

CORNELL Chronicle

Volume 27 Number 42 August 8, 1996

INTRODUCTION TO RESEARCH

Visiting undergrads get research experience at Nanofabrication Facility summer program.

3

PRIZE-WINNING WRITER

Cornell's Helena María Viramontes is awarded the John Dos Passos Prize for Literature.

7

ILR to launch study on how corporate America resolves disputes

By Darryl Geddes

U.S. corporations concerned with the high cost and delays of litigation are turning to alternative dispute resolution as a way to resolve various business-related disputes, including employment, environment, workers' compensation, sexual harassment, securities fraud and age discrimination.

But to what extent are companies using alternative dispute resolution, commonly known as ADR, and is it a more efficient and effective way to settle disputes? Answers to these questions will come from a major study being launched by Cornell's School of Industrial and Labor Relations with support from the Foundation for the Prevention and Early Resolution of Conflict and Price Waterhouse's Dispute Analysis and Corporate Recovery Group (DA&CR).

The survey, to be conducted this fall by the school's newly established Institute on Conflict Resolution, will poll 1,000 corporate counsels from the largest companies in the United States to measure the use of ADR in resolving disputes. Survey results are expected this fall.

ADR refers to any form of mediation or arbitration and its use in resolving disputes.

"This survey will be a significant advancement in assessment of the use of ADR in the business community," said David B. Lipsky, dean of the School of Industrial and Labor Relations (ILR) and director of the Institute on Conflict Resolution. "This research will provide us with answers as to whether ADR has been a successful tool in rendering fair decisions in an economical and efficient manner."

Lipsky said the time and cost associated with resolving disputes through the court or administrative law

processes are a major reason why many corporations develop ADR procedures.

"With the backlog of employment and commercial cases and procedural bottlenecks within our court system, one finds that it is not unusual for civil litigation to take a decade or longer to get to trial," he said. "In addition to concerns about the time and cost of such disputes, many companies also fear that prolonged battles in the courts are having a negative effect on their employment and commercial relationships."

But ADR critics claim that attempts to mediate disputes also may be costly, time-consuming and, in the end, unsuccessful. They say futile attempts at mediation will add to the costs and delays of litigation. Others dispute the fairness of ADR and suggest that certain

Continued on page 8

Kernels of knowledge



Charles Harrington/University Photography

Ithacans Maria Personius, left, and Simone Nembhard, right, look on as Victoria Zeppelin '96 explains the biology of corn growth at the Cornell Student Farm located at Cornell Orchards. A story on the Student Farm is on Page 8.

New University Librarian takes post on Aug. 19

By Darryl Geddes

Sarah Elizabeth Thomas, acting director of public service collections for the Library of Congress, has been named the Carl A. Kroch University Librarian at Cornell. The appointment, effective Aug. 19, was made by Provost Don M. Randel.



Thomas

Thomas succeeds Alain Seznec, who is stepping down from the post after serving as university librarian since 1986. Seznec, who joined Cornell in 1958, will continue as professor of Romance studies.

"In attracting Sarah Thomas to Cornell, we are very fortunate to have attracted someone with both the academic training and the professional experience to lead a great library system in becoming even greater," Randel said. "I look forward to working with her to ensure that the library remains fully able to play the crucial role that it has in the university's ability to carry out its endeavors with distinction."

As the university librarian, Thomas will be responsible for the leadership of 18 libraries and a variety of central support units. The Cornell library system serves more than 20,000 people and maintains a collection of over 5.8 million volumes and a budget of more than \$30 million. The library employs more than 500 people.

As acting director of the Public Service Collections Directorate (PSCD) at the Library of Congress, Thomas oversees the library's public service functions and special collections, which include the American Folklife Center and the Children's Literature Center and the following divisions: Collections Management, Geography and Map, Humanities and Social Sciences, Loan, Manuscript, Motion Picture, Broadcasting and Recorded Sound, Music, National Reference Service, Prints and Photographs, Rare Book and Special Collections, Science and Technology, and Serial and Government Publications. She directs a staff of more than 750 and administers a budget of \$35 million, as well as shapes policy for collection development, reference, processing and

Continued on page 2

Study aims to preserve farming in NYC watershed

By Roger Segelken

Two disease-causing microorganisms, *Cryptosporidium* and *Giardia*, are the targets of intensive investigations by researchers at Cornell's colleges of Veterinary Medicine and Agriculture and Life Sciences. The scientists' goal is to maintain the safety of drinking water for millions of residents in the New York City metropolitan area, while preserving a way of life in the upstate farming communities where the water originates.

If the campaign succeeds in identifying sources of potentially lethal microbes and instituting farm-management practices that significantly reduce the risk to water quality, both upstate New Yorkers and Big Apple water drinkers will come out ahead: Dairy farms will continue to operate in the environmentally sensitive watershed, where rain

trickles through barnyards on its way to New York City's reservoirs. And without New York City having to install a multi-billion-dollar filtration system, faucets from the Bronx to Brooklyn will continue to deliver high-quality water.

"We are looking for sources of contamination and for ways to manage the risk. Hopefully, we can provide the city with clean water and sustain farming in the watershed," said Hussni O. Mohammed, Cornell associate professor of veterinary clinical science and the epidemiologist in charge of the pathogenic parasite study.

This is one of a large number of projects conducted by Cornell researchers and staff members in several colleges to assist the New York City Department of Environmental Protection.

Both *Giardia* and *Cryptosporidium* are

one-celled protozoa that live in the gastrointestinal tracts of mammals – including cattle, wild animals and humans – and find their way into water supplies by way of their hosts' fecal matter. People with healthy immune systems usually survive the infections, which can cause intestinal pain and severe diarrhea. But people with less robust immune systems – such as AIDS patients, the elderly, infants and people receiving immunosuppressant drugs – can die from giardiasis or cryptosporidiosis.

New York City, like most other major metropolitan areas, has a large population of residents with susceptible immune systems. *Giardia* and *Cryptosporidium* are resistant to the most common means of purifying municipal water supplies – chlorine disinfection, sophisticated filtration systems

Continued on page 4

OBITUARY

Ron LaFrance, the former director of the American Indian Program, died suddenly of a heart attack July 29 at his home on the Akwesasne Reservation, near Hogansburg, N.Y. He was 51.

LaFrance joined the American Indian Program at Cornell in 1984 as an extension associate. He was named acting director in 1988 and served as director from 1991 to 1993. Most recently, he served as director of the Akwesasne Mohawk Board of Education.



LaFrance

One of LaFrance's career achievements included the completion of Akwe:kon, the residential program house for the American Indian Program.

LaFrance often spoke of the admirable mission of the American Indian Program. "My view of what Cornell is doing with the American Indian Program now is offering a view of what the 21st century will bring us and what skills are needed—without forcing us to lose our identity," he said.

During LaFrance's tenure more than 1,200 students participated in the program's courses and activities.

He earned a bachelor's degree from Empire State College in 1980, and a master's degree and doctorate in 1985 and 1995, respectively, from Cornell.

He is survived by his wife, Martha, and six children.

A burial ceremony for LaFrance was held Thursday, Aug. 2, at the Longhouse on the Akwesasne Reservation. A memorial service will be held on campus in September, to coincide with the fifth anniversary of the opening of Akwe:kon.

NOTABLE

Arthur L. Bloom, professor and director of undergraduate studies in the Department of Geological Sciences, has been awarded the honorary degree of doctor of sciences by the University of Maine. Bloom was cited for his early work on the ice-age sea level changes in coastal Maine. His pioneering research has been the basis for continuing work in the scientific community on other glaciated coastal areas around the world. He retired from Cornell on July 1 after 36 years of teaching and research.

CORNELL Chronicle

Henrik N. Dullea, Vice President for University Relations
Linda Grace-Kobas, Director, Cornell News Service
Simeon Moss, Editor
Larry Bernard, Science Editor
Jacquie Powers, Education Editor
Karen Walters, Editorial Assistant
Dianna Marsh, Circulation
Writers: Blaine P. Friedlander Jr., Darryl Geddes, Jill Goetz, Susan Lang, Roger Segelken and Bill Steele.

Published 42 times a year, the *Cornell Chronicle* is distributed free of charge on campus to Cornell University faculty, students and staff by the University News Service.

