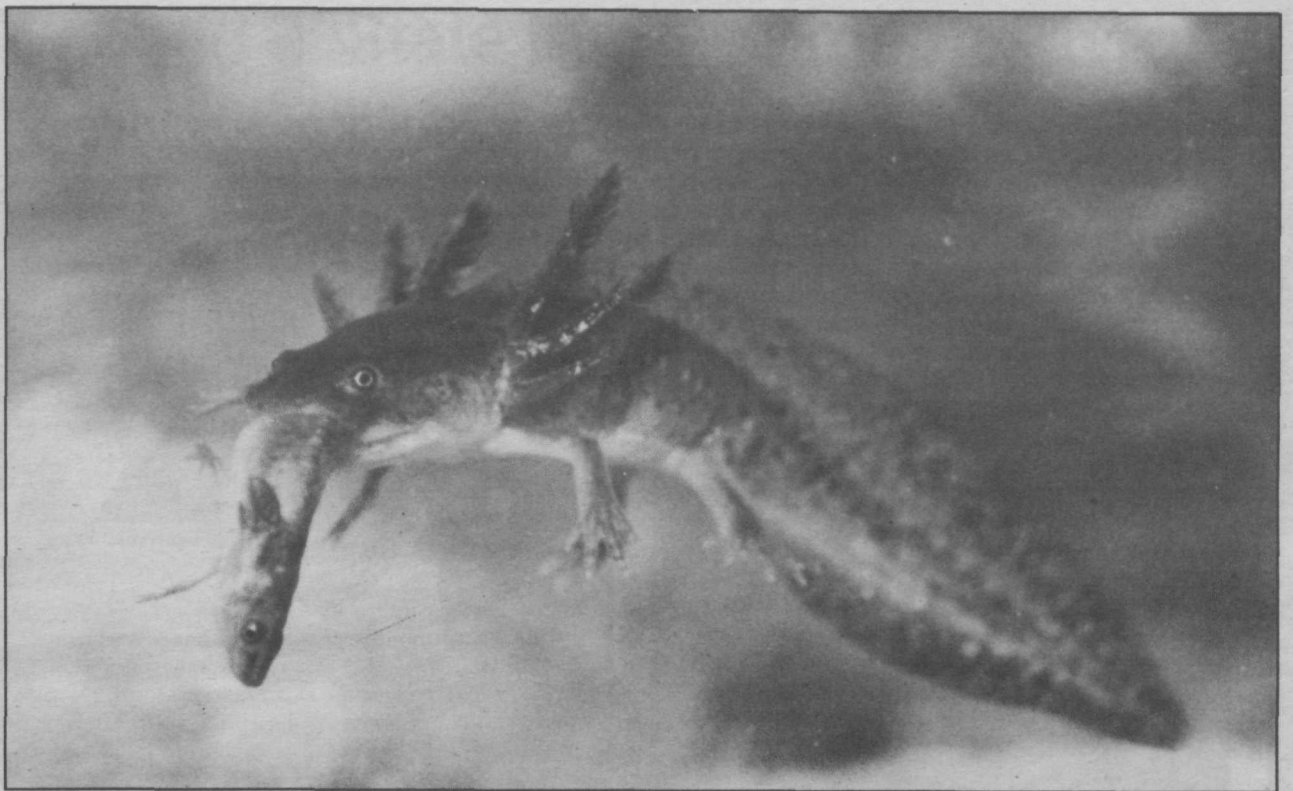
Growers are advised to inquire about the presence of late blight in potato seed fields, tomato transplant fields and even in greenhouse-grown tomato transplants. Late blight was not found in New York seed fields entered for certification in 1992.

The A2 mating type poses yet another peril. Sexual reproduction produces the most genetic diversity, and combinations of A1 and A2 could yield new and more virulent strains of the disease, according to Fry.

## DNA fingerprinting

Evidence suggests that, so far, the fungus has propagated asexually. Use of DNA fingerprinting and other techniques (carried out by Stephen Goodwin, a research associate at Cornell) strongly indicates that prior to 1980, isolates of fungus from several continents (excluding North America) were all derived from a single clonal line. To what extent the variants will cross-breed is unknown, Fry said.

The central highlands of Mexico appear to be the home of the potato blight fungus. Historically, it is the only area where both mating types occur in equal frequency (the A2 type has been known since the 1950s). This also is the only location containing all the known DNA fingerprints, Fry said.



David W. Pfennig

A larger salamander devours a smaller one. In their larval stage, the amphibians live in water, breathing through gills, until their lungs develop and they can walk on dry land.

## Growing up among strangers turns salamanders into cannibals

By Roger Segelken

Tiger salamanders that grow up among close relatives are much less likely to become cannibalistic than those that do not, evolutionary biologists have found.

The experiment, as reported in the April 29 *Nature* by David W. Pfennig of Cornell and James P. Collins of Arizona State University, is one of the first demonstrations that social environment — such as the presence of unrelated salamanders — can cause major changes in body shape.

"We knew that some salamander larvae naturally turn cannibalistic and eat others of their species in the lakes and ponds of the Arizona mountains," said Pfennig, a postdoctoral fellow at Cornell whose photograph of a larger salamander devouring a small one graces the cover of *Nature*. In their larval stage, the amphibians live in water, breathing through gills, until their lungs develop and they can walk on dry land.

"Within weeks of hatching, the cannibals quickly change in shape and size," Pfennig said. "They develop large, blocky heads with broad, bony ridges and curved teeth on their upper jaws. The cannibals are larger, and they behave differently — they are distinctly predatory. Most of what they eat is other salamanders, whereas the smaller non-cannibals of the same age continue to eat aquatic insects."

The biologists also knew from previous experiments that

tiger salamanders never turn cannibalistic when raised apart from other salamanders and that salamander cannibalism is more prevalent in crowded conditions. They set out to answer the question: What makes a creature eat its own kind?

In 80 laboratory aquaria, Pfennig and Collins raised sibling salamanders — 16 to an aquarium — all brothers and sisters from the same mother. Another 80 16-animal aquaria held various combinations of siblings and closely related first cousins; siblings and unrelated salamanders of the same species; and siblings, cousins and unrelated salamanders. The study was supported by the National Science Foundation. Collins is a professor and chairman of the Department of Zoology at the university in Tempe, Ariz.

"The theory of inclusive fitness (or kin selection theory) predicts that we should see less cannibalism among closely related animals, that the salamanders should be less likely to harm close relatives because that prevents the family genes from being transmitted to future generations," Pfennig noted.

That is exactly what Pfennig and Collins found: Twice as many salamanders turned cannibalistic in tanks they shared with unrelated salamanders, compared to tanks with only siblings.

"This experiment shows that kinship can affect things other than behavior," Pfennig commented. "Kinship — or the lack of kinship — can affect the way animals grow."

## Tripling the shelf life of cottage cheese

By William Holder

Spurred by the declining popularity of cottage cheese, Cornell food scientists have devised an inexpensive way to extend its shelf life and fresh taste without adding preservatives.

Their approach, known as modified atmosphere packaging, enables the scientists to keep cottage cheese fresh, as judged by a panel of taste testers, for 63 days under refrigeration — compared to a maximum of 21 to 28 days for untreated cottage cheese.

The technique inhibits the growth of yeasts and mildews that degrade the quality of the product. It also prevents the growth of toxic bacteria, such as *Listeria m.*, which is responsible for listeriosis, a serious illness, the researchers say in the April issue of the *Journal of Dairy Science*.

"Cottage cheese should be a 'hot' food in the '90s," said Joseph Hotchkiss, associate professor of food science. "It is low in fat, high in protein, an outstanding source of calcium, low-cost and is a fresh food." Yet statistics from the U.S. Department of Agriculture show consumption of cottage cheese

dropped 31 percent from the early 1970s through 1989.

Acknowledging the reasons for the decline may be complex, Hotchkiss and research associate Joseph Chen say that consumer expectations of freshness and flavor may not always be met. The growth of larger distribution networks from central processing facilities has aggravated the problem by requiring a longer shelf life, they say. "We think one of the best ways to improve overall quality and consistency is to improve shelf life," said Hotchkiss. "When all other factors are equal, products with a longer shelf life usually have higher quality no matter when consumed."

Modified atmosphere packaging already is in use to extend the refrigerated shelf life of products such as fresh pasta, cooked meats and whole dinners. Some studies estimate that sales of such products totaled \$1.1 billion in 1990.

In an adaptation of the technique, the researchers dissolve carbon dioxide, an inexpensive and non-toxic gas, into cream dressing before it is mixed with curds to form cottage cheese. By using a high-barrier seal that is nearly airtight, they have created a product that retains carbon dioxide for two months.

The dissolved carbon dioxide strongly inhibits the growth of yeasts and molds, the so-called gram-negative bacteria. The researchers also tested two gram-positive bacteria by inoculating samples with them: *Listeria* and a substitute for the botulism. Neither showed any tendency to grow.

"We're able to achieve longer shelf life without detracting from the characteristics of cottage cheese," Chen said. Trained dairy tasters were unable to detect the presence of carbon dioxide 24 hours after its addition. Some preferred the carbon dioxide-containing product because it had a fresher taste.

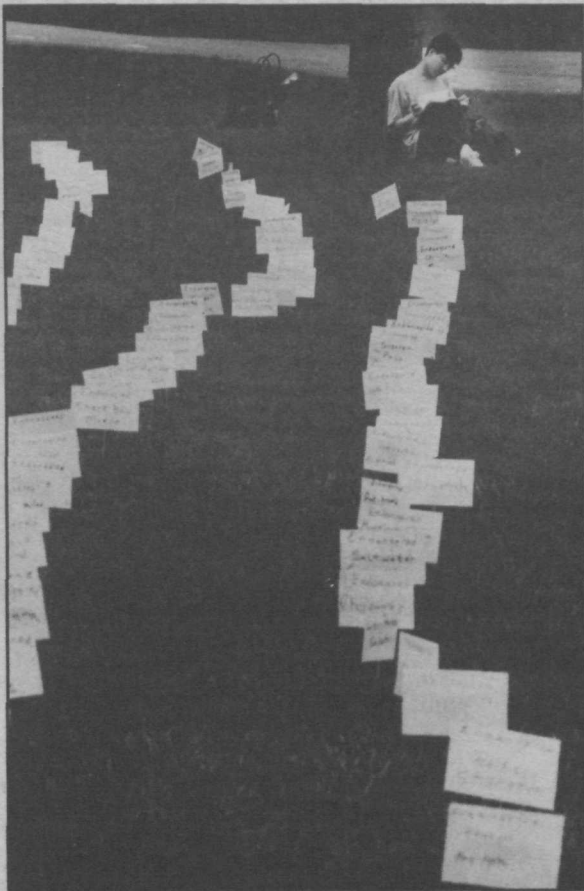
The researchers are planning a pilot-scale test in a commercial setting this summer. Their work is supported by the Northeast Dairy Foods Research Center, a joint venture of Cornell and the University of Vermont.



Peter Morenus/University Photography

CORNELL  
Research





## Commitment to community



Photographs by  
**Peter Morenus**

Sophomore Cheang Taing (top left) reads on the Arts Quad near signs bearing the names of endangered species, posted by Ecology House students last week as part of EarthFest '93. College of Agriculture and Life Sciences student Julie Pomerantz (top right) trims a sheep at the annual Student Livestock Show on Saturday. Freshman Stephanie Schwartz (above) of Alpha Omicron Pi sorority serves residents of Titus Towers during a luau last week; more than 70 sisters and 120 seniors are involved in an ongoing Sister-Senior Partnership sponsored by Foodnet. And graduate student Christi Palmer (right) routs lumber during a community effort to build Ithaca's Sciencenter. The work continues May 6 to 9, and all volunteers are welcome; call 272-0600 for more information.





## Dullea tells Hinchey of research's importance

*These comments were delivered by Vice President for University Relations Henrik N. Dullea at an April 30 hearing on President Clinton's budget proposals, held in Ithaca by Rep. Maurice Hinchey.*

Thank you, Mr. Hinchey, for holding this hearing on aspects of the federal budget of concern to residents of the Ithaca community.

Cornell is a major recipient of federally-sponsored research funds, and those funds are a very important part of our local economy. As you know, we are very proud of the fact that there are more national centers at Cornell sponsored by the National Science Foundation than at any other university in the nation.

Federally sponsored research funding at Cornell totaled \$188.5 million in FY 1992 and represents about 19 percent of the University budget. The National Science Foundation is the principal source of funding for the Ithaca campus, and the National Institutes of Health plays the same role with the Medical College in New York City.

Research is important not only to our faculty, but to our students. We're extraordinarily proud that between a quarter and a third of our undergraduates are actively involved in sponsored research projects. That's one of the unique and most attractive aspects of education at a research university.

In many areas, this research money leverages dollars from corporations whose growth and development are essential to the economic health of New York State. Corporations such as IBM, Xerox, and Corning send their scientists here to work with our experts.

Indeed, the "research industry" itself is one of New York's most important industries, and particularly in Tompkins County, providing employment to thousands of research associates, technicians, secretaries, graduate students and undergraduates; and that money helps fuel the local economy.

Cornell research achievements have led to innovation in the development of the PAP test, new vaccines, transistors, materials for manufacturing, supercomputing, farm machines, new foods, and early childhood educational methods, to name only a few.

The Clinton administration is requesting about a 3 percent overall increase in both total research and development funding and in support for basic research. . . . We applaud the administration's announced goals of shifting



Chris Hildreth/University Photography  
Henrik N. Dullea

Department of Defense research and development from military to civilian sectors, promoting economic growth which protects the environment and jobs, and maintaining world leadership in science, mathematics, and engineering. However, there are two concerns that I should mention briefly:

- Much of the new funding increases relate to programs in technology transfer, which focus on applied research and development applications. Universities can serve as an important catalyst for the nation's economic growth, and we look forward to exciting new partnerships in this endeavor. However, the Congress also needs to continue to sustain its merit-based competitive funding for basic research. Future generations will depend on those basic research discoveries that serve as the foundation for applied research and technology transfer. The programs of the National Science Foundation are especially important in this regard.

- My second concern lies with the need for the federal government to pay its fair share of the costs of doing federally sponsored research through the indirect cost reimbursement process. Mr. Hinchey, I won't dwell on the indirect cost topic today as you are quite familiar with this area. I do want to thank you publicly for your leadership in developing the letter sent to the White House from the members of the New York Congressional Delegation, which opposed an arbitrary cap on these reimbursements — a cap which could have reduced funding to New York State institutions by over \$65 million next year, and by approximately \$15 million here at Cornell. I ask that you keep a vigilant watch on this area should there be future assaults.

Thank you for giving us this opportunity to comment on Federal research funding. I would be pleased to respond to any questions from you or your staff and I look forward to working closely with you in the days ahead.

## State targets neighborhoods in fight against child abuse

By Susan Lang

Despite earnest and persistent efforts to combat child neglect and abuse, the condition of children in New York and throughout the nation has continued to deteriorate substantially this past decade, Michael Dowling, the state's director of Health, Education and Human Services, said here last week. But, he added, a new initiative has hope: targeting the worst neighborhoods with a full spectrum of services.

Dowling addressed about 300 policy-makers, legislators, advocates and community leaders at the William B. Hoyt Public Policy Symposium on Child Abuse and Neglect in Statler Auditorium on April 29.

Neighborhood-based alliances, he explained, focus on delivering a full range of services — from economic development and employment to health, mental health and social welfare programs — to small geographical pockets of poverty and despair.

*Improving the worst neighborhoods would prevent or reduce child abuse and neglect by reducing stress, providing jobs, strengthening families, and reducing social isolation.*

"Unbelievably small areas — such as five square blocks — are where the bulk of problems reside, including poverty, drug abuse, unemployment, crime, teen pregnancies and low birth weights and high infant mortality," said Dowling, who has been working in Gov. Cuomo's office since 1988 overseeing health, mental health, mental retardation, social services, aging, substance abuse, alcohol abuse, education and youth programs throughout the state.

Dowling has been nominated by Cuomo to be the state's commissioner of social services, and the nomination is now pending in the Senate.

During his talk, Dowling cited a recent study that showed that 70 percent of those who went to prison in recent years in the state came from just seven neighborhoods.

"I've walked into packed crack houses in these neighborhoods where people, including children, are using needles between their toes, in their eyelids, and wherever else they can. Oblivious to my presence, one woman, for

example, who was about six-months pregnant, was injecting her eyelids while her two children watched," Dowling recalled.

"We've tried to do a lot, but we need to concentrate on something else, and neighborhood-based initiatives may be it."

Improving the worst neighborhoods would prevent or reduce child abuse and neglect by reducing stress, providing jobs, strengthening families, and reducing social isolation.

The neighborhood-based approach is also the cornerstone of the recommendations promoted by the U.S. Advisory Board on Child Abuse and Neglect.

Dowling said that neighborhood-based alliances have been launched already in six neighborhoods in New York, with 23 state agencies involved. This summer, nine more neighborhoods will be identified as appropriate targets.

But Dowling acknowledged that these alliances are not a panacea and that sobering questions remain unanswered:

How do you get political support for neighborhoods that do not have political importance? How do you get agencies to pool their resources in a cooperative effort? How do you get more than social service agencies involved so that neighborhoods can be economically revitalized with new jobs? How do you get funding that is flexible enough to apply as needed?

And, finally, how do you change self-defeating values in neighborhoods where it is the norm to drop out of school, abuse drugs, and have no sense of a future?

"In 1988 in New York, we declared The Decade of the Child. Six months later, the state had its worst fiscal crisis and the problems of AIDS, crack and homelessness were on the rise. It's now the midway point; the score is even," Dowling concluded.

"But the best teams play in the second half."

The symposium was sponsored by the Family Life Development Center of the College of Human Ecology.

It was named in honor of the late Assemblyman William Hoyt, the "grandfather" of child abuse and neglect prevention. He led the effort to establish the state's Children and Family Trust Fund — which was recently renamed The William B. Hoyt Children and Family Trust Fund, a landmark model in intergenerational prevention of child and family abuse.

Hoyt was also the key Assembly architect of the Child Abuse Prevention Act of 1984, dealing with protection of children in residential care.

## Students are collecting clothes for local agencies

Before they leave campus later this month, students are expected to donate about 15,000 items of clothing to several local community agencies.

That's more than one article of clothing for each undergraduate student at Cornell, according to Connie Fuess, one of the organizers of the annual clothing drive.

Fuess, director of Ecology House, says large, specially marked collection boxes will be placed in the lobbies of residence halls for one week, May 14 to 21.

Donations also can be left in the red barn at the end of the driveway at Ecology House, a residence hall dedicated to environmental education and awareness and the 4-Rs — reduce, reuse, recycle and respect.

Ecology House is located off Country Club Road in the village of Cayuga Heights.

"Each year, we collect used and new clothing, including some that still has price tags," Fuess said.

"We also receive games and stuffed animals that we share with groups helping the homeless and other less fortunate people in Tompkins County."

Small appliances will be collected, too, Fuess said.

Ecology House is still selecting the local agencies that will receive this year's donated items, she added.

Donations are being sought from faculty, staff and students, and the drive is being coordinated with the university's Office of Residence Life.

Student coordinators at Ecology House are Julia Gutreuter, recycling committee chair and a natural resources junior in the College of Agriculture and Life Sciences, and Heidjer Staecker, resident adviser and a pre-law senior in the College of Arts and Sciences.

## AIDS awareness



Peter Morenus/University Photography

An anthropology class on Health and Healing in Cultural Perspective, taught by Visiting Assistant Professor Christine Franquemont, and Cornell AIDS Action displayed AIDS awareness posters from around the world in the Memorial Room last week. The students are reviewing designs for a Cornell AIDS awareness poster.



# Exploring mass communications on trip to Europe

By Christopher P. Morris '95

In a year when attention was drawn to Columbus' voyage five centuries earlier, eight other Cornellians and I slipped back across the Atlantic to see how far the world had really come.

On Dec. 29, 1992, four other undergraduates and myself, two graduate students and two Communication Department faculty landed at Paris' Orly Airport to start an 18-day, three-country sojourn through the heights and depths of international communication. Our trip was organized by Professor Njoku E. Awa, with assistance from lecturer Toni M. Russo.

Our objective was to compare Western European and North American media systems. We also participated in conferences on Third World, Eastern Bloc and Far East communications at media houses in Paris, Rome and London. Several of our meetings were arranged by UPI veteran Albert E. Kaff, who recently retired from the Cornell News Service.

## UNESCO

The first Paris meeting was at the Communications Division of UNESCO, the United Nations Educational, Scientific and Cultural Organization, where we were briefed on the division's functions and role in future development, topics of particular interest to graduate students Marion Davis and Russ Underwood.

That afternoon we received a glimpse of hard news at the headquarters of the *International Herald Tribune*, thought by many to be the finest newspaper in the world.

We were welcomed for an afternoon at the residence of

Aline Mosby, the first female UPI correspondent in Europe. After serving in China and Moscow, Mosby retired in the mid-1980s as UPI bureau chief in Paris.

"I loved France, but communist countries were always more interesting," she said of her decision to report from China and the Soviet Union. Mosby spoke of being followed by secret police and having her telephones tapped and monitored. She also spoke of the decline of UPI.

"The first time I came to the Paris UPI bureau there were 80 people, eight-oh. Now there is one employee!"

## Night train to Rome

On Jan. 2, our communications skills and character were stretched to the limit on the night train to Rome, as we spent hours trying to explain to the mostly Italian crew that nine of us would not fit into half of a six-bed berth.

In Rome, we met at the headquarters of the InterPress Service, a worldwide news and information network focusing on developing nations. Then we toured Radio Vaticana.

We learned about technical support and development communications from a meeting at the Food and Agricultural Organization of the United Nations. FAO's hands-on, nuts-and-bolts approach has brought them, officials there said, success all over the world.

Seeking greater insight into the impact of global communications, we stopped at the Center for Interdisciplinary Study of Communication at the Gregorian University, where we discussed the differences between the foundations of U.S. and

European communication theory. In America, technical and empirically influenced theories fuel the communications machine. It is more a question of how will the message be conveyed and what profit can come of it?

But the philosophical and social science orientation of Europe runs its communications theory. There, it is a situation of communication for the furthering of the body of knowledge and progression of culture rather than profit and technology.

On Jan. 8, we departed Rome for London. At the University of Westminster, we took a hard look at commercial vs. government-subsidized television, print media and radio systems.

## Queen's House

Our next destination was Queen's House, the Audience Research Division headquarters for the BBC World Service.

A brief tour of Bush House, the home of the BBC itself, was an unexpected treat. On our last day in London, we were welcomed by Myron Belkind, bureau chief of the Associated Press, and AP reporter Edith Lederer, a member of Cornell's Class of 1963. We witnessed history in the making as we stood in the AP newsroom on Jan. 14 when the first word of the renewed Allied strikes on Iraq reached the Western world.

