

CORNELL CHRONICLE

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Husa in Prague

*Czechs greet
composer with
cries of 'Bravo!'*

Music Professor Karel Husa won the hearts of a Czech audience in February when he conducted his "Music for Prague 1968" in that city's first live performance of the work.

The response to the Feb. 13 concert was "terrific, just incredible," said Husa, who was born and raised in Prague and who was a student there during the Nazi occupation of the country. He wrote "Music for Prague 1968" in Ithaca, in outrage against the Soviet invasion of his country in August 1968. The piece was banned in Czechoslovakia until just recently.

"They applauded wildly for five or six minutes and they were screaming 'Bravo,'" Husa said, noting that Czechs are more subdued than American concertgoers and do not stand to give ovations.

But, he said, "At one point I made a 'V' for victory sign with both my hands, and they understood because the applause became even more intense. It was touching."

Czechoslovak Television taped the concert and aired it five days later, along with a half-hour profile of the composer for which a camera crew followed him around Prague and to the famous Hradcany Castle on the hill above the city.

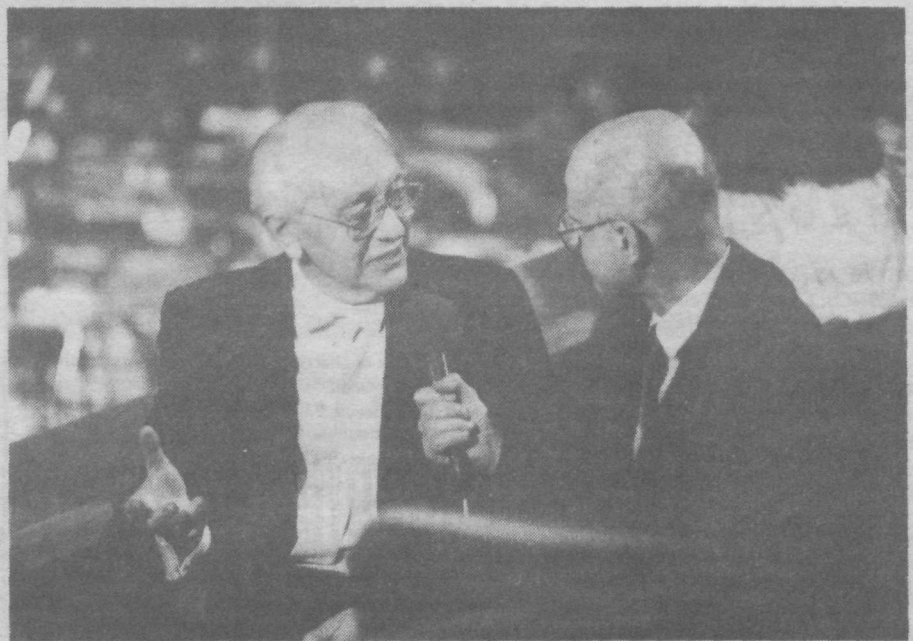
"The city is still magnificent but needs cleaning because of air pollution," Husa said. "Smetana Hall was as beautiful as ever, although it has not been taken care of for 70 or 80 years. The seats are not in

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Photos by Mark Simon, Black Star, for Cornell University

Karel Husa pauses in Wenceslas Square (top) during his visit to Prague. The Feb. 13 performance of Husa's "Music for Prague 1968," which he conducted (above) was greeted by shouts of "Bravo!" from the audience in Smetana Hall (below, left). During the intermission, Husa was interviewed by a journalist from Czechoslovak Television (below, right), which taped the concert and aired it five days later, along with a one-half-hour profile of Husa.



BRIEFS

■ **Nominations sought:** The Women's Studies Program is seeking nominations of faculty, students, staff and local residents to serve on its executive board, which sets policy for the program established to encourage the development of teaching and scholarship about women and the gender system.

■ **Dairy conference:** Effects of the growing high demand for low-fat dairy products on the dairy industry will be discussed at a March 5 conference in Syracuse's Marriott

Hotel. Some 120 dairy farmer, food processors and state and federal officials are expected to attend the conference sponsored by Cornell's Departments of Food Science and Agricultural Economics in conjunction with Cornell Cooperative Extension.

■ **Dairy science workshop:** A two-day workshop for young people from 13 to 19 years old on career opportunities in dairy science is scheduled for Saturday, March 3, and Sunday, March 4, in Morrison Hall.

For more details and to register, contact Mary Jean Wylie, assistant professor of animal science, 123 Morrison Hall, telephone 255-4706.

■ **Breakfast with Rhodes:** A limited number of openings are available for Cornell students to have breakfast with President Frank H.T. Rhodes. Those interested are invited to call his office at 255-5201 to make a reservation. The breakfasts are held from 7:30 to 8:30 a.m.

NOTABLE

Yervant Terzian, chairman of the Department of Astronomy and a member of the Cornell faculty since 1965, has been elected a foreign member of the Armenian Academy of Sciences based in Erevan, the capital of Soviet Armenia. Terzian, who was born in Alexandria, Egypt, in 1939, of Armenian and Greek parents, wrote that he accepted the invitation to join the academy "with deep emotion." A radio astronomer, Terzian specializes in the study of galaxies, quasars, pulsars and interstellar medium.

Tracing his roots



David Lynch-Benjamin

Ithaca-born author Alex Haley chats with College of Arts and Sciences junior Elaine Chiu before his lecture in Bailey Hall on Tuesday, Feb. 21. During his talk, Haley described the experience of tracing his black heritage and the eventual writing of his best-known work, "Roots." He said the book, which led to the television epic series by the same name, grew out of his remembrances of stories told by his grandmother and her sisters while he was a small boy in Tennessee.

9 prizes worth \$1,800 awarded for employee cost-saving ideas

Cornell has awarded \$1,800 in prize money for nine ideas put into practice during 1989 that will bring an annual savings of about \$1.5 million to the university.

Senior Vice President James E. Morley Jr. said the annual competition "has been an invaluable means for recognizing the creative contributions of scores of university employees to not only the economically efficient but highly effective operation of one of the world's leading centers of higher education and research."

Five of the winning ideas in the Cost Reduction Incentive Awards Program have been entered in the nationwide competition sponsored by the National Association of College and University Business Officers and the United States Steel Foundation.

The nine winners on campus were selected from 22 entries this year.

The five entries forwarded to NACUBO, their cash prizes and annual savings are:

- An improved steam line installation and support system, designed by Earl Hartman of the Facilities Engineering Department, savings of \$254,000, a \$300 prize.
- An automated worker's compensation log, developed by Marilyn Paluba and Kathy Newell, Human Resources, savings

of \$2,400, \$300 prize.

- A system for recycling copper in scrap cable, by Jack Eckert and Scott Russell, General Stores and Materials Management, savings of \$6,120, a \$200 prize.

- A plywood covering system for Schellkopf Field, designed by Joseph Lalley, Maintenance and Service Operations, savings of \$12,987, a \$100 prize.

- The design by John Kiefer, Facilities Engineering, of a high voltage substation, savings of \$1.2 million, a \$100 prize.

The other winning ideas:

- A decentralized student information system developed by David Stotz at ILR Extension, savings of \$29,000, a \$300 prize.

- Consolidation of statutory travel forms, developed by Jeff Curtis, Carol Hall, Carolyn McGory and Donna Updike, savings of \$16,000 a year, a \$200 prize.

- Brush and leaf disposal plans utilizing composting, introduced by Dennis Osika, Grounds Department, savings of \$33,000, a \$100 prize.

- Use of sodium bulbs in the McGraw Tower clock, by Mack Moreland and Robert Stundtner, Facilities Engineering Department and Maintenance Management, savings of \$1,778, a \$100 prize.

CU, Oxford to hold symposium on labor in unified Europe

Labor scholars from Cornell and Oxford universities and industrial relations experts from the European Community will discuss the impact on labor and employment worldwide by the economic unification of Western Europe and liberalization in Eastern Europe during a symposium at Oxford this summer.

Sponsored by the School of Industrial and Labor Relations, the symposium will focus on the emergence of Europe as an economic mega-unit and how Eastern Europe will affect the European Community.

The symposium will be held at Oxford University's Merton College in England Aug. 5 through 12. The program is designed for U.S. employment specialists, including human resources managers, union officers, labor law practitioners, arbitrators and mediators, and government officials.

"The realization of the European Community's single-market plan in 1992 will

bring into effect a new system of industrial relations which transcends national boundaries," said David Lipsky, dean of the School of Industrial and Labor Relations.

"The symposium will examine the implications of the new European system for U.S. firms that may operate in Europe or compete with enterprises based there. Rapid changes taking place in Eastern Europe also make it important for American employment specialists to become familiar with the European work place."

Serving as president of the symposium will be Lord McCarthy of Headington, an Oxford lecturer who formerly was research director of the Royal Commission on Trade Unions and Employer Associations.

Other invited participants include Graham Mather, director of London's Institute of Economic Affairs; Peter Coldrick, assistant general secretary of the European Trade Union Confederation; and Robert Taylor,

Scandinavian correspondent of The Financial Times.

Scheduled topics include:

- How will a more unified European economy in 1992 affect employment in the United States?
- What will be the effect on American public policy of uniform employment standards and benefits throughout the European Community?
- Where will the new Euro-executives come from?
- How will European and American unions adapt to the new international environment?
- How will migration of managers, employees and capital affect national economies?
- What are the prospects for collective bargaining across national borders?
- Is an international management style developing?

- How effective are the industrial policies in the European Community?

- What can Americans learn from the European Community's dispute-resolution and worker-participation procedures?

- What will be the effect of political and economic changes in the Soviet Union and Eastern Europe on industrial relations in the European Community?

The program will enable participants to compare American arbitration forums with European grievance mechanisms, including British Industrial Tribunals. Symposium participants will observe hearings in industrial tribunals and visit Parliament to discuss employment issues with British legislators.

Further details may be obtained from Donald Cullen, a professor of industrial and labor relations at Cornell, at (607) 255-8016, or Richard Denenberg, the symposium program director at (518) 398-5193.

—Albert E. Kaff

CORNELL
CHRONICLE

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It is the policy of Cornell University to support actively 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, 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 at 234 Day Hall, Cornell University, Ithaca, N.Y. 14853-2801 - telephone (607) 255-3976.

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

GRADUATE BULLETIN

Course changes: The last day for dropping courses and changing grade options without a petition is March 16. A \$10 late fee is charged for any change after this date.

Graduate Student Council meeting: Monday, March 5, 5:15 p.m., The Henry, Sage Hall.

Travel grants: Conference travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by April 1 for May conferences. Application forms are available at graduate field offices.

Income tax: Representatives from the federal and New York state tax bureaus will conduct sessions for international students and answer questions on Wednesday, March 7, from 1 to 2:45 p.m., and on Thursday, April 5, from 8:30 to 10:15 a.m., in the second-floor auditorium, Anabel Taylor Hall.

Election: Voting in student trustee and assembly elections will be held at The Henry and other campus locations from noon to 4 p.m. March 6 through 8.

BARTON BLOTTER

Five persons were referred to the judicial administrator on charges of serving alcohol to minors, according to the morning reports of the Department of Public Safety for Feb. 19 through 25.

In addition, a male student was referred to the judicial administrator on a charge of aggravated assault, and another student was arrested on a charge of possessing a forged driver's license.

There were 18 thefts reported with losses in cash and valuables of \$4,000. They included three leather jackets worth a total of \$720, a \$500 diamond ring, a \$400 gold ring and \$200 in cash taken from a wallet.

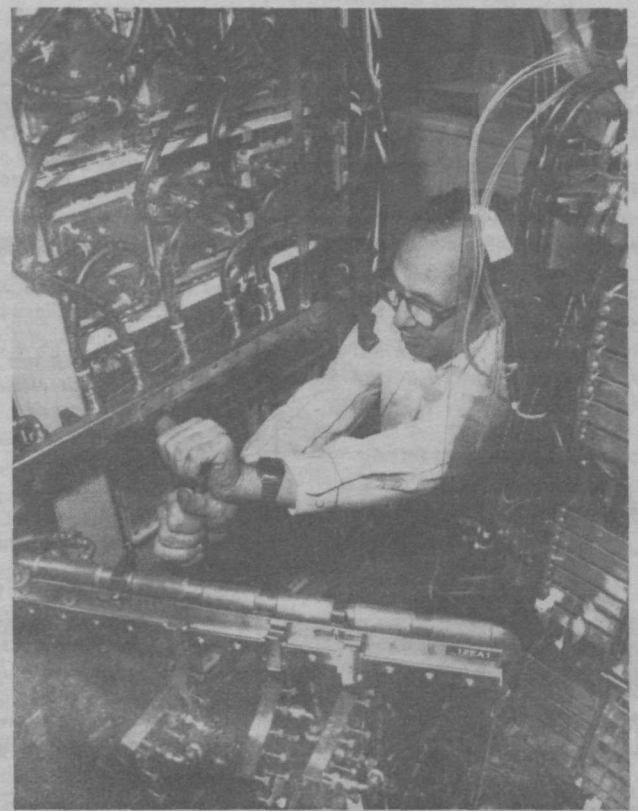
Vandals broke four parking control gates worth \$240 at North Central Avenue and Sibley Hall.

Computerized copies of the most current safety report may be called up on CUINFO under the title SAFETY. CUINFO terminals are situated in the main lobbies of Day Hall, Gannett Clinic, Willard Straight Hall, Sage Hall and eight libraries.

From super to stupendous



Bill Green (left), an IBM representative, replaces a power supply last weekend as part of a major upgrade of Cornell's twin IBM supercomputers. Chris Julian (right), also of IBM, replaces a thermal conduction module, one of the receptacles for the new components. The upgrade on the first machine was com-



Charles Harrington

pleted in only 16 hours. The second upgrade will take place March 9 through 11. The upgrades, from IBM 3090-600E to 600J supercomputers, will make the two machines capable of more than 1.6 billion floating point operations per second. The \$19 million enhancement was provided by IBM.

Lesbianism is lecture topic for Women's History Month

Lesbianism: among some, it prompts reproach, fear or misunderstanding. But it hasn't prompted much study.

To ease the tensions and inspire the scholarship, Cornell's Women's Studies Program has selected "Lesbian Histories" as the subject of a lecture series for Women's History Month, March 1990.

"Basically, there has been much less scholarly attention paid to homosexuality than one would like. And even when there is attention paid, other people ignore it," said Mary Beth Norton, the Mary Donlon Alger Professor of American History and co-organizer of the lectures.

"We want to focus on the new scholarship, including on lesbian women of color, and focus on issues of gay women in the U.S. and abroad," Norton said.

The focus on lesbianism was also a response to concern about the persistence of homophobia and the political vulnerability of lesbians, said Carolyn (Biddy) Martin, co-organizer and an assistant professor of German studies.

"In the wake of AIDS, homophobia and racism have found yet more avenues for expression, both in terms of ideology and social policy," Martin said. "As a group, we felt it was important to emphasize these issues — the intersection of homophobia and racism — and invite speakers who work along these lines."

The lectures, which are open to the public, aim to appeal to academics and non-academics alike, she said. Several writers, a publisher, a video-documentary maker, a sociologist, a historian, and Cornell faculty and staff are among the speakers.

Cornell University Libraries also will feature special exhibits from its Collection

on Human Sexuality in Uris Library and Olin Library's Archives Reading Room from March 1 until May 31. That collection comprises books, T-shirts, bumper stickers and other artifacts on gay male literature, politics and culture donated by the Mariposa Education and Research Foundation and opened for research use in 1988. The collection is being expanded to represent lesbians, sex education, reproductive rights, sex and the law, and family law, curator Brenda Marston said.

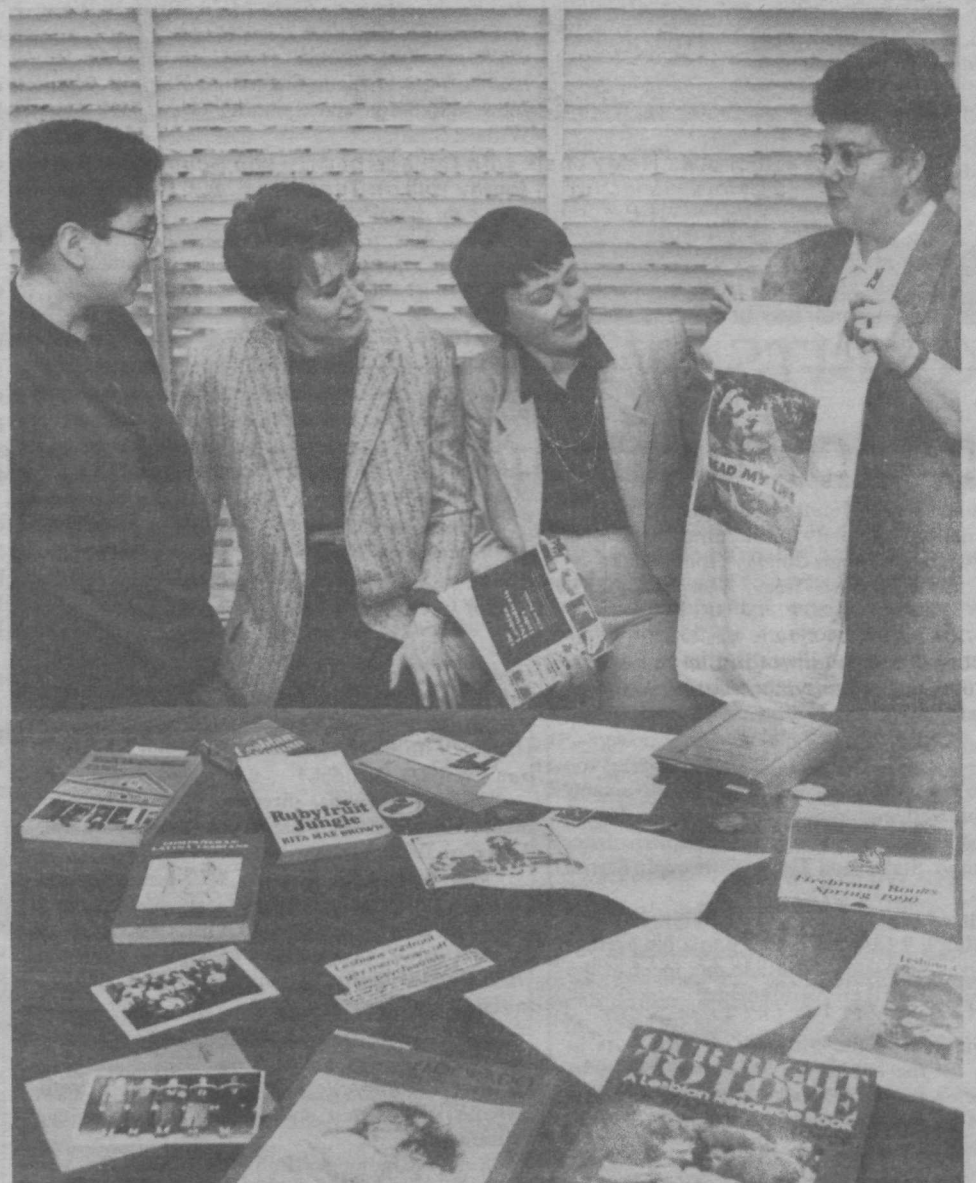
In another celebration of Women's History Month, the Western Societies Program will sponsor a conference on Greek women writers, including a concert by Mariza Koch, one of Greece's most popular recording stars, on Friday, March 9, at 8 p.m. in Barnes Hall auditorium. A donation of \$2 to \$5 is requested.

Novelist Alki Zei and poets Katerina Anghelaki-Rooke and Olga Broumas will give readings on Saturday, March 10, at 8 p.m. in the Temple of Zeus. More information is available from Gail Holst-Warhaft at 255-7592.

In explaining Cornell women's scholars' concerns about the paucity of lesbian scholarship, Martin pointed out that scholars are forced to work against the traditional definition of "legitimate scholarship" and "standards of respectability" in the academy.

Another reason, Norton added, is that "historians have to perceive a group as a group before they are willing to study it. In fact, they have not perceived gays as a group worthy of study. There was no women's history for a long time because people didn't conceive of women as a group. This is the same thing."

—Lisa Bennett



Charles Harrington

Discussing plans for Women's History Month are (from left): senior Elisa Goldberg, librarian Brenda Marston and Professors Mary Beth Norton and Biddy Martin.

Author to speak here on March 7

Barbara Kingsolver, author of the recently published book "Holding the Line" and the novel "The Bean Trees," will speak here on Wednesday, March 7, at 7:30 p.m. in Kaufmann Auditorium.

In a talk entitled "Women and Social Change: Holding the Line in the Great Arizona Mine Strike of 1983," Kingsolver said she will discuss how "a group of women in this very traditional, conservative mining town essentially took over and changed their lives and the social order forever."

Writing, sexuality and the military are among lecture topics

The following lectures are part of Women's History Month. Each begins at 7:30 p.m. and will be followed by a reception. Sponsors are the Africana Center; Cornell Lesbian, Gay and Bisexual Coalition; Cornellians; Department of History; the Human Sexuality Collection of Cornell Libraries; Society for the Humanities; the Women's Studies Program; and the Ithaca Lesbian and Gay Task Force.

• Thursday, March 8: "Asian-Pacific Lesbians: On the Margins and at the Crossroads," lecture by V.K. Aruna, video-documentary maker, Washington, D.C.; the One World Room, Anabel Taylor Hall.

• Monday, March 12: "Whose Renaissance: Harlem in the '20s, Black and Lesbian," lecture by Jewelle Gomez, poet and writer, and program associate for the New

York Council on the Arts; Kaufmann Auditorium, Goldwin Smith Hall.

• Wednesday, March 14: "A Look at Lesbian Writing: The Significance of a Lesbian Sensibility," panel discussion with Nancy Bereano, editor and publisher of Firebrand Press, Susan Eschbach, lesbian writer and member of the Feminist Women's Writing Workshop Inc., and Brenda Marston, curator for Cornell's Human Sexuality Collection, as moderator; the One World Room, Anabel Taylor Hall.

• Tuesday, March 27: "Coming Out Under Fire: Lesbians and the Military During the Second World War," lecture by Alan Berube, independent historian, San Francisco; Kaufmann Auditorium, Goldwin Smith Hall.

• Thursday, March 29: "Sexuality and

Race: Rethinking the Connections," lecture by Mab Segrest, Southern writer and political activist, organizer for North Carolinians Against Racist and Religious Violence; Kaufmann Auditorium, Goldwin Smith Hall.

• Thursday, April 5: "Recasting Morality: The Sexual Offenses Bill and the Post-Colonial State," lecture by Jacqui Alexander, sociologist, Brandeis University; McGraw Hall, Room 165.

• Saturday, April 7: "Wrap-up Discussion," by Cornell faculty and students and members of the Ithaca community of their work in sexuality and lesbian studies and activism, 12:30 to 2:30 p.m.; and discussion of the complexities of "the closet" at the university, 2:45 to 5 p.m.; A.D. White House.

CALENDAR

All items for the 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, Ithaca, NY 14850.

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156.

Dances from Peru and from the regular repertoire will be taught, demonstrated and danced, 7:30 to 10:30 p.m., March 4, Willard Straight Hall.

Israeli Folkdancing

Israeli Folkdancing, Thursdays, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

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.

"Robert Cottingham: A Print Retrospective, 1972-1986," an exhibition featuring more than 50 prints focusing on Cottingham as a print maker, through March 7.

"Vanishing Presence," an exhibition examining blurred and out-of-focus effects in the work of 12 contemporary photographers from the United States and Europe, through March 25.

A Box Lunch Tour of the exhibit will take place March 9 from noon to 1 p.m. No preregistration is necessary. Participants meet in the lobby and bring their own lunches.

A bus trip to the Museum of Fine Arts in Boston for the exhibition "Monet in the '90s: The Series Paintings," March 10 and 11. For reservations and questions contact the community relations department, 255-6464.

Center for Jewish Living

"Escape to Hollywood: Emigre Film Makers from Nazi Germany," an exhibit organized by the German Film Museum of Frankfurt, through March 16, 1 to 5 p.m. daily except Saturday and Jewish holidays, Center for Jewish Living, 106 West Ave.

Hartell Gallery

Department of Architecture, through March 2. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

Tjaden Gallery

Individual Grant Exhibition, Elizabeth Abe-son, through March 3. The gallery is in Tjaden Hall.

FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted. Most Cinema films cost \$3, except for weekend films in Uris and Statler, which are \$4, and are open to the public unless otherwise stated. An (*) means admission is charged.

Thursday, 3/1

"Mister Freedom" (1967-68), directed by William Klein, with Delphine Serige, Donald Pleasance and Yves Montand, 4:30 p.m., Willard Straight.

"Shri Ram Proves his Mettle," part of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Libraries, 7:30 p.m., 310 Uris Library.

"The Green Pastures" (1936), directed by Marc Connelly and William Keighley, co-sponsored by Africana Studies, 7:15 p.m., Willard Straight.*

"Serious Animation," with guest speaker Cecile Starr, sponsored by Pentangle, 7:30 p.m., Uris.

"Santa Sangre" (1989), directed by Alejandro Jodorowski, 9:30 p.m., Willard Straight.*

Friday, 3/2

"Eat a Bowl of Tea" (1989), directed by Wayne Wang, with Cora Miao, Russell Wong and Victor Wong, 7:15 p.m., Uris.*

"The Killing Fields" (1985), directed by Roland Joffe, with Sam Waterston, Haing S. Ngor, John Malkovich and Spalding Gray, 7:15 p.m., Willard Straight.*

"Queen of Hearts" (1989), directed by Jon Amiel, with Anita Zagaria, and Joseph Long, 9:45 p.m., Uris.*

"The War of the Roses" (1989), directed by Danny DeVito, with Michael Douglas and Kathleen Turner, 10:15 p.m., Willard Straight.*

Saturday, 3/3

"Masoom," directed by Shaekhar Kapoor, with Naseeruddin Shah, Shabana Azmi, Supriya Pathak and Jugal Hansraj, co-sponsored by the Cornell University Library, India Association and South Asia Program Film Series, 3:15 p.m., 302 Uris Library.

"The Tender Tale of Cinderella Penguin," "The Log Drivers' Waltz," "The Sound Collector," and "Monsieur Pointu," along with "Harold Swerg," "Ben's Dream," "The Journey," "New Friends," and "Confessions of a Read-a-holic," 50th anniversary tribute to the National Film Board of Canada, 2 p.m., Willard Straight.* (\$1.50 for children under 12)

"His Girl Friday" (1940), directed by Howard Hawks, with Cary Grant and Rosalind Russel, 7 p.m., Willard Straight.*

"Soaring" (1988), directed by Gerard Corbiau, with Jose Van Dam and Anne Roussel, 7:30 p.m., Uris.*

"The War of the Roses," 9:20 p.m., Willard Straight.*

"Eat a Bowl of Tea," 9:50 p.m., Uris.*

"Hairspray" (1988), directed by John Waters, with Debbie Harry, Sonny Bono and Divine, midnight, Willard Straight.*

Sunday, 3/4

"The Territory," directed by Raul Ruiz, with Isabelle Weingarten and Jeffrey Kime, 2 p.m., Willard Straight.

"Sugriv Challenges Bali," and "Tara Grieves for Bali," part of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Libraries, 3:30 p.m., 310 Uris Library.

"New York, New York" (1977), directed by Martin Scorsese, with Robert De Niro and Liza Minelli, 8 p.m., Willard Straight.*

Monday, 3/5

"The Little Richard Story" (1980), directed by William Klein, 7 p.m., Willard Straight.*

"The War of the Roses," 9:30 p.m., Willard Straight.*

Tuesday, 3/6

"Children of Bangkok," "Ka Rom: Southern Village," and "Land of Rice," sponsored by the Southeast Asia Film Series, 4:30 p.m., 310 Uris Library.

"Weapons of the Spirit" (1987), directed by Pierre Sauvage, 7:15 p.m., Willard Straight.*

"The War of the Roses," 9:30 p.m., Willard Straight.*

Wednesday, 3/7

"Manifestations of Shiva," sponsored by Asian Studies and Near Eastern Studies, noon, third floor alcove, Rockefeller Hall.

"The Water Magician," with Japanese and English subtitles, sponsored by the East Asia Program, March 7, 4:30 p.m., Willard Straight.

"Matewan" (1987), directed by John Sayles, with Chris Cooper, Will Oldham and James Earl Jones, 6:45 p.m., Willard Straight.*

"Jirokichi the Ratkid" (1931), directed by Daisuke Ito, with Denjiro Okochi and Naoe Fushimi, 4:30 p.m., Willard Straight.

"Sex, Lies, and Videotape" (1989), directed by Steven Soderbergh, with James Spader and Andie MacDowell, 9:45 p.m., Willard Straight.*

Thursday, 3/8

"Mode in France" (1985), directed by William Klein, 4:30 p.m., Willard Straight.

"A Taxing Woman's Return" (1988), directed by Juzo Itami, with Nobuko Miyamoto and Ren-taro Mikuni, 7 p.m., Willard Straight.*

"One, Two, Three" (1961), directed by Billy Wilder, with James Cagney and Arlene Francis, 7:30 p.m., Uris.

"Plena is Work, Plena is Song/30 de Agosto" sponsored by CUSLAR, 8 p.m., Anabel Taylor.

"Sex, Lies, and Videotape," 9:50 p.m., Willard Straight.*

"Coronation of Sugriv," part of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Libraries, 7:30 p.m., 310 Uris Library.

LECTURES

Archaeology

"Begram, the Periplus, and Ghandaran Art: Cultural Connections between East and West," David Whitehouse, deputy director, sponsored by the Finger Lakes Society of the Archaeological Institute of America, Corning Museum of Glass, March 1, 8 p.m., 22 Goldwin Smith Hall.

Center for Environmental Research

"Managing Planet Earth: The Need for a Global Perspective," William Clark, Kennedy School of Government, Harvard University, Distinguished Lecturer Series on Emerging Environmental Issues, co-sponsored by Science, Technology and Society Program, March 1, 4:30 p.m., Seminar Room, Boyce Thompson Institute.

Classics

"Play Worlds," Patricia Easterline, University College London, part of the Townsend Lecture Series on "Regions of the Mind: Place and Places in Greek Literature, March 6, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

East Asia Program

"Voices of Chinese Women Today," Kang Hong Jin, visiting scholar, Dickinson College and English, People's University, Beijing, co-sponsored by Women's Studies Program, March 5, 4:30 p.m., G-08 Uris Hall.

Education

"Sacred Bulls: The Unexamined Basis (Bias) of Mathematics Teaching and Learning," a panel discussion with Jere Confrey, mathematics education, David Henderson, mathematics and John Volmink, mathematics education, March 5, 4 p.m., 135 Emerson Hall. This is the second half of a two-part event "Quantitative Literacy: New Ways of Teaching Mathematical Reasoning," and part of the spring 1990 college teaching lecture series "Exploring New Ideas About Teaching And Learning."

International Development & Women

"Gender and Third World Socialist Development: Policy Discourse and Social Text in Cuba," Jean Stubbs, Hunter College, CUNY, and the Institute of Latin American Studies, London University, March 5, 4:30 p.m., Room 213, Academic I.

Near Eastern Studies

"The Israeli-Palestinian Conflict Can Be Solved," Jerome Segal, Institute for Philosophy and Public Policy, University of Maryland, co-sponsored by government, Hillel, Center for International Studies and Peace Studies, March 1, 4:40 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Bulgarians' Reaction to the Holocaust, 1844-1990," Frederick Chary, Indiana University, co-sponsored by Program of Jewish Studies, March 8, 4:30 p.m., 374 Rockefeller Hall.

Palestine Human Rights Committee

"The Intifadah: A Personal and Political Assessment," Norman Finkelstein, in conjunction

with International Week 1990, March 6, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

Pentangle II

Cecile Starr, New York film critic, will present and discuss animated films on serious themes, March 1, 7:30 p.m., auditorium, Uris Hall.

University Library

"History of Musical Autograph Collecting," Albi Rosenthal, English antiquarian music dealer, March 5, 4:30 p.m., Guerlac Room, A.D. White House.

Women's Studies Program

"Holding the Line: Women and Social Change," Barbara Kingsolver, writer, journalist and human rights activist, March 7, 7:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

"Asian-Pacific Lesbians: On the Margins and at the Crossroads," V. K. Aruna, video-documentary maker, Washington, D.C., part of Women's History Month, 1990, March 8, 7:30 p.m., The One World Room, Anabel Taylor Hall.

Theory Center

"Simulation of Ultrasonically Induced Hyperthermia and Thermoablation," Mark Rondeau, member, Dyson Visual Sciences Institute, March 5, 11 a.m., 105 ILR Conference Center.

MUSIC

Department of Music

The Cornell Symphony Orchestra will present two of Ravel's piano concertos, Concerto in G Major and Concerto for the Left Hand, March 3 at 8:15 p.m. in Bailey Hall. Daniel Velicer and Monique Cho, students of pianist Jonathan James, will be the featured soloists. The orchestra also will perform Weber's "Oberon" and Faure's "Pavane."

The Cornell Symphonic Band, under the direction of Mark Scatterday will perform on March 4 at 4 p.m. in Bailey Hall. Featured works will be Curbow's "Overture for Winds," Vaughan Williams' "Folk Song Suite," "Flourish for Wind Band," and "Sea Songs"; Leckrone's "Intrusion"; Sousa's "El Capitan" from the operetta; Grundmann's "English Suite"; and King's "Circus Days Galop."

Yona Brown will give a student cello recital on March 4 at 8:15 p.m. in Barnes Hall. Featured compositions will be J.S. Bach's Suite in C Minor, BWV.1011, for solo violoncello. She will be accompanied by Sabine Vinck on piano for Beethoven's Sonata in G Minor, Op. 5 and by Monique Cho for Barber's Sonata, Op. 6, for piano and cello.

"Music 120A" will present music composed by the computer on March 8 at 1:25 p.m. in 304 Lincoln Hall.

Swiss Fortepianist Ursula Dutschler will perform Haydn's Sonata in G Major, Mozart's Nine Variations on a Minuet by Jean-Pierre Duport, and Sonata in F Major on March 8 at 8:15 p.m. in Barnes Hall. She also will play Christian Bach's Sonata in B-flat Major and Mozart's Sonata in C Major for four hands, joined by Israeli fortepianist Zvi Meniker.

Bound for Glory

Colorblind James and the Death Valley Boys, will perform three live sets in the Commons Coffeehouse, Anabel Taylor Hall, on March 4, 8:30, 9:30 and 10:30 p.m. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

International Week 1990

As part of International Week 1990 the Chinese Student Chorus of the Federation of Alumni from Taiwan (FAFT) will present Chinese and English classical and folk songs on March 3 at 7:30 p.m. in Anabel Taylor Chapel. A concert with Mariza Koch on March 9, at 8 p.m., auditorium, Barnes Hall.

READINGS

Sandra McPherson, poet, March 6, 4:30 p.m., The Henry, Sage Hall.



Inspector Mishima (Toru Masuoka) and Ryoko Itakura (Nobuko Miyamoto) stalk their suspects in "A Taxing Woman's Return" showing at 7 p.m. on Thursday, March 8, in Willard Straight Theater.

RELIGION

Sage Chapel

Former Archbishop George O. Simms of Armagh will deliver the sermon at Sage Chapel on March 4. Service will begin at 11 a.m. Music will be provided by the Sage Chapel Choir. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Baha'i

Weekly meetings on campus. Call 257-7971 for information.

Catholic

Mass: Saturdays, 5 p.m., Anabel Taylor Auditorium.
Mass: Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.
Daily Masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.
Stations of the Cross: March 2, 9, 16, 30 and April 6.

Christian Science

Testimony Meeting: Thursdays, 7 p.m., Anabel Taylor Founders Room.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall. Call 272-8755 for information.

Jewish

Shabbat Services: Friday, Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative, 5:30 p.m., Founders' Room; Orthodox, Young Israel (call 272-5810 for times). Saturday, Orthodox, 9:15 a.m., Edwards Room; Conservative/Egalitarian, 9:45 a.m., Founders Room.
Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.

Korean Church

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

Muslim

Fridays, 1 p.m., Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Bible study, Sundays, 10 a.m., G-7 Anabel Taylor; Sunday worship, 11 a.m., Anabel Taylor Chapel.

Zen Buddhism

Zazen meditation: Thursdays at 5 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 257-1404.

SEMINARS

Agronomy

"Alfalfa Phenology and Forage Quality, Gary Fick, agronomy, March 6, 4 p.m., 135 Emerson Hall.

Applied Mathematics

"Small Entropy Factors," Mike Shub, IBM, Yorktown Heights, March 2, 4 p.m., 322 Sage Hall.

Archaeology

"Radiocarbon Dating in Archaeology," panel featuring Al Silverman, physics and nuclear studies, March 8, 4:40 p.m., 303 McGraw Hall.

Astronomy

"Supernovae and the Interstellar Medium," Carl Heiles, University of California, Berkeley, March 1, 4:30 p.m., 105 Space Sciences Building.

Biochemistry, Molecular & Cell Biology

"Differential Polyadenylation: New Lessons from Hepatitis B Virus and Retroviruses," Don Ganem, microbiology & immunology and medicine, co-sponsored by Biotechnology Program, March 1, 4 p.m., Large Conference Room, Biotechnology Building.

Title to be announced, Jim Nelson, Institute for Cancer Research, March 2, 4 p.m., Large Conference Room, Biotechnology Building.

Biophysics

"Understanding Flagella Motors," Howard Berg, biology, Harvard University, March 7, 4:30 p.m., 119 Baker Laboratory.

Chemical Engineering

"Use of TIRM to Study the Hindered Brownian Motion of Single Microscopic Sphere in a Colloidal Force Field," Dennis C. Prieve, chemical engineering, Carnegie-Mellon University, March 6, 4:15 p.m., 245 Olin Hall.

Chemistry

General Chemistry Colloquium, "NMR Investigations During Homogeneous Hydrogenations Using Ortho- and Para-hydrogen," Joachim Bargon, Universitat Bonn, West Germany, March 1, 4:40 p.m., 119 Baker Laboratory.

Organic Chemistry Seminar, "Studies of Transition Metal Hydrides and Thiolates, Marcella Darensbourg, Texas A&M University, March 5, 4:40 p.m., 119 Baker Laboratory.

General Chemistry Colloquium, "Rates and Intermediates in Gas Phase Ionic Reactions," John Brauman, Stanford University, March 8, 4:40 p.m., 119 Baker Laboratory.

CISER

"Incentives For Learning: Why American High School Students Compare So Poorly to the Counterparts Overseas," John Bishop, Center for Advanced Human Resource Studies, Industrial and Labor Relations, March 9, 12:15 p.m., 250 Caldwell Hall.

Communication

"Puerto Rican Experience," Dan McDonald and Sandy Felthousen, March 2, 2:45 p.m., 213 Academic I.

Ecology & Systematics

"Do Bees Sink: The Evolutionary Ecology of Cognitive Architecture," Leslie A. Real, biology, University of North Carolina, co-sponsored by the Mathematical Sciences Institute, March 7, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"Biological Effects of 60 Hz Electrical and Magnetic Fields: A Technical and Policy Assessment," M. Granger Morgan, Engineering and Public Policy Program, Carnegie-Mellon University, March 6, 4:30 p.m., 219-Phillips Hall.

Floriculture/Ornamental Horticulture

"Sculpting Space: The Landscapes of Isamu Noguchi," Paula Horrigan, landscape architecture, March 1, 12:15 p.m., 404 Plant Science Building.

"Translating Xeriscape Concepts to the Northeast: The Nassau County Demonstration Garden," Anne Marie Smith and Don Rakow, ornamental horticulture, March 8, 12:15 p.m., 404 Plant Science Building.

Food Science

"Recent Developments in the Analysis of Odor Using CharmAnalysis," Terry Acree, NYS Agricultural Experiment Station, Geneva, March 6, 4:30 p.m., 204 Stocking Hall.

Hillel

"Purim (and Hanukkah)," Topics in Jewish Tradition, March 5, 8 p.m., 314 Anabel Taylor Hall.

Immunology

"The Role of Macrophage Complement Receptors in the Recognition of Intracellular Pathogens," David M. Mosser, School of Medicine, Temple University, March 2, 12:15 p.m., G-3 Vet Research Tower.

International Nutrition

"The Vietnamese Agricultural Economy: Some Initial Impressions," Randolph Barker, agricultural economics, and director, Southeast Asia Program, March 1, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"The Global City: London, New York, Tokyo," Saskia Sassen, Columbia University, March 2, 12:15 p.m., 115 Tjaden Hall.

Jugatae

"Foraging in Non-Depletable Patches by Black Fly Larvae," Dave Hart, Academy of Natural Sciences, co-sponsored by the Departments of Entomology, and Ecology and Systematics, March 5, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Modern Languages & Linguistics

"Prescription, Intuition and Usage: Variability and the Subjunctive in Canadian French," Shana Poplack, linguistics, University of Ottawa, March 1, 4:30 p.m., 106 Morrill Hall.

Neurobiology & Behavior

"A Tale of Two Muscles: Searching for Spinal Interneurons that may Control Locomotion in the Cat," Robert Burke, Laboratory of Neural Control, National Institutes of Health, March 1, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Acetylcholine Receptor Function in Muscle: The Dependence on Subunit Composition," Paul Brehm, neurobiology, SUNY, Stony Brook, March 8, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"Clinical Epidemiologic Studies of the Relationship of Coffee to Coronary Disease," director, The Mary Imogene Bassett Research Insti-

tute, and public health, Columbia University, March 5, 4:30 p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

Manufacturing Engineering Seminar, "An Engineering Education Applied to Heavy Industrial Management," H. Clifton Ames, III, USS/KOBE Steel Company, March 1, 4:30 p.m., B-14 Hollister.

Ornithology

"Loons From Alaska to Florida — their Ecology, Behavior and Conservation," Judith W. McIntyre, biology, Utica College of Syracuse University, March 5, 7:45 p.m., 159 Sapsucker Woods Road, Laboratory of Ornithology.

Physiology

"Co-culture of Rabbit Preimplantation Embryos with Rabbit Oviduct Epithelial Cells," Edward Carney, animal Science, March 6, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Indoleacetic Acid Biosynthesis in Pea: A Plastid Localized D-Tryptophan Amino Transferase," Robert Hamilton, biology, The Pennsylvania State University, March 2, 11:15 a.m., 404 Plant Science Building.

Plant Breeding

"Heritability and Feasibility of Breeding for Solubb Protein After Wilting in Alfalfa," Julie Hansen, plant breeding, March 6, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Genetic Variability and Its Distribution in the Population of *Nectria coccinea* var. *faginata* on American Beech," Eileen Mahoney, March 6, 4:30 p.m., 404 Plant Science Building.

"Cleistothecia of *Uncinula necator* and their Role in the Epidemiology of Grape Powdery Mildew," David M. Gadoury, plant pathology, NYSAES, March 7, 3 p.m., A-133 Barton Lab, Geneva.

Plant Science Center

"Construction of a Tomato YAC Library to Clone Male Sterile Genes," Rod Wing, USDA Plant Gene Expression Center, Albany, Calif., March 2, 10 a.m., Conference Room, Biotechnology Building.

Psychology

"Understanding Natural Dynamics," Dennis Proffitt, University of Virginia, March 2, 3:30 p.m., 202 Uris Hall.

Religious Studies

"Literature As Politics: The Case of the Book of Genesis," Gary Rendsburg, Near Eastern Studies, March 7, 4:30 p.m., A.D. White House.

Science, Technology & Society

"60 HZ Electric and Magnetic Fields: A Discussion of Some Challenges Posed to the Conventional Tools of Risk Assessment, Risk Management, and Risk Communication," M. Granger Morgan, Engineering & Public Policy Program, Carnegie-Mellon University, March 6, 12:15 p.m., 237 Phillips Hall.

South Asia Program

"Circulations and Circumlocutions: Marriage Negotiations in Kathmandu, Nepal," Sarah Miller, anthropology, March 7, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

"Rethinking the Cultural Manifesto (Manikebu)," Gunawan Mohammad, chief editor TEMPO, Jakarta, co-sponsored by the Comparative Muslim Society, March 1, 12:20 p.m., 102 West Ave. Extension.

Continued on page 8

Lectures and demonstrations on South Indian dance

Sudha Gopalakrishnan, a visiting fellow with the South Asia Program in Cornell's Center for International Studies, will be giving a series of six lectures and demonstrations on Kathakali, a classical South Indian dance form, starting today at 7:30 p.m. in Uris Library Media Room 310.

Gopalakrishnan trained as a dancer in the classical art of Kathakali under the late Guru Mamkulam Vishnu Nambuthiri for eight years and has worked since 1975 on the theory and practice of this art form from a performing artist's perspective. She is one of the founding members of MARGI in Trivandrum, India, an institution engaged in the preservation of and training in the classical performing arts of Kathakali and Kutiyattam.

The series will include videotapes of master performers doing episodes from the great Hindu epics, the Ramayana and Mahabharata, along with lectures and demonstrations by Dr. Gopalakrishnan to show the aesthetics, methods, stylization and actor-audience relationships in Kathakali. Dates for the subsequent presentations are March 8, 15 and 29 and April 5 and 12.

Gopalakrishnan is an assistant editor of the "Encyclopedia of Indian Literature" at the Sahitya Akademi, India's National Academy of Letters, in New Delhi.

Expert advice



Charles Harrington
Pierre Franey (center), former chef at Le Pavillon in New York City, gives advice to Hotel School students Lucy Filip (left) and Andrea Kreiter on Feb. 25 as the students help cook a menu prepared by Franey as part of a course in how to work with four-star chefs.

Law School conference to discuss AIDS this week

As AIDS spreads, so does the need for answers to the legal and ethical dilemmas it poses for the workplace, housing, HIV testing, and congressional debate over research funding and other issues.

On Friday, March 2, and Saturday, March 3, the Law School will attempt to offer some of these answers by presenting a conference titled "AIDS Does Not Discriminate. Do We?: Legal, Ethical and Community Perspectives on AIDS." The conference is organized by the student groups, Women's Law Coalition and Lambda Law Students.

"Our society has begun to cope with the medical effects of the disease. We want to help create an awareness about the widespread legal and social impacts of AIDS," said Elizabeth Brown, a third-year law student and co-organizer of the conference.

In bringing together health, community and legal specialists, the conference promises to reflect upon the emotional issues surrounding AIDS and to offer ways to mend divisiveness on the subject, added Dena Bauman, co-organizer and a second-year law student.

"One of our goals is to show that the interests of persons with AIDS and society at large are not incompatible. They can be balanced," she said.

The presentations will include:

- "AIDS Does Not Discriminate. Do We?," a keynote address by the Rev. Karen Battle, director of the AIDS Pastoral Care Network in Chicago, which places clergy with people with AIDS in minority communities.

- "Ethical Issues of AIDS in the Workplace," a talk focusing on employers' legal obligations and on ethical standards in accommodating the disabilities, benefits and confidentiality of employees with AIDS, by

Arthur Leonard, a New York Law School professor and specialist on AIDS and employment discrimination.

- "The Future of HIV Testing," by Mark Barnes, policy director for the New York state AIDS Institute and former co-director of the AIDS Law Clinic and Columbia University's School of Law.

He will focus on clashes and compromises between civil liberty groups that are concerned with individual rights and public health institutions that are required to control the epidemic.

- "Women in the AIDS Epidemic: A Portrait of Unmet Needs," by Katherine Franke, supervising attorney for the New York City Human Rights Commission, who has written on AIDS and reproductive rights and on AIDS discrimination in abortion clinics.

- "AIDS and Congress: Legislative Challenges for the 1990s," by Chai Feldblum, legislative director for the American Civil Liberties Union AIDS Project in Washington, D.C.

The conference will begin on Friday, March 2 at 8 p.m. with the keynote address by Battle in the Alice Statler Auditorium of Statler Hall on campus.

The four other presentations will be held on Saturday, March 3 from 9:30 a.m. to 5 p.m. in the Moot Court Room of Myron Taylor Hall at the Cornell Law School.

Sponsors include Cornell's Law School, School of Industrial and Labor Relations, University Lectures Committee, Lambda Law Students, Women's Law Coalition, Health Education Service at Gannett Health Center and AIDS WORK, an Ithaca organization that supports persons with AIDS and their families and offers community education.

—Lisa Bennett

Workshops help teaching assistants improve their instruction

It's like turning 18 years old and suddenly being expected to know how to be an adult. When students enter graduate school, they often are presumed to know how to teach undergraduates.