Address: 840 Hanshaw Road, Ithaca, NY 14850
Phone: (607) 255-4206
Fax: (607) 257-6397
E-mail: cunews@cornell.edu
Web site: <http://www.news.cornell.edu>

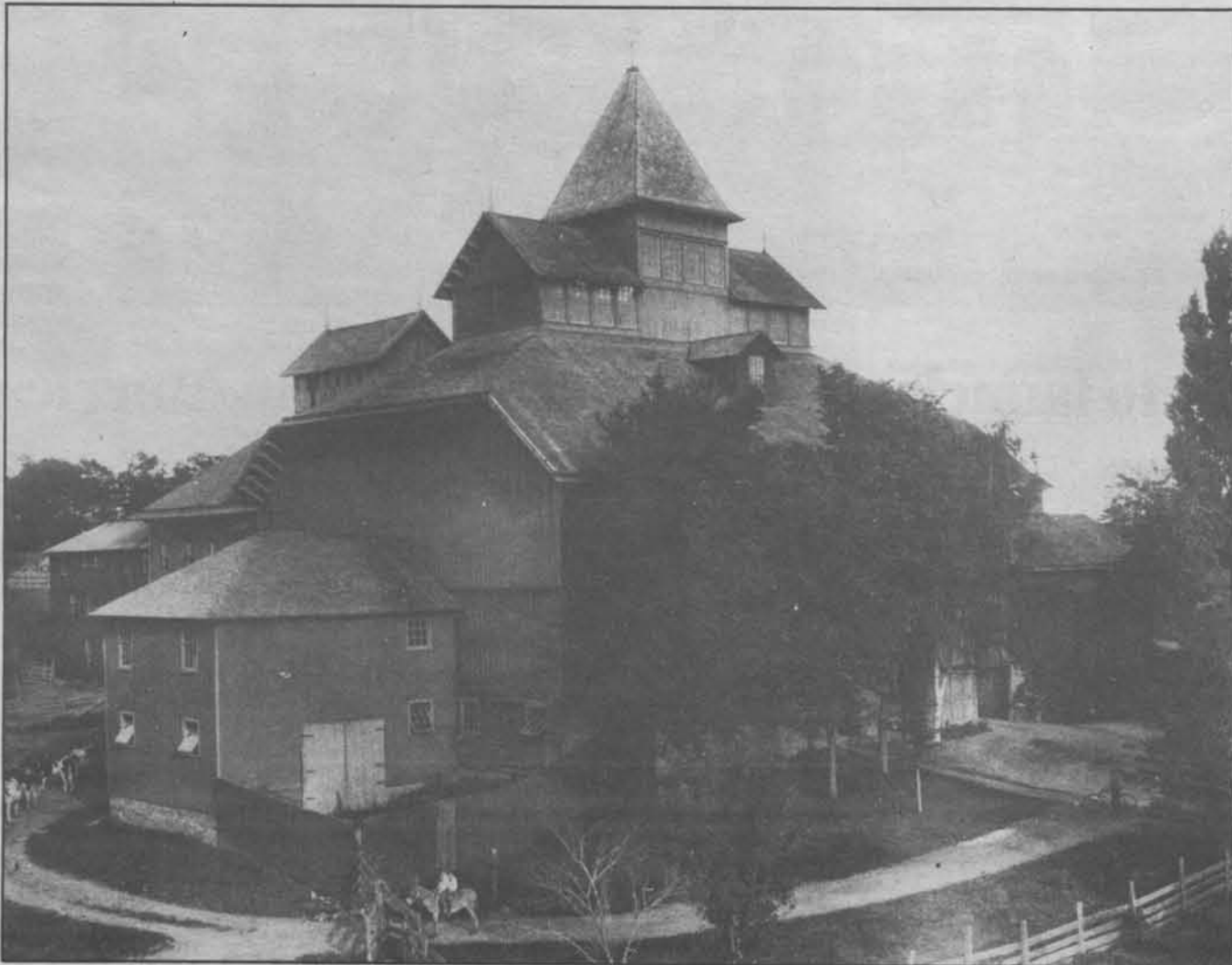
Mail Subscriptions:

\$20 per year. Make checks payable to the *Cornell Chronicle* and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. 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.

Copyright Notice:

Permission is granted to excerpt or reprint any material originated in the *Cornell Chronicle*.

Cornell in times past



The North Barn (Roberts Barn) was designed by Professor Isaac P. Roberts and erected in 1879 on the present site of the Computing and Communications Center, formerly Comstock Hall.

Division of Rare and Manuscript Collections/Carl A. Kroch Library

University Librarian *continued from page 1*

the development of the digital library.

Thomas also has served as the Library of Congress' acting director of Public Service and Collection Management and director for cataloging. She initiated the Program for Cooperative Cataloging, an international program to increase access to library materials.

Prior to joining the Library of Congress in 1992, Thomas was associate director for technical services at the National Agricultural Library (1984-92), a Council on Li-

brary Resources Academic Library management intern at the University of Georgia (1983-84) and manager and coordinator for Research Libraries Group, Stanford, Calif. (1979-83). She also has served as a librarian at Harvard University and at Johns Hopkins University, where she taught German.

Thomas has been published widely in library journals and has presented papers at conferences across the country on such issues as the national digital library and elec-

tronic cataloging. In addition, Thomas has served on various task forces and panels addressing library issues.

She is a member of the American Library Association and the Association of College and Research Libraries, among other professional organizations.

Thomas earned a Ph.D. from Johns Hopkins University in 1982, a master's degree from Simmons College in 1973 and a bachelor's degree from Smith College in 1970.

Cornell Plantations is conducting a visitor survey

This year Cornell Plantations is giving its visitors a chance to speak their minds. Until October, Plantations is conducting its first comprehensive visitor survey to find out who visits and why, and to give the community a chance to express its opinions about Plantations—the arboretum, botanical garden and natural areas of the university.

Cornell Plantations has been an important part of the community for decades and, as it moves into the next century, is going to new lengths to find out how it can be a better, more useful and more beneficial place for its myriad users: students, researchers, horticulturists, gardeners, artists, joggers and those who simply enjoy relaxing with nature's majestic beauty.

A team of volunteers from in and around the county are interviewing visitors and distributing surveys at various times throughout the day in the botanical garden and the arboretum on campus. In addition, volunteers are stationed at various points around the Plantations, keeping track of the number of visitors that frequent Plantations throughout the summer and fall.

The information collected from the visitor surveys will allow the Plantations staff to make better informed decisions, plan for the future and strengthen the bonds that have existed between it and the community for more 70 years.

Each year, an estimated 100,000 people visit Plantations' grounds, which are open daily, from sunrise to sunset, at no charge to the public.



Courtesy of Cornell Plantations
Cornell Plantations volunteer Betty Rowley conducts an interview of visitors.

Visiting undergrad learns about research at Nanofabrication Facility

By Larry Bernard

Last spring Candra Smith was minding her own business, studying chemistry at the college she attends in Mississippi and thinking about cheerleading, which she enjoys, dancing, which she loves, and her boyfriend, whom she loves even more.

She was not thinking about photolithography, silicon wafers, etch masks, spinners, convection ovens, nanostructures, optics and how a major U.S. corporation might take what she was doing this summer and make a new product out of it.

But since she got to Cornell in June, they're just about all she thinks about.

"I never even heard of photolithography before coming here," Smith said, taking a break from her duties in the Cornell Nanofabrication Facility (CNF). We just don't have any of that." No e-mail or Internet access, either, at her small, liberal arts college.

A junior chemistry major at Tougaloo College near Jackson, Miss., Smith—who has never traveled this far north—is one of 12 undergraduate students taking part in this year's Research Experience for Undergraduates at the world of the ultrasmall in the nanofabrication laboratory. The 10-week program gives students an introduction to microstructures science, each student working on a separate research project under the direction of a Cornell faculty or staff member.

In Smith's case, she is helping build arrays of tiny lenses for Corning Inc., which may use them to improve LCD television screens. The problem: making a photoresist on a silicon wafer hard enough to withstand an extreme physical environment without ruining the optics. She is working with Garry J. Bordonaro, a photolithographic process engineer at the CNF, and Nicholas Borrelli, a research fellow at Corning.

The solution: an old Technics turntable, with a tone arm that can be calibrated. Using different-sized pencils instead of a needle attached to the arm, Smith measures how much pressure it takes to etch a mark in the wafer.

The work required some innovative thinking, Bordonaro said. "This is an area no one's looked at. It's completely uncharted waters, so we had to devise a way to measure the hardness. There is no instrument for it."

"I like this program because I've never been exposed to anything like this. I'll take this back to my college and let them know



Adriana Rovers/University Photography

Candra Smith, a junior from Tougaloo College in Mississippi who is participating in Cornell's Research Experience for Undergraduates program, examines a marked silicon wafer at the Nanofabrication Facility.

'I like this program because I've never been exposed to anything like this. I'll take this back to my college and let them know what it's all about, too...'

—Candra Smith

what it's all about, too," Smith said. "It's tedious, but it's fun. It's not like sitting in class all day. And you get to talk to a lot of different people with different problems in their research. They're interesting."

Jeffrey Yap, from Los Gatos, Calif., also wanted to get his feet wet in research. The Cornell junior, majoring in materials science and engineering, is working under

Jack Blakely, professor of materials science, and is helping fabricate arrays of tips that can be used to reduce the amount of pressure needed to test a computer chip. The less pressure, the smaller the chip.

"We try to get little dots of photoresist, about 4 to 8 microns across, on a silicon wafer," Yap said. "We can etch into the wafer selectively."

He said the summer research experience is extremely helpful. "I really get a feel for doing serious research. This is something new. It's really interesting for me to discover something; even if it's not exactly as planned, this thing does something."

