

CORNELL Chronicle

Volume 23 Number 38 July 23, 1992

Yellowjackets

3

Entomologist Roger A. Morse has some good things to say about the European yellowjacket, known as the "picnic wasp," which is responsible for more than 95 percent of all stinging incidents in the United States.

Potato poison

5

Potato peels harbor significant amounts of chemical residues that may be mildly toxic, adding to the evidence that potato peels could be harmful to people, nutritionist Nell Mondy finds.

Working moms spend *more* time with young children

By Susan Lang

Married working mothers spend more time one-on-one with their children over age 3 than do at-home mothers or mothers of 50 years ago, a Cornell researcher says.

The finding shatters the myth of an overwhelming time deficit caused by mothers' employment. That time deficit has been blamed for putting children at greater risk for school, drug, eating, psychiatric and social problems, and, therefore, has been used by critics of maternal employment to argue against policies such as parental leave and flexible work schedules.

"The argument that mothers' employment results in a parental time deficit that hurts the nation's children just doesn't hold up," said Keith Bryant, a professor of consumer economics and housing and a time-use expert in the College of Human Ecology.

While unemployed married mothers are at home more than working mothers, they are not spending that extra time caring for

their young children, Bryant said, adding that he does not know what these mothers are doing with their time.

Although married employed mothers spend 77 minutes less a day in child care when the youngest is under 3, compared with unemployed married mothers, they spend 42 minutes more when the youngest is between 3 and 5, Bryant reported in the the spring issue of *Human Ecology Forum*. Likewise, employed mothers spend 30 minutes less a day with their babies than mothers of 50 years ago, but 30 minutes more a day with children aged 3 to 5.

Bryant analyzed seven data sets, looking at mothers' employment, family composition and time caring for children in two-parent households, and at changes from the 1920s to 1981. The most important shifting variable, he found, was not family size, but the age of the youngest child.

As the youngest child grows older, the difference in child care time between working and at-home moms of today and 50 years ago is less, yet today's working mothers continue to keep their

edge, Bryant said. He analyzed seven sets of data, looking at mothers' employment, family composition and time caring for children in two-parent married households, and at changes from the 1920s to 1981.

Today's mothers probably spend less time caring for babies than mothers did years ago because of modern conveniences, Bryant said. They probably spend more time with older children, he speculates, because they are chauffeuring them to activities. He could not speculate as to why modern working mothers spend more time caring for children over 3 than do at-home moms.

Bryant warns, however, that his analysis looked only at two-parent married households and only at primary, or one-on-one time, with children, such as playing with and feeding children.

"We need to study the extent and value of secondary time — doing chores while interacting with children as needed. Nevertheless, there is no evidence to believe that children are suffering from less parental time due to women's employment," he said.

Fall conference will examine Indian America

By Roger Segelken

Gathering on the eve of the Columbus Quincentenary, American-Indian scholars at a Cornell conference Oct. 8 through 10 will assess the state of Indian America in 1992 and attempt to predict the next 500 years of cultural encounters in North, Central and South America.

The keynote speakers at the conference, "State of Indian America: Prospects for the Future," include Vine Deloria Jr., the Lakota author, and Audrey Shenandoah, an Onondaga clanmother.

The three-day conference, which is sponsored by Cornell's American Indian Program, Latin American Studies Program and Akwe:kon Press, is open to the general public for \$55 in advance and \$65 at the conference. Student registration is \$15. Information on the conference is available at 255-0421. The conference is supported, in part, by the John D. and Catherine T. MacArthur Foundation.

According to one conference organizer, Jose Barreiro, editor of the American-Indian journal *Akwe:kon*, the gathering will close a five-year cycle of cultural-encounter studies and councils by focusing on a theme advocated by the traditional Indian elders: the protection of American-Indian religions or belief systems.

"This conference will provide a platform to address fundamental issues of cultural survival," said Barreiro. "Native and non-Native speakers from North, Central and South America will help define the pitfalls and opportunities ahead for the Indian hemisphere."

The conference will also hear reports from representatives of native peoples to the U.N. Earth Summit in Rio de Janeiro.

Other scheduled speakers include John Mohawk, lecturer in American Studies at the State University of New York at Buffalo; Simon Brascoupe, chairman of the Council on Indigenous Peoples' Economies; and Billy Frank Jr., chairman of the Northwest Indian Fish and Wildlife Commission.

Also speaking will be Sam Mercado and Amalia Dixon of Nicaragua on "Panah Panah, a Miskito Program for Village Life and Ecological Preservation," and the novelist Victor Montejo on "The New Mayan Millennium."

The October conference is one response to a 1987-90 survey of Indian opinion leaders, educators and tribal counselors, seeking their perspective on the upcoming Columbus Quincentenary. Barreiro, who directed the survey, said replies ranged from rage, fear and grief to hope, endurance and reconciliation.

"We began to discern trends among Indian communities," said Barreiro, a native of Cuba. "People are more concerned than ever about cultural survival, cultural continuity and strategies for culture-sensitive, ecologically sustainable development."

Artistry



Peter Morenus/University Photography

Phaidra Mangriotis of Athens, Greece, works on a painting of Beebe Lake for class in the School of Continuing Education and Summer Sessions. This year's Summer Session theme is "Human Society and our Environment." Students in the landscape painting class are studying sites throughout the area using pen, pencil and paints. They also are discussing the works of Corot, Cezanne, van Gogh, Seurat and others. Art classes being offered this summer include introductory drawing, photography, computer art, painting, sculpture and the history of art.

JGSM teaches the world about business

By Sam Segal

In May, when James Schmotter returned to Moscow after 18 months, he noted two striking changes — a lot fewer uniforms and a lot more street kiosks, whose enterprising owners moved great quantities of chewing gum, cigarettes and vodka.

"Early capitalism had arrived," says Schmotter, the associate dean of the Johnson Graduate School of Management. "Now we're involved in early efforts to teach management," he adds, "and we're challenged to explain that business means more than kiosks."

On Schmotter's first Moscow visit, he arrived without even knowing whom to talk to, but he left with a deal that brought 20 would-be Soviet entrepreneurs to Cornell the following summer. Johnson School M.B.A. students reciprocated by visiting Moscow and (by then) St. Petersburg in January; beginning tomorrow, July 24, a second group of 20 former Soviets — selected by the Reforms Personnel Foundation — will visit Cornell again to study free-market management and learn American ways.

The fast friendship reflects as much about the Johnson School as it does about post-communist Europe. People at the school don't bother talking much about globalism anymore; they just live it, led by Dean Alan G. Merten, who makes several tours yearly to visit businesses and alumni in Europe and Asia and, in January, was in Venezuela to help the government plan better training for its managers.

Signs of change at the Johnson School include:

- Thirty-one percent of last year's class of 250 came from 26 countries, with Japan alone producing some 300 applications.
- Last year, for the first time, international business became the preferred field of Johnson School students — decisively surpassing the former leaders, finance and marketing.
- Of the U.S. students, almost 20 percent take overseas internships in Asia, Europe and Central Europe; this summer, five are working with privatized companies in Hungary, four in Czechoslovakia and one in Bulgaria.
- The school participates in nine exchange programs and expects to have more. There is also a student-run Japan trip each January.
- The corps of overseas alumni is growing rapidly, in both Europe and Asia, and the school is increasingly treating them as part of the family — with an annual conference and alumni meetings in Asian or European capitals.
- The entire finance faculty will go to Japan next January for meetings with government and corporate officials.
- Groups of foreign executives regularly participate in executive-education programs on the Ithaca campus; Korea sent groups of senior

Continued on page 6

Listen up



Peter Morenus/University Photography

Richie Barnes of Cortland gives a lesson on goaltending on Schoellkopf Field to youngsters attending this summer's lacrosse camp run by lacrosse coach Richie Moran.

Sexual abuse incident, robbery, explosion reported

Quick investigative work by campus Public Safety officers led to the arrest and sentencing of a man charged with sexual abuse last week.

Shaobo Wu, 31, of Halifax, Nova Scotia, who was attending a conference on campus, pleaded guilty to a charge of sexual abuse in the third degree, a Class B misdemeanor, in Ithaca City Court on July 15 in connection with an incident that occurred in Sage Chapel July 13.

A 23-year-old woman, also a conference attendee, reported that she was sitting in Sage that afternoon when a man started verbally harassing her and ultimately grabbed, fondled and kissed her. She broke away and reported the incident to Public Safety. Based on her description, officers began searching for the suspect. They also contacted the Cayuga Heights Police Department, which had also received a report of sexual abuse from a woman walking on Triphammer Road Monday afternoon.

The next morning, Public Safety officers saw Wu walking on campus. Investigator Donald Norman, who headed the investigation, brought the suspect to Barton Hall for questioning. He was originally charged with first degree sexual abuse, a Class D felony.

Because both the suspect and complainant were from out of town and scheduled to leave Ithaca, Public Safety worked with the county

district attorney's office to adjudicate the case quickly, Norman said. As a condition of reduced charges, Wu pleaded guilty and was given a conditional discharge for one year, during which he must seek counseling. He must confirm with the district attorney's office within one month that he is receiving counseling. He was also fined \$150 and must notify Public Safety if he returns to campus for any reason.

Robbery

Public Safety reports that a 22-year-old female student was a victim of a "strong-arm" robbery July 14. At about 10 p.m., as she was leaving Lincoln Hall, the woman was approached from the rear by an unknown male and grabbed by the shoulders. He asked for money and she gave him \$7. The perpetrator pushed her to the ground and fled. The victim was unable to give a description of the robber.

Explosion

Uris Library was evacuated Sunday evening, July 19, after an explosive device — probably a high-powered firecracker — went off at approximately 8 p.m.

Public Safety officers report that there were no injuries after the device exploded under a reading table near the Circulation Desk. A metal garbage can was destroyed in the blast. Public Safety is continuing its investigation.

Water line break causes campus flooding

A pressure surge in underground chilled-water lines July 13 resulted in five pipeline breaks, causing floods or leaks in eight university buildings.

The affected buildings were: Barton Hall, Bruckner Laboratory, the Small Animal and Large Animal clinics, Schurman Hall D Wing, Theory Center, Upson Hall and Grumman Hall.

The chilled water system to the affected buildings was shut down. Also, the power was turned off at the Theory Center and the building was closed because of basement flooding.

The pressure surge resulted when a valve connecting a 4-million-gallon water tank to the chilled-water system abruptly closed. The breaks occurred at pipe joints stressed by the surge.

BRIEFS

• **Leadership:** Leadership Tompkins, a program conducted jointly by the Tompkins County Chamber of Commerce and Tompkins Cortland Community College, is designed to ensure the continuing vitality of our community by identifying and developing individuals for future leadership roles. Each year, Cornell sponsors two university employees to participate in Leadership Tompkins. The fifth year of the program will run from October 1992 through June 1993 and will introduce participants to the services, resources and issues facing the community and will enhance their leadership potential through seminars, retreats and field trips. The Office of Community Relations is seeking nominations of employees who want to develop their leadership skills and potential, who have a strong continuing interest in and commitment to Tompkins County, and who desire to emerge as a community leader. If you know of someone who might benefit from and contribute to the 1992-93 Leadership Tompkins program, please submit nominations to the Office of Community Relations, 110 Day Hall, by Tuesday, July 28.

• **CRESP:** Philip Snyder, director of the Center for Religion, Ethics and Social Policy for 17 years, has resigned from that position, effective July 1. Lenore Olmstead, formerly director of administration and program at CRESP, has been named acting director for one year. Snyder will retain close ties to CRESP as coordinator of

its newest project, OIKOS, a project to promote care for the natural world. CRESP is a non-sectarian organization affiliated with Cornell, with projects focusing on human services, education and social change.

• **Parking improvements:** Improvements to the "A" parking lot on North Campus began July 3 and will continue until early October. Existing curbs, sidewalks and roadways will be improved, new sidewalks will be installed and the lot will be slightly reconfigured.

• **Off-campus life:** The Off-Campus Life Program has moved from its location in Anabel Taylor Hall to 1142 North Balch Hall, effective July 14. With the Off-Campus Life Program and the Housing Assignment Office in close proximity, more efficient service will be provided to Cornell students and to landlords in the Ithaca community. The Off-Campus Life Program can be reached at 255-5373 Monday through Friday from 9 a.m. to noon and from 1 to 4:30 p.m.

• **Grants:** Media Ithaca, a coalition of local independent and community access film and video makers, teachers and programmers, funded through Cornell Cinema by the New York State Council on the Arts, has awarded five \$500 prizes for a film or video project. Winners are Andrew Brownstein, Fadya El Rayess, John Ewing, Sandor Goodhart and Rii Kanzaki.

NOTABLES

Chekitan S. Dev, assistant professor of strategic marketing in the School of Hotel Administration, is the winner of a 1992 award for his research paper on operating arrangements in the lodging industry. The Council on Hotel, Restaurant and Institutional Education (CHRIE) based in Washington, D.C., selected Dev for the award, which recognizes "CHRIE members for superior original published research in the hospitality industry." Published in the *Hospitality Research Journal*, Dev's paper, co-written by James R. Brown, an associate professor at Virginia Polytechnic Institute and State University, compares franchising with other operating methods in the lodging industry. Because Brown is not a CHRIE member, Dev was named the award's recipient. CHRIE is a non-profit organization devoted to education and training for the hospitality and tourism industry with 2,000 members in 45 countries.

Daniel P. Loucks, professor of civil and environmental engineering, has won a Humboldt Senior U.S. Scientist Award in recognition of his research achievements. The award offers the opportunity for an extended research stay in Germany.

Robert A. Beck, a graduate of the School of Hotel Administration who went on to become the school's dean, has been selected as Hotelier of the Year by the New York City chapter of the Cornell Society of Hotelmen. Beck will receive the annual award, a crystal pineapple, which is

the international symbol of hospitality, at the annual dinner of the New York City chapter in the Waldorf-Astoria Hotel on Sept. 22. The award was established in 1981 and has been given annually since 1985. Beck graduated from the Hotel School in 1942. After World War II, in which he was wounded during the Normandy landing, and six years in personnel work in Boston, Beck returned to the Hotel School as a lecturer in 1952, earned his Ph.D. there in 1954, and taught personnel administration and labor management. He was appointed dean of the Hotel School in 1961, serving for 20 years. He then headed the school's sister program in Paris, the Institute de Management Hotelier International, until 1984, when he became a professor and distinguished scholar-in-residence at Florida International University.

Cheryl Wolf, head women's lacrosse coach, has been named the New England Region Coach of the Year by the Intercollegiate Women's Lacrosse Coaches Association. Wolf led the 1992 squad to an 11-5 record; the 11 victories tied a school record for wins in a season. Cornell also gained its first Eastern Collegiate Athletic Conference championship last spring and ended the season ranked 10th in the nation.

Malcolm C. Bourne, professor of food science at Geneva, is the 1992 recipient of the Institute of Food Technologists' International Award for his work in reducing post-harvest losses and increasing the world's food supply.

CORNELL Chronicle

Henrik N. Dullea
Vice President for University Relations
Linda Grace-Kobas
Director, Cornell News Service

Mark Eyerly, Editor
Karen Walters, Editorial Assistant
Joanne Hanavan, Calendar

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

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

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

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

GRADUATE BULLETIN

Seminars: Dissertation and thesis seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, from 1 to 2 p.m. on Wednesday, July 29, for master's theses and Friday, July 31, for doctoral dissertations. The thesis adviser will discuss preparing and filing theses and dissertations; students, faculty and typists are encouraged to attend.

Degree: Aug. 21 is the deadline for completing all requirements for an August degree, including submitting the thesis/dissertation to the Graduate School.

Registration: New students only register on Monday, Aug. 24; new and continuing students on Tuesday and Wednesday, Aug. 25 and 26. Registration is in the Lounge, Sage Hall, from 8:30 a.m. to 4 p.m. Bring student identification card.

Grants: Applications for Fulbright grants for study abroad for the 1993-94 academic year are available from R. Brashear, director of graduate admissions, Sage Graduate Center, 255-3912. Applicants must be U.S. citizens; completed applications due mid-September.

CHRONICLE ON CUINFO

The Cornell Chronicle and news releases produced by the News Service are now available on CUINFO.

To read this material, select "News" on the main listing of headings. Then, choose "Chronicle" or "CUnews".

For more information about connecting to CUINFO, call Silvia Hoisie at 255-0387. To suggest news stories or make comments about the Chronicle or news releases, call the News Service at 255-4206, or type "Suggest" at the main CUINFO menu.

CHRONICLE SCHEDULE

The next issue of the *Cornell Chronicle*, to be published Aug. 6, will be the final edition of the 1991-92 academic year. Calendar notices for the Aug. 6 issue must be received by July 27 and should cover the period from Aug. 6 through Aug. 27.

No controls yet for pesky 'picnic wasp,' expert says

By Roger Segelken

Forty years after the European yellowjacket that soon became known as the "picnic wasp" was accidentally introduced to the United States, there is still no effective control for the hot dog-chomping, beer-swilling pest.

That doesn't keep Cornell entomologist Roger A. Morse from saying a few good things in defense of the bee-like wasp that is responsible for more than 95 percent of all stinging incidents in the United States: *Vespula germanica* and most other yellowjackets are, themselves, good biological controls of noxious insects, such as cabbage loopers, gypsy moths, bean beetles, tomato hornworms and many kinds of flies. And knowing their dietary preferences, he says, can help humans avoid painful contact during the peak sting season in North America — late July, August and early September.

"You see yellowjackets around cows and horses, collecting flies and carrying them back to their nests in the ground, in tree cavities, under rocks or in holes in our houses," Morse reports. "If we weren't so kind in making our food available, they'd stick with that diet of insects."

Yellowjackets collect prey by injecting a paralyzing venom that keeps the victim alive and fresh until it's ready to eat, Morse explained. That same venom is what causes the painful swelling from a yellowjacket sting.

Unlike true bees, which sting only in defense and die when their stinger remains in the animal that alarmed them, yellowjacket wasps can sting again and again, metering a bit of venom each time. Another key difference between bees and wasps (including yellowjackets) is the coat of plumose or branched hairs that bees use to carry pollen grains. Bees feed exclusively on nectar and honey; yellowjackets are more om-

nivorous, and that includes people food at outdoor restaurants and food stands, garbage cans and picnic tables.

Studies at Cornell and elsewhere have failed to find a general control for yellowjackets, Morse said. Commercial traps don't work well, he said, in part because there is no single bait or sex-attractant pheromone that lures all yellowjackets. No one has found a potential biological control to exploit against yellowjackets, such as the mites that now threaten honey bee populations.

Chemical wasp-and-hornet sprays are effective on individual nests if they are directed inside the nest, Morse said; spraying the outside only irritates the inhabitants.

On the other hand, attempts at Cornell to

raise yellowjackets in captivity (to collect venom for allergy treatment) also failed. Yellowjackets apparently prefer to make their home in the "wild" where a single nest can hold thousands of wasps by summer's end.

Besides being useful controls of other insects pests, Morse added, yellowjackets are among the species of "social" insects whose advanced, cooperative behavior is of considerable interest — at least, to scientists.

A lifelong fan of honey bees — Morse is the director of Cornell's Dyce Apiculture Laboratory and author of 11 books on the subject, including *The Complete Guide to Beekeeping* — the professor of entomology bristles each time "bees" are blamed for stinging incidents more likely caused by yellowjackets. Each sum-

mer his laboratory issues advice on dealing with stinging insects (see attached), and one tip is to capture the offender so it can be properly identified.

Another recommendation for improving yellowjacket-human relations is to keep outdoor food and sweet-tasting beverages covered. Plus, a little knowledge of insect behavior should alleviate some fears.

"Bees and wasps are more likely to sting in the vicinity of their nest," Morse said. "If they are accosted in the field — away from their nest where they have nothing to defend — their first reaction is to flee."

"Of course, if the yellowjacket tries to flee from the beer bottle when you take a drink, you may get stung."

Here are some simple rules to follow to avoid being stung

By Roger A. Morse

If you are afraid of stinging insects — or more importantly, if you may be allergic to them — here are some simple rules to follow to avoid being stung:

- Wear light-colored, smooth-finished clothes. Stinging insects are much less inclined to sting through this type of clothing. Professional beekeepers avoid too many stings by wearing white cotton coveralls or khaki pants and shirts. It is especially important not to wear wool, leather or suede when stinging insects are active.

- Don't wear hair spray, lotions, perfumes or other sweet-smelling scents that may attract stinging insects. Insects that feed on sweet-smelling flowers will be attracted.

- Wear clean clothing and bathe daily; sweat seems to irritate stinging insects.

- Cover the body as much as possible and

reasonable. Ankle-high shoes or white cotton socks should be worn when walking in fields. Covering the head with a straw hat or light-colored kerchief may prevent insects from becoming entangled in the hair.

- Avoid flower gardens and fields where wildflowers are common. Stinging insects are likely to be found wherever flowers grow. However, plants need pollination and the insects need food. We cannot have one without the other.

- Check your yard for new ground and aerial social wasp nests by watching insect flight and activity during the warmer hours. The social wasps begin their nests in the spring. As populations build, flight activity increases. One seldom sees the nests in their initial stages, but in July and early August their populations will be larger and more easily detected.

- Keep picnic areas clean and free of food refuse. Poor sanitation in parks, around food

stands and in dumps may encourage social wasp populations to build more rapidly. Concerned persons should notify their health departments of unsanitary conditions.

- Run if you are attacked by several stinging insects at once. The only time many wasps or bees will attack simultaneously is when the nest is disturbed or broken. It is best to run indoors or into a wooded, shady area. If there is no other place to escape, jump into water.

- If an offensive insect flies in through a window while you are driving, it is best to remain as still as possible while slowing the car and moving to the road shoulder. When the car is stopped, open all of the windows and the insect soon will escape.

- A person who is sensitive to one stinging species may not be allergic to all of them. Try to capture a stinging insect so it may be identified. Killing a bee or wasp with a fly swatter is satisfactory if there is no other way.

Mann project puts chemistry journals onto computers

By William Holder

Cornell chemists this summer are going to receive their best-read scientific journals — text, pictures, graphics, tables and all — by computer screen instead of by printed page to evaluate whether such a service can be useful.

The first attempt to make a major portion of the scientific journal literature in a discipline available through an on-line computer resource is using 20 journals published by the American Chemical Society.

Directed by staff of Mann Library, the project will make available during the coming academic year the full text of the journals published by the ACS since 1980. Although the 750,000 pages of material represents only a small portion of the worldwide chemical literature, Cornell chemists identified it as containing a critical mass of the material that is most important to them.

More than two years in the making, the project is a collaboration between Cornell, the ACS and its Chemical Abstracts Service division, Bellcore (a technology firm) and OCLC, a database resource service for libraries. The undertaking has required that new image processing techniques be developed and that sophisticated software be written to deliver the full contents of printed pages.

The biggest challenge, however, is to enable scientists to have the same kind of intellectual experience with computers that they have with printed matter, according to Jan Olsen, director of Mann Library.

Within the next few weeks, about 50 Cornell chemists and graduate students will begin testing various approaches to delivery of full text on screen.

Neither Entlich nor Olsen expect chemists to abandon their use of printed journals, because computer displays cannot yet match the printed page for ease and comfort in reading. Instead, they foresee complementary uses, with individual scientists developing their own styles.

Computers can provide an essential service to scientists, Olsen said, because the vast proliferation of scientific literature has made it increasingly difficult for the individual scientist to select and retrieve appropriate articles.