One small problem: Many of them don't believe it.

As a result, Cornell's Office of Instructional Support is sponsoring a new program called the "Graduate TA Development Workshop." More than 200 teaching assistants have registered for the one-day workshops since their introduction last fall. The most recent was held on Saturday, Feb. 24. The next is scheduled for September.

"A one-day workshop is not instantly going to turn anyone into a good teacher. But it shows real commitment to teaching undergraduates among graduate students here," said Martha Taylor, assistant director of instructional support.

Workshop topics include communication in the classroom; leading a discussion; dealing with problems; microteaching, in which TA presentations are videotaped; motivating students and yourself; time management and survival skills; cross-cultural classroom dynamics; teaching styles/learning styles; preparing to teach; and power issues in the classroom, a program by Theatre Arts Out-

reach of the Department of Theatre Arts.

The workshops, which are sponsored by the President's Fund for Educational Initiatives, were prompted by Xenia Young, a graduate biochemistry student and student trustee who was vice president of the Graduate Student Council when she suggested the idea.

"I'd been hearing lots of discussion from undergraduates about the quality of education from graduate students," Young explained. "I heard the students saying they wanted not necessarily lots of time, but quality interaction."

Graduate students, meanwhile, were telling Young of their concerns stemming from a lack of self-confidence and stress over pressures to balance thesis and teaching obligations, she said.

While later attending Cornell's second annual Student Leadership Conference, conducted by the Department of Unions and Activities, Young was struck by the notion of organizing a similar, interactive-learning workshop that would focus on teaching.

"That night, I wrote a letter to Larry Palmer [vice president for academic programs] asking if we could meet to talk about an idea I had," said Young, who had been a TA for two semesters.

"The reason I liked the idea is it is operating on a model that is true for teachers, too," said Palmer. "It recognizes that training, per se, is important, but more important is the opportunity to constantly think about teaching."

Young's suggestion had two other advantages, Palmer said. It was timely, since a subcommittee of the Provost's Commission on Undergraduate Education was discussing strategies for improving teaching. And, "it cost relatively little to do an awful lot," he said.

The discussion between Palmer and Young led to a proposal written by Taylor and Young; a \$16,000 three-year grant; a handbook written by Taylor, Young and graduate student Bruce Bland; the instruction of volunteer facilitators, mainly graduate students; and more than twice as many registrants than could be accommodated in the first workshop.

Some TAs, like Dorothy Boorse, a 25-year-old entomology graduate student and TA in the Division of Biological Sciences, have attended all workshops offered.

"I found the workshops to be very, very helpful in being able to come up with specific ideas to cope with specific problems. But more than that, it's very encouraging to

be around people who like to teach, who can give you some of that enthusiasm," Boorse said.

Among the topics of most interest to TAs are leading a discussion, managing time and building self-confidence, according to Taylor and Young.

"They talk about dealing with stage fright: 'I'm so nervous when I get in front of a group. I don't know enough. I'm not going to be able to answer everyone's questions,'" Young said.

"When you first teach, there is such a focus on the self: 'What am I doing? What am I saying?'" Taylor said. "But from the very beginning, I think it is very good to think about the students: 'What are they expecting? What do they need? Maybe my role is not so much to perform, but to facilitate their learning.' And if you can get the focus on the students, you can relax a little, too."

The workshop offers TAs the opportunity to discuss such issues with others who, like them, are learning how to teach and have a "wealth of knowledge" to share, Taylor said.

Information about future workshops may be obtained from Taylor at 255-8427.

—Lisa Bennett

Prague continued from page 1

the best condition, and the orchestra does not have as good instruments to play on as we are used to here."

Now that the East-West curtain has opened, Husa said he will make available to the Czechs the rest of his work, which they are eager to hear, and he will promote exchange programs between the countries.

"How can we again be a Western-oriented state? That's what the actors and musicians who started the Nov. 17 revolution were eager to know," Husa said. "They don't consider themselves Eastern-oriented and don't want any more Eastern influences, especially the Soviet Union. They refuse it and want contact with American schools, orchestras and bands."

"The orchestra for the Feb. 13 concert was a little surprised by my music," Husa said. "It was a little strong for them. Also, I use a lot of brass and percussion, and they're not used to that."

"The orchestras there don't own as many percussion instruments as ours do. Here, for

instance, each school has three to five marimbas; there, maybe the only one in the country is in Prague. I brought over a number of mutes for trumpets and trombones to give to them. It just shows that we have such wealth that we take it for granted."

"I believe, though, that within five or seven years Czechoslovakia will recover, as its industry and agriculture are strong and as the people have not given up for centuries."

Husa's only disappointment during the visit was that President Vaclav Havel could not attend the concert as planned. The president was in Bohemia, urging people to reforest a landscape ruined by uranium mining, Husa said.

At least he was delivering a message about preserving nature, a concern close to Husa's heart and the motivation behind his well-known work, "Apotheosis of this Earth." Perhaps Havel will be in town when that piece of music is played in Prague.

—Carole Stone

Husa to conduct 'Apotheosis' March 11

A new version of Karel Husa's "Apotheosis of This Earth" will be given its premiere performance on Sunday, March 11, at 4 p.m. in Bailey Hall.

Husa will be on stage to conduct the 65-member Cornell Wind Ensemble and 100-member Cornell Glee Club and Chorus.

"The composition of 'Apotheosis of This Earth' was motivated by the present desperate stage of mankind and its immense problems with everyday killings, war, hunger, extermination of fauna, huge forest fires and critical contamination of the whole environment," Husa wrote in 1970 in program notes for the piece. "Man's brutal possession and misuse of nature's beauty . . . can only lead to catastrophe."

"The choral parts are performed in all three movements and provide a remarkable new effect," said Mark Scatterday, conductor of the Cornell Wind Ensemble.

"It's an excellent time to perform this piece again because it has a lot to say about being more concerned with the whole world instead of just ourselves."

"Seeing that it is 'EarthYear 1990' at Cornell, we can, through Karel's music, make a bold statement about the state of the world's ecological condition and raise the public consciousness about such environmental issues as pollution, war and famine."

Also on the program are four pieces for wind ensemble directed by Scatterday: Toccata Marziale by Vaughan Williams; Symphonic Dance Op. 45, No. 3 by Rachmaninoff; "Mars" from Gustav Holst's "The Planets"; and March, Op. 99 by Prokofiev. Admission is free.

—Carole Stone

New wall gives rock climbers a chance to 'get pumped'



Photos by John Pachai

A climber (above) who will soon have his feet back on the ground is lowered from the top of the Lindseth Climbing Wall. Christine Arnoso (below) gets used to standing on her toes. Safety ropes are required for climbers who wish to venture more than three meters from the ground.



For all its gorges, hills and ravines, Ithaca has only a few spots for rock climbers to practice their sport. Most of the local rock is shale and too soft for climbing. The nearest hard-rock cliff is a three-hour drive away in the Catskill Mountains.

So Dan Tillemans, director of the Outdoor Education program and an avid rock hound, contracted the company that he considers to be the foremost builder of indoor climbing walls to create a wall 30 feet high and 160 feet wide on the east end of the new Alberding Field House.

The Lindseth Climbing Wall (named for its benefactor, Jon Lindseth, Class of 1956) officially will open on March 26.

"Look, they had to build a wall on the building anyway," Tillemans said, barely hiding his enthusiasm for what he described as the "largest indoor natural rock climbing wall in the world" and "a masterpiece" by D.R. Climbing Walls Ltd., an English firm that has built some 80 climbing walls worldwide.

Every fourth block of the 4,800-square-foot concrete wall, built at a cost of \$160,000, is custom made with natural rock imbedded in concrete, combined with angular sculpted forms of high-aggregate concrete.

The wall simulates every conceivable climbing situation: from fairly easy face climbs to crack systems and overhangs, corners, mantles, underclings, roofs, lay-backs, aretes and chimneys.

(Along with technical terminology, climbers have a colorful lingo, including "getting pumped," for getting tired, "peeling off the rock," for losing one's grip and "doing air time," for falling.)

"The beauty of climbing is that you're basically competing with yourself, and that's the way life works," Tillemans said. "The beginner can play the same game as the experienced climber."

"Also, there's a tremendous focusing that climbing requires. When you're hanging up there, you're thinking about moving across the next four feet; you're not worrying about your next exam or doing the laundry or anything else."

"The risks are minimal and the injury rates remarkably low because you're roped in, but it gets the blood moving, seeing that you're 20 feet off the ground."

As with all Outdoor Education activities, instruction will emphasize safety. Climbers are allowed to "boulder," without ropes, below three meters, but beyond that, ropes are required. Although rock-climbing classes are not required, novices are encouraged to take a three-hour orientation seminar before attempting to ascend the wall. And one of 30 or so climbing instructors will be on duty to minimize the possibility of mishaps during open climbing hours — weekdays from 5 to 10 p.m.



A student practices ascending the chimney between two pyramids (center) while another makes a face climb (at left) on the 4,800-square-foot indoor rock climbing wall in Alberding Field House.

and weekends from 1 to 6 p.m.

Cornell Outdoor Education has 95 instructors and assistants to instruct 850 students a year in 32 courses, including hiking, bicycling, ice climbing, mountaineering, canoeing, kayaking, caving, cross-country skiing, telemark skiing, ski mountaineering, outdoor leadership, wilderness emergency care — and rock climbing.

The wall promises to be popular. In the first three days that they were available, semester-long passes were sold to 50 people. (They're \$25 for students; \$40 for non-students. One-day passes also are available, at \$3 for students and \$4 for non-students.)

The climbing wall is secured at all times and open only to people with a

climbing wall user's pass, Tillemans added.

"We had a strong climbing program before, but it's much stronger now," said Tillemans, tipping his helmet to Lindseth, who donated the money for construction of the wall. An adventurous outdoorsman, Lindseth has climbed Mount Elbrus in western Russia, the highest mountain in Europe, and Mount Kilimanjaro, the highest in Africa.

Another alumnus who has had a hand in building the wall is William E. Phillips, Class of 1950 and chairman of the New York City Outward Bound School. He may be given the honor of naming the first route up the wall — an overhang he dubbed "The Old Man's Roof."

—Carole Stone

Hotel industry stocks show extreme weaknesses, study finds

After leading the market a year ago, hotel industry stocks have lost one-third of their market value on Wall Street over the last six months, Cornell research has disclosed.

Hotel shares lost far more than did the averages of all industries in the United States, the study showed.

"Hotel stocks have been far more volatile than the market as a whole," said Avner Arbel, a professor of finance in the School of Hotel Administration. He cited several causes for the depression of hotel stocks, including a "cooling off after the 1987 stock market crash of the takeover craze in which hotels were significantly involved."

"Financial institutions such as pension funds and insurance companies have been traditional investors in hotels, and they now are having problems with junk bonds and are investing less in hotels," Arbel explained.

More than a year before the February bankruptcy of Drexel Burnham Lambert Inc., leaders in the junk bond industry, Arbel warned: "Everybody across the land can be critically affected by the dangerous LBO [leveraged buyout] game. When the final test of takeover junk-bond financing is taken, the price can be high."

During the six months that ended on Jan. 31, the price of hotel stocks on the major

U.S. exchanges declined by 33.7 percent. But the Standard & Poor's index that measures 500 stocks in all industries fell only 4.9 percent during that same period.

The six-month plunge in hotel stocks equaled exactly what hotel shares lost on Black Monday, the Oct. 19, 1987, crash.

The biggest drop took place in January, when hotel stock prices fell by 17.1 percent compared with a January decline in the Standard & Poor's 500-stock index of only 6.9 percent, Arbel said. "Early last year, hotels were the best performing industry in the market," he added.

Cornell's Hotel School has developed a large financial data base on the hospitality industry for use in teaching and in faculty and student research. Segments of the data base, that soon will be made available to the hospitality industry, are updated weekly, and other segments are updated biweekly.

Using this data base, Arbel determined that hotel stocks were 60 percent more volatile than the stock market as a whole. For example, for S&P 500 stocks, the price range from high to low averaged 1.26 compared with a 2-point spread on hotel stocks.

Arbel said hotel declines were industry-wide. "The six-month loss went across the board for virtually all hotel companies with only two exceptions," he said. "Remaining strong were Circus-Circus, a Las Vegas ho-

tel and casino that is expanding significantly, and Club Med, the international resort chain.

"The weak performance of the hotel industry as a whole represents an extreme turnaround," he noted. "For the last five years, hotels have performed better than the S&P market index." For the five years ended Jan. 31, hotel stocks gained annually by an average of 18.5 percent compared with 12.9 percent for the S&P 500.

Arbel's valuation model shows that hotel companies on the average currently are overpriced against their intrinsic value despite their six-month price decline. This indicates that additional price declines can be expected, he said.

"Market analysts who follow the hotel industry are uncertain about its future earnings," Arbel said. One of the Hotel School's data bases measures the degree of uncertainty in market predictions made by security analysts across the nation. The coefficient of variation in analysts' predictions stands at 14.4 for the hotel industry compared with only 3.8 for all industries in the S&P index. This factor indicates a high degree of uncertainty for the future of the hotel industry, Arbel said.

In addition to declines in industrial takeovers and junk bonds, Arbel gave these reasons for hotel stock market performance:

- There is a growing concern about the future of the real estate industry, and the stock market often tends to perceive hotels as a component of the real estate industry.

- In recent years, there has been a significant overbuilding of hotels, and occupancy rates are relatively low, particularly in some areas of the nation — Texas and Arizona, for example.

- Hotel stocks were significantly overpriced in 1988 and early 1989, and now are going through a strong market correction.

- Hotels traditionally carry high debt, and currently — following problems with junk bonds — investors see debt as a high risk. The tendency on the market today is to avoid risk and high debt, and fly for quality.

- Analysts are forecasting declines in hotel earnings this year and next, but the picture looks better for a long-term growth in hotel earnings.

- Recently, Japanese investors liked American hotels. But now they are experiencing their own problems because of the 1990 declines on the Tokyo stock market, and they are investing less in American hotel corporations.

For the near future, Arbel predicted a continuing bear market in hotel stocks, "but hotels look reasonably good over the long term."

—Albert E. Kaff

VP Scott is elected to engineering academy

Norman R. Scott, vice president for research and advanced studies, is one of 80 U.S. engineers elected to the National Academy of Engineering this year.

Scott was named to the academy "for pioneering contributions in physiological thermal regulation in animals and for engineering education and research leadership in agriculture and biology."

Election to the academy is among the highest professional distinctions accorded an engineer. Academy membership honors those who have made "important contributions to engineering theory and practice, including significant contributions to the literature of engineering theory and practice," or those who have demonstrated "unusual accomplishment in new and developing fields of technology."

The academy is a private organization that, along with the National Academy of Sciences, advises the federal government on questions of science and technology.

Scott's election brings to 16 the number of NAE members at Cornell.

Scott assumed the post of vice president last July, moving from director of the Office of Research in the College of Agriculture and Life Sciences at Cornell and director of the Cornell Agricultural Experiment Station at Ithaca.

He received his B.S. in agricultural engineering from Washington State University in 1958 and came to Cornell in 1959 as a graduate assistant in agricultural engineering. He received his Ph.D. in agricultural engineering in 1962 and has remained at Cornell ever since, progressing through the academic ranks to become a professor of agricultural engineering in 1976.

He also has been chairman of the Department of Agricultural Engineering and has served on numerous College of Agriculture and Life Sciences and university governance committees. He became director of research for the College of Agriculture and

Life Sciences and director of the Cornell Agricultural Experiment Station in 1984. In 1987-88, he also served as acting vice president for computing and information systems.

His recent honors include election as a fellow of the American Society of Agricultural Engineers and four ASAE research paper awards, the last in 1987.

His early studies focused on thermoregulation in poultry to understand the optimum thermal environment for poultry production. He also studied the biomechanics of machine milking of dairy cows. Recent projects include electronic applications in agriculture, with particular attention to remote automatic identification and estrus detection of livestock and effects of transient electric current in dairy cows. The last study aimed at understanding whether low-voltage leakage from faulty wiring systems in barns affected dairy cows.

—Dennis Meredith



Norman R. Scott

Jill Peltzman

CALENDAR

continued from page 5

Statistics

"A Conditional Approach to Non-Linear Regression: A Second Order Correction Factor," Michael Brimacombe, statistics, University of Toronto, March 1, 4:15 p.m., 345 Warren Hall.

"Bayesian Statistics and Chaotic Models," Mark Berliner, statistics, Ohio State University, March 6, 4 p.m., 498 Uris Hall.

Textiles & Apparel

"Environmental Impact of Synthetic Polymers," James F. Kinstle, James River Corp., Wisconsin, March 1, 12:20 p.m., 317 Martha Van Rensselaer Hall.

"Civil War Uniform and Union Suit," Jane Back, textiles and clothing, Iowa State University, March 8, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"Hamiltonian Structures for Variational Problems on Cylindrical Domains," A. Mielke, Universitat Stuttgart, March 7, 4:30 p.m., 205 Thurston Hall.

Vegetable Crops

"Effects of the Fungus *Pyrenochaeta terrestris* (Pink Root) on Onion Growth and Yield," Pam Coleman, vegetable crops, March 1, 4:30 p.m., 404 Plant Science Building.

"'Cattacing' of Tomato and the Preadthesis Regulation of Tomato Fruit Size," H. Chris Wien, vegetable crops, March 8, 4:30 p.m., 404 Plant Science Building.

Veterinary Pathology

"Growth Inhibition, Repression of the C-FOS Protooncogene and the Differentiated State of Fibroblasts and Lung Epithelial Cells," Judith Campisi, biochemistry, Boston University, School of Medicine, March 1, 12:30 p.m., Hagan Room, Schurman Hall.

Western Societies Program

"The Swedish Labour Market with Special Emphasis on Women: Current Situations and Trends," Christina Engfeldt, Swedish Information Service, co-sponsored by the School of Industrial and Labor Relations and Department of Modern Languages and Linguistics, March 2, 12:15 p.m., 153 Uris Hall.

SPORTS

Thursday, 3/1-Saturday, 3/3

Men's Swimming, Eastems at Army

Friday, 3/2

Men's Basketball, at Princeton, 7:30 p.m.
Women's Basketball, Princeton, home, 7:30 p.m.

Friday, 3/2-Sunday, 3/4

Men's Gymnastics, NAGL Championships at Cortland
Women's Track, ECAC Championships at Boston University

Tuesday, 3/6

Men's Gymnastics, James Madison, home, 7 p.m.

SYMPOSIA

International Week 1990

"The Political Economy of Structural Adjustment in Africa," in collaboration with the Cornell African Students' Association, noon to 4 p.m. on March 3, Hollis E. Cornell Auditorium, Goldwin Smith Hall. Participants include Ali Mazrui, SUNY; Timothy Shaw, Canada; Chukwuma Obidegwu, World Bank; Patricia McFadden, Andrew Pienkos and Herbert Acquay, Cornell.

"Insider's View on Political Upheaval in the East," a forum on Eastern Europe in collaboration with the Language House, March 7, 7:30 p.m. in the Memorial Room, Willard Straight Hall. A video and panel discussion, moderated by Thomas Risse-Kappen, government, including students from eastern Europe.

THEATER

Dance Concert '90, March 8, 9 and 10, 8 p.m., Proscenium Theatre, Center for Theatre Arts. (See related story.)

MISC.

Alcoholics Anonymous

Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Thursdays at 9:30 p.m. in Anabel Taylor Hall. For more information, call 273-1541.

Christian Science Monitor

The Christian Science Monitor Resource Files will be in Mann Library on March 7 and 8, from 10 a.m. to 4 p.m. The files contain free up-to-the minute newspaper articles on over 150 topics useful for writing papers, preparing speeches, studying for exams, teaching, etc. Also free current copies of the Monitor will be available.

Committee on U.S.-Latin American Relations (CUSLAR)

Meetings are held Mondays at 5 p.m., in the Common Coffeehouse, Anabel Taylor. For more information call 255-7293.

International Week 1990

International Week 1990 will be held Friday, March 2 through Saturday, March 10. Activities will include an African and Turkish



Patricia Reynolds

Appearing in Dance Concert '90, an evening of new dances by faculty and students of the Department of Theatre Arts, will be (from left): Dansingtree Moonwater, Jumay Chu, Cheryl Gueldner, Stephanie Thau and Lydia Bueschel. Performances will be March 8, 9 and 10 at 8 p.m. at the Center for Theatre Arts.

Dance Concert '90 opens March 8

Dance Concert '90 will open on Thursday, March 8, at 8 p.m. in the Proscenium Theatre at the Center for Theatre Arts. Additional performances are slated for Friday, March 9, and Saturday, March 10, at 8 p.m.

Dance Concert '90 is an evening of new dances by faculty and students of the Department of Theatre Arts. This year, in addition to choreography by faculty members Joyce Morgenroth, Jim Self and Jumay Chu, there will be one student work featured, Doug Elder's "Ages."

Self, new on the faculty this year, is a dancer and award-winning choreographer whose work has been commissioned by Jacob's Pillow, the Boston Ballet and American Dance Festivals, among others. Chu, also a newcomer, has danced with the companies of Lucinda Childs, Viloa Farber and Kenneth King and most recently performed with the St. Louis Dancers at Washington University, where she had also been guest artist in residence.

For nearly 15 years, guest choreographers have collaborated on new work with students and faculty; this year's guest artist is Wendy Perron. Perron, who has danced with Twyla Tharp, Kenneth King, Susan Rethorst and the Trisha Brown Company, formed the Wendy Perron Dance Company in 1983. The company has performed extensively in the United States and Europe.

Perron's works have been commissioned by major dance festivals and companies. The exotically beautiful "Arena," with visual elements by the Russian emigre artists, Komar and Melamid, was commissioned in 1987 by the Jacob's Pillow Dance Festival.

A former Bennington College faculty member, Perron was the youngest choreographer ever to receive the special three-year fellowship from the National Endowment for the Arts. In 1985, she also received a fellowship from the New York Foundation for the Arts. Perron's work has appeared on an episode of the Public Television series, "Alive From Off-Center," and she is one of the seven choreographers featured in the 1988 Michael Blackwood documentary, "Retracing Steps."

Audiences can also expect to see a preview of Self's "Beehive," a work first performed by the Boston Ballet in 1986 as part of its Discovery Series and scheduled for full production on next year's Dance Concert. "Beehive" traces the ill-fated liaison between a drone and a worker bee as set against the busy, sometimes harsh, and often comic life of bees in the hive.

Tickets for Dance Concert '90 are \$4 to \$6 and are available at the Center for Theatre Arts box office, telephone 254-ARTS.

cultural night and a Taiwanese chorus on March 3; a Chinese cultural night on March 4; an inaugural evening with international food tasting and fashion show and dances on March 5; a Mexican cultural night on March 6; a European night, with a video show on the European community and buffet dinner with culinary specials on March 8; an Arabian night on March 9; and a South Asia night on March 10. Tickets are needed for some events and may be purchased at the International Students and Scholars Office, 103 Barnes Hall. For information, call Annemiek Schilder at 255-4444.

Intramural Sports

Intramural Badminton for men, women and co-ed, \$5 entry fee per team, deadline is 4 p.m., March 1, in 305 Helen Newman Hall. Tournament starts April 9.

Intramural Track for men and women, \$5 entry fee per team, deadline is 4 p.m., March 6, in 305 Helen Newman Hall. Meet will be held on March 12 and 13.

Intramural Softball for men, women and co-ed, \$10 entry fee per team; deadline is 4 p.m., March 8, in 305 Helen Newman Hall.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m.; Sunday, 2 to 8 p.m., 178 Rockefeller Hall; Sunday through Thursday, 10 p.m. to midnight, 340 Goldwin Smith Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., Noyes Center Browning Library.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 25

Thursday, March 1, 1990

Spring in Sapsucker Woods

By Todd A. Culver
Education Specialist

Spring is just around the corner and what better way to enjoy it than to take a walk in Sapsucker Woods. You've never heard of Sapsucker Woods? The 200-acre bird sanctuary, an island of wildlife habitat surrounded by the growing town of Lansing, is located on Sapsucker Woods Road, which intersects Route 13 across from the Tompkins County Airport.

The sanctuary has been preserved to guarantee suitable habitat for birds and other animals and provides an ideal setting from the Stuart Observatory, the building that houses the Laboratory of Ornithology.