The students, who are here June 3 through Aug. 9, spent the first couple of weeks in class, taking "Nanocourses," introductions to the equipment and facilities, such as lithography and thin film technology. The students have to prepare a technical final report, an abstract for general publication and an oral report for a research forum.

The program is supported by the National Science Foundation, the CNF, Corning Inc., Intel Inc., Xerox Corp., DuPont and Eastman Kodak.

12 new members named to Athletic Hall of Fame

With the Olympic Games in Atlanta just completed, it is fitting that five of 12 new inductees into the Cornell Athletic Hall of Fame have had Olympic competition experience.

The new class will be inducted at the 19th annual ceremony on Friday night, Sept. 20, at the Statler Hotel. After this year's induction, the Hall of Fame will include 353 members.

This year 14 sports are represented, and the inductees include a former trainer.

Heading the list of former Olympians is **Michael Richardson-Bach** '82, who won a silver medal at the 1984 Games in Los Angeles as part of the U.S. four-man with coxswain crew. As an undergraduate he rowed on a varsity eight that won the Intercollegiate Rowing Association championship in 1981 and 1982.

The late **Philip W. Allison** '11 made the United States Olympic team in both foil fencing and the modern pentathlon at the 1924 Games in Paris. He chose to fence and compiled a 1-3 record at the '24 Games. At Cornell, he captained the 1911 fencers who went undefeated and won the National Intercollegiate Fencing Association championship.

Hockey goaltender **Darren Eliot** '83, a first-team All-American at Cornell, was the netminder for the 1984 Canadian Olympic team. He later played for Los

Angeles, Detroit and Buffalo in the National Hockey League.

Others who experienced the Olympic challenge were the late **Jacob Goldbas** '34, a boxer, and **Grant Whitney** '86, a runner. Goldbas, who also played football at Cornell, reached the quarterfinals of the Olympic tryouts in 1932. As a boxer, he was the university's undefeated champion in three weight classes over four years. Whitney, a three-time All-American, qualified for the 1988 Olympic Trials in the 5,000 meters, just missing the finals by two seconds.

If lacrosse were an Olympic sport, **Craig Jaeger** '78 most likely would have competed. He did play for the winning U.S. team in the World Championships in England in 1978. At Cornell he was a two-time first-team All-American at midfield and led the football team in rushing and scoring in 1977.

All-Americans in this year's class, in addition to Eliot, Jaeger and Whitney, are **Jon Ross** '75 and **Paul Steck** '79. Ross was a soccer goalie who won All-America second-team honors in 1974. Steck was a diver who won four Eastern titles on the men's swimming team. He finished 11th on the 1-meter board at the 1978 NCM championships to earn his All-America recognition.

Karin Dwyer '86 is just the second

Hall of Fame inductee from the women's basketball team. She set four school career scoring records, including points, and she was second in rebounds, scoring average and in 20-point games. Dwyer is joined by two-sport athlete **Robyn Ewing** '82 in this year's class. Ewing set a Cornell single season lacrosse scoring record as a sophomore and broke it as a senior. She also set five other best marks and played on the Big Red field hockey team.

Representing wrestling in the '96 class is **Pat Welch** '85. He was a two-time Eastern Intercollegiate Wrestling Association champion at 150 pounds and participated in the NCM championships in 1984 and 1985. He was inducted into the New York State Intercollegiate Wrestling Coaches Association Hall of Fame in 1995.

The final member of the new induction class is the late **Dick LaFrance**, who was an assistant athletic trainer from 1945 until his retirement in 1980. He worked with all sports, but football and track were his specialties.

The Cornell Athletic Hall of Fame was initiated in 1978 and became a reality through the thoughtfulness and generosity of the late Ellis H. Robison '18, whose gift to the university resulted in the construction of the Robison Hall of Fame Room that houses Hall of Fame memorabilia in Schoellkopf Hall.

Coach named for women's tennis team

Katherine Barnard, head women's tennis coach at Stetson University in Florida since 1990, has been named head coach of women's tennis at Cornell. The announcement was made July 30 by Cornell Athletic Director Charles Moore.

"Katherine's experience as a head coach and accomplishments at Stetson University made her the top candidate to lead the Cornell women's tennis program to continued success," Moore said.

While at Stetson, Barnard led her squads to a winning record of 75-54 over six years, and three of her teams earned regional rankings by the Intercollegiate Tennis Association, in 1993, 1994 and 1995.

Barnard recruited and coached several talented players at Stetson, including three ITA Academic All-Americans and 20 Trans America Athletic Conference scholar athletes. Her players also notched more than 20 team and individual records.

A 1983 graduate of Rice University, Barnard earned a bachelor of arts degree in physical education with an emphasis in sports administration.

In 1985, she went on to earn a master's degree in physical education with an emphasis in sports administration from the University of Texas.

NYC watershed *continued from page 1*

— which in the case of New York City would cost several billion dollars to build and millions of dollars each year to operate — is one way to trap the tiny microorganisms and keep them from reaching the water faucets.

Unless, that is, the parasites can be kept out of the water at its source. That is New York City's strategy: to comply with federal clean-water regulations and avoid installing costly filtration systems by reducing environmental sources of contamination in its watershed.

Although New York City owns and controls much of the land surrounding six reservoirs in its Catskill-Delaware Watershed (a five-county area west of the Hudson River), most land around streams and rivers feeding the reservoirs is in private hands. The watershed is dotted with towns and hamlets, some of whose sewage-treatment facilities are of questionable integrity, and with about 300 dairy farms.

Hoping to protect the watershed, the city has contracted with a team of scientists through the New York State Water Resources Institute (WRI) at Cornell to examine the problems and plan the solutions. One contamination source — human populations — is addressed increasingly through improved sewage-treatment facilities.

Farm animals as sources of contamination are addressed through the New York City Watershed Agricultural Program, which assists farm owners in controlling pollutants that may wash from their land into watershed streams. Among the farm-based pollutants are phosphorous and nitrogen from barns, barnyards and fields where manure is spread; pesticides; manmade fertilizers and soil sediment eroding off fields; petroleum fuels; and water-borne pathogens.

Well-understood farm practices can handle most of the pollution problems — and if financial assistance is available to farm owners, the practices are more likely to be followed — according to WRI Director Keith Porter. But much less is known about the contaminants with the most dire human-health implications, the pathogenic parasites.

"We can't even tell, at this point, whether parasites found in a water sample are coming from cattle, humans or wild animals," said Susan Wade, the veterinary parasitologist in the watershed program's pathogen group. DNA tests now under development may eventually allow disease detectives to trace the parasites back to their hosts, she said. But for now, the focus is on the most-likely suspects — farm animals.

"Our first task in risk assessment and risk

management was to determine whether or not there is a pathogenic parasite problem on the farms," Mohammed said. A preliminary survey of 99 watershed farms in 1994 found *Cryptosporidium* in 20 percent of dairy cattle. *Cryptosporidium* was found in only 1 to 2 percent, "a much lower rate than we had expected," Wade commented. *Cryptosporidium* infect dairy cattle only during their first 30 days of life, whereas *Giardia* can be carried by cattle of all ages, she noted.