To be effective alternatives to print, computerized journals must provide:

- Ergonomic conditions that alleviate eye strain and fatigue.
- Presentation of text at adequate size and resolution.
- Scanning (not scrolling) to support navigation and comprehension.

- Underlining and annotating to assist intellectual comprehension.

- Portability of text to support nomadic reading patterns.

"Publishers realize, against their will, that computer networks provide a more economic way to produce, store and disseminate their journals," Olsen said.

Supporting the project are Apple Computer, Digital Equipment Corp., Sony Corp. of America, Springer-Verlag, Sun Microsystems Inc., Cornell Information Technologies and Thinking Machines Corp.

Lucky Luxtail



Chris Hildreth/University Photography

A red-tailed hawk named Luxtail is held by Diane Tessaglia, a technical consultant at the Laboratory of Ornithology, where it has been nursed back to health after being struck by a truck. The bird, which cannot be released to the wild because of wing damage suffered in the accident, is used in educational programs.

'Participatory art' at Beebe Lake: a maze that will entertain and tell time

By Roger Segelken

A combination maze and sundial, set for construction next week on the northwest shore of Beebe Lake, will function as a work of "participatory art," according to its designer, Jude Valentine.

Supported by a grant from the university's Council of the Creative and Performing Arts and built in cooperation with Cornell Plantations, the maze will be made from powdered lime and require a human gnomon (a sundial's shadow-casting pointer) to tell the time. Depending on the weather, the 25-by-30-foot elliptical design on Beebe Beach, the grassy area below Helen Newman Hall, will be installed July 28 or 29 and should last about two weeks.

Valentine, who was an administrative aide in the Department of Animal Science when she applied for the arts grant, said her inspiration for the sundial was the turf mazes and earthworks of England as well as the circumambulatory walks of Buddhist temples.

"Following the English and Buddhist designs created, for me, a relaxing state of mind that was somehow 'empty,'" she said. "I'll be interested to see if people have the same reaction to the

sundial maze." Instructions for the sundial maze, written in rhyme, will be posted at the site.

The artist credited Fritz Schmitz, a postdoctoral associate in Animal Science, for making the sundial's mathematical calculations. Called an analemmatic sundial, the creation should tell the approximately correct time for Ithaca in early August — when and if the sun shines.

Instructions, in rhyme, will be posted at the site.

Valentine, a resident of Moravia, said an earlier maze in her backyard prompted half-serious concern from neighbors that she was trying to attract flying saucers. At Beebe Lake, she said, luminescent paint may be added to the lime, which is ordinarily used to mark playing fields, to make the design glow in the dark.

Another sundial maze is planned for construction this fall at the university's Newman Arboretum, according to Cornell Plantations Director James M. Affolter. Plantations is responsible for maintaining the grounds around Beebe Lake.

Using storytelling to build family-school partnerships

Students at Public School 76 in Manhattan sat enchanted as a mother from the Central American country of Belize told a story from her childhood. Her family was so poor, she said, that she had never received a Christmas present. One year, she was sadder than usual about her family's poverty. Her mother said, "Tomorrow, I'll give you a Christmas present you'll never forget."

Before dawn, the mother took the girl to the ocean, where the two watched the colors of the rising sun play on the water. The vastness of the sea made it seem as though the whole universe

were waking up. "Even if you're poor," her mother pointed out, "you can always find joy in nature and the simple pleasures of life."

Just as her mother had promised, it was a gift the storyteller never forgot, and now one her daughter and her classmates will pass on as well.

Claudette Ketcham, grandmother of a second-grader at Public School 207 in Harlem, recounted that she had been a bully as a child. She told the class she picked on one girl every day of the year. "I still remember her name and what she looked like — and how scared she

was. Finally, one day she couldn't take it anymore and she beat me up. I learned that if you keep hurting people, you're going to get hurt yourself."

As a result of her participation in a new Cornell program called Family Portraits, Ketcham is now a dedicated volunteer at her granddaughter's school, volunteering five days a week, and is vice president of the PTA.

Family Portraits, the only program in the nation of its kind, is run by the Family Life Development Center (FLDC) in the College of Human Ecology. Through the program, parents, teachers, principals, grandparents, friends of the children's families, school crossing guards, custodians and secretaries tell family stories to students in grades kindergarten through three.

"Our goal is to lessen the isolation of students, parents, and teachers by creating a school atmosphere that is much like an extended family which motivates students to learn," says Rosaleen Mazur, director of the program and senior extension associate with FLDC.

Fundamental to learning are listening skills and an interest in language, characteristics that oral storytelling inspires. The students are rapt listeners of the stories, and their ability to concentrate and to expect learning rewards can be transferred to the academic curriculum, Mazur says.

The program evolved from a decade of projects by FLDC in New York City to reduce stress in families and increase parent involvement with schools.

Starting in 1989 in School District 10, the Bronx, the program is now in seven school districts throughout New York City. In Elmira, six elementary schools are participating, and soon several rural districts in the area will join them. During its first three years, it was supported by grants from Chase Manhattan Bank, which funds innovative projects for academically at-risk students.

The program is proving so successful that the FLDC trainers now are working to establish a Storytelling Research Center to run ongoing training sessions to help participating schools update their storytelling skills. They are also producing a film for schools that have expressed an interest in the storytelling program.

"If children feel safe and nurtured, and if they feel they are being seen as entire individuals rather than simply as students, they become more receptive to learning," says Mazur.

Claire McCrudden, principal of Public School 207 in the Bronx, says, "There's a sense of ownership now among the parents and teachers, not only toward the storytelling program but also toward the school itself. The parents and teachers consider one another allies and supporters."

That may stem in part from the approach used by FLDC. Parents and teachers attend storytelling training sessions together from the start; they enter the process as equals.

When parents first hear about the program, many downplay their own backgrounds and storytelling abilities. Some fear that personal tales about growing up in another country, for example, wouldn't be appreciated by an audi-

ence of American schoolchildren. Their apprehension is quickly relieved by the children's delighted reactions. The children are eager to learn about life in other countries, Mazur notes, and identify with the universal childhood dilemmas and insecurities presented in the stories.

Harrison Carter, whose three children attend Beecher School in Elmira, N.Y., was surprised that children were interested in his career as a coal miner in West Virginia 20 years ago. He got a flurry of excited questions about the kind of equipment used, how deep the mines were, what types of coal burn most slowly. But the biggest surprise was the reaction of his own children. He had never mentioned his coal mining career to them before and they suddenly couldn't hear the stories enough times. "They want to know more and more," Carter says with a laugh. "My father and grandfather were coal miners before me, and that's opened up all sorts of questions and conversations."

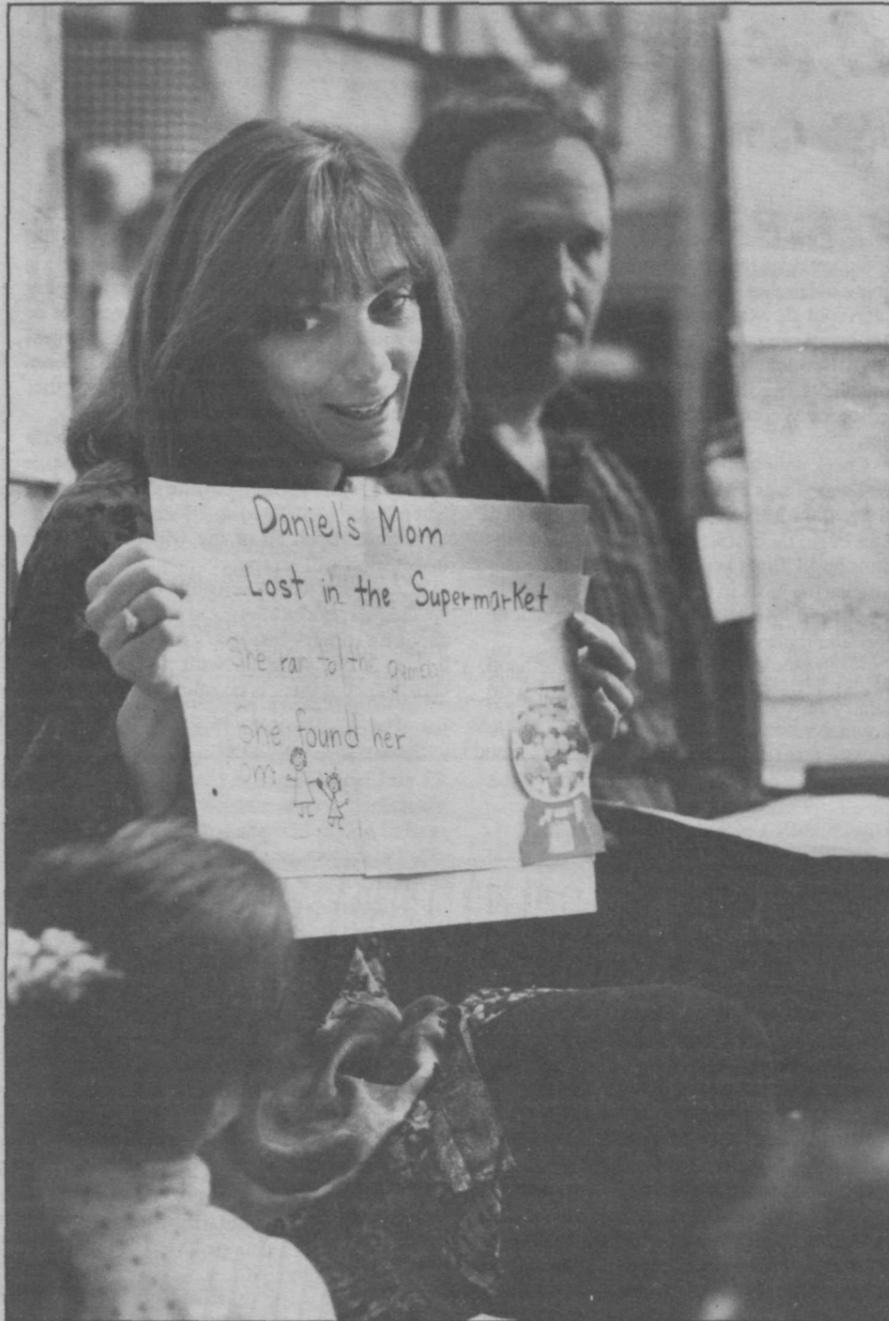
As parents become more connected to their children's school, the children's achievement improves while the parents thrive amid the parent-school teamwork, the recognition from teachers and principals, and the attention and affection of grateful young friends. The children of an Ecuadorean woman, for instance, asked her how much she was getting for telling her story in a bilingual classroom.

"Twenty-three," she answered enthusiastically.

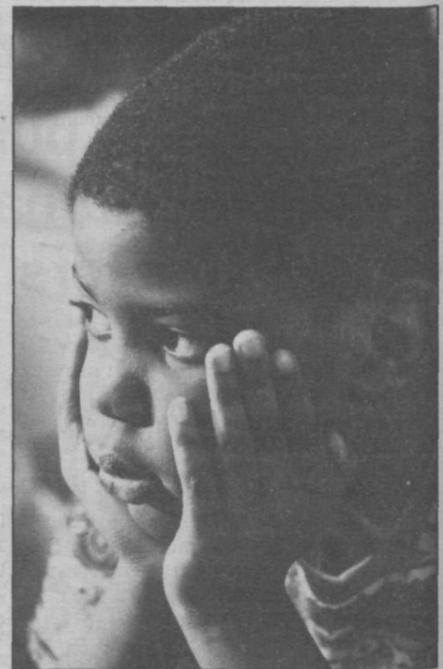
"Twenty-three dollars?" her son asked.

"No. Twenty-three new friends."

This is an abridged version of an article that appeared in the spring issue of Human Ecology Forum.



Chris Hildreth/University Photography
A New York City parent tells schoolchildren a story about becoming lost in a supermarket as a child, while another parent waits his turn in the background.



Chris Hildreth/University Photography
An Elmira student engrossed in a parent's story.

Therapy possible as scientists find key to septic shock

By Jonathan Weil

Scientists at the Medical College have discovered the mechanism underlying septic shock, giving hope for new therapies for the often fatal condition, they say.

They have shown, for the first time, that two naturally occurring protein inhibitors could help prevent death from septic shock — the end result of severe injury and infection.

These substances, known as cytokine inhibitors, block two key molecules — Tumor Necrosis Factor alpha (TNF α) and Interleukin-1 (IL-1) — both of which are important in the onset of an immune response. However, in severe injury or infection, the cytokines run out of control, and the inhibitors are not present in sufficient quantity, producing shock.

"These findings hold promise of a new therapy for traumatic injury and severe infection," said Dr. Stephen F. Lowry. "If successful in clinical trials, these substances could prevent the deleterious effects of a severe wound or infection, such as shock, low blood pressure and organ failure."

Clinical trials are under way at The New York Hospital-Cornell Medical Center and elsewhere.

In three recent studies published separately, Lowry, Dr. Lyle L. Moldawer and colleagues in Cornell's Laboratory of Surgical Metabo-

lism described the mechanism underlying septic shock. The studies were published in the *Proceedings of the National Academy of Sciences*, *Blood* and the *Journal of Clinical Investigation*.

The cytokines TNF and IL-1 are critical for the body to mount an immune response against low-level infections or wounds. But in severe cases, the body overproduces these substances, which spill into the circulatory system and may produce shock, organ failure and death.

In human, animal and in vitro studies, massive amounts of cytokine inhibitors were effective at preventing the destructive effects of the TNF and IL-1 molecules.

The studies found that the inhibitors circulate in the bloodstream during the course of an injury or infection, in levels high enough to hold the cytokines in check during mild cases. But in severe trauma, they cannot get the job done, Moldawer said.

The researchers caution that inhibiting cytokines is not always the recommended course of action. Cytokines are important for any immune response, and if inhibited inappropriately, could lead to effects just as serious as septic shock.

Left unknown is what particular patient populations would benefit most from such therapy, and at what point during infection or injury the therapy should be initiated or curtailed.

Koop to be visiting scholar at Cornell Medical College

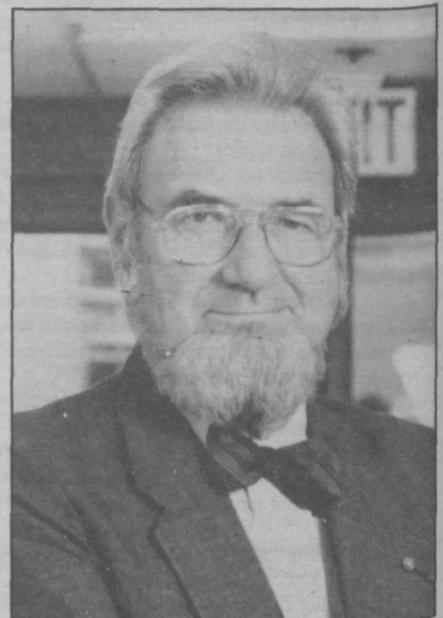
Cornell medical students will be getting a bonus in their curriculum from one of their school's most distinguished alumni, former U.S. Surgeon General Dr. C. Everett Koop, who will be mentoring the students as a visiting scholar.

"We are extraordinarily pleased to have Dr. Koop as a visiting scholar," said Dr. Robert Michels, dean of the Medical College. "He has proved himself as a physician who is dedicated both to the highest ideals of medical practice and to public service. With his characteristic candor and his insights on the challenges facing health care in our nation, he is sure to stimulate and inspire our students."

In a prelude to his new role, Koop, who received his M.D. from Cornell in 1941, delivered this year's commencement address at Avery Fisher Hall.

During his ongoing visits to the medical college, Koop will lead informal seminars with small groups of students to examine some of the major issues in medicine today. Among these are how best to respond to the expanding AIDS crisis, the national debate on how to control the costs of health care while ensuring access to care for all Americans, the increasing burden that government rules and regulations place on the independence and autonomy of physicians, and other social and ethical issues in health care and biomedical research.

"It will be an honor and a challenge for me



Dr. C. Everett Koop

to follow in the footsteps of some of the great mentors in medicine that I had when I was a student at Cornell," said Koop.

Down on the farm

Potato peels contain chemical residues

By Susan Lang

Potato peels harbor significant amounts of chemical residues that may be mildly toxic, adding to the evidence that potato peels could be harmful to people, according to a new Cornell study.

The study shows that chemical sprout inhibitors, which have been shown to have mild toxic effects in animals, remain on the skins in amounts four times greater than government guidelines, said Nell Mondy, professor of nutritional sciences in the College of Human Ecology and an authority on the biochemical and nutritional aspects of fresh and processed potatoes. No human studies on the chemical residues have been reported.

Previous Cornell research, however, has shown that potato peels also contain natural, but highly toxic, chemical substances called glycoalkaloids.

"Sprout inhibitors are important chemicals that help prevent shrinkage, blackening, nutrient loss and susceptibility to bruising, and may even reduce the accumulation of some natural toxic chemicals that accompany sprouting," she said.

"Our studies indicate, however, that the peels of dry or moist-cooked potatoes retain up to 20 times more sprout inhibitor residue than the pith (inside) of the potato."

Mondy and graduate student Cyrus Munshi reported their findings at the annual meeting of the Institute of Food Technologists in New Orleans in June. Former graduate student Colleen Wurm is a co-author.

The researchers analyzed the residue of the most widely used and "least offensive" sprout inhibitor, isopropyl N-(3-Chlorophenyl)-carbamate, or CIPC, which is now used on 90-95 percent of stored potatoes in this country.

"Only limited data are available on the toxicological effects of CIPC, but animal studies have shown it to have a weak toxic activity," Mondy said. "That raised enough concern for us to look at the residue of CIPC in cooked potatoes."

The nutritional scientists looked at residues in Katahdin and Russet Burbank potatoes that were cooked with both dry heat (baked with and without foil, and microwaved) and moist heat (pressure-cooked and boiled).

They found that in all the methods, the highest levels of residue were found in the peels which contained at least 20 times



Peter Morenus/University Photography

Professor Robert Kalter uses advanced personal computers to give advice to dairy farmers.

Computers improve dairy farms' efficiency

By William Holder

A Cornell researcher is bringing insight on a microchip to the dairy barn.

Robert Kalter, professor of agricultural economics, has developed the first general-purpose expert system for diagnosing problems in the management of dairy farms. It works on advanced portable computers and provides advice consistent with that of leading analysts of dairy management, he said.

Called Dairyper, the program taps the talent of a dozen of the nation's experts on dairy management. It has been under development since 1987 by Kalter and co-worker Andrew Skidmore, formerly with Cornell's Department of Animal Science.

An expert system is a computer program that attempts to mimic the ability of people knowledgeable in a field to make decisions. For the dairy farmer, true expertise often is in short supply or available only at high cost, according to Kalter. Getting two or more experts in different areas at the same time is nearly impossible, yet many problems intertwine a variety of issues.

"We need to do something to improve the management ability of operators," Kalter said. The advent of new technologies such as bovine somatotropin (bST) — which if approved, will increase milk production — place a premium on management skills. Studies have shown, he said, that only those farms where management skills are high realize the full benefits of bST.

"Our system is, however, not meant for just bST," he said. "It's a broad-based diagnostic tool."

Charles Sniffen, professor of animal science at Michigan State University, said Dairyper "really can exceed one person's diagnostic ability because an individual does not have expertise in all areas."

Representatives of Eli Lilly & Co., which provided funding for Dairyper, are testing it in the field, he added. He envisions the system as being most useful to extension agents, veterinarians and others who provide advice to dairy farmers.

Users of the program provide detailed information about the physical facilities, nutrition, breeding and farm management techniques of a particular dairy facility. The program queries for more information, provides advice and suggests areas for further examination. When provided with information about the cash flow of a farm, its advice will reflect financial realities.

Dairyper, which is capable of spewing 200 pages of recommendations, also assesses the level of expertise of the dairy farmer and tailors advice accordingly.

State dairy profits hit 40-year low in 1991

Profits from New York dairy farms sank to a 40-year low in 1991, according to results from a Cornell survey of 407 farms.

Registering its first loss in the 40-year period, the return farmers received for their labor and management after costs were paid a loss of \$955, compared to a positive return of nearly \$15,000 in 1990, said Stuart Smith, a senior extension associate in agricultural economics.

The prior record low for labor and management income per operator income was set in 1953 at \$1,500.

"Variability in farm profitability has been greater in the past few years than what we're used to," Smith said.

During the 1980s, this measure of farm profitability hit a low of \$2,262 in 1984, but that figure topped \$10,000 in each of the four years from 1987 through 1990.

Poor performance in 1991 was primarily the result of the most extreme drop in dairy farm receipts since Cornell first began collecting financial data on New York dairy farms, he added. Chief among the causes was a 13.3 percent drop in the average price of milk received by the 339 farms.

CORNELL
Research

more of the chemical than the pulp. The peel had more than four times the safety level of 50 ppm (parts per million) designated by the Food and Drug Administration. The pulp, however, was generally below this level. The highest levels in the pulp were found in the boiled potatoes cooked with the peel, apparently due to the migration of CIPC from the peel into the pulp during cooking.

"Peeling potatoes prior to cooking, however, removes most of the problems associated with toxic substances in the peel," said Mondy, who advocates that food processors peel potatoes early as well. "Although most potatoes are baked in the peel, most of the toxicants would remain in the peel and not penetrate to the pith."

That the peel contains the lions' share of nutrients in potatoes is "pure folklore," said Mondy, who points out that the benefit of peeling potatoes far outweighs the loss of fiber and riboflavin in the peel. "In fact, in other studies, we've found that one of the potato's most important vitamins, ascorbic acid (vitamin C), as well as its protein and other nutrients are scattered throughout the potato pulp."

Mondy endorses the peeled potato as one of the most perfect foods with its high quality protein, providing all but one of the essential amino acids, and other important nutrients, including calcium, niacin, several B vitamins, vitamin C, potassium, phosphorus, sulfur, chlorine, magnesium and iron.

New potato variety

In separate potato studies, a new variety of potato developed by Cornell researchers resists a major insect pest as well as do potatoes treated with a potent chemical insecticide, the researchers report.

Ten years in the making, the potato controls the Colorado potato beetle just as well as do potatoes treated with aldicarb, a highly effective pesticide that was withdrawn from the market, according to Robert Plaisted, a professor of plant breeding and biometry. He estimated that this new cultivar could reduce farmers' production costs by \$200 an acre.

Aldicarb was withdrawn by its manufacturer two years ago because it had the potential for significant ground water pollution. Farmers have had no substitute that is as effective at controlling this pest, Plaisted said. It is a serious problem anywhere potatoes are grown, although the worst infestations have occurred in Long Island and New Jersey.

The Cornell potato has not yet been marketed, but Plaisted said he is confident that one derived from it will be available soon to growers. The variety being tested is currently available as a source of germplasm, or seed material.

News Service science writer William Holder contributed to this report.

Moderate toxin levels are safe for poultry

By William Holder

Much of the ill-fated 1990 corn crop in New York, eastern Canada and part of the Midwest — contaminated with a toxin-producing mold — was perfectly safe for poultry and dairy feed, a Cornell expert says.

Studies of the effects of the toxin, known as DON or vomitoxin, show that poultry are unaffected by it at levels well above the cutoff imposed by grain purchasers, said Kavous Keshavarz, associate professor of animal science.

Feed companies and poultry producers have been rejecting corn with more than 500 parts per billion of DON, but studies of growing chicks and laying hens showed that the birds can tolerate levels of 2,000 to 3,000 ppb without any ill effect. Dairy cattle are well-known to tolerate DON at least as well as poultry.