Spring migration in Sapsucker Woods is a sight to see. Soon spring will be returning to central New York and with the warming temperatures and longer days, comes one of nature's spectacular events -- the spring migration of birds. The first migrants begin returning in March and by the middle of May, when migration is at its peak, over one hundred species of birds can be found here including migrating warblers, wading birds like the great blue heron and green-backed heron, flycatchers, and thrushes.

Even before the spring migrants arrive, there is good bird watching from the laboratory's observation window which overlooks a ten-acre pond. Outdoor microphones pipe in the natural sounds, allowing visitors to enjoy mallard and black ducks, Canada geese, chickadees, and woodpeckers from the comfort of the observatory.

The sanctuary also has over four miles of maintained trails which take visitors through stands of hardwoods and conifers and across swamps over an elevated boardwalk. The trails are open 24 hours a day, 365 days a year, and offer excellent bidding, hiking, and cross-country skiing.

The Laboratory of Ornithology, an international center for the study, conservation, and appreciation of birds,

is a nonprofit unit of Cornell supported by membership, outside grants, and friends around the world. The laboratory had its beginnings in 1917 when Dr. Arthur A. Allen, taught the nation's first ornithology course. In 1955 the laboratory became an official department of the university. Dr. Allen and Peter Paul Kellogg, one of the first scientists to record bird song, served as the lab's first codirectors.

Since 1955 the laboratory has grown tremendously and now supports new programs designed to monitor bird populations, study bird biology and management, and research animal communication.

The laboratory also serves to foster communication and collaboration between amateur bird watchers and professional ornithologists. Project FeederWatch, for example, involves more than 8,000 volunteers who make observations at their feeders and contribute their information to lab databases. People interested in birds can learn more about them by reading the lab's "Living Bird Quarterly" magazine. And recently, the lab has taken to the airwaves. BirdWatch, a 90-second daily radio program featuring interesting pieces of bird natural history, began airing on commercial stations across the country February 5. Locally, you can hear BirdWatch at 12:28pm on WHCU (AM 870).

If you're interested learning more about birds you may want to join us for the Monday Seminars (7:45pm in the laboratory's Fuertes Room), or enroll one of our courses and learn field ornithology, bird biology, or natural sound recording. The Crow's Nest Birding Shop can also help with birding supplies and books. Profits support our research and education programs.

When you get spring fever, stop out and walk through Sapsucker Woods. The observatory is open Monday through Thursday from 8am-5pm, Fridays 8am-4pm, and Saturdays and Sundays from 10am-2pm.



Injured Eastern screech owl resides at the nearby avian clinic.



Mother and child looking out the viewing window.



Diane Tessaglia programs bird population studies and also volunteers time at the avian clinic. Here she examines a red-tailed hawk.



Heather Gerhart, Rosa Rice and Todd Culver on a binocular break



Voting -
It Can
Make a
Difference

Judy VanDermark, Editor

By Judy VanDermark
Networking Editor

In just a few weeks the employees of Cornell University will be asked to vote for their choice in the Employee Assembly race of 1990. This is not just your right, it is also your responsibility! The Employee Assembly is your line of communication to the university administration. As you cast your vote (and please cast your vote) think of the candidates' backgrounds and commitment to being the voice of our community.

This governing body can be taken seriously if the right candidates are elected. This election does not have to be an election where everyone is seated because not enough candidates ran. Vote for candidates who know the issues that Cornell employees of the 1990 are facing: general employment concerns, child care, elder care, dual career, advancement in the current work

environment, retirement plans, older employees in the work force, drug and addictions in the workplace, middle management and office professional training, to name a few. It is our responsibility as employees to pay attention to who is representing us as a community.

If you do not have the time or the commitment to be a part of our governing body, then you must take the time to vote and make a sound decision on those candidates that are seeking election. Our governing body is one of the most important tools we as a community have. Employee self-governance can be taken as seriously as we want it to be. If the Cornell community does not take self-governance seriously, and if we do not participate in the process and vote, then why should we expect the administration to take our concerns of the 1990 seriously?

Please take the time and responsibility you have to cast a vote that will count.

Operation Campus Watch Reports Increase in Office Thefts

By CPO George Sutfin
The Department of Public Safety would like to alert the Cornell community that there has been a substantial increase in office thefts. These thefts are being committed by individuals who enter the buildings and go from office to office until they find one unattended. They then remove easy-to-carry articles such as purses, coats, and money. Investigation of these offenses indicates that many of these crimes would not have been committed if office personnel had been alert to strangers in the office and had taken a few simple steps to safeguard their valuables.

- Lock all office and lab doors when not

in use, even when leaving just for a moment.

- Lock desks, filing cabinets and closets when not in use.
- Never leave your purse or other valuable items on or under your desk. Keep these items out of sight and locked up.

- Be leery of phone calls from unknown people who requisition you to leave your office.
- Be alert and observant. If you see someone or something that you think is suspicious, report it. Let Public Safety check the person or circumstances. Call us at 5-1111 or pick up a Blue Light

phone.

Any university department which desires to have a Public Safety crime prevention officer speak to their group on security concerns or would like a Loss Prevention Survey done of their area may make arrangements by contacting the Crime Prevention Unit at 5-7404.

Stick-to-itiveness

Exerpted from the University of California, Berkeley Wellness letter, March 1989

Despite the best of intentions, half of all people who take up new exercise programs drop by the wayside within six months. Here are eight ways to bolster your perseverance:

1. Set realistic exercise goals. Adopting a plan beyond your capacities is a sure route to failure, especially if you are a perfectionist. Set definite goals rather than hazy ones (I'll bike 10 miles this week," not "I really should get more exercise this week"). Even more important, set realistic goals.
2. Record your progress. Before you start, honestly evaluate your physical condition. For each workout, weigh yourself, monitor your heart rate, and record your time and achievements.
3. Start slow. Ten minutes twice a week is just plain easier to stick to than 45 minutes four times a week. Gradually lengthen your workouts and step up the pace.
4. Be prepared. If you work out before you head for your job, lay out your exercise clothes the night before.
5. Seek convenience. Have you found a convenient time slot? A convenient location for your workout? If the gym, track, or pool you use isn't nearby, or if you frequently cannot find a parking space, you may use this as an excuse and stop going.
6. Don't overdo it. Starting with a high-intensity workout is a sure way to become discouraged. Competitive strain and burning muscles may spur some athletes on, but for most people physical pain and stress are a turn-off, besides being risky. You should feel good afterwards, not in distress.
7. Find a support group. A workout buddy can help keep you motivated. One recent study found that 55% of women who exercised with a partner stuck with a 12-month program versus only 31% of those who went it alone.
8. Add spice. Jogging day in, day out, could get to be a drag, so why not try swimming one day, riding your bike the day after, and jogging the next? You could even go dancing.

Transfers and Promotions for
December and January

Name	Department	Name	Department	Name	Department
E. Abplanalp-Gaede	University Libraries	Margaret Haine	University Relations	M. Puderbaugh	University Development
Jennifer Abrahamson	University Libraries	Lorinda Hamilton	CRSR	Isabel Rachin	Health Services
Paula Affeldt	Arts & Sciences	Andrew Hanushevsky	CIT	Catherine Reed	Hotel Administration
Patricia Ard	Campus Planning	Roger Hastings	Statler	Robin Remick	ILR
Careen Arsenault	CISER	David Heinemann	Grounds	Linda Reynolds	Unions & Activities
Doreen Balwierzak	Civil Engineering	Susan Hollern	IPA	Janice Ricardo	CRSR
Blaise Barney	Theory Center	Larry Hornbrook	Statler Hotel	B. Rosenberger	Theatre Arts
Teri Bartlett	ILR	Sara Hurlbut	Hotel Administration	Thomas Rounds	Theory Center
Eugene Beavers	Athletics	Michael Jackmin	Engineering	Tari Salotti	Public Affairs Records
Roberta Beavers	Life Safety	Lisa Johns	History	Bonita Sautter	Public Affairs Records
Terri Beckley	LASSP	Ruben Johnson	Extension	Emery Schiff	Avian & Aquatic
Cynthia Berger	Ornithology	Regina Kies	Residence Life	Medicine	
Sherry Bergman	University Development	Arnie King	Dining Services	Ronald Schiller	Public Affairs
Anne Bland	University Development	Peter Kirew	Agronomy	Valerie Schultheiss	University Development
Rose Brainard	University Libraries	Stephan Knapp	CIT	Carol Schusler	Traffic Bureau
Carmen Brewer	Campus Store	Edward Kowalski	Life Safety	Thomas Scutt	Engineering
Susan Bristol	Summer Session	Diane LaLonde	Ag Dean's Office	Cynthia Sedlacek	Arts & Sciences
David Brown	Theory Center	Bernard Lamphere	Life Safety	Karel Sedlacek	Government
Sharon Brown	University Development	Jane Lasher	Dining Services	Rochelle Semmler	University Development
April Bump	Dining Services	Donna Lawton	Financial Planning	Janice Slattery	Administrative Services
Laura Burch	Graduate School	Andrea Lehtonen	Engineering	Jonathan Smith	Life Safety
Lynne Cacciotti	Theory Center	D. Lenzenweger	University Development	Helen Smith	Academic Programs
Jolene Camp	Dining Services	Karen Lewis	JGSM	Karen Smith	Diagnostic Lab
Nancy Cannata	Public Affairs Records	Richard Lightbody	University Libraries	Allen Snyder	Life Safety
Augustine Carmona	Extension	Debra Lobdell	Public Affairs Records	Laura Snyder	Animal Science
Susan Chamberlain	University Development	Wan-hua Ma	University Libraries	Rebecca Sparrow	Biological Sciences
Denise Clark	Sponsored Programs	Daniel Maas	Life Safety	Michael Staurowsky	Campus Store
Kevin Cline	Vet College	Kathleen MacCheyne	Life Safety	Mary Jo Stewart	ILR
L. Collingsworth	CIT	Paula Madey	Life Safety	Christopher Stuart	CIT
Barbara Corradino	Arts & Sciences	Angela Malone	CIT	Jerilyn Tarbell	NAIC
Debbie Cox	Dining Services	Tammy Manning	Hotel Administration	Marie Taylor	University Development
Sarah Crymes	Hotel Administration	Cindy Massicci	Public Affairs Records	Constance Thomas	Microbiology
Eric Danly	Sponsored Programs	Alicia Merrick	Economics	Patricia Thomas	Dining Services
Patrick Denmark	Dining Services	Mary K. Milks	Ag & Life Sciences	Kenneth Thompson	Ag & Bio Engineering
Paul DeSantis	Life Safety	Jennie McMillen	Dining Services	Angela Tinti	Modern Languages
Patricia DeViva	Theory Center	George Medlar	CIT	Linda Tompkins	Dining Services
C. Dickerson-Stermer	Statler Hotel	Barbara Merithew	Life Safety	Roy Trask	Life Safety
Randy Dodge	Clinical Sciences	Leslie Millspaugh	Public Affairs Records	Gress Travis	Capital Facilities
Gary Domke	CIT	Joseph Moresco	Biological Sciences	Gloria Tubbs	Plant Pathology
Frances Doney	Residence Life	Susan Morse	University Libraries	Laurie Updike	Athletics
Michael Duffy	Statler Hotel	Peter Mullin	Plant Pathology	Charles VanCamp	Life Safety
Robert Feldman	Theory Center	Michael Murphy	Dining Services	Jill Warnick	English
Bridget Foster	Financial Aid	Mary Murray	ILR	Lori Watkins	University Development
Rita Fox	University Relations	Wade Nalley	Life Safety	Darlene Watkins	Dining Services
Nancy Frederick	Arts & Sciences	Safia Naqu	Plant Breeding	Dianne Whitmore	Architecture
Terry Freund	Life Safety	Randall Negley	CIT	Judy Williams	Finance & Business
Kenneth Frost	CIT	Janiece Oblak	Cornell Tradition	Services	
Denise Frutchey	Public Affairs Records	Kathie O'Hara	University Development	Margery Wilson	CIT
John Fulton	Life Safety	Marian Partridge	Vet Library	Michael Wilsterman	Hotel Administration
Jerold Gerner	Theory Center	Susan Payne	University Relations	Ingrid Wood	Campus Affairs
Linda Gimbert	Public Affairs Records	Stacy Pendell	Theory Center	Johnny Wright	Residence Life
Sharon Green	Athletics	Dave Perkins	Life Safety	Boris Yose	Materials Science
Robert Grotke	Ornithology	Daniel Phillips	Life Safety	Yourk, Eleanor	CRSR
Mary Gulina	Neurobiology	Donald Poole	Life Safety	Young, Richard*	Life Safety
Thomas Gutenberg	University Development	Steve Poole	History of Art	Zaharis, Darlene	Vet Administration
Charles Guyett	Life Safety	Richard Post	Dining Services		

Employee Elected Trustee News

Brown Bag Lunches Scheduled for March 8 and 27 Employee Assistance Program (EAP)

By Dwight Widger
Employee Elected Trustee

It has been very encouraging to hear from many more employees within the past month. Each one of your concerns has been noted. One suggestion is to have row signs posted in large parking lots to assist people locating their cars. This and other suggestions sent to me are continually expressed to the governing department or area that administers authority.

March has arrived and the Trustees will be meeting in Ithaca starting on the 15. There will be a special luncheon allowing the Employee Assembly members time to meet with many Trustee members.

On March 8 there will be a Brown Bag Luncheon featuring Graduate and

Professional students presenting information and leading discussion about their proposed Assembly. This is an important addition to the self governance system. The luncheon will be held in room 165 Statler Hall. We will begin at noon and continue until 12:45pm.

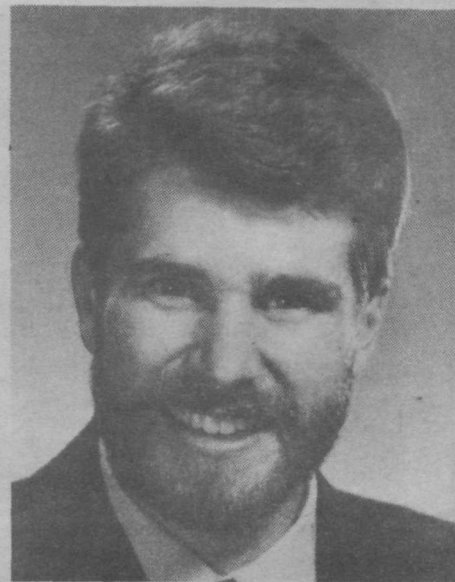
Everyone is welcome to come and learn more information about the topic featured during each Brown Bag Luncheon. I encourage everyone to attend and bring their lunch. These luncheons provide a forum for you to learn more about what is available here within Cornell University. There is no charge and reservations are not necessary. These events are casual in nature and you should feel welcome to attend.

Please continue sending your

questions, suggestions and concerns. You may reach me by electronic mail at DWW & CRNLNS or write to Dwight Widger, Nuclear Studies, Wilson Lab. Campus.

Brown Bag Lunch Scheduled

Do you take care of everyone but yourself? Lets talk about it! The subcommittee on women and addictions in conjunction with the Advisory Committee on the Status of Women sponsors this Brown Bag Lunch open to the Cornell community. The discussion will be led by Gerri Boyd, MSW and CAC, Gannett Health Clinic and Lee Moon, MSW, director of the Employee Assistance Program. Tuesday, March 27, 1990, noon to 1:15 in the Hall of Fame Room, Schoellkopf Field House.



Dwight Widger

A Labor of Love: Sources of Support and Challenges Faced by Working Caregivers

By Carolyn Croke
Office of the Aging

The Juggling Act

If you are currently employed and also providing assistance to an elderly person, chances are you are facing major challenges. You are not alone! Recent estimates have shown more than one-half of caregivers work outside the home and most are employed full-time. In addition, the majority of caregivers are married and many have child care responsibilities typical of "the sandwich generation."

If you are trying to juggle work and family responsibilities, you are probably working the equivalent of at least one and a half or two jobs. Caring for an elderly relative is a time-consuming undertaking involving anywhere from 10 to 40 hours per week.

The responsibilities are many and may include providing assistance with personal care, household management, transportation, financial management, companionship and emotional support. Working caregivers find themselves providing this assistance before or after regular working hours and on weekends - times that they would ordinarily do

other things or try to relax.

Providing assistance to an elderly relative or friend typically involves both rewards and costs. On the positive side, many caregivers feel good about helping another person and making good use of their time. Others feel good about returning some of the nurturance and support their parents gave them as children. However, many caregivers experience costs from trying to do too much in too little time.

Sources of Strain

Caregivers often get so caught up in fulfilling everyone else's needs that they neglect their own. Putting one's needs on the back burner can lead to a variety of problems. Some caregivers experience depression and anxiety. Others become upset at the changes that occur in the older person particularly when mental impairment is involved. Lack of attention to one's own health and sheer exhaustion can lead to a variety of physical problems as well.

In addition to health problems, caregivers often experience disruption in different areas of their lives including friendships, family relationships, leisure

pursuits and vacations, finances, and work. The area of work and the topic of eldercare has received renewed attention in recent years.

Costs in the Workplace

Research has revealed that many working caregivers experience one or more of the following problems: fatigue, irritability, tardiness, extra time off, and a variety of other disruptions in their work. Some caregivers reduce their work schedules or even quit their jobs or take early retirement due to caregiving responsibilities. These measures often produce financial strain.

The good news is that more companies are becoming aware of the needs of caregiving employees. As was the case for childcare, companies are beginning to recognize the demands placed upon employees who assist older adults. Advances are being made in the areas of flexible time, time off for eldercare, and private insurance for long term care, to name a few. Of course, more progress is needed and will hopefully occur as caregiving continues to gain wider recognition as an important social issue.

Sources of Support

If you are currently experiencing any of the challenges described above, be assured that there are sources of help for you and your family. Tompkins County offers a wide range of services including home health care and nutrition services, financial and legal advocacy, transportation, and housing alternatives among others.

In addition to these services a new program has been established especially for caregivers. The Caregivers' Resource Center, located at the Office for the Aging, 320 North Tioga Street, offers information and support to help caregivers cope with the challenges of their situations. Among the services that are available are information and referral, counseling, workshops, library materials, newsletters, and support groups.

Opportunities for Employees

The Caregivers' Resource Center, with the cooperation of the Cornell University Office of Human Resources, offers on-campus workshops and support groups for Cornell University employees. If you would like more information call the Office for the Aging at 274-5450. We are here to help you.

Getting to Know CORNELL AT GENEVA



According to the Director, Dr. Robert Plane, former provost of Cornell University, the New York State Agricultural Experiment Station is one of Cornell's best kept secrets. Located in Geneva, this sixth oldest agricultural station in the country, began its operations on March 1, 1882 and has been part of Cornell University since 1923.

If you thought that the Geneva Station was just a collection of old barns, this aerial picture will show you that Cornell really has a large, modern campus at Geneva, specializing in research and extension on horticultural crops.

The Geneva campus has four research departments: Horticultural Sciences, Entomology, Plant Pathology, and Food Science and Technology. Also on the Geneva campus is the U.S. Department of Agriculture's Plant Genetics Resources Unit, which is part of the National Plant Germplasm System. It is composed of the Northeast Regional Plant Introduction Station and the National Clonal Germplasm Repository for Apples and Eastern Grapes. These facilities serve as a "bank" for plant materials that can be used by breeders worldwide to improve varieties.

Geneva also has two outlying laboratories located in other key agricultural areas of the state -- at Fredonia in the heart of western New York's grape belt and at Highland in the Hudson Valley, where there is an important fresh fruit and vegetable industry. In the immediate Geneva area, some 900 acres of land are maintained for research programs.

There are nearly 140 research projects



Aerial view of NYS Agricultural Experiment Station at Geneva - plenty of parking!

on-going at the Station. Working on these projects are approximately 350 Cornell employees including professors and staff. More than 50 graduate students from throughout the world have chosen the Geneva campus as the location to do thesis research for advanced degrees at

Cornell. In addition, there are usually about 20 visiting scientists in residence.

Supporting the research and extension efforts at the Station is an Integrated Pest Management Program, an excellent library, a central computer facility, a general services unit, a field research

unit, and a communications services unit.

We are just 50 scenic miles from Ithaca. If you haven't already visited us, we hope you will soon, if for not other reason than to see us from the ground.

You'll have no problem parking.



Left to right: Diane Johnson, associate director of operations; John Bower; Mark Barsamian; Laura Brown; Nancy Schempf



Donna Tessaglia and Todd Culver



Heather Wood



Susan Minges

Special from Cornell's Lab of Ornithology Winter's Here...Tim

By Todd Culver

A 1985 U. S. Fish and Wildlife Service survey estimates that 86 million Americans, one-half the population, feed wild birds. As a nation we spend over a billion dollars on bird seed each year. Yet, ornithologists do not have conclusive evidence that feeders increase populations of wild birds. So, why do all these people spend all that money to feed birds? Because it's fun!

Ithaca winters are cold and windy. Nights are long and the ground is usually snow covered. The lush vegetation that birds enjoyed all spring and summer has withered and blown away. Winter is a difficult time of year for birds and for bird watching. Birds must find enough food during the short winter days to fuel their 'internal furnaces' all night. If they don't find enough to eat, they may freeze before morning. Bird watchers don't need to venture outdoors to see birds; they can stay indoors and watch 'the show' at their backyard bird feeders.

If you want to attract a large number of birds of several species, the best seed to use is black oil sunflower seeds. Bird seed is less expensive when purchased in large quantities (25 or 50 pounds). Store it in tight waterproof containers; metal containers prevent rodents from gnawing their way into your supply. Some common feeder birds, such as blue jays, blackbirds, and pheasants prefer inexpensive cracked corn. Small finches such as the house finch, goldfinch, and redpoll, prefer niger seed, which must be placed in special 'thistle feeders.' Suet is a high energy food that helps chickadees, nuthatches, and woodpeckers survive the cold winter nights.

Some people save the seeds from pumpkins, melons, cantaloupe, and squash. These seeds are preferred by many birds, sometimes more than black oil seeds. They should be spread out and

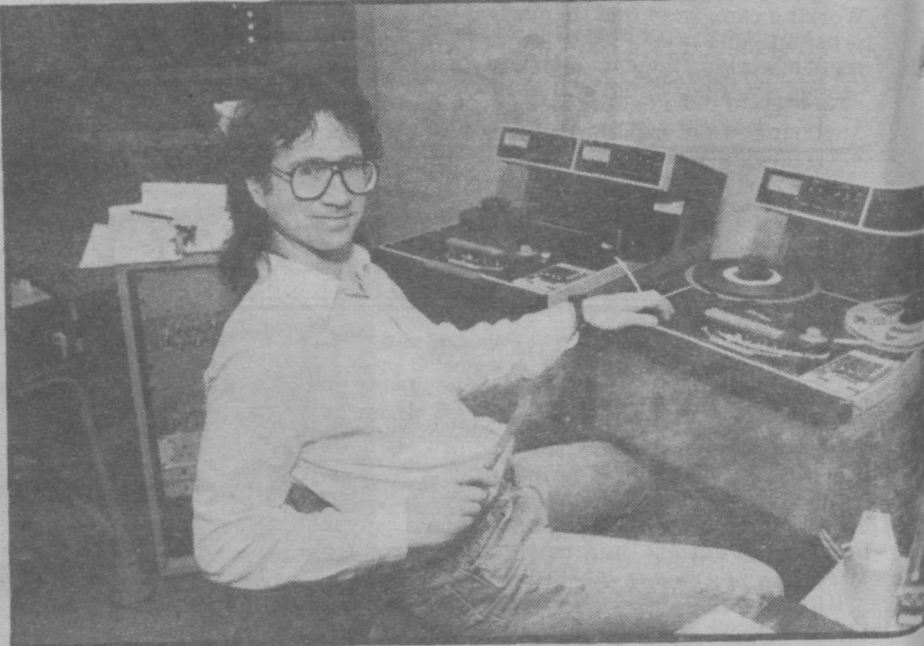
dried before being placed in a feeder. Dried seeds can be saved for winter bird feeding. Suet should not be able to break apart. Suet is broken up in a blender, or meat grinder, and placed in a feeder. Suet should be dried before being placed in a feeder.

The four basic types of feeders are the window feeders (with sunflower seeds and tray feeders (with suet feeders. These feeders are homemade or purchased from stores. (They are available at Crow's Nest Birding, 3 S. 2400.)