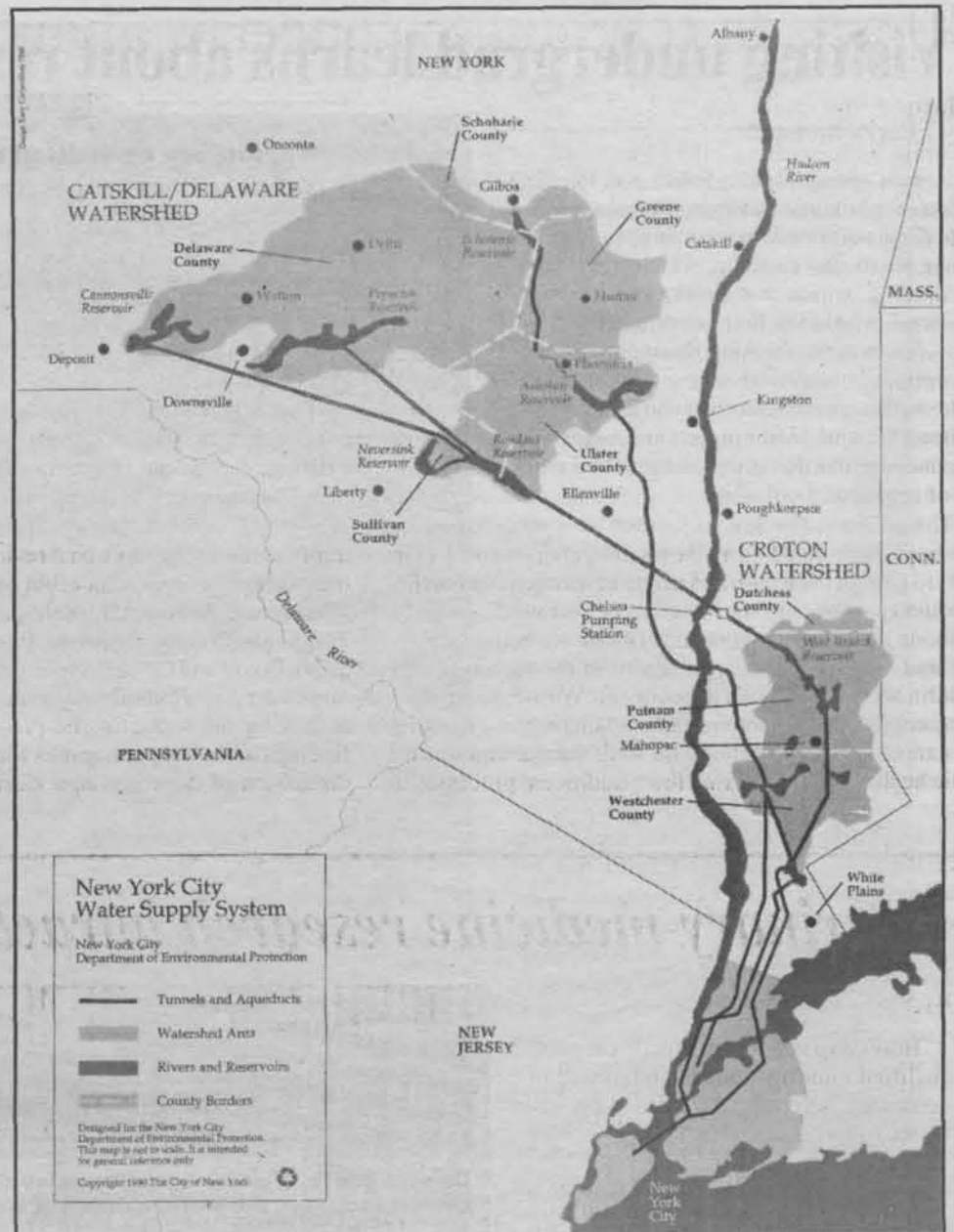
"At the same time we test for infection on the farms, we also look for risk factors that may be associated with higher levels of infection," Mohammed explained. Among the possible factors are crowding of young animals, inadequate sanitation and presence of rodents or wild animals around cattle, and nutrition and general health of the cattle. "Not all factors that are found in association with disease are necessarily significant causes," the epidemiologist observed. "Some associations are merely coincidences, and removing those coincidental factors probably won't have much impact on reducing the infection."

So the parasite study, now in its second phase, is scrutinizing 40 farms that were selected as a random, representational sample of those in the watershed. Twenty of the farms had detectable levels of *Cryptosporidium* and *Giardia* infection in preliminary tests, and 20 were free of infection. Fecal samples, taken every three months from cattle at the 40 farms, are analyzed at Cornell's Veterinary Diagnostic Laboratory. The scientists also document the presence or absence of known risk factors on the farms.

"By the end of this year, we should know which factors are consistently associated with infections," Mohammed said. "We will be able to make recommendations, based on a scientifically sound study, of which factors may be manipulated successfully to reduce infection."

For example, housing young animals in separate quarters may lessen the spread of infection among herds. Proper nutrition and veterinary care could make animals more resistant to disease. And fencing off streams certainly would keep animals from wading in water that is destined for someone's drinking glass. But which factors are truly associated with high levels of infection is not yet clear, Mohammed said. Rushing in to attack all factors at once would be a waste of everyone's time and money.

Through Watershed Planning Teams, cooperating farm owners will be encouraged to make changes in farm operation that



are judged most likely to affect infection levels. (Participation in the study is voluntary, and confidentiality is assured to the farm owners, who receive a modest stipend and 100 percent financial assistance for implementing recommended changes.) Parasitologists also will continue quarterly testing of cattle in the 40-farm sample.

"At the end of the third year, we will have enough information about what causes these diseases and what can be done to control them," Mohammed said. "We will be able to recommend, with confidence, which best-management practices can be implemented on all watershed farms."

That knowledge is vital to the health of New York City water drinkers and to the continued diversity of a rural area that provides the water, WRI Director Porter said.

Scores of farms and entire villages were eliminated during this century when New York City flooded rural valleys for its reservoirs, taking private land by power of eminent domain. Ill will toward the city continues to this day, and many watershed residents view with suspicion the city's attempts to manage its watershed under the stricter federal regulations. The farm program represents a new partnership between watershed residents and New York City.

"No one wants to see these farms shut down," Porter said. "They're a vital part of this state. But at the same time, no one wants to see illness and death from disease. This experiment will show whether we can manage the environment so that healthful water and food products come from the same place."

Cornell survey: Over 80% of NYC residents confident in tap water

By Blaine P. Friedlander Jr.

Although the residents of New York City share as much concern for the environment as their upstate neighbors, 20 percent of city residents do not know where their water originates, and four out of five New York City residents have confidence in the safety of the city's tap water, according to the preliminary results of a survey by two Cornell experts.

J. Mayone Stycos and Max J. Pfeffer, professors of rural sociology, surveyed 1,600 people by telephone in March. Interviews included questions about environmental knowledge, attitudes and behavior. The survey has an accuracy rate of +/- 2 percent. People in upstate and city samples were different only as far as age: rural residents tended to be slightly older than those living in the city, which is consistent with national demographics.

Among the findings:

- About 19 percent of city residents said they believe the city's water was very safe, 63 percent said it was somewhat safe, 16 percent believed it was unsafe, and 1 percent gave no answer.

- Of upstate residents in the watershed, almost 51 percent thought New York City water was very safe, while 41 percent said it was somewhat safe, 5 percent said it was unsafe, and 3 percent gave no answer.

- About 93 percent of people surveyed in both New York City and the upstate New York City watershed said that they follow environmental issues closely.

- Although it is the same water from the same source, about 60 percent of the New York City residents reported problems with the clarity or color of their water, compared to about 33 percent of those in the upstate survey area.

"The people living in the watershed feel their environ-

'Despite stereotypes and images of open fire hydrants gushing water into the streets, there appears to be little factual basis for accusing city residents of being exceptionally wasteful of water.'

— Max J. Pfeffer, professor of rural sociology

ment is clean, and they think of themselves as good stewards of the land," Pfeffer said. "Obviously, New York City residents are a little less confident. Given the day-to-day experiences in the city, people see their immediate environment and relate it back to the water."

New York City water, in fact, has won many regional taste awards and has been rated by the U.S. Environmental Protection Agency as having superior quality, according to John Bennett, director of public affairs for the New York City Department of Environmental Protection. Bennett said that most municipalities must filter their water, and New York City is but one of a handful of places in the country that does not have to filter the water.

Bennett said the reason that New York City does not have to filter is the comprehensive watershed protection plan that consistently keeps the city's water supply safely within EPA guidelines.

To maintain compliance with the federal Safe Drinking Water Act, New York City reached an agreement in November with the signing of the Watershed Agreement in Principle.

The survey found that about 39 percent of New York City

residents said they knew about the city's agreement with the watershed residents to stave off environmental problems. In contrast, 81 percent of the upstate watershed residents were aware of the agreement.

Pfeffer believes the study culled some surprises. Among them: how city dwellers thought of themselves as water savers. According to the survey, about half of all city and upstate residents had water-saving toilets. About 78 percent of city residents reported trying to use less water while either bathing or showering — about the same percentage as the upstate watershed residents.

"Despite stereotypes and images of open fire hydrants gushing water into the streets, there appears to be little factual basis for accusing city residents of being exceptionally wasteful of water," Pfeffer said.

Another surprise: how watershed residents are very supportive of the environment yet are opposed to severe regulations. Preliminary findings from the study showed that upstate opposition to New York City watershed regulations were not borne out of anti-environmentalism, according to the researchers. The common concern for the environment appears to have been the foundation for the creation of the urban/rural partnership that eventually led to the agreement.

"In fact, they cherish the environment and they are very good stewards of the land. They want to protect what is already a very valuable resource," said Pfeffer.

The results indicated that the environmental concerns do not stop at the faucet, but are carried into the voting booth. More than 44 percent of the watershed residents report having voted for a particular candidate because of his/her environmental position, compared to less than a third of the New York City residents. Stycos and Pfeffer expect to have the final report ready in the fall.

CU acts to respond to concerns about Vet College incinerator upgrade

By Jacquie Powers

Cornell officials have offered to create a Community Advisory Committee to participate in additional review processes, not required by state regulations, that will help guide design and construction of an upgraded replacement incinerator for the College of Veterinary Medicine.

Cornell's proposal, made on July 30 to the Forest Home Improvement Association and other community organizations, was made in response to concerns expressed at a June 24 community meeting on the proposed incinerator upgrade. At that meeting, Cornell and state officials briefed the public on the status of the project and responded to questions and concerns, particularly relating to the proposed incineration of regulated medical waste, including plastics.