Keshavarz cautioned that the results do not apply to swine, which are sensitive to DON at levels between 500 and 1,000 ppb. Results of his studies, funded by the College of Agriculture and Life Sciences at, were published in April as a fact brochure from the Department of Animal Science.

New York corn growers suffered losses last year conservatively estimated at \$12 million by the New York State Corn Growers Association. Much of the corn from the 1990 crop, especially from central and western New York, was found to be contaminated with DON. Growers with contaminated corn were forced to sell at distressed prices — if at all — after reports surfaced of problems on dairy and poultry farms.

"I don't fault purchasers for acting as they did with the best information available at the time. If in the future, however, we are faced with a similar problem, I hope that, based on our solid data, the ceiling level of contaminated corn can be increased from 500

to 2,000-3,000 ppb. This would help poultry producers and corn producers enormously," he said.

Although DON (deoxynivalenol) was suspected as the source of problems in egg and milk production in 1990-91, Keshavarz said DON was not to blame in most cases. Management changes instituted by farms might have been responsible rather than the use of corn naturally contaminated with 2,000 to 3,000 ppb of DON, but the cause may never be known with certainty, he pointed out.

The DON toxin is one of a number produced by species of Fusarium molds. Its principal effects are feed refusal and gastrointestinal upset. Deaths from it are rare, and most economic losses are due to diminished production and increases in other diseases.

Keshavarz used corn contaminated with a maximum of 3,000 ppb of DON and 600 ppb of zearalenone, another toxin produced by the same molds. Future outbreaks will have to be analyzed on a case-by-case basis because, he explained, other mold-produced toxins could render corn unsafe.

"DON contamination won't go away," he added. "The spore is there and needs just the right environmental trigger: late planting, late harvest, and a humid growing season."

So far, most samples from the 1991 corn crop analyzed by Cornell's diagnostic laboratory have shown very low levels of DON, at 500 ppb or less. The cycle of mold outbreaks occurs every five to six years, Keshavarz said.

Analysis of his samples for toxins was carried out by staff at the Agway Laboratory of Ithaca and by Larry Thompson, a clinical veterinary toxicologist at Cornell. Gary Bergstrom, associate professor of plant pathology, and Ahmed Mutalib, a senior extension associate, also contributed to this research.

The Learning Web's helping hand: passing it along

By Margo Hittleman

If you call Cornell Conference Services this summer, the first person you will talk with is former Learning Web apprentice — and now Learning Web mentor — Katura Wilkins. Wilkins, 20, is not only working for her former mentor, Judy VanDermark, director of Cornell Conference Services, she also is passing along her skills and encouragement to Boynton Middle School student and Web apprentice Makeisha Benson.

The Learning Web, a project of the Center for Religion, Ethics and Social Policy (CRESP) located in Anabel Taylor Hall, provides Tompkins County youth ages 11 through 21 with apprenticeships, workplace tours and other hands-on, community-based education projects that help them learn valuable job and life skills and explore a wider range of occupations than they may have previously considered.

Three years ago, Wilkins learned about the Web from a friend and came looking for an apprenticeship in office work. Through the Web's Partnership Program (a joint project with Cornell's Office of Equal Opportunity that seeks to introduce youth of color to job opportunities at Cornell), she began working with VanDermark at Conference Services. The apprenticeship continued through her senior year and the summer following high school graduation. With the references and experience from her apprenticeship, Wilkins obtained a secretarial position at the Grapevine Press. The fol-



Doug Hicks

Judy VanDermark (center), director of Cornell Conference Services, served as a mentor for Katura Wilkins (left), who now is a secretary in Conference Services and is serving as a mentor for Boynton Middle School student Makeisha Benson (right).

lowing April, a secretarial position opened at Conference Services, and Wilkins returned.

Without her apprenticeship, Wilkins says, "I'd probably still be looking for a job or doing temp work. When I first started looking for

work, I kept hearing 'we need someone with more experience.' Everyone wanted someone who had already been working for a year or two.

"The apprenticeship gave me practice with computers, filing, typing memos and letters,"

she continued. "In school, they show you how to do things. In an apprenticeship, you get to actually do it yourself."

VanDermark says that "college was never presented as an option" to her. A graduate of Ithaca High School, she began working at Cornell 11 years ago as a secretary in the Department of Residence Life. Today, she is director of Cornell Conference Services and an employee-elected member of Cornell's Board of Trustees.

"I didn't have the formal credentials to get where I am today," she says. "I couldn't have done it without various mentors who taught me what I needed to know and who truly believed in me and my talents, people who were my mentors and gave part of themselves to me. I promised myself that I would pass it along. Now it's so exciting to watch Katura working in my office and doing the same."

VanDermark never lets Wilkins forget that she has options. When talk turns to where Wilkins sees herself in five years, there's a pause. "Do you want to be a secretary for the rest of your life?" VanDermark asks.

"No."

"Do you want to be a manager?"

Wilkins hesitates. "Maybe an assistant manager," she responds. "I'm not sure I could be the one in charge."

The spark in VanDermark's eyes makes it clear this will not be the end of that conversation. "Katura has unbelievable potential," she says.

Johnson School *continued from page 1*

managers twice in the last year.

"There has simply been a sea change in the past decade," says Schmotter, who holds a Ph.D. in history, has chronicled the changes of business education and is a leader in several national organizations of business schools.

"With today's huge number of overseas applications, with the global profile of business, with our growing concentrations of international alumni, the school has inevitably developed an attitude that says: 'What's the difference between going to Tokyo or Chicago — except that the ride is longer?'" he comments.

Schmotter himself visited Japan twice this year. In March, he visited companies with Johnson School connections and interviewed 100 applicants, of whom about 40 would be accepted and 22 enrolled. In late May, he was the school's representative at the first Japan M.B.A. Forum, which he was instrumental in developing as a member of the Graduate Management Admission Council. Sixty-five U.S. and European schools met with prospective students and corporate staff who were seeking a broader view of M.B.A. education than many now have.

Schmotter's organizational work helps globalize the school in other ways. He is vice chairman of the 22-school M.B.A. Enterprise Corps, which sends graduated M.B.A.s to work in Eastern Europe, including two Cornellians in Czechoslovakia this year. And his May visit to Russia was as one of four business-school administrators recruiting the first Benjamin Franklin Fellows — a new federally funded program to bring 160 former-Soviets into professional U.S. master's-degree programs. He

says 40 are likely to be M.B.A. students, some of whom will be at Cornell in the fall.

Ann Calkins, the school's assistant dean for external relations, has promoted the annual alumni meetings abroad and worked to make faculty discussions their centerpiece, as they are at domestic alumni programs. At the March meeting in Brussels, she also made sure that more than a dozen current students attended.

Within the past year, she has visited alumni in London, Paris, Hong Kong, Tokyo, Bangkok and Istanbul. Still, she sees much more work ahead before overseas alumni become fully engaged with the school.

"As with alumni and corporate friends in the U.S.A.," she says, "we cannot expect those in other countries to understand our vision for the school — or the costs of sustaining the educational quality of an M.B.A. degree — without a strong marketing plan and a commitment to carry it through."

Merten's own travels next year will include European capitals — next year's alumni gathering will be in London — as well as Singapore, Taiwan and Tokyo, where, in January, he will meet alumni and corporate leaders and join up with the Johnson School's visiting students and finance faculty.

Faculty forays abroad are less common than those of the administration and students. David BenDaniel, the Don and Margi Berens Professor of Entrepreneurship, has brought his case-study approach to entrepreneurship to the University of Limerick for the past two years; finance Professor Maureen O'Hara has taught in Finland; and marketing Professor Dick Wittink, a native of the Netherlands, has taught



Charles Harrington/University Photography
James Schmotter

there and in other European countries.

"We expect to see a lot more of this," Merten says, adding: "The Johnson School teaches business. We can't serve our students and the companies they will lead unless we are immersed in the world of business as it is today. That world — though it may sound trite — has a global focus. And so must we."

NIH awards biomedical grant to CU

By Larry Bernard

The Theory Center has received a \$4.5 million, five-year grant from the National Institutes of Health to serve as a national high-speed computing resource in biomedical research, officials said.

Funding for the first year of the grant, \$850,000, primarily goes toward purchase of a new parallel processing computer that the Theory Center installed in December. The computer, KSR1 made by Kendall Square Research, is intended to reach teraflop speeds (1 trillion floating points per second) 100 times faster than today's fastest supercomputer. The National Science Foundation helped finance the purchase as well.

With the grant, the National Center for Research Resources of the NIH is establishing a national Parallel Processing Resource for Biomedical Science at the Theory Center. A second KSR1, financed by the National Science Foundation and the Defense Advanced Research Projects Agency, was installed in April, making Cornell the first site nationally to have two 32-processor units.

"This will enable the Theory Center to develop programming techniques and make highly parallel systems a cost-effective means of computing for the molecular structures research community," said Malvin Kalos, director of the Theory Center. Principal investigators for the project at Cornell are Kalos, Harold A. Scheraga, professor of chemistry, and Tom Coleman, professor of computer science.

The resource will provide biomedical researchers access to very high levels of computing power with new flexibility and performance, to achieve advances in protein folding and other biological areas.

Scheraga intends to use the KSR1 to determine the most stable three-dimensional conformation of proteins in water, which is essential to understanding the behavior of proteins in biological systems. About 20 scientists will be initial users of the system this summer.

The Theory Center is one of four NSF-supported National Advanced Scientific Computing Centers. The two KSR1 32-processor units, or "rings," will be connected this summer to make the system work as one 64-processor unit. Then, it can be scaled up to thousands of processors and reach world-class speeds for complex computational problems in such areas as climate modeling, ocean circulation, the human genome project, vision and cognition, astrophysics and fluid dynamics.

With a list price of \$2.5 million, the KSR1 differs from conventional design in that its memory design permits all its processors to share access to the entire real memory plus a terabyte of virtual memory. As a consequence, it uses six custom microprocessors instead of commercial microprocessors.



Professor Vithala Rao (fourth from left, with Russian hat) and Johnson School students pause during a midwinter visit to St. Petersburg to talk about privatization, entrepreneurship and foreign investment.

How we 'know' what is not so; book explores faulty reasoning

By Carole Stone

Why do many people believe that some basketball players score in streaks? Why do maternity room nurses believe more babies are delivered during a full moon? And why do people believe that infertile couples who adopt a child become more likely to conceive than couples who do not adopt?

These and countless other beliefs are erroneous, says Thomas Gilovich, an associate professor of psychology. But they cannot be explained simply as "wishful thinking," Gilovich says. "They are the products not of irrationality but of flawed rationality," he writes in his book, *How We Know What Isn't So: The Fallibility of Human Reason in Everyday Life*, published by The Free Press.

According to Gilovich, people are predisposed to see order, patterns and meaning in a world that often presents random and chaotic evidence, and so tend to "see" order where there is none. The tendency to look for order and to spot patterns is enormously helpful in everyday life, especially when hunches are subjected to further tests, Gilovich said. Problems arise when we tend to treat hypotheses as established facts.

A specialist in human judgment and decision-making who is known for his statistical studies demonstrating that the "hot hand" in basketball does not exist, Gilovich describes a number of false beliefs, or "cognitive illusions," in his book, and includes chapters on false beliefs in "alternative" health practices, extra-sensory perception and questionable interpersonal strategies.

Gilovich explains why, for instance, people flock to Laetrile clinics in Mexico, to fraudulent psychic "surgeons" in the Philippines and to faith healers in the United States. It is not simply that people wish to believe in these cures, although our hopes are a factor in lowering our standards of evidence. It is more that people easily misinterpret medical information. Half of all healing is done without the help of medical science, making it difficult to know when an improvement in one's condition is due to alternative health cures, Gilovich writes.

"As rational creatures, we have to have reasons for believing something. What often happens is that when we want to believe something we lower our standards of evidence," Gilovich said. "We ask 'Can I believe that?' instead of 'Must I believe that?' and the criteria for belief become much lower."

The basketball fan who believes that a favorite player has a "hot hand" does not notice the number of times the player misses a shot. The fan pays more attention to shots that go in, and is likely to count a shot that pops out after nearly going in a near-miss if the player made his last several shots, but as evidence of a cold streak if he missed the last few.

A couple who believes that they are more likely to conceive after adopting a child are responding to positive evidence of success (the adoption), which often eclipses negative outcomes. The usual explanation for why an infertile couple who adopt will increase their chances of having another child is that their newfound peace of mind increases their chances of conception. But scientific studies do not bear this out, according to Gilovich.

Sloan group funds engineering program

By Larry Bernard

Cornell has received \$558,900 from the Alfred P. Sloan Foundation to establish a multidisciplinary graduate curriculum in manufacturing engineering.

The three-year grant provides for an Interdisciplinary Manufacturing Option for master's degree candidates in the College of Engineering, the School of Industrial and Labor Relations and the Johnson Graduate School of Management.

"This program merges the engineering, human resources and financial aspects of manufacturing into one curriculum," said Albert George, professor of mechanical and aerospace engineering and director of the Cornell Manufacturing Engineering Productivity Program.

"Sweeping changes are occurring in the ways that manufactured goods are designed, produced, commercialized and serviced. Today's engineers and managers must know about a great deal more than just the nuts and bolts. They must have a broad, integrative perspective to lead and manage enterprises," George said.

The program is an interdisciplinary core of manufacturing courses, team-taught by faculty in three colleges.

"As many faculty members as possible from the three colleges will be involved, providing improved educational opportunities for the students, while developing a core group of faculty who will learn from each other as they plan and teach the courses," George said.

Cornell already has a Manufacturing Option in the Masters of Engineering program, which now can be extended to graduate students in business administration and labor and industrial relations. Students would take courses based in all three colleges, including those in manufacturing processing, manufacturing systems, economics of manufacturing and human resources in manufacturing.

Next academic year, about 60 students are expected to be enrolled in these programs.

The Sloan Foundation is a philanthropic non-profit institution that funds research in science and technology, education, economic growth and industrial competitiveness.

Creepy creatures for young readers

Mites that live on eyelashes... dust mites that feed not on corn flakes but on human skin flakes that peel off by the millions daily... toasted termites and caterpillar crunchies that people eat, either by chance or by choice.

These are just a few of the topics in the new children's book *Invisible Bugs and Other Creepy Creatures That Live With You* (Sterling Publishers, \$12.95, for ages 7 and up) written by Susan S. Lang, Cornell University News Service science writer, and cartoon-illustrated by Eric Lindstrom, both of Ithaca.

Inspired by Edgar Raffensperger, Cornell entomologist and professor emeritus, Lang wanted to expose children to some of the wonders of the insect world right under their noses.

"In the world of the very tiny where insects and mites live, dust can be as powerful as a rock storm, air is not 'clean and empty' but filled with millions of busy creatures, and our skin pores are deep, dank holes to the bacteria on our skin," Lang says.

The book explores tiny creatures that live in many homes, such as cockroaches, beetles and bugs in the carpets, furniture and walls, as well as the life that lives on (mites and bacteria) or preys on (mosquitoes, fleas, and lice) human beings. The author laces descriptions with quirky facts about each.

For example, a roach without a mate can continue to procreate, "mothering" some 10 million "granddaughters" in one year. Humans would be able to leap over three football fields if they had the jumping ability of fleas. Body lice may have killed more soldiers by spreading deadly typhus than all the bullets ever shot in war.

In a section on eating insects, Lang discusses how harmless insect fragments get into food, as well as how some cultures relish insect fare, such as deep-fried water bugs (tastes like shrimp) or steamed dung-beetle grubs (tastes like mixed vegetables).

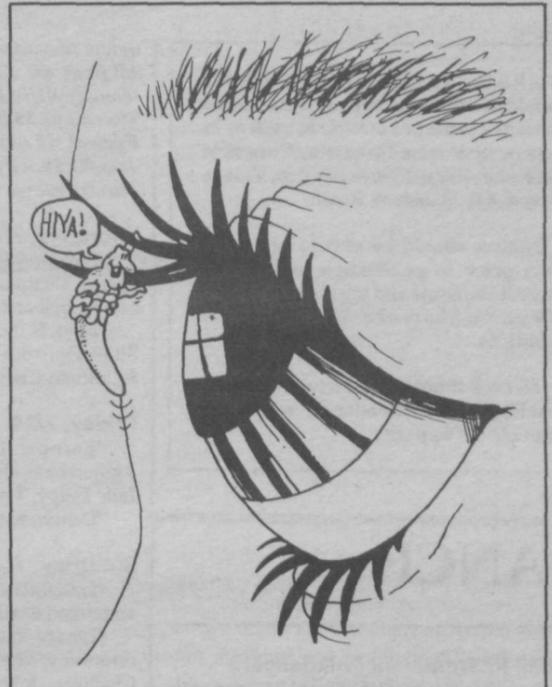


Illustration by Eric C. Lindstrom

From the book *Invisible Bugs* comes this illustration about demodex, hair-follicle mites in the roots of eyelashes.

Lang, 42, a Cornell science writer for seven years, has written three other books and more than 125 articles for national magazines. This is her first children's book.

Does Rover need a root canal? Visit the vet

By Roger Segelken

While some human dentists have time on their hands and dental schools are closing, more veterinarians are developing skills in small-animal dentistry and are busier than ever, according to one pioneer in the expanding specialty.

Dr. John E. Saidla, chief of dental services at the College of Veterinary Medicine and author of *Small Animal Dentistry*, says that virtually any dental procedure developed in humans can be used on animals. From simple extractions, fillings and cleanings to root canals, crowns and elaborate orthodontic prosthetics, pets now can share the advantages of complete dentistry.

About the only limits to animal dentistry are practicality, economics and ethics, according to Saidla. "Even though crowns on canine teeth are subject to the same wear-and-tear as natural teeth, for example, this is a reasonable procedure for working dogs that need their canines," said Saidla, who handles 300 cases a year at Cornell's Small Animal Clinic and has practiced animal dentistry for 30 years.

However, it would be unethical to correct malocclusions in breeding animals. That is because poorly aligned teeth are an inherited trait, and buyers of young pedigreed animals could be misled by a parent's perfect smile. No such rules apply in the human mating game, Saidla notes.

Valid reasons for orthodontic procedures in animals include the prevention of periodontal disease (misaligned teeth are less self-cleaning and thus accumulate more debris, Saidla has found), reduction of abnormal wear between teeth, and penetration of teeth through the roof of the mouth.

The apparatus of animal orthodontics would be familiar to any youngster who endured "metal mouth." Pets get the usual aginate impressions and acrylic bite plates, and lots of brackets, wire and rubber bands.

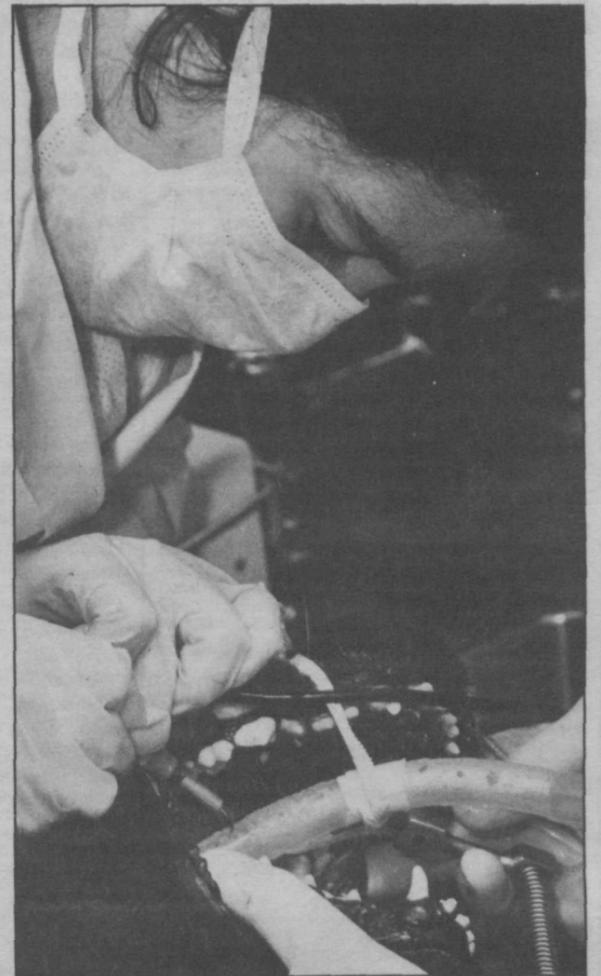
"They're very comfortable for the pets," Saidla says. "Dogs can eat normally and keep the prosthetics in for the several weeks required to reposition their teeth."

While some veterinarians call in human dentists for difficult cases, more are acquiring advanced skills and there are about 20 specialists with practices limited to animal dentistry, Saidla said.

Cornell is one of only five veterinary colleges teaching dentistry in the United States, and has trained 240 students since 1990.

Before Cornell veterinary students treat live animals, they learn from hypothetical cases. Case Five is "Heidi Jenkins." The overweight 8-year-old dachshund complains of sore gums and Mrs. Jenkins frets over Heidi's halitosis.

Heidi's dental difficulties, like those of 90 percent of small-animal patients, are traced to periodontal disease and gingivitis. Her treatment would be the same as for humans: less soft food,



Peter Morenus/University Photography

College of Veterinary Medicine student Kimberly Labreque cleans a dog's teeth at the Small Animal Clinic.

which is high in the sugars that bacteria crave; regular brushing at home and frequent cleaning by the vet.

Teaching owners to brush pets' teeth is easy, Saidla notes. Convincing the pet is another matter. "Start early, when the animal is young," he advises, "before gum problems begin."

Educators discuss issues facing state's rural schools

The 1992 annual conference of the New York State Rural Schools Program was held July 19 through 22 at the Otesaga Hotel in Cooperstown.

Officials from the State Education Department and the Board of Regents, consultants, school district superintendents, school board members and professors from Cornell and elsewhere conducted workshops and led panel discussions on the future of programming at BOCES around the state; involving the whole community in making decisions affecting school administration and educational programs; the State Education Department's study on future consolidation of school districts; how local

"standards of excellence" translate into improved student performance and achievement; the future of science education in elementary schools; and dealing with drug and substance abuse in schools.

Among those participating in the sessions were Laura Chodos, regent of the State University of New York, and Education Commissioner Thomas Sobol.

Since 1978, the New York State Rural Schools Program, based at Cornell, has been an advocate for nearly 400,000 children enrolled in 400 of the state's 760 school districts and BOCES.

CALENDAR

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

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

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

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; Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 7/23

"Dances with Wolves" (1990), directed by Kevin Costner, with Kevin Costner, Mary McDonnell and Graham Greene, 7 p.m.

"Boyz N the Hood" (1991), directed by John Singleton, with Larry Fishburne, Cuba Gooding Jr., Morris Chestnut and Ice Cube, 10:50 p.m.

Friday, 7/24

"Europa, Europa" (1991), directed by Agnieszka Holland, with Marco Hofschneider and Julie Delpy, 7 p.m.

"Dances with Wolves," 9:30 p.m.

Saturday, 7/25

"Duck Soup" (1933), directed by Leo McCarey, with Marx Brothers and Margaret Dumont, 8 p.m.

"Monty Python's Meaning of Life" (1983), directed by Terry Jones, with Terry Jones, Graham Chapman, John Cleese, Eric Idle, Terry Gilliam and Michael Palin, 9:50 p.m.

Sunday, 7/26

"Dances with Wolves," 3 p.m.

"Boyz N the Hood," 9:40 p.m.