When choosing a feeder, look for an elevated feeder with a large capacity. It should be disassemble for cleaning to protect seed from rodents and prevent squirrels from getting into the feeders that have no metal seed openings.

Ground feeders can hold large numbers of birds scattered directly on the ground on an elevated tray. Inexpensive cracked corn ground feeders attract birds like cardinals, juncos, towhees, and mourning doves. If you have an additional room that is provided, you will find some interesting information about your feeder birds.

Suet feeders attract birds such as chickadees, nuthatches. Suet is a high energy food. Suet turns rancid if it gets too warm (over 70 degrees). It is shown that birds prefer inexpensive beef kidney suet to commercial suet cakes. Suet can be tied or wired into wire baskets or onto



Tom Paolano



Donna Palmer

How to Feed the Birds

placed in feeders. Well-saved all year for. Smaller birds may like large melon and. If tough-hulled seeds food processor, under before being small birds readily eat

types of feeders used to winter are: hanging (lower seeds); ground (with cracked corn); and feeders can be placed from a variety of available from the Bird Shop, phone 254-

sunflower seed easy-to-fill model with hanging feeders should cleaning and should rain and snow. Finally, damage, choose metal perches and

can accommodate birds. Seed may be on the ground or placed. When filled with corn or mixed seed, attract ground-feeding birds, juncos, sparrows, and doves. With the that tray feeders are able to observe interactions among

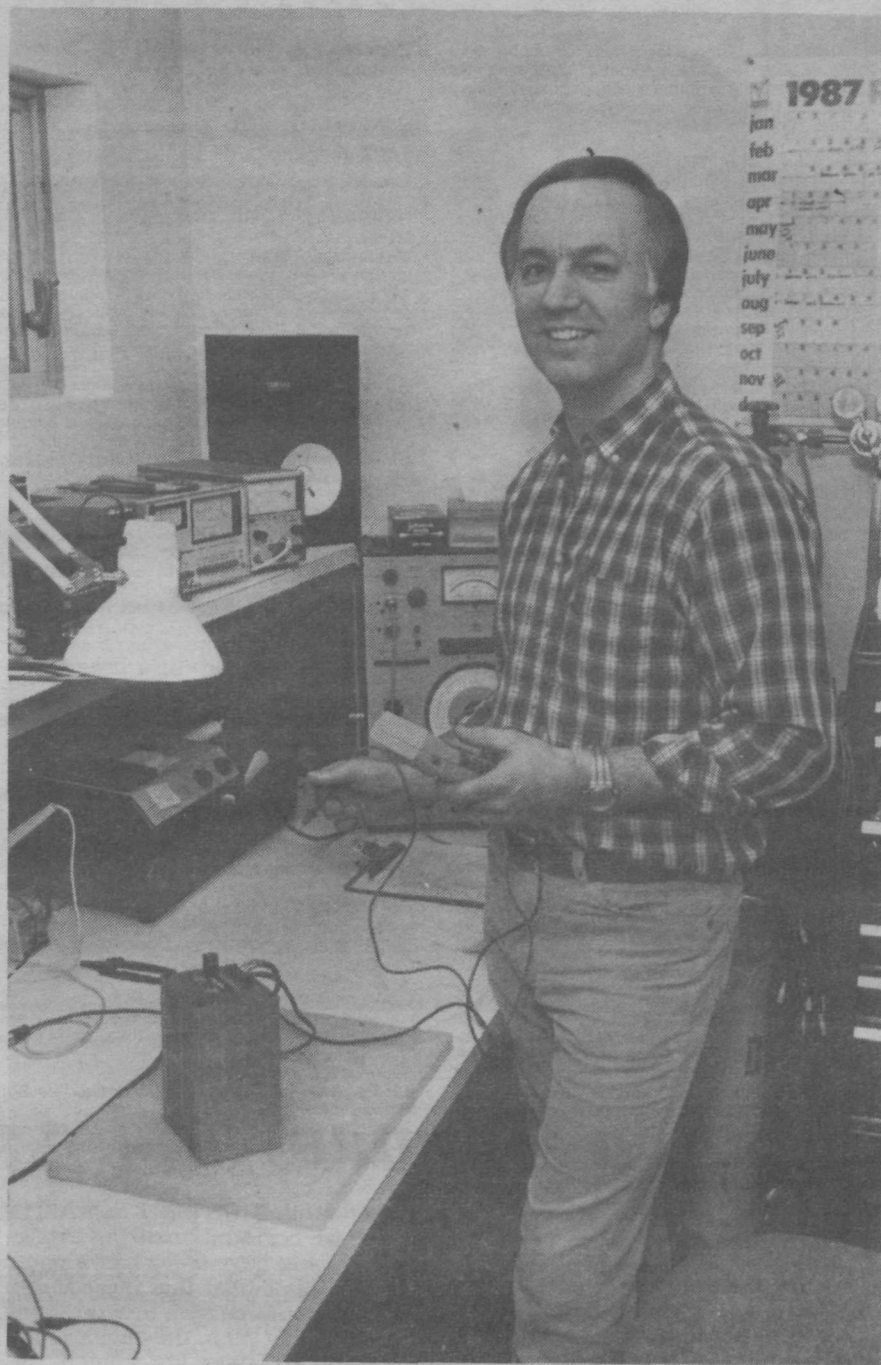
insect-eating birds woodpeckers, and is strictly a wintertime bird if temperatures are 70 F). Studies have prefer plain, kidney suet over cakes. Plain beef suet to trees, placed in mesh bags, or pressed

into holes drilled into a small log.

When selecting a location for your bird feeder, keep this in mind. Feeders should be placed near some sort of protective cover such as shrubs or evergreens. This allows the birds to escape predators quickly and will make your feeder more attractive. Feeders should also be protected from weather, especially high winds. In general, the most protection results from southern or southeastern exposures, which face the sun and are protected from north winds. The height of the feeder doesn't make much difference. Anywhere from ground level up to ten feet is fine. The best height is one that is easy to fill. Finally, select a location where you will have a good view of your feeder birds.

Feeding birds does not require a lot of effort, but some maintenance is necessary. Bird feeders should be cleaned at least once a year by scrubbing them with soap and hot water. A solution of 10% household bleach can also be used as disinfectant. Be sure to rinse feeders well, and dry them thoroughly before filling. Inexpensive homemade feeders can simply be replaced when they need cleaning. The only other chore associated with feeding birds is to rake up the seed hulls in the spring. Decomposing hulls will kill your lawn and might spread disease to your feeder birds.

Feeding birds can be a fun activity to help you get through the Ithaca winter. Starting in February, listen for the Ornithology Laboratory's new radio program, 'Birdwatch,' to be broadcast weekday mornings. This 90 second show will focus on birds' natural history. If you have any questions regarding bird feeders, or birds in general, you can call Todd Culver at 254-2403. The Sapsucker Woods Sanctuary and Crow's Nest Birding Shop are open Monday - Thursday 8am-5pm, Friday 8am-4pm, Saturday and Sunday 10am-4pm.



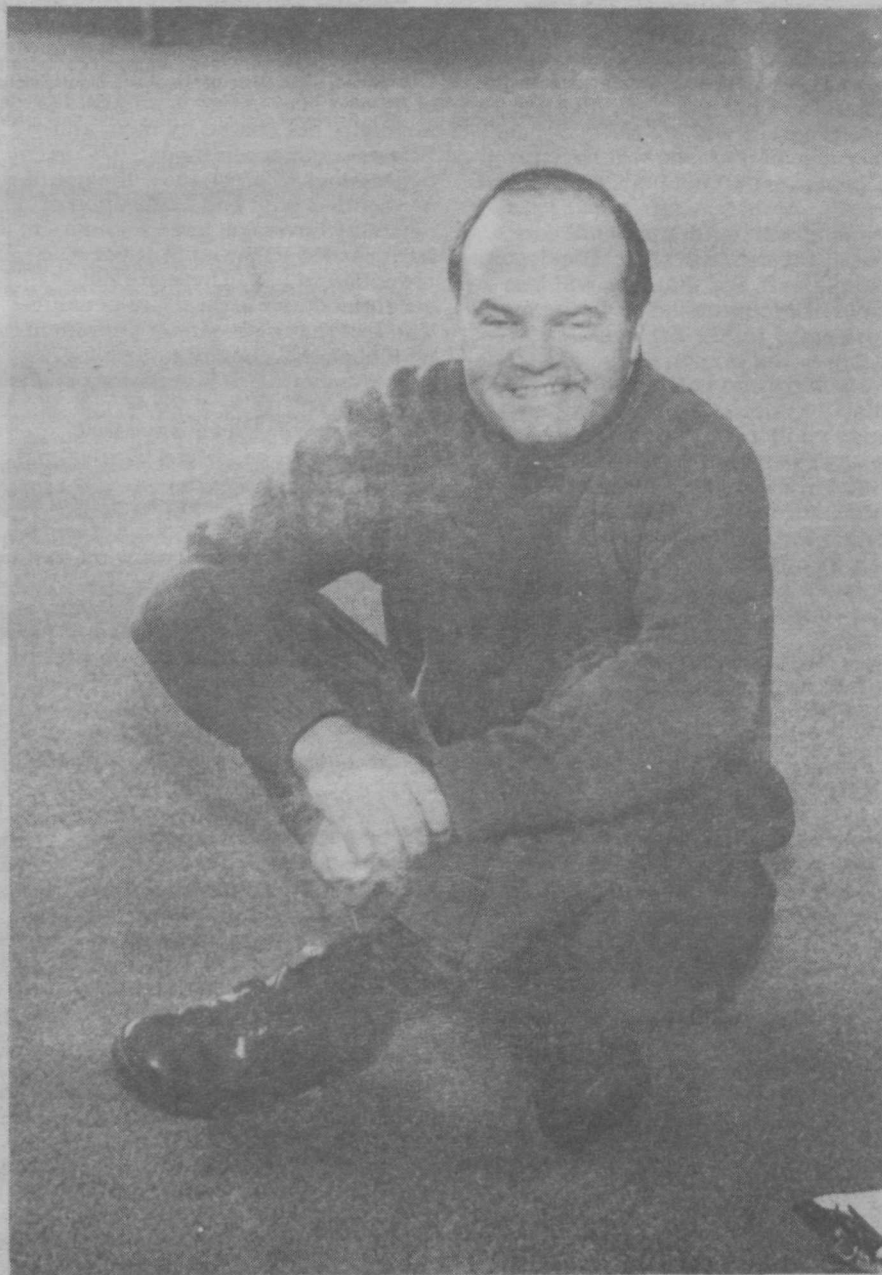
Bob Grotke



Kathy Forbes-Robertson



Jim Curran and Dave Westgate



Charles Wolcott,
executive director

Photos by Doug Hicks

Employee Spotlight on Patricia Baker

By Kathleen O'Brien

This issue's Employee Spotlight is a petite, youthful looking grandmother (had to say it) who works as an administrative aide in the Consumer Economics & Housing Department in the College of Human Ecology. Since starting as a clerk-typist I, 15 years ago, this employee has progressed to the position she now holds and has loved every minute of it.

Patricia A. Baker started as a clerk-typist back when the typewriter was still the big improvement in the work environment. (Did you ever think you'd be using a computer?) Pat has been promoted within the department twice since 1974.

Patricia Baker

Her duties in her present job entail being a back-up administrative manager with budgeting responsibilities, submitting the payroll, trouble shooting on the computers (she is front-line person to correct those 'error disk drive failure' that we all dread). Pat also works for two professors doing the classwork and research typing, or "whatever they need to have done, letter writing, vouchers, etc."

To qualify for her position, Pat needed knowledge of the Cornell accounting procedures and overall functions of the department. She stated that a degree would be needed to be in the position, but that a lot of knowledge about the way things got done would be necessary also. Supervisory experience, payroll, knowledge of computers, etc. are all necessary in her position.

In the future the college is planning to install a networking system which should be interesting. She has worked her way up to where she is by taking opportunities to do different assignments and doing them well.

Pat said, "I took the opportunity to do different things, did them, and I proved I could do them well." She has taken lots of training and supervisory seminars, WordPerfect seminars, and really likes computers and how they function. In fact, in 1983 Pat earned a Dedicated Service Award. In her introduction letter it was stated, "She has earned and re-earned the award several times over."

Pat likes where she works. "It is a nice department, always friendly and close like a family." She likes working with the undergraduates and graduate students. There is enough variety in her work to do that it is not boring?

Pat does so many things that when one job gets tiring, she switches to something else. The whole office functions as a team in the new suite, rather than being split up and scattered all-over the place.

Her new office is a statement of what she likes as it has pictures of her grandchildren, and is very comfortable. But I found out something that you might not know -- she is also a 'motorcycle momma.' No she doesn't ride them herself, her son had become interested in the sport and Pat attended as many races as possible.

An enthusiastic outlook on work, dedication, and a willingness to learn new ideas -- this Cornell is one of your employees!

Employee Spotlight would like to thank all of you who have contributed the leads for the interesting people that have been and will be interviewed. BUT, Networking still needs your support. So, if you know of anyone who should be in the EMPLOYEE SPOTLIGHT, please send their name, phone number, and a sentence or two explaining why they should be spotlight to: Employee Spotlight, 134-A Plant Science Building. Thank you!

A Man, a Woman, and a Baby: This is Equality?

By Theresa Vanderhorn

Imagine the following scenario: Two equally able and talented employees work for the same company in the same position and have the same amount of seniority and accumulated PTO (Paid Time Off -- sick, vacation or personal time). These two equal employees are treated the same. In fact, everything is the same, except their gender.

Now what happens when both employees make the same decision to become parents? Nothing is ever the same again -- and it never was. When a woman chooses to become a parent, she will have to make accommodations to the pregnancy and birth process that her male counterpart will not have to make. And because of that, she will have to suffer penalties that her male counterpart will not.

First, she will require prenatal care (offered at the convenience of the doctor, not the patient). For that, she will lose some of her accumulated PTO; the man will lose none. Unlike her male counterpart, the woman will require time off for the birth and postpartum recovery. For that accommodation, she will lose both pay and PTO. To meet the needs of the newborn and her own transition to parenthood, she will require some additional time off.

The man may require some, though less, as well. Here, neither are accommodated, and everyone loses. The woman employee will return to work and will face the demands of parenthood with a severe reduction or complete depletion of paid time off; she will have little or none left to care for her own needs (they don't just disappear). Her male counterpart will return to work (if he even took time off) and face parenthood with his paid time off fully in tact. THIS IS EQUALITY?

Is 'same' always 'equal'? Is equal always just? Is there any such thing as an unbiased approach or policy? To all three questions, I answer NO. The same treatment is not always equal treatment, and equal treatment is not always just.

Every policy, practice and standard reflects the physical, cultural and racial bias of the people who formulated it. Indeed, I argue here that the same treatment can be wholly unequal, and downright discriminatory.

While parenthood might be shared by both sexes, childbirth is not. Working women who choose parenthood do so on penalty: They lose both pay and accumulated time off. The penalty begins long before conception, too. Women are expected to hoard accumulated PTO, use it sparingly or not at all, in long anticipation of childbirth. Men do not

have to do this. THIS ISN'T EQUALITY.

Before we begin rationalizing that a woman doesn't have to become a parent, we need to remember that these same policies do not force men into the same ultimatums. For men, the choice is to father or not to father. For women, the choice is to birth WITH PENALTY or not to birth at all. The question, and the discrimination, do not lie in the choices of individuals, but rather in the gender-specific results of the same choices.

Prenatal and postpartum care are not sicknesses, and they are definitely not vacation. Childbirth is not a disability. Childbirth is childbirth. The ability to carry and bear young is an ABILITY. It is an ability not shared by men, and therefore not accommodated. Current concessions to pregnancy, the use of sick or vacation time and application of disability coverage, force a woman to use hard-earned PTO and to suffer a reduction in pay. These are not accommodations, these are penalties! The fact that men cannot partake in childbirth is a shabby excuse for not accommodating it, indeed, for penalizing it.

There are only two ways that childbirth can be shared by men and women alike:

through a change in physiology, or a change in policies. We can't change biology (and women don't want to!), but we can change our policies.

The time needed for prenatal care can be shared by men and women in one of two ways. In one approach, a woman could tap into her spouse's accumulated leave time, thus allowing him to lose as much PTO on pregnancy as she does. But unless both partners share the same employer, and the employer adopts a policy of shared PTO, this approach will not be possible. The other approach is to accommodate pregnancy separately and additionally. It's an additional ability, why shouldn't it be additionally addressed? A woman ought not lose precious paid time off (when she will need it so desperately later on) to provide herself with prenatal care, just because her male counterpart needs none. Paid time off for prenatal care is necessary to allow women and men to approach childbirth on truly equal footing.

Listing postpartum care as a "disability" distorts our perception of the childbirth experience. It reinforces a notion that childbirth is a debilitating act, self-inflicted by a woman who selfishly steals time from her employer and society. It depicts childbirth as a taking experience, not a giving experience.

For it, we penalize her half of her salary and label her "disabled." It is distorted,

dehumanizing, and downright offensive. We further penalize her by requiring her to spend her own hard-earned PTO to recover her full pay, leaving her no paid time off for her own illnesses or vacation. And she will be in dire need of both. Paid time off for postpartum care, without penalty in time, pay, benefits or seniority, is necessary to allow women and men to complete the process of childbirth on truly equal footing.

These two accommodations merely address, to a partial degree, the penalties imposed on women who are pregnant. They don't lessen the physical or psychological demands of pregnancy -- those can only be accommodated with flexible and supportive attitudes. Furthermore, still unaddressed is the critical need for mother and newborn, and father and newborn, to securely bond. The very least we can do is balance but a few of the time-demands of pregnancy and childbirth.

Being equal does not mean being the same. Being equal means that differences, whether they be gender-based, racially-based, or culturally-based, are respected and given accommodation. Being equal means that we will toss out the standards made "in the image of man," and embrace standards that allow people to fully experience all of their capabilities -- not choose between them.

Women must stop accepting demeaning and penalizing treatment. We should accept NO tradeoffs in order to exercise one of our most basic rights as human beings: the right to procreate without prescription or penalty. When

penalties are forced, they should be shared equally by men and women. This sharing must start with the preconception hoarding of PTO, carry through the pregnancy and right on through postpartum care. If women can share their bodies for nine months, it seems little to ask for men to share their accumulated time or corporate profits for half that.

Parenthood is an enormous, though satisfying, sacrifice. Our investment in our babies benefits society, the economy and the future of this country, so it's time we all start contributing. I look forward to the day when women can choose to procreate, or not, without penalty or loss. I look forward to the day when women's incredible ability to bear young is appreciated for just that: an awesome ABILITY. In the meantime, I know that some day we will look back on these days of hostile and punitive maternity policies as shameful. We will, and we should, feel shame. Shame, shame, shame.

Editor's note: The above article is opinion and not necessarily that of the university or the entire Networking editorial board. For questions or information on your benefits, please call Employee Benefits, 5-3936 (endowed) or 5-4455 (statutory). Also, the Task Force on Working Families was established by Associate Vice President for Human Relations Joycelyn Hart to consider employee concerns on issues relating to family and the workplace. The task force will soon be publishing a report based on their recommendations for the Cornell community.

Wellness Program Sponsors Power of Positive Insanity

By Toni McBride
Director of Wellness Program

Each semester the Cornell University Wellness program highlights a program. This spring we will sponsor the "Power of Positive Insanity" presented by Dr. Mark Therrien. He is a psychotherapist from Lakewood, Wisconsin and has been conducting seminars for the past 15 years. Mark does not take himself too seriously and he would rather you didn't either.

As director of InnerPlay, he is dedicated to the therapeutic power of laughter and play. He believes laughter can be used to reduce stress, increase

productivity, maintain positive attitudes, and increase motivation.

Drawing from his extensive background in psychology and social work, Mark leads his audience on a roller-coaster ride through life's experiences. Using humor, slides, props, and personal anecdotes, he illustrates how important a lighthearted attitude is for successful living and relationships.

This program is free and open to the Ithaca community. It will be held on Wednesday, March 28. Look for more information in the next issue of Networking. The Wellness Program members hope you will be able to join them for this most unique experience.

MAP Committee: Grass-roots Group of Administrative Managers Working Together

MAP, a grass-roots group of administrative managers for academic units is pleased to announce the election of new officers for 1990. They are:

David Solomon, LASSP - Chair
Deborah Cox, HDPS - Executive Officer
Janice Waller, Entomology - Statutory Vice-Chair
Charles Fay, Environmental Research - Endowed Vice-Chair
Wilson Kone, Math Science Institute - Secretary-Treasurer

The committee has been working hard on issues affecting administrative managers. Some of the projects that committee members have been involved in are the Statutory retreat, the MAP seminar series, and participation on several university committees.

MAP, along with staff from the Statutory Finance and Business Services (SFBS) and Cornell's four statutory colleges, spearheaded a one-day retreat for statutory managers that was held in June 1989. Senior administrators taking part in the event included Provost Malden Neshaim, university Controller John Ostrom, Director of the SFBS John Hartnett, and Glenn Mueller, the university auditor.

Working together to solve common problems was the theme of the retreat. Seminars and work groups on handling change, enterprises, internal controls, expediting change and a ten most wanted list (a list of the major concerns of managers needing attention) were among the topics discussed. Because of the success of this retreat, a university

retreat for endowed and statutory academic administrative managers is being organized for June 1990.

Director of the SFBS John Hartnett has been a strong supporter of MAP, and was instrumental in the planning of the statutory retreat. He says, "I have had the opportunity to work closely with MAP over the past year and this working relationship has provided many valuable insights into departmental needs and concerns. I view MAP as an important resource for improving communication between this office and the departments. The result of this relationship will be more efficient and effective management services."

Senior Vice President Jay Morley presented a seminar for MAP's newly created seminar series, an outgrowth of the retreat. He spoke on five occasions to small groups of administrative managers on "Enforcing Policy and Taking Risks." Further seminars are planned.

Because of strong support from central administration, MAP members are affiliates (selected managers from across campus) and are serving on several university committees:

- Cornell Human Resources Information System-Payroll Committee (CHRIS-P)
 - Integrated Materials Management System Project (IMMS)
 - Restricted Fund Accounting Advisory Group
 - Budget Systems Committee
 - Classification Review Committee
- Sr. Vice President Jay Morley stated,



MAP committee members

"I am very pleased with the initiative taken by those originally and currently involved with MAP. The participation of managers at all levels is vital to the successful adaptation of Cornell's administrative functions to a rapidly changing academic and economic environment. Individuals at the departmental management level are in the best position to recommend and assist in improvements to our administrative procedures and the efforts of MAP are exemplary in that regard."

If you have concerns that you feel MAP can address, please contact any of the members listed below. MAP welcomes your ideas, opinions, suggestions, concerns, and other feedback.

Micci Bogard, Chemistry, 5-0564
Deborah Cox, Human Development

and Family Studies, 5-0848
Jeff Curtis, International Agriculture, 5-3035
Anne Dickinson, Rural Sociology, 5-1682
Diane Downing, Math, 5-7594
Charles Fay, Center for Environmental Research, 5-7535
Wil Kone, Math Science Institute, 5-7752
Timm Lathwell, Animal Science, 5-2861
Neil McLain, Physiology, 3-3854
John Miner, Physics, 5-6016
David Solomon, LASSP, 5-4249
Cynthia Telage, Electrical Engineering, 5-3853
Donna Updike, Agronomy, 5-3506
Janice Waller, Entomology, 5-1867
Colette Walls, Classics, 5-8328
Linda Young, ILR, 5-4556

Breakfast with Senior Vice President James E. Morley

By Kathleen O'Brien

On February 11, 1990, Networking member Kathleen O'Brien attended a breakfast with Senior Vice President James E. Morley, Director of Human Resources Lee Snyder, and other concerned Cornell employees in the Elmhuist Room, Willard Straight Hall.

Senior Vice President Morley communicated his appreciation to the employees for sharing their thoughts and concerns. Mr. Morley expressed interest in topics raised at other sessions which include: traffic, transportation, and day care problems, to mention a few.

An employee asked about the East Hill parking situation. The concern was expressed that the East Hill natural areas would have roads running through or parallel to them that would be needed to service the lots.

Concern was expressed by the community that Cornell University was not acting in an environmentally safe way.