Landing at New York's JFK International Airport, seven of us — Professor Awa, Lecturer Russo, graduate students Davis and Underwood, and undergraduates Christina Mull, Stephanie Burke, Holly Decker, Jonathan Perry and myself — reflected on the experiences of the previous 18 days. They could never have been gained in a classroom.

# Students, others protest rejection of proposed gay unit

By Roger Segelken

Backers of the vetoed Gay/Lesbian/Bisexual Living-Learning Unit received support from faculty speakers and representatives of non-campus groups in a rally last Friday, then marched on the Day Hall administration building.

The noontime rally at Willard Straight Hall attracted about 300 participants and spectators, and followed the April 22 rejection by President Frank H. T. Rhodes of a proposal by the Student Assembly. The proposal called for setting aside 60 single-occupancy rooms in Clara Dickson Hall "to create a safe environment where ALL students, regardless of sexual orientation, may explore cultural diversity within a Gay, Lesbian and Bisexual framework."

Rhodes, who was not in his third-floor office when more than 100 chanting marchers arrived, met later that day with representatives of the Lesbian/Gay/Bisexual Coalition and urged them to participate in a working group headed by Vice President Larry I. Palmer. Rhodes established the working group "to provide an ongoing channel of communication" with

persons concerned with gay, lesbian and bisexual issues.

Earlier, Palmer, vice president for academic programs and campus affairs, answered questions outside Day Hall.

Several rally speakers questioned Rhodes' assertion that the living unit could not operate "within the framework of a well-grounded educational program" at the university. Judy Green, a graduate student of English, said that scholarly research and teaching about human sexuality is conducted in many departments, including anthropology, government, psychology and the Society for the Humanities.

A representative of the Women's Studies Program, in affirming "total support for the living unit," doubted the academic basis of fraternity and sorority houses and said, "They are not only tolerated; they are promoted." Joseph Barrios, a Cornell senior who is the Student Assembly's gay/lesbian/bisexual representative, said that homosexuality "is not a political agenda; it is a state of being."

Other groups represented by speakers at the rally included the Tompkins County Human Rights Commission, the Political Organization for Women's Equality and Rights, the Cornell

Civil Liberties Union, Women's Health Action and Mobilization, Ithaca Gay-Lesbian Task Force, the Ithaca Common Council and the United Auto Workers. Lesley Finch, a Residence Life mechanic and member of the UAW service and maintenance union here, said, "Students have supported us in our struggle, and we would like to support you in yours."

Psychology Professor Sandra Bem said of the move for the living-learning unit, "Many leaders are my own students. You are joining the ranks of giants who came before you in the fight for social justice, and you should be proud." Also speaking for establishment of the unit were students or faculty members from the departments of Anthropology, Government and Communication.

Following the hourlong rally, hand-holding protesters walked peacefully through Day Hall's corridors and stairways, chanting "Hey, hey, ho, ho, homophobia's got to go."

That afternoon, Palmer invited members of the Lesbian/Gay/Bisexual Coalition to participate in the working group's first meeting scheduled for Tuesday morning, but the group requested a postponement of that meeting.

## Walter Lynn continued from page 1

with faculty matters that spill over the borders of colleges, he gets his share of such delicate cases as appeals of negative recommendations on tenure.

"You have to tread a very fine line," Lynn says, "in advising the faculty member, the committee and dean of his or her college, and the central administration, which can become involved in appeals. And you can't show favoritism."

"I don't find it as difficult as some people suppose it is. You just have to be forthright all the time; the moment you start sleazebagging around — telling one person one thing and someone else another thing — you're in trouble. Honesty works."

The job is supposed to be half-time, but Lynn — with a staff of two but no assistant or associate deans — often works late and comes in on weekends.

This is not just because he teaches a course a year, the Professional Practice of Engineering, or because he holds active leadership roles in professional bodies based in Albany and Washington. Nor is it because of his garrulousness or his corollary penchant for doing his own faxing and copying — also social excursions.

"I am an activist in the job," Lynn says.

"The faculty are the critical constituency of a university, and their interests are profoundly entwined with the interests of the institution."

Establishing an academic misconduct policy was something he pursued without faculty impetus. The dean now monitors the academic integrity system and meets regularly with the heads of each college's board for hearing cases involving student cheating.

Another unsolicited service he recalls as his "first and worst mistake," when, in his first year, he innocently set back key dates in the academic calendar for sound technical reasons. But even working half a year ahead was not enough, for there was a deafening din from faculty and parents who had already bought low-priced plane tickets.

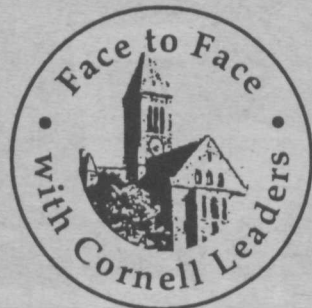
In the end, though, he persuaded the regis-

trar that it was possible and beneficial to preschedule finals, allowing students and faculty to better plan semester-end activities.

The job also includes core services to the faculty, from revising the Faculty Handbook to honoring retiring faculty; meeting with small groups of new faculty along with top administrators; and managing the spectrum of faculty complaints, most seriously those involving tenure cases.

But beyond tactical challenges, self-imposed or ex officio, are the strategic questions that clearly have long-term implications for faculty and the university. These he savors most.

At a trustees' meeting last fall, President Frank H.T. Rhodes announced two measures



that will raise the status of teaching at Cornell — measures Lynn had long nurtured and in pursuit of which he had made many trips down the hall.

One was the endowment, by the Board of Trustees chairman, of the Stephen H. Weiss Presidential Fellows, honoring outstanding teachers who will receive annual cash stipends along with the titles.

The second is the decision that the provost will not approve tenure recommendations unless files demonstrate that teaching has been evaluated with the same diligence as research. This policy follows the recommendations of a faculty committee that Lynn convened and chaired last year.

Lynn shares Rhodes' view that tight budgets, public skepticism and common sense

require research university faculty to identify themselves less with a narrow academic field and more with their citizenship in the university. He says "productivity" is almost undefinable at a university, but he also says that faculty will have to be more realistic about Cornell's financial limitations and prepared to give more in some way to their students.

Lynn, who himself holds a joint appointment in Civil and Environmental Engineering and in Science and Technology Studies, is credited in the forthcoming *Encyclopedia of Operations Research* with being an influential teacher in environmental systems analysis, a name Lynn provided in the early 1960s when new mathematical tools were being applied to environment related problems.

"Applications of Operations Research to urban and regional water management began in the late 1950s primarily under the leadership of Walter Lynn and Abraham Charnes. Lynn's doctoral students and their subsequent tutelage of Ph.D.s are estimated to account for several hundred of the doctoral-level environmental systems analysts at work in the profession today," the book says.

At Cornell, Lynn was the founding director for the Center for Environmental Quality Management, forerunner of today's Center for the Environment. He is also currently chairman of the state Water Resources Planning Council and past chairman of the National Research Council's Water Science and Technology Board.

His success at that board — effecting collaboration among universities, the council and government agencies — led to his being named this year as the first chairman of a new NRC Board on Natural Disasters as well as chairmanship of the U.S. National Committee for the Decade for Natural Disaster Reduction.

"Walter has been the kind of faculty-citizen he talks about," says Provost Malden C. Nesheim. "He was a fine dean of the faculty, but I have no doubt that, after he leaves office, Cornell will continue to benefit from his knowledge, thoughtfulness and good cheer."

## QIP continued from page 1

ongoing effort of the bursar's office to streamline and simplify the registration process for the students." Their discussions helped discover that many students and parents had real trouble understanding Cornell's bills, he says, so they are researching how the student-finance system can be modified to simplify the billing statement.

And although freshman registration in the Alberding Field House was not part of their original charge, their discussions convinced them that those lines would be reduced significantly if more incoming students used the mail to handle the paperwork for their Cornell Cards.

## Two positive results

The team is still working on recommendations, but two have already had positive results. Tuition bills' due dates should be set for before the return to school. Brooks says 1,500 students came in because their bills were due after their return. And prior to the spring term, the bursar told students receiving Cornell Card bills at campus addresses to advise the bursar if they wanted upcoming tuition bills sent to their parents rather than their campus addresses. They got 204 responses and thus forestalled lots of office visits by students saying their parents never got the bill.

Because the reasons for bursar visits are so varied, Brooks says, QIP can produce no quick fix but rather many incremental changes, based on responsiveness to students and parents.

Though some QIP teams attack problems that cross department lines — such as the one seeking to unify the coding of racial and ethnic data required by government branches — Sidle says most will deal with the day-to-day unit problems that collectively affect the quality and effectiveness of services.

"Our teams are still learning the system," Sidle says, "but we are starting to see progress and results. Most team members find the process exhilarating, and I'm certain that the more employee involvement we generate, the better will be the quality of programs and services all across the campus."



# Final draft charter, Graduate and Professional Student Assembly

## Background

In response to graduate and professional school students' requests for more involvement in campus governance, President Frank H.T. Rhodes has been asked to consider modifying the current governing structure in order to create a Graduate and Professional Student Assembly.

The graduate and professional student population comprises nearly one-third of the student body at Cornell. A Graduate Student Council was formed in 1985. The Committee on Graduate Student Life, formed in 1990 by Provost Malden C. Nesheim and chaired by Professor Jere Haas, recommended the formation of a Graduate and Professional Student Assembly to give those students greater representation than the five Student Assembly seats that they held.

Also, the Task Force on Graduate Education, chaired by Professor Robert Barker, issued a report in March 1993 that recognized the role of a GPSA in the proposed restructuring of the Graduate School.

Last fall, after all assemblies gave their support to the concept of the creation of a Graduate and Professional Student Assembly, with the provision that it not infringe upon the authority and responsibility of the existing assemblies, Rhodes asked campus-wide representatives to begin framing the GPSA charter.

As the university considers the sanctioning of a Graduate and Professional Student Assembly, this draft charter will be presented to each of the constituent assemblies for endorsements. The goal is to work toward having a GPSA Charter that has received the endorsement of the Student, Employee and University Assemblies, that then will be presented to the Board of Trustees later this month for consideration.

The final draft charter follows.

### CORNELL UNIVERSITY GRADUATE AND PROFESSIONAL STUDENT ASSEMBLY

#### FINAL DRAFT CHARTER

April 27, 1993

### CHARTER OF THE CORNELL UNIVERSITY GRADUATE AND PROFESSIONAL STUDENT ASSEMBLY

#### Preamble

To effect more extensive involvement in campus government, this charter establishes within the campus governance structure the requirements for a Graduate and Professional Student Assembly, elected by graduate and professional school students and concerned with those matters directly affecting graduate and professional students of Cornell University. Furthermore, this body may interact with and discuss issues of common interest with the Student, Employee and University Assemblies and the Faculty Council of Representatives.

The purpose of the Graduate and Professional Student Assembly is to ensure a direct focus for the continued involvement of graduate and professional school students in the governance of non-academic affairs and in the life of the University, as well as to foster an increased sense of community among all constituencies through shared responsibilities.

The Graduate and Professional Student Assembly will actively seek to involve Cornell's diverse graduate and professional student population in the Assembly's decision-making activities. Particular effort will be made to ensure that underrepresented groups have access to Graduate and Professional Student Assembly positions.

#### Establishment

**Article 1:** Pursuant to the authority delegated by the Board of Trustees, the President hereby establishes the Graduate and Professional Council of Representatives and the Graduate and Professional Student Assembly (pursuant to Article 4). Articles 1 through 9 of this document constitute the Charter of the Graduate and Professional Student Assembly.

#### Authority and Responsibility

**Article 2:** The Graduate and Professional Student Assembly (hereinafter referred to as GPSA) shall have a voice in those activities, program areas and non-academic policies that affect graduate and professional students and serve as a mechanism for the exchange of views between the graduate and professional school population and the administration as more specifically set forth below. Within this context, the GPSA shall explore opportunities to enhance the role and function of graduate and professional students and their contribution to the well-being of the University.

**2.1** The GPSA shall have the authority to examine the University policies that impact graduate and professional school students and make recommendations to the appropriate bodies and University administrators concerning these matters.

**2.2** The GPSA shall be consulted with respect to the modification and development of non-academic policies which directly affect graduate and professional school students.

**2.3** Actions of the GPSA will be reported to the President in writing by the chairperson of the GPSA. The GPSA will respond to the President's request for information regarding GPSA actions. The President shall respond in writing to the GPSA recommendations pursuant to 2.1 above.

**2.4** The Provost will consult with the GPSA in the formulation of the University calendar. The GPSA may review and ask for reconsideration of the calendar before it becomes final. In addition, the GPSA may propose changes in the calendar to the Provost.

**2.5** The GPSA will present an annual report at the last GPSA meeting of the spring term to the President of the University and the graduate and professional student population. The report will include a summary of the GPSA's work during the preceding year and, in addition, will describe any unresolved issues and issues that are expected to arise in the future. All members of the Cornell community will have access to this report.

**2.6** The GPSA may obtain specific information from the President regarding any subject which it requests to fulfill its responsibilities. Requests shall not include salaries, wages, academic or financial records of specific individuals nor information which is defined as confidential or restricted by law. If the information requested is not provided, the President will report to the GPSA the reasons why the said information cannot be furnished.

**2.7** The GPSA may conduct public hearings, fora, and referenda concerning topics of current graduate and professional student interest, and determine other appropriate ways to assess student needs and opinions.

**2.8** Agenda and pending resolutions will be distributed to the leadership of the other Assemblies at least 24 hours prior to the GPSA meeting at which they are to be presented.

**2.9** The GPSA will report its actions in writing to the Employee, Student and University Assemblies and the Faculty Council of Representatives, in conjunction with reporting of the actions to the President. The resolutions will be reported following each meeting by a GPSA member designated by the GPSA.

**2.10** Upon receipt of the GPSA report, another constituency body(ies) may object, by a two-thirds vote at its next regularly scheduled

meeting, to an action taken by the GPSA. The objecting body(ies) will report back to the GPSA within five working days of the vote to object. At its next business meeting, the GPSA will review the objection and either modify the original position to account for the objections of the other constituency(ies) or will reaffirm the original action. The GPSA shall report to the objecting body(ies) within five working days of reviewing the objection(s).

**2.11** Continued disagreement on the issue will be referred to the UA Assemblies Review Committee. (UA Charter, Article 8.6)

**2.12** If the GPSA determines by a two-thirds vote that the action of another constituency body impacts its constituency, comparable procedures for the reconciliation of the differences will be pursued.

**2.13** The GPSA may appoint graduate and professional students to serve on assembly(ies) committees and other university committees that have designated seats for GPSA representatives. The GPSA may nominate graduate and professional students to serve on other university committees.

**2.14** The voting membership of the GPSA will, by whatever means they deem appropriate, select three members to serve as delegate members of the University Assembly.

**2.15** The GPSA will interface with the Student and Employee Assemblies and Faculty Council of Representatives by sending one representative to each group as an ex-officio, non-voting delegate.

**2.16** The GPSA will have authority over matters concerning the internal operation and maintenance of the GPSA and its committees, including the proposal of amendments to the GPSA Charter pursuant to Article 3 and creation of bylaws and procedures consistent with the obligations of the GPSA as set forth in this charter for the GPSA.

**2.17** The GPSA may establish such standing and ad hoc committees as are appropriate to the performance of its functions.

#### Charter Amendment

**Article 3:** An affirmative vote of a majority of the seated members of the GPSA shall be required to amend the Bylaws and Procedures of the GPSA and an affirmative vote of 2/3 of the seated membership shall be required to amend the Charter.

**3.1** The Charter may be amended by one of the following pathways:

**3.1.1** Upon signing of a petition by 100 Cornell graduate and professional students, an amendment to the Charter/Bylaws may be presented to the GPSA for consideration. Within two regularly scheduled meetings after the presentation of the petition, the GPSA will discuss and vote on the proposed amendment. If the seated GPSA members vote to accept the proposed amendment, it will become immediately effective as a part of this Charter, subject to the requirements of Article 3, Section 2. The form and wording of the amendment, as voted upon by the GPSA, shall be identical in form and wording to that of the petition.

**3.1.2** Any voting member of the GPSA or the Graduate and Professional Council of Representatives may present an amendment to the GPSA for consideration. Within two regularly scheduled meetings after such presentation, the GPSA will discuss and vote on the proposed amendment(s).

**3.2** The amendments of those articles of the Charter which appear under the headings Authority and Responsibility, Membership, and Charter Amendment shall require, in addition, the approval of the President.

#### Membership

**Article 4:** Graduate and professional students of Cornell University shall create a Graduate and Professional Council of Representatives, comprised of representatives from each professional school and graduate field. The Graduate and Professional Council of Representatives shall elect and empower an operative body, the GPSA, to ensure effective and efficient operations. The GPSA shall consist of fifteen (15) graduate and professional school students, of whom one (1) shall be from each of the professional schools (Law Vet, JGSM), three (3) shall be at large, and the remaining nine shall be distributed by graduate field clusters as follows:

One (1) from the Division of Biological Sciences and the Graduate Veterinary fields.

One (1) from Biological Sciences in Agriculture.

One (1) from Social Sciences in Agriculture.

One (1) from Architecture, Art, and Planning and Social Sciences in Arts and Sciences.

One (1) from Humanities in Arts and Sciences.

Three (3) from Engineering and Physical Sciences in Arts and Sciences.

One (1) from Human Ecology, Industrial Labor Relations, Hotel Administration, Law, and Management.

**4.1** The Graduate and Professional Council of Representatives may allocate not more than one of its three at-large seats to any one constituent group(s) of students which it determines to be underrepresented. Should it be determined to allocate a seat or seats to specified groups of students, such allocation shall be in accordance with procedures promulgated by the GPSA and contained in its procedures and/or bylaws.

**4.2** The Council of Representatives shall be composed of students from all of the individual graduate fields and professional schools: one representative elected in the fall from each individual graduate field (two

Continued on page 10



Bruce Wang/University Photography

Members of the Big Red Barn Steering Committee celebrate the opening of that graduate student center.



Peter Morenus/University Photography

Law student Karen Kemble studies at the law library.



GPSA Draft Charter *continued from page 9*

ected from fields with over 100 students), plus three elected by each professional school. The students in each individual field/professional school may prescribe their own election procedures. If not filled through election, a representative may be appointed by the GFR or Dean of a professional school, subject to the approval of the students. Representatives may be removed by obtaining signatures from 51% of the matriculated students in the individual field/professional school. Representatives may serve as many one-year terms as they like, but must be elected annually. All representatives must be matriculated students of Cornell University.

4.3 Vacant seats remain open until a representative is selected within the individual field/professional school by election or appointment at any time between regularly scheduled elections. Council of Representatives seats are not transferrable.

4.4 The voting members of the GPSA will be elected in the spring by a 2/3 vote of approval, by and from the seated Council of Representatives prior to the first week in May. Representatives nominate and vote by caucus for the voting GPSA member(s) who represents their field cluster/professional school, as described above (Article 4). Representatives for the at-large seats are elected by the entire Council of Representatives, after the designated seats are filled. All voting GPSA members are elected to a one-year term, with no limit on the number of terms they may serve. Voting GPSA seats are not transferrable. If there is no candidate either elected or appointed pursuant to the above procedure, that seat is thrown open as "at-large," and a representative is elected by the Council of Representatives. The seat reverts to its original designation at the next regular election.

4.5 Elected GPSA members retain their positions in the Council of Representatives, but do not count as representatives from their individual field/school. An additional representative from the original individual field/professional school of an elected GPSA member should be sought

tee, and the general meetings of the GPSA in the absence of the Vice Chair.

5.3 It shall be the responsibility of the Vice Chair of the GPSA to oversee and assist in the smooth operations of the GPSA committees, to chair the Communications Committee meetings, to chair the general meetings of the GPSA, and to chair business meetings of the GPSA in the absence of the Chair.

5.4 It shall be the responsibility of the Secretary to communicate with the constituency, the other assemblies, and the public, including letters, news releases, and the Cornell Chronicle. It shall also be the responsibility of the Secretary to prepare and distribute minutes and agendas, and to maintain files of the GPSA as appropriate.

5.5 The GPSA shall elect three of its members to the University Assembly by May 1st. These delegates shall represent graduate and professional student interests at the UA, and communicate UA activities to the GPSA and Communications Committee. Members of the Council of Representatives may be eligible for the positions on the UA.

5.6 The GPSA shall appoint an Archivist. It shall be the responsibility of the Archivist to keep track of GPSA history and precedents, aid in bringing this information to the attention of the GPSA and Council of Representatives, help maintain active files of past minutes, agendas, committee reports, and other relevant documents in the assemblies office, and assist the Secretary with the maintenance of records.

5.7 The Executive Committee of the GPSA shall coordinate the officers of the GPSA to ensure the smooth operation of the GPSA.

5.8 The officers of the GPSA shall serve on the Executive Committee, which shall have at least three members. The GPSA may add two or remove additional officers from the Executive Committee as deemed necessary to insure effective functioning of the GPSA and Executive Committee.

### Protection

6.1 The GPSA and its committees shall respect and protect the rights of individual members of the Cornell community.

6.2 When a subject under discussion or examination requires the use of personal confidential information, all reasonable efforts shall be made to safeguard the confidentiality of this information.

### Procedures

Article 7: The procedures of the GPSA shall be as follows:

7.1 The term of office for the GPSA members shall be from June 1st to May 31st.

7.2 Bi-weekly meetings shall be scheduled throughout the academic year and monthly over the summer. These meetings shall be referred to as "regularly scheduled meetings." The GPSA will adopt a schedule of meetings at the first meeting of the academic year.

7.3 Regularly scheduled meetings are open to all constituents and to the public. Meetings alternate between general meetings and business meetings. Actions will be voted on at business meetings. Only elected GPSA members can vote on presented resolutions. Attendance by Council of Representatives members and committee chairs is expected at general meetings and encouraged at business meetings. Attendance by GPSA voting members is required at both general and business meetings.