Monday, 7/27

"Duck Soup," 8 p.m.

"Monty Python's Meaning of Life," 9:50 p.m.

Tuesday, 7/28

"La Belle Noiseuse" (1991), directed by Jaques Rivette, with Michel Piccoli, Jane Birkin and Emmanuelle Beart, 7:30 p.m.

Wednesday, 7/29

"White Men Can't Jump" (1992), directed by Ron Shelton, with Woody Harrelson, Wesley Snipes and Kadeem Hardison, 7:15 p.m.

"Monty Python's Meaning of Life," 10 a.m.

Thursday, 7/30

"Until the End of the World" (1991), directed by Wim Wenders, with Solveig Dommartin, William Hurt and Sam Neill, 7 p.m.

"White Men Can't Jump," 10:15 p.m.

Friday, 7/31

"Until the End of the World," 7:15 p.m.

"White Men Can't Jump," 10:30 p.m.

Saturday, 8/1

"La Belle Noiseuse," 7:30 p.m.

DANCE

Cornell International Folkdancers

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

Teaching, 7:30 p.m.; requests, 8:30 p.m., July 24 and July 31, North Room, Willard Straight Hall.

Global Dancing review and party will be held July 29 in the North Room, Willard Straight Hall. Contact Dick at 273-0707 or Marie at 844-8783.

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.

"Articipation-at-the-Museum" will feature basket making with John McQueen, July 25, from 11 a.m. to 3 p.m. Those interested in attending should meet in the museum lobby.

"North American Baskets" a selection from the Department of Anthropology, through Aug. 9.

An exhibit of prints made at the Art Department's new Olive Press, on view through July 28.

"Nature's Changing Legacy: The Photographs of Robert Ketchum," through Aug. 2.

"Preserving the Landscape? A History of American Photographers and the Environment," through Aug. 7.

Summer Noontime Tours

"Nature's Changing Legacy: The Photographs of Robert Glenn Ketchum"; "Preserving the Landscape? A History of American Photographers and the Environment" and "Nature in Photography and Painting" will be held at noon on July 29.

FILMS

Films listed are sponsored by Cornell Cinema



Rising Sun will perform Caribbean and Latin dance music July 30 at 7 p.m.

Cornell Plantations

"Gardens of the Gilded Age," 19th-century gardens and homegrounds of New York state, Christine and Gerald Doell, garden historians and landscape preservation planners, Aug. 6, 7:30 p.m., 404 Plant Science Building. Members of plantations, free; non-members \$2. For more information call 255-3020.

Summer Session Lecture Series

"The Home Planet," Diane Ackerman, author and naturalist, June 29, 7:30 p.m., Alumni Auditorium, Kennedy Hall.

MUSIC

Department of Music

George Torres and friends will perform music for the guitar on July 29 at 8:15 p.m. in Barnes Hall.

Chinese Student Association Folk Dances & Music

The Chinese Ethnic Art Troupe from Beijing will perform acrobatics, ethnic dances and classical Chinese music on traditional musical instruments on July 29 at 8 p.m. in Statler Auditorium. For tickets (\$10-\$15), contact Dewitt Mall Ticket Center at 273-4497 or (800) 724-0999.

Hesterian Musicism

"New Standards," featuring five new works by Karlton Hester and a new composition by Armand Beaudoin, Aug. 8 at 8:15 p.m. in Barnes Hall. Admission is \$4. Participants include, Armand Beaudoin, double bass; Darellynn Fung, bassoon; John Funkhouser, keyboards; Karlton Hester, piccolo, flute and saxophones; Bill Johnson, trumpet; and a guest percussionist.

Summer Session Concerts

The ExtravaDancers will give a swing dance performance and the Blue Blazers will play swing music on July 24, 8:15 p.m., Barnes Hall Auditorium. The previously scheduled performance by David Burgess has been canceled. Also, Robert Albrecht and Margaret Kampmeier, cello and piano, will perform July 27, 8:15 p.m., Barnes Hall auditorium; and the Taunus Youth Orchestra, July 28, 8:15 p.m., Sage Chapel.

Outdoor Concert Series

Akwesasne Mohawk Singers and Dancers, native American music and dance, with audience participation, Ag Quad, rain location, Memorial Room, Willard Straight Hall, 7 p.m., July 23; Rising Sun, Caribbean and Latin dance music, Arts Quad, rain location in Alumni Auditorium, Kennedy Hall, 7 p.m., July 30.

Bound for Glory

Cobbler's Apron, a Celtic group doing a lot of singing, will perform in three live sets on at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall on July 26. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5. After July 26, albums will be presented from the studio until Aug. 30.

RELIGION

Sage Chapel

Richard Murphy, University Catholic Chaplain, will deliver the sermon on Sunday, July 26 at 11 a.m.; Ingrid Olsen-Tjensvold, attorney, Aug. 2. Music will be provided by the Sage Chapel summer choir, directed by George Damp, organist.

Baptist Campus Ministry

Christian music concert to be presented by the Youth Choir of Broadway Baptist Church, Fort Worth, Texas, on Thursday, July 23, at 7 p.m. in the Anabel Taylor Hall Chapel.

Catholic

Summer Mass schedule through Aug. 16: Saturdays, 5 p.m.; Sundays, 10 a.m. Daily masses at 12:20 p.m. in Anabel Taylor Chapel. Call 255-4214 to confirm.

Christian Science

Testimony meetings in the summer will be held every Thursday, through Aug. 6, at 7:30 p.m. in Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays, 10 a.m.: rides from Anabel Taylor Hall to the Hector Meeting House, Jacksonville.

Jewish

Shabbat and Conservative, Fridays, 7:30 p.m., Founders Room, Anabel Taylor Hall. Shabbat and Orthodox, Saturdays, 9:15 a.m., Edwards Room, Anabel Taylor Hall.



Jeff Sterling, The Court Jester of Magic, will perform July 31 at 7 p.m. in Barnes Hall Auditorium.

Korean Church

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

Muslim

Friday prayers, 1 p.m., Founders Room; 1:20 p.m. Edwards Rooms, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation every Tuesday at 6:45 p.m. and Thursday at 4:30 p.m.

SEMINARS

Rural Sociology

"Global Response to Environmental Change: Science, Politics and Social Structure," Thomas Dietz, July 27, 3:30 p.m., 32 Warren Hall.

"Environmental Discrimination, Farmland Preservation, and Ghetto Poverty: Fostering Rural/Urban Linkages," Max Pfeffer, July 30, 3:30 p.m., 32 Warren Hall.

Summer Session Midday Seminars

Seminars will be held at noon in 104 Rockefeller Hall. "Poetry in Performance," Peter Fortunato, July 23; "Livable Landscape Design: Principles, Process, and Environmental Priorities in Residential Landscape Design," Marvin I. Adleman, professor, landscape architecture, July 30.

MISC.

4-H Fair

The 4-H Fair is being held through July 25 at 4-H Acres on Lower Creek Road, just off Route 13 in Etna. Today, July 23, is parade day; July 24, alumni day; July 25, award day. Grounds will be open from 10 a.m. to 10 p.m. except July 25, when the grounds will be open from 8 a.m. to 3 p.m.

Architectural Tour

A walking tour of the architecture of Cornell will be given on July 27, beginning at 6:30 p.m. at the statue of Ezra Cornell, near Morrill Hall on the Arts Quad.

Beebe Lake Tour

A tour of Beebe Lake, led by staff from Cornell Plantations, will be held on Friday, July 24, at noon. Meet at the Plantations gift shop.

Greenhouse Tour

A tour of the research greenhouses will be held on July 29 at 8 a.m. Tours meet at Ken Post Lab, across from Morrison Hall. A tour of the L.H. Bailey Conservatory greenhouse will be held July 31 at noon. Meet at Miss Minn's garden, Tower Road.

Laboratory of Ornithology Tour

A tour of the Laboratory of Ornithology will be held on July 28 at 8 a.m. The tour will meet at the laboratory, at 159 Sapsucker Woods Road.

Peace Child/Ithaca

"Voices of Peace," peace to the world, with a cast of Japanese, Ukrainian, Tibetan, American and Native American youth, will be presented on Aug. 15, 16 and 17 at 8 p.m. in Statler Auditorium.

Summer Session Arts Performance

Jeff Sterling, the Court Jester of Magic, July 31, 7 p.m., Barnes Hall auditorium.

Weight Watchers

Weight Watchers At-Work Program will be a six-week program July 23 from 11:45 a.m. to 1 p.m. Please contact Patti at 255-7217.

CORNELL Employment News

Volume 4 Number 29 July 23, 1992

Published
by the
Office of
Human Resources

JOB OPPORTUNITIES

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

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

Professional

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

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

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

Director Employment Services/Senior Consultant (PA2805) HRIII

Office of Human Resources-Endowed
Posting Date: 7/16/92
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. Directs the Employment Services unit which is responsible for assuring effective, responsive and ethical practice in the employment processes of attracting and screening both potential and current staff in the university. Includes policy and procedural development and the provision of excellent consultation services throughout the screening process for hiring, transfer and promotion, as well as in organizational career design and movement, wage and salary administration, and organizational redesign/restructuring. Supervise a staff of 16.

Requirements: Master's degree in a relevant field and a minimum of 10 yrs. of related experience with increasing responsibility including sound human resources experience in a higher education setting. Strong understanding of human resource management, organizational behavior and organizational development within a university climate. Proven skills in team development and being a team member. Excellent management, planning, communication and interpersonal skills. Good understanding of the interface of human resource information systems with employment functions and sound experience in both staffing services and wage and salary administration. Send cover letter and resume by August 7, 1992 to Beth I. Warren, Associate Vice President for Human Resources, 130 Day Hall.

Director Human Resource Relations and Development/Senior Consultant (PA2806) HRIII

Office of Human Resources-Endowed
Posting Date: 7/16/92
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. Directs the Human Resource Relations and Development unit which is responsible for the diversity of educational programs which strategically address individual and organizational effectiveness, the development of human resource policy, procedures and guidelines, and performance management systems. Participate in integrated, interdisciplinary state-of-the-art human resource interventions. Supervise a staff of 8.

Requirements: Master's degree in a relevant field and a minimum of 10 yrs. of related experience with increasing responsibility including sound human resources experience in a higher education setting. Strong understanding of human resource management, organizational behavior and organizational development within a university climate. Proven skills in team development and being a team member. Excellent management, planning, communication and interpersonal skills. Proven excellence in the design and delivery of HRD and employee relations programs and interventions. Sound understanding of human resource management and its relation to quality and a good understanding of the interrelationship between human resources and total quality management are essential. Send cover letter and resume by August 7, 1992 to Beth I. Warren, Associate Vice President for Human Resources, 130 Day Hall.

Computer Operations Manager III (PT2308) Level 37

Library Technology Department/Cornell University Library-Endowed
Posting Date: 6/11/92
Under the general direction of the director of library technology, manage the online operations unit of the library technology department. Supervise 3 regular staff and several student assistants. Administer the library's NOTIS system. (NOTIS is an integrated library management system which includes a database of more than 25 million bibliographic records and related indexes; and manages acquisitions, cataloging, fund accounting, circulation and online public catalog operations.)

Requirements: Bachelors degree or equivalent in computer, information or library science. Advanced degree desirable. 5-7yrs. of overall experience including 2yrs. of managerial work. Experience in a library or information center desirable. Excellent interpersonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

sonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

Technical Specialist (PT2607,PT2608) Level 36

Theory Center-Endowed
Posting Date: 7/2/92
Provide top-level internal technical support and guidance to other technical staff for high-performance UNIX. Provide technical leadership in specifying designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems at the Theory Center.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems and maintenance support, programming languages, high-performance computing techniques and procedures. Significant experience with UNIX operating systems and computer systems. Knowledge of C programs language, UNIX utilities and system calls is essential. Knowledge of UNIX kernel internals highly desirable. Familiarity with other large-scale operating systems and computer environment useful. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Specialist I (PT2606) Level 36

Theory Center-Endowed
Posting Date: 7/2/92
Provide top-level internal technical support and guidance to Theory Center technical staff for the VM operating system. Provide technical leadership in specifying, designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and UNIX utilities is desirable. Familiarity with other large-scale operating systems and computer environments useful. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam weeks.

Senior Systems Programmer (PT2604,PT2605) Level 35

Theory Center-Endowed
Posting Date: 7/2/92
Provide technical support for various Theory Center high-performance computing systems and their operating systems and major sub-systems (e.g. high-speed connectivity and networking sub-systems, etc). Specify, design, implement, document and maintain necessary functional enhancements to these systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and high-performance computing techniques and procedures. Significant experience with UNIX utilities and system calls essential. Familiarity with other operating systems and computing environments, including supercomputing, mainframes, and high-performance workstations highly desirable. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT2303) Level 35

Theory Center-Endowed
Posting Date: 6/11/92
Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or related field. 3-5yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

Systems Programmer (PT2602) Level 34

Theory Center-Endowed
Posting Date: 7/2/92
Provide full range of technical support in the development, installation, maintenance and evaluation of highly specialized and complex scientific applications software on parallel and other architectures.

Requirements: BS in computer science or a scientific discipline; advanced degree desirable. Parallel processing experience highly desirable. 3-5yrs. FORTRAN and C programming experience in a scientific computing environment. Familiarity with UNIX operating system fundamentals. Knowledge of systems control languages. Strong communication, interpersonal, and

organizational skills. Send cover letter and resume to Sam Weeks.

Technical Consultant III (PT2402) Level 34

CIT/Network Resources-Endowed
Posting Date: 6/18/92
Perform activities that support the network environment technologies. Analyze requirements, perform technology evaluations, assist in defining service and technology products. Advise departmental clients on implementation of Local Area Networks. Perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

Requirements: BS or equivalent with some computer science courses. 2-5yrs. of experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced communication skills with the ability to communicate ideas and plans effectively. Send cover letter and resume to Sam Weeks.

Conservation Specialist (PC2912) HRII

Preservation and Conservation Library-Endowed
Posting Date: 7/23/92
Responsible for the conservation treatment of rare and unique bound library materials. Perform a wide variety of conservation tasks including: paper treatment (washing, deacidification, sizing, etc.); document repair; binding restoration; rebinding and some supervision to a conservation technician. Assist in conservation planning; program development; apprentice training; staff education. Make treatment decisions and recommendations, and help to develop and control work flow and scheduling.

Requirements: Advanced diploma/degree in conservation; apprenticeship completion certification; other verifiable certification of advanced training. A minimum of 2yrs. related experience after training. Sound academic background, with good oral and written communication skills, and ability to impart knowledge to others. Ability to stand for long periods, lift moderate weights and push heavy book carts. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Director of Library Development and Public Affairs (PA2902) HRII

Public Affairs/University Library-Endowed
Posting Date: 7/23/92
With the university librarian and the office of university public affairs, the director of development will plan and implement a public affairs program to increase support for the university library which complements and strengthens support areas for the total university. During the Cornell university campaign, the director will manage the library's portion of the campaign in conjunction with the various public affairs offices.

Requirements: Bachelors degree or equivalent required. Graduate degree preferred. Minimum of 5yrs. previous fundraising and public affairs experience essential. Excellent verbal and written communication skills and superior interpersonal skills. Experience in hiring and supervising staff. Experience in working with volunteers. Send resume and cover letter to Cynthia Smithbower.

Administrative Associate (PA2801) HRII

Mechanical and Aerospace Engineering-Endowed
Posting Date: 7/16/92
Responsible for the administrative management of a large school; specific responsibilities include financial, personnel and facilities management; supervise and train non-academic staff; assume key role in director's absence; represent the school to outside parties.

Requirements: Bachelor's degree or equivalent required. 8-10yrs. experience in educational administration.

tion; excellent accounting and budgeting skills required; facility with spreadsheet essential; good communications and interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

Director of Records (PC2310) HRII

Graduate School-Endowed
Posting Date: 6/11/92
Responsible for all aspects of management of the Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Support Specialist (PT2907) HRI

Veterinary Microbiology-Statutory
Posting Date: 7/23/92
Perform experiments in molecular biology and biochemistry CDNA-RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, immunoprecipitation, SDS-PAGE, autoradiography; maintain supplies, records, protocols; assist with experimental planning; discuss results; organize laboratory maintenance rota. Some weekends.

Requirements: BS or equivalent in biochemistry, biology, chemistry, molecular biology and 2-4yrs. related experience required. Send cover letter and resume to Sam Weeks.

Applications Programmer II (PT2902) HRI

Theory Center-Endowed
Posting Date: 7/23/92
With very general supervision, design and implement database systems for the theory center.

Requirements: Bachelors degree or equivalent with related computer courses required. 2-3yrs. related computer experience, including experience with UNIX, Informix/SOL and Informix/4GL. Experience with personal computers and local area networks. Experience with PC-DOS, Wordperfect, Microsoft Word, and Microsoft Excel desirable. Ability to work independently. Send cover letter and resume to Sam Weeks.

Research Support Specialist (PT2910) HRI

Plant Breeding and Biometry-Statutory
Posting Date: 7/23/92
Supervise production of foundation seed of improved crop varieties as developed or identified by Cornell and Penn State university.

Requirements: Bachelors degree or equivalent required. 2-3yrs. related experience. Background in agriculture and/or seed production. Mechanical apti-

Select
BENEFITS

Attention Select Benefits Participants

Due to a computer problem last week during our data transfer to Hewitt Associates, errors occurred in processing Select Benefits claims for the period 6/25-7/11/92. Any submitted/pended claims for that statement period which were processed incorrectly will be adjusted and paid out on 7/29/92. We apologize for any inconvenience this may have caused.

tude is essential. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT0706) HRI
Veterinary Pathology-Statutory**
Posting Date: 7/16/92

Provide technical support and investigative assistance in studies on leukemia, oncogenes and tumor suppressor genes in cancer biology. Plan and execute experiments. Supervise staff. Provide data analysis.

Requirements: BS degree in the biological sciences; MS preferred. Knowledge of techniques related to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

**Extension Support Specialist II (PT2804) HRI
Rural Sociology-Statutory**
Posting Date: 7/16/92

Responsible for developing improved information resources on alternative enterprise opportunities for New York farmers, including: collecting information through primary and secondary research; developing a computer-based information management system, and producing extension publication derived from this information.

Requirements: Bachelor's degree in agriculture, rural sociology or related field; master's preferred. 2-3yrs. experience in social science or economic research or farm/business management issues. Experience in developing information management systems. Excellent writing and organizational skills. Ability to work independently, as well as in a team situation. Send cover letter and resume to Sam Weeks.

**Applications Programmer II (PT2707) HRI
Plant Breeding and Biometry-Statutory**
Posting Date: 7/9/92

Design and develop a data acquisition system for inputting data from autoradiographs, gels, digital tablets, and lab notebooks. Develop a database system for management of materials and data within labs.

Requirements: Bachelors degree or equivalent required. 2-3yrs. programming experience. Send cover letter and resume to Sam Weeks.

**Accounting Supervisor (PC2606) HRI
Administrative Operations/CUL-Endowed**
Posting Date: 7/2/92

Serve as an accounting supervisor in the central accounting office of the library system. Supervise 2 GR20 accounts assistants and 1 GR19 accounts assistant. Responsible for operations of the office including: analysis of accounting data, maintenance of all designated, general purpose and restricted accounts, and daily office procedures and processes. Provide analytical support for budgeting and planning under direction of the accounting manager.

Requirements: Associates degree in accounting, 3-5yrs. accounting related experience, 2-3yrs. supervisory experience. Bachelors degree with 2-3yrs. related experience preferred. Knowledge of Cornell's accounting system preferred. Excellent organizational, communication (oral and written), and interpersonal skills. Ability to handle confidential, sensitive information and situations. Familiarity with IBM/PC applications such as Lotus 1-2-3, FoxBase and wordprocessing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Executive Staff Assistant (PC2614) HRI
Controller-Endowed**
Posting Date: 7/2/92

Provide with minimal supervision, administrative support for the controller. Requires working independently with a high level of confidentiality. Also requires ongoing coordination with staff of accounting, both endowed and statutory; bursar's, cost analysis, and payroll department. Supervision of 2 controller's office support staff.

Requirements: B.A. or equivalent experience required. Minimum of 2-3yrs. administrative and/or executive secretarial experience required. Managerial, organizational and communication (written and oral) skills essential. Knowledge of Macintosh computer and programs for word data processing/spreadsheets required. Knowledge of Cornell university preferred. Bookkeeping/budgeting experience helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

**Pipe Shop Trades Supervisor (PG2402) HRI
Maintenance and Service Operations-Endowed**
Posting Date: 6/18/92

Supervise the Maintenance and service operations pipe shop which includes welders, steamfitters, and plumbers who perform work on water, sewer and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the City of Ithaca and must maintain a valid NYS driver's license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Professional Part-Time

**Teaching Support Specialist (PA2804) HRI
Human Service Studies-Statutory**
Posting Date: 7/16/92

Provide support services to faculty in the execution of their teaching responsibilities in the courses, Racism in American Society, and Human Sexuality. 9 month, academic year. 30hrs./week-negotiable. 3yr. appointment.

Requirements: Bachelor's degree in a related subject area or the equivalent. 2-3yrs. related experience. Some prior teaching experience is desirable. Understanding of and sensitivity to issues related to racism and human sexuality. Send cover letter and resume to Cynthia Smithbower.

**Workshop Specialist (PA2803)
Learning Skills Center-Endowed**
Posting Date: 7/16/92

Conduct study skills workshops and provide individual consultations to students in need of academic skills development. 9 months, Monday-Friday 1-5pm, some evenings.

Requirements: Minimum of bachelor's degree or equivalent in education or social sciences. MS preferred. Several years working with college students. Send cover letter and resume to Cynthia Smithbower.

**Lab Monitor (PA2802) HRI
Learning Skills Center-Endowed**
Posting Date: 7/16/92

Organize instruction; order and maintain lab materials, maintain student records, score tests, provide individual assistance to students. Monday-Friday, 12-4, 9 months.

Requirements: Bachelor's degree or equivalent in education or related field. Master's preferred. Several years working with college students. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist I (PT2405) HRI
Division of Nutritional Sciences-Statutory**
Posting Date: 6/18/92

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data and the preparing of the final report.

Requirements: BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Professional Temporary

**Temporary Research Support Specialist (PT2504)
Design and Environmental Analysis**
Posting Date: 6/25/92

Coordinate a project involving up to 5 separate research studies investigating how US, European and Japanese companies manage their space efficiently. Supervise research assistants. Act as liaison with research consortium members. Coordinate production of reports and newsletter. Assist in the development of research instruments and in data collection and analysis. Assist in preparation of final reports and presentations. Chance of full-time employment.

Requirements: MS or equivalent in facility planning and management. Strong background in behavioral and social sciences. Supervisory experience. Experience with MAC systems and software including word processing, Excel, StatView, MacDraw, and MacPaint. Experience with social science and environmental design research methods; survey design and analysis; data coding and entry; behavioral mapping techniques; and architectural plan analysis. Must have drivers license and be willing to travel. Must have people, writing and communication skills. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Temporary Programmer/Analyst (PT2201)
Materials Science Center**
Posting Date: 6/4/92

Maintain and develop graphics and analysis tools in support to the IBM/Cornell Physics Joint Study.

Requirements: BS or equivalent in physics, computer science, etc. Unix, C, and X11 experience. C++, Motif, Physics background, AIX 3, IBM RS6000 and SGI GL Helpful. Send cover letter and resume to Sam Weeks.