"The university and the College of Veterinary Medicine have been determined, from the beginning of this project in 1991, to protect the health and safety of the members of this community — not only the residents of surrounding neighborhoods but also the thousands of our students, faculty, staff and visitors in close proximity to the facility," said Franklin M. Loew, dean of the college. "We are determined to accomplish this objective while simultaneously meeting our statewide responsibilities for both animal and human public health. We are offering these additional processes in

'We, too, are committed to ensuring the safety and welfare of the community.'

— Dean Franklin M. Loew

good faith and in acknowledgment of the serious concerns of members of our communities. We, too, are committed to ensuring the safety and welfare of the community."

The action steps Cornell has volunteered to take in constructing a state-of-the-art incinerator to replace its existing, decade-old incinerator include the following:

- The university proposes the creation of a Community Advisory Committee to participate in the development and implementation of additional review processes. Committee membership would include, but not be limited to, representatives from the Forest Home Improvement Association, the Tompkins County Board of Representatives, the Ithaca Town Board and Cornell environmental staff. The Community Advisory Committee would be actively engaged in reviewing the scope of the proposed new studies, their findings and the opportunities for public examination and discussion of those findings. Cornell liaison for the Com-

munity Advisory Committee will be Robert R. Bland, P.E., university environmental engineer.

- Cornell will develop a formal decision-making process based on the State Environmental Quality Review Act (SEQRA) process. The subject for this review would be the proposed action: "incineration of conventional Regulated Medical Waste (c-RMW) in the proposed College of Veterinary Medicine incinerator." The action is based upon the assumption that the incinerator will be built as proposed and will incinerate pathological waste and animal remains classified as RMW. The option to incinerate plastic-based c-RMW will be the action that is evaluated. An analysis will be written by a consultant retained by Cornell. Faculty from the Cornell Center for the Environment will be asked to review the scientific validity of the analysis. The College of Veterinary Medicine will develop the analysis, issue findings and make a decision either to implement the action or pursue alternatives.

- Cornell recognizes community concern about the air-model methodology, based on data from the Syracuse area, used in environmental assessment of the proposed project. To assess the relevance of the Syracuse data, the State University Construction Fund (SUCF), the lead agency on the project, will compare the model results using local Game

Continued on page 6

Veterinary medicine research attracts minority high school students

By Susan Lang

How can a veterinary college get more qualified minority students interested in veterinary science and biomedical research? How about offering high school students a summer to work on laboratory research with a faculty mentor, as well as an opportunity to sample the wide array of activities in the College of Veterinary Medicine? And why not invite high school biology teachers to campus to learn about new discovery-oriented teaching strategies they can share with other teachers and use to spark the interests of their students back home?

That's just what the Minority High School Student and Teacher Summer Program did this summer. Minority high school students have been coming to Cornell since 1981 for the Veterinary College's summer research apprentice program. But now, thanks to funding from the National Institutes of Health and the U.S. Department of Agriculture, the new program includes a component for minority high school teachers or teachers who work with a significant number of minority students.

This past summer, 10 high school students, selected from a pool of more than 100 applicants, spent six weeks on campus working on research projects with veterinary faculty members. They came from California, Virginia, Puerto Rico and New York, and included five Hispanic students, four African-American students and one Native-American student. Two biology teachers, who both work in schools with large proportions of minority students, came from Rochester and New York City to spend a month on campus as part of the program.

"The college is committed to increasing the size and quality of the pool of underrepresented minority students interested in pursuing undergraduate, professional and graduate education in the biomedical sciences," said Clare Fewtrell, associate professor of pharmacology. Fewtrell, who chairs the faculty committee on affirmative action in the Veterinary College, co-directs the high school program with Janet Scarlett, associate professor of epidemiology and associate dean for student services. She explained that the program is based on the belief that early formative experiences and individual mentoring are important influences on professional career choices. "It is clear from past years that the program has significantly enhanced minority interest in and awareness of veterinary medicine and biomedical research," she said.

Each high school student is linked with a faculty member who is actively engaged



Robert Barker/University Photography

Larry Carbone, veterinarian in the Center for Research Animal Resources, works with high school student Shemika Holder on the proper way to hold a rabbit.

in a research project involving animals. They spend mornings doing laboratory research under the auspices of their mentors. This year, the mentors included:

- Hussni Mohammed, associate professor of clinical sciences, who is analyzing factors associated with the epidemiology of Potomac horse fever and the risk of developing equine motor neuron disease, which is a model for Lou Gehrig's disease in humans;

- John Bertram, assistant professor of anatomy, who is using structural engineering techniques to elucidate the relationship between anatomical structure and movement in a variety of animals;

- Dwight Bowman, associate professor of microbiology and immunology, who is studying nematode and protozoan parasites;

- Paul Bowser, professor of microbiology and immunology, who is investigating tumors in fish that are caused by retroviruses and evaluating therapies for treating diseases in fish;

- Katherine Houpt, professor of physiology, who is studying various factors that impact the behavior and psychological well-being of animals;

- Susan Suarez, associate professor of

anatomy, who is analyzing the pattern of movement in sperm on their way through the reproductive tract;

- Sydney Moise, associate professor of clinical sciences, who is investigating a form of sudden death syndrome in German shepherd dogs;

- Peter Nathanielsz, professor of physiology, who is studying fetal development and the role of neurotransmitters in the fetal and maternal brain, placenta and uterine muscle;

- David Robertshaw, professor of physiology, who is studying the control of respiration during exercise;

- Larry Carbone, veterinarian, Center for Research Animal Resources, whose student helped with clinical veterinary work and a research project on animal health care and behavior.

In addition to their research projects, the students attended lectures, laboratory sessions and demonstrations in veterinary medicine for a behind-the-scenes view of many of the exciting projects under way in the college. The topics ranged from zoo animal medicine, embryo transfer technology and animal behavior to avian anatomy, electron microscopy and equine motor neuron disease. The students also had advising

sessions that focused on how to choose colleges and prepare successful applications, and weekly meetings with professors Fewtrell and Scarlett to discuss the research process, ethical issues and how their own research may contribute to the body of knowledge in a particular field. They also wrote a scientific paper describing their research and, at the end of the program, each student gave a 15-minute presentation about his or her project.

The program for teachers is designed to offer a first-time participant the opportunity to join the Cornell Institute for Biology Teachers (CIBT) and enables a returning graduate of CIBT to do full-time research. This summer, the program included two teachers, one in each phase of the program. Edwin Klibaner spent three weeks in the CIBT, which included a course on molecular biology, laboratories designed for high schools and computer workshops.

"We believe that teacher participation in CIBT is the most effective way to help teachers keep pace with the explosive growth of scientific knowledge in health-related areas, and to enable them to develop new teaching approaches for transferring this knowledge to their students," Fewtrell said.

Gerontologist: Lack of nursing assistants is impending crisis

By Susan Lang

The shrinking population of nursing assistants is a "hidden time bomb" and an impending crisis that will implode the entire nursing home system in the next few decades if drastic measures aren't taken soon, says a Cornell social gerontologist and nursing home expert.

"With fewer young people in relation to the growing elderly population, tighter restrictions on immigration and skyrocketing turnover rates, some 90 percent of nursing home facilities are suffering from nursing assistant shortages," said Karl Pillemer, professor of human development and family studies at Cornell and co-director of the Cornell Applied Gerontology Research Institute. He is the author of a new book, *Solving the Frontline Crisis in Long-term Care: A Practical Guide to Finding and Keeping Quality Nursing Assistants* (Frontline Publishers, 1996).

The crisis, Pillemer said, is caused by the inability of the nursing home industry to effectively recruit and retain these front-line, "hands-on" workers. That inability interferes with resident care, resident quality of life and facility efficiency and costs the industry millions of dollars a year.

"We not only have a serious shortage now, but by the early part of the next decade we will need 600,000 new nursing assistants," Pillemer said. He has analyzed sur-

veys and conducted numerous focus and training groups to determine the root causes of the staff turnover and shortage of workers, and his publication offers numerous solutions.

"Many nursing assistants begin with a sense of enthusiasm, sound intrinsic motivation, a desire to help others and a sense that he or she is making a meaningful contribution, yet workers get burned out, not only by stressful conditions and heavy workloads but also because of a lack of recognition and respect," he said.

Among his practical suggestions for nursing homes:

- Interview departing employees to determine why they're leaving and periodically survey current staff.
- Enlist staff in finding potential co-workers.
- Promote the job as one that makes a difference.
- Prepare a positive orientation program to set the tone for the future of the employee. Design a buddy system so the novice employee can work with a seasoned one.
- Institutionalize ways to recognize good performance, which will boost morale.
- Organize voluntary, peer support groups to help nursing assistants cope with their job pressures.
- Develop career ladders that might include technical training with a formal graduation, new job titles and increased responsibilities.

• Train supervisors to provide flexibility, feedback, a ready ear and a willingness to include nursing assistants in care planning and decisions regarding their work.

• Provide continuing education training in ethical dilemmas, conflict resolution and communication with families.

"The key here is treating nursing assistants with respect, not as replaceable, unskilled labor, because they are neither," Pillemer stressed. "Studies have shown that probably the most important thing in residents' overall well-being in a nursing home is their relationships with staff. And nursing assistants provide almost 90 percent of all the care residents receive."