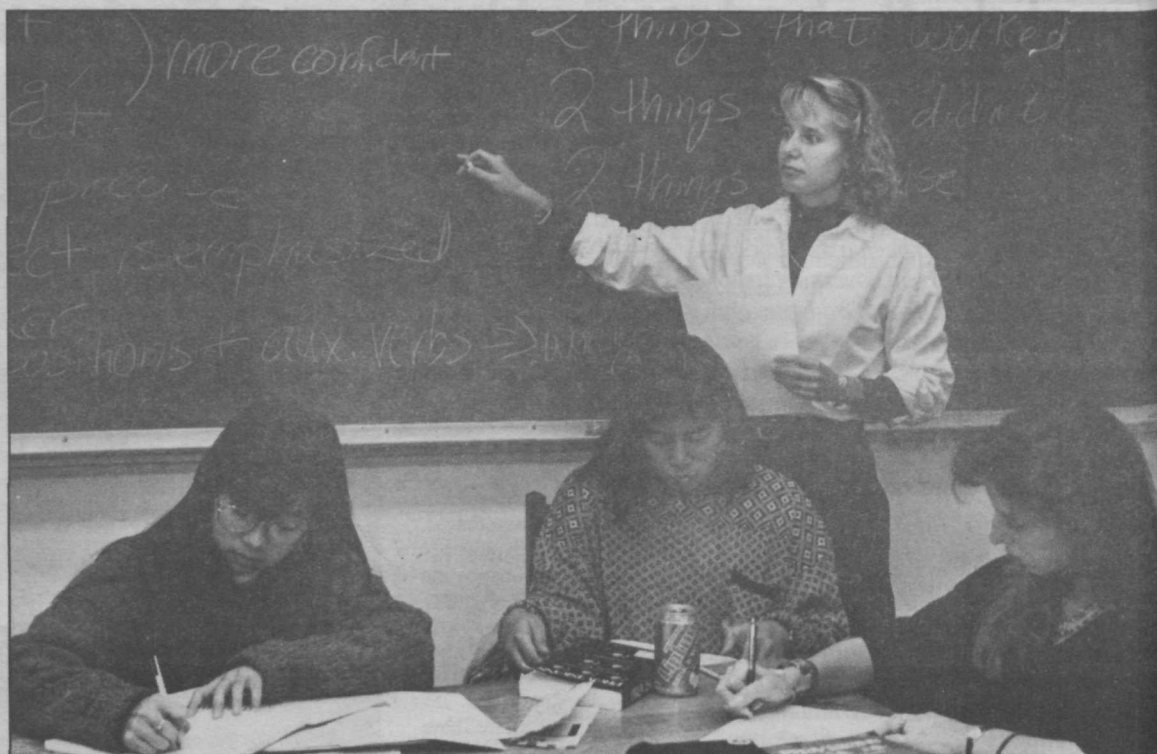
7.4 Meetings may be closed for special executive session when deemed necessary to protect the rights of individual members of the Cornell community, by majority vote of the GPSA members present. The Council of Representatives may be excluded from these sessions in addition to constituents and the public. No binding actions will take place while in executive sessions.

7.5 All meetings shall be conducted using Robert's Rules of Order (latest edition) and shall be used as the basis for determining procedures for debate and general conduct.

7.6 A quorum for the GPSA shall consist of a majority of the seated members of the GPSA. A quorum for the Council of Representatives shall consist of a majority of the seated members of the Council.

7.7 A GPSA member is considered seated if the member has not missed more than one business meeting or two general meetings in a semester, without notifying the GPSA Executive Committee in writing of their absence.

7.8 The GPSA may establish bylaws and other procedural rules that are necessary for the normal



Peter Morenus/University Photography

Second-year comparative literature graduate student Jennifer Mohlenhoff teaches a freshman seminar.

and efficient operation of the Assembly. The adoption of such bylaws and rules will be subject to a majority vote of the seated GPSA members.

### Committees: General

Article 8: The GPSA may establish such standing or ad hoc committees, in addition to those specified in Article 8, for the proper performance of its functions, and may prescribe their responsibilities and their membership.

8.1 The GPSA standing committees may establish such ad hoc committees as are necessary for the proper performance of their functions. If such ad hoc committees are to include one or more non-members of the standing committees, the standing committees must request the GPSA to establish the ad hoc committee. Ad hoc committees shall consist of at least three members. The standing committee may recommend a specific prescription as to the membership of the ad hoc committee.

8.2 To increase efficiency and decrease duplication every effort will be made to address perceived needs of graduate and professional school students through existing University Committees and other appropriate bodies first. When needs can not be fulfilled through these channels or the GPSA feels additional study is needed, the GPSA may establish ad hoc committees as needed.

8.3 The standing committees of the GPSA shall be the Executive Committee, the Internal Operations Committee, the Elections Committee, the Funding Policy Committee, the Communications Committee, and the Graduate and Professional Assembly Finance Commission.

8.4 A member of the GPSA shall serve as Chair of each standing committee whenever possible, and Council of Representatives members may serve as needed except where specified above. Any matriculated graduate or professional student is eligible to serve on committees.

### Standing Committees: Specific

Article 9: The Standing Committees of the GPSA shall be:

9.1 The Executive Committee shall be composed of the officers of the GPSA, of which there shall be at least three (3). The Executive Committee shall ensure the smooth operations of the GPSA. These officers are empowered to speak for the GPSA on issues that must be addressed before the next regularly scheduled general or business meeting. All decisions of the Executive Committee shall be subject to the approval of a majority vote of the seated GPSA members. The Executive Committee shall establish agendas for the general and business meetings of the GPSA.

9.2 The Internal Operations Committee and its Chair shall be appointed by the GPSA. The

Internal Operations Committee shall be responsible for reviewing procedures of the GPSA to see that they are in accordance with University and other necessary guidelines and making recommendations regarding these matters to the GPSA. This committee shall also process committee appointments and prepare necessary associated documents and application forms for appointments to both the GPSA, assemblies, and university committees.

9.3 The Elections Committee and its Chair shall be appointed by the GPSA. The Elections Committee shall be responsible for overseeing the election of GPSA members, reviewing and recommending election procedures to the GPSA, and verifying the election of Council of Representative members.

9.4 The Funding Policy Committee and its Chair shall be appointed by the GPSA. The Chair of the Funding Policy Committee shall be a member of the GPSA. The Chair of the Graduate and Professional Assembly Finance Commission (GPAFC) will serve on this committee. The Funding Policy Committee will, in consultation with the SA, recommend the graduate activity fee (GAF), as well as review and recommend policies and procedures for the use of the GAF allocations to the GPSA for approval. The Funding Policy Committee shall also recommend to the GPSA the funding guidelines of the GPAFC. It will also coordinate hearings for GAF allocations and manage the internal funds of the GPSA.

9.5 The Communications Committee will be chaired by the Vice-Chair of the GPSA. The purpose of this committee is to maintain a strong communication link with the other campus governing bodies and the Cornell community. The committee's GPSA appointed members shall include a designated liaison to each campus governing body to facilitate good communication. This committee shall prepare and supply information supplemental to regularly distributed GPSA agenda and minutes, and it shall encourage, with the assistance of the Secretary, publication of agendas, minutes, and resolutions to appropriate Cornell media, such as the Cornell Chronicle and The Cornell Daily Sun. It shall also assist in publicizing elections.

9.6 The Graduate and Professional Assembly Finance Commission, its Chair, and graduate and professional student members shall be appointed by the GPSA. The GPAFC shall be charged with allocating funds to all graduate and professional student organizations, as outlined in the Student Assembly Graduate Finance Commission Treasurer's Handbook (1992-3 edition). Any changes in this handbook, including policies and procedures, shall be approved by a majority of the seated GPSA members.



Charles Harrington/University Photography  
Entomology graduate student Catherine Duckett examines *strategus julianus*.

according to the procedures outlined in Article 4.3 to ensure the individual field's/professional school's needs are being served.

4.6 A GPSA member may be removed from office if s/he has unexcused absence(s) from more than one business meeting or two general meetings in any one semester, or may be removed from office following a recall vote by 2/3 of the representatives serving on the Council from her/his field cluster/professional school. A vacancy will be filled pursuant to 4.2.

4.7 All matriculated Cornell University graduate and professional students are considered non-voting members of the GPSA, and are encouraged to attend and participate in meetings. The GPSA may designate ex-officio members. The President will appoint one member of the administration to serve as a consultant to the GPSA at its meetings.

### Officers

Article 5: The officers of the GPSA shall be the Chair, the Vice-Chair, and the Secretary.

5.1 The GPSA will as soon as possible after the spring election hold an organizational and planning meeting and shall elect a Chair, Vice Chair, and Secretary from among its members. Other officer positions as deemed important to the normal operations of the GPSA may be established. To be elected to office, a nominee shall be subject to 2/3 approval of the GPSA voting members.

5.2 It shall be the responsibility of the Chair of the GPSA to represent the Assembly in university affairs, to chair all business meetings of the GPSA, meetings of the Executive Commit-



Peter Morenus/University Photography

Phil Kyo with his father, Ph.D. recipient Insuk Lee, at last year's commencement.



CALENDAR

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Oregon, May 7, 4 p.m., large seminar room, Biotechnology Building.

Chemistry

"Mechanism of Reactions Leading to Polar Ozone Depletion," Mitchio Okumura, CalTech, May 6, 4:40 p.m., 119 Baker.

"Molecular Recognition Directed Self-Assembly of Supramolecular Architectures," Virgil Percec, Case Western Reserve, May 10, 4:40 p.m., 119 Baker.

CISER

"Potential of Solar Energy to Offset Greenhouse Gas Emissions," J. Erickson and T. Drennen, agricultural economics, May 10, noon, 4 Warren.

Environmental Toxicology

TBA, Karen Medville, graduate student, May 7, 12:20 p.m., 135 Emerson Hall.

European Studies

"Inventing Tradition: Anti-Nazi Resistance Legacies in Divided Germany," David Clay Large, Montana State University, May 10, 4 p.m., A.D. White House.

Geological Sciences

"Geomorphic Thresholds and the Spatial Variability of Extreme Floods," Francis Magilligan, Dartmouth, May 11, 4:30 p.m., 1120 Snee Hall.

Immunology

"Receptor Aggregation: The Ubiquitous Signal," Byron Goldstein, Los Alamos National Laboratory, May 7, 12:15 p.m., Boyce Thompson Auditorium.

International Studies in Planning

"Labor and Capital in the Age of Free Trade," Elaine Bernard, Harvard University, May 7, 12:15 p.m., 115 Tjaden Hall.

Jugatae

"Population Genetics of *Anopheles gambiae*, Principal Vector of Human Malaria in Sub-Saharan Africa," Greg Lanzaro, Laboratory of Ma-

laria Research, National Institutes of Health, May 6, 4 p.m., A106 Corson Hall.

Materials Science & Engineering

TBA, S.M. Spearing, BP, May 6, 4:30 p.m., 140 Bard.

Ceramics Afternoon, May 7, 2 p.m., 140 Bard Hall, on the topic "Hydrides." Topics include: "The Materials Chemistry and Uses of Hydrides," D.W. Murphy, AT&T Bell Labs; "Alkali Hydrides Under High Pressure," A.L. Ruoff, materials science & engineering; and "High-Pressure Chemistry of Hydrogen in Metals," J. Badding, Pennsylvania State University.

Microbiology

"Molecular Analysis of Isophthalate and Terephthalate Degradation by *Comamonas testosteroni* YZW-D," Gerben Zylstra, Rutgers University, May 6, 4 p.m., large conference room, Biotechnology Building.

Neurobiology & Behavior

"The Motor Control of Dipteran Aerodynamics, or: Do Flies Flip for Flight Forces?" Michael Dickinson, University of Chicago, May 6, 12:30 p.m., A106 Corson Hall.

Physiology & Anatomy

TBA, Sydney Moise, clinical sciences, May 11, 4:30 p.m., G-3 VRT.

Plant Biology

"The Role of Homeo-Box Genes in Plant Determination," Sarah Hake, University of California at Berkeley and Plant Gene Expression Center, May 7, 11:15 a.m., 404 Plant Science.

Plant Breeding

"Issues of Low Production and Sustainability in the Rice-Wheat Cropping System of South Asia," Peter Hobbs, visiting fellow, May 11, 12:20 p.m., 135 Emerson Hall.

Southeast Asia Program

"The King and Who? More Anagrams," Caverlee Cary, art history, May 6, 12:20 p.m., Kahin Center, 640 Stewart Ave.

Stability, Transition & Turbulence

"Fractal Dimension Measurements in Turbulence," K.R. Sreenivasan, Yale University, May 11, 12:30 p.m., 178 Theory Center.

Textiles & Apparel

"High-Speed Melt Spinning of Polymer Blends," Anil Saraf, BASF, May 6, 12:20 p.m., 317 MVR Hall.

THEATER

Department of Theatre Arts

"King Lear" will be performed May 6, 7 and 8 at 8 p.m. in the Proscenium Theatre of the Center for Theatre Arts. Tickets are \$5 and \$7. The production, directed by David Feldshuh, is set in a contemporary urban wasteland, and all of the roles in the play are created by women, with the exception of Lear's three daughters and the Fool.

Africana Studies

"Mother Africa's Children," an original drama by Kenyan-born poet and playwright Micere Mugo and her students at Cornell, will be performed May

7 at 7 p.m. in Anabel Taylor Auditorium and May 8 at 2 p.m. at the Greater Ithaca Activities Center in downtown Ithaca. Admission is free, and parents are encouraged to bring their children.

MISC.

Alcoholics Anonymous

Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Saturday evenings 7 p.m. in Anabel Taylor Hall. For more information call 273-1541.

Writing Workshop

Free tutorial instruction in writing. 178 Rockefeller Hall: Sunday, 2 to 8 p.m.; Monday through Thursday, 3:30 to 5:30 and 7 to 10 p.m. Clara Dickson Computer Room: Sunday through Thursday, 8 to 11 p.m. 112 Noyes Center: Sunday through Thursday, 8 to 11 p.m.

Composer Robert Morris to visit on May 8

Composer Robert Morris will visit Cornell in May to discuss his music as part of the Music Department's Composers Forum, and a concert featuring one of his works will be given in his honor.

Morris, a professor of composition and music theory at the Eastman School of Music in Rochester and the composer of more than 100 works for virtually all musical media, except opera, will speak on Friday, May 7, at 1:25 p.m. in Room 301 Lincoln Hall.

The Cornell Wind Ensemble, under the direction of Mark Scatterday, will perform works by Morris and other composers on Saturday, May 8, at 8:15 p.m. in Bailey Hall.

Morris' *Cuts*; Henry Purcell's *Funeral Music for Queen Mary*, transcribed by Steven Stucky; Paul Hindemith's *Symphony in B flat*; Sergei Prokofiev's *March, Op. 99*; and Leonard Bernstein's *Candide* are on the program.

Morris, 50, studied at the Eastman School

of Music, the University of Michigan and at Tanglewood in Lenox, Mass. His music has been performed in the United States and abroad, including at the ISCM Festival of Contemporary Music and the International Society of Computer Music.

He has received grants from the National Endowment for the Arts and the American Music Center, among others. His work has been commissioned by major orchestras, contemporary music ensembles and universities. And he has been a guest at the MacDowell Colony and a guest composer at the Composer to Composer Festival at Telluride, Colo.

Morris has also published numerous articles and reviews in music journals. His book, *Composition with Pitch-Classes: A Theory of Compositional Design*, published by Yale University Press, was awarded the Distinguished Publication Award of the Society for Music Theory in 1988.

SPORTS

Home contests in ALL CAPS

Men's Varsity Baseball (4-24)

May 8, ITHACA COLLEGE (2), noon

Men's Hwt. Crew (1-5)

May 9, EARC at Worcester

Men's Ltwt. Crew (3-2)

May 9, EARC at Worcester

Men's Golf

May 7, Oak Hill-Cornell Invit. at Rochester  
May 8, OAK HILL-CORNELL INVIT.

Men's Varsity Track (1-1)

May 8-9, Heptagonals at Brown

Women's Varsity Track (1-0)

May 8-9 Heptagonals at Brown

Jeff Gaca named to All-America team

Senior Jeff Gaca of Sewickley, Pa., a guard on the men's basketball team, was named to the national third-team GTE/CoSIDA Academic All-America squad in honor of his efforts in the classroom and on the basketball court during the 1992-93 season.

Gaca, who was named to the District I GTE All-Academic squad in February, was added to the national ballot, which was then voted upon by members of CoSIDA (College Sports Information Directors of America). Gaca's name appears with some impressive company on the third team, including senior guard Henrik Rodl of North Carolina and junior forward Kevin Rankin of Northwestern.

Senior center Crawford Palmer of Dartmouth was the only other Ivy Leaguer to make any of the three academic squads. He was a second-team pick.

A government and pre-med major in the College of Arts and Sciences, Gaca has a cumulative GPA of 3.27, and he has received the Big Red's Scholar/Athlete award twice. He is also a member of the Red Key society at Cornell, an academic honor society for athletes.

A team co-captain in the recently completed season, Gaca completed the year as the squad's top scorer with 15.7 points per game. He also was also the Ivy League's top free-throw shooter with a percentage of 87.5, the second-highest season mark ever at Cornell.

During the Big Red's impressive 54-49 victory over Princeton on Feb. 27, Jeff connected on a three-pointer that made him the 12th Cornell player to score over 1,000 career points.

He wrapped up the year with a pair of 22-point efforts in victories over Dartmouth and Harvard to complete his Cornell career with 1,059 points.

Cornell completed the 1992-93 season with a 16-10 overall record and a 9-5 mark in the Ivy League for third place.

That is the best finish for the Red since the 1987-88 season, when the squad went 17-10 overall and won the Ivy title with an 11-3 record.

Intramural sports at Cornell: There's a game for everybody

By Martin B. Stiles

All you have to do is to look at the numbers to realize that the intramural sports program at Cornell today is a turn-of-the-century dream come true.

For decades the intramural program has been the fulfillment of the campuswide cry of a century ago for a student athletic program based on the concept of "Sports for All," so appropriate for an institution often referred to then as the People's University.

The numbers today show that nearly 26,000 people (many repeat participants) each year

play in nearly 5,000 contests for some 2,575 teams in 330 different athletic leagues in 35 sports ranging from inner tube water polo to horseshoes.

It's a program that is constantly evolving, never resting on its past laurels that include recognition by the Carnegie Foundation way back in 1929 as one the nation's outstanding intramural programs.

This year Cornell's "Sports for All" program, directed since 1988 by Andrea Dutcher, added whiffle ball to its list of activities and adjusted the rules in co-ed basketball to force more involvement of female players; it is a

penalty for men to drive to the basket or stand in the lane.

That the whiffle ball games are played in the turf room of the varsity program's Alberding Field House is another measure of the central place of intramural play in a Cornell education, an education that gives more than lip service to the classic aphorism, "sound body, sound mind."

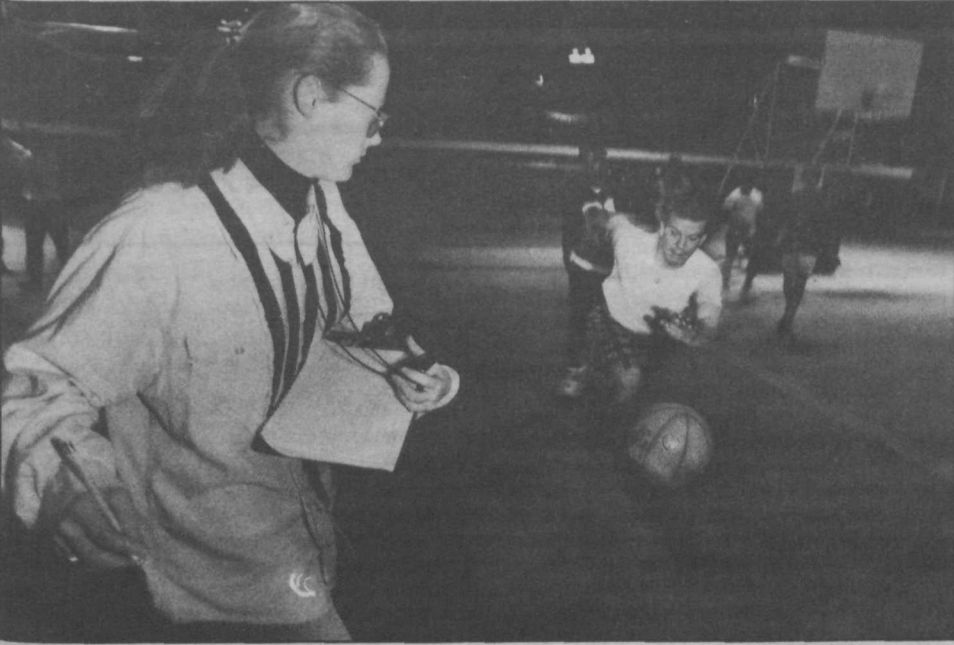
There are few universities in the country where varsity sports facilities such as Alberding or the sacrosanct artificial turf of the football field are open to use by the general student body. At Cornell, intramural football and soccer playoffs take place on Schoellkopf Field, and basketball, indoor soccer and floor hockey, along with whiffle ball, are played in Alberding.

"We have several goals in our program," says Dutcher. "Number one — we're trying to promote a lifelong pattern for fitness. Number two — we're trying to give students unique leadership opportunities, which they may not have in other areas of campus life."

One of these opportunities is in becoming a student referee of intramural contests. It's a paying job that has other advantages. As one of this year's student officials put it, "It's fun to have someone listen to you whether they like it or not."

Training about 150 student officials each year is serious business and the responsibility of intramural assistant director Kenneth Hill. Hill came to Cornell in the summer of 1992, after earning a master's degree in sports administration at Oklahoma State University. He has introduced an expanded training program for student officials that goes beyond just learning the rules and includes films on how to officiate, and practice sessions.

"The key to officiating," he said, "is when the temperature goes up you get cooler. Even if they question your lineage, just let them talk."



Peter Morenus/University Photography

Freshman referee Brice Woods counts off the last seconds of an intramural basketball game at Barton Hall earlier this year.



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

All events are free and open to the Cornell community and general public unless stated otherwise. For further information, call 539-7335 or 277-3638.

May 9: North Room, Willard Straight Hall, planning meeting, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m.

### Israeli Folkdancing

Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

### Department of Theatre Arts

Dance Theatre Concert, featuring faculty and student dances, will be performed May 6, 7 and 8 at 7:30 p.m. in the Class of '56 Dance Theatre, Center for Theatre Arts. \$3.

## EXHIBITS

### Johnson Art Museum

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

- "Art Nouveau Posters" is on display through June 13.
- "Chemistry Imagined," through June 13.
- "Up Close: Contemporary Art From the Mallin Collection," through June 13.
- "Photogenics," through June 27.
- On the air: Every Wednesday at 2 p.m., museum staff members and guests will appear on

## 'Mother Africa's Children' to play at Cornell, GIAC

By Carole Stone

*Mother Africa's Children*, an original drama by Kenyan-born poet and playwright Micere Mugo and her students at Cornell University, will be performed on Friday, May 7, at 7 p.m. in Anabel Taylor Auditorium and on Saturday, May 8, at 2 p.m. at the Greater Ithaca Activities Center in downtown Ithaca.

Admission is free, and parents are encouraged to bring their children. The running time is approximately 90 minutes.

Mugo is a professor of English and literature at the University of Zimbabwe, and she has been a visiting professor in Cornell's Africana Studies and Research Center since January 1992.

In her course titled African Theater and Drama, she has taught students about African dramatic traditions and about community theater, which involves collective writing, casting and directing of plays.

*Mother Africa's Children*, which is based on a poem by Mugo and also includes other poems about African experiences and an abridged version of a novel from South Africa, is patterned after the African Orature tradition, which emphasizes speech and tries to transcend the distinctions between fiction, drama, poetry, music and dance, Mugo said.

Well-known local musicians Samite of Uganda and drummer Mike Markus will perform instrumental music in the piece.