Temporary Lab Information Systems Manager (PT2208)

Diagnostic Laboratory-Statutory
Posting Date: 6/4/92

Direct lab data management activities for the vet diagnostic lab and its branch labs. Implement a rewrite of DL's Lab Informations Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

Boyce Thompson Institute

**Greenhouse Assistant
Boyce Thompson Institute for Plant Research-
Greenhouse Department**

Minimum Starting Salary \$14,250. Full time position, but 3/4 time would be considered.

Posting Date: 7/23/92
Involves horticultural and administrative responsibilities associated with maintaining research plants in greenhouses, lightrooms, and growth chambers. Horticultural responsibilities include planting, watering, preparing soil and growth media, fertilization, controlling insects and diseases, and maintaining prescribed growth environments. Administrative responsibilities include maintaining computerized records of plant growth environments, scheduling plantings, and tracking billings. Horticultural responsibilities will comprise 60% of the position and administrative responsibilities 40% of the position. The person in this position works under the supervision of the greenhouse manager.

Requirements: Requires BS or AAS degree in horticulture or equivalent experience. New York drivers license required. New York State pesticide applicators license and knowledge of greenhouse operations would be helpful. Contact Anne Zientek, 254-1239.

**Research Assistant
Boyce Thompson Institute for Plant Research**

Minimum of \$14,000/year, commensurate with experience.

Currently funded through 6/93, extension based on availability of funds.

Posting Date: 7/23/92
Assist with laboratory studies of seed physiology. Biochemical assays for survival, and for various deteriorative reactions.

Requirements: Bachelors degree in biology, related field, or equivalent experience. Contact Anne Zientek, 254-1239.

**Part Time Greenhouse Assistant
Boyce Thompson Institute for Plant research/
Greenhouse Dept.**

Minimum of \$6.70 Per Hour
Posting Date: 7/16/92

Implement the requests made by greenhouse manager for growing and maintaining plant materials including plantings, watering, soil mixture and preparation, fertilization, insect and disease control, and temperature settings. Lifting is necessary. Weekend work required.

Requirements: AAS in horticulture or equivalent experience and NYS driver's license required. A working knowledge of greenhouse operations would be helpful. Must be able to lift 50lbs. Contact Anne Zientek, Boyce Thompson Institute, 254-1239.

Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Animal Technician GR18 (T2904)
Physiology-Statutory**

Minimum Biweekly Salary: \$542.89
Posting Date: 7/23/92
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.
Requirements: Bachelors degree or other formal 4yr. training program desirable in biological sciences. Some related experience preferred. Pre-employment

physical required. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T2801)
Physiology-Statutory**

Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92
Assist in a laboratory doing studies on the physiological controls of food and water in young pigs. The varied duties include lab maintenance, animal care, surgery preparation and assistance, blood analysis, and routine injections.

Requirements: Minimum 2yrs. coursework in biological sciences. Associates degree or equivalent. A general background in the biological studies including some chemistry is required. Experience with animals, light typing, and courses in physiology desired. Willingness to learn and to take on a variety of tasks. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T2701)
Natural Resources-Statutory**

Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92
Provide technical assistance to all phases of a protein electrophoresis lab. Perform dissections, extractions, and gel runs. Provide word processing and data analysis on a microcomputer. Supervise students. Maintain reprint collection and perform library searches.

Requirements: AAS degree or equivalent in biological or chemical science. 1yr. lab experience desired. Experience or knowledge of protein chemistry, computers, supervising, and library searches helpful. Willingness to learn new techniques, as training will be provided. Send cover letter and resume to Sam Weeks.

**Animal Technician GR18 (T2705)
Physiology-Statutory**

Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92
Assist the farm manager in general management duties related to a flock of pregnant and non-pregnant sheep. Assist with breeding program. Feed sheep. Clean pens and barns; Monitor health of sheep. Administer medications. Collect blood samples. Keep records.

Requirements: High School diploma or equivalent required. AAS strongly preferred. Accurate record keeping and six months to 1yr. experience with sheep management. Able to lift 80lbs. Pre-employment physical. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T2404)
Food Science-Statutory**

Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92
Conduct analytical tests on dairy products to provide support for research projects. Test procedures include: Kjeldahl nitrogen, total solids, salt, fat, and others. Assist in cheese making, enter data in computer, clean glassware, and help with other laboratory related activities.

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

**Research Technician GR19 (T2302)
Genetics and Development-Endowed**

Minimum Biweekly Salary: \$566.28
Posting Date: 7/23/92
Carry out biochemical and molecular biology experiments including DNA isolation, blotting and cloning. Perform tissue culture as well as animal embryology work. Responsible for general lab organization and ordering of supplies. Supervise undergrad lab aides.
Requirements: Associates degree or equivalent in biology, chemistry or biochemistry. At least 1yr. experience in a biology or biochemistry lab. Experience with gel electrophoresis and blotting enzyme assays highly desirable. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T2901)
Chemistry-Endowed**

Minimum Biweekly Salary: \$566.28
Posting Date: 7/23/92
Site-directed mutagenesis using E. coli; DNA sequencing; general molecular biology cloning techniques; protein purification (HPLC).
Requirements: BS in microbiology, molecular biology or biochemistry or equivalent required. 1 or more yrs. experience in recombinant-DNA techniques. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T0801)
Veterinary Pathology-Endowed**

Minimum Biweekly Salary: \$566.28
Posting Date: 7/16/92
Provide technical support for activities in a cancer biology lab involving flow cytometry, molecular biology, cell cultures, and protein and nucleic acid analysis. Perform experiments on the effect of oncogenes and chromosomal alterations on cell differentiation. Order supplies, maintain lab order, keep records and perform library searches.
Requirements: AAS in a biological or physical science or equivalent. Minimum 1yr. related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T2703)
Division of Nutritional Sciences-Statutory**

Minimum Biweekly Salary: \$566.28
Posting Date: 7/9/92
Provide technical support in areas of chemical analyses of diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/93.
Requirements: Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS desired. Some lab experience helpful. Interest and ability in learning new procedures, as training will be provided. Send cover letter and resume to Sam Weeks.

**Research Assistant GR19 (T2603)
Veterinary Microbiology/JABIAH-Statutory**

Posting Date: 7/2/92
Provide technical services to a molecular biology lab investigating normal function and disease states in animals and humans. Participate in gene cloning and recombinant DNA procedures. Provide lab maintenance. Maintain tissue culture stocks.
Requirements: AAS degree or equivalent. 1-2yrs. related lab experience. Must be versatile and willing to learn a variety of techniques. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T2905)
Clinical Sciences-Statutory**

Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92
Provide technical support for research laboratory and teaching activities in the wildlife medicine program.
Requirements: Bachelors degree or equivalent required. Advanced coursework in immunology helpful. At least 2yrs. experience or training in molecular biology/immunology. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T2706)
Biochemistry, Molecular and Cell Biology-Statutory**

Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92
Provide technical support to molecular and cell biology research lab working on the effect of oncogenes on

cultured cells. Perform basic techniques in recombinant DNA, cell culture, microscopic examination of stained cells, and enzyme and protein assays. Maintain cell culture facility. Keep accurate records of experiments and write reports.

Requirements: BS degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2yrs. experience in lab recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T2306)
Veterinary Pathology-Statutory**

Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92
Provide technical assistance to faculty and research team involved in field of cutaneous immunopathology and cell biology; also responsible for purchase of supplies and maintenance of inventory and maintenance of laboratory equipment. Perform biochemical, cell culture, immunohistochemical and molecular biological techniques. Assist in planning, carrying out experiments and data analysis.

Requirements: BS degree or equivalent required. Knowledge of molecular biology techniques and protein chemistry. 1yr. experience in research laboratory and/or laboratory management. Cell culture and immunohistochemical work helpful. Send cover letter and resume to Sam Weeks.

**Computer Batch Operator GR20 (T2307)
Lab of Nuclear Studies-Endowed**

Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92
Operate computer batch stream at a large research center's computer facility. Control batch stream from computer console, manage backup library, and mount and dismount magnetic tapes. Perform related tasks as needed for the facility, including limited corrective action, checking trouble logs, etc. Implement cleaning and minor maintenance for tape drives and printers, computer terminals and other peripheral equipment. Update computer documentation. 3rd shift.
Requirements: AAS degree or equivalent in computer related field. At least 6 months experience with computer batch operations. Knowledge of VMS and/or UNIX batch operations and command language. Knowledge of FORTRAN and/or other programming languages. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T2906)
Law-Endowed**

Minimum Biweekly Salary: \$615.42
Posting Date: 7/23/92
Perform repair, maintenance, and system administration activities for Cornell law school's large installed base of networked computers and peripherals using multiple protocols and operating systems.
Requirements: AAS degree or equivalent in computer science required. 2-3yrs. related experience. Extensive familiarity with IBM PC compatible computers and LAN systems. Experience with peripherals such as optical scanners and CD-ROM drivers. Knowledge of Unix workstation and TCP/IP networking desirable. Strong knowledge of DOS, PC diagnostic programs, and PC diagnostic software. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T2704)
Center for Advanced Imaging Technology-Statutory**

Minimum Biweekly Salary: 7/9/92
Posting Date: 7/9/92
Provide technical assistance in the daily operation and maintenance of the center for advanced imaging technology (CAIT) at the NYSCVM. Train and assist as needed, faculty, staff, students, and visitors involved in research, teaching, and diagnostic activities in techniques of scanning and transmission electron microscopy.
Requirements: BS in biological or physical sciences; technical/vocational school degree in electron microscopy. 1-2yrs. related and relevant experience. Demonstrated knowledge of and ability to use electron microscopes, and high quality photographic experience. Effective communication skills, excellent hand/eye coordination. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T2503)
Diagnostic Laboratory-Statutory**

Minimum Biweekly Salary: \$615.42
Posting Date: 6/25/92
Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Maintain standard cell cultures. Includes Saturday and evening hours on a rotational basis.
Requirements: BS or equivalent with an emphasis in bacteriology required. 1-3yrs. experience in a clinical setting desirable. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T2903)
Microbiology, Immunology, and Parasitology-Statutory**

Minimum Biweekly Salary: \$641.92
Posting Date: 7/23/92
Initiate and maintain mammalian cell cultures, producing and assaying for monoclonal antibodies, perform serological assays including ELISA, initiating lymphocyte cultures, assaying for cytokines and working with animals, including immunizations and taking blood samples. Until 6/94.
Requirements: BS preferred. BS in biology or equivalent required. 3-5yrs. related experience. Ability to work independently. Send resume and cover letter to Sam Weeks.

**Technician GR22 (T2507)
Psychology-Endowed**

Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92
Assume operation and supervision of the infant research center. Plan and conduct research with human infants and analyze resulting data. Explain research experiments to parents and provide them with written summaries of experimental findings. Supervise 10+ undergrads conducting research. Participate in research seminar. Order and maintain supplies and equipment.
Requirements: BS or equivalent with strong interest in psychology. 2-4 yrs. related experience. Good supervisory, organizational and interpersonal skills. Must like working with infants. Experience with research is desirable. Send cover letter and resume to Sam Weeks.

**Environmental Safety Technician GR23 (T2601)
Environmental Health-Endowed**

Minimum Biweekly Salary: \$669.23
Posting Date: 7/2/92
Provide technical assistance in lab safety programs for the control of physical, chemical and biological hazards. Evaluate labs for OSHA compliance. Monitor fume hoods and maintain fume hood database. Assist chemical hygiene officer. Provide education resource materials. Maintain lab inspection equipment. Provide consulting and review on new fume hood purchases.
Requirements: AAS in engineering or science; BS preferred. 1-2yrs. lab experience. Familiarity with hazardous material control devices. Computer database experience. Excellent oral and written skills. NY driver's license. Send cover letter and resume to Sam Weeks.

Technical Part-Time

Part-Time Technician GR18 (T2403)
Genetics & Development-Statutory
Minimum Full-Time Equivalent: \$542.89
Posting Date: 6/18/92

Assist laboratory coordinator for the Biological Science 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.
Requirements: Associates degree or equivalent. 1yr previous laboratory experience helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

CISER Tape Manager GR21 (T2206)
CISER-Statutory
Minimum Full-Time Equivalent: \$615.42
Posting Date: 6/4/92

Implement, modify, maintain and use automated system to capture and provide information on the contents of magnetic tape files. Perform a number of computer operations related to data file management and distribution.
Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, programming languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to communicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary

Temporary Technician (T2908)
Diagnostic Lab/Clinical Pathology-Statutory
Hiring Rate: \$8-8.50/hr.
Posting Date: 7/23/92

Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval. Participate in emergency coverage. Part-time until 1/11/93. Thursday, Friday, Saturday, 8hrs./day.
Requirements: AAS in medical technology or equivalent required. BS in medical technology and ASCP certification preferred. 1yr. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

Temporary Technician (T2909)
Fruit and Vegetable Science-Statutory
Hiring Rate: \$7-9/hr
Posting Date: 7/23/92

Implement field and greenhouse plantings for breeding projects involving cucumbers, melons, and squash. Prepare plans for plantings. Make controlled pollinations, assist with tests for disease resistance, select resistant plants and record keeping. Assist with weed control, insect and unwanted diseases that might interfere with normal growth. Harvest, process and store plants. Full-time until 1/15/93.
Requirements: Associates or equivalent in agriculture required. BS in agricultural science preferred. NYS Pesticide applicators license preferred. Ability to work independently. Send cover letter and resume to Sam Weeks.

Asbestos Air Sampling Technician
Environmental Health
Posting Date: 7/16/92

Under general supervision, perform all air monitoring requirements as well as associated miscellaneous duties as part of the asbestos monitoring program. Air monitoring is a program which observes, measures, analyzes, and evaluates the air quality around and/or in an asbestos abatement project.
Requirements: AAS degree in engineering or science; BS preferred. Valid NYS driver's license. Will require successful completion of a two-day New York State approved asbestos safety training program leading to certification as a Restricted Handler II-Air Sampling Technician. Excellent oral and written skills. May require the use of personal protective equipment, working in or around asbestos abatement sites, handling air sampling equipment and pumps as needed.

Animal Technician GR18 (T2305)
Laboratory Animal Services-Statutory
Hiring Rate: \$6.00
Posting Date: 6/11/92

Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist Vets in treating and vaccinating animals. Weekends and holiday coverage required.
Requirements: High School diploma or equivalent. Associates degree in Animal Science desired. Assistant certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Driver's license required. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Cashier GR15 (C2902, C2903)
Dining-Endowed
Minimum Biweekly Salary: \$499.20
Posting Date: 7/23/92

Transact cash and credit sales; tabulate daily figures and prepare deposits.
Requirements: High School diploma or equivalent. 1-2yrs. related experience: Basic reading and computation skills. Good interpersonal and communication skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Cashier GR15 (C2804)
Dining Services-Endowed
Minimum Biweekly Salary: \$499.20
Posting Date: 7/16/92

Under general supervision, transact cash and credit sales; promote good customer relations.
Requirements: High School diploma or equivalent. 1-2yrs. related experience. Basic reading and computation skills. Good interpersonal and communication skills required.

Office Assistant GR17 (C2914)
University Development-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 7/23/92

Assist developments business manager with the daily operation of the mailroom and central receiving at 55 brown road for the offices of university development, alumni systems and gift services, Cornell regional office, risk management and insurance, and Cornell alumni news.
Requirements: High school diploma or equivalent required. up to 1yr. related experience. Knowledge of Macintosh computer. Cornell employees only. Employees should include a transfer application and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Circulation/Reserve Assistant GR17 (C2707)
Circulation/Urns Library-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 7/9/92

Perform a variety of circulation and reserve tasks. Work at the circulation, information and security desks assisting patrons.
Requirements: High School diploma or equivalent required. Some college coursework preferred. Some knowledge of IBM-PC or comparable word processing equipment. Ability to work well with a variety of people in a public service setting. Good organizational skills and exceptional dependability. Ability to lift, shelve, and carry books (10-20lbs.) and push loaded book carts (Approx. 50lbs.). Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C2909)
Access Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/23/92

Work at the circulation desk and be responsible for reserve requests from other CUL units. Responsible for recall and hold process, including notifying patrons to return materials needed by other readers and notifying readers of available materials. Renew loans for items charged out.

Requirements: High school diploma or equivalent required. Some college coursework preferred. Minimum 2yrs. related experience. Organizational ability and aptitude for detailed work. Ability to work effectively with a variety of people in a public services setting. Strong interpersonal and communication skills. Experience with microcomputers. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2904)
History-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/23/92

Provide secretarial support for faculty in history department. Type manuscripts, course materials and correspondence. Provide information and assistance to faculty, students and general public. Answer telephones; handle mail; order supplies; process monthly telephone bills.

Requirements: High school diploma or equivalent required. Some college coursework in secretarial or business preferred. 1-2yrs. related experience. Word processing preferably wordperfect 5.1. Strong interpersonal skills and ability to work under pressure. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C2901)
Dining Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/23/92

Maintain financial and personnel records for the unit. Responsible for routine functioning of units main office.

Requirements: High school diploma or equivalent. 2yrs. related secretarial/accounting experience. Good interpersonal communication (writing, English) and computation skills required. Knowledge of wordprocessors or personal computers preferred. Light typing. Regular Cornell employees only. Send transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Secretary GR18 (C2806)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92

Provide clerical/administrative support to 3 faculty members in teaching, research, and extension areas.
Requirements: High School graduate or equivalent. Some college coursework preferred. 1-2yrs. related experience required. Good interpersonal, organizational, and communications skills essential. Able to use word processing software mostly on a Macintosh. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C2708)
Circulation/Urns Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92

Responsible for preparing and sending overdue notices, book replacement bills and fine bills. Work at the circulation desk and assist in a variety of circulation activities. Perform a range of clerical, secretarial, and administrative tasks.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience with a detailed record keeping system. Ability to work effectively with a variety of people in a public service setting. Excellent interpersonal, organizational, and communication skills. Ability to lift/carry loads of books, 10-20lbs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

AV/Technical Services Specialist GR18 (C2706)
Veterinary Library-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92

Order, process, catalog, organize, and maintain the audiovisual software collection. Maintain AV equipment including resolving operational problems, performing preventive maintenance and installing new/replacement hardware. Perform technical processing of monographs including some catalog maintenance. Provide circulation, information/directional and other reference help to patrons from the public service desk as well as specialized AV-related assistance. Other duties as assigned.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience (or demonstrated aptitude) with AV materials and equipment preferred. Excellent organizational, communications and interpersonal skills.

Strong service commitment. Able to work with different people in a public setting. Able to work independently. Accuracy in detailed work. Knowledge of NOTIS or word processing helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2611)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial/administrative support to the associate director and assistant director of club programs. Assist with speaker program, club membership assistance program and other service orientated programs; regional workshops, federation weekend and other aspects of club programs relative to communications with alumni.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1yr. related experience. Excellent interpersonal and communication skills. Must be well organized and have ability to work independently. Prefer computer experience in Pagemaker, Microsoft Word, Filemaker or equivalent. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Illustrator GR18 (C2608)
Media Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Design and construction of exhibits, displays and signage using a variety of tools, materials and technologies.

Requirements: High School diploma or equivalent required. Associates in graphic design, fine arts of related field or equivalent preferred. 1-2yrs. related experience in design, layout, and typography and graphic arts required. Good knowledge of black and white photography and its process. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Core Literature Project Assistant GR19 (C2807)
Albert R. Mann Library-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/16/92

Under the direction of the Core Literature Project Director, assist in the compilation of subject bibliographies of the most significant publishing of that subject. Duties include bibliographic searching, use of database management software, editing and verifying of bibliographic information. Some administrative support.

Requirements: High School diploma or equivalent. Associate's degree or equivalent education preferred. Computer experience including wordprocessing ability. 1-2yrs. experience searching bibliographic databases, including RLIN and NOTIS highly desirable. Experience with database management. Software (particularly procite) desirable. Ability to be self-directed and to meet deadlines and attention to detail is essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C2911)
Veterinary Library-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92

Responsible for the operation of the operation of the veterinary library during evening and some weekend hours, including circulation/reserves, security and some student supervision. Provide various information services, including assist patrons in locating materials, searching CD-ROM databases, and using audiovisual equipment. Also responsible for all aspects of interlibrary borrowing services. Fill interlibrary lending requests. Other duties as assigned, including daily cash management and special projects. Evenings, some day/weekend hours.

Requirements: AAS degree or equivalent required. 2-3yrs. previous library public services and/or customer services experience preferred. Able to work and interact with a wide variety of people. Excellent interpersonal, organizational, and communications skills. Able to work independently. Knowledge of NOTIS or microcomputer applications helpful. Some supervisory experience helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2205)
Geological Sciences-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92

Provide administrative and secretarial assistance to administrative manager and administrative assistant; heavy typing with complicated formulas; macintosh; answer telephones; handle mail; editorial assistance to senior faculty member; general office assistance.
Requirements: AAS degree or equivalent. Macintosh (heavy technical and mathematical typing). Graduate field experience strongly preferred. 2yrs. related experience. Strong organizational and interpersonal (written and oral), communication skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Service, East Hill Plaza #2.

Administrative Aide GR20 (C2808)
Office of Human Resources-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide administrative and clerical support to the coordinator for work and family programs, and accounting support to the executive staff assistant, in the associate vice president's office, human resources. Keep abreast of issues and projects relating to working families. Assist coordinator in project development and coordination. Provide accounting assistance: identify resources, process a/p vouchers, deposits; maintain accounting database.

Requirements: Associate's degree or equivalent combination of education and experience. Minimum 3yrs. admin' trative/accounting experience (Cornell preferred). Knowledge of Cornell organization, policies, procedures (both human resource and accounting) essential. Knowledge of word processors (IBM, MAC) and spreadsheet software (Excel). Excellent public relations, organizational, and interpersonal skills. Confidentiality, tact and flexibility essential. Attention to detail, ability to set priorities preferred. Ability to work in a team environment. Medium typing. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2802)
Electrical Engineering-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide secretarial and administrative support to the associate director of the school of electrical engineering whose responsibility covers all aspects of the undergraduate degree program.

Requirements: Associate's degree or equivalent required. 2-3yrs. of administrative experience. Notary public license desirable. Must be proficient on Macintosh computer using Microsoft Word, Excel, WriteNow, e-mail, and Filemaker Pro programs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2715)
Office of Human Resources-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Under general supervision, provide administrative and secretarial support to the associate vice president and executive staff assistant in the office of human resources. Handle research and project assignments from broad outlines. Assist in overall support and organization of work flow for AVP office; coordinate meetings, conferences, travel for AVP and visitors; develop, organize and maintain document tracking systems/filing systems; draft complex correspondence.
Requirements: Associates degree in secretarial science or equivalent combination of education and experience. Personnel experience. Minimum 3yrs. related experience preferred. Excellent organizational, interpersonal skills; demonstrated oral and written communication skills and initiative necessary; familiar with Cornell organization, personnel policies and procedures preferred. Ability to set priorities. Confidentiality essential. Cornell employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2712)
Engineering Placement-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Assist with the overall administration and operation of the engineering placement office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organizations nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative advisory and public relations responsibilities.
Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Excellent communication skills. Strong organizational skills and ability to relate with diverse publics especially students. Prefer some exposure to CU accounting procedures. Strong business skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2605)
Theory Center-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/2/92

Under limited supervision, provide administrative support to the director of corporate and external relations and the conference/workshop coordinator of the theory center. Coordinate administrative details of training workshops, conferences, and symposia. Requires exceptional organizational skills, independent judgement, and the ability to work independently.