"It's not an exaggeration to stress that we will shortly be in a crisis situation regarding nursing assistants. We must act now to better recruit and retain these essential, front-line employees," he added.

Richard Hoffman, editorial director for the new book, said, "The continuing failure to stabilize and develop nursing assistant staff threatens all that providers have accomplished in improving quality, as well as all their best plans for the future." Hoffman, who also is executive editor of the professional newsletter *Nursing Assistant Monthly*, added, "In long-term care, we have more than money at stake. We're talking about how we care for the most vulnerable members of our communities."

Cornell Club of London sponsors its fourth British summer student

By Jill Goetz

Matthew Barbour admits that when he first saw a flier on the campus of the University of Bristol advertising summer study at Cornell he was unfamiliar with the U.S. university. But after spending six weeks as a student here this summer, the Englishman says he won't be forgetting it anytime soon.

Barbour, a politics student who will enter his third and final year at Bristol in the fall, took two courses in Cornell's six-week summer session (June 24-Aug. 6) — one in Near Eastern studies, the other in astronomy — with all tuition and living expenses paid by the Cornell Club of London. The club is sponsored and funded by Cornell alumni living in Great Britain.

Barbour, 21, is the fourth British summer student to be sponsored by the London alumni club in as many years; the previous students hailed from Warwick, Cambridge and Oxford universities. (Other Cornell alumni clubs, including those in Los Angeles and Pittsburgh, also have sponsored summer students at Cornell.)

Though Barbour was booked on the wrong plane and temporarily lost his luggage en route to Ithaca, he adjusted quickly after his arrival on June 21. That may be because globe-trotting is so familiar (and familial): His father, a native of South Africa, and his British-born mother lived in several countries before moving to Harare, Zimbabwe, where Matthew was born. The family moved to Cheltenham, England, when he was six.

In recent years Barbour has made frequent trips back to Africa to visit relatives in Zimbabwe, to teach English and chem-

istry in Tanzania and even to lead canoe safaris on the Zambezi River in Zambia.

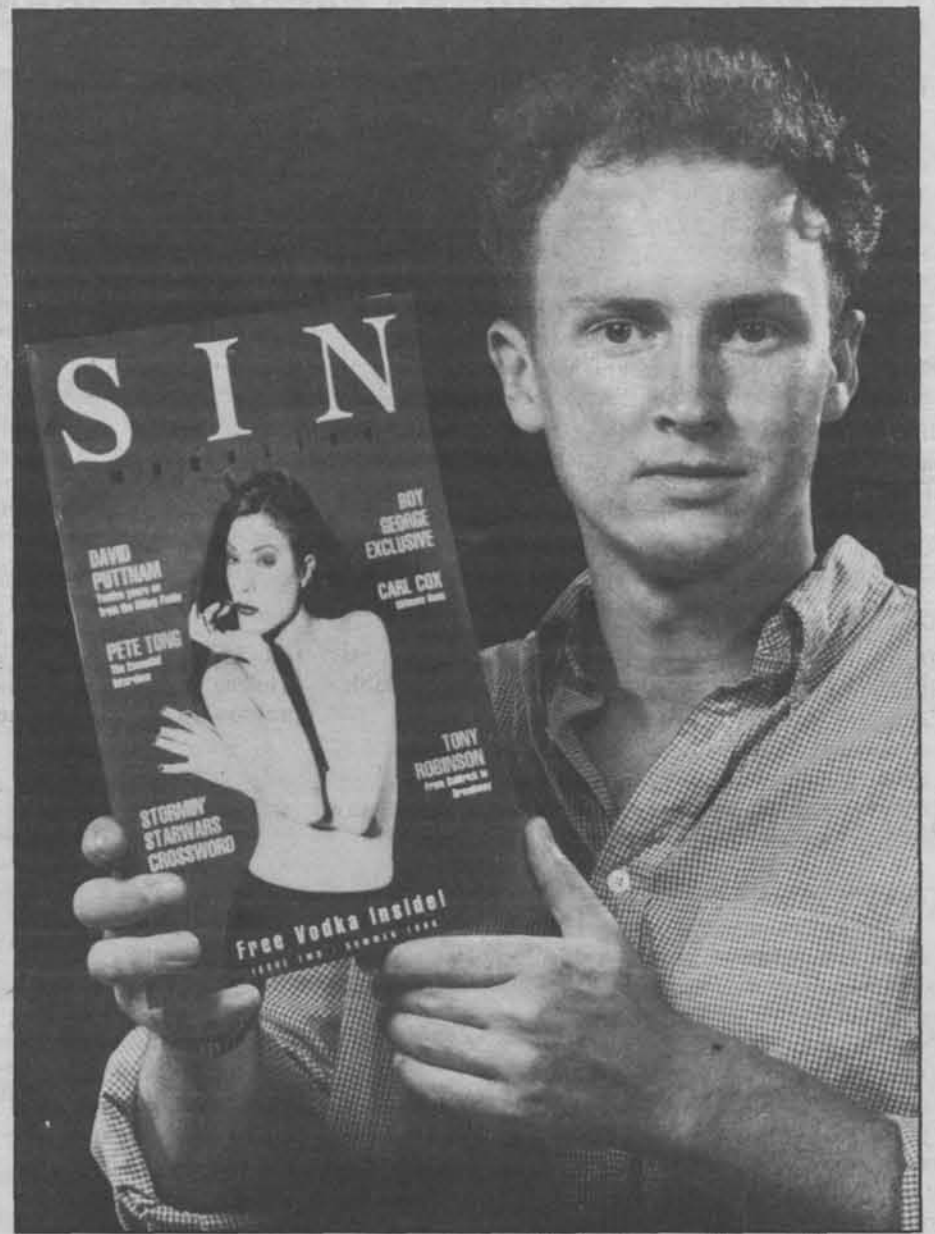
At Cornell he took two courses, Essential Ideas in Relativity and Cosmology and Introduction to Modern History of the Middle East and Africa, 1800 — Present.

The courses reflect Barbour's international interests and, you might say, his lofty ambitions. Last year the aspiring journalist started up a satirical magazine, *Sin*, out of his Bristol flat with a friend. Aimed at college students and funded entirely by advertising, the glossy magazine has featured interviews with performer Boy George and filmmaker David Puttnam, among other British artists, and has won several national awards, including the *Guardian* Student Magazine of the Year Award. Barbour's ultimate goal is to land a job writing for *The Economist*.

This summer, when not attending two and a half hours of class each day or conducting library research for his senior thesis on the Fijian constitutional crisis, Barbour took sailing lessons on Cayuga Lake. He will cap the six weeks at Cornell by traveling down the East Coast of the United States, stopping off in Washington, D.C., to conduct more political research, and spending a month in the Yucatán Peninsula.

"It's hard to imagine Cornell under two feet of snow," he observed on a sultry day in late July, "because right now Cornell being anything other than tropically humid seems nigh-on impossible."

When asked to name the biggest difference between Cornell and Bristol universities, his reply came easily: "It's bizarre coming to a university with no bars on campus — but I suppose you learn to get by!"



Charles Harrington/University Photography
Matthew Barbour, a British university student sponsored by the Cornell Club of London for summer session courses this year, holds a copy of *Sin*, the satirical magazine he co-founded.

Incinerator upgrade *continued from page 5*

Farm Road Weather Station data with the model based on Syracuse data and discussed with New York State Department of Environmental Conservation (NYSDEC).

"We understand that the local Ithaca data may or may not be accepted for the formal permit application considered by the Department of Environmental Conservation, but we believe that this information may be useful to the department as well as to the university and the local community in further evaluating the ambient air quality aspects of the project," the Cornell statement said.

• SUCF will re-evaluate the use of the "urban" versus "rural" designation used to characterize the topography in the model. It is important to note in this regard that the principal change from a rural to an urban

designation is not the consideration of how many people may be affected by the anticipated emissions but rather the size and scale of surrounding physical structures and their potential impact on wind flows.

• SUCF will forward all information on air quality modeling to NYSDEC for its review and will ask NYSDEC to postpone its determination that the air quality permit application is complete until NYSDEC has had an opportunity to examine this additional meteorological data and to consider whatever changes may result from the utilization of an "urban" designation in the air quality model.

• The college's review of existing technologies has determined that incineration is the only available, practical method of disposal for the college's pathological wastes

and for those animal remains that are now classified as Regulated Medical Waste — remains that are either known to be or may possibly be infected and dangerous to humans. A written statement of this analysis will be prepared and made available to the public. The nature and volume of this material is such that no alternative disposal mechanism allowed in New York state is as safe and appropriate as incineration, especially for the individuals who must come in contact with the material.

• Cornell will support the current permit applications that provide for the incineration of RMW, but concurrently will review the college's alternatives to incineration of conventional RMW. This review will be undertaken in consultation with local resi-

dents and public officials. If it is determined that better alternatives are available, then c-RMW will not be included in the incinerator waste stream even though such a practice might have been permitted by the state.