Casey Stevens' program on WHCU 870 AM.

• **Box Lunch tours:** Today, May 6, the special exhibition "Chemistry Imagined" will be toured.

• **Artbreak program:** On May 16 at 3 p.m., Professor Roald Hoffmann, the John A. Newman Professor of Physical Science, will present a special program about his work in "Chemistry Imagined." Participants are invited to remain in the museum after the presentation for complimentary refreshments and informal discussion with Hoffmann.

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

### Martha Van Rensselaer Hall

An exhibit of historic batik textiles from Indonesia is now on display in the Cornell Costume Collection Showcase outside room G19A in MVR Hall. The exhibit will continue through May. Included are early 20th century flat batiks and hand-carved wooden puppets adorned with batik fabrics.

### Olive Press

Richard Artschwager, visiting artist, with Sue Ann Evans, master printer, through May 9.

William Wegman, visiting artist in residence, May 10 through 17.

### Risley Residential College

Risley Exposed: The Annual Risley Spring Fair, May 8, noon.

### Willard Straight Art Gallery

Potshop show and sale, 10 a.m. to 6 p.m., through May 7.

## FILMS

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

### Thursday, 5/6

"Intervista" (1987), directed by Federico Fellini, with Sergio Rubini, Marcello Mastroianni and Anita Ekberg, 7:35 p.m.

"The Crying Game" (1992), directed by Neil Jordan, with Stephen Rea, Jaye Davidson and Miranda Richardson, 10 p.m.

### Friday, 5/7

"The Crying Game," 7 and 9:30 p.m., Uris.

"Intervista," 7:15 p.m.

"Mean Streets" (1973), directed by Martin Scorsese, with Robert De Niro, Harvey Keitel and Amy Robinson, 9:40 p.m.

"Risky Business" (1983), directed by Paul Brickman, with Tom Cruise and Rebecca De Mornay, midnight, Uris.

### Saturday, 5/8

"Women on the Verge of a Nervous Breakdown" (1988), directed by Pedro Almodovar, with Antonio Banderas, Carmen Maura, Julieta Serrano and Maria Barranco, 7:15 p.m.

"Laws of Gravity" (1992), directed by Nick Gomez, with Peter Greene, Adam Trese and Edie Falco, 7:15 p.m., Uris.

Chaplin and Keaton: Three Comedy Classics, with live electronic music accompaniment by David Borden, "Cops" (1922); "Easy Street" (1917); and "The Cure" (1917), 9:30 p.m.

"The Crying Game," 9:30 p.m., Uris.

"Risky Business," midnight, Uris.

### Sunday, 5/9

"The Crying Game," 4:30 p.m.

Student Films I, the films of students in Theatre Arts course in 16 mm film-making, 8 p.m.

### Monday, 5/10

"A TV Dante" (1990), directed by Peter Greenaway, with Sir John Gielgud, Joanne Whalley Kilmer and Bob Peck, 7:45 p.m.

"The Crying Game," 10 p.m.

### Tuesday, 5/11

"Breakfast at Tiffany's" (1961), directed by Blake Edwards, with Audrey Hepburn and George Peppard, 7:30 p.m.

"Chaplin" (1992), directed by Richard Attenborough, with Robert Downey Jr., Geraldine Chaplin, Dan Ackroyd and Kevin Kline, 10 p.m.

### Wednesday, 5/12

"Pepi, Luci, Bom" (1980), directed by Pedro Almodovar, with Carmen Maura, Felix Rotaeta and Olvido Gara, 8 p.m.

"Used People" (1992), directed by Beeban Kidron, with Shirley MacLaine, Jessica Tandy and Kathy Bates, 10 p.m.

### Thursday, 5/13

"The Bad Lieutenant" (1992), directed by Abel Ferrara, with Harvey Keitel, Brian McElroy and Frankie Thorn, 7:45 p.m.

"Used People," 10 p.m.

## LECTURES

### American Studies

"The People of Corn," Betty Fussell, author of *I Hear America Cooking*, *Mabel: Hollywood's First I-Don't-Care Girl* and *The Story of Corn*, May 11, 4:30 p.m., Guerlac Room, A.D. White House.

### Music

Guest composer Robert Morris will lecture on May 6 at 1:25 p.m. in 301 Lincoln Hall.

## MUSIC

### Department of Music

To get "A Taste of Indonesia," come to Barnes Hall on May 7 at 8:15 p.m. Two beginning Cornell gamelan groups and the Cornell Gamelan Ensemble will present a typical Indonesian concert where people can walk about the hall while the music is playing, and Indonesian snacks will



Gamelan ensembles will present a concert of Indonesian music May 7 at 8:15 p.m. in Barnes Hall.

be for sale. Instruments include gongs, slentem (suspended drone slabs), saron (bronze bars), kempul (hanging gongs), kenong and bonang (horizontal pots), kendang (drum), suling (end-blown bamboo flute), rebab (two-stringed bowed lute), gender (bronze slabs), gambang (xylophone) and gerong (male chorus).

Mark Scatterday will conduct the Wind Ensemble and Chamber Winds on May 8 at 8:15 p.m. in Bailey Hall. Featured works will be Hindemith, Prokofiev and Bernstein. The two highlights of the evening's presentation will be Henry Purcell's *Funeral Music for Queen Mary*, which is transcribed for symphonic winds by Steven Stucky, and *Cuts* by guest composer Robert Morris, who has prepared the ensemble for this performance.

On May 9 at 3 p.m. in Sage Chapel, William Cowdery will conduct the Sage Choir's spring concert in a free performance. The choir will present one major work, Faure's *Messe de Requiem*. Guest soloists soprano Judith Kellock, baritone Keith Earl and John Rowehl will project the beautiful sounds of Faure's most important and loved work. It is a special and free Mother's Day concert.

A free program of string quartets is offered in Barnes Hall on May 9 at 4 p.m. Featured performers in Dmitry Shostakovich's *Quartet No. 8 in C Minor, op. 110* and Antonin Dvorak's *Quartet in F Major, op. 96*, "American," will be violinists Sudip Bose, Jennifer Linn and Winnie Lee; violist Steven Ewer and cellist Kathy Richards.

"MIDI madness" is the title of a concert for computer-music fans who will have an opportunity to listen to the newest creations for Macintosh and synthesizers by students of David Borden on May 10 at 8:15 p.m. in 301 Lincoln Hall.

Students of Judith Kellock will perform "French Song Cycles" by composers Maurice Ravel, Claude Debussy, Gabriel Faure and Francis Poulenc on May 11 at 8:15 p.m. in Barnes Hall.

### Bound for Glory

May 9: Aztec Two Step will perform its "folk and roll." Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Tay-

lor Hall. Bound for Glory is free and open to the public and can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## READINGS

### English

Writers at Cornell Read: The Annual Second-Year MFA Reading will be held May 7 at 7:30 p.m. in Hollis Cornell Auditorium, Goldwin Smith Hall. It will feature poetry and fiction by writers David Vann, Irvin Morris, Rebecca Lilly, Mary Winifred Hood and Jennifer C. Cornell.

## RELIGION

### Sage Chapel

Roger Badham of University Ministries will give the sermon May 9 at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

### African-American

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

### Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

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

### Jewish

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

Reform: Fridays 6 p.m.,

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

### Korean Church

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

### Muslim

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

### Protestant Cooperative Ministry

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

### Sri Satya Sai Baba

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

### Zen Buddhist

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

## SEMINARS

### Applied Mathematics

"Bounds on the Window Size of a Sliding Block Decoder," Brian Marcus, IBM Almaden Research Center, May 7, 4 p.m., 456 Theory Center.

### Astronomy & Space Sciences

"Dense Molecular Gas in Galaxies," Jim Jackson, Boston University, May 6, 4:30 p.m., 105 Space Sciences.

"Chip Off of Vesta: A New Link in the Asteroid-Meteorite Connection," Rick Binzel, MIT, May 13, 4:30 p.m., 105 Space Sciences.

### Biochemistry, Molecular & Cell Biology

"Mechanism of Transcript Elongation and Termination," Peter von Hippel, University of

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# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## A Gift of Time, Part III

— Nancy J. Doolittle, editor

### Introduction

This is the third of a three-part series on volunteers who give of their time and expertise in efforts on Cornell's behalf. Since beginning this series, Eleanor Law and I have received a number of letters and phone calls from people who wanted to bring to our attention some of the other groups of Cornell volunteers whom we did not mention—the firefighters, emergency medical technicians (EMTs), and United Way volunteers, for instance, and those who volunteer

for the many Cornell committees and task forces. I cannot convey how pleased we are that members of the Cornell community should take the time to tell us about these other groups, and I would encourage you to let us know of others of which we may not yet be aware. It is our intention, probably over the summer, to pursue these "leads" that you have given us, and to write follow-up articles on the same.

In the meantime, this week we focus on students past, present and future—the volunteer efforts of alumni

and current students who work with prospective students; the work of alumni in alumni activities and fund raising for Cornell; and the time given by staff, faculty, and students each Memorial Day Weekend to Commencement activities. One common theme runs through all these efforts: that individuals who begin to volunteer in their years as students often continue in a life-long tradition of volunteerism, regardless of where they live or what their occupations may become.

— Nancy Doolittle

## An End and a Beginning Commencement

Nearly a year ago, more than 5,900 graduates received degrees at Cornell's 124th commencement. Approximately 3,687 students were eligible for undergraduate degrees and 2,309 for graduate degrees. They and their families joined together for the weekend celebration, which began Saturday morning with the President's Reception on the Arts Quad, followed by the Convocation at noon in Barton Hall. On Sunday the Baccalaureate Service was held in the morning, followed by Commencement on Schoellkopf Field. Throughout the two days special events were also held by each of the colleges. (See *Cornell Chronicle*, May 21, 1992 issue)

Such a large and significant event does not happen by chance. As Connie Mabry, commencement coordinator, points out, the planning for each year's Commencement is begun a year in advance. Starting in June, the Executive Commencement Committee, consisting of two chairpersons, the facilities coordinator, the commencement coordinator, and a liaison from the President's office begin to develop ideas for the next ceremony. Prior to the year's end an informational mailing is sent to all of the graduates' families. In early February the basic information is presented to the General Commencement Committee, who helps finalize many of the details. This committee consists of about 60 volunteer faculty and staff from all facets of campus life, in-

cluding the departments of music, floriculture and ornamental horticulture, athletics and physical education, public safety, grounds, Community Relations, University Photography, Information and Referral Center, Senior Class, Dean of Faculty office, Dean of Students office, usher group leaders, and faculty organizing the procession. A student representative for the Senior Class Council also serves on the committee.

In the weeks before Commencement, the grounds and building care staff work to ready the campus for the event; Maintenance and Service Operations staff spend about a week setting up Schoellkopf Field and the stage; the colleges finalize plans for receptions and special activities; students make last-minute room reservations; parents call the Information and Referral Center with all kinds of questions; and the Commencement Office organizes the approximately 350 faculty and staff who volunteer to serve as ushers at Schoellkopf Field on the Sunday of Commencement.

The tradition of faculty and staff volunteering to help with the actual Commencement activities began over 20 years ago. As the university has grown, so has the number of volunteers. In addition to the 350 volunteer ushers, countless volunteers help with the colleges' activities all across campus, serving food and facilitating the celebrations.

Music is provided for this event, with approximately 55 people performing in the Cornell Glee Club and Women's Chorus, and 60 in the Cornell Wind Ensemble. The majority of these are students, with some staff and faculty as well.

"We are all here because Commencement is one of the most important days in a student's life," says Connie Mabry. "In fact, President Frank H. T. Rhodes has often said that Cornell's Commencement is the most important day of the year for the Cornell community, because if we did not have Commencement, there wouldn't be a need for faculty and staff."

She notes that those who volunteer for Commencement recognize the significance of this event for both the students and their families. They give up one of the three days in their Memorial Day Weekend to help make Commencement a success. Some of the volunteers have worked with these students since they were freshmen and so for them serving as a volunteer has a very special meaning.

Those wanting to help usher at Commencement this year and to receive a complimentary time-off day may contact Connie Mabry at 255-9541.

## After Commencement

### Alumni in University Leadership and Fund- Raising Roles

For many people, the concept of volunteerism at a privately-endowed institution is synonymous with the alumni who garner financial support for the college or university or are involved, as are the Trustees, with providing insight on its overall mission, goals and priorities. Certainly, the roles of these two groups of alumni volunteers—the Board of Trustees and the alumni involved in fund-raising—are well-known across the Cornell campus.

### The Gift of Leadership

The Board of Trustees, currently comprised of 57 members, meets as a full board four times a year, and as subcommittees throughout the year. The board includes 21 members elected by the board; eight members elected by alumni; two members elected by the faculty; two members elected by students; and one member elected by staff and administrators. The governor of New York appoints three members, and there are four *ex officio* members. The eldest lineal descendant of Ezra Cornell serves as trustee for life. All of these trustees, regardless of how they are elected, serve in a volunteer capacity.

In addition to these leaders, the Cornell University Council assists the university in its immediate and long-range planning and in other areas. Members of the University Council are elected by the Board of Trustees. The group is currently comprised of 440 outstanding Cornellians and other friends of the university. And again, these members give of their time, expertise, and leadership experience on a volunteer basis.

### Undergraduates

"One of the best ways to build a volunteer base among alumni is to involve students in volunteer efforts before they graduate," notes Laurie Robinson Noel, director for volunteer development for public affairs. "Each spring semester, over the course of a four-to-five week period, they can become involved through the Cornell Fund student phonathons, seeking financial com-

(continued on p. 2)



## Commencement

(continued from p. 1)

mitments from those who have graduated before them," she adds. Each year about 200 seniors also work towards the Senior Class Gift, symbolically giving back to Cornell what they have been given. For this gift, seniors will raise financial support among themselves aimed toward a specific purpose, such as endowing a Cornell Tradition Fellowship.

### Keeping the Connection Alive: Alumni Involved in Fund Raising

Anyone who has worked in University Development knows that raising support for the university is much more than a matter of convincing people that their financial gifts are important to the future of the university; fund-raising is really about developing and strengthening the relationships that alumni have to the university, to each other, and to the staff and faculty on campus.

For this reason, the gifts of time that alumni spend networking with each other are critically important to the university. "Volunteers make the best fundraisers," says Laurie Robinson Noel, "because they are the peers and classmates—the colleagues—of other alumni. They share common life experiences and, because of their common interest in supporting Cornell, can join with others to work for a common cause. The financial support that is raised through volunteer efforts is significant, not just in dollar amounts, but because their giving comes from the heart."

There are currently approximately 2,200 volunteers involved all over the world in fund-raising endeavors for Cornell. Of these, approximately 300 are involved in Reunion Campaign activities, which occur for each class at five-year intervals.

With the current five-year \$1.25 billion Cornell Campaign, "Creating the Future," in process, the roles of volunteers involved in fundraising has grown in both numbers and scope of activity. About 650 volunteers are involved in college and unit fund-raising activities; of these about 60 are the chairs or point-persons heading the college/project-related committees involved in the campaign. In addition to Campaign Co-chairs Robert Cowie and Harold Tanner, and Campaign Advisory Council Co-chairs Austin Kiplinger, Samuel Johnson, and Patricia Carry Stewart, volunteer alumni and friends serve on the Campaign Advisory Council, on the major gifts and special gifts committees, and on the planned giving committee, the corporate committee, and as vice chairs of the Young Alumni Program, the Annual Fund, and the Tower Club.

In keeping with the effort to build and sustain networking connections between alumni and to maintain a strong relationship between alumni and the university, there are also regional campaigns across the na-

tion and internationally. Currently there are over 1,000 leaders involved in the regional campaign, which encompasses over 50 cities across the United States and in Asia.

As with the other groups of volunteers we have discussed, alumni fund-raising volunteers go through a briefing and educational process. They are given background on the Cornell Campaign, taught skills on how to ask for gifts to the university and how to answer some of the most commonly asked questions, and given tools to help them hone their empathy and listening skills. "It is important to make volunteers feel good about what they are doing, to feel a part of the university's endeavors," says Laurie Robinson Noel. "Then they are able to feel excited and motivated about their efforts, and that excitement is conveyed to those they encounter." As a result, the campaign is currently ahead of its projected goals to date. The volunteers have raised over \$846 million in gifts and pledges.

Though these volunteers are appreciated and recognized through development publications and through letters from President Rhodes, the deans, and the staff, they would insist that their motivation for volunteering has nothing to do with public recognition—in fact, many of them would prefer not to have the attention drawn to them. The opportunity to work closely with members of the Cornell community, and to be given the tools and information they need to be successful in their volunteer efforts is all they ask.

## Coming Full-Circle Alumni and Students Involved in Admissions

Just as Cornell's fund-raising efforts depend on the networking and personal interaction of students and alumni, so do its recruiting efforts. John F. Spencer '54, director of volunteer programs, Undergraduate Admissions Office, heads the volunteer admissions recruiting effort at Cornell. Under his overall direction, two major kinds of activities occur, both of which facilitate the application and admission process at the university. The first occurs all across the country and beyond, involving Cornell alumni who facilitate the inquiry process for interested students and the application process for candidates for admission. Serving in the Cornell Alumni Admissions Ambassador Network, these alumni visit their local high schools and identify interested and prospective high school students. They act as a Cornell resource, providing students and parents with information about Cornell, answering questions, and giving them an overview of the application process.

The second kind of activity is based primarily on the Ithaca campus, involving current Cornell students.

### Keeping the Connection: Alumni Involved in Alumni Activities

A significant number of alumni wish to maintain their connections to other members of their class and to the university. Many of these alumni become involved in other alumni activities and events, such as workshops and trips, and in Cornell's classes, local clubs, and alumni associations.

Of those volunteers who serve as officers in these organizations, there are approximately 1,500 class officers, including the regional vice presidents; over 80 Cornell Clubs account for a total of about 1,100 club officers; a board of 56 volunteers serving for the Cornell Alumni Federation; and seven officers and a 35-member board serving on the Cornell Association of Class Officers (CACO).

"The focus of the activities of these organizations has changed radically over the past fifteen years," notes Jim Hazzard '50, director of alumni affairs. "In the past, these organizations served as opportunities for social gatherings and nostalgia. Now people are much more forward-looking. Because of the pace of our society, people don't have the same kinds of entertainment and social needs they used to have. At the same time, they need to feel that there is a larger purpose to their efforts, that they are part of something that is bigger. They want to be guided in directions that will serve Cornell and education in general."

As a result, many of the activities alumni are involved in focus

around learning experiences—workshops on specific issues. The Cornell Alumni Federation, for instance, offers several workshops a year throughout the country on the alumni volunteer programs Cornell has developed. There are also leadership conferences across the nation, including presentations by Alumni Affairs, University Development, the Career Center, and Admissions, acquainting alumni with the various avenues through which they can become involved. Under the leadership of the University Council, an effort to pair up Cornell's research and technology with the needs of industry through the alumni that are connected personally to major corporations has been initiated.

Alumni are also networked to individual graduating students through the Career Center and individual colleges. These students receive counselling on how to find employment, on their areas of interest, and on how to make connections that will lead to a job in their field. Currently there are formal programs in career counselling and networking in several major cities, including New York, Boston, Chicago, and Los Angeles. Some of these programs revolve around a specific field—such as "investment banking night," or "advertising night."

Jim Hazzard concludes, "It should be very strongly emphasized that alumni have played an important role and will need to play an even greater role in the life of the university if we are to meet the increasingly competitive nature of the marketplace in attracting the best students to Cornell through superior offerings."

These students volunteer to host prospective students who are visiting campus, oftentimes providing their dorm rooms as places to stay overnight. "Though these are two separate kinds of activities," notes John Spencer, "they do come together to meet common objectives. And commonly the students who were involved during their undergraduate years in hosting prospective students will later become volunteers as alumni in the Cornell Alumni Admissions Network."

### The Students

Student admissions volunteers are everywhere, John Spencer points out, and they make a huge, positive impact on our recruiting efforts. Currently there are 1,148 students who are assisting in a variety of ways. Many are members of college ambassador groups or of student organizations around campus. They often assist admissions officers in conducting information sessions for prospective students and their families, participate on student panels, and

go off campus to visit high schools in their home areas.

Volunteer students are also involved in two formal hosting programs for prospective students organized by the Undergraduate Admissions Office: the Red Carpet Society and Cornell Days, directed by Brian Lynch, assistant director of admissions.

The Red Carpet Society is a student-run program begun in the mid 1980s dedicated to hosting prospective students who wish to visit the Cornell campus. Red Carpet hosts welcome visitors to campus, provide accommodations for one night, and may share some of their time and activities the following day. They will also direct visitors to the people and places that might be of particular interest to them. Coordinated by the Undergraduate Admissions Office, this program usually runs for nine weeks in the fall semester and six weeks in the spring. There were 529 Red Carpet hosts in 1992-93. Some hosts and visitors are matched, by computer, based on common interests or other connections.

(continued on p. 3)



## Full-Circle

(continued from p. 2)

Cornell Days is also a student-run program, lasting for two weeks in April. Begun in 1977, it is designed to host those students already admitted to Cornell. In addition to hosting accepted students in their dorm rooms, Cornell Days volunteers answer student life questions for their guests and help them get the most out of their Cornell visit. This year, nearly 1,000 accepted students spent one or more nights on campus; another 700 visited just for a day. Over eight hundred volunteers were involved in the program.

### The Cornell Alumni Admissions Ambassador Network

At last count, there were 5,200 alumni volunteering for the Cornell Alumni Admissions Ambassador Network. Each of them is on an area committee: there are over 250 committees spread across the country and around the world. Each of these committees has a committee chair, who keeps the local mailing list of volunteers up-to-date and provides guidance to the other committee members. Cornell staff are assigned to specific geographic regions, and work with the committees and the committee chairs in the orientation process, in high school visits, and in customizing the outreach programs in terms of the local needs of the area—determining the timing of events, assessing the local “atmosphere,” and targeting the outreach and recruitment efforts.

The committee members are, however, the primary personal communications link between the university and prospective students, parents, high school counselors, and other members of their local community. All of their activities are aimed at meeting the two primary goals of the undergraduate admissions program at the university:

1. to attract applicants whose academic performance and abilities indicate a strong chance for success; whose interests represent the breadth of academic programs at Cornell; whose personal qualities and achievements in non-academic areas could maintain or improve the quality of life at Cornell; and who come from a wide spectrum of geographic areas, socio-economic backgrounds, and racial/ethnic groups.
2. to select and enroll the “best” of those in the applicant pool in terms of academic interest and promise, and personal characteristics, abilities, and achievement, and who represent a variety of backgrounds and geographic interests.

While the Alumni Admissions Ambassadors are not involved in the application approval process, they do serve a number of roles that help meet the two goals outlined above. They encourage academi-

cally well-qualified and interested students to consider applying to Cornell; they develop and maintain contacts with secondary schools personnel, especially guidance counselors, and with community agencies; they personalize the admissions process through contacts with candidates and their families; they provide information about candidates for admission to the selection committees; and they encourage students who have been accepted for admission to attend the university.