Requirements: A.A.S. degree or equivalent in education and experience. 2-3yrs. related administrative office experience. Extensive experience with Macintosh software, including word processing, database, and spreadsheet packages. Ability to work under deadline pressure and handle many activities at once. Strong organizational, interpersonal, communication and planning skills. Ability to use independent judgement, set priorities, and take initiative. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Circulation/Reserve Supervisor GR21 (C2711)
Management Library-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92

Manage public service operations in unit library: Circulation, reserve, and security. Responsible for collection management and supervision of all employees in this area, includes hiring, training, and evaluation. Participate in library planning and establish patron-based policies. 39hrs/week Tues.-Sat.
Requirements: B.A. or the equivalent preferred. Associates degree or equivalent required. 2yrs. library experience. Experience with automated circulation desirable. Demonstrated supervisory skills and communication skills. Public service orientation. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

CIP Coordinator GR21 (C2709)
Bursar-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92

Manage and coordinate all activities related to the Cornell Installment Plan including establishing and adjusting plan budgets with parents and students. Reconcile CIP subsystem to general ledger. Processing of applications, system input, payments and automatic debits.

Requirements: Associates degree or equivalent. 2-3yrs. related experience. Ability to work independently and to work in a tactful and patient manner with parents and students in a fast paced environment. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR22 (C2915)
Facilities and Business Operations-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 7/23/92

Provide assistance to the associate vice president and the director of administration for facilities and business operations: oversee, coordinate and integrate the flow of information and materials through the office. Refer inquiries and materials to others for handling as appropriate; work independently with the highest degree of confidentiality.

Requirements: Associates degree or equivalent. 3-5yrs. related experience. Excellent organizational, interpersonal skills; demonstrated oral and written communication skills and initiative necessary. Ability to set priorities. Confidentiality essential. Knowledge of macintosh computer preferred. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Draper/Cutter GR22 (C2514)
Theatre Arts-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92

Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (Seasonal mid-August to mid-May)
Requirements: BA in theatre or costume technology or equivalent required. 2-4yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR23 (C2716)
Ethics and Public Life-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/9/92

Provide overall management of university-wide programs administrative affairs including finance, budgeting and accounting; cross-college faculty recruitment; proposal preparation; coordination of academic program for students; and coordination of diverse programs for faculty from all college of the university. 3/4 time, hours to be arranged.

Requirements: Associates degree/BA or equal preferred in accounting, business, or equivalent. 2-3yrs. experience in budgeting, forecasting, and/or cost accounting techniques. Must be able to use a computer. Must have good working knowledge of PC's and wordprocessing software and spreadsheet packages. Cornell experience essential. Ability to deal effectively with a variety of people. Regular CU employees only.

Send cover letter, resume, and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professionals Off-Campus

Administrative Aide GR19 (C2907)
ILR-Rochester Extension and Public Service, Rochester, NY-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/23/92

Provide broad range of administrative/secretarial services for noncredit extension programs. Primary responsibilities include preparation of program materials, conference and program registration, and program scheduling. Act as receptionist for office. Smoke free environment.

Requirements: High school diploma or equivalent. College coursework in business/secretarial studies preferred. 2-3yrs. secretarial experience preferred. Demonstrated proficiency in Macintosh Word 5.0 and Excel. Ability to work independently and under pressure. Excellent interpersonal and communication skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR20 (C2913)
Mid-Atlantic Regional Office, Wayne, PA-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92

Provide secretarial and administrative support to the director of the middle Atlantic regional office in carrying out the duties and functions of the office as the university's principal public affairs representative in the middle Atlantic region.

Requirements: Associates degree or equivalent required. 2yrs. secretarial experience. Strong organizational, interpersonal and communication skills necessary. Able to work independently. Ability to learn and use Cornell computer mainframe information system. Macintosh experience a must. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time Off Campus

Extension Secretary GR19 (C2906)
Extension Administration (See Grant), Stony Brook, NY-Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 7/23/92

Work in secretarial capacity; provide routine daily office support (reception; telephone answering; maintenance of records; operating office equipment; produce correspondence, reports and mailing lists); work with other secretaries and specialists on a variety of special projects. 5days/week, 4hrs./day.

Requirements: High school diploma or equivalent. Some college coursework in secretarial/business. 2yrs. related secretarial experience. Familiarity with basic office procedures/equipment/computer word processing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time

Office Assistant GR17 (C1916)
East Asia Program-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 5/14/92

Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.

Requirements: High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Interlibrary Services Assistant GR18 (C2908)
Interlibrary Services/Olin Library-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/23/92

Prepare materials for photocopying including locating article(s) and verifying bibliographic information when the article is not found as cited. Process completed photocopy. Fax materials as requested. Responsible for maintaining photocopy files, compiling statistics and paging materials from special collections for loan approval. Search local and national databases. 20hrs./week until 9/30/93.

Requirements: High school diploma or equivalent required. Some college coursework required. Ability to work with foreign languages. Organizational ability and aptitude for detailed work. Experience with keyboards and microcomputers. Ability to work under pressure while maintaining accuracy. Experience in an academic library desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include a transfer application.

Secretary GR18 (C2905)
Physiology-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/23/92

To provide secretarial support for 1 or 2 faculty members and assist the accounting section by typing requisitions and filing. Monday-Friday 8-12.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 1yr. related secretarial experience. Knowledge of computers (IBM/wordperfect 5.1) preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Collections Assistant GR18 (C2805)
Reference Department/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92

Assist with the processing and management of a map collection consisting of 200,000 maps and atlases. Provide basic information service on cartographic materials to library patrons. Assist with the processing of the reference collection. Search local and national databases. 20hrs./week.

Requirements: High School diploma or equivalent required. Associates or equivalent preferred. Excellent interpersonal, organizational and communication skills. 1-2yrs. previous library experience desirable. Familiarity with microcomputers and word processing desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work. Monday-Friday, 20hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C2713)
Office of Public Affairs/ College of Agriculture and Life Sciences-Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 7/16/92

Provide clerical assistance to the associate director of alumni affairs. Respond to incoming calls for college public affairs and respond to alumni and alumni leaders (district directors, district team members, or state ALS alumni coordinators) requests for information or materials. Provide leadership for the coordination of certain ALS alumni events in cooperation with other salaried and volunteer staff leaders. 28hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 2yrs. secretarial experience. Word processing, preferable wordperfect 5.1; familiarity with database management systems. Exceptional telephone skills. Accurate data entry and organizational skills. Ability to work with minimal supervision and to handle confidential information. Familiarity with the college of agriculture and life sciences helpful. Ability to deal effectively with alumni and friends. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2910)
Academic Programs, CALS-Statutory
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/23/92

Must work independently to coordinate and carry out initiatives developed by the college of agriculture and life sciences minority resource development committee. These include on-campus colloquia, graduate student recruitment, including campus visits, data-base management, and an undergraduate research program. Some supervision of undergraduate assistants is likely. Monday-Friday, 20+hrs./week (negotiable).

Requirements: Associates degree or equivalent required. 2-3yrs. work experience. Strong organizational, communication, and interpersonal skills. Familiarity with microcomputer use (Macintosh preferred) for word processing and data-base management is essential. Must be able to work within deadlines. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C2603)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/23/92

Responsible for library operation during evening and Saturday Hours. Daily activities including circulation and reserve operations; manage video collection manage MPS monograph service, perform routine circulation functions, supervise student assistants. 25hrs./week, flexible.

Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Previous library, public service and/or supervisory experience are highly desirable. Medium data entry/typing is required. Experience with wordprocessing program is required. Strong interpersonal and communication skills required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include and employee transfer application.

Senior Night Supervisor GR20 (C1908)
Public Services/Music Library-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/23/92

Supervise and assist in the circulation operations of the music library. Provide information and reference assistance to patrons. Responsible for the security of the building during evening and weekend library hours. Assist with collection maintenance and processing operations. 20hrs./week.

Requirements: Associates degree in music with emphasis in music history. 2-3yrs. related experience. Experience supervising others. Good interpersonal and organizational skills. Knowledge of at least one foreign language. Must be able to work well under pressure. Must be able to lift books and push heavy book trucks (maximum 50lbs.). Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Secretary GR20 (C2714)
Computer Science-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/9/92

Provide administrative and secretarial support to several faculty. Responsibilities include: coordinating faculty editorial duties, workshops and conferences. Prepare correspondence and other materials using advanced workstations and UNIX operating systems.

Monday-Friday 9:00-1:30.

Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. administrative/secretarial experience, preferably in a university environment. Excellent interpersonal, organizational and communication skills. Ability to work independently, set priorities, write and edit own material. Handle confidential material. Ability to use complex computer systems in a highly technical environment. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Temporary

Temporary Staff Assistant
Cornell Press
Hourly Rate: \$8:00
Posting Date: 7/23/92

Assist associate marketing manager and advertising associate in publicizing and advertising scholarly books. Prepare press releases, reserve advertising space, and help to coordinate production of ads. Some clerical duties will be required.

Requirements: B.A. degree. Medium typing. Experience with macintosh or similar computer helpful. Excellent written communication and proofreading skills required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Administrative Aide (S2605)
Presidents Council of Cornell Women
Posting Date: 7/9/92

Provide secretarial/administrative support to the director of the Presidents Council of Cornell Women. Maintain a database of membership. Production of the membership directory. Assist with the planning of the semi-annual membership meeting and monthly committee meetings. Prepare statements and maintain monthly accounting files.

Requirements: Excellent grammar, spelling and punctuation skills. Ability to work with university constituencies in a professional manner. Confidentiality is a must. Computer proficiency in word processing and data base (MAC) required. Excellent organizational skills required. Position effective July 23, 1992-January 23, 1993. Please send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Distribution Assistant (S2402)
Agric. & Bio Eng-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing. Assist in marketing and other office duties. Answer phone. Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6-month position.

Requirements: Familiarity with Mac computer. Ability to lift 40-pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

General Service

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

Custodian SO02 (G2905)
Statler Hotel-Endowed
Hiring Rate: \$6.55
Posting Date: 7/23/92

Maintains statler hall assigned areas in a high state of sanitation and cleanliness. Provide other support services as directed by the housekeeping supervisor. Sunday-Friday, 2:30pm-11:00pm. 9 month position.

Requirements: Prefer a high school graduate or equivalent; housekeeping experience in a commercial or industrial environment desired. Must be service oriented. Cornell employees only. Employees should include a transfer applications to Esther Smith, Staffing Services, East Hill Plaza #2.

Dish Machine Operator SO02 (G2903)
Dining-Endowed, Regular, Full-time, 40hours weekly.
Hiring Rate: \$6.55
Posting Date: 7/23/92

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.

Requirements: Ability to learn proper use of dishwashing equipment and cleaning agents. Ability to lift 35pounds. Regular Cornell employees only. Send transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Material Handler SO04 (G2904)
Dining-Endowed
Hiring Rate: \$7.17
Posting Date: 7/23/92

Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. Shift subject to change.

Requirements: High school diploma or equivalent. Basic reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/receiving food. Able to lift 75pounds on continuous basis. NYS drivers license required. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Short Order Cook SO04 (G2901,G2902)
Dining-Endowed
Hiring Rate: \$7.17
Posting Date: 7/23/92

Prepare and serve food directly to customers form short order area. Shift subject to change.

Requirements: High school diploma or equivalent. 6-12months related experience. Familiar with short order equipment. Able to prepare variety of short preparation foods under pressure. Good customer relations skills. Regular Cornell employees only. Send em-

ployee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service Temporary

Temp Laboratory Assistant
Plant Breeding (S2001)

Order for a large laboratory, filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, and gel electrophoresis. 20hrs/week.

Requirements: Good organizational ability, math skills, and strong interpersonal skills. Science background preferred, lab experience desirable. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Academic

Senior Research Associate
Physiology/College of Veterinary Medicine
Salary Range: \$28,000-\$47,000
Posting Date: 7/16/92

Available from July 1, 1992 in the Lab for Pregnancy and Newborn Research. The successful applicant will either hold a MD, DVM, or PhD degree. Dual clinical and scientific doctorates would be particularly useful. Experience with chronically instrumented pregnant sheep and pregnant monkey preparations is essential. The successful applicant will lead members of the research group in ongoing studies on biorythms in pregnancy. Experience with computerized data acquisition systems to analyze myometrial activity, and other biophysical variables, is essential. A commitment to research and a significant record of published scholarly work is required. Send curriculum vitae and names of three references to Dr. Peter W. Nathanielsz, Director, Laboratory for Pregnancy and Newborn Research, Department of Physiology, 815 Veterinary Research Tower, Cornell University, Ithaca, NY 14853-6401.

Tenure-track faculty position in the area of Food and Beverage Management, School of Hotel Administration, Cornell University
Posting Date: 7/16/92

Teaching core courses in both the undergraduate and graduate curricula, in addition to developing and teaching elective courses in the area. Research and publishing, monitoring graduate research, performing proportionate share of administrative and advising functions in addition to serving on school committees. **Requirements:** PhD degree in hotel and restaurant administration, or a related field, is preferred upon entry into the position; established teaching record at the college or university level. Related industry experience. Applicant with MS degree would be required to obtain a PhD degree at Cornell University or other institution prior to the granting of tenure. Start August 1993. Professional rank on tenure track; rank and salary negotiable. Nine-month term affords the opportunity to conduct research and seminars and to consult. Cornell's employee degree program provides a tuition waiver for the applicant who must acquire a PhD degree prior to the granting of tenure. Send letter of application, resume and names and addresses of three references to: Dr. Michael H. Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853-6902.

Instructor-Introductory Statistics Course(s)
City and Regional Planning, Cornell University
Posting Date: 7/16/92

Will teach introductory course(s) in statistical applications in planning at the undergraduate and/or graduate level(s) during the fall 1992 semester. Primary objective of the course is to familiarize students with fundamental statistical concepts and skills as utilized in the social sciences.

Requirements: PhD in appropriate area or master's degree in appropriate area plus relevant experience. Salary to be negotiated. Contact: Richard S. Booth, Chair, City and Regional Planning Department, Cornell University, 105 West Sibley Hall, Ithaca, NY 14853. (607) 255-4332.

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland
PHOTOGRAPHY: University Photography

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

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

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

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

JOB OPPORTUNITIES

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

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

Professional

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

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

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

**Technical Specialist (PT2607,PT2608) Level 36
Theory Center-Endowed**

Posting Date: 7/2/92
Provide top-level internal technical support and guidance to other technical staff for high-performance UNIX. Provide technical leadership in specifying designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems at the Theory Center.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems and maintenance support, programming languages, high-performance computing techniques and procedures. Significant experience with UNIX operating systems and computer systems. Knowledge of C programs language, UNIX utilities and system calls is essential. Knowledge of UNIX kernel internals highly desirable. Familiarity with other large-scale operating systems and computer environment useful. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

**Technical Specialist I (PT2606) Level 36
Theory Center-Endowed**

Posting Date: 7/2/92
Provide top-level internal technical support and guidance to Theory Center technical staff for the VM operating system. Provide technical leadership in specifying, designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems maintenance and support, programming languages and UNIX utilities is desirable. Familiarity with other large-scale operating systems and computer environments useful. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam weeks.

**Computer Operations Manager I (PT3008) Level 35
Theory Center-Endowed**

Posting Date: 7/30/92
Manage the daily operations of the theory center's multiple computer systems which supply advanced scientific computing resources to a national data base of users.

Requirements: BS degree or equivalent and 2-3 yrs. related experience. Experience supervising the operation of a major computer facility. Knowledge of various operating systems, especially UNIX, VM/XA and/or VM/ESA. CAD experience desirable. Strong Communications, interpersonal, organizational, technical and supervisory skills. Send cover letter and resume to Sam Weeks.

**Senior Technical Consultant (PT3004) Level 35
Financial Systems Development-Endowed**

Posting Date: 7/30/92
Provide technical support in financial systems area. Serve as liaison to central computing (CIT) technical staff and technical consultant to administrative staff. Write, maintain and analyze systems where commonly used programming languages are unsuitable.

Requirements: Bachelor's degree or equivalent. 5-7 years experience in programming application and systems; ADABAS & BATCH; and VM/CMS interaction. Knowledge of commonly used programming languages such as basic and assembler for systems mainframe thru micro. Strong communication skills required. Send cover letter and resume to Sam Weeks.

**Senior Systems Programmer (PT2604,PT2605)
Level 35**

Posting Date: 7/2/92
Provide technical support for various Theory Center high-performance computing systems and their operating systems and major sub-systems (e.g. high-speed connectivity and networking sub-systems, etc).

Specify, design, implement, document and maintain necessary functional enhancements to these systems. **Requirements:** BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems maintenance and support, programming lan-

guages and high-performance computing techniques and procedures. Significant experience with UNIX utilities and system calls essential. Familiarity with other operating systems and computing environments, including supercomputing, mainframes, and high-performance workstations highly desirable. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

**Senior Technical Consultant (PT2303) Level 35
Theory Center-Endowed**

Posting Date: 6/11/92
Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or related field. 3-5 yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

**Systems Programmer (PT2602) Level 34
Theory Center-Endowed**

Posting Date: 7/2/92
Provide full range of technical support in the development, installation, maintenance and evaluation of highly specialized and complex scientific applications software on parallel and other architectures.

Requirements: BS or equivalent in computer science or a scientific discipline; advanced degree desirable. Parallel processing experience highly desirable. 3-5 yrs. FORTRAN and C programming experience in a scientific computing environment. Familiarity with UNIX operating system fundamentals. Knowledge of systems control languages. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam Weeks.

**Systems Programmer/Analyst II (PT3002) Level 33
LASSP-Endowed**

Posting Date: 7/30/92
Maintain and Develop graphics and analysis tools in support to the IBM/LASSP joint study.

Requirements: B.S. or equivalent in computer related field. Physics background helpful. 2-3 years computer graphics experience. Experience with UNIX, C and X11. Ctt, Motif, A1X3, IBMR56000 and SGI experience helpful. Send cover letter and resume to Sam Weeks.

**Systems Analyst III (PT3005) HRII
Finance & Business Services-Statutory**

Posting Date: 7/30/92
Develop, maintain, install and modify administrative system software. Provide overall project leadership of programmer/analyst team. Primary liaison to users and technical personnel.

Requirements: Bachelor's with computer related courses or the equivalent combination of experience. 3-5 years experience with machine architecture and programming languages. Strong communication skills both oral and written, plus the ability to deal effectively with people. Supervisory experience strongly desired. Send cover letter and resume to Sam Weeks.

**Associate Director Alumni Affairs (PA3005) HRII
Alumni Affairs-Endowed**

Posting Date: 7/30/92
Assist Cornell alumni and their families in exploring the educational opportunities and programs of the undergraduate schools and colleges of Cornell University. Provide on-campus contact for alumni families and encourage maximum number of next generation Cornellians to enroll once accepted. Serve as the liaison between public affairs, the undergraduate admissions office and the seven college admissions offices to communicate special interest priority candidates.

Requirements: Bachelor's degree or equivalent. Familiarity with Cornell. 3-5 years related experience. Must have excellent public relations and communication (oral/written) skills. Must be able to deal with sensitive issues and maintain confidentiality. Attention to detail with the ability to see the larger picture is essential. Counseling experience helpful. Must be able to develop programs, implement and follow through. Public speaking skills necessary. Willing to travel. Send cover letter and resume to Cynthia Smithbower.

**Conservation Specialist (PC2912) HRII
Preservation and Conservation Library-Endowed**

Posting Date: 7/23/92
Responsible for the conservation treatment of rare and unique bound library materials. Perform a wide variety of conservation tasks including: paper treatment (washing, deacidification, sizing, etc.); document repair; binding restoration; rebinding and some supervisory to a conservation technician. Assist in conserva-

tion planning; program development; apprentice training; staff education. Make treatment decisions and recommendations, and help to develop and control work flow and scheduling.

Requirements: Advanced diploma/degree in conservation; apprenticeship completion certification; other verifiable certification of advanced training. A minimum of 2 yrs. related experience after training. Sound academic background, with good oral and written communication skills, and ability to impart knowledge to others. Ability to stand for long periods, lift moderate weights and push heavy book carts. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Director of Library Development and Public Affairs (PA2902) HRII

Public Affairs/University Library-Endowed
Posting Date: 7/23/92

With the university librarian and the office of university public affairs, the director of development will plan and implement a public affairs program to increase support for the university library which complements and strengthens support areas for the total university. During the Cornell university campaign, the director will manage the library's portion of the campaign in conjunction with the various public affairs offices.

Requirements: Bachelors degree or equivalent required. Graduate degree preferred. Minimum of 5 yrs. previous fundraising and public affairs experience essential. Excellent verbal and written communication skills and superior interpersonal skills. Experience in hiring and supervising staff. Experience in working with volunteers. Send resume and cover letter to Cynthia Smithbower.

**Director of Records (PC2310) HRII
Graduate School-Endowed**

Posting Date: 6/11/92

Responsible for all aspects of management of the Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5 yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Staff Writer I (PC3013) HRII
Athletics-Endowed**

Posting Date: 7/30/92

Under the direction of the sports information director, prepare releases for media outlets, write features on Cornell athletes and coaches, compile and maintain statistical and historical data, report results of competition, write and edit press guides, brochures and programs, supervise the press box, set up photo sessions for teams and edit the big red newsletter. Edit coaches newsletters, supervise student employees as assigned, assist with hotline.

Requirements: Bachelor's degree or equivalent in communications or journalism, some business courses desirable. Public relations experience desirable. Proven writing and editing skills necessary. Knowledge of pagemaker, excel and microsoft word preferred. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Assistant Director (PA3001) HRII
Engineering Admissions-Endowed**

Posting Date: 7/30/92

Work closely with the Director to assist in the recruitment of university undergraduates, in selection and enrollment of engineering freshman and transfer students, and in planning and research functions. Special emphasis on recruitment of women.

Requirements: Bachelor of Science, or equivalent, in engineering, preferably from Cornell. 1-2 yrs related experience. Excellent communications and interpersonal skills; and understanding of the engineering profession; and familiarity with computer based informa-

tion systems. Send cover letter and resume to Cynthia Smithbower.

**Staff Nurse (PA3003) HRII
University Health Services-Endowed**

Posting Date: 7/30/92

Provide nursing care for inpatients and facilitate care of after hours ambulatory care patients; to assist over night unit nursing supervisor with patient flow; to act as a patient advocate. 9 month position.

Requirements: Graduation from an accredited school of nursing - BSN degree preferred. Current New York State license with minimum of 2 years recent experience in an ambulatory or acute care setting. CPR-BLS level certification required with on year of employment. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist (PT2907) HRII
Veterinary Microbiology-Statutory**

Posting Date: 7/23/92

Perform experiments in molecular biology and biochemistry CDNA-RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, immunoprecipitation, SDS-PAGE, autoradiography; maintain supplies, records, protocols; assist with experimental planning; discuss results; organize laboratory maintenance rota. Some weekends.

Requirements: BS or equivalent in biochemistry, biology, chemistry, molecular biology and 2-4 yrs. related experience required. Send cover letter and resume to Sam Weeks.

**Applications Programmer II (PT2902) HRII
Theory Center-Endowed**

Posting Date: 7/23/92

With very general supervision, design and implement database systems for the theory center.