• Cornell will continue to document an inventory of RMW sources and prepare an RMW Waste Management and Minimization Plan to assure that RMW is generated and handled according to regulations and also to protect workers and the public, and to minimize generation of RMW.

A complete version of a report to the campus and the community on the proposed replacement incinerator project can be accessed at the Cornell News Service Web page, under Special Features, at <<http://www.news.cornell.edu>>.

Author counsels Chicano students at CU Summer College

By Darryl Geddes

Helena María Viramontes served up the wisdom of a mother, guidance counselor, activist and big sister during dinner last month with a group of Chicano students enrolled in Cornell's Summer College.

Viramontes, an assistant professor of English and a prize-winning author, encouraged the students to embrace their ethnicity and urged them to be resolute in their struggle to achieve their goals.

The six students from Houston's Jefferson Davis High School — Zulma Benitez, Christina Galvan, Lizzy Lozano, Jorge Mendoza, Claudia Morales and Monica Rodriguez — spent the summer at Cornell in the pre-college program for high school juniors on scholarships funded by Houston-area corporations and others.

The dinner, held July 23 in Okenshield's, was punctuated with laughter from the group and occasional interjections in Spanish. Surrounded by her youthful dinner dates, Viramontes reminisced about her life in East Los Angeles and commiserated with students over the pang of homesickness while away at college.

Viramontes offered her recollection of being moved to tears after missing her mother's home-cooked Mexican food. "I remember coming home from school and walking into the kitchen crowded with friends and neighbors, the kitchen fan spinning and people eating tacos," she said. "I missed that food so much."

By surveying the dinner trays, one could surmise that the students were saving their appetites for when they returned home. University fare did not appear to be winning raves. But even if some students ate sparingly — "Is that all you're having?" Viramontes asked one student whose dinner consisted only of a bowl of fruit — they received plenty of nourishment for the mind.

Most of the talk centered on the Chicano experience — a subject that has inspired Viramontes' writings. She told students that she was actually dissuaded from writing about Chicanos by a faculty member at the University of California at Irvine, where she was a student in the early '80s. "He told me to stop writing about Chicanos and write about people," she said.

Viramontes remains troubled over that experience and uses it to show students how some people will try to "make you feel shameful for who you are." She urged students to celebrate their heritage. "Don't be afraid or shy about your heritage," she said. "This is your asset. Don't let people make you feel shameful for who you are. You are a valuable person, you are a role model."



Adriana Rovers/University Photography
Helena María Viramontes, associate professor of English and winner of the Dos Passos Prize for Literature, speaks with Summer College students, including Zulma Benitez, right, in Okenshield's in Willard Straight Hall on July 23.

Students told Viramontes that the group's participation in the Cornell summer program has made them the envy of their high school. "People are really looking up to us," said one of the students. Viramontes told students to take this opportunity to become leaders and share their success with everyone.

She suggested that just because one doesn't see many other Chicanos or Latinos on campus, that doesn't mean they don't belong here. "You've got the brain cells and the same capacities as everyone else has," she said. "You are here because you earned the opportunity."

But along with success, the students will encounter plenty of struggles, Viramontes warned. "Change has never been easy," she said. "It has always been a struggle. People must be committed to their cause."

Eric Rosario '91, assistant director of development for the College of Agriculture and Life Sciences and a mentor to the Houston students, arranged the dinner with Viramontes. "Helena is a successful Chicana who is passionately and profoundly proud of her heritage," he said. "I think her

message that our heritage is not a liability but an asset we should nurture was timely and worthwhile for the students."

It was, especially for Christina Galvan. "I used to think that one reason I couldn't do some things well academically was because I was Latina or Chicana," said Galvan, who aspires to be a writer. "She made me realize that that is not the case. There may be other reasons, but it's not because of who I am."

Viramontes was never preachy or pedagogic with her advice, but rather offered her wisdom as a member of the family. She apologized for being late for dinner and spoke of her husband's research project, which took him — Eloy Rodriguez, the James Perkins Professor of Environmental Studies at Cornell — to the Amazon and left her in Ithaca with their children. After dinner she posed for pictures, before announcing that she was off to the mall to meet her family. "That's where they hang out," she said.

"She was so easy to talk to," Galvan said of meeting the author. "I felt like I've known her all my life, like she's part of my family."

Viramontes is awarded the John Dos Passos literature prize for 1995

By Jill Goetz

Helena María Viramontes, assistant professor of English at Cornell, has received the John Dos Passos Prize for Literature for 1995. Her books include a collection of short stories, *The Moths and Other Stories*, and the novel *Under the Feet of Jesus*.

The Dos Passos prize has been granted annually since 1980 by faculty members in the Department of English, Philosophy and Modern Languages at Longwood College, a liberal arts college in Virginia, to American creative writers in the middle stages of their careers. The prize is named for the influential American author of *U.S.A.*, a massive

trilogy published in 1937 that has been called the most important social fiction inspired by the Great Depression.

Previous recipients of the Dos Passos prize, which is funded by the Longwood Foundation and includes a cash award of \$1,000 and a medal, have included Graham Greene and Tom Wolfe.

Viramontes, originally from East Los Angeles, has written extensively on the experiences of Chicano and Chicana farmworkers in this country. Her first novel, *Under the Feet of Jesus* (Dutton, 1995), now available in paperback, was widely hailed for its sensitive portrayal of Estrella, a Mexican-American teen-ager learning

about the possibilities of love and the restrictions of life as a migrant worker. "Blends lyricism, harsh realism and a concern for social justice . . . stunning," wrote one reviewer in *Newsweek*.

According to Martha E. Cook, professor of English at Longwood College and chair of the Dos Passos prize committee, Viramontes was one of eight nominees selected by committee members for the 1995 prize. She ultimately was chosen for the award, Cook said, for "her use of places and characters that are distinctly American, yet are not usual or stereotypical in American fiction; the amazing variety and experimentalism of her individual works of fic-

tion; and, above all, the stunning unity of each work, with word and idea, image, symbol and theme all woven into a seamless whole."

"Like John Dos Passos," Cook continued, "she brings a new perspective to understanding our American culture and heritage by giving a voice to those whom many readers have not heard. And, like him, she has a powerful voice that is her own."

Viramontes said she was honored to be the first Latina to receive the prize and said she considers Dos Passos a "kindred spirit."

"He believed, as I do, that fiction has a potential to change the social reality," she said.

More student and faculty achievements from the spring semester

This listing of faculty and student awards from the spring semester is a continuation of a listing presented in May. Congratulations to all!

The Cornell chapter of Gamma Sigma Delta, a faculty-run honor society for the colleges of Agriculture and Life Sciences, Human Ecology and Veterinary Medicine, each year honors faculty members and students for distinguished scholarship and service. The 1996 awardees are: for distinguished teaching — **Gary W. Evans**, professor, design and environmental analysis, College of Human Ecology, and **Geraldine Gay**, associate professor of communication, College of Agriculture and Life Sciences; for distinguished research — **Steven D. Tanksley**, professor of plant breeding, College of Agriculture and Life Sciences; for distinguished extension programming

— **Richard C. Derksen**, assistant professor of agricultural and biological engineering, College of Agriculture and Life Sciences; for excellence in administration — **Carol L. Anderson**, associate director, Cornell Cooperative Extension. Three sophomores with the highest grade point average in their respective colleges were honored: **Adrienne P. Bentley**, College of Veterinary Medicine; **Matthew A. Hollander**, College of Human Ecology; and **Danielle Trichilo**, College of Agriculture and Life Sciences.

Charles Williamson, associate professor in Mechanical and Aerospace Engineering, is the winner of this year's Tau Beta Pi and Cornell Society of Engineers 1995-96 Excellence in Teaching Award. This award is presented to a faculty member, elected by the engineer-

ing student body, for outstanding performance in the teaching of engineering curricula.

Two graduate students have been awarded the DAAD (German Academic Exchange Service) fellowship: **Arthur A. Daemrich** (science and technology) and **Jaimey R. Fisher** (German studies). The fellowship is for one academic year. It covers tuition and fees, carries a generous stipend and provides round-trip air transportation. The recipients study or engage in research at a German university of their choice.

Graduate students **Ulrich B. Krotz** and **Thomas N. Lampert**, both in government, have been awarded the Cornell-Berlin and the Cornell-Heidelberg fellowships, respectively.