In order to be effective Cornell ambassadors, these alumni not only need to know a great deal about the university, but they must also have outstanding interpersonal skills, and the commitment to take initiative for seeking out prospective students and following-up with those whom they've contacted. For these reasons, the Cornell Alumni Ambassadors spend a good portion of their volunteer time in the fall semester being educated about Cornell, the admissions process, and their role in that process. During this time, they also contact Early Decision candidates and other applicants in their area, and participate in school visits and Cornell programs for applicants, prospective applicants, and parents. The contacts that are developed through these and other avenues are then strengthened during the spring semester through a series of receptions for applicants and admitted students. Volunteers are also asked to serve as the Cornell representative at local college information programs.

The alumni admissions ambassadors have played “key roles in increasing interest in Cornell’s undergraduate programs among secondary school students,” writes President Frank H. T. Rhodes in the preface to the *Alumni Admissions Ambassadors Network Handbook*. He continues, “By identifying and informing potential Cornellians, you help provide us with the talented and diversified student body that has traditionally been one of the university’s greatest strengths. By meeting with those who actually apply, you help our selection committees choose students most likely to benefit from a Cornell education and contribute significantly to the life of the community. And by providing a warm, personal link between potential Cornellians and the university, you greatly enhance the likelihood that those we accept will choose to attend Cornell.”

## Conclusion

When Eleanor W. Law, volunteer special assistant to the associate vice president for human resources, and I began researching the volunteers who work on Cornell’s behalf, we knew the project would be a large one—but little did we know how large. Even between the first article, which we published a month and a half ago, and today’s article, the number of volunteers we could document and substantiate grew by over 4,600. At present, then, we know of 78,640 volunteers.

Inevitably, this figure is only an approximation. Some people volunteer for more than one kind of activity, for instance, so there will be some “double-counting.” On the other hand, many volunteers, such as those who volunteer at the college level for Commencement or the many staff who give of their time during Reunion—have been alluded to in this series of articles but we have been unable to document their actual numbers.

And, as mentioned in today’s Introduction, we have not begun to document the many Cornell volunteers who work as EMTs, firefighters, for United Way, or out in the community. As we continue in these areas, I am confident that the number of volunteers will exceed 80,000.

My hope is that this series of articles not only conveys the many varied activities to which volunteers give their valuable energy, expertise and time, but also in the process conveys the scope of these activities in such a way as to recognize the many Cornell staff who coordinate and support these volunteer efforts. Here, indeed, is a true example of the mutuality of this Cornell Community: staff supporting the volunteer endeavors and the volunteers enhancing the staff endeavors. Truly the synergy created by these groups coming together and working toward a common purpose cannot be ignored.

## A New Choice

### Fidelity Investments Selected to Provide Retirement Program

An announced in the April 29, 1993 issue of *The Cornell Workplace*, Fidelity Investments, a Boston-based mutual fund company with over \$165 billion in assets under management, was selected by Cornell University to provide faculty and staff with additional retirement choices. These choices will become effective July 1, 1993.

To launch this exciting opportunity, representatives from Fidelity Investments will be on campus from Monday, May 10 through Wednesday, May 12 to co-host an Open

House for all endowed faculty and staff. This three-day event will include several seminars on investments and the art of asset allocation.

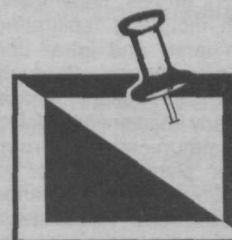
Fidelity, which manages more than \$50 billion in retirement assets, will showcase a variety of programs and materials that make investing for retirement easier. In addition, Fidelity will be available to discuss the variety of investment choices, including money market funds, income funds, and growth funds.

Under the new program, Cornell University will contribute, if a participant chooses, 10% of an endowed faculty or staff member’s gross base income, as is currently done. In addition, endowed faculty and staff may contribute up to 12% or more of their gross base income toward their retirement savings, subject to maximums set by the IRS. When the program begins, faculty and staff may transfer their current accumulated Basic Retirement and Supplemental Retirement Plan contributions to Fidelity. Or they may maintain their current accounts and make new additional contributions to investments offered by Fidelity.

“We are responding to the needs and interests of our faculty and staff members, by giving them the opportunity to diversify and self-direct their retirement plans to a greater extent than was possible before,” said Jean Samuelson, director of Benefit Services. “Through this Open House and a mailing that was sent by Fidelity to all endowed faculty and staff, we will be providing our endowed faculty and staff as much information as they may need to make considered decisions. However, it is important to realize that because this is a voluntary program, people don’t have to do anything to keep their retirement plan as it currently stands.”

If any participant has questions regarding this upcoming change, please contact Benefit Services, 255-3936.

*Correction to last week’s article on the Employee Benefits Advisory Committee: Jean Samuelson was incorrectly identified as a co-chair. The co-chairs are Dwight Widger and Professor Anil Nerode.*



## THE Bulletin Board

### Support Networks Meet

The first meeting of the new *Parents Support Network* is Thursday, May 6 from 12:00 noon to 1:00 p.m. in 163 Day Hall. This is a great support mechanism for parents and a good place to share your perspective and benefit from hearing others. This informal group will be facilitated by Marilee Bell, director of Work

and Family Services. This is an excellent opportunity for all parents. Future and previous participants of Marilee’s workshops on parenting will benefit by having an ongoing forum to discuss parenting issues. Come join us . . . bring lunch; hot beverages provided.

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# Bulletin Board

(continued from p. 3)

source Relations and Development. For more information call Regina at 255-6887 or Cindy Wright at 255-3649.

## Layoff Support Group

UHRs Employment Services is sponsoring a support group for university staff who are on layoff status or who have been informed of impending layoff. Activities will be determined based upon the participants needs, and may include guest speakers on assessing personal and professional options, developing networks inside and outside of Cornell, and other topics relating to re-employment strategies.

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

## Weight Watchers at Work

The next Weight Watchers at Work series kicks off on Wednesday, May

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

## Research and Extension Support Specialists Brown Bag Luncheon

The monthly Brown Bag Lunch for all research and extension support specialists in the College of Agriculture and Life Sciences will be held on Monday, May 10 from 12:00 noon to 1:30 p.m. in Room 135 Emerson Hall. Marilee Bell from the University Summer Day Camp will speak on opportunities to get involved with young Cornell "campers" this summer. Ways of making work experiences more rewarding and enjoyable will also be discussed. For more information, contact Jody Enck at 255-8192.

## CIT Computer Workshops

If you are interested in sharpening your computer skills or enhancing your understanding of technologies on campus, a CIT Computer Train-

ing Workshop is just the thing for you. CIT is offering the following computer training workshops:

### Administration Using AppleShare

*Introduction to Excel (6d)* – May 3, 5, 7, & 10, 1:00-4:00 p.m., G25 Stimson

*Advanced Microsoft Word 5.0 (22c)* – May 4, 6, & 11, 9:00 a.m.-12:00 p.m., G25 Stimson

The above courses are being offered for a fee. If you want more information, please contact Sharon Sledge at 255-3781 (ss22@cornell.edu) or call the Service HelpDesk at 255-8000.

## Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

*July* – Beck's Grove Dinner Theatre, "The Odd Couple"

*July 20-21*– Tanglewood and the Boston Symphony; Normal Rockwell Museum

*September* – Toronto: Phantom of the Opera

*October* – Philadelphia: Franklin Mills; Buffalo: Buffalo Bills; Cancun, Mexico

*November* – Buffalo: Buffalo Bills; New York: Macy's Thanksgiving Parade; Miss Saigon

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

## Select Benefits Claims Schedule 1993

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

5/07	7/16	9/10	11/5
5/21*	7/30	9/24	11/18*
6/04	8/13	10/8	12/3
6/18	8/27*	10/22	12/16*
7/01*			

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

# CAREER Opportunities

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

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

## Professional

**University Counsel and Secretary of the Corporation (PA6604)**  
**University Counsel-Endowed**  
**Posting Date: 4/29/93**

The University Counsel is the chief legal officer of the University and reports directly to the President and the Board of Trustees. The Counsel is an executive officer and participates in the consideration and resolution of policy matters. The Counsel heads a staff of seven lawyers and appoints and directs all outside counsel retained on behalf of the institution.

Legal matters under the supervision of the University counsel include: litigation, labor law, real property and land use, health care, insurance, construction, intellectual property, capital finance, trusts, legislation and a wide variety of corporate issues and transactions.

Applicants should be admitted to the New York State bar, or be qualified and prepared to apply for admission, and have extensive experience (10 yrs. or more) regarding matters of substantial legal importance. Significant management experience and policy responsibility are essential as are and appreciation for the distinctive characteristics of a university and the public policy issues that influence its activities. Prior experience with educational institutions is desirable but not essential.

The search process will begin immediately and conclude when the position is filled. To apply, send a cover letter, resume, and names of three references to: Search Committee, suite 106, 20 Thornwood Drive, Ithaca, NY 14850-1265.

**Director, Organizational Development Services/Senior Consultant (PA6606) HR/III**  
**University Human Resource Services-Endowed**  
**Posting Date: 4/29/93**

Reporting to the Associate Vice President for Human Resources, serve as a member of the senior management team and as a senior leader in the overall functioning of the university-wide office of human resources. Organizational Development Services is integrally involved with the Cornell faculty/staff health program with a particular focus on work groups, department, organizational health including facilitating improvement of both inter- and intra- unit relationships and helping groups effectively initiate and manage change. Regular emphasis will be on prevention, early intervention, conflict resolution, group communications, group assessment, and action planning as well as providing consultation around strategic change management strategies in concert with strategic priorities of UHRs, the client, and of the university as a whole.

As a member of the University Human Resources Senior Management Team, participates in the overall programmatic and administrative planning, trends analysis, assessment of client need, and evaluation of human resource initiatives undertaken by this comprehensive, dynamic, evolving, integrated, strategically collaborative human resource function in a large, complex multinational university of high rank.

Requirements: Master's degree in a relevant field and at least 7 years of relevant experience. Strong capacity to understand the breadth of human resources management practices and the complexities of this university; excellent skills

in coaching, data reduction, feedback, group process, model building, negotiation, mediation, observing, presentation, questioning, relationship building, and visioning. Strong self-knowledge and intellectual versatility. Sound change agent, consultation, planning, leadership, quantitative, and qualitative skills. Proven ability to work in a team context, in ambiguity and to be proactive. Excellent systems thinking skills and the ability to sustain an ethical workplace practice.

Preferred qualifications include a terminal degree in a relevant field with at least 7 years of relevant experience. Experience in working with health care issues, experience in a university setting and O.D. practice as an employee in a workplace.

For consideration, send a letter of application and resume, postmarked no later than May 28, 1993 to Beth I. Warren, SPHR, Associate Vice President for Human Resources, University of Human Resource Services, 130 Day Hall, Cornell University, Ithaca, NY 14853-2801.

**Technical Consultant II (PT6404) Level 33**  
**CIT/Network Resources-Endowed**  
**Posting Date: 4/15/93**

Under general supervision, act as primary technical resources for NR service teams with regard to higher-level software issues; facilitate the work of service teams, backline development and engineering staff members in the context of project planning, problem resolution, and development of data networking specification s and standards for voice and video applications. **Requirements:** BS or equivalent with some computer sciences courses. 2-3yrs. experience in computer networking and computing, with some experience in LAN administration or design and implementation. Advanced communication

skills with ability to communicate ideas and plans effectively, both verbally and in writing. Send cover letter and resume to Sam Weeks.

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

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

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

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

**Technical Consultant (PT6603) Level 32**  
**CIT/Network Resources-Endowed**  
**Posting Date: 4/29/93**

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

**Requirements:** Bachelor's degree or equivalent



# Networking

AN EMPLOYEE NEWSPAPER BY EMPLOYEE VOLUNTEERS FOR THE CORNELL COMMUNITY WORLD WIDE.

## DEDICATED SERVICE AWARD

### Jackie Hubble, History Department



Left to right: Jackie Hubble and Sherman Cochran.

Photo by Doug Hicks

Jackie Hubble coordinates the graduate program for the History Department. With hundreds of applications, and over a hundred graduate students, her job easily fulfills Human Resource's definition of a "complex, busy work environment." That Jackie Hubble handles the pressures of her job with grace and wit and tact — and the warm regard of her faculty and co-workers — makes her an outstanding candidate for the "Dedicated Service" award.

Judy Burkhard, Administrative Supervisor, notes: "For the past eight years, Jackie Hubble has been well known as the outstanding coordinator of the history department's graduate program. Her vast knowledge, quick wit, and her willingness to listen and understand have touched each member of the department. We are grateful to have her as an employee."

Professor John M. Najemy, the Graduate Field Representative from 1989-91, worked closely with Jackie. He remem-

bers that "... what made it such a pleasure to work with Jackie Hubble is her remarkable good cheer and equanimity, present at all times and especially appreciated in those hectic moments in which we worked under the pressure of deadlines."

Professor Michael Kammen has fond memories of Jackie's work under pressure. "It has been a genuine pleasure to work with Jackie Hubble. She takes pride in her work and can always be counted on. I will never forget a 72-hour stretch in April 1990 when she entered the revisions on some 300 pages of a book manuscript that I was under pressure to complete at the time. I still don't know how she did it, but I owe her a great debt."

Professor Najemy continues: "Jackie brings poise, grace, and tact to a job that confronts her regularly with endless questions, requests, and complaints from faculty, graduate students, the College office, and the Graduate School office. She

handles all this with diplomatic skill, complete command of issues and procedures, and impressive dignity."

Coworkers also appreciate Jackie. Dina Evangelista commented: "Jackie is a wonderful person to work with. Her ambition and enthusiasm motivate everyone around her. Jackie works hard at her position and genuinely cares about the quality and level of her work."

Yvonne Vallely agrees, adding, "Jackie is an outstanding co-worker. She is pleasant and helpful. If you need help, she is always willing to help, even with her busy work schedule. She is an inspiration to me. She has two children (which would tire anyone) but she still has the energy to get her work done with efficiency."

Andrew Ognall '93 adds a student's perspective. "I have worked at the History Department for three of my four undergraduate years at Cornell. Jackie Hubble has been my supervisor and friend for those three years. I could not have asked for a more caring and understanding situation to work in as an undergraduate. She is in touch with the needs of students and is a great person to work with."

Jackie came to work for Professor James J. John in the middle of the 1985 term. He was the Graduate Field Representative (GFR) at the time. His initial anxieties were quickly dispelled. "She quickly mastered all the forms and deadlines that the Graduate School has, she established good working relations with the people in Sage Hall, and she gave the GFR the comfortable feeling of knowing that everything was in competent and dependable hands."

Tom Holloway, the current Graduate Field Representative, comments, "Jackie Hubble has performed admirably in keeping voluminous records, retrieving complex data, and keeping paper flowing for our graduate students and faculty through a series of GFR's, and through many pro-

cedural changes over the past several years."

J. Victor Koschmann was twice a Graduate Field Representative. He acknowledged Jackie's work, noting, "All members of the field, and especially the graduate students, appreciate Jackie's resourcefulness, knowledge, and pleasant manner; but only the GFR knows the full extent of her competence. The History field's staff support for graduate programs is second to none."

Sherman Cochran is the Chair of the History Department. His comments sum up Jackie Hubble's contributions to her workplace. "Jackie Hubble has a remarkable ability to bring order out of chaos. She has regularly transformed faculty members' handwritten, messy drafts into model manuscripts. She has taken over oddly designated accounts and put every entry in place. She has received widely varying materials from widely varying places, memos from all over the campus, and graduate students' applications from all over the world — and she has found exactly the right spot for each one in her legendary filing system."

"Best of all, Jackie has created order — not for its own sake — but for the sake of meeting people's needs in the History Department and elsewhere. As the beneficiaries of Jackie's quest for order, all of us who work with her are well aware that she deserves this award, and we are delighted that she has received it."

## LEADERSHIP LEADS

### Is The Jury Still Out?

by George Peter

At a recent discussion on the merits of the team concept of leadership, this sort of conversation took place:

**First party:** "Well, the team concept may be okay but it hasn't been proven yet."

**Second party:** "What do you mean it hasn't been proven? The Saturn plant operation down in Tennessee is a perfect example of how well it works."

**First party:** "Ah, but it hasn't been in operation long enough to tell if it will work or not. A lot of money was infused into the operation so maybe it is the money that is making it a success so far. The jury is still out on this one."

What's wrong with that logic? The Saturn plant operation is only one example of how well the team concept works. Of greater importance is the fact that such a system is so much more in harmony with human nature. It shouldn't take a college education to figure out that human beings are more in tune with a system which calls them to their full potential. Life is a challenge. Old methods of leadership are designed to inhibit challenge and initiative. The team concept of leadership promotes the potential of people. You don't have to wonder whether it will work or not. It will. It's in tune with the way humans are designed.

## HELPFUL HUMOR HINTS

### Eight Things To Overcome (To Get Your Funny Bone Unstuck)

by Kathee Shaff

The following humor tips were taken from a "Humor in the Workplace" workshop facilitated by Judy VanDermark, Director of Conference Services at Cornell.

1. Fear immobilizes us.  
There are a number of fears that stop us: fear of being laughed at, or made a fool of, fear of taking a risk, fear of being embarrassed, fear of failure.
2. Ignorance.  
We do not realize that laughter, humor, and play are skills. We do not know how they're done. We do not know that each person has a built in capacity to laugh and have fun. Not knowing how to have fun keeps us stuck.
3. Unaware of benefits.  
Realizing the psychological and sociological benefits helps us muster the cour-

age and make the extra effort to be positive and have fun.

4. Anger and resentment.

So much effort is drained off and spent in this area that there is nothing left. We just are too tired and depressed to move in a positive direction.

5. Guilt and shame.

The industrial revolution and work ethic has programmed us to accept a rigid, organized life. Productivity is serious business. When we deviate from work and seriousness into realms of pleasure and playfulness, we feel guilt and shame. Deep down we don't believe we deserve to laugh and have fun, this keeps us stuck.

6. Unwillingness to risk.

We don't believe that we can be funny. We need to learn how to trust ourselves and take some risk in the area of laughter,

humor, and play. No one is perfect. We need to take a chance, stretch, and trust our inner wisdom to laugh, play, and have fun.

7. Not knowing how to form laughter, humor, and play allies.

We must discover our laughter, humor, and play profile and become resourceful in the area that pleases us the most. We then can link up and become partners with someone else who is going in the same direction. The name of the game is sharing - not knowing how to connect with an ally keeps us stuck.

8. Lack of permission.

Once we make up our mind, we can do anything. We must choose joy and happiness, make it an issue, and then go for it. Giving ourselves permission is like a green light that allows us to get started.



## The Employee Assembly

invites you to a

### Town Meeting

Monday, May 10

Boyce Thompson Auditorium

Tuesday, May 11

Biotechnology Conference Room

12:00 - 1:00 p.m.

## WORK AND FAMILY SERVICES

### Support Networks...Good for You!

#### Empty Nest Support Network

Meets the first Wednesday of each month in Room 163 Day Hall from 12 to 1 pm.

Your children have learned to fly and have left the nest for college, employment, and a nest of their own. Are you ready for the newest phase of your life? We welcome mothers and fathers to share their feelings, needs and ideas with others who understand. Bring your lunch, and we will provide the hot refreshments. These meetings are facilitated by Marilee Bell, director of Work and Family Services.

#### Parenting Support Network

Meets the first Thursday of each month in Room 163 Day Hall from 12 to 1 pm.

Do you and your partner work and care for a child or children? Then you know the daily challenges and stresses that juggling work and family responsibilities can bring. In this group, parents informally discuss the stresses that come from balancing their work and family commitments and share strategies for making their work and family life easier. Come join us to share your perspective, or benefit from others. Bring your lunch and we will provide the hot refreshments. It is facilitated by Marilee Bell, director, Work and Family Services.

#### Caregivers Support Network

Meets the second Monday of each month in Room 163 Day Hall from 12 to 1 pm.

The Caregivers Support Network was formed for those who now care for, or will be caring for, an elder person. It provides a format for discussion and information-sharing, with occasional guest speakers on areas of specific concern. Bring your lunch and we will provide the hot refreshments. It is facilitated by Evelyn Kalish from the Tompkins County Office for the Aging.

#### Single Parents Support Network

Meets the second Tuesday of each month in Room 163 Day Hall from 12 to 1 pm.

Are you a single parent, faced with the concerns and challenges unique to a one-parent family, but not knowing many others in the same situation? This support network meets to share ideas and develop strategies to deal with the responsibilities that come with being a single parent. Bring your lunch and we will provide the hot refreshments. It is facilitated by Linda Starr, EAP counselor from Family and Children's Service of Ithaca.

### Expanding Pension Options

by Glenn Withiam

When I first signed up for TIAA-CREF (when I was finally eligible!), I did what many people did—I assigned half of my retirement contribution to TIAA and half to CREF. I unwittingly made a decent investment. The stock market rose nicely through the '80s, and TIAA's average interest rate is in the 6-7 percent range.

Then, in 1988, I dumped my stocks in favor of the new CREF money market, because the November 1987 stock crash spooked me. That turned out not to be the best move I could have made, since the

stock market came back more than double after that "correction," as analysts call it. Since then, I've returned to the stock market and have been pleased by the results. *I cannot, however, give you any investment advice.* I can only tell you what I've learned.

**The Fidelity funds.** If you choose to invest in stock funds and CREF's choices are not enough for you, Cornell will soon allow you to direct your retirement contri-

(continued on page 4)

## Feedback

### Understanding Your Work Environment

by Wally Tomosky

A novice was serving a five-year indoctrination in a cloistered order. It was a "silent" order and she was allowed to speak only once a year. After the first year, the Mother Superior asked the novice if she had anything to say. "Cold room," responded the novice. At the end of the second year, the Mother asked again if she had anything to say. "Hard bed", was the novice's response.

At the end of the third year, as usual, the Mother Superior polled her again. This time, the novice's answer was "bad food." The Mother Superior looked at the novice, skeptically, over her half-glasses.

When the fourth year ended, the novice was again asked for her opinion. Her reply was "hard work". At this, the exasperated Mother Superior responded, "If you are going to keep up this constant bickering, you may not be allowed to finish your fifth year!"

Does this sound familiar to you? Does your supervisor not want to listen to your opinion, even though you were asked for it? On the other hand, are all of your answers negative? Even worse yet, are all your communications with your supervisor as frequent as the two people above?

Maybe the real truth is that all of us are just a little too caught up in our own day-to-day duties and concerns. Each of us knows what we have to do in order to complete our own tasks. Supervisors must concentrate on putting extra effort into listening to their people.

We all need to work extra hard at remembering that supervisors are people, too. Communications come easy only to those who are in OUTPUT MODE. At least, they think it is easy and believe they are communicating. The rest of us must all work hard at listening and putting ourselves in the speaker's shoes. Only then will we be able to get a glimmer of what he or she is really trying to tell us. We need each other's support.