Requirements: Bachelors degree or equivalent with related computer courses required. 2-3 yrs. related computer experience, including experience with UNIX, Informix/SOL and Informix/4GL. Experience with personal computers and local area networks. Experience with PC-DOS, Wordperfect, Microsoft Word, and Microsoft Excel desirable. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT0706) HRII
Veterinary Pathology-Statutory**

Posting Date: 7/16/92 Re-post

Provide technical support and investigative assistance in studies on leukemia, oncogenes and tumor suppressor genes in cancer biology. Plan and execute experiments. Supervise staff. Provide data analysis.

Requirements: BS degree or equivalent in the biological sciences; MS preferred. Knowledge of techniques related to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

**Extension Support Specialist II (PT2804) HRII
Rural Sociology-Statutory**

Posting Date: 7/16/92

Responsible for developing improved information resources on alternative enterprise opportunities for New York farmers, including: collecting information through primary and secondary research; developing a computer-based information management system, and producing extension publication derived from this information.

Requirements: Bachelor's degree or equivalent in agriculture, rural sociology or related field; master's preferred. 2-3 yrs. experience in social science or economic research or farm/business management issues. Experience in developing information management systems. Excellent writing and organizational skills. Ability to work independently, as well as in a team situation. Send cover letter & resume to Sam Weeks.

**Accounting Supervisor (PC2606) HRII
Administrative Operations/CUL-Endowed**

Posting Date: 7/2/92

Serve as an accounting supervisor in the central accounting office of the library system. Supervise 2 GR20 accounts assistants and 1 GR19 accounts assistant. Responsible for operations of the office including: analysis of accounting data, maintenance of all designated, general purpose and restricted accounts, and daily office procedures and processes. Provide analytical support for budgeting and planning under direction of the accounting manager.

Requirements: Associates degree in accounting, 3-5 yrs. accounting related experience, 2-3 yrs. supervisory experience. Bachelors degree with 2-3 yrs. related experience preferred. Knowledge of Cornell's accounting system preferred. Excellent organizational, communication (oral and written), and interpersonal skills. Ability to handle confidential, sensitive information and situations. Familiarity with IBM/PC applications such as Lotus 1-2-3, FoxBase and word processing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Executive Staff Assistant (PC2614) HRI
Controller-Endowed
Posting Date: 7/2/92**

Provide with minimal supervision, administrative support for the controller. Requires working independently with a high level of confidentiality. Also requires on-going coordination with staff of accounting, both endowed and statutory; bursar's, cost analysis, and payroll department. Supervision of 2 controller's office support staff.

Requirements: B.A. or equivalent experience required. Minimum of 2-3yrs. administrative and/or executive secretarial experience required. Managerial, organizational and communication (written and oral) skills essential. Knowledge of Macintosh computer and programs for word data processing/spreadsheets required. Knowledge of Cornell university preferred. Bookkeeping/budgeting experience helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

**Pipe Shop Trades Supervisor (PG2402) HRI
Maintenance and Service Operations-Endowed
Posting Date: 6/18/92**

Supervise the Maintenance and service operations pipe shop which includes welders, steamfitters, and plumbers who perform work on water, sewer and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the City of Ithaca and must maintain a valid NYS driver's license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Professional Part-Time**Student Development Specialist I (PA3006) HRI
Government-Endowed
Posting Date: 7/30/92**

Act as substitute and supplementary advisor for undergraduate students in the Department of Government. Provide relief to faculty members in the areas of advising and counseling students with respect to their studies at Cornell. Provide back-up assistance to the undergraduate coordinator. Special projects as assigned. 9 month appointment, August-May, 20hrs./week.

Requirements: BA or equivalent, 2yrs. experience in advising in an academic setting. Familiarity with departmental and college requirements for undergraduate students. Proficiency in computer support and database management. Send cover letter and resume to Cynthia Smithbower.

**Teaching Support Specialist I (PA3007) HRI
Human Development Family Studies-Statutory
Posting Date: 7/30/92**

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5 year olds. Plan and supervise daily activities for children in cooperation with head teacher. 11 month position.

Requirements: BA or BS in child development, early childhood education or related field or the equivalency in education and experience is required. A minimum of 2yrs. experience with preschool children. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist I (PT2405) HRI
Division of Nutritional Sciences-Statutory
Posting Date: 6/18/92**

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data and the preparing of the final report.

Requirements: BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Professional Temporary Part-Time**Technical Consultant I
CIT-Endowed
Posting Date: 7/30/92**

Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Information Technologies and facilitate back line consulting services. Provide support via service on the helpdesk, group and individual contacts, etc. Irregular hours.

Requirements: BS degree or equivalent. Course work in computer sciences, business, education preferred. 1-3yrs. of computing service delivery (consulting, instruction, or related client support services). Outstanding oral and written communication skills. Send cover letter and resume to Sam Weeks.

Professional Temporary**Temporary Research Support Specialist (PT2504)
Design and Environmental Analysis
Posting Date: 6/25/92**

Coordinate a project involving up to 5 separate research studies investigating how US, European and Japanese companies manage their space efficiently. Supervise research assistants. Act as liaison with research consortium members. Coordinate production of reports and newsletter. Assist in the development of research instruments and in data collection and analysis. Assist in preparation of final reports and presentations. Chance of full-time employment.

Requirements: MS or equivalent in facility planning and management. Strong background in behavioral and social sciences. Supervisory experience. Experience with MAC systems and software including word processing, Excel, StatView, MacDraw, and MacPaint. Experience with social science and environmental design research methods; survey design and analysis; data coding and entry; behavioral mapping techniques; and architectural plan analysis. Must have drivers license and be willing to travel. Must have people, writing and communication skills. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Temporary Lab Information Systems Manager
(PT2208)
Diagnostic Laboratory-Statutory
Posting Date: 6/4/92**

Direct lab data management activities for the vet diagnostic lab and its branch labs. Implement a rewrite of DL's Lab Information Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database

programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

Boyce Thompson Institute**Greenhouse Assistant
Boyce Thompson Institute for Plant Research-
Greenhouse Department
Minimum Starting Salary \$14,250. Full time position, but 3/4 time would be considered.
Posting Date: 7/23/92**

Involves horticultural and administrative responsibilities associated with maintaining research plants in greenhouses, lightrooms, and growth chambers. Horticultural responsibilities include planting, watering, preparing soil and growth media, fertilization, controlling insects and diseases, and maintaining prescribed growth environments. Administrative responsibilities include maintaining computerized records of plant growth environments, scheduling plantings, and tracking billings. Horticultural responsibilities will comprise 60% of the position and administrative responsibilities 40% of the position. The person in this position works under the supervision of the greenhouse manager.

Requirements: Requires BS or AAS degree in horticulture or equivalent experience. New York drivers license required. New York State pesticide applicators license and knowledge of greenhouse operations would be helpful. Contact Anne Zientek, 254-1239.

**Research Assistant
Boyce Thompson Institute for Plant Research
Minimum of \$14,000/year, commensurate with experience.
Currently funded through 6/93, extension based on availability of funds.
Posting Date: 7/23/92**

Assist with laboratory studies of seed physiology. Biochemical assays for survival, and for various deteriorative reactions.

Requirements: Bachelors degree in biology, related field, or equivalent experience. Contact Anne Zientek, 254-1239.

**Part Time Greenhouse Assistant
Boyce Thompson Institute for Plant Research/
Greenhouse Dept.
Minimum of \$6.70 Per Hour
Posting Date: 7/16/92**

Implement the requests made by greenhouse manager for growing and maintaining plant materials including plantings, watering, soil mixture and preparation, fertilization, insect and disease control, and temperature settings. Lifting is necessary. Weekend work required.

Requirements: AAS in horticulture or equivalent experience and NYS driver's license required. A working knowledge of greenhouse operations would be helpful. Must be able to lift 50lbs. Contact Anne Zientek, Boyce Thompson Institute, 254-1239.

Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Animal Technician GR18 (T2904)
Physiology-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/23/92**

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.

Requirements: Bachelors degree or equivalent or other formal 4yr. training program desirable in biological sciences. Some related experience preferred. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T2801)
Physiology-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92**

Assist in a laboratory doing studies on the physiological controls of food and water in young pigs. The varied duties include lab maintenance, animal care, surgery preparation and assistance, blood analysis, and routine injections.

Requirements: Minimum 2yrs. coursework in biological sciences. Associates degree or equivalent. A general background in the biological studies including some chemistry is required. Experience with animals, light typing, and courses in physiology desired. Willingness to learn and to take on a variety of tasks. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Animal Technician GR18 (T2705)
Physiology-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92**

Assist the farm manager in general management duties related to a flock of pregnant and non-pregnant sheep. Assist with breeding program. Feed sheep. Clean pens and barns; Monitor health of sheep. Administer medications. Collect blood samples. Keep records.

Requirements: High School diploma or equivalent required. AAS strongly preferred. Accurate record keeping and six months to 1yr. experience with sheep management. Able to lift 80lbs. Pre-employment physical. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T2404)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92**

Conduct analytical tests on dairy products to provide support for research projects. Test procedures include: Kjeldahl nitrogen, total solids, salt, fat, and others. Assist in cheese making, enter data in computer, clean glassware, and help with other laboratory related activities.

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

**Research Technician GR19 (T2302)
Genetics and Development-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 7/23/92**

Carry out biochemical and molecular biology experiments including DNA isolation, blotting and cloning. Perform tissue culture as well as animal embryology work. Responsible for general lab organization and ordering of supplies. Supervise undergrad lab aides.

Requirements: Associates degree or equivalent in biology, chemistry or biochemistry. At least 1yr. experience in a biology or biochemistry lab. Experience with gel electrophoresis and blotting enzyme assays

highly desirable. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T2901)
Chemistry-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 7/23/92**

Site-directed mutagenesis using E. coli; DNA sequencing; general molecular biology cloning techniques; protein purification (HPLC).

Requirements: BS in microbiology, molecular biology or biochemistry or equivalent required. 1 or more yrs. experience in recombinant-DNA techniques. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T0801)
Veterinary Pathology-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 7/16/92**

Provide technical support for activities in a cancer biology lab involving flow cytometry, molecular biology, cell cultures, and protein and nucleic acid analysis. Perform experiments on the effect of oncogenes and chromosomal alterations on cell differentiation. Order supplies, maintain lab order, keep records and perform library searches.

Requirements: AAS in a biological or physical science or equivalent. Minimum 1yr. related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T2703)
Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/9/92**

Provide technical support in areas of chemical analyses of diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/93.

Requirements: Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS desired. Some lab experience helpful. Interest and ability in learning new procedures, as training will be provided. Send cover letter and resume to Sam Weeks.

**Research Assistant GR19 (T2603)
Veterinary Microbiology/JABIAH-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/2/92**

Provide technical services to a molecular biology lab investigating normal function and disease states in animals and humans. Participate in gene cloning and recombinant DNA procedures. Provide lab maintenance. Maintain tissue culture stocks.

Requirements: AAS degree or equivalent. 1-2yrs. related lab experience. Must be versatile and willing to learn a variety of techniques. Send cover letter and resume to Sam Weeks.

**Veterinary Technician GR20 (T3001)
Vet Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 7/30/92**

Maintain aseptic conditions and provide coordination of the surgery team in the operating room during a surgical procedure. Clean and sterilize surgical and hospital equipment. Must be available at designated times to assist with emergency procedures. (On-Call schedule)

Requirements: AAS degree in animal health technology-Licensed or eligible for NYS license or equivalent. Experience with small animals. Experience with surgical procedures preferred. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T2905)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92**

Provide technical support for research laboratory and teaching activities in the wildlife medicine program.

Requirements: Bachelors degree or equivalent required. Advanced coursework in immunology helpful. At least 2yrs. experience or training in molecular biology/immunology. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3007)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 7/30/92**

Provide technical assistance in research on the effect of nutritional status on reproductive performance in rats. Manage general research lab operations. Assist with animal experiments including feeding, surgery and sample collection. Perform lab analysis including work with radioisotopes. Develop new methods of analysis. Schedule work to run individual projects and to help with grad student projects.

Requirements: BS or equivalent in nutrition, animal science or physiology; MS preferred. At least 3yrs. relevant lab experience including small animal research. Ability to network with people. Knowledge of computers and Lotus 1-2-3, WordPerfect, and SAS. Ability to work alone and develop lab method as needed. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T2906)
Law-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 7/23/92**

Perform repair, maintenance, and system administration activities for Cornell law school's large installed base of networked computers and peripherals using multiple protocols and operating systems.

Requirements: AAS degree or equivalent in computer science required. 2-3yrs. related experience. Extensive familiarity with IBM PC compatible computers and LAN systems. Experience with peripherals such as optical scanners and CD-ROM drivers. Knowledge of Unix workstation and TCP/IP networking desirable. Strong knowledge of DOS, PC diagnostic programs, and PC diagnostic software. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T2704)
Center for Advanced Imaging Technology-Statutory
Minimum Biweekly Salary: 7/9/92
Posting Date: 7/9/92**

Provide technical assistance in the daily operation and maintenance of the center for advanced imaging technology (CAIT) at the NYCVM. Train and assist as needed, faculty, staff, students, and visitors involved in research, teaching, and diagnostic activities in techniques of scanning and transmission electron microscopy.

Requirements: BS in biological or physical sciences; technical/vocational school degree in electron microscopy. 1-2yrs. related and relevant experience. Demonstrated knowledge of and ability to use electron microscopes, and high quality photographic experience. Effective communication skills, excellent hand/eye coordination. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T2903)
Microbiology, Immunology, and Parasitology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 7/23/92**

Initiate and maintain mammalian cell cultures, producing and assaying for monoclonal antibodies, perform serological assays including ELISA, initiating lymphocyte cultures, assaying for cytokines and working with animals, including immunizations and taking blood samples. Until 6/94.

Requirements: MS preferred. BS in biology or equivalent required. 3-5yrs. related experience. Ability to work independently. Send resume and cover letter to Sam Weeks.

Computer Operator III GR23 (T3009-14)

**Theory Center-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/30/92**

Operate the theory center's multiple computer systems which supply advanced scientific computing and are sources to a national base of users.

Requirements: Associates degree or equivalent beyond high school diploma. 2-4yrs related experience. A proven ability to work alone. A high level of integrity and judgement are essential. Knowledge of hardware, software, and the UNIX operating system are highly desirable. Requires good communication, interpersonal, and technical skills. Send cover letter and resume to Sam Weeks.

**Environmental Safety Technician GR23 (T2601)
Environmental Health-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/2/92**

Provide technical assistance in lab safety programs for the control of physical, chemical and biological hazards. Evaluate labs for OSHA compliance. Monitor fume hoods and maintain fume hood database. Assist chemical hygiene officer. Provide education resource materials. Maintain lab inspection equipment. Provide consulting and review on new fume hood purchases.

Requirements: AAS in engineering or science; BS preferred. 1-2yrs. lab experience. Familiarity with hazardous material control devices. Computer database experience. Excellent oral and written skills. NY driver's license. Send cover letter and resume to Sam Weeks.

Technical Part-Time**Part-Time Technician GR18 (T2403)
Genetics & Development-Statutory
Minimum Full-Time Equivalent: \$542.89
Posting Date: 6/18/92**

Assist laboratory coordinator for the Biological Science 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.

Requirements: Associates degree or equivalent. 1yr previous laboratory experience helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

**CISER Tape Manager GR21 (T2206)
CISER-Statutory
Minimum Full-Time Equivalent: \$615.42
Posting Date: 6/4/92**

Implement, modify, maintain and use automated system to capture and provide information on the contents of magnetic tape files. Perform a number of computer operations related to data file management and distribution.

Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, programming languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to communicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary**Temporary Service Technician (T3003)
Entomology-Statutory
Hiring Rate:
Posting Date: 7/30/92**

Assist with a variety of field and laboratory projects aimed at developing environmentally sensitive pest control tactics. Projects include assessing the importance of naturally occurring or released enemies of insect pests of sweet corn, onions, and beans, trapping and monitoring cucumber beetles, and evaluating squash varieties for resistance to insect pests.

Requirements: Background in agriculture or biological sciences preferred but not required. Driver's license and computer experience helpful. Send cover letter and resume to Sam Weeks.

**Temporary Technician (T2908)
Diagnostic Lab/Clinical Pathology-Statutory
Hiring Rate: \$8-8.50/hr.
Posting Date: 7/23/92**

Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval. Participate in emergency coverage. Part-time until 1/11/93. Thursday, Friday, Saturday, 8hrs./day.

Requirements: AAS in medical technology or equivalent required. BS in medical technology and ASCP certification preferred. 1yr. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

**Temporary Technician (T2909)
Fruit and Vegetable Science-Statutory
Hiring Rate: \$7-9/hr.
Posting Date: 7/23/92**

Implement field and greenhouse plantings for breeding projects involving cucumbers, melons, and squash. Prepare plans for plantings. Make controlled pollinations, assist with tests for disease resistance, select resistant plants and record keeping. Assist with weed control, insect and unwanted diseases that might interfere with normal growth. Harvest, process and store plants. Full-time until 1/15/93.

Requirements: Associates or equivalent in agriculture required. BS in agricultural science preferred. NYS Pesticide applicators license preferred. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Asbestos Air Sampling Technician (T3006)
Environmental Health
Posting Date: 7/30/92**

Under general supervision, perform all air monitoring requirements as well as associated miscellaneous duties as part of the asbestos monitoring program. Air monitoring is a program which observes, measures, analyzes, and evaluates the air quality around and/or in an asbestos abatement project.

Requirements: AAS degree or equivalent in engineering or science; BS preferred. Valid NYS driver's license. Will require successful completion of a two-day New York State approved asbestos safety training program leading to certification as a restricted handler II-air sampling technician. Excellent oral and written skills. May require the use of personal protective equipment, working in or around asbestos abatement sites, handling air sampling equipment and pumps as needed. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competi-

tively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Circulation/Reserve Assistant GR17 (C2707)
Circulation/Urns Library-Ended
Minimum Biweekly Salary: \$530.88
Posting Date: 7/9/92

Perform a variety of circulation and reserve tasks. Work at the circulation, information and security desks assisting patrons.
Requirements: High School diploma or equivalent required. Some college coursework preferred. Some knowledge of IBM-PC or comparable word processing equipment. Ability to work well with a variety of people in a public service setting. Good organizational skills and exceptional dependability. Ability to lift, shove, and carry books (10-20lbs.) and push loaded book carts (Approx. 50lbs.) Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C3015)
University Development-Ended
Minimum Biweekly Salary: \$542.89
Posting Date: 7/30/92

Assist administrative aide and secretary in coordination of daily work flow in the director's office; assist business manager in administrative functions: Xerox and distribute materials, assist with large mailing, maintain files, act as switchboard backup, organize and maintain records on macintosh PC, log in commitment forms, update and maintain computer mailing lists/labels, type purchase orders. Medium typing.
Requirements: High school diploma or equivalent. Good interpersonal skills and telephone techniques. Prior office experience helpful. Familiarity with office equipment, including Dictaphone. Knowledge of macintosh PC helpful. Ability to work under pressure, must respect privilege of confidential materials and pay attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR18 (C3016)
Academic Advising Center-Ended
Minimum Biweekly Salary: \$542.89
Posting Date: 7/30/92

Provides support for two assistant deans and secretary. Typing, filing, answer telephones, scheduling appointments, computer work.
Requirements: High school diploma or equivalent required. Some college coursework desirable. 1yr. related experience. Excellent organizational interpersonal and communication (written and oral) skills. Familiar with computers. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2904)
History-Ended
Minimum Biweekly Salary: \$542.89
Posting Date: 7/23/92

Provide secretarial support for faculty in history department. Type manuscripts, course materials and correspondence. Provide information and assistance to faculty, students and general public. Answer telephones; handle mail; order supplies; process monthly telephone bills.
Requirements: High school diploma or equivalent required. Some college coursework in secretarial or business preferred. 1-2yrs. related experience. Word processing preferably wordperfect 5.1. Strong interpersonal skills and ability to work under pressure. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2806)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92

Provide clerical/administrative support to 3 faculty members in teaching, research, and extension areas.
Requirements: High School graduate or equivalent. Some college coursework preferred. 1-2yrs. related experience required. Good interpersonal, organizational, and communications skills essential. Able to use word processing software mostly on a Macintosh. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work.
Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C2708)
Circulation/Urns Library-Ended
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92

Responsible for preparing and sending overdue notices, book replacement bills and fine bills. Work at the circulation desk and assist in a variety of circulation activities. Perform a range of clerical, secretarial, and administrative tasks.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience with a detailed record keeping system. Ability to work effectively with a variety of people in a public service setting. Excellent interpersonal, organizational, and communication skills. Ability to lift/carry loads of books, 10-20lbs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

AV/Technical Services Specialist GR18 (C2706)
Veterinary Library-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/9/92

Order, process, catalog, organize, and maintain the audiovisual software collection. Maintain AV equipment including resolving operational problems, performing preventive maintenance and installing new/replacement hardware. Perform technical processing of monographs including some catalog maintenance. Provide circulation, information/directional and other reference help to patrons from the public service desk as well as specialized AV-related assistance. Other duties as assigned.
Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience (or demonstrated aptitude) with AV materials and equipment preferred. Excellent organizational, communications and interpersonal skills. Strong service commitment. Able to work with different people in a public setting. Able to work independently. Accuracy in detailed work. Knowledge of NOTIS or word processing helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C3020)
Geological Sciences/INSTOC-Ended
Minimum Biweekly Salary: \$566.28
Posting Date: 7/30/92

Provide secretarial and editorial support to faculty, researchers, supervisors, and staff; maintain INSTOC office, records, and microcomputers; general office assistance.
Requirements: High school diploma or equivalent. Some college coursework preferred. Strong computer skills (Macintosh/IBM PC and related software). 2yrs. related experience, strong interpersonal, organizational, communication (written and oral) skills, knowledge of CU policies and procedures strongly preferred. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR19 (C3008)
ILR, Center for Advanced Human Resources Studies-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/30/92

Provide secretarial and administrative assistance to executive director of CAHRS. Maintain public relations and cooperative relations with faculty; serve as contact for sponsor executives and those requesting CAHRS information and publications. Initiate routine correspondence with faculty, staff and senior corporate executives, handle arrangements, registration, meal counts, etc. for senior executive conferences. Maintain financial records of income and expenses for all programs. Prepare solicitation letters for annual sponsor contributions.
Requirements: High school diploma or equivalent. Some college coursework preferred. Minimum of 2yrs. related experience. Excellent typing and interpersonal skills and ability to prioritize work. Word processing using PC. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C3007)
University Development/Public Affairs-Ended
Minimum Biweekly Salary: \$566.28
Posting Date: 7/30/92

Works closely with the development assistant, director of leadership gifts, and others in the operation of the tracking system, thereby insuring appropriate communication and management involving leadership gifts prospects. Medium typing.
Requirements: High school diploma or equivalent. Some college coursework preferred. Ability to work without supervision and institute new procedures. Strong organizational, interpersonal and communication (written and verbal) skills. Ability to work under pressure, meet deadlines, recognize and react to priorities. Knowledge of macintosh computer systems, constant accuracy a must. Ability to maintain an extreme degree of confidentiality. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employee should include an employee transfer application.

Core Literature Project Assistant GR19 (C2807)
Albert R. Mann Library-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/16/92

Under the direction of the Core Literature Project Director, assist in the compilation of subject bibliographies of the most significant publishing of that subject. Duties include bibliographic searching, use of database management software, editing and verifying of bibliographic information. Some administrative support.
Requirements: High School diploma or equivalent. Associate's degree or equivalent education preferred. Computer experience including wordprocessing ability. 1-2yrs. experience searching bibliographic databases, including RLIN and NOTIS highly desirable. Experience with database management. Software (particularly proclite) desirable. Ability to be self-directed and to meet deadlines and attention to detail is essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C3002)
VP for Finance and Treasurer-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/30/92

To provide under general supervision, the secretarial/clerical and office support to the vice president for finance and treasurer, working independently, with a high level of confidentiality.
Requirements: Associates degree and/or equivalent experience. 2-3yrs. of secretarial/clerical experience preferable. Knowledge of Cornell university preferred. Knowledge of macintosh computer and software, including word and excel preferred.