CALENDAR

August 8 through August 15

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 subheading of the calendar in which the item should appear.

dance

Cornell International Folkdancers
Open to the Cornell community and general public, all events are free unless noted otherwise. Beginners are welcome; no partners are necessary. For information, call Edilia at 387-6547 or

Marguerite at 539-7335 or send e-mail to David at <chr1@cornell.edu>.
Aug. 11: Tango taught by Marguerite Frongillo, 7 to 8 p.m.; request dancing, 8 to 9:45 p.m., North Room, Willard Straight Hall.

exhibits

Johnson Museum of Art
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.
• "Methods and Media: 20th Century Sculpture From the Collection," through Aug. 11.
• "Class of 1951 Prints," through Aug. 11.
• "Three Cornell Artists," through Oct. 13.
• "New Furniture: Beyond Form and Function," Aug. 10 through Oct. 16.

films

Cornell Cinema is closed Aug. 4-24.

graduate bulletin

• **Degree deadline:** Friday, Aug. 23, is the deadline for completing all requirements for an August degree, including submitting the thesis/dissertation to the Graduate School.
• **Fulbright grants for study abroad:** Applications are available at the Graduate Admissions Office, B-30 Caldwell Hall, for fellowships for the 1997-98 academic year. Applicants must be U.S. citizens; completed applications are due mid-September.
• **Fall registration:** Registration is in the Field House, Monday, Aug. 26, 9 a.m. to 5 p.m. for new students and 9 a.m. to 1 p.m. for continuing students with "holds." All new students and continuing students with "holds" must register in person. Continuing students who clear university obligations by Aug. 16 automatically will be registered

and do not need to go to the Field House.
• **Course enrollment:** Course enrollment forms will be available in graduate field offices and at the Graduate School, Caldwell Hall. Enrollment continues through Friday, Sept. 20; return completed form in person to the Graduate School. Students who completed electronic precourse enrollment last spring do not need to complete a course enrollment form; if there is a change in their schedules, they should complete a Course Drop and Add form.
• **English test:** The English Placement Test will be held in Hollis Cornell Auditorium, Goldwin Smith Hall, on Monday, Aug. 26, at 9:30 a.m. Entering international students who satisfied the language requirement with a TOEFL score below 600 must take this examination.
• **Formatting theses & dissertations:** Templates for creating the thesis/dissertation are available for Microsoft Word 6. Text can be typed directly into the template. A self-taught course on "Writing a Dissertation with Microsoft Word 5 or 6" also is available. Contact Technology Training Services, (e-mail cit_training@cornell.edu) or (phone 255-8000). These tools soon will be available on the World Wide Web at <http://training.cit.cornell.edu/>.

religion

African-American
Sundays, 5:30 p.m., Robert Purcell Union.
Baha'i Faith
Fridays, 7 p.m., firesides with speakers, open discussion and refreshments. Meet at the Balch Archway; held in Unit 4 lounge at Balch Hall. Sunday morning prayers and breakfast, 7 a.m.
Catholic
Weekend Masses: Saturday, 5 p.m.; Sunday, 10 a.m., Anabel Taylor Auditorium. Daily Masses: Monday-Friday, 12:20 p.m., Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.
Christian Science
Sundays, 10:30 a.m., First Church of Christ Scientist, University Avenue at Cascadilla Park. Testimony meetings sharing healing through prayer and discussion every Thursday at 7 p.m., Founders Room, Anabel Taylor Hall. For more information see <http://www.msc.cornell.edu/~bretz/cso.html>.
Episcopal (Anglican)
Sundays, worship and Eucharist, 9:30 a.m., Anabel Taylor Chapel.

Friends (Quakers)
Sundays, 11 a.m., meeting for worship in the Edwards Room of Anabel Taylor Hall. Discussions most weeks at 9:50 a.m., 314 Anabel Taylor Hall.
Jewish
Saturday Services: Orthodox: 9 a.m., Edwards Room, Anabel Taylor Hall.
Korean Church
Sundays, 1 p.m., chapel, Anabel Taylor Hall.
Lutheran
Sundays, 9:30 a.m., and Thursdays, 7 p.m., St. Luke Lutheran Church, Oak Ave. at College Ave.
Muslim
Friday Juma' prayer, 1:15 p.m., One World Room, Anabel Taylor Hall. Daily Zuhr, Asr, Maghreb and Isha' prayers at 218 Anabel Taylor Hall.
Zen Buddhist
Tuesdays, 5 p.m.; Thursdays, 6:45 p.m., chapel, Anabel Taylor Hall.

seminars

Fruit & Vegetable Science
"Effects of Nitrogen and Temperature on Phenology and Growth in Chinese Chestnut (*Castanea mollissima*) Seedlings," Miranda Kahn, Aug. 15, noon, 143 Plant Science Building.

miscellany

Alcoholics Anonymous
Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Saturday evenings at 5 p.m. in Anabel Taylor Hall. For more information call 273-1541.
Emotions Anonymous
This 12-step group that helps people deal with emotional problems meets for a discussion meeting on Sundays at 7:30 p.m. and a step meeting on Tuesdays at 8 p.m. at the St. Luke Lutheran Church, 109 Oak Ave., Colletown. For more information call 387-0587.

Student Farm educates agriculture students and aids local children

By Blaine P. Friedlander Jr.

Several dozen Cornell agricultural students – from a variety of disciplines – have banded together to start the Cornell Student Farm on two acres of the Cornell Orchards. These students will obtain hands-on experience, working alongside and passing their knowledge on to children from Ithaca's Southside Community Center.
"More and more agricultural students here are coming from urban backgrounds, instead of family farms, and the students here need more hands-on experience," said Kalay D. Mordock, Cornell graduate student in education. "We're hoping that the Cornell students inte-

grate their research topics with their experience at the Student Farm."
The farm is growing such staples as corn, radishes, squash, carrots, tomatoes, cucumbers and herbs. Marguerite Wells, a Cornell sophomore, is the Cornell Student Farm manager. The children from the Southside Community Center will be selling the weekly harvests each Friday afternoon, through October, from 4 to 6 p.m. at the community center at 305 S. Plain St.
The Cornell students represent majors ranging from animal science and anthropology to plant breeding, and their goal is to learn as much as possible about organic farming and other projects. Funding for the student farm was provided by grants

from the Robert S. Smith Award of the Tompkins County Trust Co.; the Cornell Dean of Students' office; the College of Agriculture and Life Sciences Dean of Academic Programs office; and the Dean of Research office. The staff at Cornell Orchards and Farm Services also have contributed their time, equipment and advice.
Ian Merwin, Cornell assistant professor of fruit and vegetable science, and the group's adviser, understands the importance of this formative year for the Cornell students: "This is a student-initiated, student-managed and student-led project," Merwin said. "For some, this farm will be a life-changing experience. Many are already talking about buying some land and working it."

Corporate America *continued from page 1*

ADR processes may actually prompt some employees to assert more claims.
The survey will examine what types of disputes – employment, age discrimination, sexual harassment, workers compensation, real estate, EEO, community, environment, liability, etc. – are being resolved through ADR; how frequently ADR is used; and how the cost of using ADR differs from settling disputes through traditional legal methods.
Corporations not using ADR will be asked why they have chosen not to implement any ADR processes and how likely it is that ADR will be used in resolving future disputes.
Results of the survey will be of interest to many businesses, groups and organizations, large and small alike. The International Chamber of Commerce encourages the use of ADR in commercial disputes in the United States. Additionally, the Better Business Bureau offers both arbitration and media-

tion to settle the numerous consumer complaints it handles each year. Most states have laws on the books promoting the use of ADR in civil cases, and legislation introduced in Congress last year would provide for the use of alternative dispute resolution in all U.S. district courts.
"This survey will not be the last word on ADR," Lipsky noted. "The institute will undertake an extensive follow-up with companies to find out how the use of ADR affects an organization's corporate culture or business practices."
The Institute on Conflict Resolution, which opened on campus Aug. 1, is supported by the Foundation for the Prevention and Early Resolution of Conflict (PERC), a nonprofit organization dedicated to "hands-on" engagement in conflict prevention and resolution. PERC is headed by New York City attorney Theodore W. Kheel. Thomas Donahue, former AFL-CIO president, and William

L. Lurie, former president of The Business Roundtable, serve as co-chairmen.
Aside from conducting research, the institute will develop courses in conflict resolution, conduct various meetings and symposia, sponsor outreach programs dealing with conflict resolution and provide research funding for faculty and students. Information on the institute and the results of its research will be available from its World Wide Web site at <www.ilr.cornell.edu/ICR/>.
Lipsky's appointment as director of the institute was announced by Cornell Provost Don M. Randel. Lipsky will continue to serve as dean until December 1996, when he returns to the faculty as a professor and director of the institute. Lipsky, who has headed the ILR School since 1988, is a member of the National Academy of Human Resources. An expert in the field of collective bargaining, he is the author of more than 30 articles and has written or

edited a dozen books, among them *Collective Bargaining in American Industry* and *Strikers and Subsidies*.
In addition, Ron Seeber has been named the institute's associate director. Seeber, at associate dean of the ILR School since 1987 has devoted his teaching and research efforts to labor-management relations, and recently has focused on interest-based negotiations processes. He is the author or editor of many articles and several books most recently *Under the Stars*, a study of changing labor relations in the arts and entertainment sector of the economy.
Also appointed to the institute was Christopher B. Colosi, who will serve as program coordinator. Colosi, a graduate of the School of Industrial and Labor Relations, formerly served as marketing and information specialist with the National Institute for Dispute Resolution and as a community dispute mediator for the Better Business Bureau.