#### — REMINDER —

**Town Meetings** are scheduled for **May 10 and 11, 1993**. Come on over and bring your ideas and concerns. Look for times and locations on your bulletin board, call the Office of Assemblies, or ask your local Employee Assembly rep. **See you there!**

## Life Safety Services Be Careful

With the increased addition of automatic fire safety devices in the buildings we work and live in, there seems to be, at times, an equal decrease in amount of attention paid to safety practices. The following is a small sampling of ways in which Life Safety Services would like to remind all in the CORNELL Community to **BE CAREFUL!**

**BE CAREFUL** when throwing hot objects into trash containers. There have been several incidents recently of fires in trash containers. They have been caused by discarded cigarettes, hot food items, and other undetermined materials. Before anything is thrown into a trash container, care must be taken that it is cold. A trash container fire may sound minor but, because it can contain plastics as well as paper, it can produce great amounts of smoke that will travel far away from the container itself. This can result in a toxic atmosphere that could be harmful to all who enter into it. A trash container fire can also cause walls, furniture, or other objects nearby to ignite, creating a much greater danger. If you come upon a trash container fire - act quickly - either use a nearby extinguisher to put the fire out or close the doors to the room it is in; then activate the building alarm system to evacuate the occupants. Whenever you extinguish a trash container fire, no matter how small, call the local emergency service and report it so they can check out the damage and make certain the area has been properly ventilated. (CORNELL'S Public Safety Emergency Phone Number is 255-1111.)

**BE CAREFUL** with matches and lighters. There have been several fires in Central New York recently directly caused by children playing with matches or lighters. More than one has resulted in a fatality. Children are fascinated by these "toys" and with the fire they produce. They should be placed in areas that are out of reach of children and constantly checked to make sure they are all accounted for. Teach children that they can be very dangerous; don't just order them to leave them alone.

**BE CAREFUL** with outdoor cooking equipment. With warmer weather upon us, we will be using our barbecues, hibachis, and gas grills to cook meals. While they can produce fine tasting food, they can also be very dangerous when used carelessly. All the safe cooking practices associated with indoor cooking apply outdoors (i.e. keeping clothing away from the flames; using the proper utensils to handle hot food; don't put water on burning grease). Outdoor cooking, however, also includes a fuel source that must be properly handled to avoid problems. If you are not familiar with the safe use of the outdoor fuel you are using, read the manufacturer's guide before attempting to use the device. **NEVER** place a portable cooking device in an enclosed area or on a porch attached to the house. The fumes produced by the cooking can quickly produce a toxic atmosphere and any accidental spill of the hot fuel could ignite the building. Be very careful when disposing live coals - it is safest to wet them thoroughly before emptying the grill.

**BE CAREFUL** with personal appliances that are heat producing and/or electrical. Curling irons, hair dryers, styling tools, etc. all retain heat after they are unplugged. The biggest problem with these devices, however, can be leaving them plugged in and unattended. When knocked off a countertop into a waste basket they can ignite the contents. If they fall into a sink or bathtub, they could cause electrocution. Young children should be kept away from these devices as they could receive severe burns if they handle them in the heated, unprotected areas.

**BE CAREFUL!** It sounds simple... It really is... It's a habit you can develop and practice. The more you do it, the better you will get at it and the safer you and your family will be.

If you have any questions about any fire safety matter please call Life Safety Services at 255-8200 and we will be glad to help you.



# Employees at Cornell-After Hours

## The Cornell Women's Bowling League

by Susan E. H. Hollern



1st row, left to right: Susan Hollern, Cheryl Pai, Chriss Hess, Sally Iacovelli, Laura Heisey  
2nd row, left to right: Ginny White, Katrina Scuderi, Lisa Carr, Sue Taggart, Kathy Mattes, Beth Hamilton, Kim Ulrich  
3rd row, left to right: Lynette Rumsey, Nancy Sokol, Willie Dean, Susan Garey, Joshua and Sandy Bush, Janice Davis, Sam Partigianoni  
4th row, left to right, Richard Wallding, Diane Stewart, Sally O'Hanlon, Mary Lou DeBoer, Sue Compton, Liz Hastings, Jane Belensoff, Betty Hatch

Absent from picture: Jan Jacoby, Stacy Sipes, Robin Yager, Rose Lang, Donna Wiernicki, Karen Spencer, Ginger Eustice, Ann Richards  
Photo by Doug Hicks

On campus, during the Fall and every Monday evening at 5:15, there is a gregarious group of women that love to bowl. Most of these energetic women are employees of Cornell University. Others are employed elsewhere. But the one thing these women have in common is a love of getting together after work and bowling.

This group of dedicated individuals have been getting together for close to a decade now. When the season starts, there are new faces as well as familiar faces. Some faces may be different, but one thing you will always see are smiles permeating the bowling alley's at Helen Newman Hall.

It's very common to hear the juke box playing favorite songs, ladies laughing, the pins falling and the general comradeship that the three-women teams share together. I look forward to Monday evenings because it allows me to totally relax after a task-filled day at work. It also gives me a great opportunity to network with

other ladies who work at the University, too!

Jane Belonsoff has been an avid bowler at Helen Newman lanes for many years. "Bowling on Monday night is a great way to end a Monday and start off the week on the right foot. We are all home early after bowling and are able to maintain family life once we all get home. There is no competitiveness involved. It is strictly a fun league where we all meet new friends and look forward to a great banquet at the end of the season!"

The bowling league has already ended but will start again in the fall. If you think you might be interested in becoming a part of a growing legend of 'professional bowlers' at Cornell University, please feel free to call Jane Belonsoff, our newly elected league President.

Being an individual who loves life, laughter and people that share the same fun as I do, Monday night bowling is the perfect outlet for me to see good friends and meet new ones. I hope it will be for you, too!

Dorothy is **Melissa McCormick**, daughter of **Charles** (Nutritional Sciences) and **Susan McCormick** who is Stage Manager for the show. **Jerry Combs** (Nutritional Sciences) is featured as the Tin Woodman while wife, **Barbara**, directs the entire production.

Playing Tibia, the Wicked Witch's butler, is **Dan Coffman** (Physics) whose wife, **Maureen Kelly**, stars as the Good Sorceress. **Ollie MacMillen** (Residence Life) is Gloria, **Angie Stearns** (Cornell Vending retiree) and her husband, **Paul**, play Ozians, **Diane Colf** (Vet. MIP/AAAM) is featured as Aunt Em, and working on the tech crew is **Peter Stein** (Physics).

Performances of *The Wizard of Oz* will be held the Dryden High School on Friday

# Dryden Footlighters

## Present The Wizard of Oz

by Diane Colf

Whether you're short or tall, and regardless of just how young you are, chances are that you grew up with the *Wizard of Oz*. Few of us haven't heard the story of Dorothy's journey from Kansas to the enchanted land of Oz. For some of us, hearing again of the Scarecrow, the Tin Woodman, and the Cowardly Lion recalls memories of childhood bedtime stories; others think of the now-classic MGM film version of the story. And chances are that you also know someone who will be appearing for the next two weekends in the **Dryden Footlighters** production of *The Wizard of Oz*.

Cornell employees and their families are among those being showcased in this musical extravaganza. Starring as

RIDESHARE CLASSIFIEDS

Commuter Connection

CORNELL UNIVERSITY OFFICE OF TRANSPORTATION SERVICES • 255-4600

PLACE	NAME	PHONE	OPTION	DAYS	HOURS	SMOKE	COMMENTS
Alpine Jct.	Diana	5-1873	Share	M-F	6:30-3:00	OK	
Binghamton	John	5-6527	Share	M-F	8:00-5:00		
Binghamton	Hong	5-0738	Share	M-F	9:00-4:00		
Binghamton	Wally	5-4201	Share	M-F	8:00-4:30	No	South Side
Burdett	Robert	5-8342	Share	M-F	8:00-5:00	No	Home # 546-2241
Candor	Ruth	5-5174	Share	M-F	6:00-2:30		
Candor	Gerald	5-6244	Ride	M-F	11:00-7:00	No	11AM to 7PM
Caroline	Cheryl	3-3010	Share	M-F	7:00-3:30	No	
Cayuta	Mary	5-2029	Share	M-F	7:30-4:30		Alpine Junction
Corning	Caverlee	5-3615	Ride		Flexible	No	Works 2 days/week
Corning	Toni	5-8593	Ride	M-F	8:00-4:30	OK	
Cortland	Donna	5-9431	Drive	M-F	8:30-5:00	No	near High School
Danby	Maureen	5-6381	Ride	M-F	8:00-4:30	OK	
Dryden	Suzanne	5-8127	Share	M-F	8:00-5:00		Ellis Hollow
Elmira	Desi	5-9803	Share	M-F	8:30-5:00	No	
Enfield	Shirley	5-6310	Share	M-F	8:00-4:00		
Enfield	Diane	5-6050	Share	M-F	8:00-4:30	No	near Hospital
Etna	Felicity	5-4004	Share	M-F	8:00-4:30	No	Routes 13
Freeville	Paula	5-6839	Share	M-F	8:00-4:30		
Geneva	Chris	5-3298	Ride	M-F	Flexible	OK	Home(315) 789-3135
Genoa	Dave	3-3100	Share	Su-Th	6:00-3:00	OK	
Groton	Steve	4-7103	Ride	M-F	8:00-4:30	No	
Hammndsprt	Gerald	5-6927	Ride	M-F	8:00-4:30		
Homer	Mary Ellen	5-8488	Share	M-Th	9:00-4:30	OK	
Interlaken	Marca	5-7148	Share	Th,F	8:00-4:00	No	
Ithaca	Jan	3-3365	Share	M-F			7-9AM, 4:30-6:30PM
Ithaca	Doris	5-8198	Share	M-F	10:00-9:00		Parkwood Village
Ithaca	Lois	3-3323	Drive	M-F	8:00-5:00		Snyder Hill Road
Ithaca	Joe	5-1687	Share	M-F	10:00-5:00	No	Route 89
Ithaca	Tom	5-4882	Drive	M-F	9:00-5:00	OK	
Ithaca	Suzanne	5-4882	Ride	M-F	12-9AM	OK	Winston Court Apts.
Ithaca	Karin	5-8124	Ride	M-F	7:00-12:30	No	
Jacksonville	Timis	5-5174	Share	M-F	6:00-2:30	No	only females
Jacksonville	Eileen	5-3228	Ride	M-F	6:00-4:30		
Lansing	Susan	5-4139	Share	M-F	8:30-5:00	No	
Lansing	Betsy	4-1210	Share	M-F	8:00-5:00		
Lansing	Bill	5-9134	Drive	M-F	9:00-6:00	No	Myers Point
Locke	Barb	5-7212	Ride	M-F	8:00-4:30	No	West Groton Rd.
Moravia	Jim	5-3272	Share	M-F	6:30-3:00		via Rt. 34 or 38
Moravia	Mike	4-4899	Ride	M-F	8:00-5:00	OK	Home(315) 497-3989
Newfield	Linda	5-1866	Share	M-F	8:00-4:30		
Odessa	Susan	5-5338	Drive	M-Th	4:45-3:00	No	4:45 AM - 3:00 PM
Odessa	Rose		Share	M-F	5:00-2:30	No	Home # 594-3352
Owego	RaeAnn	5-6224	Share	M-F	8:00-4:30	No	
Syracuse	Wendy	5-0885	Share	M-F	8:30-5:00	No	
Trumansburg	Tim	5-1381	Ride	M-F	8:00-5:00	No	
Trumansburg	Ellen	5-5411	Drive	M-F	7:30-4:30	No	
Trumansburg	Debbie	5-4123	Ride	M-F	8:00-4:30	No	3 miles N of T-burg
Varna	Betty Ann	4-1234	Share	M-F	8:00-5:00		Trailer Park
Virgil	Jean	3-3100	Share	M-F	8:00-5:00		
Watkins Glen	Betty	5-6658	Share	M-F	8:00-5:00	OK	
Waverly	Robin	3-3011	Share	M-F	8:30-5:30	No	
Waverly	Linda	5-4284	Drive	M-F	8:00-4:30	No	
West Danby	Pat	5-1977	Share	M-F	Flexible	No	Route 96
Willseyville	Ramona	5-2262	Share	M-F	8:00-4:30	No	
Willseyville	Sharon	5-9731	Drive	M-F	8:00-4:30		

This information is also available on CUINFO



Dorothy (Melissa McCormick) helps the Tin Woodman (Jerry Combs) while the Cowardly Lion G. Patrick Mesmer) waits to pounce in a scene from the Dryden Footlighters show "The Wizard of Oz."



# UNCLASSIFIED ADS

All ads will be printed on a FIRST COME, FIRST SERVED basis. They will be printed in the order received, AS SPACE PERMITS. The Editorial Board of *Networking* has established the following guidelines for unclassified ads.

1. All ads must be sent through CAMPUS MAIL to **Networking Unclassifieds**, c/o Flora Karasin, 272 Roberts Hall.
2. All ads must include items for sale of a **personal nature only**, such as: automotive, household items, clothing, land, homes, etc. Ads that promote work outside of the University (ie: consulting, office help, employment, other services, etc.) will not be accepted.
3. All ads must include your **name and campus phone number**.
4. All ads must be limited to **20 words or less**.
5. **Only one ad per person per issue** will be accepted.
6. If your ad does not appear in the upcoming issue, it is your responsibility to **re-submit** it (by the appropriate deadline) for the next issue. Unprinted ads will not be saved by the *Networking* staff for future issues.

**Any ads that do not comply with these guidelines will not be printed.** The *Networking* staff retains the right to review and reject any ads that are submitted for publication. *Networking* is not responsible for typing errors or lost ads.

## FOR SALE:

Peavey Sound Equipment: XR500C Mixer/Amplifier \$320, KB15 Amplifier \$80, Impulse II Monitor \$65, Shure SM 58 Microphone \$90. Curtis Crawford 5-4951.

Antique Hoosier Cabinet, original markings-\$300 or best offer. Flower girl dress with hoop skirt-size 6X-\$45. Call Sandy, 5-9045.

### Unclassified Deadlines for 1993

The following dates are the deadlines for the unclassifieds. All unclassifieds must reach *Networking* by this date in order to be printed in the next issue, space permitting.

Deadline	Issue Date
5/11/93	5/20/93

4 Br/3 Ba contemporary ranch, 2.3 acres woods, 2 fireplaces, h/w floors, security system, 3 mi. campus, \$219,900. 272-9159.

Free Spaniel-X, 3 year old, neutered male, all shots. Prefer home with older children or adults. 564-9375 Tue., Thur. & Evenings.

QH Gelding (14 years), previously shown and jumped and TB gelding (20 years), both with tack, \$2,500. 564-9375 Tue., Thur., & Evenings.

Moped for sale: Sachs 50cc, runs but needs some work. Hasn't been used in several years. \$150. 273-8826.

Cockatiels-hand raised-\$45 each-\$80 a pair. Nintendo cartridges: Batman, Ninja Turtles and more, \$10 to \$20. Call Sue, 5-9063.

Carver 400 A Stereo Power Amplifier, Teac Model 2A Audio Mixer. Excellent working condition. \$200 each. Linda, 277-5123.

Meticulously restored. 3/4 bedroom home. Hardwood floors. Acreage. Between Ithaca and Syracuse. \$148,500. Roger, 5-9736 or 315-252-3293 after 6.

Air Conditioner, Sears Kenmore window, 800 BTU/hr. Excellent condition. (Moved to house with central air.) Asking \$150. 4-8776 or 257-0937.

Windows—4/Andersen Basement 32"x20", \$45 each; 1/Crestline thermal 36"x39"x72", \$125; Antique pot-belly stove, \$150. Call 347-4858.

Tommy Guerrero skateboard, \$60. Boy's Saintropez 2411 10 speed bike, \$60. Two passenger, rechargeable-battery operated fire engine, \$50. 273-0940.

IBM AT-compatible computer in perfect condition. EGA, amber screen, 20MB, 360kB, 720kB drives, 2400B internal modem. Gail, 5-9670.

King-size floatation waterbed, extra bladder, frame, mattress pad, new condition, \$250. Call 273-8470.

26" 10-speed Huffly Women's bicycle-Excellent condition-\$60.00. Call Karen 5-4602 or 756-7218 after 6:00 PM.

Teak TV/VCR/Audio center, 48wx25hx18 1/2d, one adjustable gliding shelf, \$75 OBO. Monica 272-8725, leave message.

4 Bridgestone light truck tires, 215x75x15, 10,000 mi., \$100. Drafting table, \$40. Call Howard, 5-2286.

3 br townhouse by owner. Deer Run. Vaulted ceilings. Great view, large deck. Finished basement, 1 1/2 baths. \$114,000..Call 272-3549.

Cap for Subaru Brat. FREE or best offer. Call Jim 5-5447 or 257-2282 evenings.

Crib with mattress. Bought new 1 year ago. Excellent condition, \$50. Call Becky 5-5338 or 533-3627.

Suitcase, used, 26x19x8", red with keys, good condition, \$15. 5-5265 or 272-0568.

Lake views, 10 minutes level drive to CU. New 3-4 bedroom Lansing ranch w/den, family room, 2 baths. Decks for sunrise, sunset. ACC \$106,500. 5-2055.

Fender Bass Guitar w/ hardshell case, \$250, Crate Bass AMP, 60 watts, \$160; AMPEG Bass AMP, 100 watts, \$400. Chris 564-7697.

Toyota Tercel Wagon 4WD/air, high mileage, \$2400; couch and chair \$300; Mistral Panders Windsurfer, \$500. Call 5-3192.

3 bedroom house in Freeville, family room/ fireplace, hardwood floors, garage, storage barns, minutes to Cornell. Call 347-4591.

Mobile Home , attractive 1976 Vista, 3 bedrooms, 14x70, set up in park, new skirting, excellent condition, \$13,000. Donna 5-6848 or 347-4967.

1989/90 Mobile home, 14x70 in Varna, 2 bedrooms, 2 baths, excellent condition, shed, washer/dryer. Call 5-2161 or 272-3225 eves.

Sailboat Super Shark, deluxe coated styrofoam, unsinkable, Never sailed. Retail \$489.99, now \$300. Dingy, fiberglass with oars \$400. Call 257-1757.

ATV-'91 Yamaha Blaster, 200 cc, like new, extras, \$1500. Marti 5-3197 or 589-7318 eves.

3 br house in Trumansburg. Porch, pantry, attached garage, storage barn. Remodeled, new Andersen windows, insulation & siding, \$61,900. Pat 564-7927.

## FOR RENT:

3 bedroom duplex, Fall Creek, professional wants it bright, clean, good condition. Pay up to \$600. After July 1. Call 256-4929.

Two bedroom apt. near Cornell-Horness. Buss parking, view, furnished. Rent negotiable. Avail. 8-1-93. Call 5-3214 or 272-6086 evenings.

Lakeside cottage, two bedroom, furnished, dock, \$550 weekly. 30 miles north of Ithaca. Jane 5-2058; 315-252-3293 after 6 p.m.

2 or 3 bdrm house, low utilities, gardens, privacy, 8 miles to Cornell. Avail. 7-12-93. Dave 255-1725 days or 589-4799 evenings.

Room, looking for clean, neat responsible person; on bus route. More info call Charlie 272-0264 evenings.

Mobile home, 14x42, two bedroom, 1981. Well maintained. Quiet lot in park close to Cornell. Stove, refrigerator, washer, dryer. 272-6418.

New rear glass window for 1989 Toyota longbed pickup, twin bed, and twin comforter set. Best offer on each. Bobby-Jo 5-5698.

## WANTED:

Queen-size sleeper sofa, reasonable. 898-3594 before 9 p.m.

Used concrete mixer. Electric or gasoline. Call 539-6726 evenings & weekends.

Breadmaking machine (prefer large size), Kayak or canoe. Call Eileen, 5-3228.

Rent a sabbatic house or apartment beginning August 1993. Responsible couple. Call Wendy, 5-2849.



**National Employee Health and Fitness Day 1992 winning team — Dept: ILR**  
(Left to right): Janet Frand, Shannon Armstrong, Donna Duncan and Theresa Hagin.  
photo by John Lauber

## National Employee Health and Fitness Day

Cornell Wellness Program

Wednesday, May 19, 1993

### What is National Employee Health and Fitness Day?

It is the nation largest worksite health and fitness event. Large and small businesses, schools, and other worksites across the country will be encouraging their employees to get out and exercise.

### What do you have to do?

**Option 1** - The C.U. Wellness Program encourages you to get out and exercise. If you don't normally do any type of exercise, use this as the day to take your first step. Take a walk outside or if the weather is not cooperating, walk indoors (Barton Hall for instance).

**Option 2** - The more fun option because you can **WIN, WIN, WIN!!!!**

## The 5th Annual Prediction Walk/Run Wednesday, May 19, 1993



Come to Helen Newman Hall during any of the times listed below to join the event. At this point you will be told what this year's course is (it is always around the Beebe Lake area and is usually between 1 and 1 1/2 miles in length. You will than need to predict the time you think it will take you to walk or run the course. At the end of the day actual times and prediction will be compared and those who come closest will **WIN, WIN, WIN!!!!**

### To Register and Participate - Come to Helen Newman Hall

**7:30 - 9 am or 11 am - 1 pm or 4 - 5:30 pm**

For more information contact the C.U. Wellness Program 255-3886

## CORNELL RECREATION CLUB

CRC is offering the whole Cornell Community discount savings on Hershey Park, Walt Disney World, Sea World, Universal Studios, and Busch Gardens in addition to offering discount tickets to Enchanted Forest in Old Forge, NY and to the wonderful Renaissance Faire in Sterling, NY. Call the CRC office at 255-7565 for more information.

### GENESEE COUNTRY VILLAGE & MUSEUM 5/22/93:

**LAST CHANCE TO SIGN UP!** Imagine a place that takes you out of today's hectic pace and transports you to a simpler time...a time of simpler pleasures and simple tasks. The special events taking place during our visit include the Ducks Unlimited Show, Textile Week, and Plough Days. The price of \$40.00 per person includes transportation, admissions, and dinner at the Stage Coach Inn. A deposit of \$20.00 is required, with final payment due on May 14, 1993.

### VERNON DOWNS RACING 6/5/93:

And we're off to another exciting night at Vernon Downs. Our reservations are at the climate-controlled Miracle Mile Room that features an excellent buffet with a winning combination of hot and cold dishes. The price is \$34.00 for transporta-

## Expanding Pension

(continued from page 2)

bution to one of several *Fidelity* funds.

*Fidelity* is a large full-service investment company that in many ways competes with TIAA-CREF. *Fidelity* has long been available for tax-deferred (403b) accounts, but that is the topic for another discussion. The best way to get to know a *Fidelity* fund is to ask for a *prospectus* of the fund. While there's plenty of boilerplate in the prospectus, you can get an idea of the fund's objective, where the money is

invested, and what kind of *past* performance it has had. Past performance is never an indication of the future.