Administrative Aide GR20 (C3014)
University Development-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/30/92

Provide administrative and secretarial assistance for the office of capital projects. Type, edit and proofread materials. Maintain accurate record of gifts and commitments. Initiate requests for and track gift acknowledgements. Prepare gift reports. Make travel arrangements. Schedule appointments. Assist in preparation of mailings.
Requirements: Associates degree or equivalent. 2-3 yrs. related work experience. Bookkeeping/accounting experience desirable. Good typing skills required. Excellent organizational and interpersonal skills. Good command of written and spoken English. Knowledge of macintosh pc helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C2911)
Veterinary Library-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92

Responsible for the operation of the operation of the veterinary library during evening and some weekend hours, including circulation/reserves, security and some student supervision. Provide various information services, including assist patrons in locating materials, searching CD-ROM databases, and using audiovisual equipment. Also responsible for all aspects of interlibrary borrowing services. Fill interlibrary lending requests. Other duties as assigned, including daily cash management and special projects. Evenings, some day/weekend hours.

Administrative Aide GR20 (C2205)
Geological Sciences-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92

Provide administrative and secretarial assistance to administrative manager and administrative assistant; heavy typing with complicated formulas; macintosh; answer telephones; handle mail; editorial assistance to senior faculty member; general office assistance.
Requirements: AAS degree or equivalent required. 2-3yrs. previous library public services and/or customer services experience preferred. Able to work and interact with a wide variety of people. Excellent interpersonal, organizational, and communications skills. Able to work independently. Knowledge of NOTIS or microcomputer applications helpful. Some supervisory experience helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2205)
Geological Sciences-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/23/92

Provide administrative and secretarial assistance to administrative manager and administrative assistant; heavy typing with complicated formulas; macintosh; answer telephones; handle mail; editorial assistance to senior faculty member; general office assistance.
Requirements: AAS degree or equivalent. Macintosh (heavy technical and mathematical typing). Graduate field experience strongly preferred. 2yrs. related experience. Strong organizational and interpersonal

(written and oral), communication skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Service, East Hill Plaza #2.

Administrative Aide GR20 (C2808)
Office of Human Resources-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide administrative and clerical support to the coordinator for work and family programs, and accounting support to the executive staff assistant, in the associate vice president's office, human resources. Keep abreast of issues and projects relating to working families. Assist coordinator in project development and coordination. Provide accounting assistance: identify resources, process a/p vouchers, deposits; maintain accounting database.
Requirements: Associate's degree or equivalent combination of education and experience. Minimum 3yrs. administrative/accounting experience (Cornell preferred). Knowledge of Cornell organization, policies, procedures (both human resource and accounting) essential. Knowledge of word processors (IBM, MAC) and spreadsheet software (Excel). Excellent public relations, organizational, and interpersonal skills. Confidentiality, tact and flexibility essential. Attention to detail, ability to set priorities preferred. Ability to work in a team environment. Medium typing. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2802)
Electrical Engineering-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide secretarial and administrative support to the associate director of the school of electrical engineering whose responsibility covers all aspects of the undergraduate degree program.
Requirements: Associate's degree or equivalent required. 2-3yrs. of administrative experience. Notary public license desirable. Must be proficient on Macintosh computer using Microsoft Word, Excel, WriteNow, e-mail, and Filemaker Pro programs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2802)
Electrical Engineering-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/16/92

Provide secretarial and administrative support to the associate director of the school of electrical engineering whose responsibility covers all aspects of the undergraduate degree program.
Requirements: Associate's degree or equivalent required. 2-3yrs. of administrative experience. Notary public license desirable. Must be proficient on Macintosh computer using Microsoft Word, Excel, WriteNow, e-mail, and Filemaker Pro programs. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2712)
Engineering Placement-Ended
Minimum Biweekly Salary: \$590.45
Posting Date: 7/9/92

Assist with the overall administration and operation of the engineering placement office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organizations nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative advisory and public relations responsibilities.
Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Excellent communication skills. Strong organizational skills and ability to relate with diverse publics especially students. Prefer some exposure to CU accounting procedures. Strong business skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Personnel Assistant GR21 (C3018)
Theory Center-Ended
Minimum Biweekly Salary: \$615.42
Posting Date: 7/30/92

Under very general supervision, assist human resources manager in advising and consulting with theory center staff. Provide administrative support. Requires independent judgement, the ability to work independently and a high degree of confidentiality.
Requirements: Associates degree or 1-2yrs. of college coursework. 2-4yrs. related experience. Background in human resources highly desirable. Experience with macintosh word processing, spreadsheet and database software highly desirable. Strong interpersonal, organizational and communication skills. Ability to work under pressure. Familiar with university resources (ie. payroll, SES, etc) highly desirable. Ability to set priorities, maintain a high degree of accuracy and take initiative. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Circulation/Reserve Supervisor GR21 (C2711)
Management Library-Ended
Minimum Biweekly Salary: \$615.42
Posting Date: 7/9/92

Manage public service operations in unit library: Circulation, reserve, and security. Responsible for collection management and supervision of all employees in this area, includes hiring, training, and evaluation. Participate in library planning and establish patron-based policies. 39hrs/week Tues.-Sat.
Requirements: B.A. or the equivalent preferred. Associates degree or equivalent required. 2yrs. library experience. Experience with automated circulation desirable. Demonstrated supervisory skills and communication skills. Public service orientation. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR22 (C3019)
Associate Vice President Human Relations-Ended
Minimum Biweekly Salary: \$641.92
Posting Date: 7/30/92

Word-process reports, draft correspondence. Assist with academic affirmative action, personnel processes. Collect/configure data. Process personnel and accounting transactions.
Requirements: Associates degree or equivalent. 4-5yrs. Cornell experience. IBM wordperfect, excel. Endowed accounting and payroll. Professionalism, confidentiality, cultural sensitivity, attention to detail. Medium typing. send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR22 (C2915)
Facilities and Business Operations-Ended
Minimum Biweekly Salary: \$641.92
Posting Date: 7/23/92

Provide assistance to the associate vice president and the director of administration for facilities and business operations: oversee, coordinate and integrate the flow of information and materials through the office. Refer inquiries and materials to others for handling as appropriate; work independently with the highest degree of confidentiality.
Requirements: Associates degree or equivalent. 3-5yrs. related experience. Excellent organizational, interpersonal skills; demonstrated oral and written communication skills and initiative necessary. Ability to set priorities. Confidentiality essential. Knowledge of macintosh computer preferred. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Draper/Cutter GR22 (C2514)
Theatre Arts-Ended
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92

Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (Seasonal mid-August to mid-May)

Requirements: BA in theatre or costume technology or equivalent required. 2-4yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR23 (C2716)
Ethics and Public Life-Ended
Minimum Biweekly Salary: \$669.23
Posting Date: 7/9/92

Provide overall management of university-wide programs administrative affairs including finance, budgeting and accounting; cross-college faculty recruitment; proposal preparation; coordination of academic program for students; and coordination of diverse programs for faculty from all college of the university. 3/4 time, hours to be arranged.

Requirements: Associates degree/BA or equal preferred in accounting, business, or equivalent. 2-3yrs. experience in budgeting, forecasting, and/or cost accounting techniques. Must be able to use a computer, must have good working knowledge of PC's and wordprocessing software and spreadsheet packages. Cornell experience essential. Ability to deal effectively with a variety of people. Regular CU employees only. Send cover letter, resume, and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professionals Part-time

Circulation Reserve Assistant GR17 (C3003)
Circulation/Urns Library-Ended
Minimum Full-Time Equivalent: \$530.88
Posting Date: 7/30/92

Assist in the reshelving of materials returned from circulation and work at the security desk inspecting knapsacks, briefcases, etc. of exiting patrons when the security alarm sounds. Monday-Friday, 20hrs./week.
Requirements: High school diploma or equivalent. Ability to work effectively with a variety of people at a public service desk. Must be able to shelve and shift books. Must be exceptionally dependable. Good interpersonal and communication skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Records Assistant GR18 (C3011)
Serials/Central Technical Services-Ended
Minimum Full Time Equivalent: \$542.89
Posting Date: 7/30/92

Responsible for checking in the daily receipts of Southeast Asian serials and assist with the claiming and invoice posting for these titles.
Requirements: High school diploma or equivalent. Additional academic or clerical training desirable. Reading knowledge of Indonesian desirable; reading knowledge of other Southeast Asian/Western European languages helpful. Good interpersonal, communication and organizational skills. Attention to detail and accuracy essential. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Serials Assistant GR18 (C3012)
Physical Sciences Library-Ended
Minimum Full-time equivalent: \$542.89
Posting Date: 7/30/92

Coordinate preservation, conservation, and binding activities in the physical sciences library. Provide information services to library users. Supervise 1 to 2 student employees. Ability to work in a changing environment with constant interruptions. Good communication, interpersonal, and organizational skills. Attention to detail. Monday-Friday, 20hrs./week, with Flexibility.
Requirements: Associate's degree desirable. A minimum of 2yrs. academic experience with some course work in physical sciences preferred. Familiarity with computers required. Previous library experience (especially with NOTIS) desired. Ability to push loaded book trucks and lift filled book bins (up to 100lbs.). Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Child Care Assistant GR18 (C3010)
Human Development and Family Studies-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/30/92

Work as a classroom support person to the teaching team which provides a program for 16 preschool children. Duties include assisting in the planning of developmentally appropriate activities; assisting children throughout their daily classroom routines. Monday-Friday 7-1pm, 11 month position.
Requirements: Associate's degree in child development, early childhood education or a related field or the equivalency in education and experience. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Child Care Assistant GR18 (C3009)
Human Development and Family Studies-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/30/92

Work as a classroom support person to the teaching team which provides a program for 16 preschool children. Duties include assisting in the planning of developmentally appropriate activities; assisting children throughout their daily classroom routines. Monday-Friday 12-6, 11 month position.
Requirements: Associate's degree in child development, early childhood education or a related field or the equivalency in education and experience. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Circulation/Reserve Assistant GR18 (C2909)
Access Services/Olin Library-Ended
Minimum Full-Time Equivalent: \$542.89
Posting Date: 7/23/92

Work at the circulation desk and be responsible for reserve requests from other CUL units. Responsible for recall and hold process, including notifying patrons to return materials needed by other readers and notifying readers of available materials. Renew loans for items charged out.
Requirements: High school diploma or equivalent required. Some college coursework preferred. Minimum 2yrs. related experience. Organizational ability and aptitude for detailed work. Ability to work effectively with a variety of people in a public services setting. Strong interpersonal and communication skills. Experience with microcomputers. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Interlibrary Services Assistant GR18 (C2908)
Interlibrary Services/Olin Library-Ended
Minimum Full time Equivalent: \$542.89
Posting Date: 7/23/92

Prepare materials for photocopying including copying article(s) and verifying bibliographic information when the article is not found as cited. Process completed photocopy. Fax materials as requested. Responsible for maintaining photocopy files, compiling statistics and paging materials from special collections for loan approval. Search local and national databases. 20hrs./week until 9/30/93.
Requirements: High school diploma or equivalent required. Some college coursework required. Ability

to work with foreign languages. Organizational ability and aptitude for detailed work. Experience with keyboards and microcomputers. Ability to work under pressure while maintaining accuracy. Experience in an academic library desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include a transfer application.

**Secretary GR18 (C2905)
Physiology-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/23/92**

To provide secretarial support for 1 or 2 faculty members and assist the accounting section by typing requisitions and filing. Monday-Friday 8-12.
Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 1yr. related secretarial experience. Knowledge of computers (IBM/wordperfect 5.1) preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Collections Assistant GR18 (C2805)
Reference Department/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/16/92**

Assist with the processing and management of a map collection consisting of 200,000 maps and atlases. Provide basic information service on cartographic materials to library patrons. Assist with the processing of the reference collection. Search local and national databases. 20hrs./week.

Requirements: High School diploma or equivalent required. Associates or equivalent preferred. Excellent interpersonal, organizational and communication skills. 1-2yrs. previous library experience desirable. Familiarity with microcomputers and word processing desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/2/92**

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work. Monday-Friday, 20hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR19 (C2713)
Office of Public Affairs/ College of Agriculture and Life Sciences-Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 7/16/92**

Provide clerical assistance to the associate director of alumni affairs. Respond to incoming calls for college public affairs and respond to alumni and alumni leaders (district directors, district team members, or state ALS alumni coordinators) requests for information or materials. Provide leadership for the coordination of certain ALS alumni events in cooperation with other salaried and volunteer staff leaders. 28hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 2yrs. secretarial experience. Word processing, preferable wordperfect 5.1; familiarity with database management systems. Exceptional telephone skills. Accurate data entry and organizational skills. Ability to work with minimal supervision and to handle confidential information. Familiarity with the college of agriculture and life sciences helpful. Ability to deal effectively with alumni and friends. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Representative III GR20 (C3022)
Theory Center-Endowed
Minimum Full-Time Equivalent: \$590.45
Posting Date: 7/30/92**

Under general supervision, provide part-time support to finance coordinator. Requires independent judgement, a high degree of confidentiality, and the ability to work independently.

Requirements: Formal training of 1 or 2yrs., 2yrs. of college coursework, or associate's degree beyond high school diploma. 2-4yrs. related experience. Familiarity with university resources and procedures (ie-accounting, payroll, etc.) highly desirable. Experience with macintosh (microsoft word, filemaker plus, and microsoft excel) highly desirable. Strong interpersonal, organizational, and communication skills. Ability to work independently and maintain strict confidentiality. Ability to work under pressure, set priorities, maintain a degree of accuracy and take initiative. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C2910)
Academic Programs, CALS-Statutory
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/23/92**

Must work independently to coordinate and carry out initiatives developed by the college of agriculture and life sciences minority resource development committee. These include on-campus colloquia, graduate student recruitment, including campus visits, data-base management, and an undergraduate research program. Some supervision of undergraduate assistants is likely. Monday-Friday, 20+hrs./week (negotiable).

Requirements: Associates degree or equivalent required. 2-3yrs. work experience. Strong organizational, communication, and interpersonal skills. Familiarity with microcomputer use (Macintosh preferred) for word processing and data-base management is essential. Must be able to work within deadlines. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Senior Night Supervisor GR20 (C2603)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/23/92**

Responsible for library operation during evening and Saturday Hours. Daily activities including circulation and reserve operations; manage video collection manage MPS monograph service, perform routine circulation functions, supervise student assistants. 25hrs./week, flexible.

Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Previous library, public service and/or supervisory experience are highly desirable. Medium data entry/typing is required. Experience with wordprocessing program is required. Strong interpersonal and communication skills required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include and employee transfer application.

**Senior Night Supervisor GR20 (C1908)
Public Services/Music Library-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/23/92**

Supervise and assist in the circulation operations of the music library. Provide information and reference assistance to patrons. Responsible for the security of the building during evening and weekend library hours. Assist with collection maintenance and processing operations. 20hrs./week.

Requirements: Associates degree in music with emphasis in music history. 2-3yrs. related experience. Experience supervising others. Good interpersonal and organizational skills. Knowledge of at least one foreign language. Must be able to work well under pressure. Must be able to lift books and push heavy book trucks (maximum 50lbs.). Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Secretary GR20 (C2714)
Computer Science-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/9/92**

Provide administrative and secretarial support to several faculty. Responsibilities include: coordinating faculty editorial duties, workshops and conferences. Prepare correspondence and other materials using advanced workstations and UNIX operating systems. Monday-Friday 9:00-1:30.

Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. administrative/secretarial experience, preferably in a university environment. Excellent interpersonal, organizational and communication skills. Ability to work independently, set priorities, write and edit own material. Handle confidential material. Ability to use complex computer systems in a highly technical environment. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Temporary

**Editor/Designer (S3001)
Agriculture and Biological Engineering-Statutory
Posting Date: 7/30/92**

Edit manuscripts for engineering-related cooperative extension publications. Make grammatical and structural changes as necessary; write news releases; design and proof publications; prepare mechanicals for delivery to printer; assist in performing clerical-administrative tasks.

Requirements: Bachelor of Science emphasizing writing, editing and design of technical information for a general audience. Must be familiar with macintosh; experience with pagemaker desirable. Send cover letter and resume to Karen Raponi.

**Temporary Secretary (S3002)
Agriculture and Biological Engineering-Statutory
Posting Date: 7/30/92**

Provide secretarial services to the farm safety and health programs in Agriculture and biological engineering. Assist the executive director and board of directors of the NYS rural health and safety council.

Requirements: A.A.S. degree or equivalent experience in secretarial services. Experience in macintosh computer programs is beneficial. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Temporary Staff Assistant
Cornell Press
Hourly Rate: \$8.00
Posting Date: 7/23/92**

Assist associate marketing manager and advertising associate in publicizing and advertising scholarly books. Prepare press releases, reserve advertising space, and help to coordinate production of ads. Some clerical duties will be required.

Requirements: B.A. degree. Medium typing. Experience with macintosh or similar computer helpful. Excellent written communication and proofreading skills required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Administrative Aide (S2605)
Presidents Council of Cornell Women
Posting Date: 7/9/92**

Provide secretarial/administrative support to the director of the Presidents Council of Cornell Women. Maintain a database of membership. Production of the membership directory. Assist with the planning of the semi-annual membership meeting and monthly committee meetings. Prepare statements and maintain monthly accounting files.

Requirements: Excellent grammar, spelling and punctuation skills. Ability to work with university constituencies in a professional manner. Confidentiality is a must. Computer proficiency in word processing and data base (MAC) required. Excellent organizational skills required. Position effective July 23, 1992-January 23, 1993. Please send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Distribution Assistant (S2402)
Agric. & Bio Eng.-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92**

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing. Assist in marketing and other office duties. Answer phone. Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6-month position.

Requirements: Familiarity with Mac computer. Ability

to lift 40-pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

General Service

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

General Service Temporary

**Temp Laboratory Assistant
Plant Breeding (S2001)**

Order for a large laboratory, filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, and gel electrophoresis. 20hrs/week.

Requirements: Good organizational ability, math skills, and strong interpersonal skills. Science background preferred, lab experience desirable. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

General Service

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

**Duplicating Machine Operator SO06 (B3002)
Agricultural Economics-Statutory
Hiring Rate: \$7.91
Posting Date: 7/30/92**

Responsible for running a kodak 225 copier, an off-line collator, binding equipment, a cutter, perforator, and A.B. Dick 360 offset press, and other peripheral equipment as well as hand assembling materials in a print shop for a large academic department. Reports directly to the print shop supervisor. 20-39hrs./week.

Requirements: High school diploma or equivalent. Minimum of 1yr related experience. Mechanical knowledge preferred. Print shop experience desirable, but not necessary. Application materials to Cynthia Smithbower.

General Service Casual

**Casual Animal Technician (B3001)
Laboratory Animal Services-Statutory
Hiring Rate: \$6.00
Posting Date: 7/30/92**

Provide weekend and holiday care of lab animals: feed, water, clean and monitor following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting veterinarians in treating and vaccinating animals. Saturday, Sunday and holidays, 16-20hrs./week.

Requirements: High school diploma or equivalent required. Associates in animal science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr animal experience. Ability to lift 50#. Pre-employment physical and all necessary immunization required. Send application materials to Cynthia Smithbower.

Academic

**Senior Lecturer (50%time)
Human Development and Family Studies
Posting Date: 7/30/92**

One year, half-time position comprised of 1/3 teaching responsibility as senior lecturer the department of human development and family studies (one course on adulthood and aging-spring 1993) and 2/3 administrative responsibility as assistant director of the life course institute and overseeing the undergraduate gerontology certification program. The life course institute was established in 1992 to nurture faculty-directed, multidisciplinary research within the college of human ecology.

Requirements: Ph.D. in relevant social science required. Both teaching and administrative experience expected. Skills in writing grant proposals are necessary. Send a letter of application and a vita, by July 7, 1992 to: Professor Phyllis Moen, Director, Life Course Institute, G60B MVR hall, College of Human Ecology, Cornell University, Ithaca, NY 14853-4401.

**Extension Associate III
Plant Science Center
Posting Date: 7/30/92**

A teaching and outreach initiative in plant molecular biology. We seek and individual to oversee and participate in the development and teaching of laboratory workshops in molecular biology, with emphasis on plant materials or problems related to plant systems.

Requirements: Ph.D. and postdoctoral training with extensive experience in molecular biology techniques, teaching experience highly desirable. Please send letter of interest, cover letter, and names of three references to: Dr. Karen L. Kindle, 151 Biotechnology Building, Cornell University, Ithaca, NY 14853-2703, (Fax: 607-255-2428).

**Senior Research Associate
Physiology/College of Veterinary Medicine
Salary Range: \$28,000-\$47,000
Posting Date: 7/16/92**

Available from July 1, 1992 in the Lab for Pregnancy and Newborn Research. The successful applicant will either hold a MD, DVM, or PhD degree. Dual clinical and scientific doctorates would be particularly useful. Experience with chronically instrumented pregnant sheep and pregnant monkey preparations is essential. The successful applicant will lead members of the research group in ongoing studies on biorythms in pregnancy. Experience with computerized data acquisition systems to analyze myometrial activity, and other biophysical variables, is essential. A commitment to research and a significant record of published scholarly work is required. Send curriculum vitae and names of three references to Dr. Peter W. Nathanielsz, Director, Laboratory for Pregnancy and Newborn Research, Department of Physiology, 815 Veterinary Research Tower, Cornell University, Ithaca, NY 14853-6401.

**Tenure-track faculty position in the area of Food and Beverage Management, School of Hotel Administration, Cornell University
Posting Date: 7/16/92**

Teaching core courses in both the undergraduate and graduate curricula, in addition to developing and teaching elective courses in the area. Research and publishing, monitoring graduate research, performing proportionate share of administrative and advising functions in addition to serving on school committees.

Requirements: PhD degree in hotel and restaurant administration, or a related field; is preferred upon entry into the position; established teaching record at the college or university level. Related industry experience. Applicant with MS degree would be required to obtain a PhD degree at Cornell University or other institution prior to the granting of tenure. Start August 1993. Professional rank on tenure track; rank and salary negotiable. Nine-month term affords the opportunity to conduct research and seminars and to consult. Cornell's employee degree program provides a tuition waiver for the applicant who must acquire a PhD degree prior to the granting of tenure. Send letter of application, resume and names and addresses of three references to: Dr. Michael H. Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853-6902.

**Instructor-Introductory Statistics Course(s)
City and Regional Planning, Cornell University
Posting Date: 7/16/92**

Will teach introductory course(s) in statistical applications in planning at the undergraduate and/or graduate level(s) during the fall 1992 semester. Primary objective of the course is to familiarize students with fundamental statistical concepts and skills as utilized in the social sciences.

Requirements: PhD in appropriate area or master's degree in appropriate area plus relevant experience. Salary to be negotiated. Contact: Richard S. Booth, Chair, City and Regional Planning Department, Cornell University, 105 West Sibley Hall, Ithaca, NY 14853. (607) 255-4332.

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland
PHOTOGRAPHY: University Photography

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

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

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

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