Mr. Morley answered that they realized they had not been as communicative as possible, an insert will be in the Chronicle to give the facts. Parking and transportation are issues and they are part of the overall transportation problem for the area. Cornell is at the center of it.

East Hill residents think that it will increase traffic. The university is trying to do a Park & Ride. Other considerations include the possibility that cards will be issued to use the closed lots several times a year when it is necessary to leave campus for appointments, etc. As for the environment issue, Cornell is trying to be sensitive to this. People want parking lots as close in as possible. The close in spaces are near streams, gorges and farm land. Cornell has to accommodate growth and change.

Employee: It seems there is abundant parking space across from the now B parking lot. The orchards are not being maintained -- why not pave that space over and use it as a parking area?

Mr. Morley: Some parking will be developed in the orchards and the remaining space is going to be put to use in 25-30 years as needed for other building projects. The orchards will be gone at that point.

Employee: Is it possible to rent a large existing lot such as Wegmans, Pyramid Mall, and use those as a park & ride?

Mr. Morley: That is a possibility. The increase in cars on campus comes from students -- they contribute to the congestion. But also, employment does

go up by 1-2% a year, which contributes also.

Employee comment: Why not subsidize a ticket on the Tomtran instead of subsidizing the parking?

Mr. Morley noted that suggestion.

Employee: With the financial situation that university faces, can anything be done about the discrepancy in GR level salaries on the state side vs. GR level salaries on the endowed side?

Mr. Morley: It is more acute in departments with a close overlap of people.

Mr. Snyder: State and endowed try to start people out at the same levels. Different salary pools for state and endowed make the gap. Different retirement systems also contribute. The long range plan is to have a quality and

effectiveness process in place which will result in greater productivity and the resultant ability to increase wages.

Employee: It seems that with the tuition for children, some are blocked out because of administrative requirements.

Mr. Morley: Applicants are put in the same pool. Selectivity has increased because applications have gone up.

Mr. Snyder on other issues: Career Development - There is an office professional curriculum in place now to help employees gain higher positions within the university. That is to be expanded upon. There is a curriculum of courses offered during the day at Cornell and the evening at TC3.

There is also a management development program for middle managers -- administrative department

people. Formal classroom training and seminars are being planned.

Day Care - The university is looking into different areas and needs more information before any money to build, etc. is spent. A study will be ongoing to see what employees need and want. Surveys will be done and meetings held to determine what demand there is for day care. Also, finding qualified people to staff the day care centers is difficult.

At this point, Mr. Morley thanked all employees who were willing to express their concerns to him. He appreciates your comments and suggestions.

Keep an eye out for the next Meals with Morley. If you have a concern, sign up for the meeting and let him know your concern.

Grads Propose New Assembly

in a move designed to increase their voice in campus decision-making, leaders of the graduate student community have proposed the creation of a new Graduate and Professional Student Assembly.

The Grad-Professional Assembly would be a separate and equal member of the campus Assembly system, along with the Employee Assembly, the Faculty Council of Representatives, and the current Student Assembly, which would become an exclusively undergraduate body.

The proposal has drawn much interest and discussion from students and administrators, and will be placed on the election ballots of all members of the Cornell community to gauge their opinion.

Further, the creation of such an Assembly would require amendments to the University Assembly Charter; the specific amendments will also be on the ballots and require voter approval with a 20% quorum in each constituency in order to become effective.

"Graduate and professional students are really a different breed," says Glen Crawford, president of the Graduate Student Council, which is proposing the new Assembly. "They take classes like other students, but many work as employees of the university, and as teaching assistants, they carry some of the academic burden of faculty members.

Their needs and concerns are actually often distinct from any of those groups.

What we are asking for is a recognition of our separate concerns and a chance to take part in those decisions made every day on campus that affect our lives."

Although provisions for graduate and professional student representation are made in the current Student Assembly, proponents of a separate Graduate-Professional Assembly contend that the Student Assembly is inadequately equipped to deal with their concerns.

They point to the five seats -- out of a total of 23 -- which are set aside on the Student Assembly for graduate and professional students, while they comprise fully a third of the student population at Cornell.

Further, they insist, even if their numbers were adequately represented on the Student Assembly, the body would still be dominated by undergraduates and undergraduate issues, and that the Student Assembly lacks the time and resources to deal with a bevy of graduate and professional student issues.

"We think we have a better answer," states Crawford, "that we have developed over the past few years -- a government system that works well for us.

We have dealt with many issues, from housing to health insurance, from activities fees to stipends, and we've been efficient and effective.

"We have seats for representatives in each graduate field, which gives us closer

contact with the individual student than you can possibly achieve in a small body. Every student should be able to know who his or her representative is, know them personally, and if there's a problem, they can go up and talk to that person.

"I think that personal contact really make a difference and it makes us better as an organization, too. We're not just a group of a dozen people who get together in a room and discuss what's happened to us. We get to hear from the whole community."

Both the University Assembly and the Employee Assembly have passed resolutions supporting the concept of the Graduate and Professional Student Assembly and the student leadership is continuing to work out the details of how power would be divided among the various groups in the event that the new Assembly is approved.

Despite the odds of approval, the graduate leaders still see a major hurdle ahead: achieving enough voter turnout to win official approval.

"We have to mobilize the community," stresses Crawford, "and let them know that this is important to us. We need everybody -- employees, faculty and students -- to turn out and express their opinion. The support we've heard from almost every group on campus has been extremely gratifying, but if they don't turn out and vote, our efforts won't achieve official university recognition. And that's the whole point."

Unclassified
Ads

- 1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
- 2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
- 3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
- 4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
- 5. Unclassified ads are for nonbusiness purposes only.
- 6. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
- 7. Please submit an ad for each issue that the ad should appear in.

For Sale

1985 4 door hatchback Dodge Omni, 85k miles, \$1800. 5-7778.
1984 19' Wilderness camper, self-contained with stereo, immaculate cond, \$5,000. Sandy 5-3976 days or 749-2733 eves.

Send Unclassified Ads to: Networking, Humphreys Service Building.
No Phone Calls Please!

1983 Plymouth Reliance, 4 dr automatic, \$1,000. Barb or Connie 387-6039 after 6pm.
1976 Oldsmobile Cutlass Supreme station wagon, 105,000 miles, good engine, \$550 OBO. Yale. 257-1739 5-10pm or 5-9139.

ARIA guitar, stell string, good cond, \$75, also includes hard case in good cond. Nancy. 5-1245 or 277-4280.
Yamaha flute with case, very good cond, moving must sell, \$150. Shirley 5-7900 or 844-9584 after 5.
Pentax K1000 35mm camera, Vivitar flash, zoom lens,

carrying case, \$150. Cheryl 5-6890 days or 589-6454 eves.
Computer video game: Life and Death, for PC, XT, AT, PS-2 with graphics, 5.25 and 3.5 disks, best with mouse, \$29. Gary 5-7426 or 277-3941.
6' sofa, very good cond, \$100 OBO: 3' wood bookcase, sliding front panels, good cond, \$30 OBO. KC 5-4541 days or 257-2108 eves.
Double Canopy bed, white, with matching vanity and chair, \$125. Joan 589-6662 eves.
Whirlpool washer and dryer, \$200: new 40 month top post car battery. 844-8834 or 5-7946.

Propane water heater, rasonably new and in perfect cond, 40 gal capacity. Jim 5-3233 or 387-3922.
Wedding gown, full attire, size 11. Fingertip Veil, fitted bodice with lace, long puffy sleeves, ruffled train, \$350. 277-2037 or 898-3244.
Hay approx 30 tons of first cutting grass hay \$60 per ton: 7 ft Meyer's snow plow, \$200 OBO: 300 gal fuel tank with hand pump. Mark 253-3326 days or 844-4758 eves.
Geese for your pond! Color-coded Pilgrims: ganders are white, geese are grey, \$10 each or \$16 pair, 844-9858 eves.
Registered half-Arabian mare, 4 years, 15.1 hands, chocolate dun, started under saddle, suitable for competent horse-person. 844-9858 eves.
Registered Thoroughbred Mare, 16H, 8 yrs old, dark bay, good disposition, good on trails-started over fences, selling for personal reason, \$2,000. 277-2037 or 898-3244.

Wanted

Used hockey-la crosse gloves. Ken 5-6788 or 272-1339.

For Rent

Well maintained 2 bdrm trailer with lrg kitchen and living room, 40' awning and storage shed. Hillside Acres Park, 1-4 mile to Vet College, \$225 plus utils.
272-4525 days or 898-4381 eves.
Writers-Artist-Musician's studio, \$150 per month avail. Monday-Friday, little house on 42 acre setting with pond and trails, furnished, woodstove, furnace, elec, privacy. Good for commuting student looking for home during the week. 277-2228.
Furnished four bdrm house in country, lots of glass and decks, open fireplace and woodstove, 5 minutes east of CU \$850 per month, 2 car garage, storage. 277-2228.

Car Pools

Ride needed from Owego-Apalachian to CU and return, working hours 8-4:30 (flexible) M-F, will share costs. Kelly 253-3343 or (717) 623-3796.

Lost

\$200 reward for information leading to the recovery of a triple beam scale taken from Myron Taylor Hall classroom 290 on or about Wednesday, January 31, no questions asked, no names mentioned. Contact John Black 5-8858.

Intimacy and Connectedness as
Problem Prevention

Social commentators have been declaring for years that the demise of the American family is responsible for a variety of social problems, including substance abuse, teenage pregnancy, and homelessness. What has changed for such pronouncements to be made? Many social trends can be identified which support the notion that the American family has altered radically post-World War II.

The rate of marriages ending in divorce has moved up to approximately 50%. This figure suggests that a large percentage of parents, children and relatives will go through the inevitable traumatic experiences involved with divorce. Changes in social values have enabled couples, who may have remained together previously despite irreconcilable problems, to separate. Research suggests children are less affected by divorce than living in consistent conflict.

There is now far greater expectation that a viable solution to marital discord is divorce. People often seek counseling and psychological therapy well after their own resources have been depleted and good will between the couple has eroded. When couples come to counseling in this state, often there are few ways of salvaging the relationship.

Several factors may explain the increase of divorce in the U. S. The American family has changed radically in the last several decades. It has become accepted that children leave home for college at an early age, which may mean moving to another state. For many, this is a premature disconnection from their family and can interrupt the process of children and parents negotiating issues around independence and emotionally leaving home. At the same time, the move can demonstrate that the young adult is able to cope on his or her own, and to develop his or her own life.

Sadly, many people in the U.S. develop lives which do not include their families of origin, or live so far away that it makes a meaningful connection impossible.

Moreover, American society places considerable emphasis on financial and career success, at times to the exclusion of intimate relationships, families, and friendships.

Without solid support networks, most people experience loneliness, a sense of disconnection, sadness and depression. Moreover, without a consistent reference point, individuals may allow themselves to become overly involved in destructive relationships, or to adopt lifestyles which are unfulfilling. Many people then resort to numbing the inevitable unpleasant emotions with drugs, alcohol, food or overwork.

These trends are compounded by the ethos of independence in American society.

This ethos makes it difficult for many people to seek out friends and family at times of distress, tending instead to cope with the difficult situation alone with depleted personal resources. If the situation intensifies, often people resort to counseling and therapy.

When used early in the life of the problem, counseling can be most effective in resolving the worry and can prevent further relapses. However, many people overlook the most obvious problem-prevention resource in their lives: friends and family. Strong emotional bonds can prevent isolation and disconnection from the "common wisdom" available in these relationships.

This "common wisdom" can include how to deal with temper tantrums, how to resolve the death of a loved one, how to overcome the bad experiences in one's own childhood. The people to whom we are closest may have this "wisdom." Moreover, the experience of being able to rely on someone in our everyday lives may be enough to help us cope with all but the most impossible situations.

In short, when people become disconnected from close relationships with friends and with their families of origin, they often begin to develop problems.

These problems usually make an impact on spouses and children, or work

colleagues. Problems are harder to solve when individuals do not have intimacy to rely on in periods of stress. Prevention of emotional isolation will aid in reducing the amount of stress and distress experienced by all individuals trying to cope with the inevitable challenges of life.

If you are experiencing overwhelming difficulties with intimacy and connectedness, the Employee Assistance Program (EAP) may be of assistance. Call 273-1129.

Leadership Leads: Involved

By George Peter

Much has been written by the best experts on the subject of human relations. All seem to agree that the most effective way to be a leader is to INVOLVE subordinates in the decision making process. We hear this theme over and over again, and yet few managers seem to understand the process well enough to put it into practice. Some of the highest level managers mouth the need for this concept in managing and yet they don't practice it either.

What to do? Perhaps a ground swell for

reform has to come from the rank and file employee. Each person, on an individual basis, may need to talk to his or her supervisor and ask that consideration be given to operating the department in a mode that promotes the team concept of leading.

When people work in an atmosphere where their opinions are sought and appreciated, work becomes exciting and fun. More gets done and the workers feel a sense of pride. They go home happier and come to work the next day ready to share the load.

A Short Course in Human Relations

The six most important words: "I admit I made a mistake."
The five most important words: "You did a good job."
The four most important words: "What is your opinion?"

The three most important words: "If you please."
The two most important words: "Thank you."
The one most important word: "We."
The least important word: "I."
Borrowed (author unknown)

Cornell Recreation Club News:
Events and
Exciting New Trips Planned

The Cornell Recreation Club has been very fortunate this year to have a new recreation committee. This committee has been working diligently to set the calendar of trips and events for the coming year. The committee is chaired by Roberta Beavers, our faithful secretary is Karen Madison and the rest of the committee members are Bob Carlisle, June Franklin, Joan Heffernan, Marlene Reitz, Suzanne Sager and Margaret Seacord. Thanks to the creative ideas and positive input of this committee, CRC has some new events and exciting new trips in the works.

Here are some of the events and trip that the committee is working on for the near future:
Vernon Downs
Pancake Breakfast

Casino Night
Fingerlakes-Sonnenburg
Renaissance Faire
Car Racing
Captain & Crew Golf
Ottawa
Mystery Trip
Pork Roast
Amtrak trip
Buffalo Bills Football
Halloween Party
Festival of Lights
Radio City in December
Cruise through the Panama Canal
London

If you have any suggestions or questions, please feel free to contact the Cornell Recreation Club at 5-7565. Hope you will join us soon on one of our trips.

THE EMPLOYEE ASSEMBLY

A mechanism for the exchange of
information between the employee
community and the University's
administrators.

NOTICE

EMPLOYEE MAILING

WEEK OF MARCH 5

Place completed referenda and committee application
in envelope provided and return to:

Office of the Assemblies
165 Day Hall

DUE DATE - MARCH 19

CORNELL EMPLOYMENT NEWS

March 1, 1990

Including Job Opportunities

Volume 2, Number 9



Disability Notebook

Participants Sought for Cornell's Task Force on Technologies and Disabilities

by Billie Gabriel
Office Systems Specialist, Information Technologies

Over the last decade, a rapid growth in the use of computing technologies has had a significant impact on the American workplace, making people more effective, productive, and efficient. As technology becomes an integral part of our lives, it is clear that the ability to use computer equipment brings a definite advantage. Many persons with disabilities however, are not aware that access to technology can help them compete more effectively with nondisabled persons in the American workplace. For these persons, special technology has the potential to remove old barriers to information resources, making it easier for them to acquire jobs using computers. Unfortunately, most employers are not aware of the most recent developments—let alone the existence—of this special technology.

As society changes and the work force shrinks, can we continue to discount this enormous pool of untapped talent? There are approximately twenty-one million working age Americans who have some kind of physical disability. Although most of these people have at least graduated from high school and a significant number have graduated from college, more than two thirds are unemployed or under employed.

In response to the needs of persons with disabilities at Cornell, the Office of Equal Opportunity and Cornell Information Technologies have established a special task force on technologies and disabilities. The goal of this task force is to facilitate access to technology at Cornell to these persons.

Some of the most sophisticated "assistive" technology on the market include computer software controlled by simple eye movement. By focusing briefly on a "screen" keyboard, users can start up applications, open and close files, and even type messages. The same software can be used to dial a phone and, if a user is speech-impaired, a voice synthesizer will do the talking for him or her. This creates a whole new world of possibilities for people with profound physical disabilities who could not use conventional inputting devices for computers.

Advanced tools like these come with a heavy price tag but most people who would benefit from assistive technology would not need such extensive enhancements. For instance, a standard personal computer, used with a voice synthesizer and special software, can be easily configured to read the screen for persons with visual impairments. Many other similar and relatively inexpensive assistive technology solutions are now available.

As a first step, Cornell's task force on technologies and disabilities is working on recommendations for basic modifications to existing public computer sites. If you have an interest or some expertise in this area, the new task force could use your help in making technology at Cornell more accessible to people with disabilities. For general information, or to join the task force, please contact Billie Gabriel by calling 5-9390 or by sending electronic mail to BSG@CORNELL.C.

Problems with Your Children?

The "Warm Line"
May Be Able to Help



The Warm Line of the Day Care and Child Development Council of Tompkins County provides guidance for parents by telephone. Staff members will answer questions on parenting, child development, and discipline from 9:00 am to 4:30 pm Monday through Friday. Call 273-0259.

Training Calendar Update

The spring training calendar of workshops and seminars offers many opportunities for employees to achieve greater effectiveness and job satisfaction in addition to career development. For those considering continuing education, a training calendar program might be a good reintroduction to the classroom.

Returning to the Classroom is a one-session program (August 15 from 8:30am -12:30pm) for those planning to re-enter the classroom after many years away. Designed to help employees prepare to move back into the "student" role, participants learn how to evaluate their readiness for returning to the classroom and set specific learning goals and objectives.

Participants in this program also find out how to choose the courses that offer the best opportunities for achievement and success. They explore how to develop good study and note-taking skills.

Educational opportunities available to Cornell employees and the logistics of registering for academic courses at Cornell will be discussed.

Work Life Development is a course designed for employees planning the course of their careers at Cornell. Participants will learn the steps to a systematic approach that lets them analyze their interests and goals, identify skills and abilities and develop effective personal career strategies. *Work Life Development* is a four-session program which will meet on March 21, 28, April 4 and 11 from 1-4:00pm.

Career Development News

Training Curriculum for Office Professionals

The first part of the pilot program *Training Curriculum for Office Professionals* is near completion. Twenty-five Cornell employees participated. Part two is slated to begin today, March 1.

The curriculum is a 16-month program leading to certification for office professionals - secretaries, administrative aides, and clericals - leading to certification for those who create program requirements.

The emphasis is on the development of professional, personal, and organizational skills. Coursework is scheduled during normal working hours and the time commitment for each participant is two hours per week. The cost of the program is assumed by the department.

Core courses focus on four areas of learning: office workplace skills, computer skills, communication skills, and career planning and development.

A sample of the courses offered include: time management, writing, business math, computers, telephone skills, working with different management skills, improving presentation and briefing skills, accounting for endowed and statutory, successful conference planning, travel ar-

range procedures, public speaking, university payroll process, resume writing, stress management, balancing work and family, and internal transfers.

This comprehensive curriculum has been developed in response to the needs and suggestions identified by the results of the 1986 employee attitude survey, the 1988 Task Force on Career Development and data collected from office professionals.

The pilot program has been in place this academic year. Enrollment forms and information on the *Training Curriculum for Office Professionals* program which is scheduled to begin in September 1990 may be obtained from Training and Development, 5-7170.

Career Development Training for Technicians

The first course in a series aimed at upgrading the career skills of technicians is now underway. *Basic Electronics* is being taught in Phillips Hall on Monday and Wednesday mornings from 8:00am -9:00am. Course content includes the structure of matter, voltage, current and resistance, series DC circuits, parallel DC circuits and network analysis, alternating current, inductance, capacitance, series circuits and resonance, parallel circuits and resonance, AC network analysis and measuring devices.

If interest continues, future courses offered will include advanced electronics, digital electronics, microprocessors and basic mechanical design. Technicians and supervisors of technicians, please call Joe Lomax, 5-6886 for more information and to help plan for future courses.

Note to supervisors:

The Office of Human Resources offers specialized services to departments in addition to the scheduled training programs and services listed in the *Personnel Manual*. For example, OHR can help you:

- develop more effective search & selection procedures;
- understand the classification and compensation structure;
- evaluate needs for training among your staff and develop plans for meeting those needs;
- diagnose and find solutions to morale and other problems within your unit;
- develop more effective management practices;
- convey your objectives to your staff and provide effective feedback on performance.

Please note: *Statutory Accounting*, a one-session workshop scheduled for March 6 from 10:00am-12:00 will be offered at no charge to departments; it will not require a fee as was noted in the spring calendar. The workshop will cover document processing of statutory forms including refund of appropriations, the 1099 form, prompt payment, enclosures, wire transfers and moving allowances, etc.

Call Training and Development, 5-7170 for more information.

Are Your Beneficiary Designations Up-To-Date?

In addition to life insurance, CU employees are asked to name beneficiaries for Voluntary Accidental Death or Dismemberment (VADD), the retirement plans and each of the voluntary tax deferred investment options. It is important that you name your beneficiary carefully and update your beneficiary when appropriate so that the person you intend to have the benefits does actually receive them.

Employees are asked to designate beneficiaries at the time they first enroll for coverage. Your beneficiaries can be changed at any time by contacting Employee Benefits or Statutory Finance and Business Services for the appropriate forms. Events which commonly trigger a change in beneficiary are: marriage, birth of a child, divorce or death of a previously named beneficiary.

An employee may designate a person or an organization (i.e., a church) as beneficiary. Secondary, or contingent, beneficiaries may be named in the event your primary beneficiary predeceases you. If your beneficiaries are minor children you may want to check with a tax advisor since NY State law, for example, does not permit payment of insurance proceeds to a minor child. Payments will be made to your estate if you do not have a beneficiary on file.

Additional information or forms are available through Employee Benefits, 130, Day Hall (5-3936) or Statutory Finance and Services, B-22 Mann Library (5-4455).

Payroll Cut Off for Personnel Action Forms: Seven Working Days Prior to Date of Paycheck

Personnel action forms (PAFs), appointment and payroll forms must be received in Human Resources Information (Operations), 147 Day Hall, seven working days prior to the date of the paycheck.

"Seven working days prior" means the Tuesday morning the week before the paycheck is to be issued. Keep in mind that holidays are not considered working days and that the deadline day must be adjusted. A detailed schedule of the cut off dates for the winter holiday period will be published when the schedule is finalized.

If there are unusual circumstances regarding an appointment or if an exception to normal university policy is being requested without receiving prior approval, more time should be allowed for the processing procedures. Direct questions to Operations, 147 Day Hall, 5-2332.

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 resume and cover letter, specifying the job title, department and job number, is 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 Affirmative Action/Equal Opportunity 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 & job number. Employees should include an Employee Transfer Application.

Director of Public Affairs for Campus Life (PA0807) HRII

Division of Campus Life-Endowed

Plan, initiate, coordinate, and maintain a program to encourage and receive private support for campus life projects from individuals, corporations, foundations and agencies. Identify prospective donors and volunteers; coordinate solicitation strategies, assignments and proposals.

Requirements: Bachelor's required, advanced degree preferred. 2-5 years of broad-based development experience, preferably in higher education. Experience in developing and working with volunteer committees. Excellent communication skills (both oral and written) essential. Knowledge of Cornell preferred. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until March 15 or until a suitable candidate is found.

Assistant Director, Cornell Fund (PA0805) HRII

University Development-Endowed

Assist in program development within Cornell Fund, particularly with the Reunion Class Campaigns. Assist with the planning, development and implementation of efforts to obtain support from private sources. Enlist alumni leadership, set goals and facilitate campaign objectives. Conduct phonathon campaigns.

Requirements: Bachelor's or equivalent. 3-5 years experience with volunteers and fund raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until March 16 or until a suitable candidate is found.

Director of Development Records and Research (PA0804) HRII

University Development-Endowed

Direct a comprehensive development and public affairs research program which proactively searches for new sources of private support and meets the extensive biographical information needs of CU's Public Affairs Division.

Requirements: Bachelor's or equivalent. At least 3 years experience managing a research oriented operation. In-depth knowledge of reference materials and creative approaches to prospect research essential. Strong interpersonal skills. Knowledge of Macintosh computers preferred (Public Affairs computer system highly desired). Strong supervisory and communication skills. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until March 16 or until suitable candidate is found.