You will also be able to determine the *expenses* associated with the fund. I personally look for expenses in the 1-percent range, and little or no sales load or charge.

The best fund to choose is the one that suits your personal investment goals and preferences. That, too, is a topic for another day.



required. 1-2yrs. telecommunications or related experience. Supervisory experience, as well as excellent interpersonal, written, verbal, and organizational skills are essential. Send cover letter and resume to Sam Weeks.

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

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

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

**Assistant Director (PA6703) HRII University Development/Public Affairs-Endowed**  
**Posting Date: 5/6/93**

Assist the director in planning and implementing strategies to increase giving to student aid purposes at Cornell. Duties will include responding to inquiries about establishing new scholarships and fellowship funds, and working with potential donors and a variety of campus offices to establish new funds. Assist the Director in establishing plans for the Cornell Campaign for Student Aid and all work on the campaign; explore and develop potential for corporate support of student aid; and assist the director in developing strategies for increasing giving to support graduate students. Involves extensive contact with university staff and donors.

**Requirements:** Bachelor's degree or equivalent required. Excellent communication skills, both verbal and written. Good people skills; tact, warmth and desire to be helpful especially important. Substantial experience in development or related fields. Knowledge of Cornell University and financial aid programs very helpful; some familiarity with corporations and/or graduate study also helpful. Good judgment and creativity in approaching problems and seeking solutions. Good research and problem solving skills. Ability to take on a large project, design a work plan and follow it. Ability to make and implement recommendations based on information gathering process. Computer literacy; familiarity with Macintosh systems. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director (PA6602) HRII Learning Skills Center-Endowed**  
**Posting Date: 4/29/93**

Assist director in providing professional leadership for program development and evaluating in the LSC; coordinate and supervise tutorial and scholarship programs; analyze data and prepare reports; supervise professional staff; liaison with other offices as appropriate.

**Requirements:** Master's degree or equivalent in psychology, student counseling/personnel administration, higher education administration or related field required. 3yrs. experience counseling college students or administering programs for college students; good oral communication and writing skills; experience in data analysis and standardized test administration; knowledge of microcomputers and statistical package software highly desirable. Send cover letter and resume to Cynthia Smithbower by 5/14/93.

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

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

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

**Assistant Director Alumni Affairs (PA5601) HRI Hotel Administration-Endowed**  
**Posting Date: 2/18/93**

Assist in establishing goals, priorities and strategies for the over 8500 members and 45 chapters worldwide, of the Hotel school's alumni organization, the Cornell Society of Hotelmen, referred to hereafter as the "Society". Coordinate all relevant School of Hotel Administration and

Society events, VIP and other visits, meetings, trade shows functions, and other events.

**Requirements:** Bachelor's degree or equivalent required with significant coursework in communication, education, organization or leadership development desirable. 3-5yrs. experience and demonstrated success in recruiting or training volunteers and in organizational development. Ability to handle multiple projects with exceptional attention to details. Computer word processing skills required. Excellent written communications skills required. Send cov. letter & resume to Cynthia Smithbower.

**Research Support Aide (PT6702) HRI History of Art and Archaeology-Endowed**  
**Posting Date: 5/6/93**

Provide research and teaching support in the Dendrochronology laboratory and during extended field trips abroad. Maintain and supervise lab, including the activities of up to 15 people at a time.

**Requirements:** B.A. degree in archaeology or relevant field required. 2-3yrs. previous experience in the work of the Aegean Dendrochronology Project highly desirable. Ability to handle delicate machinery, computers. Good interpersonal skills essential. Send cover letter and resume to Sam Weeks.

**Administrative Supervisor I (PA6702) HRI University Health Services-Endowed**  
**Posting Date: 5/6/93**

Provide administrative and secretarial support to director of Psychological Services and 10 psychotherapists. Maintain computer, record and monitor expenses; supervise 4 support staff; manage office, compile and maintain records assuring client confidentiality.

**Requirements:** Associate's degree or equivalent required. 3-5yrs. of experience with administrative and office supervisory responsibilities. Knowledge of computers, systems management and budget desirable. Strong organizational, communication, interpersonal skills. Ability to manage a high pressured, fast paced office. Ability to work with people in crisis. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist I (PT6705) HRI Nutritional Sciences-Statutory**  
**Posting Date: 5/6/93**

Take charge of running a lab involved in biopsychology (cognitive testing) research. Supervise and integrate the activities of 10-12 undergrads, grads and post docs. Participate in testing 100 animals daily. Trouble shoot the 11 computer operated testing chambers. Perform data management and analysis. Participate in designing experiments.

**Requirements:** BS degree or equivalent. Biopsychology background desirable. 2-3yrs. related experience. Be able to work under pressure and meet deadlines. Accuracy a must. Excellent interpersonal, communication and organizational skills. Ability to work independently and prioritize work. Supervisory experience helpful. Experience with computers for data analysis, knowledge of electronics and statistics are all desirable. Pre-employment physical required. Send cov. ltr & resume to Sam Weeks.

**Manager of Human Resources (PA6605) HRI CIT- Management & Budget Office-Endowed**  
**Posting Date: 4/29/93**

Administer personnel-related policies and procedures for a large technical organization. Oversee the department's non-academic appointment processes, compensation, and benefits programs. Assist in development of Human Resource Programs. Coordinate with the manager of budget on issues having to do with payroll.

**Requirements:** B.A. degree or equivalent combination of education and experience required. 5-7yrs. human resources experience preferably at Cornell. Extensive experience in management of compensation and staffing programs. Knowledge of human resources budgeting and accounting required. Outstanding human relations skills. Send cover letter and resume to Cynthia Smithbower.

**Warehouse Manager (PA6501) HRI C.U. Press-Endowed**  
**Posting Date: 4/22/93**

Manage all aspects of the CUP services warehouse/distribution center activities including the supervision of the UAW crew.

**Requirements:** B.A. degree or equivalent combination of education/experience required. Ability to effectively manage unionized staff. Good verbal and written communication skills. Significant experience in managing the operations of a dynamic pick and pack distribution center, preferably in the publishing industry. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist I (PT6503) HRI Agricultural and Biological Engineering-Statutory**  
**Posting Date: 4/22/93**

Determine criteria and methods for delineating hydrologically critical areas as part of the NYC/Cornell Whole Farm Planning Process. Develop models to establish criteria for hydrologically critical areas. Work closely with county projects teams, farmers and other Cornell team members.  
**Requirements:** Bachelor's degree in earth science or engineering. 1-2yrs. of related experience. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PC6503) HRI Chemistry-Endowed**  
**Posting Date: 4/22/93**

Complete administrative responsibility for content of the international journal "Accounts of Chemical Research", including coordination of the solicitation and peer review of manuscripts and special marketing efforts. Also prepare other correspondence and scientific papers.

**Requirements:** Bachelor's degree or equivalent in chemistry; Master's degree desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Familiarity with scientific computing and French/German helpful. 1-2yrs. experience desirable. External applicants send cover letter, resume and 3 references to Esther Smith. Employees should include employee transfer application.

**Research Support Specialist I (PT5701) HRI Anatomy-Statutory**  
**Posting Date: 4/22/93 Repost**

Perform a wide variety of morphologically-based techniques in support of an anatomically-based research program. Design experiments, analyze data and developing computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records. Send cover letter and resume to Sam Weeks.

**Resident Caretakers Architecture, Art & Plan./Miller-Heller House**  
**Posting Date: 4/22/93**

Manage historic house museum in collegetown: oversee facilities maintenance in compliance with university and city fire and housing codes, schedule reservations for meeting and guest rooms, oversee and clean up after events; reside in small one-bedroom apartment with utilities, laundry and parking in exchange for approximately 17 hours per week duties. Must be on-call 24 hours a day. Total of 3 weeks vacation per year. Ideal for a couple. Must be mature, diplomatic, flexible, must possess demonstrated hospitality and promotional skills, and must enjoy working with the public. Experience in property managmeent required, preferably with some historic preservation background. Smoke-free property. Must provide solid references. From August 15 for minimum of 2yrs., with longer commitment potential preferred. Send completed Cornell Application to Cynthia Prescott, 129 Sibley Dome, Campus.

**Research Support Specialist I (PT6306) HRI Food Science-Statutory**  
**Posting Date: 4/8/93**

Provide technical support to an extensive research project in the area of high pressure and/or extrusion processing of food and other related biomaterials.

**Requirements:** M.S. in food science/engineering or equivalent. Minimum 2yrs. of related experience. Send cover letter and resume to Sam Weeks.

**Research Specialist II (PT6102) HRI Fruit and Vegetable Science-Statutory**  
**Posting Date: 3/25/93**

Supervise, execute and coordinate field, greenhouse, and some laboratory operations involving research on breeding vegetable crops, (largely cucumbers and melons). Responsible for field and greenhouse layouts, planting and transplanting, weed and pest control; pollination, seed harvest, processing, and cataloging seeds. Assist in selection, planning and distributing germplasm.

**Requirements:** Master's degree or equivalent in horticultural science, with 3-5yrs. experience in field and greenhouse work. Experience with pollination and handling g germplasm. Supervisory experience helpful. Demonstrated ability to coordinate information and work with

other programs desired. Pesticide Applicator's license. Send cover ltr & resume to Sam Weeks.

**Professional Off-Campus**

**PA#19 Leadership/Volunteer Management Issue Team Leader**

**Location: Chemung County, Elmira, NY**  
**Posting Date: 5/6/93**

Provide leadership in the planning, implementation, and evaluation of educational programs in leadership and volunteer management for clientele in Chemung County. Identify needs for leadership education (including volunteer management, agency and local government official training, process skills, inservice and public policy development) with assistance from advisory committees, program participants and program coordinators. Provide program assistance in planning and conducting educational programs in one or more of the following areas: youth at risk, intergenerational programs, 4-H club program and environmental education for youth.

**Minimum Qualifications:** Bachelor's degree with emphasis in education, environmental education, or human development/family relations. Strong background in environmental issues. 2yrs. of progressively responsible professional experience in cooperative extension or equivalent professional experience in youth programming in an academic or human service setting. (Master's degree plan must be developed and initiated within a three year period.) Salary: \$21,600 commensurate with qualifications. Send letter of intent resume and transcript(s) by May 20, 1993 to: Box '26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**PA#20 Agronomy Location: Rensselaer County, Troy, NY**  
**2yr. Term Position**  
**Posting Date: 5/6/93**

Responsible for providing leadership in planning, implementing and evaluating educational programs in agronomy for Rensselaer, Albany, Saratoga, and Schenectady Counties. Primary Focus(65%) in soil management and conservation, crop production, integrated pest management, crop harvest and storage. Programming includes seminars, workshops, newsletters, mass media, exhibits at fair and other events, site visits, phone calls, and evaluation of efforts. Secondary focus(35% in nutrient management assisting program leader in Rensselaer County in compiling data for analysis.

**Minimum Qualifications:** Bachelor's degree appropriate to the responsibilities of the position. Coursework and background in education preferred. Minimum of three year's field experience in agronomy. Salary: \$26,600. Send letter of intent, resume and transcript(s) by May 20, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**PA#27 Agriculture Location: Otsego County, Cooperstown, NY**  
**Posting Date: 5/6/93**

As a member of the Otsego/Delaware County Dairy Team, this person will be responsible for the planning, implementation and evaluation of educational programs in field crop production and nutrient management directed to farmers and related agribusinesses with an 80% full-time equivalent commitment. In addition, a 20% full-time equivalent will be devoted to general 4-H Youth Development responsibilities with emphasis in animal science and technology programming. In conjunction with the program leaders, this person will develop program objectives and plans within assigned areas of responsibility and provide educational programming in specialized subject-matter areas related to field crops production, nutrient management, and 4-H Youth Development Animal Science programs. May act as a multi-associate team member in area of specialized subject matter responsibility. Will seek out, prepare, and submit proposals to secure additional program funding, actively involving others in the organizations.

**The Cornell Workplace**

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

EDITOR: Nancy Doolittle, 255-3541  
PHOTOGRAPHY: University Photography

PRODUCTION: Cheryl Bishop, 255-6890

Published weekly except for one week each in January and November and two weeks in December by University Human Resource Services, Cornell University, 14853. Distributed free and available to staff and faculty at locations around campus. *The Cornell Workplace* is also located on CUINFO.

Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Cornell University, 20 Thornwood Drive, Ithaca, NY 14850-1265.

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

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



**Minimum Qualifications:** Bachelor's degree with a major in agronomy, soil nutrient management, education or general agriculture and plan or progress toward acquiring a Master's degree. Three years of relevant experience or a Master's degree with one year relevant experience desirable. Coursework in education, general agricultural education, or youth work programming highly desirable. Salary: \$21,500. Apply by May 20, 1993. Contact: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

**Extension Services: Program Leader 4-H Youth Development**  
**Location: Cornell University, Ithaca, NY**  
**Posting Date: 5/6/93**

Provide leadership for quality nonformal youth education programs. Responsibilities include leadership for developing, delivering, evaluating and marketing programs to diverse audiences throughout New York State. Provide leadership and support for campus and Cornell Cooperative Extension Association work related to vision, scope and direction of youth development education for the Cornell Cooperative Extension System. Serves as State 4-H Leader. Works in a wide variety of collaborative settings both within and external to the Cornell Cooperative Extension System. Encourage and initiate collaborative efforts between faculty and off-campus staff and with state and national agencies and organizations on issues of common concern. Recruit and participate in screening of candidates to be recommended for Cornell Cooperative Extension Association positions.

**Requirements:** Master's degree is required, and earned doctorate preferred, in a discipline appropriate to the position (such as human development or nonformal education). Eight years (six with earned doctorate) progressively responsible professional experience including five years (three with earned doctorate) of demonstrated success in youth education (or closely related field) program development, implementation, management and evaluation. Send letter of intent, current resume which includes responsibilities and accomplishments for each significant position; and names addresses and telephone numbers of four references by June 15, 1993 to: Dr. Michael Duttweiler, Search Committee Chairperson, 354 Roberts Hall, Cornell University, Ithaca, NY 14853, (607) 255-2231. Additional information regarding the position may be obtained from Dr. Duttweiler, Search Committee Chair.

**PA#26 Natural Resources and Agriculture Educator**  
**Location: Yates County, Penn Yan, NY**  
**Posting Date: 5/6/93**

Anticipate and identify needs. Develop, implement and evaluate innovative, targeted educational programs in natural resources and agriculture, currently focused on water quality and waste management issues and their interrelationships with agricultural, residential and recreational practices. These programs will address the subject matter and public policy needs of clearly targeted youth and adult audiences, including community leaders. Guide and support volunteers and program assistants who are implementing agricultural programs for youth and adults in plant and animal sciences. Identify evolving program needs through local and regional paid and volunteer Cornell Cooperative Extension Staff and committees, clientele, agency staff and community leaders in organizations with similar or complimentary objectives and Cornell faculty. Deliver programs and information through collaborative efforts with other professionals, other Cornell Cooperative Extension staff and volunteers media, individually or other appropriate means. Structure delivery to accommodate diverse targeted audiences. Provide subject matter information to paid and volunteer staff, and clientele, including schools, agencies and local government, consistent with program priorities.

**Minimum Qualifications:** Master's degree in natural resources, agriculture or closely related field, with coursework in educational methods. At least three years of progressively responsible experience in Cooperative Extension or equivalent professional experience in educational in an academic, service or industry setting. Ability to develop deliver, and evaluate informal educational programs. Excellent communication skills. Salary: \$28,000. Apply by May 20, 1993. Contact: Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

**PA#25 4-H Youth Development**  
**Location: Monroe County, Rochester, NY**  
**Posting Date: 5/6/93**

Provide leadership to the 4-H youth development program in the areas of Environment and Science (emphasis in recycling and water resources). Plan, implement and evaluate innovative youth education programs through a variety of delivery methods including 4-H clubs, schools programs, special interest and outreach effort. Program topics may include solid waste, water quality, environmental appreciation and stewardship, and science exploration. Develop and enhance networks of volunteers to extend program and provide staff leadership and coordination to key volunteers in support of the 4-H Animal Science Program.

**Minimum Qualifications:** Bachelor's degree appropriate to the responsibilities of the position. Course work in education highly preferred.

Master's degree preferred. Minimum of 1yr related experience required in teaching or extension-related work or experience in the Cornell Cooperative Extension Agent Intern Program. Salary: \$22,200, commensurate with qualifications. Apply by May 20, 1993 to Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

**PA#24 Agriculture**  
**Location: Schoharie County, Cobleskill, NY**  
**Posting Date: 5/6/93**

Responsible for planning, implementing, and evaluating educational programs in farm management and filed crops program areas for the Cornell Cooperative Extension associations of Schoharie and Montgomery counties. Will conduct intensive farm management programming under a special water quality grant. Identify and structure programs that address community and individual needs and consider the diversity of the community. Interpret Cornell and Association program direction, communicate recommendations to clientele, and foster acceptance of programs, methods and policies, including multi-disciplinary and multi-association programming efforts. Serve as a subject-matter resource to the staff ad clientele, including schools, agencies, and other groups, as they are identified. Provide input to association director and program committee in preparing and submitting proposals to scure additional funding. **Minimum Qualifications:** Bachelor's degree with major in farm management and coursework in field crops. Coursework in education highly preferred. Minimum of one year related required in teaching or extension-type work or experience in the Cornell Cooperative extension Agent Intern Program. Course work in ag engineering and communications actions desirable. Salary: \$26,000. Commensurate with qualifications. Apply by May 20, 1993 to Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

**PA#23 Association Director**  
**Location: Oswego County, Mexico, NY**  
**Posting Date: 5/6/93**

Serve as the administrator for a non-formal educational organization serving a rural and suburban county of 122,000 citizens with programs that extend the resources of Cornell University and the National Land Grant University system to the people, businesses and governments of the county and their organizations. Responsible for providing overall administrative leadership and management for the County Cooperative Extension Association. Formally represent, and accountable to, the association Board of Directors, its standing committees, and the Director of the Cornell Cooperative Extension System. Exercise professional judgment and executive skills in developing and coordinating overall association operations, policies and activities. Provide leadership in adopting overall educational and technical program efforts to address changing needs. Provide leadership to association's program management team. Administer association policies, procedures, and operations; provide administrative supervision of employees and volunteers. Provide leadership for association relations with legislators, local government leaders, community leaders, funding agencies, and civic and special interest groups. Responsible for the Equal Employment Opportunity/Affirmative Action programs of the association. Provide leadership for the overall program development process, including multi-disciplinary and multi-association programs, and ensure that the association Plan of Work serves as a basis for programmatic decisions (e.g. facilitating the development and implementation of the Plan of Work, program review, program evaluation, and program modification).

**Minimum Qualifications:** Master's degree appropriate to the responsibilities of the position. At least five years of progressively responsible professional experience including at last three years in Cooperative Extension or closely related employment. Substantive coursework and/or experience in education required. At least three years of substantive management responsibilities, including finance, personnel, and organizational management. Marketing and fund development experience is highly desirable. Salary: \$42,000 commensurate with qualifications. Apply by May 20, 1993 to Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

**PA#21 Association Director**  
**Location: Allegany County, Belmont, NY**  
**Posting Date: 5/6/93**

Responsible for providing administrative leadership and management for Cornell Cooperative Extension of Allegany County. Formally represent, and accountable to, the association Board of Directors and the Director of the Cornell Cooperative Extension System. Exercise professional judgment and executive skills in coordinating overall association operations. Administer association policies, procedures, and operations; provide administrative supervision of employees and volunteers. Provide leadership for association relations with legislators, local government leaders, community leaders, funding agencies, and civic and special interest groups. Responsible for the Equal Employment Opportunity/Affirmative action programs of the Association. Responsible for providing in-depth program leadership for the

planning, implementation and evaluation of association's Community and Rural Development, 4-H Youth Development and Human Ecology programs. Provide leadership, coordinate, and encourage multi-disciplinary, Multi-association, area and statewide team efforts to address priority issues.

**Minimum Qualifications:** Master's degree in education; public/adult education; extension or business administration; human services; community development or an appropriate related filed. At least five years of progressively responsible professional experience including at least three years in Cooperative Extension or closely related employment. Substantive coursework and/or experience in education required. At least three years of substantive management responsibilities, including planning and organizational management, budgeting proposal written and personnel management. Salary Range: \$30,000-\$38,000 commensurate with qualifications. Send letter of intent, resume and transcript(s) by May 20, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

## Professionals Part-Time

**Program Coordinator (PA6504) HRI**  
**Agricultural Economics-Statutory**  
**Posting Date: 4/22/93**

Coordinate and supervise personnel, communication and reporting FarmNet information/referral help line for NYS farm families. Supervise staff, plan meetings, implement program activities, coordinate with Cornell Cooperative Extension, department and university offices. Appointment until 3/31/94.

**Requirements:** Bachelor's degree in appropriate field or equivalent combination of education and experience. Must have strong interpersonal, organizational, oral and written skills; knowledge of counseling and stress management. 3-4yrs. administrative experience desirable. PC skills, familiarity with farm families, Cooperative Extension. Send cover letter and resume to Cynthia Smithbower.

**Nursery School Teacher (PC6310)**  
**University Cooperative Nursery School-Endowed**  
**Posting Date: 4/8/93**

In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds. 12-5pm, Mon-Fri, August-June.

**Requirements:** Bachelor's degree, experience required. Previous coursework in early childhood education desirable. Experience teaching 3-5yr. olds required. Send cover letter and resume to Sally Reimer, University Cooperative Nursery School, Robert Purcell Union, Box 18.

## Professionals Temporary

**Instructional/Curriculum Development Specialist and Editor (S6501)**  
**Program on Employment and Disability**  
**Posting Date: 4/22/93**

The ILR Program on Employment and Disability seeks an individual to serve as editor and curriculum development specialist for materials on the Employment Provisions of Americans with Disabilities Act of 1990. The position will be part-time and will be an appointment of less than six months. Salary will be consistant with credentials and experience of the individual. Please submit a letter of interest and samples of writing and editorship to Susanne M. Bruyère, 106 ILR Extension. Questions, please call 255-2891.

## Boyce Thompson Institute

**Mechanical Assistant**  
**Plant Research-Mechanical Department**  
**Part-time, 20 hours/week**  
**Salary: \$10.25-\$13/hour, commensurate with experience.**

**Posting Date: 4/29/93**  
Help maintain the mechanical systems of a plant research facility. Knowledge of air conditioning, heating, refrigeration, plumbing, electrical and electronic systems and carpentry needed.

**Requirements:** Strong mechanical background, the ability to work independently in a conscientious, responsible manner. Contact: Anne Zientek, 254-1239.

**Research Assistant**  
**Plant Research**  
**Full-time for 6 months or part-time for full year**

**Salary: \$7.35/hour**  
**Posting Date: 4/29/93**  
Rearing insect colonies, propagating and purifying baculovirus stocks, maintaining virus repository records and assisting with insect bioassays and other routine lab duties.  
**Requirements:** Bachelor's degree in biology/chemistry or related field. Laboratory experience required. Contact: Anne Zientek, 254-1239.

## Technical

**Technician GR18 (T6704)**  
**Biotechnology Program-Endowed**  
**Minimum Biweekly Salary: \$542.89**

**Posting Date: 5/6/93**  
Provide general technical support for analytical and synthetic facility including preparation of solvents, buffers and reagents, necessary for the synthesis, isolation and characterization of peptides, proteins and oligonucleotides.  
**Requirements:** Associates degree or equivalent in biochemical science or laboratory technology. Minimum 2yrs. laboratory experience preferably in a chemical lab required. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T6105)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$542.89**

**Posting Date: 3/25/93**  
Participate in long-term animal experiments with pregnant animals. All aspects of general maintenance of animals and records related to the experiments. Blood sampling and preparation of infusions, under supervision of professional personnel.

**Requirements:** Bachelor's degree in biological sciences or equivalent preferred. Previous experience with sheep useful. Pre-employment physical required. Must be able to lift 50lbs. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T6501)**  
**Veterinary Pathology-Statutory**  
**Minimum Biweekly Salary: \$566.28**

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

**Technician GR20 (T6307)**  
**Entomology-Statutory**  
**Minimum Biweekly Salary: \$590.45**

**Posting Date: 4/8/93**  
Provide research support for field crop entomological studies including lab and field work on leathoppers, cutworms and snout beetles. Assist in experimental design. Coordinate rearing of insects and entomopathological nematodes. Collect and summarize data. Assist in supervising temporary staff.

**Requirements:** BS degree in one of the following: biology, entomology, horticulture, agronomy, or plant science. Experience in insect rearing, experimental field plot techniques, crop production practices, statistics, and computer literacy. Some training and experience in one or more of the above listed fields and knowledge and experience in microbiology helpful. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

**Animal Health Technician (T5612) GR20**  
**Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 2/18/93**

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs) Rotating shifts.

**Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T6701)**  
**CIT/CR-Endowed**  
**Minimum Biweekly Salary: \$615.42**

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

**Technician GR21 (T4807)**  
**Microbiology, Immunology, and Parasitology-Statutory**  
**Minimum Biweekly Salary: \$615.42**

**Posting Date: 4/22/93 Repost**  
Provide technical support for an immunology lab. Conduct nutritional and cellular immunology experiments using rat and chicken animal models and in vitro cellular systems. Evaluate cellular immunity, flow cytometry and other related assays. Maintain rats. Perform routine lab duties including data analysis, lab maintenance, record



keeping and preparation of supplies and reagents, etc.

**Requirements:** BS degree or equivalent, in biology, biochemistry or related field. 2yrs. related lab experience. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T5504)**  
**Diagnostic Laboratory/VET-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 3/4/93 Repost**

Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.

**Requirements:** BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP, D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T6703)**  
**Psychology-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/6/93**

Assume operation and supervision of Infant Research Center. Plan, conduct, and analyze data from research with human infants. Explain research to parents and summarize experimental findings. Supervise 10 undergrad assistants.

**Requirements:** B.A. or B.S. degree or equivalent required. 2-4yrs. related research experience required. Experience with statistics and database software preferred. Must have good supervisory, organizational and interpersonal skills. Must like working with infants. Send cover letter and resume to Sam Weeks.

**Electronics Technician GR22 (T6602)**  
**Vet Physiology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/29/93**

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

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

**Computer Operator GR22 (T6502)**  
**Law-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/22/93**

Serve as night supervisor/lab manager and consultant for networked public computing facility. Maintain and administer activities on multivendor, multi-server LAN connecting 200 workstations with 4 Gb. on-line storage. Establish and maintain user accounts. Perform security audits. Manage mass storage devices and perform system-wide backups. Provide user support. Maintain and repair hardware PC's, printers, modems, and CD-ROM players. Maintain the network. Provide software support. 2:30-11pm, Sunday-Thursday (flexible).

**Requirements:** BS degree in computer related field or equivalent combination of education and experience. Knowledge of IBM and Mac PC's. Experience and ability in providing software support for non-technical users. Familiarity with Novell network and administrative tools highly desirable. Strong interpersonal and writing skills. Send cover letter and resume to Sam Weeks.

**Electronics Technician GR24 (T6604)**  
**Biomedical Electronics Service-Statutory**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/29/93**

Provide technological support for the research, teaching and clinical programs at the College of Veterinary Medicine with emphasis on component level repair of sophisticated electrical and electronic instrumentation. Some computer workstation and peripheral equipment repair. Some network installation and support.

**Requirements:** Education and experience equivalent to a certified biomedical electronics technician required. Strong computer science background preferred. Experience troubleshooting sophisticated medical and analytical electronic instrumentation to the component level. Some experience troubleshooting and repairing micro-computers and peripherals. Ability to interact with lay users and translate technical jargon into terms they can understand. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Electronics Technician GR24 (T6504)**  
**Modern Languages and Linguistics-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/22/93**

Install and maintain computers, multimedia, and other electronic hardware and software in the language lab and staff offices. Perform routine upgrading, maintenance and documentation of DOS and Windows-based computers on a Novell network. Write user manuals. Hire, train and supervise student technicians.

**Requirements:** AAS degree in electronics/computers, BS desirable. At least 1yr. of computer/electronic experience. Must be able to install and maintain hardware and software and have a thorough knowledge of electronic circuitry. Supervisor experience desirable. Send cover letter and resume to Sam Weeks.

## Technical Temporary

**Photographer (T6706)**  
**University Relations-Endowed**  
**Posting Date: 5/6/93**

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

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

**Research Technician (T6401)**  
**Clinical Sciences-Statutory**  
**Hiring Rate: \$7.80**  
**Posting Date: 4/15/93**

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

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

**Laboratory Technician (T6004)**  
**Entomology-Statutory**  
**Hourly Rate: \$6.50**  
**Posting Date: 3/18/93**

Perform lab bioassays of fungi and nematodes against ticks. Cut histological sections of ticks embedded in plastic. Perform fluorescent and sterile technique.

**Requirements:** High school diploma or equivalent. Experience using microtome, histological stains, and laboratory bioassays. Send cover letter and resume to Sam Weeks.

## Office Professionals

**Temporary Office Professional Positions**

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

**Document Access Assistant GR17 (C6704)**  
**Albert R. Mann Library-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 5/6/93**

Under the direction of the document access librarian assist patrons at the circulation desk utilizing the NOTIS circulation software. Coordinate the shelving of unbound materials making decisions pertaining to access and repair of unbound materials. Assist in interlibrary loan by screening and verifying incoming requests, and searching local and national databases to verify and identify holdings information. Provide research assistance utilizing multiple public access databases.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Experience working in an academic/research library, and experience with use of micro-computers preferred. Strong interpersonal and communication skills, ability to meet deadlines and pay attention to detail. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Secretary GR18 (C6707)**  
**University Health Services-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/6/93**

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

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2 yrs general secretarial/office skills. Computer experience desirable, must know WordPerfect. Strong administrative skills. Family planning knowledge helpful. Ability to elicit and discuss

personal information in a non-judgmental manner. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Office Assistant GR18 (C6701)**  
**Vet Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/6/93**

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

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

**Office Assistant GR18 (C6602)**  
**Continuing Education and Summer Sessions-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/29/93**

Serve as receptionist; process mail and requests for information; order supplies; general typing; provide clerical support to registrar and assistant registrar.

**Requirements:** High school diploma or equivalent. 1-2yrs. related experience required. Some college course work preferred. Able to work with diverse public. Excellent interpersonal and communication skills required. Experience with WordPerfect desirable. Able to set priorities and work independently under heavy pressure. Some familiarity with Cornell desirable. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Public Services Assistant GR19 (C6608)**  
**Bailey Hortorium-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/29/93**

Provide library and administrative support for a small collection. Clerical support for the department for special projects and routine clerical jobs.

**Requirements:** High School diploma or equivalent. Some college coursework of 1-2yrs. or AAS degree preferred. Minimum 2yrs. related experience required. Familiarity with Library system helpful. Good organizational skills. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Administrative Aide GR19 (C5703)**  
**ILR Extension and Public Service-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/15/93 Repost**

Serve as registrar for office of management and executive education public programs. Manage computerized registration system to track participants; respond written and telephone inquiries about programs, compose and send confirmation letters. Provide program support for OMEE executive programs. Manage marketing visit schedules for director and senior program faculty, participate in development and implementation of marketing strategies, make all travel arrangements and meeting rooms, meals, etc. Responsible for postcourse follow up.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Ability to use computer, spreadsheet programs, file management packages and wordprocessing software (IBM). Good interpersonal skills a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR19 (C6604)**  
**Chemistry-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/29/93**

Act as administrative aide to the executive director. Responsible for supporting operational and academic matters. Do word processing and arrange meetings for the executive director. Help prepare all reports produced by the department office. Assist in clerical work pertaining to faculty, undergraduate and graduate matters as directed. Maintain departmental calendar & statistical lists. **Requirements:** High school diploma or equivalent. Some college course work preferred. 2-3yrs. experience using Macintosh computer and software for word processing. Minimum 1yr. previous experience as secretary in administrative office. Demonstrated ability to meet deadlines and work under pressure. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Administrative Aide GR20 (C6606)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/29/93**

Provide administrative support to professor. Supervise the financial, personnel and administrative aspects of the research group.

Assist in budget preparation, oversee accounts, process purchase orders and travel requisitions. **Requirements:** Associate's degree or equivalent. Minimum 2-3yrs. administrative/secretarial experience. Knowledge of word processors/personal computers. Experience with grant preparation. Accounting/bookkeeping experience necessary. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C6607)**  
**Synthesis Engineering Education Coalition-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/29/93**

*Cornell Employees Only*  
 Provide administrative/clerical support to staff of the Synthesis Coalition national headquarters office.

**Requirements:** Associate's degree or equivalent. 2-3yrs. related experience required. Knowledge of Macintosh computers and word processing, spreadsheet and database applications. Strong office and organizational skills. Good interpersonal skills. Good interpersonal communications skills. Experience in academic environment. Medium typing. Submit cover letter, resume and employee transfer applications to Esther Smith.

**Assistant to Program Director GR20 (C6308)**  
**Nutritional Sciences/CFNPP-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/8/93**

Serve as assistant to the program director of Cornell food and nutrition policy program. Assume responsibility for all administrative tasks relating to director's activities in a program which conducts research and training activities in Africa, Asia, and Latin America.

**Requirements:** AAS degree or equivalent. 2-3yrs. of progressively responsible office experience. Excellent word processing skills(80+ wpm). Experience with technical manuscripts required. Software expertise with particular knowledge of WP 5.1, Lotus, Quattro Pro, Notebook required. Working knowledge of IBM PC compatible equipment and DOS 3.1+ necessary. Proven ability to work independently, prioritize, take initiative, work under pressure, and work creatively under tight deadlines vital. Ability to work as team player, organizational and people skills a must. Experience with research office, international work, and fluency in a foreign language (French preferred) useful. Strong communication (written and verbal) a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Personnel Assistant GR20 (C6705)**  
**Cornell Cooperative Extension-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/6/93**

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

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

**Editorial Assistant GR20 (C6706)**  
**Agricultural Economics-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/6/93**

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

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

**Administrative Aide GR20 (C6708)**  
**School of Hotel Administration-Endowed**  
**Minimum Biweekly Salary: 590.45**  
**Posting Date: 5/6/93**

Provides administrative and clerical support for the Director of Development and the Director of Publications in the daily operations of the Department of External Affairs at the school of Hotel Administration. The position will report jointly to both directors, and workload will be apportioned by and through them as needs vary. **Requirements:** Associate's degree in business or office professional preferred: 2-3 yrs



comparable work experience desired. Excellent communication (written and oral) and interpersonal skills required. Excellent work process skills essential. Medium typing. Flexibility key: ability to move from one assignment to another with ease, with sensitivity to the variations in development & publications demands. Ability to understand, respect and maintain confidentiality. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application. Women and minorities are encouraged to apply.

**Accounts Assistant GR20 (C6711)**  
**Administrative Services-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/6/93**

**Cornell Employees Only**

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

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

**Administrative Aide GR20 (C6712)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/6/93**

To assist the director of special gifts through providing administrative support and management skills in the overall daily operations of the special gifts program of university development. The program manages the cultivation and solicitation of alumni and friends of Cornell who have the potential to make gifts between \$100K - \$1 million.

**Requirements:** Associate's degree or the equivalent in education, experience and training. 2-3 years related experience required. Knowledge of Macintosh word processing. Ability to work with computer inquiry programs (e.g. on the Cornell mainframe). Good typing, proofreading and organizational skills. Medium typing. Ability to pay attention to detail a must. Good communication skills and a pleasant telephone manner. Ability to prioritize assignments, work under pressure and meet deadlines. Ability to maintain a high degree of confidentiality. Knowledge of Cornell desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR21 (C6702)**  
**ILR Central Europe Project-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/6/93**

Provide full range of clerical support for the school's Central Europe project with Czech and Slovak Universities; support the work of the executive and academic director and affiliated faculty; respond to inquiries; make arrangements; maintain files; develop office system, maintain budget and other data bases; type proposals. Until 12/94 with possible continuation.

**Requirements:** Associates degree or equivalent experience. 2-3 yrs. related experience required. Medium typing. Primarily Mac, but also IBM computer expertise required. Ability to work independently, write well and to understand cultural differences. Willingness to work unusual hours. International knowledge or experience important. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR21 (C6709)**  
**Computer Science-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/6/93**

Assist two senior faculty in conduct of all aspects of their university work; assist in monitoring current research programs; implement leading edge information management technologies to organize administrative functions (WAIS, LATEX); coordinate administrative activities and software distribution for a large research group. Assist faculty and senior researchers in design and writing of scientific research grant proposals for submission to government and industry sponsors. Research and compile statistics, reports and correspondence for projects delegated by faculty supervisor. Manage budget (\$80,000) for LICIS (Logic in Computer Science) annual conference. Function as electronic information management expert and consultant for department administrative staff. Manage software distribution effort including documentation, for a large software project. Use complex graphics and typesetting software for proposals, reports and manuscripts.

**Requirements:** A.A. degree or equivalent; 2-3 years related office experience. Demonstrated communication, interpersonal and public relations skills. Must be able to work without direct supervision; requires a high degree of autonomy in identifying and resolving problems and screening requests. Aptitude to learn complex computer system structure requiring programming skills and creativity. Demonstrated general administrative and organizational skills essential, including technical typing, writing skills. Scientific and accounting background desirable. External

applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR22 (C6603)**  
**Astronomy-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/29/93**

Assists professor in directing the Pew Science Education Program and administering a grant by the Pew Foundation which finances the program. There are 7 colleges and universities involved in the program and the job also consists in coordinating and overseeing the involvement of these and other institutions. Organizing meetings and symposia; drafting all correspondence; interviewing students and handling finances.

**Requirements:** Associates degree or equivalent. 3-4yr. administrative secretarial experience beyond formal training. Word processing and writing skills very important. Excellent organizational & interpersonal skills. Ability to work under pressure. Prior experience at Cornell preferable but not required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Office Professionals**  
**Part-Time**

**Circulation/Reserve Assistant GR17 (C6703)**  
**Circulation/Uris Library-Endowed**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 5/6/93**

Under the direction of the administrative supervisor, assist in the reshelving of materials returned from circulation, and work at the security desk. 20 hrs/wk.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Ability to work effectively with a variety of people in a public service setting. Must be able to shelve and shift books. Must be exceptionally dependable. Good organizational and communication skills. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Senior Department Assistant GR18 (C6006)**  
**Reference/Olin Library-Endowed**  
**Minimum Full-Time Equivalent: \$542.89**  
**Posting Date: 5/6/93**

Under the general supervision of the department head and individual reference librarians, provide basic secretarial/office support to a very active public services department. Format and type instructional materials; type correspondence and reports; handle supplies and equipment orders, pay records and statistics. Interact with a wide range of staff. 20hrs/week.

**Requirements:** High school diploma or equivalent. Some college preferred. Intermediate word processing skills. Good organizational skills. Ability to work well under pressure. Excellent interpersonal skills. 1-2yrs. related experience. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Secretary GR18 (C6601)**  
**CISER-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/29/93**

**Cornell Employees Only**

Provide clerical and administrative support to the CISER staff and members. M-F, 12pm -4pm.

**Requirements:** HS diploma or equivalent required. Formal training of 1-2yrs., college course work preferred. Position requires exemplary communication and interpersonal skills. Familiarity with C.U. accounting system. Computing experience to include extensive use of IBM PC, WordPerfect, and familiarity with mainframe basics is essential. Dbase III+ and basic knowledge of the Mac desirable. Medium typing. Send cover letter, resume, and transfer application to Esther Smith.

**Administrative Aide GR19 (C6605)**  
**Center for Advanced Imaging Tech-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/29/93**

**Cornell Employees Only**

Assist director in the performance of administrative duties required for the smooth operation of the Center, including budgeting, accounting, payroll, and secretarial support. M-F, 25-30 hours/week, hours to be arranged.

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

**Secretary GR20 (C6405)**  
**Chemistry-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/15/93**

Provide clerical support to one professor and his research group. Type correspondence, manuscripts, grant applications; answer telephone; file; fax; process incoming and outgoing mail (US and campus); photocopy and occasional library research. Mon-Friday 8-12.

**Requirements:** AAS degree or equivalent. Minimum 2yrs. experience with scientific word processing using IBM WordPerfect. Must be able to handle confidential materials properly. Excellent communication skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Office Professional Casual**

**Casual Cashier (S6301)**  
**Ornithology**

**Hourly Rate: \$5.25**

**Posting Date: 4/29/93**

The Crow's Nest Birding Shop is seeking an individual to perform cashiering duties. Respond to general nature questions. Answer phone. Knowledge of birds is helpful but not essential. Must be very customer oriented. Hours: Saturday and Sunday 10am-4pm. Other weekday hours as needed, especially in the summer. Please send a cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

**Office Professional Temporary**

**Medical Transcriptionist**  
**Gannett Health Center**

**Hiring rate: \$7.00 hr**

**Posting Date: 5/6/93**

Transcription of confidential records for psychological and medical patients using Lanier Centralized Dictating System and Macintosh computer WriteNow 2.2 wordprocessing. Also typing of handwritten letters, memos, forms and reports.

**Requirements:** High school graduate with at least 2 years transcription experience. Heavy typing. Must be able to accurately type 75-80 wpm. Familiarity with medical terminology. Ability to work under pressure and to maintain strict confidentiality. Hours 9:00am to 1:00pm, Monday through Friday, 20 hours a week. Please send a cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

**Curriculum Writer (S6205)**  
**Education-Statutory**

**Hiring Rate: \$8.00**

**Posting Date: 4/1/93**

Responsible for the development and editing of environmental education curriculum materials for elementary students. Assist and report to the Director and Curriculum Specialist of the instructional materials service in the department of education.

**Requirements:** B.S. in natural resources, education or communications. Excellent Macintosh computer skills. Teaching experience preferred. Ability to work independently and with others. Able to meet deadlines. Send cover letter and resume and an example of your writing to Andrew Fagan, IMS Curriculum Specialist, Department of Education.

**General Service Casual**

**Golf Course Rangers**  
**Robert Trent Jones Golf Course**  
**Posting Date: 4/22/93**

Oversee golf course activity. Knowledge of golf rules and regulations essential. Active playing experience required. Excellent interpersonal and public relation skills is a must. Casual appointment will begin upon course opening and will continue until the end of the season. Schedule will be Friday, Saturday, Sunday and special events until the end of May. Saturday, Sunday and special events for the remainder of the appointment. Interested applicants may call Dick Costello at 257-3661, Monday-Wednesday.

**Academic**

**PA#22 Sea Grant Extension Specialist**  
**Location: Stony Brook NY, or in a county bordering the lower Hudson River**  
**Posting Date: 5/6/93**

Develop, implement, and evaluate a regional

extension education program pertaining to marine environmental quality and pollution problems and their remediation in Sea Grant's Marine District (includes tidal waters/shore of Long Island, NYC, and Hudson River to the Troy Dam), with special emphasis on sustainable growth issues. Conduct educational activities that (1) enhance governmental, media, special interest/user group and general public awareness and understanding of marine and coastal environments and associated pollution problems; (2) assist such audiences to develop, implement, or support activities that seek to remediate such problems; (3) aid existing Cornell Cooperative Extension programs at the university and county level relating to marine resource use, development, planning and conversation in addressing pollution problems and issues; (4) work closely with other governmental agencies involved in water pollution control and prevention.

**Minimum Qualifications:** Master's degree in environmental science or education, marine/aquatic science, coastal/natural/water resources management, land use planning or closely related field, plus four years experience in environmental resources management, policy, education or communications. Demonstrated ability in written and verbal communications and group/meeting organizational skills and working with the public are also strongly desired. Familiarity with New York's marine waters and the lower Hudson River is desirable. Salary: Commensurate with qualifications. Apply by May 20, 1993 to Staff Development and Recruitment, Box 26, Kennedy Hall, Ithaca, NY 14853.

**Lecturers or Teaching Associates, 93-94 Academic Year**

**Modern Languages and Linguistics**  
**(although there are no certain openings at present, full- and part-time positions sometimes become available on short notice.)**  
**Posting Date: 6/5/93**

DMLL would like to update its file of candidates qualified to teach the following languages: Cebuano, Chinese (Cantonese and Mandarin), English for Academic Purposes, French, German, Hindi, Indonesian, Intensive English (English as a Second Language), Italian, Javanese, Japanese, Khmer (Cambodian), Korean, Mandinka, Sinhala, Spanish, Tagalog, Tamil, Thai, Vietnamese, and Yoruba. Please send a letter of interest, a resume describing past language teaching experience, level of fluency, educational background, and the names of at least two individuals we can contact for references. Materials will be reviewed by the appropriate language supervisor; if and when openings arise, qualified candidates identified through this search will be contacted. Address materials to: John S. Bowers, Chair, Department of Modern Languages and Linguistics, 209 Morrill Hall, Cornell University, Ithaca, NY 14853-4701

**Faculty Position**  
**Veterinary Nutrition**

**Posting Date: 4/29/93**

DVM and PhD required. Clinical experience desirable. Contact Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine.

**Faculty Position**  
**Comparative Orthopedic Surgery**  
**Posting Date: 4/29/93**

DVM and postgraduate clinical and research training/experience required. PhD and board certification desirable. Contact: Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine.

**Postdoctoral Associate**  
**James A. Baker Institute**  
**4/29/93**

To work on a project "The regulation of lysosomal enzymes and their role in glycosaminoglycan degradative pathway in retinal pigment epithelium". Candidate will carry out tissue culture, molecular biological and biochemical work.

**Requirements:** Ph.D. degree in biological science. Molecular biology and biochemistry. Tissue culture experience will be helpful, but not absolutely necessary.