Senior Systems Analyst (PT0705) HRII

Mann Library-Statutory

Provide technical management, systems analysis and some programming support in developing an innovative electronic information delivery system for chemists. Define system requirements; coordinate its implementation; and review and revise system working with staff, sponsors (BellCore and American Chemical Soc.) and researchers.

Requirements: Bachelor's with significant coursework in computer or information science. Master's desirable. 3-5 years experience in programming, systems analysis, or related fields, including 1-2 years in technical or project management. Knowledge of at least 2 high-level programming languages. Knowledge of microcomputers, workstations, and UNIX operating systems highly desirable. Send cover letter and resume to Sam Weeks.

Senior Research Support Specialist (PT0315) HRII

Materials Science Center-Endowed

Manage and extend a state-of-the-art Electron Microscopy Facility for the support of the research program of the Materials Science Center.

Requirements: Master's in material science or physics or equivalent required. PhD preferred. Minimum 2 years experience as a postdoc in relevant electron microscopy user field. Send cover letter and resume to Sam Weeks.

Chef (PG0119) HRII

Dining-Endowed

Coordinate, supervise and train a dining unit's production staff in the quality preparation and presentation of food. Maintain food and labor costs in accordance with unit and department goals; utilize computer system for menu planning and forecasting; recruit; train; supervise and evaluate kitchen staff; develop, test and revise recipes; assist in overall supervision of dining unit.

Requirements: Associate's or 2 year culinary degree plus 3-5 years food service supervisory experience or the equivalent. Completion of an apprenticeship program and/or certification by a recognized culinary institution (e.g. American Culinary Federation) is preferred. Extensive work as a Chef is desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Research Support Specialist III (PT9614) HRII

Center for Environmental Research-Endowed

Implement and monitor Solid Waste Combustion Institute's \$1.7 Million Research Awards Program. Develop corporate fund raising effort and pursue foundation and additional governmental support. Provide general administrative support to program including writing technical and program reports, and monitor budgets.

Requirements: Bachelor's minimum, Master's engineering or MBA preferred. Considerable related experience including 2 years of administrative or business experience with an educational program. Ability to understand and communicate technical and scientific issues essential. Send cover letter and resume to Sam Weeks.

Project Leader III (PT0702) Level 37

CIT/IR-Endowed

Provide primary consulting to the user organization in development of large scale and/or microcomputer based information systems. Plan and direct systems analysis, design, and implementation of projects that develop new and modified applications systems.

Requirements: Bachelor's or equivalent. Master's preferred or equivalent work experience, preferably in computer science, math, statistics, business administration or engineering. System design experience is desirable. Minimum 5-7 years experience, 2 of which must be as a project leader having supervisory responsibility. Prior programming experience required. Some data base design and management experience is preferred plus knowledge of mini/microcomputers. Written and oral communication and interpersonal skills are essential. Send cover letter and resume to Sam Weeks.

edge of mini/microcomputers. Written and oral communication and interpersonal skills are essential. Send cover letter and resume to Sam Weeks.

Project Leader II (PT9603) Level 36

CIT/IR-Endowed

Responsible for maintenance, changes and enhancements of Student Information System. Assist in definition and implementation of interfaces with SIS.

Requirements: Bachelor's or equivalent required. 3-5 years of experience in programming, analysis, design and project management required. Considerable experience with large interactive application systems required. Proven ability to deal effectively with users, programmers, peers and management required. Knowledge of IBM MVS operating system and JCL required. Experience with student records system or other student-related systems desirable. Experience with microcomputers as user workstations desirable. Knowledge of CMS, PL/1 and ADABAS/Natural desirable. Send cover letter & resume to Sam Weeks.

Systems Programmer/Analyst II (PT9608) Level 33

Engineering College Educ. Computing-Endowed

Provide system management for a network of UNIX-based graphics workstations; install and maintain system software and utilities, keep hardware operational and assist and consult with staff and users.

Requirements: Bachelor's in computer science or equivalent. 2-3 years programming; 2 years system management, familiarity with UNIX (prefer several versions), C, HOOPS and interactive graphics; excellent communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

Editor I (PC0817) HRI

Agricultural & Biological Engineering-Statutory

Edit manuscripts for engineering related Cooperative Extension bulletins; write news releases; design and proof all materials; prepare mechanicals for delivery to the printer; supervise students. Until 6/1/91.

Requirements: BS emphasizing technical writing and editing for a general audience. Course work in agriculture or the environment desirable. 102 years related experience. Required skills include ability to edit technical publications for a general audience, ability to proof manuscripts and drafts designs, initiative and computer literacy. Experience in publications design is desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Materials will be accepted until April 24, 1990 or until a suitable candidate is found.

Procurement Specialist (PA0803) HRI

Lab of Nuclear Studies-Endowed

Locate items and prepare requisitions to Purchasing Department for mainly standardized equipment and supplies for a research department. Expedite orders and resolve problems.

Requirements: Associate's or equivalent. Bachelor's preferred. Minimum 3-4 years general purchasing experience desired. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until March 19 or until a suitable candidate is found.

Minority Business Manager Program (PA0806) HRI

Controller-Endowed

As part of Cornell University's Affirmative Action Program, minority candidates are invited to apply for a managerial training program designed to provide experience and training in all aspects of university administration sufficient to prepare the individual to assume a business management role at the University.

Requirements: Bachelor's in business administration or related field with concentration in finance/accounting, MBA preferred. 2 years relevant work experience desirable. One position; program begins 9/3 and lasts approximately 6 months. Upon completion of the program, the individual will be considered for a regular business manager position. Send cover letter and resume to Search Committee: Minority Business Trainee Program by March 29.

Executive Staff Assistant (PC0714) HRI

University Professor-Endowed

Provide staff support for chair professor on a daily basis in manuscript preparation, correspondence, budget preparation and accounting; student contact; supervision of part-time student and clerical staff when necessary; communicate with faculty and staff within the university; extensive external contacts both nationally and internationally.

Requirements: Bachelor's or equivalent. 3 years administrative office experience. Strong organizational, interpersonal and communication (written and oral) skills. Familiarity with Cornell policies and procedures. Submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants submit cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Copy Editor (PC0728) HRI

University Relations/Publications Services-Endowed

Edit and proof manuscripts, assist in producing subsequent production stages, and work with clients, designers, and support personnel during the entire process of producing printed publications.

Requirements: Bachelor's. Working experience with computers and wordprocessing programs with specific experience with Macintosh computers and Microsoft Word preferred. A sensitivity to language, nuance, and tone. A high regard for precision and accuracy. Attention to detail and fact. Ability to work both independently and closely with others. Ability to organize and administer multiple tasks and procedures. Send cover letter and resume to Esther Smith.

Media Rooms Supervisor (PA0705) HRI

Uris Library/CUL-Endowed

Under the general direction of the Uris Library Director, responsible for the administration of the Media Rooms, including 200 square foot facility, 3 FTE staff, 20,000 item collection, 50+ major equipment items. Responsible for staff management, materials and equipment selection and cataloging, planning and formulation of policies and procedures. Has major role in implementation of currently ongoing grant funded renovation project. Function with only general supervisory oversight and exercise considerable judgment and initiative.

Requirements: Bachelor's or equivalent. 2-3 years experience with audio-visual materials and equipment. Ability to employ microcomputer applications software such as spreadsheets and database management packages. 1-2 years supervisory experience helpful. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT0402) HRI

Biotechnology Program-Endowed

Independently operate the Monoclonal Antibody Facility and work with facility users. Significant teaching and explaining specialized techniques to faculty and graduate students.

Requirements: Bachelor's in cell biology, animal science or related field or equivalent. 2-3 years experience in mammalian cell and tissue culture, specializing in monoclonal antibody production. Immunochemical procedures and immunoassay development highly desirable. Requires ability to work alone and to tackle new technologies with minimal supervision. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT0309) HRI

Agriculture and Biological Engineering-Statutory

Do lab tests on highway materials; assist local government personnel by teaching workshops on materials and providing technical assistance on highway engineering problems; assist faculty and teaching with highway research projects; and help with teaching classes and preparing labs. Until 12/31/90.

Requirements: Bachelor's in civil engineering or equivalent. Valid NYS driver's license. 2-3 years experience in public works or highway construction. Some technical training work. Send cover letter & resume to Sam Weeks.

Research Support Specialist (PT0306) HRI

Equine Drug Testing-Statutory

Operate and maintain Mass Spectrometer, Gas Chromatograph and HPLC. Isolate and purify drugs and their metabolites for analytical analysis.

Requirements: Bachelor's in organic chemistry or equivalent experience. 2-3 years work with thin layer chromatography and basic knowledge of drug metabolism. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT0212) HRI

Animal Science-Statutory

Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop and program software to assist with dairy herd management.

Requirements: Bachelor's or equivalent in animal science or agricultural economics. High level language, e.g., "C" programming experience, ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Sam Weeks.

Supervisor, Technical Services III (PT0107) HRI

Division of Biological Sciences-Endowed

Manage instrumentation repair and development facility. Assemble, repair and maintain analog, digital, and mechanical lab equipment. Design specialized equipment for researchers and technicians.

Requirements: Associate's or equivalent and 2 years of repair and maintenance experience are required. Bachelor's preferred. Knowledge of lab equipment and computer based data acquisition are very desirable. Good interpersonal and communication skills are essential. Send cover letter and resume to Sam Weeks.

Executive Staff Assistant II (PC0614) HRI

Cornell Mfg. Eng. Productivity Program (COMEPP)-Endowed

Assist Director in overall management of COMEPP and CPA (Cornell Programmable Automation). Responsible for managing departmental budgets, coordinating external education programs, administering industrial affiliate program, preparing reports and publicity material.

Requirements: Bachelor's or equivalent. 3-4 years related experience in administrative position. Experience with budget preparation and management. Superior written, organizational and interpersonal skills. Familiar with Mac programs (Word, Excel, Hypercard) and advantage. Regular Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Supervisor-Real Estate (PA0704) HRI

Real Estate-Endowed

Process real estate transactions; ensure timely closings of real estate transactions; assist in the acquisition, disposition and management of University real estate.

Requirements: Associate's degree (business preferred). Notary public certification or willingness to obtain. 2 years real estate or related business experience. Skills in real estate, contracts and finance. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until March 1 or until a suitable candidate is found.

Professional Temporary

Special Areas Project Research Assistant (PA0808)

Campus Planning Office

Basic research on history of campus buildings and landscapes in support of the Special Area Project which is administered by the Campus Planning Office. Other campus planning related tasks as assigned.

Requirements: Ability to describe architectural and natural environment of campus. Macintosh computer skills, especially Hypercard, Excel, and Microsoft Word, or keen desire to learn. Ability to photograph campus building and spaces using a 35 mm camera. Basic graphics skills to prepare presentation boards. Temporary. Full time or three-quarters time. Available 3/19/90. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall, or contact: Nancy H. Goody, Campus Planning Office, Humphreys Service Building, 255-1126.

Computer Consultants (T8212)

Information Technologies

Information Technologies is seeking applicants for part-time positions in customer (user) support. Successful applicants will have experience with a broad range of technologies (micro and mainframe) with general knowledge of major application software (wordprocessing, DBMS, operating systems etc.). Excellent communication skills and positive customer service orientation are essential. Knowledge of the Cornell computing environment preferred. Interested parties may submit a resume to Stephan Knapp, Cornell University, CIT Resource Services, CCC Bldg. Room 121, Ithaca, NY 14850.

Applications Programmer/Analyst I (PT9707) Level 32

Public Safety-Endowed

Under direct supervision, design, develop, modify, maintain and document computer applications as needed for the Division of Campus Life. Temporary until 7/1/90.

Requirements: Associate's or equivalent with computer related courses. 1 year programming experience preferred; some working knowledge of applications for batch and interactive systems, JCL, database concepts. Hardware experience on IBM systems/36 and micros preferred. COBOL and 1 other programming language required. Send cover letter and resume to Sam Weeks.

Technical Consultant I (PT0109)

CISER-Endowed

Handle walk-in computing consulting for CISER members. Provide internal computing support for CISER staff; teach computing skills via preparation of printer documentation; organize special education activities for users. 20 hours per week. Until 7/11/90.

Requirements: Bachelor's or equivalent in computer science or social science required. Experience with microcomputers, mainframe data tape and file management. Social science experience with Cornell's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Sam Weeks.

Technical

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

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

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

Research Aide, GR18 (T0507)

Lab of Ornithology-Statutory

Minimum Biweekly Salary: \$513.94

Create and analyze computerized records for Bird Population Studies by editing data records and running data through analysis programs. Handle written and oral correspondence for the program. 1 year appointment.

Requirements: Associate's or equivalent in biological sciences, wildlife management, resources management or related field. Able to identify all species of birds likely to occur in the Cayuga Lake Basin, visually and/or by their sounds. Aptitude and enthusiasm for creative use of both micro and mainframe computing environments and software. Knowledge of identification and habitat ecology of North American birds. Send cover letter and resume to Sam Weeks.

Animal Technician, GR18 (T0106)

Lab Animal Services-Statutory

Minimum Biweekly Salary: \$513.94

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. 5 days per week including weekends.

Requirements: High School diploma or equivalent. Associate's in Animal Science required. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required.

Technician, GR20 (T0706)

Floriculture and Ornamental Horticulture-Statutory

Minimum Biweekly Salary: \$558.78

Conduct field, greenhouse and lab experiments designed to evaluate the effects of weeds and weed control agents (including herbicides and biological control agents) on plant growth. Apply and evaluate herbicides and biological control agents for weed control and crop safety. Physiological measurements of plant responses to herbicides and weeds, data analysis and summary. Supervise 2 student employees, interact with Graduate students, other faculty, and department support staff. Some travel within New York State will be required.

Requirements: Bachelor's in horticulture, agronomy, plant science or related field or equivalent. 1 or more years of the following experience: weed identification and control, micro-computers, macro-computers, pesticide application, physiology lab skills, culture and maintenance of turfgrass and ornamentals. NYS driver's license is required. Must have (or be capable of obtaining) a NY Commercial Pesticide Applicator's certification in categories 3A and 10. Send cover letter & resume to Sam Weeks.

Technician, GR20 (T7711)

Animal Science-Statutory

Minimum Biweekly Salary: \$558.78

Carry out independent research procuring embryo material from animals and performing morphological, biochemical and animal studies. Establish conditions for culture of embryo cell lines.

Requirements: Bachelor's or equivalent in biology, physiology, or microbiology or related field. 1-2 years experience in working with mammalian embryos and at least 1 year working in tissue culture desirable. Additional experience in biochemistry/molecular biology highly desirable. Send cover letter and resume to Sam Weeks.

Electrical Technician, GR20 (T0112)

Hotel Administration-Endowed

Minimum Biweekly Salary: \$575.30

Provide support for all Macintosh microcomputers (this includes programming, software and hardware support), and coordinate the support of the Appletalk network for faculty and staff.

Requirements: Bachelor's or equivalent coursework in computing or related fields. 1 year related experience with computer facility operations. Familiarity with hardware maintenance activities required. Experience with the Macintosh required. Some knowledge of networks desired. Send cover letter and resume to Sam Weeks.

Histology Technician, GR20 (T0115)

Veterinary Pathology-Statutory

Minimum Biweekly Salary: \$558.78

Prepare high quality microscopic slides for interpretation by Pathologist. Primary duties include embedding, sectioning and staining of animal tissue sections.

Requirements: Associate's or equivalent in medical lab technology with coursework in histological techniques. HT (ASCP) certification or eligible preferred. 1-2 years experience as a histology technician in a hospital or research lab preferred. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T0703)

Plant Breeding and Biometry-Statutory

Minimum Biweekly Salary: \$558.78

Extract DNA, run and blot gels, isolate and screen plasmid clones, radiolabel probes, manage computer data file and analyze genetic data on computer. Assist in overall maintenance of lab including preparing solutions, ordering supplies and monitoring safety. May involve some super-

vision of graduate students. Continuation contingent upon availability of funds.

Requirements: Bachelor's in biology, genetics, biochemistry or related discipline. Minimum 1-2 years experience. Send cover letter and resume to Sam Weeks.

Computer Operator, GR21 (T0504)

Dining Services-Endowed

Minimum Biweekly Salary: \$599.73

Assist the system manager. Responsible for reports, monitoring equipment, maintenance, supplies, staff support, and output audits.

Requirements: Associate's or equivalent with related computer studies. Six months to 1 year related experience. Skills of basic computer operator, supporting systems including mini-micro computers, JCL, card readers, printers, modems, telecommunications lines and channel interfaces. Strong interpersonal and communication skills. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T0405)

Clinical Sciences-Statutory

Minimum Biweekly Salary: \$582.29

Supervise research lab in equine reproduction. Assist with surgery, perform lab techniques, analyze data, and assist in teaching labs.

Requirements: Bachelor's or equivalent in animal science or related field. 2 years experience with embryo transfer and/or mammalian cell culture. Microcomputer skills: word processing, database management, data analysis, graphics and bibliographic searches very desirable. Experience handling and treating large animals. Send cover letter and resume to Sam Weeks.

Research Equipment Technician, GR22 (T0406)

Nuclear Science and Engineering-Endowed

Minimum Biweekly Salary: \$625.24

Build research lab apparatus using standard machine shop equipment; use and maintain research lab equipment; operate low power nuclear reactors; operate gamma irradiation facility; use radiation safety equipment.

Requirements: Associate's in mechanical and/or electrical technology or equivalent experience. 3 years related experience. Nuclear reactor operator license or certification highly desirable. Knowledge of use of machine shop tools and research lab test equipment. Willingness and ability to learn procedures and methods of radiation safety and reactor operations and to pass US operator license examination (after training). Send cover letter and resume to Sam Weeks.

Computer Production Control, GR22 (T0202)

Finance and Business Services-Statutory

Minimum Biweekly Salary: \$607.04

Set-up, monitor and operate all data processing equipment within terminal area. Responsible for accurate processing of all systems in production status. Work various shift changes to cover heavy processing loads. Maintain operational documentation as necessary. Second shift.

Requirements: Associate's in data processing or equivalent experience. 2 years production control or related experience. Knowledge of MVS/JCL VM/CMS, System 36, AMP ADABAS systems. Send cover letter and resume to Sam Weeks.

Computer Operator, GR22 (T9607)

Animal Science-Statutory

Minimum Biweekly Salary: \$607.04

Responsible for computer night shift, putting out daily run, distribute output and listings, run tests and jobs submitted by programmers and keep shelves supplied with forms. Mon-Wed, 11:30pm-8am; Thur & Fri, 11:30 pm-7:30 am

Requirements: Associate's or equivalent in data processing. 3 years experience desirable particularly with IBM mainframe. Send cover letter and resume to Sam Weeks.

Electronics Technician, GR23-GR25 (T0801, T0802)

Telecommunications-Endowed

Minimum Biweekly Salary: \$651.82

Provide technical support for the campus telecommunications system, equipment and peripherals through assembly, installation, testing, and maintenance. Make the connections of ancillary hardware.

Requirements: Associate's or equivalent in electronics or related field. 3-10 years experience in installation and maintenance of telecom equipment, including PBX. Considerable electronics testing skills and ability to read building and underground plant prints. Some supervisory or project leader experience desirable. Must provide own hand tools. Must maintain valid NYS driver's license and have personal car available. Send cover letter and resume to Sam Weeks.

Electronics Technician, GR24 (T0407)

Biomedical Electronics-Statutory

Minimum Biweekly Salary: \$662.90

Provide preventive maintenance, repair, modification and design of medical electronics instrumentation.

Requirements: Associate's in electronics technology, BMET certification preferred, with 2-4 years experience in Medical Instrumentation. Need a working knowledge of: sophisticated test equipment and software; laser and other optical technology; electromechanical equipment; and machine shop practices. Must have manual dexterity and be computer literate. Send cover letter and resume to Sam Weeks.

CHESS Operator, GR24 (T0404)

CHESS-Endowed

Minimum Biweekly Salary: \$682.77

Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.

Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred. Send cover letter and resume to Sam Weeks.

Technician, GR24 (T8911)

Neurobiology and Behavior-Endowed

Minimum Biweekly Salary: \$682.77

Work in experiments for electron and light microscope autoradiography and fine structure. Help prepare new tissue preparations for scanning electron microscope.

Requirements: Bachelor's or equivalent experience in physical sciences (neurobiology or biochemistry). 5+ years experience. Use of electron microscope, scanning EM, microtomes, tissue. Send cover letter and resume to Sam Weeks.

Technical Off-Campus

Technician, GR18 (T0805)

Natural Resources/Bridgeport, NY-Statutory

Minimum Biweekly Salary: \$513.94

Assist in research on fish populations on Canadaraigo and Oneida Lakes. Sampling fish, processing samples, data summary, and data analysis. Will work in a temporary office on Canadaraigo Lake 2-3 months in spring and fall and at the Shackleton Point Biological Field Station the remainder of the year. Some other travel necessary.

Requirements: Associate's in fisheries science or closely related field. 1 year related experience. Must be able to swim and be experienced in operation of outboard motor powered boats. Experience with personal computers desirable. Send cover letter and resume to Sam Weeks.

Technical Part-time

Animal Technician, GR18 (T0804)

Veterinary Microbiology-Statutory

Minimum full-time equivalent: \$513.94

Provide care (feed, water, clean and monitor) for small research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting

Vets in treating and vaccinating animals. Sat, Sun and Weds.

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

Animal Technician, GR18 (T0704)

Veterinary Microbiology-Statutory

Minimum full-time equivalent: \$513.94

Provide care (feed, water, clean and monitor) for small research animals (canines and rodents) following strict protocols for sterile or disease control environments and regulations for animal welfare. 24 hour work week (weekends and holidays).

Requirements: High School diploma or equivalent. Associate's preferred. Knowledge of a variety of lab animals and animal breeding required. Pre-employment physical required. Must be able to lift up to 100 pounds. Send cover letter and resume to Sam Weeks.

Lab Technician, GR21 (T0803)

Anatomy-Statutory

Minimum full-time equivalent: \$582.29

Perform routine histological and immunohistochemistry procedures; prepare and maintain routine lab materials and sterile solutions; perform routine darkroom procedures; some bibliographic research. Days and hours neg.

Requirements: Bachelor's or equivalent in biology or a related field. 1-2 years experience in histological, immunohistochemical, and darkroom methods desired. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T9612)

Avian and Aquatic Animal Medicine-Statutory

Minimum full-time equivalent: \$582.29

Provide technical assistance in ultrastructural studies of fish pathology. Assist in all phases of transmission and scanning electron microscopy sample preparation, examination of specimens, photography, ultramicrotomy, preparation of prints of electron micrographs. Develop histochemical assays for ID of cell types in fish histosections. 30 hours per week between 8 am-5 pm

Requirements: Bachelor's required in 1 of the biochemical sciences. 1-2 years related experience in all phases of scanning and transmission electron microscopy. Experience in immunoperoxidase techniques desired. Send cover letter and resume to Sam Weeks.

Technician, GR22 (T0506)

Vegetable Crops-Statutory

Minimum full-time equivalent: \$607.04

Provide technical assistance for physiological studies with potatoes. Apply experimental treatments in growth chambers and greenhouses; perform biochemical and virological assays; maintain in vitro cultures; and summarize and analyze data on microcomputers. 20 hours per week.

Requirements: Bachelor's or equivalent in biochemistry, chemistry, or biology with training or experience in all 3 of these areas preferred. Graduate training highly desirable. 2 years experience on job or in coursework with as many of the following areas as possible: aseptic techniques, high pressure liquid chromatography, plant growing, microcomputers. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

Office Assistant, GR16 (C0724)

Animal Science-Statutory

Minimum Biweekly Salary: \$477.46

Assist in mailing computer reports and filming, etc.; prepare and input data; copy; file. Other duties as assigned. Mon, Tues 7-4; Wed, 7:30-4; Thur 8:30-4; Fri 7-2:30.

Requirements: High School diploma or equivalent. Some office experience preferred. Dairy background and basic math abilities helpful. Light typing.

Duplicating Operator, GR17 (C0810)

JGSM-Endowed

Minimum Biweekly Salary: \$517.65

Under minimal supervision, coordinate and provide duplicating and mailing services for the Johnson School's faculty, staff and students.

Requirements: High School diploma or equivalent. 6 months experience in duplicating/copy operation. Familiarity with U.S. mail regulations, routine recordkeeping and math skills. Light typing.

Secretary, GR17 (C0704)

ILR-Collective Bargaining, Labor Law and Labor History-Statutory

Minimum Biweekly Salary: \$495.36

Provide clerical support for department secretary, which will include working for 3 professors, one of whom is director of ILR's Internship Program. Word processing; type and proofread correspondence, coursework, textbook revisions, speeches, forms, manuscripts, reports, etc.; transcription from tapes; handle confidential material. Work on all aspects of internship program including telephone contact with sponsors and students; copy, file, mail, receptionist, etc. Other duties as assigned.

Requirements: High School diploma or equivalent. Strong secretarial skills preferred. Some related office experience preferred. Demonstrated organizational and communication (oral and written) skills. Knowledge of a variety of word processing packages using PC-Wordperfect, etc. Medium typing.

Secretary, GR17 (C0702)

ILR Extension and Public Service-Statutory

Minimum Biweekly Salary: \$495.36

Act as receptionist and provide clerical support to staff of the ILR Conference Center. Answer telephone; copy; file; prepare kits, nametags, certificates for conferences; handle mail, order office supplies, maintain xerox machine. Other related office duties as assigned.

Requirements: High School diploma or equivalent. Some office experience preferred. Able to work with public. Light typing.

Office Assistant, GR17 (C8114)

Campus Store-Endowed

Minimum Biweekly Salary: \$517.65

Serve as administrative office receptionist and telephone operator, providing general office support including work with Macintosh computer using Microsoft Word and Excel. Mon-Fri, 8-5:30 variable shift, some weekends.

Requirements: High School diploma or equivalent. Minimum 1 year office clerical experience. Knowledge of Macintosh computers a must. Experience with Cornell phone system a plus. Must possess good communication, organizational and interpersonal skills. Medium typing.

Data Entry Operator, GR17 (C0421)

Acquisitions/CTS/CUL-Endowed

Minimum Biweekly Salary: \$517.65

Enter book and order records into the NOTIS on-line acquisitions system.

Requirements: High School diploma or equivalent. Some experience preferred. Familiarity with computer terminals. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR18 (C0811)

Division of Summer Session, Extramural Study, and Related Programs

Minimum Biweekly Salary: \$529.35

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

Requirements: High school diploma or equivalent. College coursework preferred. One to two years related office and word processing experience. Excellent interpersonal and organizational skills. WordPerfect on IBM PC and Macintosh experience preferable. Knowledge of Cornell desirable. Medium typing.

Secretary, GR18 (C0809)

Human Development & Family Studies/FLDC

Minimum Biweekly Salary: \$513.94

Secretarial and receptionist support to the FLDC administration and program staff. Provide program support to several projects. Until 9/30/94. **Requirements:** High school diploma or equivalent. Some college coursework preferred. Apple Macintosh experience highly desirable. 1 year related experience. Medium typing.

Senior Records Assistant, GR18 (C0815)

Catalog/CTS/CUL-Endowed

Minimum Biweekly Salary: \$529.35

Responsible for editing (accepting or revising) name, subject and series authority headings; correcting machine-readable bibliographic and authority records, pre-input searching, and inputting or overlay or authority records.

Requirements: Two years of college or equivalent experience. Coursework successfully completed. Able to do detailed work accurately. Working knowledge of the NOTIS and RLIN cataloging systems and the USMARC bibliographic and authorities format desirable. Some foreign language ability helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

Office Assistant, GR18 (C0709,C0710)

Summer Session-Endowed

Minimum Biweekly Salary: \$529.35

Serve as receptionist; process mail and requests for information; order supplies; general typing; provide clerical support to registrar. Assist registrar in registration process.

Requirements: High School diploma required. 1 year related office experience required. Some college coursework preferred. Able to work with diverse public. Excellent interpersonal communication skills required. Experience with Wordperfect desirable. Able to set priorities and work independently under pressure. Some familiarity with Cornell desirable. Medium typing.

Collections Assistant, GR18 (C0723)

Law Library/CUL-Endowed

Minimum Biweekly Salary: \$529.35

Responsible for overseeing and executing the updating of American legal materials of the Law Library collection. Responsible for overseeing Law Library operations on Sats; i.e., opening and closing the building, and supervising the Circulation Desk.

Requirements: Associate's or equivalent. Previous work experience preferably in a library. Attention to detail. Good organizational and communication skills. Able to work with a variety of people in a public service setting and prioritize a variety of tasks. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C0717)

ILR-Labor Economics-Statutory

Minimum Biweekly Salary: \$513.94

Produce professional quality word processing using Macintosh and IBM compatible computers, typewriter, dot-matrix, and labor printers. Type, check over and proofread correspondence, lectures, coursework, manuscripts containing mathematical equations, statistical tables, resumes and travel reports; handle confidential material; locate and distribute forms, coursework and papers; make appointments and schedule business travel.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years office experience. Knowledge of Macintosh and IBM compatible computers-Microsoft Word, Excell, Wordperfect. Medium typing.

Administrative Aide, GR 18 (C0808)

University Development

Minimum Biweekly Salary: \$51.86

Provide administrative and clerical support to the Manager of Development Systems Operations. Prepare, process and distribute Prospect Clearance requests. Mail polling forms and input responses. Maintain gift acknowledge database, prepare and mail letters, invitations, etc; input date form studies and surveys, schedule appointments.

Requirements: High School diploma or equivalent. Some college coursework proffered. Excellent interpersonal, communications skills. Experience with Macintosh software. Able to handle high volume with accuracy and attention to detail. Knowledge of Cornell Public Affairs mainframe system desirable. Development/Public Affairs experience desirable. Minorities are particularly encouraged to apply.

Administrative Aide, GR19 (C0813)

Law School Public Affairs

Minimum Biweekly Salary: \$551.86

Provide secretarial and administrative support to Assistant Director and Development Assistant working with the Law School's annual fund and capital campaign. Coordinate production and mailings of materials from direct mail and phonathon programs, maintain development office database, prepare regular and special gift reports for volunteers, assist in planning Law School fund raising events, handle correspondence; file; answer telephones.

Requirements: High school diploma or equivalent required with some business courses or college preferred. 2 years of experience in responsible secretarial position. Familiarity with computer and word processing necessary. Must be able to work independently, maintain confidentiality and be extremely attentive to detail. Heavy typing.

Office Assistant, GR19 (C0814)

Academic Programs, Agric. & L.S.

Minimum Biweekly Salary: \$535.78

Provide clerical support for the College Registrar. Respond to student inquiries. Compile registration report, assist in course enrollment, maintain files, prepare and update student records, act as receptionist for visitors and incoming calls.

Requirements: High school diploma or equivalent. Some college coursework preferred. Two years experience, preferably in a similar college office. Good interpersonal skills. Accuracy and confidentiality very essential. Experience with Mac computer helpful. Medium typing.

Secretary, GR19 (C0707)

Arts and Sciences Public Affairs-Endowed

Minimum Biweekly Salary: \$529.35

Provide administrative and secretarial support for the Director of Public Affairs and the Director of Alumni Affairs as well as two Assistant Directors. Arrange meetings, events, staff travel; assist with gift processing and tracking. 9 month position.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years secretarial experience required. Good typing, filing, and telephone skills essential. Ability to work on projects independently and under deadlines. Knowledge of IBM computer and its applications necessary. Medium typing.

Office Assistant, GR19 (C0725,C0726)

CIT-MOS/Consumer Services-Endowed

Minimum Biweekly Salary: \$551.86

Provide consulting and process orders/sales transactions as an integral part of the CIT/MOS resale operation. This includes identification of customer computing needs, as well as providing technical information and performing demonstrations and configuration assistance.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Excellent communication skills and ability to work with a range of clients in a hectic, fast-paced customer service environment. Hands-on experience with micros required as well as an overall interest in learning about information technologies and software application. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Audio-Visual Aide, GR19 (C0718)

Media Services-Statutory

Minimum Biweekly Salary: \$535.78

Oversee audio visual facilities and equipment for faculty and staff in College of Agriculture and Life Sciences. Provide counseling and training for faculty, students, and staff in effective use of audio visual systems; operate and maintain equipment; maintain inventory records; schedule equipment and facilities usage.

Requirements: High School diploma or equivalent. 2 year degree in communication or audio-visual technology desirable. Experience in maintaining and repairing audio visual equipment. Good interpersonal skills required. Able to lift miscellaneous audio-visual equipment. Must be available for some nights and weekend work. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR19 (C0705)

C.U. Press-Endowed

Minimum Biweekly Salary: \$551.86

Work with accounts receivable; review source documents; code inventory master file; issue invoices and credit memos; review shipping papers. Other various tasks.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Familiarity with computer and data processing procedures. Some accounting and bookkeeping coursework desirable. Medium typing.

Building Coordinator, GR19 (C0713)

Dean's Office, Arts and Sciences-Endowed

Minimum Biweekly Salary: \$551.86

Coordinate the care and maintenance of Uris Hall. Key control; equipment maintenance and distribution; mail distribution.

Requirements: High School diploma or equivalent. Some college coursework preferred. Some computer background with Macintosh helpful. 2 years administrative experience. Ability to work well with faculty, staff and students is essential. Any related experience at Cornell is helpful. Regular Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Assistant, GR19 (C0706)

C.U. Press-Endowed

Minimum Biweekly Salary: \$551.86

Work with accounts receivable; take phone orders; handle customer service questions; edit prepaid orders; work with convention orders; open and sort mail; type correspondence, etc.

Requirements: HS diploma or equivalent. Some college coursework preferred. 2 years related experience. Experience working with computers desired. Medium typing.

Jobs

Continued from page 3

and communication skills (both oral & written) necessary. Attention to detail, discretion with confidential material, and work independently to work with deadlines important. Excellent word processing and general computer skills necessary. Submit employee transfer application and cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. Minorities are particularly encouraged to apply.

Accounts Coordinator, GR21 (C9620) Finance and Business-Statutory Minimum Biweekly Salary: \$582.29

Provide administrative support for Financial Reporting and Analysis section of Statutory Accounting Services. Monitor accounts and prepare various journal entries in accordance with generally accepted accounting principles, Statutory College and Cornell policies, and outside agencies. **Requirements:** Associate's or equivalent. 3 years accounting experience; familiarity with university accounting system preferred. Knowledge of PC spreadsheet packages required. Demonstrated communication (oral and written) skills needed. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Accounts Coordinator, GR21 (C9619) Finance and Business-Statutory Minimum Biweekly Salary: \$582.29

Responsible for maintenance of the Cornell Statutory equipment inventory master file. Audit equipment vouchers; input information into Property Control System in Albany; reconcile Property Control edit reports with Cornell statements; correspondence with Cornell and Albany personnel; request necessary reports for PCS in Albany. **Requirements:** Associate's in business or accounting or equivalent. 2-3 years office experience necessary. Strong interpersonal and communication skills. Personal computer and terminal experience required. Light typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Accounts Coordinator, GR21 (C0111) Finance and Business-Statutory Minimum Biweekly Salary: \$582.29

Responsible for processing all Statutory College utility payments from State appropriations. Perform various reconciliations and document processing functions for Finance and Business Services. **Requirements:** Associate's or equivalent experience. 3-4 years office experience necessary. Good interpersonal and communication skills. Personal and terminal experience. Light typing.

Administrative Aide, GR22 (C0801) Athletics-Endowed

Minimum Biweekly Salary: \$625.24
Provide administrative and clerical assistance in coordinating the logistics of football activities and related events. Key areas include: budget; account monitoring; special event coordination; student recruiting process; travel arrangements; alumni correspondence; game day logistics and preparation of play books. Oversee clerical staff. **Requirements:** Associate's or equivalent. 3-4 years successful work experience in a busy office environment. Excellent typing, public relations, communication and organizational skills required. Familiarity with accounting and budgeting procedures a plus. Willingness to work overtime and irregular schedule during football season. Able to work independently with little direct supervision. Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Building Coordinator, GR23 (C0816) Theatre Arts

Minimum Biweekly Salary: \$651.82
The building manager is responsible for the maintenance, housekeeping, security and technical support for the Center for Theatre Arts, a 96,000 square foot facility. This position reports to the Director of Facilities for the Collage of Arts and Sciences. Daily supervision by the Chairman of Theatre Arts, through the Dept. Business manager. **Requirements:** Associate or equivalent required. A certified electrician or equivalent is preferred. 3-5 years experience in the building construction field required, ability to read blueprints and mechanical drawings is highly desirable. Knowledge of physical plant operations, technical, mechanical and electrical skills essential. Work knowledge of theatre and lighting and sound systems helpful. Knowledge of personal computers and hardware. Regular Cornell employees send employee transfer applications, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

Accounts Coordinator, GR25 (C0304,C0305) Finance and Business Services-Statutory Minimum Biweekly Salary: \$694.38

Provide leadership and technical expertise to a team of 2 accountants in post-award financial management of approximately 1000-1200 restricted operating accounts totaling 30-35 million dollars annually. The team leader coordinates the team's efforts within policies and procedures of Cornell and within funding requirements of sponsoring agencies or donors. **Requirements:** Bachelor's in accounting/business administration or equivalent combination of education and experience. Coursework in supervisory management desirable. Training and experience in grant/contract or fund accounting is essential. Ability to work with and manage personnel resources is essential. Strong communication (oral and written) skills are necessary and must demonstrate high level of organizational ability. Working knowledge of computer management systems reports essential. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Professionals Off-Campus

Administrative Aide, GR20 (C0703) ILR/Rochester Extension Office-Statutory Minimum Biweekly Salary: \$558.78

Administer, with little supervision, day-to-day activities of credit programs for the Rochester ILR Ext. Office. Primary responsibilities include heavy contact with students and adjunct faculty, processing all registration materials, and working with program coordinators to schedule classes and produce advertising materials. Mon-Fri, hours flexible. **Requirements:** Associate's or equivalent. 2-3 years of secretarial experience, preferably at executive level. Able to work independently using good judgment. Strong interpersonal skills. Excellent communication (written and oral) skills. Computer proficiency. Medium typing.

Administrative Aide, GR21 (C0719) Entomology-Geneva-Statutory

Minimum Biweekly Salary: \$582.29
Provide personnel services for more than 90 regular and temporary department employees; secretarial support to the chairman and to 15 faculty members. **Requirements:** Associate's or equivalent. 3 years related experience. Excellent administrative experience essential. Able to maintain confidentiality, work independently, and set priorities. Accuracy in typing and keeping payroll and time/attendance records. Medium typing.

Program Aide, GR22 (C0805,C0806,C0807) NYC Cooperative Extension-Statutory Minimum Biweekly Salary: \$607.04

Plan, implement and evaluate project activities directed to families participating in a child development program in Fort Greene area of Brooklyn. Send approved copy to Shirley Livingstone, 379 ACADEMIC I. Position available upon grant approval.

Requirements: A.A. in child care, human development, adult education or health related coursework, with 2-3 years related experience. Able to work as a member of a team teaching skills.

Office Professionals Part-Time

Office Assistant, GR16 (C0609) Biotechnology Program-Endowed Minimum full-time equivalent: \$498.93

Schedule and oversee conference facilities plus general clerical duties as time permits. Hours to be arranged. **Requirements:** High School diploma or equivalent required. Typing experience. Previous experience dealing with the public preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

Office Assistant, GR17 (C0624) Music-Endowed

Minimum full-time equivalent: \$517.65
Be able to record concerts and help with electronic equipment; act as stage manager, train and supervise ushers; coordinate schedules in Barnes for classes, rehearsals, tunings, and moving of instruments. 25 hours per week, 9.5 months per year. **Requirements:** High School diploma or equivalent. Music interests necessary. Excellent public relations skills. Able to handle emergencies efficiently and calmly. Good decision-making skills. Up to 1 year related experience in concert giving environment and knowledge of related areas. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Assistant, GR17 (C9508) Plant Breeding and Biometry-Statutory Minimum full-time equivalent: \$495.36

Assist Administrative Aide with duties of business operations in academic department. Type purchase orders; make deposits; order supplies; accounts receivable billings; pick up and deliver packages; process phone, fleet and stores bills; photocopy; fax; file; run errands. 20 hours per week. Hours negotiable. **Requirements:** High School diploma or equivalent. Office/accounting experience helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Secretary, GR18 (C0727) Community & Rural Development Institute-Statutory Minimum full-time equivalent: \$513.94

Provide secretarial support for the associatedirector of the Community and Rural Development Institute. Heavy typing for research and extension activities; process expense reports; conference organization; newsletter preparation. Other duties as assigned. Hours flexible, half days preferred. **Requirements:** High School diploma or equivalent, some college coursework (secretarial training) preferred. 1 year related secretarial experience with computer, word processor essential. Excellent organizational and communication skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C0612) ILR-Personnel & Human Resource Studies-Statutory Minimum full-time equivalent: \$513.94

Secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda, budgets, vouchers, etc.; make travel arrangements, process correspondence, handle mail, telephone contacts, appointments. 20 hrs pr wk. May go to full-time in Summer 1990. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years office experience. PC experience; familiarity with wordprocessing software, graphics software and spreadsheets. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C0229) Plant Breeding and Biometry-Statutory Minimum full-time equivalent: \$513.94

Provide secretarial support for faculty in the Biometrics Unit. Type correspondence, course materials, and technical manuscripts; photocopy; serve as backup for answering telephones and handling mail. Other duties as assigned. 4 hours per day; flexible. Hours may increase. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 1 year related office experience. Familiarity with word processing, preferably on IBM PCs or MACs. Technical typing desirable (training provided). Good interpersonal and organizational skills. Accuracy important. Medium typing. Send cover letter and res to Esther Smith, Staffing Svcs, EHP, Ithaca, NY 14850.

Secretary, GR19 (C0711) Psychology-Endowed

Minimum full-time equivalent: \$551.86
Serve as graduate field secretary, handle grad applications, TA appointments, maintain grad records, etc. Secretarial support to several faculty members; providing word processing and record keeping support. Excellent interpersonal, communication and organizational skills essential. Mon-Fri, 4 hours per day, TBA. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 2 years related experience in university setting. Knowledge of Macintosh, Word, Excel desirable. Must be self-directed. Excellent organizational, interpersonal and communication skills essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Temporary

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

Casual Administrative Secretary (S0707) Office of President Emeritus Malott

Provide administrative/secretarial support to President Emeritus Deane Malott. Heavy use of dictaphone. Xeroxing. Medium typist, accuracy a must. Maturity and reliability are essential. Familiarity with CU desirable. Approximately 9-11 hours weekly, however, hours may increase.

Office Assistant (S0702) CIT/MOS-Consumer Services

Provide consulting and process orders and sales transactions as an integral part of MOS Marketing Operation. Identify customer computing needs. Provide information and perform demonstrations. 3 months. **Requirements:** High School diploma. Associate's in business or marketing desirable. Excellent communications and interpersonal skills. Hands-on experience with microcomputer applications. Ability to work in a fast-paced environment. Light typing.

Service Clerk (S0701) Lab of Ornithology

General stockkeeping duties at the Crow's Nest Birding Shop. Answer phone, file, type and computer work. NYS driver's license helpful. April to July, 20-30 hours per week. **Requirements:** High School diploma or equivalent. Able to lift 50 pounds. Cash register experience helpful. Light typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Office Assistant (S0601) Summer Session

Provide clerical assistance to the director and assistant to the director. Answer phone and mail inquiries. Process application recommendations and transcripts through acceptance to programs. Assemble and process bulk mailings. Assist with registration and course changes. Mon-Fri, 1-5 (flexible). Until July **Requirements:** High School diploma or equivalent. Some office experience desired. Familiarity with IBM PC required. Ability to work with diverse public. Ability to work independently. Familiarity with Cornell desirable. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Catering Bar Manager (S0307) Cornell Catering

Inventory, pack, and store all catering liquor and bar equipment. Previous bartending experience required. Must be reliable and 21 years of age. 20-25 hours weekly. Please send cover letter, resume, and two references to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

Office Assistant (S0504) Campus Planning

Provide secretarial support in the office of Campus Planning. MacIntosh experience preferred. Answer phones, file, and errands. One year office experience desirable. Please contact Karen Raponi, Staffing Services, at 5-2192.

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.

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

Weekend Custodian, S002 (G0801) Building Care-Statutory

Hiring Rate: \$6.00
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Hours: Tues - Fri 6:00 am-2:30pm, Sat 4:00am-12:30 pm, Regular Cornell employees only. Submit employee transfer applications to Esther Smith, Staffing Services, EHP.

Assistant Cook, S006 (G0813) Dining-Endowed

Hiring Rate: \$7.20
Under general supervision, prepare and present a full variety of foods, as assigned, through own efforts and through supervision of staff. Shift subject to change. **Requirements:** High School diploma or equivalent. 1-2 years experience in food preparation; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Skilled in presenting and garnishing food. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, Auburns, slicers, mixers, choppers and various hand tools. Good interpersonal and communication skills preferred. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Food Service Worker, S001 (G0807) Dining-Endowed, Regular full-time, 40 hrs weekly

Hiring Rate: \$5.75
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. **Requirements:** Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Food Service Worker, S002 (G0802-G0806) Dining-Endowed

Hiring Rate: \$6.00, Regular Full-time, 40 hours a week
Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change. **Requirements:** High-school diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Dish Machine Operator, S002, (G0810-G0812) Dining-Endowed, Regular, Full-time

Hiring Rate: \$6.00
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 35 pounds. Full-time 40 hours. Regular Cornell Employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Bus Driver, S006 (G9506) CU Transit-Endowed

Hiring Rate: \$7.20
Drive bus on campus, TOMTRAN routes and charter trips. Check vehicle for proper operating condition; provide information and directions. Shift subject to change. **Requirements:** High School diploma or equivalent. NYS Class 2 driver's license required. Pre-employment physical and other Department of Motor Vehicles requirements. 3-6 months current bus driving experience. Good communication (oral) skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. Women and minorities encouraged to apply.

Fraternity Cook, S006 (G0406) Residence Life-Endowed

Hiring Rate: \$7.20
Clean, prepare and cook food for University-owned fraternity. Clean all food preparation areas, cooking areas and assist in keeping storerooms and refrigerators sanitary. Aid student steward in menu-planning and food purchases as needed. Must be able to work with little supervision and with student volunteers. Ability to supervise student helpers preferred. **Requirements:** High School diploma. 1-2 years quantity experience. Ability to follow recipes accurately, operate standard food preparation and cooking equipment. Experience in large quantity preparation is essential. Some years experience as a cook. Good organizational skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

General Service Part-time

Dish Machine Operator, S002, (G0809) Dining-Endowed, Regular, part-time

Hiring Rate: \$6.00
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 30 pounds. Part-time 35 hours. Regular CU employees only. Send employee application to Esther Smith, Staffing Svcs, EHP.

Food Service Worker, S001, (G0808) Dining-Endowed, Regular part-time, 35 hrs weekly

Hiring Rate: \$5.75
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. **Requirements:** Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Custodian Building Care-Endowed/Statutory

Temporary Rate: \$5.00
Continuous recruitment will be done in the department of Building Care for temporary custodians. Providing general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur 6am-2:30pm, Fri 6am-1:30pm. Periodically 2nd & 3rd shift hours are available. **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, EHP, 255-2192 for an interview.

Academic

Assistant Director for Staff Development and Recruitment and Associate Professor

Department of Education/Cooperative Extension
Tenure track, 12 month position. 75% Extension administration/25% teaching. Provide leadership for and coordinate staff orientation and inservice education opportunities for the Cornell Cooperative Extension System. Teach in the areas of extension, adult and continuing education. **Requirements:** Doctorate in adult education, human resource management or related field and a minimum of 6 years professional experience. Demonstrated leadership and management/administrative abilities. Submit a letter of application, resume and names of 3 references to R. David Smith, Associate Director, Cornell Cooperative Extension, Cornell University, Box 9 Roberts Hall, Ithaca, NY 14853-5901 by April 10, 1990.

March 31, 1990 Deadline Metropolitan and Select Benefit Claims

Select Benefits Claims: All medical and dependent claims for 1989 must be submitted by March 31, 1990. Under federal law, amounts remaining in a reimbursement account at the of the plan year cannot be returned to the employee. If you have any questions please call 255-3936 (endowed) or 255-4455 (statutory).

Metropolitan Claims: All claims for 1989 services and PAID prescription drug claims for 1989 must be submitted by March 31, 1990. If you have any questions please call Statutory Finance and Business Services at 255-7995.

Cornell Employment News

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